

BOARD OF EDUCATION  
(Official)

July 23, 2015  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on July 23, 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 Monday, July 20, 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 July 23, 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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira,  
Mrs. Amin – 6

Absent: Mrs. Carvalho, Messrs. Rodriguez, Trujillo – 3

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

The Pledge of Allegiance was led by Ariana Montoya, eighth grade student from Terence C. Reilly School No. 7.

The *Star Spangled Banner* by Francis Scott Key was performed by Ariana Montoya, eighth grade student from Terence C. Reilly School No. 7.

The National Anthem of Colombia was performed by Ariana Montoya, eighth grade student at Terence C. Reilly School No. 7.

The National Anthem of India was played.

The Pledge of Ethics was led by Ariana Montoya, eighth grade student from Terence C. Reilly School No. 7.

Mrs. Amin introduced a video presentation of the Core Beliefs and Commitments.

Mr. Perreira welcomed everyone and thanked everyone for attending.

Resolution – India’s Independence Day

Mr. Perreira read the resolution.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Mr. Perreira introduced Mr. Pandu Shere, President of the Indian Culture Society and former Elizabeth resident. Mr. Perreira stated that we are honoring the Indian Culture Society of New Jersey as they celebrate their culture and India’s Independence Day on August 15. Mr. Perreira and Board members congratulated Mr. Shere and presented him with a plaque of commemoration.

Resolution – Colombia’s Independence 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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Mrs. Castillo-Ospina introduced Ariana Montoya, eighth grade student from Terence C. Reilly School No. 7 who performed *Yo me llamo Cumbia* by Mario Garena. Mrs. Castillo-Ospina thanked Ariana Montoya for the wonderful performance.

Mrs. Castillo-Ospina recognized Breysson Ospina, 2015 Valedictorian of Elizabeth High School. Mrs. Castillo-Ospina and Board members congratulated Breysson Ospina and presented him with a banner and a certificate of commemoration.

Mrs. Castillo-Ospina recognized Ariana Montoya, eighth grade student at Terence C. Reilly School No. 7 who performed in recognition of Colombian Independence Day. Mrs. Castillo-Ospina, and Board members congratulated Ariana Montoya and presented her with a certificate of commemoration.

Mrs. Castillo-Ospina recognized Diana Escobar, founder of Urban Inspiration, for her dedication in organizing and providing community service programs and activities to the Colombian community as well as to the Elizabeth community at-large through her leadership and as founder of Urban Inspiration. Mrs. Castillo-Ospina and Board members congratulated her and presented her with a plaque of commemoration.

Mrs. Castillo-Ospina recognized Roberta Garcia, President of the Elizabeth Colombian Lions Club, and three past Presidents in honor of the work that they do and the countless hours they dedicate to serving the visually impaired here in the City of Elizabeth and beyond its

borders. Mrs. Castillo-Ospina and Board members congratulated them and presented them with a plaque of commemoration.

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. Perreira, that the minutes of the meetings of May 7, 12, and June 18, 2015 be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- May 7 and 12), Mrs. Castillo-Ospina, Messrs. Monteiro, Neron (abstain- May 7), Perreira, Mrs. Amin – 6

Negative: None

#### Secretary and Treasurer's Report for the Months of April and May 2015

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Mr. Neron asked Superintendent Hugelmeyer to clarify for the public the transfers to more than one location.

Mrs. Hugelmeyer explained the Full Time Equivalent (FTEs) and the percentages given to the staff who are assigned to work in one school part of the day and another school the rest of the day.

#### Tuition Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Supplemental Tuition Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Superintendent's Report – Considerations

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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

A motion was made by Mr. Perreira, seconded by Ms. Bathelus, that the requests be approved with a waiver of fees except for the request from Councilman Carlos Cedeno be approved with a waiver of facility fees.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Supplemental Authorizations Report – Authorization to Participate, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

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.

Ms. Bathelus asked if Jeffrey B. Tener and Barbara Zausner were legal fees.

Mr. Kennedy explained that they are arbitration fees and the cost is split between the district and the bargaining unit.

Ms. Bathelus asked if it is not part of the legal fees that are charged from a different legal department.

Mr. Kennedy responded no.

Ms. Bathelus asked what budget it is coming out of.

Mr. Kennedy responded that it comes out of the legal fee budget.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (negative- Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; McManimon Scotland & Baumann, L.L.C.; Scarinci & Hollenbeck, LLC; Schwartz Simon Edeltstein & Celso, LLC; Richard Shapiro, L.L.C.), Mrs. Castillo-Ospina, Messrs. Monteiro (abstain- AxisPlus; B.B. Miller; Mendonca & Partners, CPA's, L.L.C.; Mortola CPA Services, L.L.C.), Neron (negative- Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; McManimon Scotland & Baumann, L.L.C.; Scarinci & Hollenbeck, LLC; Schwartz Simon Edeltstein & Celso, LLC; Richard Shapiro, L.L.C.), Perreira, Mrs. Amin – 6

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Award of Contracts Report

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

Mr. Neron stated that there is a special note that he hasn't seen before for the renewal of the contract for printing services and allows for three years to go into contract with this vendor without going through the bidding process. Mr. Neron asked if we have a letter from the State or approval from the State that allows that and requested a copy of the letter.

Mr. Kennedy responded yes.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Let's Go Learn, Lisa Solmose, Northwest Evaluation Association, Royal Printing, Heartland School Solutions), Mrs. Castillo-Ospina, Messrs. Monteiro, Neron (negative- Royal Printing), Perreira, Mrs. Amin – 6

Negative: None

#### Supplemental Award of Contracts Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Miscellaneous Communication

None.

Claims List

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (negative- Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; McManimon Scotland & Baumann, L.L.C.; Scarinci & Hollenbeck, LLC; Richard Shapiro, L.L.C.), Mrs. Castillo-Ospina, Messrs. Monteiro (abstain- AxisPlus; B.B. Miller; Mendonca & Partners, CPA's, L.L.C.; Mortola CPA Services, L.L.C.), Neron (negative- Glazer & Kamel Attorneys at Law; Jasinski; Machado Law Group, LLC; MARC Attorneys at Law; McManimon Scotland & Baumann, L.L.C.; Scarinci & Hollenbeck, LLC; Richard Shapiro, L.L.C.), Perreira, Mrs. Amin – 6

Negative: None

Resolution – Custodian of Records for the 2015-2016 School Year – Harold E. Kennedy, Jr.

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

Abstain: Ms. Bathelus – 1

Negative: None

Resolution – Deferred Compensation Plan Administrator for the 2015-2016 School Year – Harold E. Kennedy, Jr.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Public Agency Compliance Officer for the 2015-2016 School Year – Harold E. Kennedy, Jr.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Assignment of Section 504 Officer – Michael Burke

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Union County Educational Services Commission Agreement for Professional Services 2015-2016 School Year

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Participation in Coordinated Transportation Monmouth-Ocean Educational Services Commission 2015-2018 School Year

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

Ms. Bathelus asked why we are going into Monmouth and Ocean Counties to transport some of our special education students.

Mrs. Hugelmeyer explained that we are contacted by the Commission and if the student is a resident of the City of Elizabeth and the services required are being provided through that location then we are obligated to provide transportation as per the Department of Education.

Ms. Bathelus stated that if she has a child who is receiving services in a different county and she wants them to go to that county then they can do that. Ms. Bathelus stated that if a parent has a child in Bergen County services they can talk to the district to provide transportation to Bergen County.

Mrs. Hugelmeyer responded yes.

Ms. Bathelus asked who they speak to.

Mrs. Hugelmeyer responded the Director of Special Services.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Authorizing the Procurement of Goods and Services through State Agency for the 2015-2016 School Year

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Maximum Travel Expenditure for the 2015-2016 School Year (TABLED)

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

Mr. Neron asked for an explanation of why there are three years of travel on the resolution and what travel expense is this supporting.

Mr. Kennedy explained that there is a requirement by the State Department of Education that we set a maximum travel amount which is our budgeted transportation for employees.

Mr. Neron asked about the travel for employees.

Mr. Kennedy explained the travel charge is for employees who attend out of town professional development and that is the total amount district wide.

Mr. Neron asked if we have done this in prior years.

Mr. Kennedy stated that it is a requirement by the Department of Education that all Boards set a maximum travel expenditure amount.

Mr. Neron stated that he understands and asked if we have done this in prior years because this is going back to 2013-2014.

Mr. Kennedy stated that the format of the resolution is the State's format and they want to know what the amount of travel charged to federal programs was for the past three years. Mr. Kennedy stated that the remainder is the amount that is charged to the district's budget.

Mr. Neron stated that he would like to table this resolution.

A motion was made by Mr. Neron, seconded by Ms. Bathelus, to table the resolution.

The motion to table the resolution was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – 100 Year Celebration of DiCosmo's Italian Ice

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, F.E., S.M., J.S., and M.B.; revised policy – Grading; School No. 26 extended day proposal; Harassment, Intimidation and Bullying results and Workers' Compensation Claims, specifically C.C., A.L., K.M., D.R., J.B., N.B., E.M., A.M., A.P., and J.P. The Board will reconvene in public to take formal action.

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. Perreira, to go into private session at 8:35 p.m.

Mr. Neron requested to have the public portion prior to going into private.

Ms. Bathelus stated that we should allow the public to speak first.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Monteiro, Perreira, Mrs. Amin – 4

Negative: Ms. Bathelus, Mr. Neron – 2

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. Perreira, to reconvene in public session at 10:25 p.m. to continue the meeting and take formal action.

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, to take the Resolution for Maximum Travel Expenditure for 2015-2016 School Year off the table.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, spoke about the Board, OPRA requests, and community organizations.

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

Patricia Gallante, 750 Grier Avenue, spoke about graduation requirements.

Mrs. Amin thanked her for her comments. Mrs. Amin called upon the next public participant, Laura Rico, to address the Board.

Laura Rico, 731 Emerson Avenue, spoke about the high school graduation.

Mrs. Amin thanked her for her comments. Mrs. Amin called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, spoke about a meeting and school issues.

Mrs. Amin thanked her for her comments. Mrs. Amin called upon the next public participant, James Carey, to address the Board.

James Carey, 212 Inslee Place, spoke about an incident at the Board meeting.

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

Maria DaRassi, 336 Franklin Street, made comments about Board members.

Mrs. Amin thanked her for her comments. Mrs. Amin called twice upon the next public participant, Lilian Sagues, to address the Board. Since Lilian Sagues did not come forward, Mrs. Amin called upon the next public participant, Angela Bergen, to address the Board.

Angela Bergen, 1052 Coolidge Road, spoke about a problem with her transportation payment.

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. Monteiro stated that when he served on Elizabeth City Council back in the 1990's he got to know someone over the years who has been an upstanding citizen in the City of Elizabeth. Mr. Monteiro recognized Salaam Ismaal, Director of United Youth Council, who has been an activist and community leader his whole life. Mr. Monteiro stated that Mr. Ismaal has been a fighter against violence in our City particularly with violence against children and has been active with the youth in our City. Mr. Monteiro stated that Elizabeth has been besieged with crime in the last several months and it is a problem for all of us, both here in our schools and certainly in our City, because safety should be more of a priority. Mr. Monteiro requested that Mr. Ismaal share some thoughts about what is going on in our City.

Mrs. Amin asked for the audience members to be respectful.

Salaam Ismaal, Director of United Youth Council, stated that for the last 16 months he has been serving on the State Commission on the Study of Violence. Mr. Ismaal stated that this commission was formed to address violence throughout the state and a report will be coming out next month. Mr. Ismaal stated that it covers every apparatus of violence. Mr. Ismaal stated that over the last few months we have suffered probably the craziest thing he has ever heard of by a young man and he knows the family well. Mr. Ismaal stated that the young man allegedly shot and killed seven people and four of them were from this City. Mr. Ismaal stated that he is not here to cast blame but he is here to try to offer some solutions. Mr. Ismaal stated that he is also here to propose to this Board to create a task force, a committee of the Board, to examine an effort to be more proactive on the school-based level. Mr. Ismaal stated that part of the State Commission's report is going to issue that to the Boards across the State to look at violence at the school-based level and how it influences the streets and to come up with all kinds of methods and awareness through this task force and to launch a campaign. Mr. Ismaal stated that he would be willing to offer his expertise to develop this. Mr. Ismaal stated that this is a community effort including the City, the Board, clergy, and activists. Mr. Ismaal stated that when he saw that young man on national TV, that young man who used to help and volunteer at the Center, allegedly blamed for killing seven people, he was hurt by it because he knows the families. Mr. Ismaal stated that we should all be hurt by it and he is tired of seeing mostly African Americans and Latinos being at the front of the gun and that has been happening in urban communities around this country. Mr. Ismaal stated that it is an onus to all of us from every corner of this City to be involved and have to deal with this. Mr. Ismaal stated that we have children who are as young as 10 and 12 years old considering getting a gun and killing their peers and that is how deep this situation is. Mr. Ismaal stated that it is a public health crisis and we are all responsible to have an impact and have a say in it. Mr. Ismaal stated that he is suggesting to the Board President to consider having a task force of this Board be formed to look at ways of how we can share this information of awareness to our young people, the 27,000 young children who participate every day in our school system. Mr. Ismaal thanked the Board for the opportunity and apologized to the residents if he went out of order and stated that he would not do it again.

Mrs. Amin thanked Mr. Ismaal for his comments.

Ms. Bathelus asked the Superintendent if it is true that the senior project is only at Elizabeth High School and not at the other high schools.

Mrs. Hugelmeyer responded that is correct and it is one of the requirements for Elizabeth High School. Mrs. Hugelmeyer stated that the policy has been in place since 2005 and she will gladly review it with the Board at our next session.

Ms. Bathelus responded to the comment in regard to graduation day and stated that the Superintendent tried her very best to accommodate as much as possible. Ms. Bathelus asked Mrs. Hugelmeyer to share with the audience what took place at the graduation and how she tried to accommodate everyone.

Mrs. Hugelmeyer explained that on the day of graduation, if she recalls correctly, at 5:00 p.m. the sun was shining. Mrs. Hugelmeyer stated that when we arrived at Williams Field we were beginning to bring the parents in and all of a sudden, unfortunately, it became very cloudy and the rain started. Mrs. Hugelmeyer stated that we were monitoring very closely the conditions and it was supposed to be a brief shower. Mrs. Hugelmeyer stated that during the midst of our review and she was in consultation with various people, one of them being our Director of Athletics, who informed her she had to wait twenty minutes before we could make the call to allow the students and parents to exit Edison and go out onto the field. Mrs. Hugelmeyer stated that they noticed lightening and clearly the storm was not subsiding at which point the appropriate thing to do was to relocate the graduation to the Dunn Sports Center. Mrs. Hugelmeyer stated that they wanted to ensure that all of the parents and guests were accommodated because there was an expectation that every child had the opportunity to invite four guests to the graduation and we certainly were not going to turn anyone away at the Dunn Sports Center. Mrs. Hugelmeyer stated that so with the collaboration of the City and our administrators we were able to successfully hold our graduation and everyone benefited from being able to see their child graduate that evening. Mrs. Hugelmeyer stated that she believes that everyone had the students' interest in mind and there was a great deal of thought put into scheduling the graduation at Williams' Field and unfortunately as a result of the change in the weather we had to relocate. Mrs. Hugelmeyer stated that she believes overall we had a wonderful night and thanked all the parents because they were phenomenal to assist us and being able to ensure that it was a wonderful for all of our graduates. Mrs. Hugelmeyer thanked Ms. Bathelus.

Ms. Bathelus stated that she wants to speak about the violence that Salaam Ismaal has discussed. Ms. Bathelus stated that there are one too many shootings happening in Elizabeth. Ms. Bathelus stated that the news shows how violence is going not only in Elizabeth, in Union County, but across the nation. Ms. Bathelus stated that research shows that a lot children learn violence early on in life and being the fact that the children are in our care for about 18 years of their lives from kindergarten to grade 12 we should at least try to teach them how to deal with their emotions in a better way and in a non-violent way. Ms. Bathelus stated that she does agree with us coming up with a take a stand against violence task force and she would love to be on that task force if that was to be created. Ms. Bathelus stated that we do need more peace in Elizabeth.

Mr. Neron thanked the residents for coming out and addressing their concerns each and every week or month they get an opportunity to address what their concerns are. Mr. Neron stated that whether board members agree or disagree or administration agrees or disagree everybody has a right to their opinion and their perspective. Mr. Neron stated that a number of issues that we are all concerned with are issues that deal with violence and socio-economic issues. Mr. Neron stated that he thinks we have a responsibility as an entity dealing with education through either our education management committee or any of our committees that we have to sit and really talk about strategies to implement help for our students' resources from a psychological perspective. Mr. Neron stated that we have 27,000 students in our City and about 76% of that population is economically disadvantaged if you look at the research that has been done here in Union County for the City of Elizabeth. Mr. Neron stated that a lot of these kids are being impacted by the violence that takes place. Mr. Neron stated that not only do the students need the reinforcement but the teachers will need the training, development, and support to be able to deal with some of the emotional issues that are happening in the classroom. Mr. Neron

thanked him for bringing that to our attention and stated that it is not something that we are unaware of and it is something that we talk about often in education management or each of the board members have conversations with the superintendent and administration. Mr. Neron stated that he thinks additional support needs to be brought to the table to partner with some community partners, sit down with Trinitas Hospital, and groups that can come to the table and really help support our children. Mr. Neron stated that we have done the research to find out that a lot of these kids are traumatized and they need the support and they need the help. Mr. Neron stated that if it continues and we never address it as an educational entity that spends a majority of time with our students then the problem will continue to carry on. Mr. Neron stated that it doesn't help and then we are in need of prison reform and that's another conversation. Mr. Neron stated that before we can touch prison reform we need to look at the education system and how we are approaching it as a City and take responsibility into our own hands. Mr. Neron stated that when the violence happened he often says we can't start blaming each other for individuals getting killed and gang violence that is taking place but what are we doing to say that we took a stand and took initiative. Mr. Neron stated that all of you are here tonight because you care so you are doing something but this room should be packed wall to wall and there should be residents on both sides caring and concerned and getting involved and engaged. Mr. Neron stated that he implores them to get more people engaged, more people involved and when we do form something you can be part of that unit and we can finally come together on one accord to start addressing issues that are impacting this City. Mr. Neron stated that let's not get it twisted and that what affects one affects all. Mr. Neron stated that he says it all the time and no matter what part of the City you live in if the violence is happening it is affecting this entire City. Mr. Neron stated that it is affecting the administration here whether they live in the City or not and they have to come here and they have to work. Mr. Neron stated that all the stigmas that exist are sticking to them and affecting them and they have to find a way to deal with it, cope with it, and understand it and become part of this fabric and part of this community. Mr. Neron stated that he is encouraging our administration as well as our board members and community to really start strategizing for ways to we can start to address this issue. Mr. Neron stated that hopefully we can form some type of committee, we don't know what that is yet, to start to address these issues not only in the classroom but also in the community.

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Resolution – Administrative Leave with Pay – J.S.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

#### Resolution – Confidential Settlement Agreement – F.E.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Employee Separation and Release effective July 31, 2015 – M.B.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Settlement of Workers' Compensation Claim (2013-15936) – A.L.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Settlement of Workers' Compensation Claim (2012-22796) – C.C.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Settlement of Workers' Compensation Claim (2013-22410) – D.R.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Settlement of Workers' Compensation Claim (2014-2764) – K.M.

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, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

Resolution – Maximum Travel Expenditure for the 2015-2016 School Year

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: Mrs. Castillo-Ospina, Messrs. Monteiro, Perreira, Mrs. Amin – 4

Negative: Ms. Bathelus, Mr. Neron – 2

Mr. Neron stated that he has a lot of questions with regards to the expenditures that we talked about in private. Mr. Neron stated that Mr. Kennedy will provide him with a breakdown of last year's expenses with regard to travel. Mr. Neron stated that he wanted to be clear that he is not opposed to staff members, faculty, and administration being reimbursed for their travel but he just concerned what that budget looks like and what we spent last year.

Resolution – Authorization for Modified Scheduling - Dr. Orlando Edreira Academy School No. 26

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

The first reading of the following revised policy was done:

6147.1 Grading and Reporting

Mr. Neron commended the Superintendent in reviewing the policy in regards to grading. Mr. Neron stated that it has been an issue that parents have been concerned about for some time and we also discussed during educational management. Mr. Neron stated that now it is currently under review and one of the biggest concerns we had was the weight of grades and now that adjustment is being made. Mr. Neron stated that as Mr. Kennedy stated it is now available for review and folks can look at it, review it, and understand it. Mr. Neron stated that he is so happy that we have been able to make some much needed changes to the weight of benchmarks and grades. Mr. Neron stated that it is a great victory for us as an entire district, and the Superintendent is happy, the teachers are happy, and he is sure parents will be happy as well as students. Mr. Neron stated that we are extremely happy about that. Mr. Neron stated that it is available for your review.

Mr. Neron stated that, in the absence of Mr. Rodriguez who is pretty good at doing this, he commends all the teachers who are retiring and all the board members applaud that sentiment. Mr. Neron commended everyone who is retiring and stated that Joan Tomek, a good friend who he has worked with for many years, is retiring and is celebrating 50 years of service. Mr. Neron stated that we salute her and all the work that she has done over the last 50 years. Mr. Neron stated that 50 years is a long time to dedicate your life to school children and teaching and giving of yourself. Mr. Neron stated that at the end of the day you may get a salary but there is nothing like the time and time is very valuable and to give half your life to teaching is just awesome. Mr. Neron commended Joan Tomek and all the others who are retiring including Marilyn D'Antoni with 40 years. Mr. Neron stated that anyone who has decided to serve even if it's for a year and you decided to give your life to education we commend you and we thank you for all the service that you've done. Mr. Neron thanked everyone for coming out tonight.

Mr. Monteiro stated that he wanted to recognize the School No. 26 extended day that we voted on earlier. Mr. Monteiro thanked Principal Howard Teitelbaum and his incredible staff at School No. 26. Mr. Monteiro stated that we had to cut the extended program this year because of the budget reasons. Mr. Monteiro stated that Mr. Teitelbaum and his incredible staff were somehow able to get together, sit around the table, and think outside the box to find a way to continue this program and to do more with less. Mr. Monteiro stated that is unfortunately the times we are in today as budget constraints happen. Mr. Monteiro stated that here is an incredible

principal and incredible staff of teachers that found a way within themselves to continue the program and to not cost the Elizabeth Board of Education one extra cent. Mr. Monteiro stated that his hat is off to them and he hopes it is a model for not only that school but for the entire district that we can always find a way to do more with less. Mr. Monteiro congratulated Howard Teitelbaum and his entire staff at School No. 26.

On a motion by Mr. Perreira, seconded by Mrs. Castillo-Ospina, the meeting was adjourned at 11:20 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Monteiro, Neron, Perreira, Mrs. Amin – 6

Negative: None

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