

**Perth Amboy Board of Education
REORGANIZATION MEETING
January 6, 2020 – 5:30 p.m.
Perth Amboy High School
300 Eagle Avenue**

MINUTES

1. Call to Order – Derek J. Jess, School Business Administrator/Board Secretary

2. Pledge of Allegiance

3. Notice of Meeting

“The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Perth Amboy Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the bulletin board in the Administrative Headquarters Building, mailing notices to The Home News Tribune, The Amboy Guardian, El Diario/La Prensa, City Clerk Kupsch, as well as all other persons requiring notification pursuant to the New Jersey Open Public Meetings Law.”

4. Oath of Office – Administration of Oath of Office to newly elected members

5. Roll Call – Derek J. Jess, School Business Administrator/Board Secretary

Dr. Brown	<u>P</u>	Mr. Massopust	<u>P</u>
Mr. Iglesia	<u>P</u>	Ms. Marquez-Villafane	<u>P</u>
Ms. Lebron	<u>P</u>	Ms. Puccio	<u>P</u>
Mr. Martinez	<u>A</u>	Ms. Rodriguez	<u>P</u>
		Ms. Vazquez	<u>P</u>

Administration:

Dr. Roman	<u>P</u>
Dr. Rodriguez	<u>P</u>
Mr. Jess	<u>P</u>
Mr. Rodriguez	<u>P</u>
Mrs. Machado	<u>P</u>

6. Report on Election – Derek J. Jess, School Business Administrator/Board Secretary

Results of the annual election held on November 5, 2019 and certified by the Middlesex County Clerk, determined that the following candidates were elected for three-year terms:

Junior Iglesia	1,434 votes
Danielle Brown	1,382 votes
Tashi L. Vazquez	1,320 votes

Results of the annual election held on November 5, 2019 and certified by the Middlesex County Clerk, determined that the following candidate was elected for a one-year term:

Maria E. Rodriguez	1,003 votes
--------------------	-------------

7. Election of Board President:

A. Nominations

(1) <u>Massopust</u>	<u>Marquez-Villafane</u> Moved	<u>Rodriguez</u> Seconded
----------------------	-----------------------------------	------------------------------

(2) <u>Vazquez</u>	<u>Iglesia</u> Moved	<u>Brown</u> Seconded
--------------------	-------------------------	--------------------------

B. Roll Call

(1) Massopust: Yes: Puccio, Rodriguez, Marquez-Villafane, Massopust
No: Vazquez, Lebron, Iglesia, Brown
Vote: 4-4. Motion does not pass.

(2) Vazquez: Yes: Vazquez, Puccio, Lebron, Iglesia, Brown
No: Rodriguez, Marquez-Villafane, Massopust
Vote: 5-3. Motion passes.

8. Election of Board Vice President:

A. Nominations

- | | | |
|--------------------|---------------------------|---|
| (1) <u>Iglesia</u> | <u>Massopust</u>
Moved | <u>Brown</u>
Seconded |
| (2) <u>Brown</u> | <u>Rodriguez</u>
Moved | <u>There was no second – Dr. Brown declined the nomination.</u>
Seconded |

B. Roll Call

- (1) Iglesia: Yes: Vazquez, Puccio, Massopust, Lebron, Iglesia, Brown
No: Rodriguez, Marquez-Villafane
Vote: 6-2. Motion passes.

8. Open to the Public

Public member #1 – Stated that the board negotiations committee reviewed the AFT guide today and we hope that you’ll approve the guide today. People have had the same salary since 2018.

Public member #2 – The PA Federation negotiations team has been painted as unfair with the salary guide, however fair is what we do. When the 2011 contract was approved, members looked ahead to the 2018 salary to plan. The committee is made up of people from all components. No one could make less than the last contract. When the contract expired in 2018, all staff and component group continue to work diligently. It’s not fair that the increment has been withheld the whole time and no salary increases. On behalf of all members, we hope you’ll accept our December 9th guide so it can be put up for a vote as soon as possible.

<u>Puccio</u> Motion	<u>Massopust</u> Seconded	CARRIED UNANIMOUSLY
-------------------------	------------------------------	---------------------

9. **WHEREAS**, pursuant to N.J.S.A. 10:4-12 (b), the Board of Education may exclude the public from that portion of a public meeting wherein the board discusses any of the matters set forth at N.J.S.A. 10:4-12 (b) (1)-(9);

NOW, THEREFORE, BE IT RESOLVED that in accordance with the provisions of the Open Public Meeting Act (“Act”), the Board of Education shall conduct a closed session pursuant to the provisions of N.J.S.A. 10:4-12(b) for the purpose of discussing the following matter(s):

- ☐ Matters rendered confidential by state or federal law
- ☐ Personnel
- ☐ Student(s) – Harassment, Intimidation & Bullying
- ☐ Termination of employee
- ☐ Appointment of a public official
- ☒ Matters covered by the attorney-client privilege
- ☐ Pending or anticipated litigation
- ☐ Pending or anticipated contract negotiations
- ☐ Protection of the safety or property of the public
- ☐ Matters involving the purchase, lease or acquisition of real property with public funds
- ☐ Matters which would constitute an unwarranted invasion of privacy
- ☐ Matters in which the release of information would impair a right to receive funds from the United States Government
- ☒ Matters concerning collective negotiations and/or the negotiations of terms and conditions of employment of employees of the Board of Education
- ☐ Possible imposition of a civil penalty or suspension
- ☐ Any matter which could adversely affect the public interest if discussion of the matters were disclosed

It is anticipated that the length of time of this executive session will be 30+ minutes, and that action may be taken in public after the executive session.

<u>Iglesia</u> Motion	<u>Brown</u> Seconded	5:56 PM CARRIED UNANIMOUSLY
--------------------------	--------------------------	--------------------------------

10. A motion was made to return to the public section at 6:46 PM.

<u>Puccio</u> Motion	<u>Marquez-Villafane</u> Seconded
-------------------------	--------------------------------------

11. Motions

- A. Authorization for the Board President to submit standing committee assignments for Board approval at the next regularly scheduled meeting.

<u>Iglesia</u>	<u>Lebron</u>	
Moved	Seconded	CARRIED UNANIMOUSLY

11. Reports

- A. Board President’s Report – Ms. Tashi L. Vazquez

- Ms. Vazquez thanked her fellow board members for electing her president and entrusting her with the responsibility to lead with them and not lead them. She thanked everyone for voting for her.

11. Reports

- B. Superintendent’s Report – Dr. David A. Roman

- Congratulations to all the elected officials and the entire board.
- The mechanical issue at the Lopez School has been resolved and the school will be open tomorrow on its regular schedule.

12. Old Business

<u>Iglesia</u>	<u>Brown</u>	(To close old business)
Motion	Seconded	CARRIED UNANIMOUSLY

13. New Business

- Mrs. Rodriguez wished everyone a happy new year and congratulated the newly elected board members. She is happy to serve and humbled. She thanked those who supported her, her family and her daughter, who is her rock.
- Dr. Brown wished everyone a happy new year and thanked everyone for their support and she congratulated the newly elected board members.
- Mr. Iglesia thanked everyone for their support, especially his wife for allowing him to campaign on the weekends while she was busy traveling to and from sporting events with their children.
- Ms. Vazquez thanked Mr. Puccio for serving as Board President for the last three years and for being a role model for her and for trusting her to follow in his footsteps.
- Mr. Puccio thanked Ms. Vazquez for her kind words.
- Mrs. Machado then read the following statement on behalf of the negotiations committee:

As the Perth Amboy Board of Education has publicly stated, the Board wants fair and equitable salary increases for all staff. The negotiations committee met this afternoon before the Board meeting. In addition, we updated the Board of Education during executive session.

The December 9th guides were developed and proposed by the Federation’s committee. They were not prepared by the Board. The Board rejects the December 7th guides for the following reasons:

- In Year 1 - 300 employees fail to receive at least 3.5%
- In Year 2 - 80 employees fail to receive at least 3%
- The maximum raise for some members over the 3 year contract period is 26.3%
- The guides are not fair or equitable

In contrast, the Board proposed guides on November 25, 2019 that provided:

- Guides cost out to 3.5% per year
- Year 1 all employees receive at least 3.5%, with the exception of the top step
- Years 2 & 3 all employees received at least 3%, with the exception of the top step
- Proposed guides provide all steps receive a cumulative 3-year payout equal to or greater than increment under existing guides
- Maximum raise over the 3-year contract period is 24.0%, not 26.3% as set forth in the Federation’s proposed salary guide.

The December 9th guides as proposed by the Federation negotiations committee and the November 25th guides as proposed by the Board will be publicly posted with this update.

We will be formally communicating our response to the Federation committee tomorrow morning. If the November 25, 2019 salary guides are not accepted by the Federation, the parties will need to go to fact-finding.

We continue to thank our staff for their commitment and patience as the teams attempt to resolve both parties' concerns and work toward a final resolution of this contract.

<u>Iglesia</u>	<u>Brown</u>	(To close new business)
Motion	Seconded	CARRIED UNANIMOUSLY

14. Open to the Public

Public member #1 – The statement that all staff will get 3.5% is not true because the top step won't. Understand that the salary guides have been the same for years. The three steps that you're talking about (10, 11, 12) lived through the years of low raises. These people waited for these salary guides since 2011, anticipating that they would get it. Now you have an arbitrary percentage that you came up with, you're not being fair and you're taking money out of their pockets. This is despicable. You can kid yourself all you want but it's not fair.

<u>Lebron</u>	<u>Rodriguez</u>	(To close the public portion)
Motion	Seconded	CARRIED UNANIMOUSLY

15. Motion to Adjourn at 7:05 PM

<u>Iglesia</u>	<u>Brown</u>	
Motion	Seconded	CARRIED UNANIMOUSLY

Respectfully submitted,

Derek J. Jess
School Business Administrator/
Board Secretary