

BOARD OF EDUCATION
(Official)

October 15, 2015
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on October 15, 2015 at 7:00 p.m., in the MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Ana Maria Amin presented the following statement at 7:30 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Friday, October 9, 2015. 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 October 15, 2015 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

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

Present: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo (arr. 7:38 p.m.), Mrs. Amin – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Interim Assistant Superintendent for Teaching and Learning Jennifer Ceden, Comptroller William Greene, Supervising General Counsel/Board Attorney Marvin Lehman, 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. followed by the Pledge of Allegiance led by Anelis Gonzalez, eighth grade student at Jerome Dunn Academy School No. 9.

The *Star Spangled Banner* by Francis Scott Key was performed by violinists Angelina Azurdia and Anabel Azurdia, students at Elizabeth High School.

The national anthem of Puerto Rico was performed by Angelina Azurdia and Anabel Azurdia, students at Elizabeth High School.

The Pledge of Ethics was led by Yanelis Gonzalez, eighth grade student at Terence C. Reilly School No. 7.

Mrs. Amin introduced students in the Puerto Rican Society Plena Dancers including Angelina Azurdia and Anabel Azurdia from Elizabeth High School, Yanelis Gonzalez and Jada Jennings from Terence C. Reilly School No. 7, and Anelis Gonzalez from Jerome Dunn Academy School No. 9, who performed a dance to *Plena Dance*. Mrs. Amin thanked them for a wonderful performance.

Mr. Rodriguez introduced pianist James Morris, twelfth grade student at Thomas Jefferson Arts Academy, who performed *Waltz in C Sharp Minor Opus 64 No. 2* by Frederic Chopin. Mrs. Amin thanked him for a wonderful performance.

Mrs. Amin recognized James Morris, twelfth grade student at Thomas Jefferson Arts Academy, for student excellence for winning the 37th Annual NAACP Afro Academic, Cultural, Technological and Scientific Olympics and receiving the National Gold Medal in Music Composition for his original composition *Nocturne in E Flat* and National Bronze Medal in Classical Music Instrumental. Mrs. Amin and Board members congratulated James Morris and presented him with a plaque of commemoration.

Mrs. Castillo-Ospina recognized Eltia Montano Galarza, President of the Puerto Rican Society which is the oldest Hispanic civic organization serving the Elizabeth community. Mrs. Castillo-Ospina stated that the Puerto Rican Society established a music and dance program to teach Elizabeth students the folk dance and music of Puerto Rico. Mrs. Castillo-Ospina and Board members thanked Eltia Montano Galarza and the Puerto Rican Society for their service to the community and presented her with a plaque of commemoration.

Resolution – Puerto Rican Heritage Month

Mrs. Castillo-Ospina read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Mr. Monteiro recognized Michael L. Guarino, President of the Columbus Parade Association of Union County 500th Inc., which supports and enhances Christopher Columbus related Italian-American and cultural activities and the contributions of Italian-Americans in Union County. Mr. Monteiro and Board members thanked Michael L. Guarino and the Columbus Parade Association of Union County 500th Inc. for their exceptional service to our community and to all the local communities of Union County and presented him with a plaque of commemoration.

Michael L. Guarino, President of the Columbus Parade Association of Union County 500th Inc., congratulated the Elizabeth Board of Education on the great job they have been doing over the years and stated that the article in the Star Ledger said it all naming Elizabeth with the top schools in New Jersey. Mr. Guarino stated that he is humbled to be here to accept this award on behalf of all the brothers and sisters who were part of our organization over the years. Mr. Guarino thanked the Board for this honor and accepted the award on behalf all the multi-cultural work they do, not just for Italian-Americans, but for everyone.

Mr. Perreira recognized Andrew Hamilton, Personnel Manager at BJ's Wholesale Club, for its Adopt-A-School Program and its support of excellence in education. Mr. Perreira stated that the Adopt-A-School Program has made a donation to Juan Pablo Duarte-José Julián Martí

School No. 28 to be used for discretionary programs, enhancement programs, or other educational activities that will serve to enhance the educational experience of the students. Mr. Perreira stated that this long running program is a demonstration of how BJ's supports the local communities. Mr. Perreira thanked Andrew Hamilton and BJ's Wholesale Club Adopt-A-School Program and presented him with a plaque of commemoration.

Andrew Hamilton, Personnel Manager at BJ's Wholesale Club, thanked the Board and stated that the Adopt-A-School has been in existence for twenty years. Mr. Hamilton stated that they have been able to give out five grants to five different local schools in the amount of \$10,000. Mr. Hamilton congratulated Juan Pablo Duarte-Jose Julian Marti School No. 28 for being one of the recipients this year.

A motion was made by Mr. Perreira, seconded by Mr. Trujillo, that the minutes of the meeting of September 17, 2015 be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Mr. Rodriguez made a motion to approve the minutes of the meeting of February 26, 2015. Mr. Rodriguez stated that last March there was a four to four tie and he would like to bring it back to approve them.

A motion was made by Mr. Rodriguez, seconded by Mr. Neron, that the minutes of the meeting of February 26, 2015 be accepted.

Mr. Monteiro stated that that he doesn't recall what we did in February and made a motion to table until he gets a copy of the minutes to review for the next meeting.

A motion was made by Mr. Monteiro, seconded by Mr. Trujillo, to table the minutes of the meeting of February 26, 2015.

Mr. Rodriguez stated that we already have a motion so he thinks we have to vote on that first.

Mr. Lehman stated that the motion to table takes precedence.

Mr. Rodriguez stated that in the Robert's Rules of Order if we have it seconded then we have to vote.

Mr. Monteiro stated that if we have questions and comments then we have to table and he doesn't have enough information and doesn't remember what we did in February. Mr. Monteiro stated that he would like to review those minutes and requested that the Board Secretary provide a copy of the minutes to everyone so they could review and then we can vote on them in the November meeting.

Mr. Rodriguez asked Mr. Kennedy if there is a motion and a second wouldn't we have to vote that before a table could cut in.

Mr. Kennedy responded that is going to have to be directed to counsel.

Mr. Lehman stated that there is no discussion on a motion to table. Mr. Lehman asked Mr. Kennedy to call the vote.

Mr. Rodriguez stated that he understands that.

Mr. Monteiro stated that there is no discussion after there is a second on a motion to table and requested roll call.

Mr. Rodriguez stated that you are telling me that a table can cut into a motion that was seconded.

Mr. Neron stated that he seconded that motion and it wasn't acknowledged.

Mr. Rodriguez asked if a motion, once it has been seconded, can be cut by a table.

Ms. Bathelus stated that a motion was made and seconded and asked if she is voting on that motion or on what Mr. Monteiro said to table.

Mr. Lehman responded that the vote is on the motion to table.

Ms. Bathelus asked if we are voiding the motion that was made.

Mr. Lehman stated that the motion to table takes precedence.

Mr. Rodriguez stated but not when it was seconded and that is wrong.

The motion to table the minutes of the meeting of February 26, 2015 was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Monteiro, Perreira, Trujillo, Mrs. Amin – 5

Negative: Ms. Bathelus, Mrs. Carvalho, Messrs. Neron, Rodriguez – 4

Mr. Rodriguez stated that was absolutely wrong and asked Mr. Lehman to show him in the Robert's Rules of Order where exactly that is true.

Secretary and Treasurer's Report for the Month of August 2015

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Personnel Report – Leaves of Absence, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho (abstain- M.G.), Castillo-Ospina, Messrs. Monteiro, Neron, Perreira (abstain- S.R., L.R.), Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Mr. Rodriguez congratulated all the staff who are retiring, wished them a happy and healthy retirement and thanked them for their years of service.

Supplemental Personnel Report – Leaves of Absence, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho (abstain- A.D.), Castillo-Ospina, Messrs. Monteiro, Neron, Perreira (abstain- C.C.), Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Second Supplemental Personnel Report – Resignation, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Tuition Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Supplemental Tuition Report

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

Mr. Rodriguez stated that he spoke with the Superintendent and wants to make his comments public also. Mr. Rodriguez stated that he did some research and he knows for sure that there is a special ed school that we send some of our students to that due to their facilities does not have a lunch room and doesn't have the ability to feed any of the students at that school. Mr. Rodriguez stated that becomes a concern when some of our students are also on the free/reduced lunch program which means that they don't take food with them because for economic reasons they can't afford to. Mr. Rodriguez stated that there are some students at this school that he doesn't know their status on the free/reduced lunch but he has a friend who works there and he knows that they don't eat lunch and doesn't know exactly why. Mr. Rodriguez asked if we could make sure that some of our special ed students who are on the free/reduced lunch program and are sent out-of-district if we can make sure that they are being fed or somehow get food to them. Mr. Rodriguez stated that he is not sure how many but it was a concern when he heard that some students at that school who are on free/reduced lunch, not necessarily ours, don't get fed because for lack of better facilities they don't have a cafeteria and asked if that can be looked at.

Mr. Trujillo asked just so that he understands correctly that Mr. Rodriguez is under the impression or has information that some of the students at a facility outside of the school district are not being fed.

Mr. Rodriguez stated that is correct. Mr. Rodriguez stated that some of the students just because they are sent out of district don't necessarily fall into the free/reduced lunch and he wouldn't know that because it's personal information. Mr. Rodriguez stated that the person that told him said there are students who are on free/reduced lunch, not necessarily from our school, that do not get fed because the school does not have a cafeteria. Mr. Rodriguez stated that some of the students especially at this school do not eat and this person has to feed some of them snacks but they do not eat. Mr. Rodriguez stated that if it happens at this school he doesn't want to assume anything but we should take a look at some of these special ed schools that receive our students and that there may be a possibility that they may not have the means of feeding them.

Mr. Trujillo stated that he agrees with Mr. Rodriguez if that is in fact the case. Mr. Trujillo stated that he urges the administration to review that contract to see how it is written and if we are responsible. Mr. Trujillo stated that if they are entitled to a meal we should make sure

that they are getting it and that is a real concern. Mr. Trujillo stated that he doesn't want to be held liable or find out that we are not feeding our students and that would be unacceptable.

Mrs. Castillo-Ospina explained that when a child goes out of district the parent and the child study team visit the school and they look at what kind of services they provide including the curriculum, food and everything is reviewed. Mrs. Castillo-Ospina stated that the parent is part of this decision. Mrs. Castillo-Ospina stated that maybe the parents are looking for a different placement or they choose to send lunch but the district does not make the decision. Mrs. Castillo-Ospina stated that if the parent doesn't want to send the child there then the child study team has a second or third choice until both parties agree in selecting the out-of-district school. Mrs. Castillo-Ospina stated that is something we need to look at but it is not a district decision. Mrs. Castillo-Ospina stated that it is a parental and school decision together with the child study team.

Mr. Neron stated that it is important that we as a Board make sure that we assure that the vendors we are using and these other schools that we are using that it should be their priority so that is being done. Mr. Neron stated that Mrs. Castillo-Ospina stated that it is the prerogative of the parent but we are here for the children so we should make sure that the school is going to feed them. Mr. Neron stated that if they are not going to have a cafeteria then it should not even be recommended for us to even use that type of facility to send children to. Mr. Neron stated that he thinks that is just unacceptable.

Mrs. Castillo-Ospina stated that the administration does not make the decision. Mrs. Castillo-Ospina stated that the parent is totally involved and will never sign an IEP to anything that they don't agree to and the parents have a lot to say. Mrs. Castillo-Ospina stated that she has done this in her district for eighteen years. Mrs. Castillo-Ospina stated that the parents make the decision with the child study team because when you take a child out-of-district it is the least restrictive environment and they provide the child's needs. Mrs. Castillo-Ospina stated that the parents have the right to make the decision with the child study team. Mrs. Castillo-Ospina stated that whether people agree or disagree that is the way the State has designed it in the special education department and it is not Elizabeth that wants to do it. Mrs. Castillo-Ospina stated that it is the parent's right to get involved in the decision.

Mr. Neron stated that he doesn't think we should endorse that decision and that we should stand against a decision to send any child to a school that doesn't have a cafeteria.

Mr. Trujillo stated that he agrees with Mr. Neron to a point but the parent still has the right to decide if that is the right school for their child. Mr. Trujillo stated that for himself he would prefer for his children if the school offered a lunch and he is sure that Mr. Neron would, too but if the parent decides they want to feed the child alternatively some other way we have to respect that. Mr. Trujillo stated that if the administration goes back and looks at this contract and sees if there is any merit to this allegation to make sure that all the children are eating properly and the parents are satisfied with the service then we satisfied our obligation as Board members.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Superintendent's Report – Considerations

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

Mr. Rodriguez stated that this is for a conference in San Diego and asked if this is something that needs to be done or is it something that can wait until this conference comes around locally to save some money.

Mr. Kennedy explained that she goes to the one held in New Jersey and this one is the national conference that happens to be in San Diego and there are two different sets of topics for professional development.

Mr. Rodriguez asked if this was necessary.

Mr. Kennedy explained that she just like anyone else is entitled to professional development.

Mr. Rodriguez stated that this is steep given the fact that we laid off a lot of teachers and staff this year.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 7

Negative: Messrs. Rodriguez, Trujillo – 2

Superintendent's Report – Use of Facilities

A motion was made by Mr. Monteiro, seconded by Mr. Trujillo, to table the request from Citizens Going Forward.

The motion to table the request from Citizens Going Forward was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, that the requests (with the exception of the request from Citizens Going Forward which was tabled) be approved with a waiver of facility fees except for the requests from At Heart's Length, A Helping Hand, Elmora Youth League, and St. Mary of the Assumption High School be approved with a waiver of fees.

Mr. Monteiro stated that most of the Use of Facilities are for non-profit organizations and we are providing the facilities. Mr. Monteiro stated that they are for wonderful causes including A Helping Hand for a youth community program, Elmora Youth League and St. Mary's for basketball, PAL for football, and At Heart's Length for use of the pool for children with Autism. Mr. Monteiro asked his colleagues to support these and vote in favor of all these organizations.

Mr. Rodriguez asked about the fees for Elizabeth PAL.

Mr. Kennedy explained the fees for the use of Williams Field on the weekends.

Supplemental Superintendent's Report – Use of Facilities

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

Mr. Rodriguez asked if the Properties Committee has met to study the possibility of increasing the rates and is that still on the agenda for the Properties Committee.

Mr. Kennedy explained that the committee has not met. Mr. Kennedy stated that the security and custodial fees seems to be on the money so it would just be the facility fees if you want to raise them.

Mr. Rodriguez stated that it is pending negotiations where everything will go up and we can start studying it because we will not pass it right away.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Trujillo, Mrs. Amin – 9

Negative: None

Superintendent's Report

Superintendent of Schools Olga Hugelmeyer announced that officially the Elizabeth Public Schools has a high school graduation rate of 78% and is a significant increase compared to 72.5% in the previous school year and it is something that should be celebrated. Mrs. Hugelmeyer stated that the nation's high school graduation rate is also at an all-time high which is 81%. Mrs. Hugelmeyer stated that we know that the Elizabeth Public Schools has the highest graduation standards requiring 160 credits to graduate, 60 hours of community service, and for every student to take the SAT Exam in order to properly prepare our students to be college and career ready. Mrs. Hugelmeyer stated that a diploma should lead to a successful future and should certify that students are ready for college or further training or for the workforce. Mrs. Hugelmeyer stated that college and career ready is the mantra of the Common Core State Standards. Mrs. Hugelmeyer stated that the Elizabeth Public Schools remains on pace to meet the goal of 90% on-time graduation by the year 2020. Mrs. Hugelmeyer stated that we are raising graduation rates for groups of students who traditionally have struggled to earn a high school diploma. Mrs. Hugelmeyer quoted America's Promise, "High school graduation rates are not increasing because of a broad national, economic, demographic, and social trends rather the constellation of leadership, reforms, and multi-sector efforts at the state, district, and school levels drove this progress and it shows that with focus and concerted effort graduation rates can be increased in every part of the country." Mrs. Hugelmeyer stated that at the Elizabeth Public Schools this quote proves to be true. Mrs. Hugelmeyer stated that it is as a result of the leadership of our six high schools that we have experienced significant growth in all six high schools. Mrs. Hugelmeyer stated that this evening she has the pleasure of presenting our six high school principals and they will share how it is that they have pursued a range of strategies that have led to increase in our graduation rate. Mrs. Hugelmeyer introduced Principal Jeffrey Roszkowski of Admiral William F. Halsey, Jr. Health and Public Safety Academy.

Principal Jeffrey Roszkowski of Admiral William F. Halsey, Jr. Health and Public Safety Academy stated that the current student population is 1,303 which includes the Academy of Finance which is in a separate building. Mr. Roszkowski stated that the career-related themes include public safety, criminal justice, health sciences, National Academy of Finance, and military leadership. Mr. Roszkowski stated that the mission is being devoted to creating world-class citizens through facilitating academic achievement, personal growth, and empathy towards others. Mr. Roszkowski stated that the vision is to bring respect, integrity, safety and empathy into all classrooms, hallways, and offices and in doing that be one of the best high schools in America. Mr. Roszkowski stated that the culture includes Positive Behavior Support in Schools (PBSIS), common expectations, consistency, and community partnerships. Mr. Roszkowski stated that respect, integrity, safety, and empathy (R.I.S.E.) is part of the PBSIS. Mr. Roszkowski stated that instruction includes the Instructional Leadership Team, content area common planning, and common instructional strategies and the focus to improve the graduation rate includes community partnerships, counselor assignment by cohort, scheduling by teams, and a cross check system. Mr. Roszkowski shared the results of the parent survey including 83.12% of

parents agree that the school shares information, 85.71% of parents agree that the school staff speaks respectfully to parents, and 82.47% of parents agree that the staff and teachers are friendly and helpful. Mr. Roszkowski shared the teacher survey including 84.95% of teachers strongly agree/agree that administrators establish consistent vision and direction, 81.08% strongly agree/agree that staff help and support each other, and 89.19 % of teachers strongly agree/agree that staff demonstrate care and concern for students' well-being and success. Mr. Roszkowski stated that the teacher attendance has increased from 96.3% in 2012-2013 to 96.9% for 2014-2015. Mr. Roszkowski stated that Admiral William F. Halsey, Jr. Health and Public Safety Academy has affiliations with national programs including the National Academy of Finance, AVID, Health Corps, and Alliance for a Healthier Generation. Mr. Roszkowski stated that there has been an increase in enrollment in Honors Courses from 303 in 2012-2013 to 510 in 2014-2015, an increase in Advanced Placement Courses from 372 in 2012-2013 to 796 in 2014-2015, and in the Academy of Finance an increase in Honors Courses from 217 in 2012-2013 to 348 in 2014-2015 and an increase in Advanced Placement Courses from 256 in 2012-2013 to 556 in 2014-2015. Mr. Roszkowski stated that the Four-Year Graduation Rate for 2015 is 69.4% which is an increase from 57.6% in 2011-2012. Mr. Roszkowski stated that the creation of the School Improvement Committee includes developing and implementing interventions, examining data, and reviewing student schedules and progress. Mr. Roszkowski stated that the community partnerships include the Gateway Chamber of Commerce, Future Cities, Inc., Health Corps, Junior Achievement, and Trinitas. Mr. Roszkowski stated that the students in the Marine Corps Junior R.O.T.C. put a lot of time, dedication, and practice and have won many first and second placements in high school drill team competitions including color guard, inspections, trick team, and rifle team competitions. Mr. Roszkowski stated that there has been an increase of students making Halsey Academy their first choice from 120 in the 2014-2015 school year to 268 for the 2015-2016 school year and presented a chart of all the colleges that Halsey Academy graduates have attended. Mr. Roszkowski stated that we are moving forward and we want to keep moving forward and let's have an avalanche of success.

Mrs. Hugelmeyer thanked Mr. Roszkowski for the report and introduced Principal Christopher Van Vliet of John E. Dwyer Technology Academy.

Principal Christopher Van Vliet of John E. Dwyer Technology Academy stated that that the current population is at its peak with 1,240 students and that the career related themes are Industrial Technology and Information Technology with substrands offered to the students. Mr. Van Vliet stated that Industrial Technology includes the substrands NAF Academy of Engineering, New Jersey Institute of Technology (NJIT) Pre-Engineering Program, and Project Lead the Way. Mr. Van Vliet stated that the second strand is Information Technology and includes the NAF Academy of Information Technology. Mr. Van Vliet stated that the mission statement is that the John E. Dwyer Technology Academy will provide excellent educational experiences, utilizing technology, to inspire every student to take risks to achieve at high standards and to be successful in post-secondary opportunities that include college and career oriented goals. Mr. Van Vliet stated that the goals and objectives are to develop and implement a clearly designed and structured master schedule to maximize the instructional opportunities for students, including rigorous courses, innovative technology experiences, and the necessary interventions for on-time graduation which will prepare every student to become college and career ready. Mr. Van Vliet stated that the action plan of creating engaging and rigorous lessons, individualized academic plans and interventions for at-risk students and establishing an environment of respect and rapport to promote a positive culture has led to the desired results to improve our graduation rate. Mr. Van Vliet stated that the drop-out rate has decreased from 10.9% in 2011-2012 to 2.8% in 2014-2015, the suspension rate has decreased from 17.6% in 2011-2012 to 7% in 2014-2015, the AP Course enrollment has increased from 36 in 2011-2012 to 294 in 2014-2015, and the graduation rate has increased from 51.8% in 2011-2012 to 68.1% in 2014-2015 which is an increase of 16.3% in four years. Mr. Van Vliet stated that the action steps to improve the graduation rate include a one-to-one initiative, developing innovative lessons to include blended learning and flipped classrooms, increase the advanced placement course

offerings, course enrollments, and AP test takers, incorporating AVID classes to enhance college readiness, expanding the NAF course offerings in engineering and technology, building successful relationships with the NAF Advisory Board partners, creating an A/B master schedule to include common planning, PLC meetings, LAL/Math strategies courses and credit recovery classes, identifying at-risk students each marking period to provide timely interventions, and offering intervention programs including after school tutoring, in-school credit recovery classes, LAL/Math strategies classes, Port-of-Entry classes, and after school SAT prep. Mr. Van Vliet stated that the accomplishments at John E. Dwyer Technology Academy including the National Hispanic State Legislator's Scholarship awarded to Alexandra Gonzalez who was the only recipient in New Jersey, the Quest Bridge Scholarship of over \$200,000 toward Brown University awarded to Salutatorian Jorge Sanabria, AT&T's 4th Annual Student Innovative Competition first and second place winners Jaroy Richardson and Stephanie Medeiros, and Marcos Zavaleta who was recognized at the Union County Freeholder's Meeting for his participation in the Union County Step Program and his team's community service initiative Donate to Educate. Mr. Van Vliet presented a chart of all the colleges that accepted students from John E. Dwyer Technology Academy and stated that we are all very proud of all the accomplishments of our students.

Mrs. Hugelmeyer thanked Mr. Van Vliet for his report and introduced Principal Fatimah Bey of Thomas A. Edison Career and Technical Academy.

Principal Fatimah Bey of Thomas A. Edison Career and Technical Academy stated that the current student population is 675 and the career related themes include construction technology, electricity/sustainable energy, process technology, automotive technology, and hospital and retail services. Miss Bey stated that the school wide goals include that Thomas A. Edison Career and Technical Academy will demonstrate increased engagement and performance in literacy and math skills, they will foster positive school culture and climate and enhance relationships between students, teachers and all school wide community members, and they will increase the graduation rate and demonstrate an increase in student college and career readiness. Miss Bey stated that the strategies and action steps include Advancement Via Individual Determination (AVID), Positive Behavior Support in Schools (PBSIS), diversify course offerings to include advanced placement and continue to offer ten career and technical areas of focus. Miss Bey stated that the strategies and action steps include school wide implementation of Cornell Notetaking, Citing and Marking the Text, Turn and Talk, survey of students, parents, and team members to highlight areas of focus for our culture and climate and increasing the number of advanced placement (AP) tests offered to students and enhancing career and technical experiences by way of certifications. Miss Bey stated that the graduation rate has increased from 62% in 2011-2012 to 72% in 2014-2015, college readiness has increased from 35% in 2011-2012 to 54% in 2013-2014, and students taking AP exams has increased from 37 in 2010-2011 to 75 in 2014-2015. Miss Bey stated that 100% of the seats are filled with students who selected Thomas A. Edison Career and Technical Academy as their first choice and a student survey showed that 91.7% of students want to do well and feel school is important. Miss Bey stated that the parent survey showed that 93% feel that school shares information about upcoming events, activities, and changes at school, 88% feel that staff and teachers are friendly, 83.7% express that their child looks forward to going to school, and 81.4% of parents feel welcome at the school. Miss Bey stated that the accomplishments at Thomas A. Edison Career and Technical Academy include 44 Medals of which 15 are Gold Medals at the 2014-2015 NJ Skills USA Competition and at the National Skills USA Competition the team for Career Pathway Showcase – Transportation, Logistics, and Distribution Cluster with students Anthony Anozier, Ritu Kanchan, and Mikaela Montiel earned 3rd Place in the entire country. Miss Bey presented a chart of all the colleges that Thomas A. Edison Career and Technical Academy students have been accepted and enrolled. Miss Bey stated that everyone including the teachers, custodians, and staff are very proud and she is certainly proud to be the principal at Thomas A. Edison Career and Technical Academy.

Mrs. Hugelmeyer thanked Miss Bey for her report and introduced Principal Michael Ojeda of Thomas Jefferson Arts Academy.

Principal Michael Ojeda of Thomas Jefferson Arts Academy stated that the current student population is 1,067 and has been growing over the past few years. Mr. Ojeda stated that the academic programs are quite comparable to our peer high schools and the school is primarily differentiated by five studio programs organized as themes which include audio and visual media, creative writing, performing arts, theater, and visual arts. Mr. Ojeda stated that because of our outstanding community partnerships we are often able to share with students excellent, educational and creative experiences outside of the school to prepare both for college and career and they are an important part of the program we offer and provide critical services to our students. Mr. Ojeda stated that the vision is life, liberty, and the pursuit of happiness made real for every student through academic and creative excellence. Mr. Ojeda stated that the vision has four parts and explained that our vision for *life, liberty and the pursuit of happiness* means that our school will help young people realize their personal aspirations. Mr. Ojeda stated that our vision for *made real for every student* means that our school is committed to open admissions and welcomes all students and all means all. Mr. Ojeda stated that our vision for *through academic* means that we offer students a college preparatory academic curriculum. Mr. Ojeda stated that our vision for *creative excellence* means we offer students a rigorous studio program to develop their creative talents. Mr. Ojeda stated that Thomas Jefferson Arts Academy has three main priorities and the first priority is that by June 2020 students will demonstrate among the highest levels of academic achievement as evidenced by 90% or more of students demonstrating proficiency on state and district assessments in literacy and mathematics. Mr. Ojeda stated that the second priority is that by June 2020 students will demonstrate college and career readiness as evidenced by achieving a ratio of one to one in the number of AP exams taken per graduating student, achieving an average daily attendance rate of 95%, and achieving an on-time graduation rate of 90%. Mr. Ojeda stated that the third priority is that by June 2020 students will demonstrate among the highest levels of creative achievement as evidenced by 90% or more of students successfully completing a course sequence in an arts strand including a capstone performance/experience assessed by the respective department. Mr. Ojeda stated that the strategies for school growth include implementing a system of tiered interventions targeting attendance, behavior, coursework, and diploma progress; implementing a school climate plan focusing on student engagement; implementing and expanding AVID and Advanced Placement at every grade level; and building strategic partnerships focusing on college/career readiness and creative expression. Mr. Ojeda stated that one of the priorities is graduation rates and in 2010-2011 it was 50% and has increased to 70% in 2014-2015. Mr. Ojeda stated that they have been able to make advances in the school climate by providing an environment that is safe, stimulating, and where students want to go to school. Mr. Ojeda stated that in 2011-2012 only 40 students selected Thomas Jefferson as their first choice and this has increased by 647% having 300 students select it as their first choice. Mr. Ojeda stated that there were 17 advanced placement exams in 2009-2010 and it has increased to a projected 325 AP exams this year. Mr. Ojeda stated that the AVID enrollment has increased with 65 students enrolled in 2012-2013 to 327 students enrolled in AVID this year. Mr. Ojeda presented a chart of all the recognitions of Thomas Jefferson Arts Academy students. Mr. Ojeda invited everyone to attend the fall play, *Yerma*, by Federico Garcia Lorca, which is the Liberty Players first time ever to present a play in English and in Spanish from October 14-17, 2015. Mr. Ojeda presented a chart of some of the colleges students from Thomas Jefferson Arts Academy have been accepted and enrolled. Mr. Ojeda stated that another important piece is the extent of which they are very proud of the heritage of Jefferson which is a cornerstone of our community and is one of the iconic structures that defines Elizabeth, New Jersey. Mr. Ojeda stated that is only bolstered by an iconic principal, Frank Cicarell, and all of us would strive to achieve that level of success. Mr. Ojeda quoted Frank J. Cicarell, Principal of Thomas Jefferson High School, in his last letter to the last graduating class of Thomas Jefferson High School for Boys Class of 1977, "In the past I have indicated Jefferson, the Building, was only made of Mortar, Brick, Lumber, Steel, Paint, and Glass. What I know as the true Jefferson is the dedication and spirit of its Faculty and Student Body." Mr. Ojeda stated that history resides in the school today and is something of which we are very proud.

Mr. Trujillo excused himself from the meeting at 9:20 p.m.

Mrs. Hugelmeyer thanked Mr. Ojeda for his report and introduced Principal George Mikros of Alexander Hamilton Preparatory Academy.

Principal George Mikros of Alexander Hamilton Preparatory Academy stated that the current student population is 991 and is a choice high school focusing on AVID College Readiness Program. Mr. Mikros stated that the vision is that Alexander Hamilton Preparatory Academy will be one of the best academic high schools in America. Mr. Mikros stated that their mission is that as an AVID school we will close the achievement gap by preparing all students for college readiness and success in a global society and through AVID and the 3Ls, love, laser-like focus on teaching and learning, and leadership, we will provide excellent educational experiences and services to inspire every student to think, learn, achieve, and care. Mr. Mikros stated that Alexander Hamilton Preparatory Academy was ranked No. 25 by The Washington Post as one of the Top 25 Most Challenging High Schools in the State of New Jersey and in America's Most Challenging High Schools it was ranked No. 160 in the Northeast and No. 1,018 in the United States of America. Mr. Mikros stated that the graduation rate has increased from 91% in 2012-2013 to 95% in 2014-2015. Mr. Mikros stated that the total number of AP students increased from 138 in 2011 to 505 in 2015 and the number of AP exams increased from 191 in 2011 to 1008 in 2015. Mr. Mikros stated that the number of AP students with scores of 3 or higher increased from 60 in 2010-2011 to 185 in 2014-2015. Mr. Mikros stated that Alexander Hamilton Preparatory Academy has partnerships with the Drew University Shakesperience Club, Fairleigh Dickinson University Future Teachers, and non-profit organizations such as Junior Achievement. Mr. Mikros stated that AVID is not just another program and at its heart it is a philosophy, "Hold students accountable to the highest standards, provide academic and social support, and they will rise to the challenge." Mr. Mikros stated that Alexander Hamilton Preparatory Academy received the highest AVID essential rating in using AVID methodologies such as writing, inquiry, collaboration, organization, and reading (WICOR). Mr. Mikros stated that the instruction strategies used include AVID methodologies, AP college-oriented tasks, One-to-One Initiative, MyAccess Learning, math strategies, project based learning, and research skills. Mr. Mikros stated that the accomplishments include national and state rankings, offering 15 College Board Certified AP courses, administering over 1,000 AP exams, certified over 200 Alexander Hamilton Preparatory Academy graduates as tutors over the last four years, recorded AVID tutorials in different languages as a guide for ESL students, coordinated grade level college visits to schools such as Rutgers, Fairleigh Dickinson University, New Jersey Institute of Technology (NJIT), Monmouth University, William Paterson University, and Kean University. Mr. Mikros presented a chart of some of the colleges students from Alexander Hamilton Preparatory Academy have been accepted. Mr. Mikros stated that this is a model that is dear to his heart for each Hamilton student who enters the school and their goal is that they are today's learners and before they graduate they want them to be tomorrow's leaders.

Mrs. Hugelmeyer thanked Mr. Mikros for his report and introduced Principal Michael Cummings of Elizabeth High School.

Principal Michael Cummings of Elizabeth High School stated that the current student population is 832 and is a choice high school focusing on advanced placement. Mr. Cummings stated that Elizabeth High School was just named a National Blue Ribbon School by the United States Department of Education. Mr. Cummings stated that The Washington Post ranked Elizabeth High School No. 1 in New Jersey and #2 in the Northeast of America's Most Challenging High Schools. Mr. Cummings stated that Elizabeth High School was ranked Gold by the U.S. News and World Report as one of the Best High Schools. Mr. Cummings stated that the vision is that Elizabeth High School will be the best in the world at preparing students for success at the best colleges and universities. Mr. Cummings stated that the mission is that Elizabeth High School will provide rich and highly relevant learning experiences inspiring every student to think, achieve, and to care. Mr. Cummings stated that the average SAT score has increased from 1308 in 2011-2012 to 1505 in 2013-2014. Mr. Cummings stated that the AP

Equity and Excellence Index which is the percentage of seniors who score a 3 or better on at least one AP exam at any time during high school increased from 54% in 2010-2011 to 69% in 2014-2015. Mr. Cummings stated that the AP Scholars which is the number of students who scored 3 or higher on 3 or more AP exams increased from 20 in 2010-2011 to 78 in 2014-2015. Mr. Cummings stated that the graduation rate increased from 86.5% in 2011-2012 to 97.5% in 2014-2015. Mr. Cummings stated that the strategies include expanded advanced placement to underclassmen, emphasis on advanced literacy skills in the content areas, individual student goals in each class, using technology to communicate content area expertise, and development of student leaders. Mr. Cummings presented a chart of some of the best colleges and universities in the United States to which Elizabeth High School students were accepted. Mr. Cummings stated that it is an absolute honor to be part of a team that has led to this kind of success in this district.

Mrs. Hugelmeyer thanked the high school principals for coming tonight and sharing their story of success, hard work, effort, and having built an amazing team in each of their respective schools. Mrs. Hugelmeyer congratulated them on the achievement of having increased the graduation rate to 78%.

Mrs. Amin thanked Superintendent Olga Hugelmeyer and the principals of the high schools for the informative reports.

Ms. Bathelus stated that she is proud of all six high schools. Ms. Bathelus stated that her academic career started at Halsey and she is very proud to see that Halsey is continuing with achieving their success. Ms. Bathelus stated that two of her teachers at Halsey are now leading two of our high schools, Mr. Mikros and Mr. Cummings, and she is proud to see that they are still here influencing our children in our district. Ms. Bathelus stated that she is proud to be a product of our district and proud to see that we are still improving the lives of our kids here. Ms. Bathelus stated that it is a great idea that we profiled our six high schools but this is something we can do, moving forward, we should probably do one per month instead of all six. Ms. Bathelus stated that she is definitely happy to see that everyone was here to profile the successes of our schools.

Mrs. Castillo-Ospina stated that she is very proud of our six high school academies and they all talked about achievement, increasing graduation rates and partnerships with organizations. Mrs. Castillo-Ospina stated that our school model has been taken by other districts to develop their programs and that is a big accomplishment for the Elizabeth school district. Mrs. Castillo-Ospina stated that her children graduated from the Elizabeth Public Schools and she worked with some of the principals when they were teachers and now they are moving this district the way we want to see it with their vision and mission. Mrs. Castillo-Ospina stated that this is what every parent wants to see because high school is the critical time in a child's life and what determines the transition from childhood to adulthood. Mrs. Castillo-Ospina stated that the changes that we see are very positive. Mrs. Castillo-Ospina stated that the parents drop off their children or they come and attend from 7:30 to 4:00 and they believe in the program, the principals, teachers, and everything that is offered to prepare them for their future. Mrs. Castillo-Ospina thanked each one of the principals for their dedication and time.

Mrs. Carvalho stated that she is the mother of two students from the high schools, one who just proudly graduated from Upper and is off to Rutgers University and another son who is at Hamilton. Mrs. Carvalho stated as a Board member who proudly visited all of the high schools that she is proud of the work they are doing. Mrs. Carvalho stated that she sees the vision and she also sees the struggles and that we are here to help you and help our school system move forward. Mrs. Carvalho stated that she is glad that the drop-out rate is getting better and we are not there yet but we will. Mrs. Carvalho stated that if we don't have challenges we won't work harder to get to a better place. Mrs. Carvalho stated that she is proud to be a mother of two children who helped and were part of the Blue Ribbon but she wants all of our schools to have them. Mrs.

Carvalho stated that she is looking forward to working with each of them to make our school system even better than what it is today.

Mr. Neron congratulated the principals on the achievements at the high schools. Mr. Neron stated that he has been at the high schools and is a strong supporter of the entire high school community. Mr. Neron stated that as a Board member he encourages the members and the Superintendent and all the administration to support them in their endeavors because no one knows what they really have to deal with in their office with all the students who come to the office whether it is something at home or a security issues. Mr. Neron stated that we have had some serious budget cuts and we are in desperate need of providing you with ample amount of security and support. Mr. Neron stated that he wants to continually advocate to our board and administration to make sure we can carve out of the budget a way to provide the amount of security and support that they need because it is something that is extremely necessary to support our principals because our principals cannot afford to be everywhere. Mr. Neron stated that they need TAs, they need ample security, and they need support. Mr. Neron stated that he supports them and they have been rubbing two nickels together to make it happen and the Superintendent has been trying to figure it out. Mr. Neron stated that it is something that is so necessary and will take you to the next level and make every high school to be No. 1 in the country. Mr. Neron stated that we are well on our way but we can get there with additional advocacy and additional resources that are given to you. Mr. Neron stated that we support you and he supports you and to keep up the great work.

Mr. Perreira stated that he knows each principal and has visited all the schools. Mr. Perreira stated that his two children at one point in their careers here at the Elizabeth Public Schools will attend one of the high schools. Mr. Perreira stated that being a principal is definitely one of the toughest jobs because they are charged with taking these children who have already had eight years tenure in the district and providing them with the last four memorable years of their time here and getting them ready for their future, for college and what life brings. Mr. Perreira thanked the high school principals and stated that he sees the energy that they all have and the accolades and the results that we are seeing are because of it. Mr. Perreira stated that he hopes they keep up the energy and keep up the hard work. Mr. Perreira stated that they have a supportive Board here and that they will always support them. Mr. Perreira thanked them for their hard work.

Mr. Monteiro thanked the principals for the wonderful presentations. Mr. Monteiro stated that as one of the senior Board members having been in public service pretty much his whole life he has seen the good, the bad, and the ugly of our district. Mr. Monteiro stated that back in 1994 through 1996 when he was on City Council many of his constituents in the City of Elizabeth, mostly in the Fifth Ward, were in part leaving the City because our public school system was failing them and their children and we were losing many good families. Mr. Monteiro stated that one of his teachers in high school stated that obstacles do not block the path, they are the path. Mr. Monteiro stated that over the years that he has been involved with this Board and his whole life in the City of Elizabeth we have seen this district's path littered with obstacles, along with many doubters, and many mistakes. Mr. Monteiro stated that with hard work, perseverance, and a great team of people there was no limits. Mr. Monteiro stated that when people said we couldn't turn this school district around, we did. Mr. Monteiro stated that when people said we couldn't put our entire student population in uniforms, we did. Mr. Monteiro stated that when they said we couldn't get two Blue Ribbon Schools, we got more than two and now have four National Blue Ribbon Schools. Mr. Monteiro stated that it is personal to many of us who serve on this Board and it is personal to him because he grew up in this City. Mr. Monteiro stated that the Board members don't get paid and obviously do it for love of this City and this school district. Mr. Monteiro stated that he knows how hard each of the principals works and he has gotten to know them over the years and almost like extended family because of the many hours of work and effort that goes into serving on this Board and serving in public life. Mr. Monteiro stated that he knew rarely none of them ten years ago and now having traveled

through the City visiting the schools he has gotten to know by first name the principals, vice principals, teachers, directors, food service workers, and it is an incredible district that we have built around the energy and synergy of family. Mr. Monteiro stated that today he had the pleasure of visiting Mr. Ojeda's school and spoke with the assembled class where it was a Q&A and he spoke for a few minutes and the students asked him questions and it was wonderful because it was great feedback from the students. Mr. Monteiro stated that sometimes we sit up here and think we know it all and our priorities are running the fourth largest school district. Mr. Monteiro stated that it's incredible how the perceptions of students sometimes differ from those that sit up here and he took a lot away from that. Mr. Monteiro stated that it is a feedback and we talk about Elizabeth High School, the Blue Ribbon Schools, and the gifted and talented schools but then we have the schools like Jefferson, Halsey, and Edison. Mr. Monteiro stated that is true and he wants to share with the students that they are right. Mr. Monteiro stated that perception does become reality and we are not any less concerned about Halsey, Jefferson, or Edison and we appreciate all the good work that goes on in every one of your high schools. Mr. Monteiro stated that we don't want to lessen or make any principal or student to feel that any school is any less important to us. Mr. Monteiro stated that we take that to heart and every school is important in every facet of everything we do up here. Mr. Monteiro stated that we don't want any student to feel any less important or that we care any less and he is going to make an extra special effort to visit the high schools and talk to the students. Mr. Monteiro stated that he suggested to Superintendent Olga Hugelmeyer that he would like to have the six student council presidents meet with our committee once a month and then maybe they could elect amongst themselves one to represent the entire student body and sit at a Board meeting and be part of the dialogue and we could have that ongoing conversation with them. Mr. Monteiro stated that maybe they would say that the water fountain isn't working at one school and that is important to them. Mr. Monteiro stated that every issue matters to us. Mr. Monteiro stated that he is very proud of all of them and their teams including teachers, security, custodians, secretaries and how hard they work day in and day out. Mr. Monteiro stated that many of us read on social media about the bickering between the City and the Board and it would be wonderful if together we could unite and put some of these differences aside and the possibility of how great our City could be and we all understand that and that is our vision and our dream. Mr. Monteiro recognized and acknowledge someone who is very important to this, our Superintendent Olga Hugelmeyer, who chose many of them and selected them and their vice principals. Mr. Monteiro stated that there are some on this Board who certainly didn't see fit that the Superintendent should remain as Superintendent in the beginning of the year but clearly it has been shown how remarkable she is and how fortunate we are to have someone who is as passionate and caring about continuing the vision and the progress that this school district has had over the past twelve or so years. Mr. Monteiro stated that we are not done yet and God willing he will still be here come January but that will be up to the voters. Mr. Monteiro stated that he is proud to have served with everyone here and to know each and every one of you and all the hard work that you do and will continue to do in the future. Mr. Monteiro thanked everyone on behalf of the Board.

Mrs. Amin stated that she understands how important this stage is in a child's life. Mrs. Amin stated that she is very proud that her son attends one of our high schools. Mrs. Amin thanked them for a great presentation and stated that every high school is very important because it addresses the different strengths of the students we have in the City of Elizabeth. Mrs. Amin stated that it is a team effort between administrators, staff, parents, and students. Mrs. Amin stated that she is very proud and congratulated everyone.

Mr. Rodriguez thanked the principals because every single one of the high schools is making progress and that is what is important and we do notice. Mr. Rodriguez stated that sometimes the perception out there is that there are two different types of high schools, Upper and Hamilton, and then the other four. Mr. Rodriguez stated that is not a comment on their leadership but it is a way for us, if we really mean *all means all*, to study what has been successful in some of the high schools and try to copy that. Mr. Rodriguez stated that each of your high schools serves a different population and each one cultivates that population differently so what works in

one may not work in another. Mr. Rodriguez stated that is something that we as a Board and also central administration has been and will continue to see what is it that we can do to really mean *all means all*.

Board President Amin presented the following public participation statement.

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

Mrs. Amin called upon the first public participant, Cecilia Ricks, to address the Board.

Cecilia Ricks, 154 West Fifth Avenue, Roselle, spoke about a Board member.

Mrs. Amin thanked her for her comments and called twice upon the next public participant, Gerri Harris, to address the Board. Since Gerri Harris did not come forward, Mrs. Amin called upon the next public participant, Christine Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, spoke about school field trips.

Mrs. Amin thanked her for her comments and called upon the next public participant, Wendy Reina, to address the Board.

Wendy Reina, 189 Keats Avenue, spoke about special education.

Mrs. Amin 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 the election, a personnel matter, and SEPAC.

Mrs. Amin thanked her for her comments and called upon the next public participant, Maria DaRassi, to address the Board.

Maria DaRassi, 420 Fay Avenue, spoke about special education.

Mrs. Amin thanked her for her comments and called upon the next public participant, Billie Bailey, to address the Board.

Billie Bailey, 525 Fifth Avenue, spoke about a Board member.

Mrs. Amin thanked her for her comments and called upon the next public participant, Giovanna LaRosa, to address the Board.

Giovanna LaRosa, 532 Second Avenue, spoke about transportation and food service.

Mrs. Amin thanked her for her comments and called upon the next public participant, Edith Hennquez, to address the Board.

Edith Hennquez, 1013 North Broad Street, spoke about transportation.

Mrs. Amin thanked her for her comments and called upon the next public participant, Ana Topeiro, to address the Board.

Ana Topeiro, 575 Second Avenue, spoke about the conditions in a classroom and the lack of air conditioning in school.

Mrs. Amin thanked her for her comments. Since there were no other citizens signed in to address the Board, Mrs. Amin declared this portion of the public meeting closed.

Mr. Perreira stated that a few issues warrant a high degree of oversight especially at School No. 15 being highlighted with missing chairs and students sitting on crates. Mr. Perreira stated that he can't imagine that being the case but if it is the case then he doesn't know where miscommunication happened or who dropped the ball but whoever did we need to understand it. Mr. Perreira stated that we need to make sure that it does not ever happen again. Mr. Perreira stated that it is as simple as saying if we have 700 students then there should be 700 chairs. Mr. Perreira stated that if that is not happening then we need to identify it and get it corrected as soon as possible. Mr. Perreira stated that another thing that we need to look at is food services. Mr. Perreira stated that his understanding is that food services on a daily basis for every school receives anything that is perishable on the same day and milk is received the same day and fruits are received the same day. Mr. Perreira stated that is what he understands and if that is not happening and perishable items are being kept overnight and being served to students that is definitely something that we need to address immediately. Mr. Perreira stated that is not his understanding and never has been that food services operates in that regard at least not in buildings that do not have refrigeration. Mr. Perreira stated that there seems to be a very long list of issues at School No. 15 in general and asked if we could have a report on this school in either an educational management meeting or legal committee meeting.

Mrs. Hugelmeyer stated that the issues reported by the parent are inexcusable. Mrs. Hugelmeyer stated that, as she explained to the parent, there are chairs in storage all throughout the district and it is as simple as putting in the request and immediately Plant and Property provides the chairs to the school in need. Mrs. Hugelmeyer stated that there is great response to our other schools so she doesn't understand why this is happening at School No. 15 but it will be resolved by tomorrow morning.

Mr. Neron stated that at one of our educational management meetings he requested that we bring all the principals together so that we can talk to facilities and really bring our school administration to one table. Mr. Neron stated that there is a serious sense of disconnect that as a Board member he is not willing to tolerate the disconnect that exists between our schools and our central office. Mr. Neron stated that he would like to see them invited to our next educational management meeting as he requested the last time to have facilities and all property management meet with our principals so they know their rights and what they can and cannot ask for. Mr. Neron stated that often times principals, teachers, and classroom instructors tell you that they didn't know which is totally unacceptable and shouldn't exist in our school system with the type of budget that we have and the amount of students that we have. Mr. Neron stated that we should be able to accommodate all of our students with proper chairs. Mr. Neron stated that the Board can look at the pictures the parent showed and the Superintendent has seen it and it is unacceptable. Mr. Neron stated that someone should be at that school tomorrow and make sure that there are chairs in that class and there are chairs in every class. Mr. Neron stated that we need to touch base with facilities and management to make sure every class and every student has a chair in this district. Mr. Neron stated that none of this should be tolerated. Mr. Neron stated that there is central management, supervisors, and principals but there comes a time when visitations have to happen and we have to see for ourselves and not get this information second hand. Mr. Neron stated that stuff will happen and they will report back to us that we got it taken

care of and then to the parent the same information will be given but it really isn't being taken care of from transportation to proper accommodations in the classroom. Mr. Neron stated that it is like what he said earlier that we need support in the high schools, we need TAs, we need ample security. Mr. Neron stated that we have one of the largest high school systems in the country with almost 6,000 students. Mr. Neron stated that all of the buildings need that support and we have to make sure that we are held accountable but we are getting the accurate reports on what is taken place at the school. Mr. Neron stated that the reports that we hear are not acceptable from safety to cleanliness. Mr. Neron stated that last month we passed a resolution for Sustainable Schools to make sure our schools are clean. Mr. Neron stated that if our schools are not clean then the kids are not learning in a clean environment and then the kids are not going to want to go to school, they are not going to want to learn and it is not a healthy environment. Mr. Neron stated that he just wants to encourage us throughout the district to do better, step our game up and really come to the need of these parents and students in a more urgent fashion rather than later. Mr. Neron stated that we need to make this happen now.

Mrs. Amin requested a properties committee meeting to address this.

Mr. Neron asked if it is a properties committee meeting with the principals.

Mrs. Amin responded first with the committee and to address with the principals after.

Mr. Neron stated that he would like educational management and properties together with the principals so they can voice their concerns in their schools so they can be addressed.

Mrs. Amin stated that we can schedule a properties committee meeting and then we can schedule a meeting with all the principals.

Mrs. Hugelmeyer stated that we will try and coordinate and it is based on their availability as these meetings take place after hours. Mrs. Hugelmeyer stated that if it is done during the working hours we can certainly pull our principals. Mrs. Hugelmeyer stated that our committee meetings generally take place in the evening so it will be based on their availability to attend.

Mrs. Amin stated that we can do it two different groups.

Mrs. Hugelmeyer stated that she will be glad to create a schedule.

Mr. Lehman stated that the answer to Mr. Rodriguez's questions about Roberts' Rules is Chapter 6, Paragraph 17.

Mr. Rodriguez stated that he checked and it is Part 1, Section 5 of Robert's Rules and read the rule. Mr. Rodriguez stated that once it is seconded then you couldn't come in with a table. Mr. Rodriguez stated that we can discuss it later. Mr. Rodriguez thanked Mr. Cortes for speaking with the three ladies and trying to take care of their concerns. Mr. Rodriguez stated that with the milk crates it seems that they probably didn't request the seats because it was an easier fix than going through the proper channels. Mr. Rodriguez stated that we are going to find that out. Mr. Rodriguez stated that one thing that does disturb him is the issue of campaigning in the schools. Mr. Rodriguez stated that we have a bad history of campaigning here in the schools so much that one of our legislatures had to pass a law to strengthen some of the laws that disallows campaigning in the public schools. Mr. Rodriguez stated that he was shown something today that he wants to ask about. Mr. Rodriguez stated that he was a union leader and asked if the union is allowed to use school email for political purposes in terms of to push the candidates that they have endorsed. Mr. Rodriguez asked if the Elizabeth Education Association can use Board of Education given emails to notify their members of candidates that they have endorsed.

Mr. Kennedy stated that generally speaking we have in the past allowed the EEA to use the email system to communicate with their members.

Mr. Rodriguez stated that he understands that because he used school email to communicate with his members. Mr. Rodriguez stated that he was never allowed to use it by law to push members that either our state union or even our local endorsed.

Mr. Kennedy stated that we have never told them what they can communicate to their members.

Mr. Geppert explained that a school district is not allowed to interfere with the operation of the union itself.

Mr. Rodriguez stated that he understands that they can use the school email to communicate about a wide range of issues. Mr. Rodriguez stated that they are not allowed to use school email to campaign for endorsed candidates.

Mr. Geppert stated that the union is permitted to communicate with their members and it is an unfair labor practice for any school district to interfere with the operation of the union itself. Mr. Geppert stated that they are permitted to use their means of communication with their members.

Mr. Rodriguez asked if they are allowed to use Board emails to campaign.

Mr. Geppert stated that they have a right to communicate with their members and for the district to interfere could be an unfair labor practice.

Mr. Rodriguez asked if the EEA is allowed to say that they endorsed two candidates who are sitting here through school email.

Mr. Neron stated that is the same example that a Board member can go into a school and talk to a principal, teacher, or everyone else but they can't go to a school and say vote for me and that is unethical. Mr. Neron stated that it is the same as a mayor who can sit inside his building and have employees and residents but he can't say vote for the mayor. Mr. Neron stated that the Board member can't sit in this meeting and say vote for me on this particular date. Mr. Neron stated that if you are communicating through email they can communicate with their members about negotiations which makes sense but they can't say we need you to come out and vote.

Mr. Geppert stated that the question had to do with the operation of union activities.

Mr. Rodriguez stated that he asked about campaigning.

Mr. Neron asked if they can campaign.

Mr. Geppert stated that it is supposed to be within the context of communicating with their members.

Mr. Rodriguez stated that what concerns him is the level of campaigning in our school district is obviously taking away from our educational goals and purpose. Mr. Rodriguez stated that is something that he knows the Superintendent does not tolerate and hopes that she can speak to people personally before it gets to the level of going to court and that convoluted issue. Mr. Rodriguez stated that it has always been a major issue here in Elizabeth and is a big reason why some of the laws have been passed in our State and signed by our Governor. Mr. Rodriguez stated that he hopes to caution people and he wouldn't want people losing their jobs for campaigning for either side it doesn't matter, wrong is wrong.

Mr. Kennedy stated that prior to Labor Day he sent out a district wide memo with our policy regarding campaign fundraising. Mr. Kennedy stated that the principals, supervisors, and directors were instructed to post the policy within the area where employees receive notices. Mr. Kennedy stated that anyone who works in our buildings knows what our policy is regarding campaign fundraising. Mr. Kennedy stated that the policy states what is allowed and what is not allowed and if someone is in violation of that policy there are repercussions and could affect their employment. Mr. Kennedy stated that from the business office stand point as far as making the district people aware of our policy he believes we from a district standpoint have met that responsibility. Mr. Kennedy stated that it has been past practice and we have been directed that the EEA is allowed to use our email system to communicate. Mr. Kennedy stated that they are also allowed to use the mailboxes if it is a paper communication. Mr. Kennedy stated that he couldn't go to the EEA president or management and say this is what you are going to communicate to your members. Mr. Kennedy stated that he would be putting the district at risk for an unfair labor practice charge.

Mr. Rodriguez stated that he was always told, even by NJEA lawyers, that any kind of campaigning should be done through home emails because though it may be looked away, in certain districts it is not allowed. Mr. Rodriguez stated that he will do some of the research and bring it to him.

Mr. Kennedy stated that would be an item that labor counsel through our Board counsel will have to meet with the NJEA local.

Mr. Rodriguez stated that he wanted to voice his displeasure.

Mr. Kennedy stated that he was trying to address the perception that there is rampant campaigning going on in the district and if there is then they are in violation of our policy that everyone has been notified about.

John Geppert, Jr. Esq., Schwartz Simon Edelstein & Celso, LLC, warned the members of the public (at which time he was interrupted).

Mr. Monteiro thanked the EEA and recognized President Rose Carreto and Vice President Joe Cortico who have been officers of the association for many years and upstanding individuals. Mr. Monteiro stated that this organization is one of the largest in the State and he had the great honor of being interviewed before them along with Mrs. Castillo-Ospina, Miss Velez-Jonte, and Mrs. DaRassi. Mr. Monteiro stated that four of the seven candidates running for the school board chose to interview in front of them. Mr. Monteiro stated that he is honored that they endorsed Mrs. Castillo-Ospina, Miss Velez-Jonte, and himself and thanked the association for the endorsement for the upcoming election. Mr. Monteiro stated that in regard to the comments by Mr. Rodriguez which are incredible and to speak of hypocrisy and someone who has become a professional at double speak. Mr. Monteiro stated that it was Mr. Rodriguez and his Super PAC campaign that was funded by the powerful Senator Ray Lesniak and his federal Super PAC that spent well over \$400,000. in money that was contributed to their campaign by bail bondsman, internet gambling association, Peerless Beverage alcohol company, and longshoremen. Mr. Monteiro stated that they put more people on the street and hired more kids at \$10. an hour and the very thing that Mr. Rodriguez is talking about is the very thing that Mr. Rodriguez initiated two years ago. Mr. Monteiro stated that in front of every school at every open house they had their volunteers with t-shirts saying stop this corrupt board. Mr. Monteiro stated that they paid kids \$10. an hour to hand out flyers in front of the school and having children in school uniforms going throughout the district. Mr. Monteiro stated that at the time he thought that doesn't sound right and is not proper. Mr. Monteiro stated that the very thing that Mr. Rodriguez complains about, the passionate volunteers who are out there on our behalf, knocking on doors, and talking to people to not be misrepresented by people like Mr. Rodriguez. Mr. Monteiro stated that he wanted to remind everyone that at the January 7th reorganization

meeting this Board submitted an agenda that was created by the existing Board and Superintendent of Schools. Mr. Monteiro stated that Mr. Rodriguez goes ahead and they throw out that agenda and they fired the entire legal department that night, fired all of them and to say the next morning at 9:00 to clean their desks, clean their offices and go home. Mr. Monteiro stated that it wasn't just the attorneys but also the secretaries and their staff. Mr. Monteiro stated that it was an illegal move but they chose to do that. Mr. Monteiro stated that the same Board member the next month was ready to put the Superintendent out on administrative leave. Mr. Monteiro stated that they were going to move and vote to do that the next month and they had a list of names of people that they were going to remove. Mr. Monteiro stated that there were people there that night that had been promised jobs and employment and if that doesn't disturb all of those here today and those at home of a district that prides itself on allowing a Superintendent to make recommendations to this district based on competency, intelligence, and experience. Mr. Monteiro stated that is what they are going to bring to this Board and that is despicable, sad, and disturbing. Mr. Monteiro stated that the people who come here tonight are those who find it fit to be here and be bitter at our Board President and mock her not for a week, not a month but for nine months now to mock a Board President. Mr. Monteiro stated that it is their right to do so but rather than being bitter he wants to be better and make this district better. Mr. Monteiro stated that he doesn't have time to be worry at those who are going to condemn and criticize this district because anyone can do that. Mr. Monteiro stated that we are going to work on being positive in this district like we have for the past twelve years and hopes that he and his colleague and running mate get elected. Mr. Monteiro stated that is what we are going to continue to do what this district has done now for twelve years. Mr. Monteiro stated that what they want to do and what Mr. Rodriguez does is challenge the Board and constantly attacks and is critical of the Board. Mr. Monteiro stated that Mr. Rodriguez never has a positive thing and never one single suggestion to improve. Mr. Monteiro stated that tonight the six principals who made presentations and in every high school the graduation rate is going up and test scores are going up. Mr. Monteiro stated that we have another National Blue Ribbon School, enrollment is going up, and property values are going up and people are moving into the City. Mr. Monteiro stated that there is not one positive note from the other side of the table and it is always criticism. Mr. Monteiro stated that it is going to come down to the people's choices.

John Geppert, Jr. Esq., Schwartz Simon Edelstein & Celso, LLC, stated that the members of the public were already warned and this is a second warning (at which time he was interrupted). Mr. Geppert gave a second warning to the public (at which time he was interrupted).

The Board went into recess at 11:20 p.m.

The Board reconvened in public at 11:30 p.m.

Authorizations Report – Authorization to Participate, etc.

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

Mrs. Carvalho asked if the Basic Skills Grant Program is to bring back night school.

Mrs. Hugelmeyer explained that is the grant we have and the lead agency is Union County College. Mrs. Hugelmeyer stated that this is the budget we have to operate the program.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Supplemental Authorizations Report – Authorization to Attend, etc.

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira (abstain- M.P.), Rodriguez, Mrs. Amin – 6

Abstain: Ms. Bathelus, Mrs. Carvalho – 2

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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

Mr. Rodriguez stated that in this report we are approving \$463,000. in legal fees. Mr. Rodriguez stated that the money can be used for the many ideas he would like to implement. Mr. Rodriguez stated that he knows the legal committee has met and he is challenging them to please come up with an idea as to how we can save some money on legal services. Mr. Rodriguez stated that he has ideas if they would like to call him.

Mr. Monteiro stated that in regard to legal fees there was one pending litigation that the Board was facing of a \$42 million lawsuit. Mr. Monteiro stated that our attorneys had that defeated and we are looking at maybe \$1 or \$2 million and the net effect with attorney fees is a savings of about \$38 million.

The motion was carried by the following vote (except for Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; Schwartz Simon Edelstein & Celso, LLC which did not receive the required number of votes):

Affirmative: Ms. Bathelus (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; Matthew T. Rinaldo, Esq.; Schwartz Simon Edelstein & Celso, LLC), Mrs. Carvalho (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; Matthew T. Rinaldo, Esq.; Schwartz Simon Edelstein & Celso, LLC), Mrs. Castillo-Ospina, Messrs. Monteiro, Neron (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; Matthew T. Rinaldo, Esq.; Schwartz Simon Edelstein & Celso, LLC), Perreira, Rodriguez (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; Schwartz Simon Edelstein & Celso, LLC), Mrs. Amin – 8

Negative: None

Mr. Rodriguez stated that he knows the work was done but he is protesting that there is no cost savings.

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Award of Contracts Report

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

Mr. Rodriguez asked about the cost of aides for Villani Bus Company.

Mr. Kennedy explained.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro (abstain- Apex Learning, Jumpstart, Test Out Corporation), Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Miscellaneous Communication

None.

Claims List

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

The motion was carried by the following vote (except for Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; and MARC Attorneys at Law which did not receive the required number of votes):

Affirmative: Ms. Bathelus (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law), Mrs. Carvalho (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law), Mrs. Castillo-Ospina, Messrs. Monteiro, Neron (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law), Perreira (abstain- Candelario Trujillo), Rodriguez (negative- Adams Gutierrez & Lattiboudere, LLC; Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law), Mrs. Amin – 8

Negative: None

Resolution – National Parental Involvement Day

Mrs. Castillo-Ospina read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Veteran’s Day

Mr. Monteiro read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Payment for Unused Sick Days

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Payment for Unused Vacation Days

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Union County Educational Services Commission 2015-2016 Non-Public Security Aid Program

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

The first reading of the revised Nepotism Policy File Code No. 4112.8/4212.8 was done.

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, reorganization – job description; legal matters, specifically, T.M., B.M.; Harassment, Intimidation and Bullying results and Workers' Compensation Claims, specifically, J.B., L.E., R.H., K.V., G.D., and J.P. The Board will reconvene in public to take formal action.

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, to go into private session at 11:50 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, to reconvene in public session at 12:20 a.m. to continue the meeting and take formal action.

Resolution – Reorganization – Job Description

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Settlement of Workers' Compensation Claim (2013-26297) – J.P.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Settlement of Workers' Compensation Claims (2010-24476; 2012-33050) – G.D.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Revised Confidential Settlement Agreement – B.M.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Resolution – Employee Separation Agreement and Release – T.M.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

Superintendent of Schools Olga Hugelmeier welcomed everyone to the Public Hearing on Violence and Vandalism for the reporting Period 2 from January 1, 2015 through June 30, 2015. Mrs. Hugelmeier stated that in January 2002 the New Jersey Legislature enacted laws concerning violence and vandalism and in accordance with these laws all New Jersey public school districts must designate the week beginning with the third Monday in October as School Violence Awareness Week. Mrs. Hugelmeier stated that during School Violence Awareness Week school districts are expected to organize activities including, but not limited to, inviting law enforcement officials to join members of the teaching staff in discussions to prevent school violence and provide age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance.

Mrs. Hugelmeier stated that a resolution was put before the Board on September 17, 2015 declaring the week of October 19-23, 2015 as School Violence Awareness Week and each of our schools submit a plan each year to the Office of the Assistant Superintendents that outlines the activities and programs that will be conducted during School Violence Awareness Week.

Mrs. Hugelmeier stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46, two times each year between September 1 and January 1, and between January 1 and June 30, the school board shall hold a public hearing at which the Chief School Administrator will report to the Board of Education and the public any acts of violence and vandalism which occurred in the public schools during the previous reporting period. Mrs. Hugelmeier stated that the violence and vandalism report is divided into five categories including count of incidents by reporting category, cost of vandalism, actions taken, offenders and victims, and program provided upon disciplinary action.

Mrs. Hugelmeier stated that during the reporting Period 2 between January 1, 2015 and June 30, 2015 there were 47 incidents of violence and 30 Harassment, Intimidation and Bullying incidents, there were 21 acts of vandalism that includes fire alarm pulls, 31 incidents that involved weapons, 70 cases of substance abuse, and the total cost involved in incidents is no longer reported. Mrs. Hugelmeier stated that the police were notified 26 times with no complaint taken, 38 times with a complaint filed, and there was 1 unilateral removal. Mrs. Hugelmeier stated that there were 194 out-of-school suspensions and 6 other discipline actions which include

parent conferences, counseling and detention. Mrs. Hugelmeyer stated that the incidents involved the following offenders including 191 general education students, 43 students with a disability, 1 student from another district, 0 non-student incidents and 8 unknown. Mrs. Hugelmeyer stated that the incidents also involved the following victims including 55 general education students, 9 students with a disability, 0 students from other districts, 1 incident involving non-students, 14 incidents involving school personnel, and there were 4 victims of violent criminal offenses. Mrs. Hugelmeyer stated that under the new category, program provided upon disciplinary action, assignments, instruction and/or support services were given to 91 students, an in-district program provided for 0 students, home instruction given to 54 students and 8 students placed in out-of-district program.

Mrs. Hugelmeyer asked if there is anyone who would like to comment on tonight's report. Since no dialogue transpired and no comments were made regarding the Chief School Administrator's presentation on violence and vandalism, Mrs. Hugelmeyer closed the public hearing.

Mrs. Amin thanked Mrs. Hugelmeyer for the report.

Mr. Neron stated that at the last meeting he requested School Violence Awareness be changed to School Anti-Violence Awareness.

Mr. Kennedy explained that he checked the wording and the State requires the School Violence Awareness Week Resolution.

Mr. Monteiro stated that regarding this report as he visited with many of the schools' open houses and shared with the parents that this Board is doing everything possible at least within our power to make our school district as safe as possible for our school children and our staff. Mr. Monteiro stated that we employ probably the largest in-house security force of any public school district in the State with over 140 security guards. Mr. Monteiro stated that this is in addition to the metal detectors and all the other security features we have when you check in at each school, GPSs on our busses, and all the other technology we have been incorporating in the district. Mr. Monteiro stated that we are going above and beyond and we don't want it to end there. Mr. Monteiro stated that one of the things that is alarming he heard as he was knocking on doors over the last three months was how many people are concerned with the crime that is taking place outside of our schools and in our City. Mr. Monteiro stated that unfortunately we don't have control regarding the policing and resources that the City can provide. Mr. Monteiro stated that it would be helpful and people have spoken in the past about an anti-violence task force. Mr. Monteiro stated that he has thought about it and it would be a great idea but he doesn't think we can do it alone without working in conjunction with City Council and the Mayor. Mr. Monteiro stated that it is something that we could work with City Council and the Mayor to make our City safer. Mr. Monteiro stated that we are doing everything and then some to make our schools safe. Mr. Monteiro stated that the police are understaffed and that is an issue if we need to call on the police department. Mr. Monteiro commended the Superintendent on the resources that we have for safety and that should be our number one priority aside from achieving educational excellence which we do here. Mr. Monteiro thanked the staff and everyone who is vigilant on keeping our schools safe and we all have to be vigilant on keeping all our children and our schools safe.

Mrs. Amin asked if there was any old business to discuss. Since there was not any old business to discuss, Mrs. Amin asked if there was any new business to discuss.

Mr. Rodriguez asked legal counsel when the president motions for an adjournment if there is no need for a vote.

Mr. Geppert stated that there should be a vote for an adjournment.

Mr. Rodriguez asked if there should be a vote for recess.

Mr. Geppert stated that in a situation that occurred this evening when the crowd is out of control, has been warned twice and still cannot control themselves, and is basically disobeying the police at that point the president under law has power and the right to temporarily recess the meeting until we can restore order and continue with the meeting. Mr. Geppert stated that is what occurred tonight. Mr. Geppert stated that in other situations when you do not have that kind of outbursts and lack of crowd control then you do typically take a vote. Mr. Geppert stated that we had an unusual situation here which he hopes never gets repeated again. Mr. Geppert stated that it is unfortunate to have a circus that occurs at this Board meeting and we have to take serious steps to get this under control in the future. Mr. Geppert stated that typically a motion to adjourn we would have a vote and a motion to recess we would have a vote. Mr. Geppert stated that however when the crowd gets to a point when they have disobeyed two different legal counsels asking them to retain order and then when the police have come to them and they have refused to follow them the president has no other choice but to recess the meeting until we can have control. Mr. Geppert stated that we will have to do that every time until we can run an official meeting.

Mr. Rodriguez stated that in the past we have recessed many times without anything going on in the crowd and without a vote. Mr. Rodriguez stated that he asked and that yes we do need a vote to recess. Mr. Rodriguez stated that the minutes of the February 26 meeting have not been approved and asked if we can continue to pay vendors for over six months when we officially haven't voted the minutes in.

Mr. Kennedy explained that the actions to pay were done at that Board meeting. Mr. Kennedy stated that the only thing that hasn't happened was the approval of the minutes. Mr. Kennedy stated that the fact that the minutes were not approved does not override the actions taken by the Board at the meeting.

Mr. Neron asked why the minutes were not presented to be approved.

Mr. Kennedy stated that the minutes were presented at the March meeting but they did not pass.

Mr. Neron asked if they have to be brought back to be approved.

Mr. Kennedy responded yes.

Mr. Rodriguez asked why they were not brought back.

Mr. Kennedy stated that he hasn't put it on the agenda with the Superintendent and the President.

Mr. Rodriguez asked if we could have those minutes for the next meeting.

Mr. Kennedy stated that if you recall Mr. Monteiro asked him to resend the minutes of the meeting as part of the agenda for the next meeting.

Mr. Rodriguez asked if he could send it early so we have ample time to review.

Mr. Kennedy explained that what was asked before if it is possible that we could pay people and the answer is yes because it was a separate action from approval of the minutes.

Mr. Monteiro asked for a point of clarification for the record because it was an issue in the past with Mr. Rodriguez when matters have come to the Board regarding personnel, EEA, and settlements. Mr. Monteiro asked Mr. Rodriguez if he is still serving as President of the Watchung union association.

Mr. Rodriguez responded that he is not President anymore.

On a motion by Mr. Perreira, seconded by Ms. Bathelus, the meeting was adjourned at 12:40 a.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Rodriguez, Mrs. Amin – 8

Negative: None

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