

APPROVED  
Bd. Mtg. 6-16-22

BOARD OF EDUCATION  
(Official)

May 12, 2022  
Elizabeth, New Jersey

The regular agenda/business meeting of the Board of Education was called to order on May 12, 2022 at 6:30 p.m. in the Donald Stewart Center for Early Childhood Education School No. 51, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

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

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to read the following statement at 6:45 p.m.

“Ladies and Gentlemen, good evening. This is a combined regular agenda/business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on May 9, 2022. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

We want to welcome everyone present here and to our television viewers to this May 12, 2022 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.

This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. The presiding officer may interrupt, warn or terminate speaking when talking becomes personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person’s conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.

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

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

Present: Nathalie Alcaide-Hernandez, Diane Barbosa, Maria Carvalho, Iliana Chevres (via online platform, in-person at 7:00 p.m.), Charlene Bathelus Dorgely (arr. 6:50 p.m.), Jerry Jacobs, Stanley Neron, Stephanie Goncalves Pestana (via online platform), Rosa Moreno-Ortega – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Schools Judy Finch-Johnson, Assistant Superintendent for Teaching and Learning Jennifer Ceden, Chief of Operations Francisco Cuesta, Comptroller Rajeev Malhotra, Deputy Counsel Heather Ford, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the community were present.

Mrs. Moreno-Ortega called for a moment of silence for the passing of William L. Merten, Sr., retired Elizabeth Public Schools Department of Transportation bus driver/utility person.

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

Pledge of Allegiance

National Anthem

Pledge of Ethics

Mrs. Moreno-Ortega asked Co-General Counsel Jonathan Williams to give a report on the contract negotiations with the EEA.

Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, stated that he spoke with the attorney of record for the Elizabeth Education Association, Sanford Oxfeld, this afternoon. Mr. Williams stated that he and I have come to a meeting of the minds and we are recommending that the district finalize any compendium agreement with the mediator which is scheduled to take place sometime before the end of the month and then immediately after, sit down for negotiation. Mr. Williams stated that once that document is finalized, this is something that the association has been saying for quite some time, we are in agreement and the process of negotiation is ongoing and will continue at this time.

Mrs. Moreno-Ortega thanked Mr. Williams for the update.

Mrs. Hugelmeyer stated that the Elizabeth Public Schools learning community, administration, Board of Education, teachers, support staff, parents, and students have shown great resolve, determination, and camaraderie the past couple of years during a global health emergency to ensure education continued for our students. Mrs. Hugelmeyer stated that our educators have continued to go above and beyond while facing unprecedented circumstances and enduring tragic hardships, demonstrating extraordinary efforts with the singular mindset of preparing our students for college, career, and life success and helping them to reach their full potential.

Mrs. Hugelmeyer stated that sadly, their outstanding work is being undermined by a second crisis that public educators throughout our country are enduring: special interest groups funded by billionaires who have the stated goal of eliminating public education and replacing it with for-profit schools run by corporations. Mrs. Hugelmeyer stated that their aggressive actions to realize their goal include forming media outlets which publicize reports often denigrating, at best, and defaming, at worst, the names and reputations of educators who have dedicated their lives to pursuing a career in education and making a difference in the lives of youth. Mrs. Hugelmeyer stated that often, large, urban school districts who operate on larger budgets are the focus of these attacks in the interest of creating a more significant uproar among the members of the public. Mrs. Hugelmeyer stated that recently, during these most difficult times, there have been several unfair, inaccurate attacks on our staff, in particular, on some supervisors, principals, and directors. Mrs. Hugelmeyer stated that these attacks are false, scurrilous and mean-spirited. Mrs. Hugelmeyer stated that in short, they are lies. Mrs. Hugelmeyer stated that the most recent lies about our district have been published on a website that purports to be an education report. Mrs. Hugelmeyer stated that it is not. Mrs. Hugelmeyer stated that it is part of an organization called Brightbeam and despite that light name, they are funded by dark sources.

Mrs. Hugelmeyer stated that we have all tried to ignore the attacks on our administrators because they came from so few, with clear political and personal motivations. Mrs. Hugelmeyer stated that we were all focused on protecting our community's health and educating our children. Mrs. Hugelmeyer stated that she won't allow these lies to stand any longer. Mrs. Hugelmeyer stated that she is the Superintendent of Schools in the second largest school district in this State. Mrs. Hugelmeyer stated that she can say this unequivocally, that the Elizabeth Public Schools is a high performing district and among the best in the State of New Jersey, and that performance is on the backs of excellent, highly qualified, and properly certified team members, including our assistant superintendents, directors, supervisors, and principals. Mrs. Hugelmeyer stated that they serve our students every day with care and determination. Mrs. Hugelmeyer stated that they all have extraordinary credentials and educational backgrounds. Mrs. Hugelmeyer repeated that last part and stated that all of our administrators are properly certified and were certified by the State of New Jersey through its stringent approval process.

Mrs. Hugelmeyer stated that unlike the first-person account of a former employee who did not even work alongside some of the people mentioned or the media outlet who ran this story without observing rudimentary journalism practices of fact checking before publishing their story, she will provide evidence to back up the facts she has stated that, once again, we are a high performing school district and our administrators are properly certified for their positions.

Mrs. Hugelmeyer stated that the New Jersey Quality Single Accountability Continuum (NJQSAC) is the Department of Education's monitoring and district self-evaluation system for public school districts. Mrs. Hugelmeyer stated that it is a single comprehensive accountability system that consolidates and incorporates the monitoring requirements of applicable state laws and programs and complements federally required improvements. Mrs. Hugelmeyer stated that the system focuses on monitoring and evaluating school districts in five key components that, based on research, have been identified to be key factors in effective school districts. Mrs. Hugelmeyer stated that these components are instruction and program, fiscal, governance, operations, and the most important one related to this issue, personnel. Mrs. Hugelmeyer stated that Indicator 4c of the personnel component asks the following, "The district board of education has ensured the following staffing practices are followed: approved job descriptions are maintained for every certificated staff member. Certificated staff are appropriately certified for their assignment

(N.J.A.C.6A:9B). Mrs. Hugelmeyer stated that backup supplied from the district to verify this information includes a matrix report from the Provisional Licensure Registration Management System and examples of job descriptions and Board agendas citing the appointments and credentials to match the report. Mrs. Hugelmeyer stated that in her hand is a letter issued from the New Jersey Department of Education dated February 6, 2020. Mrs. Hugelmeyer read the letter. “Dear Mrs. Hugelmeyer,

Pursuant to the requirements of N.J.A.C. 6A:30 the Elizabeth Public Schools School District has undergone the New Jersey Quality Single Accountability Continuum (NJQSAC) review. The Union Executive County Superintendent and team conducted a review of your self-assessment District Performance Review (DPR) Document and analyzed district performance against critical indicators in all five NJQSAC areas.”

Mrs. Hugelmeyer stated that further down in the letter it states the following, “I am pleased to inform you that your district has satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as “high performing.” The commissioner will recommend to the State Board of Education that your district be certified as providing a thorough and efficient system of education, for a period of three years or until the next NJQSAC review. Congratulations on this accomplishment.”

Mrs. Hugelmeyer stated that please make special note of the score that was received for Personnel: 100%. Mrs. Hugelmeyer stated that as a reminder, one of the indicators was that the district board of education has ensured the following staffing practices are followed: approved job descriptions are maintained for every certificated staff member. Mrs. Hugelmeyer stated that certificated staff are appropriately certified for their assignment (N.J.A.C. 6A:9B). Mrs. Hugelmeyer stated that again, the Elizabeth Public Schools received a score of 100% in the component of personnel.

Mrs. Hugelmeyer stated that all Elizabeth Public Schools team members are properly certified for their positions and we are very fortunate to have so many wonderful educators of high character who have chosen Elizabeth Public Schools and our students for whom to devote their great passion and commitment.

Mrs. Hugelmeyer stated that in spite of the egregious lies that have been perpetrated on highly valued team members of the Elizabeth Public Schools learning community, we will continue to work together to ensure every child achieved excellence and every child is prepared for college and career success. Mrs. Hugelmeyer stated to all of our administrators who were affected by this heinous report, please accept this statement as an endorsement of the wonderful work you do in our schools and administrative offices on a daily basis and the heart that you put into it. Mrs. Hugelmeyer stated that you have my full support and the Board of Education’s full support. Mrs. Hugelmeyer stated that the truth shall always prevail, and it will not be swayed by the toxic lies of a very few selfish, disgruntled individuals.

Mrs. Moreno-Ortega thanked Mrs. Hugelmeyer. Mrs. Moreno-Ortega read the above message in Spanish for the community.

Mrs. Goncalves Pestana excused herself from the meeting at 7:15 p.m.

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

“At this time, the microphones are open for public comment to those who have personally signed in prior to this session. I shall call individuals to the microphone based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The time limit will be strictly enforced and audio transmission will be terminated at the end of three minutes. The total time of public comment shall be limited to 60 minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participation shall apply: time limits will be strictly enforced; no personal attacks on individuals; no vulgar or indecent language; a person may address the Board no more than once during a single meeting; speakers should refrain from naming individuals; and comments or questions posed during public participation will not be debated. The presiding officer may: interrupt, warn or terminate a participant’s statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person’s conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action. As a reminder this is a meeting of the Board in public, not a meeting of the public.”

Mr. Kennedy called upon the first public participant, Dominique Muhammad, to address the Board.

Dominique Muhammad, Elizabeth, stated, on behalf of Masjid Al Hadi, that on the third Friday of Ramadan in 2023, they will have an Iftar in front of Elizabeth City Hall and invited everyone. Mr. Muhammad requested a think tank meeting for use of the Dunn Sports Center in case the weather is cold or rainy.

Derek Johnson, Linden, stated that they have two Ramadan celebrations per year and in case of bad weather they are asking for use of indoor space where they can celebrate the fast by feeding the community.

Mr. Kennedy stated for the record that was Derek Johnson who addressed the Board.

Mrs. Moreno-Ortega thanked them for their comments.

Mr. Kennedy called upon the next public participant, Tammy Blue, to address the Board.

Tammy Blue, Elizabeth, spoke about a problem with her child.

Mrs. Hugelmeyer asked Assistant Superintendent Judy Finch Johnson to speak with the parent.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Giovanna Fernandez, to address the Board.

Giovanna Fernandez, Elizabeth, stated that she is here with dozens of students in honor of mental health awareness month and asked for support services and resources for mental health for students.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Yanira Pyroll, to address the Board.

Yanira Pyroll, Elizabeth, spoke about providing students with emotional and mental health resources and services they need.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Cesarina Marte, to address the Board.

Cesarina Marte, Elizabeth, spoke about the need to invest in mental health programs for students and the benefits of the YES program.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Dylan Hornos, to address the Board.

Dylan Hornos, Elizabeth, spoke about a problem at the high school.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Zachary Santiago, to address the Board.

Zachary Santiago, Elizabeth, stated that May is mental health awareness month and spoke about LGBTQ+ concerns at the high school and the need for investment in counselors and support services for students.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Luann Breese, to address the Board.

Luann Breese, Point Pleasant Beach, spoke about special education and questioned the certification of administrators.

Mr. Williams stated that since she addressed him by name he will respond and will not engage in a dialogue. Mr. Williams stated that he does not agree with any of the things she said tonight. Mr. Williams stated that, in particular, since she said that he would agree with her, he

wants to be on record as saying that he does not agree with her about anything that she said. Mr. Williams stated that he challenged her to provide the name of a single administrator or individual employee of this school board or the district, that is not holding the credentials for which they are employed. Mr. Williams stated that she can file any proof of that with the business administrator's office later in the week.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Maria Lorenz, to address the Board.

Maria Lorenz, Elizabeth, spoke about a problem with her child and special education.

Mrs. Moreno-Ortega thanked her for her comments.

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

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

Mrs. Moreno-Ortega thanked him for his comments.

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

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

Mrs. Moreno-Ortega thanked her for her comments.

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

Leonardo Caramazana, EEA 1<sup>st</sup> Vice President, spoke about problems with contract negotiations.

Mrs. Moreno-Ortega thanked him for his comments.

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

Nick Nicoletta, EEA 2<sup>nd</sup> Vice President, spoke about problems with contract negotiations.

Mrs. Moreno-Ortega thanked him for his comments.

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

Kason Little, Elizabeth, spoke about an incident.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Justin Pines, to address the Board.

Justin Pines, Garfield, spoke about an incident.

Mrs. Moreno-Ortega thanked him for his comments.

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

Desiree Vana, Elizabeth, spoke about the need for mental health support services for students.

Mrs. Moreno-Ortega thanked her for her comments.

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

Jonathan Yelverton, Elizabeth, spoke about an incident.

Mrs. Moreno-Ortega thanked him for his comments.

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

Jeremiah LaPorte, Elizabeth, spoke about an incident.

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

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 matters, specifically, 2022-2023 contract renewals and Y.M., termination of employment M.B., and suspension without pay B.M.; and workers' compensation matters, specifically J.B. and C.R. The Board will reconvene in public and may add to the agenda.

A motion was made by Mr. Neron, seconded by Mrs. Alcaide-Hernandez, to go into private session at 8:12 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez, Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mrs. Moreno-Ortega – 8

Negative: None

Mrs. Alcaide-Hernandez excused herself from the meeting at 10:30 p.m. and returned to the meeting via online platform at 10:40 p.m.

Mr. Jacobs excused himself from the meeting at 10:30 p.m. and returned to the meeting via online platform at 10:40 p.m.

Mrs. Goncalves Pestana returned to the meeting at 11:05 p.m. via online platform.



A motion was made by Mrs. Chevres, seconded by Mrs. Carvalho, to reconvene in public session at 11:10 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez (via online platform), Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs (via online platform), Neron, Mmes. Goncalves Pestana (via online platform), Moreno-Ortega – 9

Negative: None

Mrs. Moreno-Ortega asked if there were any additional items to add to the agenda.

Mr. Kennedy stated that Chief of Operations Francisco Cuesta has a statement.

Chief of Operations Francisco Cuesta stated that for information to the public when employees' employment status is discussed by the Board, employees must be notified in writing with a RICE letter. Mr. Cuesta stated that employees have the option to request Board discussion to take place in public. Mr. Cuesta stated that junior accountant Carolina Hernandez had requested in writing that her case be discussed in public. Mr. Cuesta stated that Carolina Hernandez is being recommended for non-renewal for the next school year due to poor performance. Mr. Cuesta stated the reasons for the poor performance and therefore has received an overall unsatisfactory rating. Mr. Cuesta stated that Mrs. Hernandez is able to request a statement of reasons from his office.

Mrs. Moreno-Ortega thanked Mr. Cuesta.

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

Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Discipline  
Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Performance  
Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Discipline (Non-Certified)  
Resolution – Suspension Without Pay – B.M.  
Resolution – Termination of Employment – M.B.  
Resolution – Cuban American Day

Mrs. Moreno-Ortega added the following to the agenda:

Minutes of the Meetings of April 28, 2022  
Secretary/Treasurer's Report for the Month of March 2022  
Personnel Report  
Tuition Report  
Superintendent's Report – Considerations  
Supplemental Superintendent's Report – Use of Facilities  
Superintendent's Report – Field Trips  
Superintendent's Report – Harassment, Intimidation, and Bullying Investigative Report  
Authorization Report  
Supplemental Authorization Report  
Finance and Accounting Report – Authorization to Pay Vouchers

Finance and Accounting Report – Transfer of Funds  
 Award of Contracts Report  
 Supplemental Award of Contracts Report  
 2<sup>nd</sup> Supplemental Award of Contracts Report  
 Miscellaneous Communication - None  
 Claims List  
 Resolution – Haitian Heritage Month  
 Resolution – Portugal Day  
 Resolution – U.C.E.S.C. 2022-2023 Environmental Safety Program  
 Resolution – Appointing United Sales USA Corp to Provide Chemical Cleaning Supplies  
 Resolution – Educational Services Commission of New Jersey  
 Resolution – Transfer of Maintenance Reserve Funds  
 Resolution – Transfer of Capital Reserve Funds  
 Resolution – Job Description – Coordinator of Staff Development  
 Resolution – Dental Insurance Coverage – MetLife Dental  
 Resolution – Health Benefits Insurance - Aetna  
 Resolution – Prescription Insurance - Benecard  
 Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Discipline  
 Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Performance  
 Resolution – 2022-2023 Increment and Salary Adjustment Withheld for Discipline (Non-Certified)  
 Resolution – Suspension Without Pay – B.M.  
 Resolution – Termination of Employment – M.B.  
 Resolution – Cuban American Day

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

A motion was made by Mrs. Bathelus Dorgely, seconded by Mrs. Carvalho, to adopt the entire agenda.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez (abstain- Authorization Report – County of Union), Barbosa (abstain- Award of Contracts Report – Valenca Restaurant), Carvalho (abstain- Personnel Report – N.A., A.G., V.M., F.C., J.C.; Authorization Report – O.H.), Chevres (abstain- Personnel Report – J.C., E.D., L.C., F.C., A.M., L.M., M.C., J.S.; Authorization Report – O.H.), Bathelus Dorgely (abstain- Authorization Report – County of Union), Messrs. Jacobs, Neron (abstain- Personnel Report – D.D., C.T., F.C., J.C., V.M., R.C., E.R., G.M.; Authorization Report – O.H.), Mmes. Goncalves Pestana (abstain- Authorization Report – County of Union), Moreno-Ortega – 9

Negative: None

Mrs. Hugelmeyer presented the New Jersey Department of Education 2020-2021 School Performance Reports. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the School Performance Reports reflect the NJ Department of Education's commitment to providing parents, students, and school communities with a large variety of information about each school and district. Mrs. Hugelmeyer stated that these reports can be used as a tool to help evaluate whether all students have equitable access to high quality education. Mrs. Hugelmeyer stated that communities are encouraged to use these reports to learn more, start conversations, and engage. Mrs. Hugelmeyer stated that in addition to meeting the federal report requirements under ESSA,

NJDOE is committed to developing reports that provide stakeholders with a broader picture of their schools and districts. Mrs. Hugelmeyer stated that along with the detailed School Performance Reports for each school, district, and state, Summary Reports for each school and district are also available. Mrs. Hugelmeyer stated that the data in the Summary Reports are limited for 2020-2021 due to Covid-19. Mrs. Hugelmeyer stated that the reports and resources are also translated into Spanish. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the School Performance Reports can be found at [www.njschooldata.org](http://www.njschooldata.org) by school and by district.

Mrs. Hugelmeyer presented a PowerPoint slide about the impact Covid-19 had on the 2020-2021 Reports and stated that the ongoing Covid-19 pandemic has had a significant impact on the way the NJDOE was able to measure school performance and student achievement in both the 2019-2020 and 2020-2021 School Performance Reports. Mrs. Hugelmeyer stated that while some data that was missing in 2019-2020 will be available again for 2020-2021, for example chronic absenteeism data, other data continues to remain unavailable or look different from prior years. Mrs. Hugelmeyer stated that the Elizabeth Public Schools and NJDOE recognize that our existing data can't begin to measure the hard work and perseverance of the students, families, educators, and community members during the past two years. Mrs. Hugelmeyer stated that the NJDOE emphasizes how important it is to use the available data in the reports, along with other information collected directly within districts and communities, to start conversations, identify gaps in information, and find ways to address the impacts of Covid-19 and ensure all students receive the support that they need. Mrs. Hugelmeyer stated that the 2020-2021 School Performance Reports will not include the following data elements, statewide assessment data for participation and performance on the NJ Student Learning Assessment (NJSLA) for English language arts, mathematics, or science; growth data for median student growth percentiles and progress toward English language proficiency; and accountability measures for summative ratings, indicator scores, and status in meeting annual targets or standards. Mrs. Hugelmeyer stated that notes are included throughout the reports to explain where data is missing or known to be impacted by Covid-19 and an updated impact of Covid-19 on data availability is available to summarize this information.

Mrs. Hugelmeyer presented a PowerPoint slide about the kinds of information in the School Performance Reports and stated that the New Jersey School Performance Reports typically contain hundreds of data points about schools and districts across New Jersey including school and district overviews, demographic information, student growth, academic achievement, college and career readiness, graduation and postsecondary information, school climate and environment, staff information, school accountability, and school and district narrative information. Mrs. Hugelmeyer presented a PowerPoint slide showing the enhancements to the 2020-2021 reports and stated that the 2020-2021 reports include changes that respond to stakeholder feedback, updated federal and state requirements, and the Covid-19 pandemic. Mrs. Hugelmeyer stated that the changes include new career and college readiness data including advanced placement (AP), International Baccalaureate (IB), and dual enrollment participation by student group and work-based learning participation; expanded staff data including staff counts and information about teachers by subject area, as requested by stakeholders; new apprenticeship data that shows how many students register in apprenticeship programs after high school graduation; and links to additional data such as Start Strong assessment results and opportunity to learn data which includes information about learning environments and device data during the 2020-2021 school year. Mrs. Hugelmeyer presented a PowerPoint slide about student enrollment and demographics and explained a chart showing enrollment from 2018-2019 through 2020-2021 for economically

disadvantaged, students with disabilities, English learners, homeless students, students in foster care, military connected students, and migrant students. Mrs. Hugelmeyer presented a PowerPoint slide showing the student growth and stated that each student gets a student growth percentile (SGP) from 1 to 99 for English in grades 4-8 and mathematics in grades 4-7 that explains their progress compared to students who had similar test scores in the past. Mrs. Hugelmeyer stated that a typical SGP is between 35 and 65. Mrs. Hugelmeyer stated that due to the cancellation of statewide assessments in both spring 2020 and spring 2021, SGPs were not calculated for 2019-2020 or 2020-2021 and the 2020-2021 School Performance Reports will not include SGPs. Mrs. Hugelmeyer presented a PowerPoint slide showing the median student growth percentiles and stated that due to the cancellation of statewide assessment results in both spring 2020 and spring 2021, the median student growth percentiles (mGSPs) were not calculated for either 2019-2020 or 2020-2021. Mrs. Hugelmeyer presented a PowerPoint slide about the state assessment results and stated that all statewide assessments were cancelled in spring 2020 and the NJSLA was cancelled in spring 2021. Mrs. Hugelmeyer stated that as a result, NJSLA assessment data is not available in the 2020-2021 School Performance Reports. Mrs. Hugelmeyer presented a PowerPoint slide showing the statewide assessment proficiency and stated that due to the cancellation of the NJSLA in both spring 2020 and spring 2021, participation and proficiency rates are not available for 2019-2020 or 2020-2021.

Mrs. Hugelmeyer presented a PowerPoint slide about graduation rates and pathways and stated that the graduation rates are calculated using the adjusted cohort graduation rate calculation which all states are required to use. Mrs. Hugelmeyer stated that for state reporting purposes, a student is counted as a graduate in a given school year if they earn a state-endorsed (“regular”) diploma by August 31<sup>st</sup>. Mrs. Hugelmeyer stated that a state-endorsed diploma is awarded to students who meet both course requirements and graduation assessment requirements. Mrs. Hugelmeyer stated that Governor Phil Murphy signed Executive Order 214 on January 11, 2021 which waived the graduation assessment requirement for any student who had not yet met the graduation assessment requirements but had met all credit, curriculum, and attendance requirements for graduation. Mrs. Hugelmeyer presented a PowerPoint slide about graduation rates for federal reporting and accountability and explained that beginning in 2021, the NJDOE is required by the United States Department of Education FY 2019 Federal Performance Review Report to make changes to graduation rate calculations used for federal reporting and accountability. Mrs. Hugelmeyer explained the changes and stated that it is important to note that these required federal changes only change how graduation rates are calculated for federal reporting and accountability. Mrs. Hugelmeyer stated that these changes do not affect requirements to earn a diploma or the type of diploma that the State awards to students with disabilities. Mrs. Hugelmeyer presented a PowerPoint slide showing the state graduation rates and explained the cohorts for 2019, 2020, and 2021 and the four-year graduation rate trends and the five-year graduation rate trends. Mrs. Hugelmeyer presented a PowerPoint slide showing the federal graduation rates and stated that this table shows the federal version of the 2021 four-year and 2020 five-year graduation rates. Mrs. Hugelmeyer presented a PowerPoint slide showing the graduation pathways and explained how students met the graduation assessment requirements for the district and state for English language arts and mathematics. Mrs. Hugelmeyer presented a PowerPoint slide about chronic absenteeism and attendance and stated that the School Performance Reports include information on chronic absenteeism and attendance for students. Mrs. Hugelmeyer stated that due to a federal waiver, the NJDOE did not report chronic absenteeism in the 2019-2020 reports but this data will be added back in the 2020-2021 reports.

Mrs. Hugelmeyer stated that because the number of days students spent in in-person learning and remote learning environments during the school year differed, the NJDOE recommends caution in comparing 2020-2021 attendance data between schools and districts and to prior or future school years. Mrs. Hugelmeyer presented a PowerPoint slide showing the percent chronically absent by grade level. Mrs. Hugelmeyer presented a PowerPoint slide showing the statewide teacher demographic information including White, Hispanic, Black or African American, Asian, Native Hawaiian or Pacific Islander, American Indian or Alaska Native, and two or more races for teachers and students. Mrs. Hugelmeyer presented a PowerPoint slide showing the district teacher demographic information including White, Hispanic, Black or African American, Asian, Native Hawaiian or Pacific Islander, American Indian or Alaska Native, and two or more races for teachers, students, and administrators.

Mrs. Hugelmeyer presented a PowerPoint slide about college and career readiness and stated that the college and career readiness section of the report shows information about college entrance exams, advanced coursework, career and technical education (CTE) programs, and participation in coursework across subject areas. Mrs. Hugelmeyer presented a PowerPoint slide about visual and performing arts and stated that the college and career readiness section includes participation in visual and performing arts coursework for students in grades 6 through 12. Mrs. Hugelmeyer stated that 99% of students in grades 6 through 8 are enrolled in an arts course and 35% of students in grades 9 through 12 are enrolled in an arts course.

Mrs. Hugelmeyer presented a PowerPoint slide about student safety in the district and a chart showing the number of incidents of violence, vandalism, HIB, and substance offenses in district compared to the number of incidents in the State. Mrs. Hugelmeyer stated that the health and safety of the entire Elizabeth Public Schools learning community is the district's top priority. Mrs. Hugelmeyer explained the Crisis Response Plan updates, district-wide school security drills online reporting system, and the automated phone messaging system to instantly alert its entire learning community in case of an emergency or special event. Mrs. Hugelmeyer stated that the Elizabeth Public Schools became the first school district in the United States to mandate Harmony Power Awards as part of its character and anti-bullying education programs.

Mrs. Hugelmeyer presented a PowerPoint slide about early childhood education in the district and a chart showing the enrollment trends by full day prekindergarten and kindergarten in our district for 2018-2019 through 2020-2021. Mrs. Hugelmeyer stated that prekindergarten classes for three and four year olds are available both in-district and in partnership with local childcare providers and all classes are taught by certified team members with class sizes kept small with no more than fifteen students to each teacher. Mrs. Hugelmeyer stated that the High Scope approach to early childhood education is provided to all new early childhood team members along with refresher courses for more experienced professionals. Mrs. Hugelmeyer stated that the High Scope approach to preschool education enables young children to take initiative and develop their social, intellectual, and physical capacities.

Mrs. Hugelmeyer presented a PowerPoint slide about the student supports and services and a chart showing the student and staff ratios for students to teachers, students to administrators, teachers to administrators, students to librarian/media specialists, students to nurses, students to counselors, and students to child study team. Mrs. Hugelmeyer stated that children in grades K-3 who score in the lowest 25% on formative and summative assessments are provided various interventions including tutoring. Mrs. Hugelmeyer stated that students identified as in need of assistance receive intensive and specifically focused small group instruction. Mrs. Hugelmeyer stated that teachers are trained to diagnose the areas of difficulty of the student and to assist him/her

with overcoming these roadblocks in order to foster his/her learning and to help him/her stay on grade level in the area of reading development.

Mrs. Hugelmeyer presented a PowerPoint slide showing the postsecondary enrollment and a chart with the comparison of district and state postsecondary enrollment rates for 16 months by student groups including total population, White, Hispanic, Black or African American, Asian/Native Hawaiian/or Pacific Islander, American Indian or Alaska Native, and two or more races. Mrs. Hugelmeyer stated that the postsecondary enrollment data comes from the National Student Clearinghouse and it is reported that undergraduate enrollment was down nationwide in 2021 compared to the same time the previous year due to Covid-19.

Mrs. Hugelmeyer presented a PowerPoint slide about comprehensive support and improvement or targeted support and improvement. Mrs. Hugelmeyer stated that the schools for comprehensive support and improvement are George Washington Academy School No. 1 and Admiral William F. Halsey, Jr. Health and Public Safety Academy. Mrs. Hugelmeyer stated that the schools for targeted support and improvement are Nicholas Murray Butler School No. 23 and Thomas Jefferson Arts Academy. Mrs. Hugelmeyer presented a PowerPoint slide showing how our schools were identified and stated that the New Jersey ESSA school accountability system provides a formula to determine a summative score which is based on various measure of progress (accountability indicators). Mrs. Hugelmeyer stated that the accountability indicators include academic achievement measured by ELA and math proficiency on the statewide assessment, academic progress measured by median student growth percentiles in ELA and math, graduation measured by four year and five year graduation rates, progress toward English language proficiency measured by the percentage of English learners making expected progress toward English language proficiency, and school quality and student success measured by chronic absenteeism. Mrs. Hugelmeyer stated that our school has been identified based on its relative low performance across all these indicators. Mrs. Hugelmeyer presented a PowerPoint slide about comprehensive or targeted support. Mrs. Hugelmeyer stated that schools identified for comprehensive support are identified based on overall school performance, however, the calculations of the summative scores used to identify schools also factor in student group performance. Mrs. Hugelmeyer stated that schools identified for targeted support and improvement are identified based on the performance of one or more student groups. Mrs. Hugelmeyer stated that the student groups included in accountability calculations are racial and ethnic groups, English learners, students with disabilities, and economically disadvantaged students. Mrs. Hugelmeyer stated that concluded the report.

Mrs. Hugelmeyer presented the community announcements for May. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the 29<sup>th</sup> Annual Excellence Awards Dinner will be held on Thursday, May 26, 2022. Mrs. Hugelmeyer presented PowerPoint slides showing the 8<sup>th</sup> Grade Promotion and High School Graduation/Class Award Ceremonies Schedule. Mrs. Hugelmeyer stated that the 8<sup>th</sup> grade promotion ceremonies for School Nos. 6, 13, 15, 27, 28, 29, and 30 will be held at 9:00 a.m. on Friday June 24, 2022; School Nos. 3, 4, 7, 8, 21, and 25 will be held at 1:00 p.m. on Friday, June 24, 2022; School Nos. 1, 14, 16, 18, 19, 20, and 26 will be held at 9:00 a.m. on Monday, June 27, 2022; and School Nos. 2, 5, 9, 12, 22, and 23 will be held at 9:00 a.m. on Tuesday, June 28, 2022. Mrs. Hugelmeyer explained the chart for the high school graduation/class award ceremonies which will be held at Dunn Sports Center on June 28, 29, and 30. Mrs. Hugelmeyer stated that the arrival time will be one hour prior to the start of the ceremony. Mrs. Hugelmeyer presented a PowerPoint slide showing two students from John E. Dwyer

Technology Academy being accepted to Yale University and Harvard University. Mrs. Hugelmeyer presented a PowerPoint slide showing that the Jay Mathews Challenge Index High School Rankings for the Top 300 Most Challenging High Schools in the United States ranked Elizabeth High School Frank J. Cicarell Academy No. 192. Mrs. Hugelmeyer presented a PowerPoint slide showing the U.S. News and World Report Rankings for the Best High Schools ranked Elizabeth High School Frank J. Cicarell Academy No. 13 in New Jersey and No. 262 in the U.S. and Alexander Hamilton Preparatory Academy No. 45 in New Jersey and No. 1,116 in the U.S. Mrs. Hugelmeyer presented a PowerPoint slide showing the graduation requirements update for the Class of 2022 community service hours. Mrs. Hugelmeyer stated that the requirement for graduation will be 30 community service hours for the Class of 2022. Mrs. Hugelmeyer stated that students that exceed the 30 hours requirement will be highlighted at graduation with a cord from the district.

Mrs. Hugelmeyer presented a PowerPoint slide showing that April is Autism Awareness Month. Mrs. Hugelmeyer presented a PowerPoint slide about Environmental Week and stated that the EPS students participated in a program, "It Is Up to Us, Resilience/Climate Change," in partnership with the City of Elizabeth, Future City, and the Elizabeth River/Arthur Kill Watershed Association. Mrs. Hugelmeyer presented PowerPoint slides showing two student athletes from Elizabeth High School who signed with Rutgers University and Fairleigh Dickinson University. Mrs. Hugelmeyer presented a PowerPoint slide showing the Elizabeth varsity competition cheerleading team came in 1<sup>st</sup> place at the High School Game Day NCA Division. Mrs. Hugelmeyer presented a PowerPoint slide showing Nurse Coordinator Marie Noonan was named president of the Union County School Nurses Association and Union County representative to the New Jersey State School Nurses Association.

Mrs. Hugelmeyer presented a PowerPoint slide thanking teachers during Teacher Appreciation Week that was celebrated from May 1-7. Mrs. Hugelmeyer presented a PowerPoint slide wishing everyone who celebrates a Happy Eid Al-Fitr. Mrs. Hugelmeyer presented a PowerPoint slide thanking nurses during National Nurse Week that was celebrated May 6-12. Mrs. Hugelmeyer presented a PowerPoint slide showing that Special Education Week is May 10-14. Mrs. Hugelmeyer presented a PowerPoint slide showing that Asian Pacific American Heritage Month is celebrated during the month of May. Mrs. Hugelmeyer presented a PowerPoint slide showing that the month of May is Mental Health Awareness Month. Mrs. Hugelmeyer presented a PowerPoint slide showing that the month of May is Kindness Awareness Month. Mrs. Hugelmeyer presented a PowerPoint slide that the month of May is Better Speech and Hearing Month. Mrs. Hugelmeyer presented a PowerPoint slide showing that National Military Appreciation Month is celebrated during the month of May. Mrs. Hugelmeyer presented PowerPoint slides showing the upcoming celebrations including Haitian Flag Day on May 18<sup>th</sup>, Cuban Flag Day on May 20<sup>th</sup>, and Portugal Flag Day on June 10<sup>th</sup>. Mrs. Hugelmeyer presented a PowerPoint slide showing that June is National Gun Violence Awareness Month. Mrs. Hugelmeyer stated that concluded the community updates.

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

Mrs. Hugelmeyer stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting.

Mrs. Hugelmeyer stated that the Resolution for School Bus Evacuation Drills is a requirement of the State of New Jersey. Mrs. Hugelmeyer read the resolution.

"Whereas the Board of Education acknowledges that with the completion of the attached School Bus Evacuation Drills, all requisite Emergency Evacuation Drills have been completed for all students at the following schools within the district in compliance with NJ.AC. 6A:27-11.2

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2). (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school."

Mrs. Hugelmeyer stated that as a summary, Durham completed their 8 drills, Villani completed their 38 drills, J&J completed their 2 drills, Shore Vans completed their 10 drills, and the EBOE completed their 47 drills. Mrs. Hugelmeyer stated that the resolution has a complete listing of all of the drills.

Mr. Neron thanked the Superintendent for the presentations. Mr. Neron stated that he wanted to highlight that May is also Haitian Heritage Month. Mr. Neron stated that we celebrate Flag Day on May 18<sup>th</sup> but the entire month of May we celebrate Haitian Heritage Month. Mr. Neron stated that on behalf of the Board of Education we do have a Resolution for Haitian Heritage Month. Mr. Neron stated that in May we typically celebrate the Haitian culture, Cuban culture, and Portuguese culture respectively for their flags, their heritage, and their culture. Mr. Neron stated that due to various restrictions that was not possible this year but there are a plethora of programs and activities happening in the community. Mr. Neron stated that if you go to the Jefferson Park website, [www.jeffersonparks.com](http://www.jeffersonparks.com), there is an entire calendar of events happening during Haitian Heritage Month to celebrate. Mr. Neron stated that on May 18<sup>th</sup> at 12:30 p.m. in front of City Hall we will be doing a Haitian Flag raising in honor of Haitian Flag Day. Mr. Neron stated that Board member Charlene Bathelus Dorgely and he are of Haitian descent and stand proud with the Haitian community to celebrate this month. Mr. Neron read the Resolution for Haitian Heritage Month. Mr. Neron thanked the Board of Education for this resolution and also shed light on the situation in Haiti. Mr. Neron stated that this past year, 2021, a lot of tragedy happened in Haiti including the assassination of the Haitian President as well as another devastating earthquake that hit the country. Mr. Neron stated that our prayers and thoughts go to the Haitian people in our homeland. Mr. Neron stated that we will not give up and that there is hope and we will continue fighting to seek liberation and make sure that justice is served in Haiti. Mr. Neron spoke the message in Creole. Mr. Neron stated that *L'union fait la force* means that in unity there is strength which is the motto on the Haitian flag and we stand together with the community.

Mr. Kennedy stated that the Resolution read by Superintendent Olga Hugelmeyer needs to have a motion, second, and a vote.



#### Resolution – Bus Evacuation Drills

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

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez, Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 9

Negative: None

Mrs. Bathelus Dorgely excused herself from the meeting at 11:45 p.m.

Mrs. Carvalho thanked the Board for also providing a Resolution for Portugal Day. Mrs. Carvalho stated that together with the community we will have our flag raising on June 3<sup>rd</sup> in front of City Hall and our parade in Elizabeth is on June 5<sup>th</sup>. Mrs. Carvalho invited everyone to come join them. Mrs. Carvalho read the Resolution for Portugal Day. Mrs. Carvalho thanked the Board of Education, on behalf of Board members Diane Barbosa, Stephanie Goncalves Pestana, and herself, for doing this Resolution. Mrs. Carvalho stated that it is sad that we cannot celebrate all three of our cultures like we have done but hopefully, next year we will all be back stronger and be able to celebrate together. Mrs. Carvalho gave condolences to Mr. Merten's family and to his work family which is all of us. Mrs. Carvalho stated that "Mr. Bill" was an amazing bus driver and drove both of her boys to and from school for many, many years. Mrs. Carvalho stated that she has fond memories of him beeping and yelling out his bus window that if her kids were late to go to the next stop. Mrs. Carvalho stated that we have retirements every month but there is a lot of years of service put together with all the people retiring. Mrs. Carvalho wished them all lots of luck and to enjoy their retirement. Mrs. Carvalho thanked Superintendent Hugelmeyer for speaking in the beginning of this meeting. Mrs. Carvalho stated that our team members across the district deserve to know that they are appreciated and that we stand with them.

Mrs. Barbosa echoed the sentiments of Mrs. Carvalho for our team members who are all with our students every day. Mrs. Barbosa stated that we are here to support them.

On a motion made by Mrs. Carvalho, seconded by Mrs. Barbosa, the meeting was adjourned at 11:40 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez (via online platform), Barbosa, Carvalho, Chevres, Messrs. Jacobs (via online platform), Neron, Mmes. Goncalves Pestana (via online platform), Moreno-Ortega – 8

Negative: None

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