

BOARD OF EDUCATION
(Official)

April 21, 2016
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on April 21, 2016 at 6:30 p.m., at Elmora School No. 12, 638 Magie Avenue, Elizabeth, New Jersey.

Board President Charlene Bathelus presented the following statement at 6:50 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 The Star Ledger and Cablevision of Elizabeth on Friday, April 15, 2016. 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 April 21, 2016 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 prior to the commencement of public participation so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

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

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

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

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

The Pledge of Allegiance was led by second grade student Gabriel Hartman at Elmora School No. 12.

The *Star Spangled Banner* by Francis Scott Key was performed by students in the Elmora School No. 12 Chorus.

The Pledge of Ethics was led by fourth grade student Tayyab Gilliam-Johnson at Elmora School No. 12.

Ms. Bathelus introduced a new video presentation of the Core Beliefs and Commitments.

Ms. Bathelus introduced students in the Elmora School No. 12 Chorus who performed *6,000,000* by Hank Fellows in commemoration of Passover. The students stated that the Elmora School No. 12 Chorus will be participating in the Holocaust Remembrance Day on May 4, 2016 at 6:45 p.m. at Wilkins Theater at Kean University and invited everyone to attend. Ms. Bathelus thanked the students for a wonderful performance.

Ms. Bathelus introduced Principal of Elmora School No. 12 Chihui Seo Alfaro.

Mrs. Alfaro welcomed everyone and stated that the Heart to Heart Buddy Program began this year at Elmora School No. 12 and has an eighth grade student team up with an autistic student. Mrs. Alfaro introduced a video presentation of the Heart to Heart Buddy Program.

Ms. Bathelus introduced kindergarten students and students in the autism program at Elmora School No. 12 who performed *I'm So Glad to Be Here* by Teresa Jennings. Ms. Bathelus thanked the students for a wonderful performance.

Ms. Bathelus welcomed everyone and thanked Principal Chihui Seo Alfaro and Vice Principal Melissa Kulick for hosting the Board meeting at Elmora School No. 12.

Mr. Nina recognized eighth grade students in student government at Elmora School No. 12 who have made excellent contributions to their school community including Antonio Hernandez, Ariana Marroquin, Roger Paris, Edwin Ramirez, Jessica Rivera, Valeria Salazar, and Taryn Vaughn. Mr. Nina and Board members congratulated the students and presented each with a certificate of commemoration.

Mr. Rodriguez recognized Nataly Kelly student at Elmora School No. 12 who serves as the student director of the after school tutoring program and student editor of the school paper, *The Eagle Times*. Mr. Rodriguez and Board members congratulated Nataly Kelly and presented her with a certificate of commemoration.

Mrs. Carvalho stated that the Week of the Young Child is an annual celebration hosted by the National Association for the Education of Young Children (NAEYC). Mrs. Carvalho recognized the preschool art, music, and physical education teachers for their work in the formative years of our preschool students.

Mrs. Hugelmeyer introduced preschool art teachers George DelRisco, Lucia Flint, Elise Grant-Erdt, Sandra Hill, Laura Howell, Jessica Priolo, and Kimberly Schmalz; preschool music teachers Elizabeth DeMichele, Brandon Frumolt, Daniel Lipper, Mihran Mangioglu, David Morrish, Karen Pajak, and Denise Santoro; and preschool physical education teachers Bonnie Linck, Karin Maguire, Mary Nigro, Bonnie Ortiz, Anthony Pires, Kate Rodriguez, and Kenneth VonBischoffshausen.

Mrs. Carvalho and Board members congratulated the teachers and presented each with a certificate of commemoration.

Mrs. Carvalho recognized Camilo Guzman, student at Elmora School No. 12 who is a role model for his fellow students serving as a buddy in the Heart to Heart Buddy Program and is also a journalism student who provides regular contributions to *The Eagle Times*. Mrs. Carvalho and Board members congratulated Camilo Guzman and presented him with a certificate of commemoration.

Mr. Neron recognized parents of the students in the Autism Program at Elmora School No. 12 for their constant support and love for the Elmora School No. 12 family.

Mrs. Hugelmeyer introduced parents Natassia and Mark Ras, Brenda Scavino, Karen Salgado and Richard Meza, Tashanique Hartwell, Mirian Mendez and Rodolfo Mendez Fernandez, Marlyn and Miguel Velez, Rashida Gilliam and Tawian Johnson, Michelle Harnett, Lissette Frometa, Maria Mayancela and Milton Guaman, Helena and Martin Hartman, Camelia Rivas and Francis Torres, Shirley Blassini and Luis Valentin, and Karina Dreyer and Javier Alegre.

Mr. Neron and Board members congratulated the parents and presented each with a certificate of commemoration.

Mr. Rodriguez stated that autism has impacted families in our community and in the nation and 1 out of 68 students is diagnosed with Autism Spectrum Disorder (ASD). Mr. Rodriguez stated that in New Jersey it is 1 out of 41 which represents a 12% increase over just two years. Mr. Rodriguez recognized staff who are serving students in the Autism Program in our district.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Elmora School No. 12 including self-contained teachers Christine Busichio, Natalie Hart, and Erin Taccogna; resource center teacher Theresa Esperon; and classroom staff Ana Arias, Magalys Arudin, Sonia Benavente, Catherine Garcia, Nilsa Gomez, Jose Gonzalez, Andrea Lituma, Magnolia Lopez, Mariluz Maldonado, Diadina Montano, and Jovica Pecic; social worker Dani Iemola; and speech and language specialists Brooke Capp and Vanessa Lambert.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Mabel G. Holmes School No. 5B including self-contained teacher Bridget Kelly; classroom staff Belkys Garcia, Natasha Lee, Shanniqua McNeil, and Sarah Zela-Rosales; case manager Maria Alvarez; and speech and language specialist Beth Shundler.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Toussaint L'Ouverture-Marquis de Lafayette School No. 6 including self-contained teachers Ines Avila, Colyn Lucario, and Bridget Wilczek; classroom staff Yolanda Cano, Saymar Gonzalez, Maria Guillen, Cynthia Hardwick, Denayah VanDunk, Rockell Worts, and Estelle Zignauskas; food service worker Mary Theodate; case managers Josephine Jansen and Lincoln Pantoja; and speech and language specialists Deborah Colonna and Jaime Heller.

Mrs. Hugelmeyer introduced staff members in the Autism Program from iPrep Academy School No. 8 including self-contained teachers Michael Serino and Danielle Teplicky; classroom staff Lisa Arce, Lineth Cespedes, Sultana Ghani, Angie Novas, and Liboria Santagata; case manager Debra Buzinkai; and speech and language specialist Monica Acosta.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Dr. Albert Einstein Academy School No. 29 including self-contained teacher Jessica Ramirez-Fidalgo; classroom staff Nube Chabla, Angelina Felicio, Erin Reed, Diana Ruvalcaba, and Forrest Walker; case manager Edward Davidowski; and speech and language specialist Mary Sochaczewski.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Ronald Reagan Academy School No. 30 including self-contained teachers Ameliz Gilmore, Lizette Pepin, and Rebecca Wood; classroom staff Zoila Acosta, Paula Arenas, Vanessa Beibide-Zanethich, Ana Bermudez, Lisbeth Capeles, Adrianna Castro, Jenniffer Castro, Juan Cisneros, Rosa Cotton, Rita Cruz, Sara Felix, Georgina Hernandez, Hiades Jimenez, Kathy Nadjavestky, Amparo Ruiz, Leslie Swaggerty, and Paola Vega; food service workers Carmen Barrera, Angelica Butron, Celfa Leandro; case managers Margaret Elie and Marlody Noda; and speech and language specialists Malka Botnick and Laura Lawrence.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Donald Stewart Center for Early Childhood Education School No. 51 including self-contained teacher Sabrina Burnett-Williams; classroom staff Alexandra Gallardo, Nancy Gomez, and Stephanie Gonzalez; food service worker Marta Puertas; case manager Catherine Hagler; and speech and language specialist Mary Falis.

Mrs. Hugelmeyer introduced staff members in the Autism Program from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52 including self-contained teacher Karema Cunningham; classroom staff Denise Nistico and Gabriella Tapia; food service

worker Apolinaria Raymi; case manager Debra Davis; and speech and language specialist Ines Louro.

Mr. Rodriguez and Board members congratulated the staff members and presented each with a certificate of commemoration.

Mr. Rodriguez stated that the staff members we just recognized work with our children in the Autism Program on a daily basis to ensure that the children receive the high quality education they deserve. Mr. Rodriguez recognized Supervisor of Special Services Michael Burke and instructional coaches Colleen Carroll and Peter Murin for their leadership within the Autism program. Mr. Rodriguez and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Nina recognized 1st Ward Councilman Carlos Torres who was in attendance.

Ms. Bathelus stated that the President's Tour was a great opportunity for her to visit each of our district schools to meet the children of our community for whom we are tasked with providing a high quality education as well as the teachers and administrators at each school who are charged with inspiring our students to achieve at high levels. Ms. Bathelus stated that it was a great privilege walking into each school building to witness inspiring examples of teaching and learning and speaking with students, teachers, and administrators who make up the vibrant and diverse learning communities of the Elizabeth Public Schools. Ms. Bathelus stated that throughout the tour a dedicated group of team members helped coordinate the visits and wonderfully captured the essence of each visit through video and still photography. Ms. Bathelus recognized the following staff members for their tremendous work throughout the tour including system analysts Michael Goncalves and Jason Roberts; computer technician Reynold Lambert; technology coach Omar Veloz; and Chief Information Officer of Technology Alberto Marsal. Ms. Bathelus and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized Union County Freeholder Vice Chairman Sergio Granados who helped coordinate a Family Services Town Hall that will be co-sponsored by Autism Speaks and U.S. Senator Robert Menendez. Miss Goncalves stated that this event will be hosted in partnership with the County of Union, City of Elizabeth, Elizabeth Public Schools, and Moving New Jersey Forward Foundation and will take place on May 7, 2016 at Ronald Reagan Academy School No. 30. Miss Goncalves stated that this will feature a discussion about transition, education, employment, and resources available to families as they begin to plan for adulthood for their child with special needs. Miss Goncalves acknowledged Sergio Granados' efforts to provide families of children with special needs with a forum to receive vital information about preparing them for their adult lives. Miss Goncalves stated that Sergio Granados could not be here tonight due to a conflict in his schedule.

Ms. Bathelus stated that she has designated office hours from 5:30 p.m. to 7:00 p.m. every Monday night during which Elizabeth families may make an appointment to meet with her and discuss any issues or concerns pertaining to the Elizabeth Public Schools.

Ms. Bathelus stated that each month the Board meeting has recognized a special month, in February we celebrated President's Month and Black History Month, in March we celebrated Women's History Month, and this month we are recognizing the importance of raising autism awareness here in the Elizabeth community and in the State of New Jersey which has the highest rate of autism in the country. Ms. Bathelus stated that during the month of April the lights at the main entrances of each of our schools buildings and district offices have been replaced with a blue light. Ms. Bathelus stated that for the first time the Elizabeth Public Schools is participating in Light It Up Blue which is an international campaign for schools, businesses, organizations, and homeowners from throughout the world to have a blue light in the effort to raise autism awareness. Ms. Bathelus stated that World Autism Awareness Day was observed on April 2 and

was adopted by the United Nations in 2007 to shine a bright light on autism as a growing global health priority.

Ms. Bathelus stated that each Board member will share facts about autism. Ms. Bathelus stated that Autism Spectrum Disorder (ASD) is a developmental disability that is caused by differences in how the brain functions.

Mrs. Carvalho stated that autism affects language development, social skills, and behavior.

Mr. Nina stated that people with ASD typically have symptoms early in life and will usually have symptoms throughout their lives.

Mr. Rodriguez stated that according to the Centers for Disease Control (CDC) most recent national data, an average of 1 in 68 individuals have Autism Spectrum Disorder and that national average is roughly higher than the estimate for 2008 which was 1 in 88. Mr. Rodriguez stated that the reason for this increase across the nation is not known. Mr. Rodriguez stated that boys were almost 5 times more likely to be identified with ASD than girls.

Miss Goncalves stated that ASD occurs among all racial, ethnic, and socioeconomic groups, however, white children are still more likely to be identified with ASD than black or Hispanic children.

Ms. Bathelus introduced a video presentation highlighting our district's participation in the Light It Up Blue campaign.

Board President Bathelus presented the following public participation statement.

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

Ms. Bathelus called upon the first public participant to address the Board.

Two students stated that they don't feel safe at their school.

Ms. Bathelus thanked them for speaking and asked Mr. Neron, as it is his adopted school, to speak with them.

Mrs. Hugelmeyer requested Interim Assistant Superintendent for Teaching and Learning Jennifer Cedeno also speak with them.

Mr. Neron excused himself from the meeting at 8:05 p.m.

Ms. Bathelus called upon the next public participant, Betty Crawley, to address the Board.

Betty Crawley, 229 Cranford Avenue, Cranford, stated that she is a retired library/media specialist from the Elizabeth Public Schools and is concerned about the closing of school libraries.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Anabel Azurdia, to address the Board.

Anabel Azurdia, stated that she is a student at Elizabeth High School and plays the violin in the orchestra. Miss Azurdia stated that she is also part of the New Jersey Symphony Orchestra

and has played in Carnegie Hall. Miss Azurdia thanked Mr. Neron for attending the performance at Carnegie Hall. Miss Azurdia praised the music department and asked the Board to continue the support for music in the schools. Miss Azurdia invited everyone to attend the concerts on May 14, 2016 at New Jersey Performing Arts Center and on May 25, 2016 at Elizabeth High School at 7:00 p.m.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Angelina Azurdia, to address the Board.

Angelina Azurdia, student, stated that she plays the violin in the orchestra and also in the New Jersey Symphony Orchestra and had the privilege of performing in Carnegie Hall. Miss Azurdia thanked Mr. Neron for attending their concert at Carnegie Hall. Miss Azurdia asked the Board to support music in the schools and invited everyone to attend their Spring Concert at the New Jersey Performing Arts Center.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Sebastian Cano, to address the Board.

Sebastian Cano, student, stated that he also plays the violin and is part of the New Jersey Symphony Orchestra and has played at Carnegie Hall with Anabel and Angelina. Mr. Cano thanked their music teacher for her support and encouragement. Mr. Cano thanked Mr. Rodriguez for attending a concert and Mr. Neron for attending the concert at Carnegie Hall. Mr. Cano invited everyone to attend the concert at NJPAC at 12:00 noon on May 14, 2016.

Ms. Bathelus thanked him for his comments and thanked all three students for sharing their experiences with the Board members. Ms. Bathelus called upon the next public participant, Patricia Gallante, to address the Board.

Patricia Gallante, 750 Grier Avenue, stated that Elizabeth High School and Hamilton were honored and spoke about the other four high schools and the graduation rates.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Reverend Townsend, to address the Board.

Reverend Townsend, 528 Fulton Street, spoke about a bullying incident and asked for it to be investigated.

Ms. Bathelus thanked him for his comments and asked Reverend Townsend to speak with Supervisor of Anti-Bullying/EEOC Peter Vosseler. Ms. Bathelus called upon the next public participant, Pia Carbajal, to address the Board.

Pia Carbajal, 19 Dehart Place, thanked the wonderful group of teachers and special needs professionals who worked with her daughter at Battin School No. 4 and iPrep Academy School No. 8. Ms. Carbajal thanked everyone here for helping the special needs children and especially helping her daughter who is now in an out of district special needs school.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Gihazal Ather, to address the Board.

Gihazal Ather, 235 Keats Avenue, stated that she works with a large group that strives to advocate and collaborate to address issues in our schools. Ms. Ather stated that there are fifteen Syrian refugee families along with their children in Elizabeth and they need help for the Syrian students who do not speak English.

Mrs. Hugelmeyer stated that she has been working very closely with Jade Holmquiet who has attended our bilingual parent committee. Mrs. Hugelmeyer stated that a great deal of information has been shared and Director of Bilingual ESL Lisette Calvo has done several presentations for the community to help understand the ESL services being provided and the accommodations. Mrs. Hugelmeyer stated that there is always more that can be done and Jade Holmquiet has been our main point of contact throughout this journey and certainly welcome to have future conversations with her and Ms. Ather as well. Mrs. Hugelmeyer thanked her for coming this evening.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Laura Perry to address the Board.

Laura Perry, 23 Claremont Dr., Short Hills, stated that she is also a volunteer working with the Syrian families in Elizabeth. Ms. Perry stated that the ELL is not very successful for the Syrian students who don't understand the English language and asked for help for the students.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Khalid Bendvise, to address the Board. Khalid Bendvise did not come forward. Ms. Bathelus called upon the next public participant, Wafa Esposito, to address the Board.

Wafa Esposito stated that she volunteers with the Syrian refugees and asked for help with the placement of the right program for the Syrian students.

Ms. Bathelus thanked her for her comments and asked Gihazal, Laura, and Wafa to meet with the Superintendent and herself within the next weeks to discuss this matter. Ms. Bathelus apologized to the parents who are here who feel their children are not really getting the education they should have right now. Ms. Bathelus stated that it is hard for the families that come from other countries and it is a totally different language. Ms. Bathelus stated that she understands and we are here with you and we will come to some kind of resolution.

Mrs. Hugelmeyer stated that the district was proactive in hiring two dual certified ESL teachers that are Arabic speaking teachers. Mrs. Hugelmeyer stated that they are at the high school as well as the elementary level helping our new community adjust to the transition to this country. Mrs. Hugelmeyer stated that we hired the Arabic speaking ESL teachers to be able to help the Port of Entry Program.

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

Christina Moreira, 805 Gebhardt Avenue, spoke about the PARCC test and the lack of transparency in the lead testing in this district.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, spoke about SEPAC and Board policies.

Mr. Neron returned to the meeting at 8:46 p.m.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Rachel Quijano, to address the Board.

Rachael Quijano, 205 S. Second Street, spoke about her children and the problems at School No. 28.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Gladys, to address the Board.

Gladys stated that she is a parent and spoke about problems at School No. 28.

Ms. Bathelus thanked her for her comments and requested that Ms. Quijano and Gladys speak with Interim Assistant Superintendent for Human Resources Frank Cuesta about this matter as he is in charge of this school. Ms. Bathelus stated that this needs an investigation of what happened at School No. 28. Ms. Bathelus stated that we need to make sure that we are treating our children the same across the district. Ms. Bathelus stated that is not something that is coming from the Board and it is not something that we are implementing.

Ms. Bathelus called upon the next public participant, Michael Ward, to address the Board.

Michael Ward, 570 Jackson Avenue, stated that his son is a student at School No. 6 and spoke about HIB.

Ms. Bathelus thanked him for his comments and requested that he speak with Assistant Superintendent for Schools Rafael Cortes and Supervisor of Anti-Bullying/EEOC Peter Vosseler. Ms. Bathelus called upon the next public participant, Giovanna LaRosa, to address the Board.

Giovanna LaRosa, 532 Second Avenue, stated that she is a parent and representative of Elizabeth Education Organizing Committee (ELEOC). Ms. LaRosa spoke about PARCC and the PTO/PTA organizations.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Ana Texeira, to address the Board.

Ana Texeira, 575 Second Avenue, spoke about the need for air conditioning at School No. 15.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Sima Farid, to address the Board.

Sima Farid, 531 Jefferson Avenue, thanked the Board for addressing over 700 parents' concerns last month with regard to keeping the children safe, handling the needs of the employee and balancing the needs of the community. Ms. Farid spoke about the uniform policy and stated that some schools do not follow the uniform policy and it should be the same across the district. Mrs. Farid stated that the field trips should be the same throughout the district. Mrs. Farid stated that those requiring an interpreter should have their time extended and the Board members should show respect and pay attention to the people coming to speak.

Ms. Bathelus thanked her for her comments and stated that the concern for the time for interpreters will be addressed. Ms. Bathelus stated that people expect us as elected officials to act a certain way and to do things the way they want us to do it. Ms. Bathelus stated that people should understand that we are humans and just ordinary people like you are. Ms. Bathelus stated that we are here trying to do something for the community and we are doing a selfless act and we take time out of our schedule to come here and have tons of meetings. Ms. Bathelus stated that we are paying attention and writing notes. Ms. Bathelus called upon the next public participant, Maria Montes, to address the Board.

Maria Montes, 660 Westfield Avenue, stated that she has children at School Nos. 7 and 12 and spoke about lead in the water.

Ms. Bathelus thanked her for her comments and stated that they have had meetings on this issue. Ms. Bathelus stated that we are working on implementing evaluations every three years.

Mr. Williams stated that there is a resolution for consideration and hopefully adoption tonight that authorizes the commencement of a process which would lead to lead testing and laboratory services for all the schools not only for water fountains but also would be proactive and ahead of new state policy for sinks in the classrooms as well. Mr. Williams stated that we are going to engage in an RFP process under competitive contracting to select a vendor to come in and do the testing and do it very quickly. Mr. Williams stated that in the resolution we reserve the right to see if those services are available through state contract which would allow us to cut the time for commencement for actual testing in half.

Resolution – Authorizing the Issuance of a Request For Proposals Pursuant to the Public School Contracts Law Competitive Contracting (N.J.S.A. 18a:18a-4.1(I)) in Connection with the Elizabeth Board Of Education’s District-Wide Testing for the Presence of Lead in Water

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Ms. Bathelus called upon the next public participant, Patricia Brady, to address the Board.

Patricia Brady stated that she is a teacher in the district and a proponent of the Common Core Standards. Ms. Brady stated that she doesn’t think that some tools that we use to reach the Common Core Standards at times are a very good match. Ms. Brady suggested roundtables to listen to teachers and stated that we could work together because we have a wealth of knowledge.

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

Mr. Neron requested that Mrs. Brady put some of her concerns and suggestions in writing so they can be addressed at the educational management meeting so we can see how we can work around those issues.

Mr. Rodriguez congratulated Joe Cortico who was elected President of the EEA. Mr. Rodriguez stated that public portion lasted over an hour and we need the public to tell us what is going on and we need to know the concerns. Mr. Rodriguez stated that we give you our personal phone numbers and when you come and speak with us you get that personal phone number and we answer as fast as we can. Mr. Rodriguez stated that sometimes we don’t know what is going on in the school and we need to know the concerns of the public. Mr. Rodriguez stated that a lot of times when you come to the microphone some of you may be angry, frustrated, and these issues have been occurring over and over again. Mr. Rodriguez thanked them for coming to speak and we know that those are the things we need to hear so we can work together with the Superintendent and the administration to fix these issues. Mr. Rodriguez stated that most of the times they are not issues that they wipe under the carpet as many times people think it is and we need to know these things to fix them. Mr. Rodriguez stated that for instance in School No. 13 a parent reached out to him about that issue with the principal and he spoke with the Superintendent about it yesterday and we need an investigation. Mr. Rodriguez stated that there are always three sides to a story, your side, my side, and then the truth and we always need to investigate all sides before we move on anything. Mr. Rodriguez stated that the School No. 28 issue with the testing was brought up to us and was very shocking and we cannot speak about personnel issues. Mr. Rodriguez stated that in the past we had a principal that was found to be cheating and we took

care of it and that person is no longer working here. Mr. Rodriguez stated that there are repercussions to things that happen in this district. Mr. Rodriguez stated that sometimes the process is slow and it is frustrating at times but it happens and sometimes not at the speed that you like.

Mr. Rodriguez stated that graduation rates is an issue that he ran on and he is a high school teacher and it is something that is very important to us. Mr. Rodriguez stated that the graduation rate is something that we do need to improve. Mr. Rodriguez stated that we have been improving that graduation rate and three years ago our graduation rate total was under 70% and today we hover at 78.1% and that was the last year. Mr. Rodriguez stated that we do have six high schools and the graduation rates vary. Mr. Rodriguez stated that our top two high schools graduated above 90% and the other four high schools graduate anywhere from 70% to 72% last year so we are above what we call a D range. Mr. Rodriguez stated that the State now has graduation rates that state that a freshman needs to graduate within four years and if not, then you take a hit for the graduation rate. Mr. Rodriguez stated that our special education population students sometimes go to the age of 21 so they stay in our high schools for seven years and that is not an excuse but you need to know that. Mr. Rodriguez stated that we need to improve the special education graduation rate and we are lagging behind most other districts. Mr. Rodriguez stated that they were speaking with Mr. Cortes and we have many programs to help these students and we are now finding some federal Title I money to get some climate and culture coaches that will work with those students that are most at risk especially as freshmen to mentor them and to get them to graduate within four years. Mr. Rodriguez stated that it is not fast enough for him and that we are moving in a positive direction.

Mr. Rodriguez stated that he had the pleasure of attending a SEPAC meeting in Jersey City where he saw how they ran a SEPAC. Mr. Rodriguez stated that he gathered a lot of good information and actually spoke about it at the last special education committee meeting and how they are going to change the policy. Mr. Rodriguez stated that we should have a revised policy in the near future to expand the use of the SEPAC. Mr. Rodriguez stated that right now the SEPAC is doing good things but it is not enough. Mr. Rodriguez stated that some of the workshops are useful and we are going to expand that next year and we are going to expand the public's role and the way that you can apply. Mr. Rodriguez stated that we took input from Jersey City and input from the public and we are going to work on a new policy.

Mr. Rodriguez stated that the issues for the Syrian families is not just here but is across the State. Mr. Rodriguez stated that two years ago across the State there were only four teachers that graduated within State schools that had Arabic and ESL as their certificates. Mr. Rodriguez stated that those four teachers were offered over ten jobs each throughout the State of New Jersey. Mr. Rodriguez stated that we are actively looking for teachers who are dually certified in Arabic and ESL and we are desperately looking for them. Mr. Rodriguez stated that we hired two but we need more. Mr. Rodriguez stated that the budget that we proposed this year has zero tax increase and no teachers are being laid off. Mr. Rodriguez stated that we are actually increasing our ESL and bilingual teachers and are looking for a number of them. Mr. Rodriguez stated that this is a call to the public that if they know of a teacher that can be or is dually certified in Arabic and ESL and we will gladly offer them a job. Mr. Rodriguez stated that we are trying to help these students and they have major social and economic issues and we are looking to help them more.

Ms. Bathelus stated that the next report is from the Forensic Auditor and introduced Dieter Lerch from Lerch, Vinci & Higgins, LLP and Lester Taylor III, Esq., Florio Perrucci Steinhardt & Fader LLC to present an update to the forensic audit report.

Lester Taylor III, Esq., Florio Perrucci Steinhardt & Fader LLC, stated that one update is from the last meeting concerning the resolution passed by this Board directing the policy committee to review and revise the policy governing emergency purchases. Mr. Taylor stated that his firm has met with the in-district purchasing agent to review existing protocols and procedures and it is their intent to not only update the policy for review with the policy committee

but also assist the administration in updating and drafting regulations to be in conformity with this Board's action and direction last month. Mr. Taylor stated that he does expect to request a meeting with the policy committee between now and the next Board meeting in anticipation of having a policy for review and recommended approval.

Dieter Lerch from Lerch, Vinci & Higgins, LLP stated that as a follow-up with respect to the report they issued at last month's meeting regarding those individuals that were receiving health benefits from the district that are no longer eligible to receive those benefits that the district did in fact agree with their findings with respect to approximately 31 individuals. Mr. Lerch stated that he believes they were removed or are in the process of being removed right now. Mr. Lerch stated that will save the district approximately \$200,000. a year.

Mr. Lerch stated that for part of the forensic review for the five year period they reviewed the district's agendas. Mr. Lerch stated that there is a conclusion to it and something that is very important. Mr. Lerch presented a PowerPoint slide of the December 13, 2012 board agenda and stated that as a result of looking at it one of the issues that came to their attention is that the agenda appears to have been altered. Mr. Lerch stated that if you look at the agenda with respect to one of the vendors, Bayway Lumber, and when you look at the format the lines they are not parallel and that is what raised the suspicion. Mr. Lerch stated that upon further investigation of this matter we took a review of the computer data. Mr. Lerch stated that the actual meeting took place on December 13, 2012 and the file was created about a month later on January 13, 2013 which is ordinary and was put into the system. Mr. Lerch stated that however what is certainly not ordinary is that this file was actually modified in 2016. Mr. Lerch stated that this file was in fact modified three years after the meeting took place. Mr. Lerch presented a PowerPoint slide of the January 23, 2014 board agenda and the agenda appears to have been altered and once again the line for Bayway Lumber is not appear parallel. Mr. Lerch stated that once again they took a look at the data history. Mr. Lerch stated that for the January 23, 2014 agenda the file was created about a month later which is typical business and once again that file was altered in July 2014, approximately seven months after the meeting took place.

Mr. Lerch stated that he would like to focus on what the relevancy of this is and stated that Bayway Lumber is a vendor that the district purchased all sorts of hardware, lumber, rain gear, stain, etc. Mr. Lerch stated that Bayway Lumber had a state contract and the state contract was only for locks and related hardware. Mr. Lerch stated that they did not have a state contract for all these miscellaneous type items. Mr. Lerch stated that the purchases appear to have been issued under the state contract even though the state contract was very limited. Mr. Lerch stated that the purchases under this totaled \$528,000. and the bulk of that, 95% had nothing to do with locks or related hardware. Mr. Lerch stated that the second issue with Bayway Lumber is that the state contract expired even for these locks. Mr. Lerch stated that Bayway Lumber had a five year contract with the State of New Jersey and it expired July 31, 2014 meaning that the district is no longer authorized to do business with Bayway Lumber and certainly not in an amount to exceed the bid threshold which was \$26,000. Mr. Lerch stated that when we took a look at the agendas going forward on January 13, 2015 someone in a district placed Bayway Lumber on the agenda for the Board to approve as a state contract. Mr. Lerch stated that Bayway Lumber was no longer a state vendor and they were no longer eligible to be placed on the agenda to be approved as a state vendor. Mr. Lerch stated that the resolution was approved and the district then proceeded to do purchases with Bayway Lumber while they were no longer eligible as a state vendor and the district spent an additional \$230,000. Mr. Lerch stated that we consulted with special counsel and their recommendation is that Bayway Lumber is not an eligible state vendor and that this district discontinue purchasing items from Bayway Lumber until the procurement process complies with the Local Public Contracts Law. Mr. Lerch stated that general counsel has some comments with respect to the payments to Bayway Lumber.

Mr. Taylor read a resolution for the Board's consideration to terminate the district's association with Bayway Lumber of Linden, New Jersey.

Resolution – Terminate District's Association with Bayway Lumber

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Mr. Rodriguez thanked Mr. Lerch and Mr. Taylor and stated that every single dollar that we have paid you is going to be worth it because of the money that you are saving us and the maleficence that you have been able to dig up. Mr. Rodriguez stated that he looked at the Claims List and it is not part of this resolution but he is going to ask his fellow colleagues on the Board to not approve any of the Bayway Lumber payments that are on the Claims List. Mr. Rodriguez stated that we should look to stop the bleeding on this tonight.

Mr. Lerch stated that he has a follow-up item for the Board's consideration that one of the vendors with respect to emergency purchases, and there were over 25 different "emergency" purchases, is Central Jersey Roofing and they are on the agenda again this evening. Mr. Lerch stated that his understanding through conversations with special counsel and the actual invoices that are being placed on the agenda for the Board's approval don't comply with the Local Public Contracts Law because he doesn't think they were aware of them at that point.

Mr. Taylor stated that the recommendation is to pull that item from the agenda and not to approve it and hold it pending further review as to legality and form consistent to procurement practices and laws in New Jersey.

Mrs. Carvalho asked for clarification.

Mr. Lerch stated that the district spent approximately \$75,000. on that vendor already for "emergency" purchases. Mr. Lerch stated that there is approximately another \$20,000. on the bills list tonight for that vendor. Mr. Lerch stated that there are certain procedures that special counsel outlined for emergency purchases and most notably is that they need to notify the Executive County Superintendent and there is also some other procedures. Mr. Lerch stated that we are not asking for that vendor not to be paid ultimately but we are just asking that before the Board approves this if the Board knowingly is aware.

Ms. Bathelus stated that she thought we already suspended all emergency contracts last month when the report came before us.

Mr. Kennedy stated that we did suspend emergency contracts and he believes these are payments on the Claims List.

Mr. Taylor stated that it may be a payment on an "emergency" contract that was previously issued. Mr. Taylor stated that given the ongoing investigation specifically the identification of certain contracts that may have been awarded under the emergency contract exception to public bidding but not fully compliant with the procedures for the award of emergency contract, for example, the declaration that an emergency exists because the roof is going to collapse, the boiler doesn't work so there is no heat in the school, and then a subsequent report to the county superintendent within three days of the award of the contract. Mr. Taylor stated that since that initial process was not done we are recommending that we delay and hold any payments that relate back to that initial transaction that may not have been done properly.

Ms. Bathelus asked what month that service happened for Central Roofing.

Mr. Taylor stated that they have the documents but not here this evening.

Mr. Williams stated that he recommends when we get to the payments that we amend it to delete that item and put it on hold until further action can be examined and explained.

Mr. Nina asked if there is any indication of who altered the reports that went back to the agenda.

Mr. Taylor stated that it would not be appropriate to discuss any individual employees in a public forum before giving them a RICE notice and discussion of that may be covered by the attorney-client privilege and/or may be subject of anticipated litigation so that is something we would have to discuss with the Board in closed session. Mr. Taylor stated that we could not discuss that this evening because the individual employees have not been RICED.

Mr. Rodriguez asked Mr. Kennedy to have Mr. Couto prepare a list of schools where the materials went that we bought from Bayway Lumber. Mr. Rodriguez stated that in the past year that we have been using them inappropriately could we make a list of what we bought and what schools they were allocated to and give the report to the Board.

Ms. Bathelus introduced Co-General Counsel Robert Varady, Esq., LaCorte, Bundy, Varady & Kinsella.

Mr. Varady stated that he was asked by Co-General Counsel to comment on litigation in a case Davila v. EBOE and this stems from a termination of Mr. Davila that happened in March 2011. Mr. Varady stated that Mr. Davila sued the Board under three causes of action, the New Jersey Law Against Discrimination, New Jersey Civil Rights Act, and a violation of his First Amendment Constitutional Rights. Mr. Davila stated that the lawsuit was served upon the Board in July 2011 and at that time we had certain insurance coverage which may have provided coverage to the Board for this action. Mr. Varady explained that inquiry was made of this insurance carrier and there was initial declination of the coverage. Mr. Varady stated that the letter that went to the Board was never questioned as to why there was going to be no coverage. Mr. Varady stated that Mr. Lehman sent the lawsuit to the then Director of Human Resources Ms. Murray. Mr. Varady stated that Ms. Murray eventually sent this lawsuit to the Schwartz Edelstein firm. Mr. Varady stated that the Schwartz Edelstein firm took it upon themselves to file an answer and go forward with the defense of the lawsuit. Mr. Varady stated that this December there was litigation and a trial and the case was lost and Mr. Davila was awarded \$25,000. Mr. Varady stated that under the New Jersey Civil Rights Act and under the Federal Civil Rights Act and under the Law Against Discrimination there is something called fee shifting that if the plaintiff wins the case the defendant, in this case the EBOE has to pay the fees. Mr. Varady stated that in a 35 page opinion the Judge awarded the plaintiff's attorney approximately \$180,000. in fees. Mr. Varady stated that there is a judgment against the Board for \$25,000. for Mr. Davila and \$180,000. for the attorney on top of which the Board has been billed approximately \$400,000. by the Schwartz Edelstein firm for their representation of the Board in this case.

Mr. Varady stated that since 1977 he has been doing defense work and insurance coverage work and one of the things that you always want to do when you get a lawsuit is look to see if you have insurance coverage. Mr. Varady stated that a lot of times in civil rights cases there is going to be what is called intentional act claims and they are going to say that the individual who was named, in this case, the then Superintendent Mr. Munoz and the then Director of Human Resources Ms. Murray, were named. Mr. Varady explained that if the insurance company says that they are not going to provide you with coverage usually what you will do as a defense attorney is challenge that and come to the Board and ask for authorization to file a lawsuit against the insurance company while we are being sued saying that they should cover that. Mr. Varady stated that was not done in this case. Mr. Varady stated that we do not have the file from Schwartz Edelstein and the records are sparse so we do not know what was done in the analysis of the insurance coverage. Mr. Varady stated that the Board has very good coverage and the greatest exposure on any case should be \$75,000. and, theoretically, in this case your

exposure may have been only \$75,000. Mr. Varady stated that after speaking with Co-General Counsel and reviewing this he is presenting a resolution for the Board's consideration. Mr. Varady stated that he is asking for authorization him as Co-General Counsel for litigation to look into this to see if there is any way that we can recoup any of these monies.

Resolution – Authorization to Seek Reimbursement for Expenditures Made in Connection with the Litigation of Davila v EBOE

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

Mr. Nina stated that from his understanding we paid \$180,000. to the defense attorney.

Mr. Varady stated that we paid \$180,000. to the plaintiff's attorney,

Mr. Nina stated that there was an additional \$400,000.

Mr. Varady stated that \$400,000. was paid to Schwartz Edelstein law firm.

Mr. Nina stated that this case has cost \$600,000. for a \$25,000. settlement.

Mr. Varady stated that it was a jury award of \$25,000. Mr. Varady stated that there was no offer made to settle the case and it was tried to conclusion and there was a jury award of \$25,000. in damages.

Mrs. Carvalho asked if we paid the attorney.

Mr. Varady stated that part of it has been paid and some of the firm's bills have not been paid at this point in time. Mr. Varady stated that today he asked Mr. Kennedy for some of the bills. Mr. Varady stated that most of that will be this litigation that has not been paid.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Mr. Nina recognized Patricia Perkins-Auguste who was in attendance.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the minutes of the meeting of March 17, 2016 be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

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

A motion was made by Mr. Rodriguez, seconded by Mr. Neron, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Personnel Report – Leaves of Absence, etc.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina (abstain- A.C.), Rodriguez, Ms. Bathelus – 6

Negative: None

Mr. Rodriguez congratulated the retirees and thanked them for their years of service to our district.

Tuition Report

A motion was made by Mr. Rodriguez, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

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

Negative: None

Superintendent's Report – Considerations

A motion was made by Mr. Rodriguez, seconded by Mrs. Carvalho, that the request for the National Speech and Debate Association National Tournament be tabled until later in the evening.

The motion to table the National Speech and Debate Association National Tournament was carried by the following vote:

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

Negative: None

A motion was made by Mr. Rodriguez, seconded by Mr. Nina, that the amended requests be approved (without the National Speech and Debate Association National Tournament which was tabled).

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho (abstain- H.K.), Miss Goncalves, Messrs. Neron, Nina (abstain- H.K., D.M.), Rodriguez, Ms. Bathelus – 6

Negative: None

Superintendent's Report – Use of Facilities

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron (abstain- Bayway Family Success Center), Nina, Rodriguez, Ms. Bathelus – 6

Negative: None

Supplemental Superintendent's Report – Use of Facilities

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the requests be approved as recommended.

The motion was carried by the following vote:

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

Negative: None

Superintendent's Report – Field Trips

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the requests be approved.

Mrs. Carvalho requested a chart of which schools used money for field trips.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Superintendent's Report

Superintendent of Schools Olga Hugelmeyer stated that the first report is the Harassment, Intimidation and Bullying Investigative Results and introduced Supervisor of Anti-Bullying/EEOC Peter Vosseler.

Supervisor of Anti-Bullying/EEOC Peter Vosseler stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended. Mr. Vosseler stated that since our last Board meeting our district has conducted 58 HIB investigations which were conducted by our anti-bullying specialists and himself. Mr. Vosseler reviewed the report including a summary of cases, males, females, regular education students, students with a disability, students from other district, non-students, unknown, and other. Mr. Vosseler stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting.

Miss Goncalves excused herself from the meeting at 10:08 p.m.

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

A motion was made by Mr. Rodriguez, seconded by Mr. Neron, that the report be accepted.

Mr. Neron asked about a case and if there is ample amount of support and what is being done for follow-up.

Mr. Vosseler explained the support and follow-up provided.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Messrs. Neron, Nina, Rodriguez, Ms. Bathelus – 5
Negative: None

Mrs. Hugelmeyer stated that her next report includes highlights from *InsideEPS*. Mrs. Hugelmeyer stated that the first article is *EPS Lights It Up Blue for Autism Awareness Month*. Mrs. Hugelmeyer stated that the Elizabeth Public Schools is participating for the first time in the Autism Speaks *Light It Up Blue* campaign in observance of Autism Awareness Month. Mrs. Hugelmeyer stated that the district has installed blue lights at the entrances of all district schools and administrative offices, joining other schools, businesses, organizations, and homeowners from throughout the world in the effort to raise autism awareness. Mrs. Hugelmeyer stated that World Autism Awareness Day which was observed on April 2 was adopted by the United Nations in 2007 to shine a bright light on autism as a growing global health priority. Mrs. Hugelmeyer stated that the Elizabeth Public Schools will have the blue lights in place throughout April and the district recognizing Autism Awareness Month is emblematic of the promise of the Elizabeth Public Schools to provide an innovative and personalized learning environment that ensures every child achieves excellence.

Mrs. Hugelmeyer stated that the next article is *EPS Named a Best Community for Music Education by NAMM Foundation*. Mrs. Hugelmeyer stated that the Elizabeth Public Schools has

been honored with the Best Communities for Music Education designation from the NAMM Foundation for its outstanding commitment to music education. Mrs. Hugelmeyer stated that Elizabeth joins 476 districts across the country in receiving the prestigious award in 2016. Mrs. Hugelmeyer stated that the Best Communities Music Education designation is awarded to districts that demonstrate outstanding achievement in efforts to provide music access and education to all students and districts that have been recognized by the NAMM Foundation are often held up as models for other educators looking to boost their own music education programs. Mrs. Hugelmeyer stated that to qualify for the Best Communities designation the district answered detailed questions about funding, graduation requirements, music class participation, instruction time, facilities, support for the music program, and community music-making programs. Mrs. Hugelmeyer stated that responses were verified with school officials and reviewed by The Music Research Institute at the University of Kansas. Mrs. Hugelmeyer stated that this award recognizes that the Elizabeth Public Schools is leading the way with learning opportunities as outlined in the new federal education legislation, the Every Student Succeeds Act (ESSA) which recommends music and the arts as important elements of well-rounded education for all children. Mrs. Hugelmeyer stated that a 2015 study supported by the NAMM Foundation, *Striking A Chord*, outlines the overwhelming desire by teachers and parents for music education opportunities for all children as part of the school curriculum.

Miss Goncalves returned to the meeting at 10:18 p.m.

Mrs. Hugelmeyer stated that the next article is *Three EPS Schools in Top 50 of Washington Post H.S. Rankings*. Mrs. Hugelmeyer stated that three Elizabeth high schools are among the top 50 in the State of New Jersey according to a newly released report of America's Most Challenging High Schools by The Washington Post. Mrs. Hugelmeyer stated that Elizabeth High School was named the No. 1 most challenging high school in New Jersey for the third consecutive year. Mrs. Hugelmeyer stated that Alexander Hamilton Preparatory Academy moved up to No. 4 ranking, its highest ranking ever after appearing at No. 25 last year. Mrs. Hugelmeyer stated that Thomas Jefferson Arts Academy appeared in the top 50 of The Washington Post's rankings for the first time, making its debut at No. 46. Mrs. Hugelmeyer stated that The Washington Post ranks high schools using the Challenge Index which is a measure of how effectively a school prepares its students for college. Mrs. Hugelmeyer stated that the formula divides the number of Advanced Placement (AP), International Baccalaureate (IB), or other college level tests a school gave in 2015 by the number of graduating seniors. Mrs. Hugelmeyer stated that while it is not a measure of the overall quality of the school, the rating can reveal the level of a high school's commitment to preparing students for postsecondary education. Mrs. Hugelmeyer stated that Elizabeth High School and Alexander Hamilton Preparatory Academy both ranked in the top 300 in the United States earning the ranks of No. 73 and No. 259 respectively. Mrs. Hugelmeyer stated that Thomas Jefferson Arts Academy appeared on the national rankings for the first time and was ranked No. 1,157. Mrs. Hugelmeyer stated that Alexander Hamilton Preparatory Academy moved up significantly from 2015, in which it was ranked No. 1,047 nationally. Mrs. Hugelmeyer stated that their dramatic rise in the rankings comes as a result of nearly doubling their Challenge Index score from 2.360 in 2015 to 4.432 in 2016. Mrs. Hugelmeyer stated that John E. Dwyer Technology Academy also made its debut in the America's Most Challenging High Schools rankings appearing at No. 111 in New Jersey and No. 1,915 nationally. Mrs. Hugelmeyer stated that the recognition of the four high schools is a reflection of the district's commitment to college preparedness.

Mrs. Hugelmeyer stated that the next article is *EPS, Hamilton Ranked Among Best High Schools in Nation by U.S. News and World Report*. Mrs. Hugelmeyer stated that Elizabeth High School and Alexander Hamilton Preparatory Academy were two of 6,218 schools from throughout the United States to earn national rankings as part of the 2016 U.S. News and World Report Best High Schools rankings. Mrs. Hugelmeyer stated that schools receiving the national rankings from U.S. News and World Report were designated with gold, silver, and bronze medals. Mrs. Hugelmeyer stated that Elizabeth High School ranked No. 183 and received a gold medal designed for schools ranked one through 500. Mrs. Hugelmeyer stated that Alexander

Hamilton Preparatory Academy ranked No. 632 nationally and received a silver medal. Mrs. Hugelmeyer stated that the comprehensive U.S. News and World Report rankings methodology reflects how well high schools serve all of their students not just those who are planning to go to college and was implemented by RTI International which is one of the world's leading research institutes. Mrs. Hugelmeyer stated that the 2016 rankings included an analysis of detailed statistical information from the 2013-2014 school year for the 19,908 schools in all 50 states and the District of Columbia that had high enough twelfth grade enrollment and/or sufficient enrollment in other grades to be considered eligible. Mrs. Hugelmeyer stated that in a significant change to the methodology, U.S. News and World Report shifted to a four-step process by accounting for graduation rates. Mrs. Hugelmeyer stated that first the high schools had to pass the first two steps of having performed better than statistically expected in their respective state and having their school's disadvantaged students outperform disadvantaged students in their respective state. Mrs. Hugelmeyer stated that then the schools had to pass the new third step of meeting or exceeding a national standard high school graduation rate to be considered top-performing schools and to be ranked at a national level before being judged on the final step of college-readiness performance using Advanced Placement or International Baccalaureate test data as the benchmark for success. Mrs. Hugelmeyer stated that Elizabeth High School and Alexander Hamilton Preparatory Academy were ranked No. 8 and No. 33 respectively in the State of New Jersey.

Mrs. Hugelmeyer stated that the next report is *EHS Baseball to Participate in Autism Awareness Games*. Mrs. Hugelmeyer stated that the Elizabeth High School Baseball Team will be participating in the Autism Awareness Baseball Challenge at North Brunswick's Community Park on April 22-24. Mrs. Hugelmeyer stated that this year's challenge will feature 40 high schools from throughout New Jersey including some of the state's top ranked as well as players projected to be selected in the 2016 MLB draft and play for Division I baseball programs. Mrs. Hugelmeyer stated that representatives from the participating teams attended a reception where they watched a special presentation highlighting the mission of the event and video messages prerecorded by prominent alumni of the Autism Awareness Baseball Challenge. Mrs. Hugelmeyer stated that players participating in the challenge also exchange colored puzzle pieces, a universally recognized symbol for autism awareness that they asked family, friends, and community members to sign in exchange for a donation to the Teamwork Unlimited Foundation. Mrs. Hugelmeyer stated that the entire event serves as a fundraiser to the Teamwork Unlimited Foundation, a nonprofit organization founded by Colorado Rockies scout and Highland Park native Mike Garlatti to help those in need and raise awareness about autism.

Mrs. Hugelmeyer stated that the last article is *EPS Students' Artistic Talents Shine at Union County Teen Arts Festival*. Mrs. Hugelmeyer stated that on March 23 and 24 students from throughout the Elizabeth Public Schools attended the Union County Teen Arts Festival at Union County College in Cranford to showcase their artistic abilities in both music and the visual arts. Mrs. Hugelmeyer stated that the Elizabeth Public Schools students were joined by nearly 3,500 students throughout Union County at the annual art exhibition. Mrs. Hugelmeyer stated that students participate in performances, critiquing seminars, master classes and workshops with a staff of 55 professional artists in every discipline including visual art, music, creative writing, theater, and dance. Mrs. Hugelmeyer stated that many of the school districts in attendance complimented the Elizabeth Public Schools students for their exemplary works of art and the talents of our district's students were at the forefront of the festival for showing their sound understanding of color and composition. Mrs. Hugelmeyer stated that the winners will participate in the traveling teen arts exhibition in Trenton. Mrs. Hugelmeyer stated that some of the artwork has been displayed in *InsideEPS*. Mrs. Hugelmeyer stated that this concludes her report.

Ms. Bathelus thanked Superintendent Hugelmeyer for her report and commented on the beautiful artwork by our talented students.

Authorizations Report – Authorization to Enter Into Agreement, etc.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Supplemental Authorizations Report – Authorization to Make Application, etc.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron (abstain- L.E.A.D. Day Jamboree at Fred Erxleben Recreation Center), Nina, Rodriguez, Ms. Bathelus – 6

Negative: None

Mr. Williams stated that he was recommending the following resolution for the Board to consider.

Resolution – Expansion of Scope of Services and Related Contract Modification for Lerch, Vinci & Higgins, LLP Professional Services Contract - Auditing Services

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Mr. Rodriguez stated that this is the same firm and because the legal fees in the past were so high it impacted many things. Mr. Rodriguez stated that there are caps on the professional contracts and they have to come back when they get to that cap. Mr. Rodriguez thanked the Board President for her leadership on this.

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

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the report be accepted.

Mr. Rodriguez stated that he would like the public to know that last year at this time we spent over \$400,000. on legal fees and this month the cost is half of that.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Rodriguez,

Ms. Bathelus – 5

Abstain: Mr. Nina – 1

Negative: None

Mr. Nina stated that he thought there would be no more hand checks.

Mr. Kennedy explained that there are no more emergency purchases.

Mrs. Carvalho asked for an explanation of the hand checks.

Mr. Kennedy explained the need for hand checks.

Ms. Bathelus stated that she was making a motion off the floor for the approval of hand checks to have the authorization of Mr. Kennedy, Mrs. Hugelmeyer and Mr. Williams before a hand check can be issued.

A motion was made by Ms. Bathelus, seconded by Mr. Rodriguez, that a hand check requires the authorization of Mr. Kennedy, Mrs. Hugelmeyer, and Mr. Williams before it can be issued.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Supplemental Finance and Accounting Report – Transfer of Funds

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Award of Contracts Report

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

Mrs. Carvalho stated that she would like more effort to stay local for the academic awards dinner.

Mr. Rodriguez stated that he agrees but last year there were issues with the Winfield Scott.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho (abstain- Groundwork Elizabeth), Miss Goncalves, Messrs. Neron, Nina, Rodriguez, Ms. Bathelus – 6
Negative: None

Miscellaneous Communication

Ms. Bathelus stated that the chairperson of each committee will present a report at this time.

Finance and Accounting Committee

Chairperson Stanley Neron stated that the Finance and Accounting Committee met on April 20, 2016.

Mr. Neron stated that Mr. Lerch, an Independent Auditor, was invited to the meeting to provide a review of the 2016-2017 budget. Mr. Neron stated that the review afforded the members of the committee information regarding the general fund and the funding sources as well as the historical tax levy. Mr. Neron stated that a discussion took place that entailed the budgetary comparisons to the current school year in relation to expenditures, support services, employee benefits, and the special revenue funding sources.

School Properties Committee

Chairperson Maria Carvalho stated that the School Properties Committee met on April 6, 2016.

Mrs. Carvalho stated that a review of the capital budget requests for the current school year with the amounts budgeted and the funds expended for each of the projects was made available. Mrs. Carvalho stated that a review of all current projects was presented and the status of each item was discussed.

Educational Management Committee

Chairperson Stanley Neron stated that the Educational Management Committee met on April 7, 2016.

Mr. Neron stated that the Superintendent presented a proposal to the committee that aligns to college and career readiness with an opportunity to partner with Union County College to provide math preparation sessions to assist students with the Math Accuplacer Test. Mr. Neron stated that this partnership would assist prospective Union County College students the opportunity to participate in a Math Boot Camp program thereby eliminating the need to take remedial mathematics courses upon college entrance. Mr. Neron stated that future conversations will involve the opportunity for seniors to take college credit bearing courses while in high school.

Mr. Neron stated that the committee engaged in a discussion with our general counsel regarding contracted services and the need for an analysis to be conducted regarding the costs for the current school year as it relates to Source4Teachers.

Negotiations Committee

Chairperson Stephanie Goncalves stated that the Negotiations Committee met on April 7, 2016.

Mr. Neron stated that George Frino, Esq., provided an overview of the current contract and further explained the negotiations process. Mr. Neron stated that the necessary next steps were explained to the members of the committee.

Special Education Committee

Chairperson Jose Rodriguez stated that the Special Education Committee met on April 20, 2016.

Mr. Rodriguez stated that the committee discussed the current Special Education Parent Advisory Council (SEPAC) policy together with the Director of Special Services. Mr. Rodriguez stated that SEPAC is a requirement by the New Jersey Department of Education and each district board of education is charged under the New Jersey Special Education Code to ensure that a special education parent advisory group is in place to provide input to the district on issues concerning students with disabilities. Subchapter 6A:14-1.2 paragraph (h).

Mr. Rodriguez stated that the Elizabeth SEPAC is a standing committee for one year in an advisory capacity and the group is charged with assisting in facilitating parent involvement in education resources, provide feedback on issues pertaining to special education services in the district, and developing information meetings on topics of interest for families with students who receive special education. Mr. Rodriguez stated that the group is charged with keeping a focus on input into district special education concerns by providing workshops and presentations in order to assist parents in becoming effective advocates for their children and to learn how to navigate throughout their child's educational career. Mr. Rodriguez stated that the committee reviewed proposed changes to the policy to enhance participation and also recommendations were made for additional training for the Parent Advisory Committee. Mr. Rodriguez stated that the proposed changes will be presented at the May Board meeting for review and approval.

Mr. Rodriguez stated that the Superintendent presented the Comprehensive Equity Plan needs assessment for the committee's review. Mr. Rodriguez stated that the purpose of the plan is "Managing for Equality and Equity in Education" which outlines responsibilities for achieving and maintaining compliance with state and federal laws governing equity in educational programs. Mr. Rodriguez stated that as a result all school districts including charter schools and renaissance school projects are mandated to develop a three-year Comprehensive Equity Plan.

Mr. Rodriguez stated that the responsibility of each board of education of every public school district in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices, and conditions within or affecting schools. Mr. Rodriguez stated that two areas for corrective action were discussed that included to ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs, or

extracurricular activities. Mr. Rodriguez stated that recruitment efforts will be addressed at School Nos. 7, 22, and EHS to increase participation rates. Mr. Rodriguez stated that the other is to ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications. Mr. Rodriguez stated that strategies have been identified to address the suspension rates amongst all ethnicities.

Ms. Bathelus thanked the chairpersons for their reports.

Claims List

A motion was made by Mr. Nina, seconded by Mr. Neron, that the report be amended to delete Bayway Lumber, Central Jersey Roofing, and Royal Printing from the Claims List.

The motion to amend the report was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Mrs. Carvalho asked for a more detailed report so we know where the money was spent.

A motion was made by Mr. Nina, seconded by Neron, that the amended Claims List be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Better Speech and Hearing Month

Miss Goncalves read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Mr. Nina excused himself from the meeting at 10:55 p.m.

Resolution – Bilingual Multicultural Education Month

Mrs. Carvalho read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Rodriguez,

Ms. Bathelus – 5

Negative: None

Mr. Nina returned to the meeting at 10:59 p.m.

Resolution – Kindness Awareness Month

Ms. Bathelus read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – National School Nurse Day

Mr. Nina read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Haitian Heritage Month

Mr. Neron read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Essex Regional Educational Services Commission Home Instruction Services 2016-2017 School Year

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – National Teacher Appreciation Week

Mr. Rodriguez read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Asian Pacific American Heritage Month

Ms. Bathelus read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Mrs. Carvalho excused herself from the meeting at 11:10 p.m.

Resolution – Cuban American Day

Mrs. Hugelmeyer read the resolution.

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

The motion was carried by the following vote:

Affirmative: Miss Goncalves, Messrs. Neron, Nina, Rodriguez, Ms. Bathelus – 5

Negative: None

Mrs. Carvalho returned to the meeting at 11:14 p.m.

Resolution – Special Education Week

Mr. Rodriguez read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Holocaust Remembrance Day

Miss Goncalves read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Welcome Home New York Jets Head Coach Todd Bowles – Field Naming Ceremony

Mr. Neron read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Payment for Unused Sick Days

A motion was made by Mr. Neron, seconded by Mrs. Carvalho, that the resolution be adopted with the amendment subject to attorney review.

The amended motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Payment for Unused Vacation Days

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,

Ms. Bathelus – 6

Negative: None

Resolution – Corrective Action Plan for Comprehensive Equity Plan

Ms. Bathelus stated that this will be held for private session.

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, F.N., tenure, specifically J.P. and M.O., interview; litigation settlement, contract negotiations, and early

childhood provider contracts; and workers' compensation matters, specifically, J.Z., L.O., M.C., S.L., E.C., and L.S. The Board will reconvene in public to take formal action.

A motion was made by Mr. Rodriguez, seconded by Mr. Neron, to go into private session at 11:20 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, to reconvene in public session at 1:15 a.m. to continue the meeting and take formal action.

A motion was made by Mr. Rodriguez, seconded by Mr. Nina, to take the Superintendent's Report – Considerations – National Speech and Debate Association National Tournament off the table.

The motion was carried by the following vote:

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

Negative: None

Superintendent's Report – Considerations – National Speech and Debate Association National Tournament

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the request be accepted.

The motion was carried by the following vote:

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

Negative: None

Resolution – Appointment of Purchasing Agent – Mario Rodrigues

Mr. Rodriguez read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Acceptance of Comprehensive Equity Plan Needs Assessment and Adoption of Corrective Action Plan

The Corrective Action Plan inclusive of audit recommendations, comments and actions to be implemented were read and reviewed.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Authorization of the Award of Professional Services Contract to E-Rate Consulting

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

The motion was carried by the following vote:
Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Resolution – Settlement of Workers’ Compensation Claim (2014-28932) – L.O.
A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:
Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Resolution – Settlement of Workers’ Compensation Claim (2015-4708) – J.Z.
A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:
Affirmative: Miss Goncalves, Messrs. Neron, Nina, Rodriguez, Ms. Bathelus – 5
Abstain: Mrs. Carvalho – 1
Negative: None

Resolution – Employment Separation Agreement and Resignation – M.O.
A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:
Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

Ms. Bathelus asked if there was any old business to discuss. Since there was not any old business to discuss, Ms. Bathelus asked if there was any new business to discuss.

On a motion by Ms. Bathelus, seconded by Mr. Rodriguez, the meeting was adjourned at 1:20 a.m.

The motion was carried by the following vote:
Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Neron, Nina, Rodriguez,
Ms. Bathelus – 6
Negative: None

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