

BOARD OF EDUCATION
(Official)

July 15, 2021
Elizabeth, New Jersey

The regular agenda and business meeting of the Board of Education was called to order on July 15, 2021 at 6:30 p.m. in the Elizabeth High School-Frank J. Cicarell Academy, 40 Morrell Street, Elizabeth, New Jersey.

In light of the Governor's recent order lifting Covid restrictions on indoor gathering capacity limits and social distancing requirements, the meeting will be open to the public in person. In person attendees will still be required to follow Covid precautions including masks, temperature monitoring, and visitor Covid monitoring sign-in log. The Board will open in Public Session at 6:30 p.m. The Board reserves the right to go into Private Session to discuss matters exempt under the Open Public Meetings Act. Action will be taken.

Board President Jerry Jacobs presented the following statement at 6:55 p.m.

"Ladies and Gentlemen, good evening. This is a combined regular agenda and 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 July 12, 2021. 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 at Elizabeth High School-Frank J. Cicarell Academy and to our television viewers to this July 15, 2021 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. 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 may sign in up 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: Diane Barbosa (arr. 7:52 p.m.), Nathalie Alcaide-Hernandez (via online platform), Charlene Bathelus, Maria Carvalho, Iliana Chevres, Rosa Moreno-Ortega (via online platform), Stanley Neron, Stephanie Pestana, Jerry Jacobs – 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, Chief of Operations Francisco Cuesta, Comptroller Rajeev Malhotra, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the community were present.

Pledge of Allegiance

Star Spangled Banner by Francis Scott Key

The national anthem of Colombia was played.

Pledge of Ethics

Mr. Jacobs recognized student athletes from our Elizabeth High School Boys Track and Field relay team who made it to the Nike Outdoor National Championships held in Eugene, Oregon. Mr. Jacobs introduced Zyeim Lawrence who earned 1st Team All Union County, Group 4, State of New Jersey in the 4 x 400 meter relay; Gregory McQueen 1st Team All Union County, Group 4, State of New Jersey in the 4 x 400 meter relay and 200 meter dash, and first athlete in Union County history to win the 100, 200, and 400 meter dashes and the 4x400 meter relay at the Union County Championships; Vance Thelemaque who earned 1st Team All Union County, Group 4, State of New Jersey in the 4 x 400 meter relay and also 1st Team All Union County in the 400 meter intermediate hurdles; and Antonion Roopchand who earned 1st Team All Union County, Group 4, State of New Jersey in the 4 x 400 meter relay and also 1st Team All Union County in the 400 meter dash. Mr. Jacobs stated that as a 4 x 400 meter relay team, these four young men were undefeated in every competition in the State of New Jersey and secured the state's fastest time this past season of 3:17.68. Mr. Jacobs stated that their major titles include Union County Relay, Union County Individual, Group 4, and Meet of Champions Winners. Mr. Jacobs stated that their mantra for the season was "they may have 1 guy faster, 2 guys faster, or even 3 guys faster but they don't have 4. That's why we are going to win." Mr. Jacobs stated that at the Nike Outdoor National Championships they ran three relays, placing 3rd in the 1,000 meter Swedish, 6th in the 800 meter Super Sprint, and 3rd in the 4 x 400 meter earning medals and being honored as All-Americans in each of the events and 3 x All-American status. Mr. Jacobs introduced head coach Ausitn Issac-Jareau Holman and sprint coach Anthony Williams. Mr. Jacobs and Board members congratulated the student athletes and coaches and presented each with a certificate of commemoration. Mr. Jacobs introduced a video presentation honoring the field and track student athletes and coaches.

Mr. Jacobs introduced a video presentation in honor of Colombian heritage by students from the ESL Summer Enrichment Program who performed a dance to *Soy Simon Bolivar* by Simon Bolivar and *La Pollera Colora* music by Juan Bautista and lyrics by Wilson Choperena. Mr. Jacobs thanked the students for a wonderful performance.

Mrs. Moreno-Ortega read the Resolution for Colombian Independence Day.

Mr. Jacobs thanked all our community members of Colombian heritage who contribute to the success and prosperity of the Elizabeth Public Schools and the City of Elizabeth.

Superintendent of Schools Olga Hugelmeyer presented a PowerPoint presentation with community update information. Mrs. Hugelmeyer presented a PowerPoint slide and stated that Governor Murphy and the New Jersey Department of Education released *The Road Forward: Health and Safety Guidance for the 2021-2022 School Year* which focuses on full-day, full-time, and in-person instruction for September 2021. Mrs. Hugelmeyer stated that we know many of you are already thinking about September and we wanted to take this opportunity to share an initial update. Mrs. Hugelmeyer stated that additional information will be communicated as we receive updates and plans for September are finalized.

Mrs. Hugelmeyer presented a PowerPoint slide showing the CDC guidance update and stated that the CDC recently released updated health and safety guidance as it relates to schools. Mrs. Hugelmeyer stated that the major elements of the updated CDC guidance include masks, social distancing, screening, testing, and layered prevention strategies. Mrs. Hugelmeyer stated that masks should be worn indoors by all individuals (age 2 and older) who are not fully vaccinated. Mrs. Hugelmeyer stated that the CDC recommends schools maintain at least 3 feet of physical distance between students within classrooms, combined with indoor mask wearing by people who are not fully vaccinated, to reduce transmission risk. Mrs. Hugelmeyer stated that when it is not possible to maintain a physical distance of at least 3 feet, such as when schools cannot fully re-open while maintaining these distances, it is especially important to layer multiple other prevention strategies, such as indoor masking. Mrs. Hugelmeyer stated that screening, testing, ventilation, handwashing, respiratory etiquette, staying home when sick and getting tested, contact tracing in combination with quarantine and isolation, and cleaning and disinfection are also important layers of prevention to keep schools safe. Mrs. Hugelmeyer stated that many schools serve children under the age of 12 who are not eligible for vaccination at this time, therefore, this guidance emphasizes implementing layered prevention strategies (masking, distancing, testing) to protect people who are not fully vaccinated.

Mrs. Hugelmeyer presented a PowerPoint slide for Reclaiming Excellence: Our Path Forward and What to Expect: Back to School 2021. Mrs. Hugelmeyer stated that the Elizabeth Public Schools is committed to ensuring all students receive the academic, social, and emotional supports they need to learn, grow, and thrive. Mrs. Hugelmeyer stated that we will continue to meet the required Covid-19 mitigation measures to provide the safest possible in-school experience, based on evolving guidance and requirements from the CDC, the New Jersey Department of Health (NJDOH), and the New Jersey Department of Education (NJDOE). Mrs. Hugelmeyer presented a PowerPoint slide and stated that based on the released guidance, we can expect the following this fall: schedules at all schools will include full-day in-person instruction for all students to learn; start and end times will return to the pre-pandemic bell schedules; breakfast and lunch will be served at each school; clubs and athletics will continue; and additional supports will be offered for ongoing mental and emotional needs. Mrs. Hugelmeyer presented a PowerPoint slide about communication and stated that we will continue close communication with our local health departments in order to stay current regarding Covid-19 transmission rates, prevention, control measures, and health and safety protocols. Mrs. Hugelmeyer stated that it is important to also remember that Covid-19 may impact certain areas of the state differently. Mrs. Hugelmeyer stated that the NJDOH provides information on Covid-19 transmission at the regional level, characterizing community transmission as low (green), moderate (yellow), high (orange),

and very high (red). Mrs. Hugelmeyer presented a PowerPoint slide about masks and stated that masks are one way to mitigate risk and are currently required in some situations, for instance, masks must be worn by all passengers on buses, regardless of vaccination status per the CDC's Federal Order. Mrs. Hugelmeyer stated that there has not been a final determination regarding masking requirements within the schools and classrooms for the 2021-2022 school year. Mrs. Hugelmeyer stated that *The Road Forward* explains that updated guidance on masking in the school setting is expected prior to September. Mrs. Hugelmeyer stated that CDC guidance will factor into the final recommendations from the State of New Jersey for masking this fall and additional information, specific to our district, will be provided following that release. Mrs. Hugelmeyer presented a PowerPoint on physical distancing and stated that the district will maintain three feet of distance between students in classroom settings to the extent possible while offering full-time, in-person learning to all students. Mrs. Hugelmeyer stated that similarly, the district will maintain three feet physical distance between students and staff in lunchrooms and cafeterias when possible. Mrs. Hugelmeyer presented a PowerPoint slide about parental screening and stated that parents/caregivers will be required to monitor their children for signs of illness every day and should continue to check for symptoms before leaving for school. Mrs. Hugelmeyer stated that students who are sick should not attend school. Mrs. Hugelmeyer stated that although parents/guardians are required to monitor children for signs of illness, parents/guardians will not be required to complete daily screening forms. Mrs. Hugelmeyer presented a PowerPoint slide about hand hygiene and cleaning practices. Mrs. Hugelmeyer stated that we will continue to reinforce the following practices to teach and reinforce hand washing with soap and water for at least 20 seconds and if soap and water are not readily available, hand sanitizer will be available; practice hand hygiene; encourage students and staff to cover coughs and sneezes; maintain adequate supplies including soap and hand sanitizer; and daily cleaning and disinfecting surfaces and objects that are touched often, such as desks, countertops, doorknobs, computer keyboards, hands-on learning items, faucet handles, phones, and toys. Mrs. Hugelmeyer presented a PowerPoint slide about transportation. Mrs. Hugelmeyer stated that transportation will be available for elementary students who live more than 2.0 miles from their school; high school students who live more than 2.5 miles from their school; and students whose IEP include transportation services. Mrs. Hugelmeyer stated that all students will be socially distanced while being transported to and from school.

Mrs. Hugelmeyer presented a PowerPoint slide on the Tdap and Menactra Vaccines. Mrs. Hugelmeyer stated that all children born on or after January 1, 1997 and enrolled in the sixth grade will be required to receive a booster dose of diphtheria, tetanus, and pertussis vaccine (Tdap) as well as one dose of meningococcal (Menactra) vaccine. Mrs. Hugelmeyer stated that if your child has already received the above immunizations, please send in a written report from your health care provider so we can update our records. Mrs. Hugelmeyer stated that you have the option of going to your private physician or to a clinic where immunizations are given free of charge. Mrs. Hugelmeyer stated that the schedule for these clinics and the necessary forms can be obtained from the nurse's office. Mrs. Hugelmeyer stated that parents and guardians can contact the school nurse if there are any questions regarding these required immunizations. Mrs. Hugelmeyer stated that your child must be in compliance with vaccine requirements as noted above or will be excluded from the first day of school on September 9, 2021.

Mrs. Hugelmeyer presented a PowerPoint slide about the flu vaccine and stated that the State of New Jersey Department of Health Services has changed several immunization requirements. Mrs. Hugelmeyer stated that all children attending licensed childcare centers and

preschools are required to receive an annual flu vaccination. Mrs. Hugelmeyer stated that if you currently do not have medical insurance, you may qualify for services at the free immunization clinics throughout the City. Mrs. Hugelmeyer stated that according to State mandates, students attending school must provide proof of the vaccine. Mrs. Hugelmeyer stated that proof of your child's required immunization should be provided as soon as possible and no later than December 20, 2021. Mrs. Hugelmeyer stated that students who do not have the required documentation will be excluded from school as of January 3, 2022. Mrs. Hugelmeyer stated that concluded her presentation on the community updates.

Mr. Jacobs thanked Superintendent Hugelmeyer for the informative presentation.

Mr. Jacobs 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 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. As a reminder this is a meeting of the Board in public, not a meeting of the public.

Mr. Jacobs called upon the public participant, Danielle Fienberg, to address the Board.

Danielle Fienberg spoke about special education.

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

Maria Lorenz spoke about special education.

Mr. Jacobs thanked her for her comments and called upon the next public participant, Donald Lorenz, to address the Board.

Mrs. Pestana excused herself from the meeting at 7:39 p.m.

Donald Lorenz spoke about special education.

Mrs. Pestana returned to the meeting via an online platform at 7:42 p.m.

Mr. Jacobs thanked him for his comments and called upon the next public participant, Maria DaRassi, to address the Board.

Maria DaRassi asked about thorough cleaning in the schools and the rule for student absences of nine days. Mrs. DaRassi stated that she hasn't received any parental complaints and the Board should continue the good work.

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

Ms. Bathelus stated that she heard two issues with a parent and asked if someone can speak with the parent.

Mrs. Hugelmeyer explained that the parent has already communicated with the district and we are aware of the concerns that she presented this evening and they are being addressed.

Superintendent's Report – Considerations

Mr. Jacobs stated that we will go tab by tab to review the agenda and each board member may ask questions.

Minutes of the Meeting of May 12, June 10, and June 26, 2021

Secretary/Treasurer's Report for the Month of March 2021

Mr. Jacobs asked if there were any questions.

Personnel Report

Supplemental Personnel Report

Mr. Jacobs asked if there were any questions.

Ms. Bathelus asked why some names were removed from the report.

Mrs. Hugelmeyer explained that there is a supplemental report for private session.

Ms. Bathelus asked when a new position is in the agenda does it come before the Board first.

Mrs. Hugelmeyer responded that all the positions on the agenda are existing positions.

Tuition Report

Mr. Jacobs asked if there were any questions.

Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities

Superintendent's Report – Field Trips

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

Mr. Jacobs asked if there were any questions.

Authorizations Report

Supplemental Authorizations Report

Mr. Jacobs asked if there were any questions.

Mrs. Barbosa asked about the District Mentoring Plan and Professional Development Plan.

Mrs. Hugelmeyer explained that each year we are required to submit the Professional Development Plan and District Mentoring Plan in terms of how we are going to be supporting our teachers in the district.

Finance and Accounting Report – Authorization to Pay Vouchers

Supplemental Finance and Accounting Report – Transfer of Funds

Mr. Jacobs asked if there were any questions.

Award of Contracts Report

Supplemental Award of Contracts Report

Mr. Jacobs asked if there were any questions.

Mrs. Barbosa commented that she is pleased to see the purchase of over 1,100 laptops for our schools that are coming from funds that benefit our technology in updating new devices.

Miscellaneous Communication – None

Claims List

Mr. Jacobs asked if there were any questions.

Resolution – Assignment of Custodian of Records for 2021-2022 – Harold E. Kennedy, Jr.

Resolution – Deferred Compensation Plan Administrator for 2021-2022 – Harold E. Kennedy, Jr.

Resolution – Public Agency Compliance Officer for 2021-2022 – Harold E. Kennedy, Jr.

Resolution – Section 504 Officer for 2021-2022 – Anthony DiDonato

Resolution – India's Independence Day

Resolution – Affirmative Action Officer for 2021-2022 – Peter Vosseler

Resolution – Requisition for Taxes

Resolution – U.C.E.S.C. Coordinated Transportation Services for 2021-2022 School Year

Resolution – Appointing M&M Construction Technology, Inc. for Building Envelope Restoration at Joseph Battin School No. 4

Resolution – Appointing Northeast Roof Maintenance, Inc. for Roof Replacement at Thomas A. Edison Career and Technical Academy

Resolution – Appointing Safeway Contracting, Inc. for Roof Replacement at John E. Dwyer Technology Academy

Mr. Jacobs asked if there were any questions on the above resolutions.

Mr. Jacobs added the above to the agenda.

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, interviews. The Board will reconvene in public and may add to the agenda.

A motion was made by Mr. Neron, seconded by Mrs. Carvalho, to go into private session at 8:15 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Mrs. Carvalho, seconded by Mrs. Barbosa, to reconvene in public session at 10:15 p.m.

The motion was carried by the following vote:

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

Negative: None

Mr. Jacobs added the following to the agenda:

Resolution – Transfer of Principal to STEM Academy – Theodore Panagopoulos

Resolution – Transfer of Vice Principal to STEM Academy – Juan Metrio-Sanchez

Resolution – Appointment of Interim Principal – Jenny Costa Reguinho

Resolution – Appointment of Supervisor of Language Arts Literacy 6-12 – Edward Long

Resolution – Appointment of Vice Principal – Tiffany Festa-Sneddon

Resolution – Appointment of Vice Principal – Sharon Calixto

Resolution – Appointment of Vice Principal – Michelle Panichi

Resolution – Appointment of Vice Principal – Faye Best

Mr. Jacobs asked for a motion and second to adopt the above resolutions.

A motion was made by Mr. Neron, seconded by Mrs. Barbosa, to adopt the above resolutions.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez, Barbosa, Ms. Bathelus (negative- Resolution for Appointment of Supervisor of Language Arts Literacy 6-12 – Edward Long), Mmes. Carvalho, Chevres (abstain- Resolution for Appointment of Interim Principal – Jenny Costa Reguinho), Moreno-Ortega, Mr. Neron, Mrs. Pestana, Mr. Jacobs – 9

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, contracts and legal matters. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Carvalho, seconded by Mrs. Barbosa, to go into private session at 10:25 p.m.

The motion was carried by the following vote:

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

Negative: None

Mrs. Alcaide-Hernandez excused herself from the meeting at 10:30 p.m.

Mrs. Pestana excused herself from the meeting at 11:39 p.m.

A motion was made by Mrs. Moreno-Ortega, seconded by Mrs. Chevres, to reconvene in public session at 1:00 a.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Moreno-Ortega (via online platform), Messrs. Neron, Jacobs – 7

Negative: None

Mr. Jacobs added the following to the agenda:

2nd Supplemental Personnel Report

Authorization Report – add Independent Study – C.M.

2nd Supplemental Award of Contracts Report

Resolution – Confirming Residency Investigative Results

Resolution – Settlement of Workers’ Compensation – Karen Varela

Resolution – Settlement of Workers’ Compensation – Estate of Concetta Cannady

Resolution – Reorganization - Job Description for Supervisor of Security

Resolution – Naming of School No. 92 –

Katherine Johnson, Dorothy Vaughan, and Mary Jackson (JVJ) STEM Academy

Mr. Jacobs stated that the naming of this school is for the *Hidden Figures* for the NASA mathematician, NASA supervisor of mathematics, and NASA engineer. Mr. Jacobs stated that these are great role models to represent to our students what they can achieve going forward in life in the STEM field.

The first reading of the following revised policies and new regulation was done:

4111.1/4211.1	Policy	Nondiscrimination/Affirmative Action
4111.2/4211.2	Policy	Domestic Violence
5113	Policy	Attendance, Absences, and Excuses
5134	Policy	Married/Pregnant and Lactating Pupils
5134(R)	Regulation	Support for Breastfeeding Mothers
6140	Policy	Curriculum Adoption
6171.2	Policy	Gifted and Talented

Mr. Jacobs asked for a motion and second to adopt the following agenda:

- Minutes of the Meeting of May 12, June 10, and June 26, 2021
- Secretary/Treasurer's Report for the Month of May 2021
- Personnel Report
- Supplemental Personnel Report
- 2nd Supplemental Personnel Report
- Tuition Report
- Superintendent's Report – Considerations
- Superintendent's Report – Use of Facilities
- Superintendent's Report – Field Trips
- Superintendent's Report – Harassment, Intimidation and Bullying Investigative Results
- Authorizations Report
- Supplemental Authorizations Report
- Finance and Accounting Report – Authorization to Pay Vouchers
- Supplemental Finance and Accounting Report – Transfer of Funds
- Award of Contracts Report
- Supplemental Award of Contracts Report
- 2nd Supplemental Award of Contracts Report
- Miscellaneous Communication – None
- Claims List
- Resolution – Assignment of Custodian of Records for 2021-2022 – Harold E. Kennedy, Jr.
- Resolution – Deferred Compensation Plan Administrator for 2021-2022 – Harold E. Kennedy, Jr.
- Resolution – Public Agency Compliance Officer for 2021-2022 – Harold E. Kennedy, Jr.
- Resolution – Section 504 Officer for 2021-2022 – Anthony DiDonato
- Resolution – India's Independence Day
- Resolution – Affirmative Action Officer for 2021-2022 – Peter Vosseler
- Resolution – Requisition for Taxes
- Resolution – U.C.E.S.C. Coordinated Transportation Services for 2021-2022 School Year
- Resolution – Appointing M&M Construction Technology, Inc. for Building Envelope Restoration at Joseph Battin School No. 4
- Resolution – Appointing Northeast Roof Maintenance, Inc. for Roof Replacement at Thomas A. Edison Career and Technical Academy
- Resolution – Appointing Safeway Contracting, Inc. for Roof Replacement at John E. Dwyer Technology Academy
- Resolution – Confirming Residency Investigative Results
- Resolution – Settlement of Workers' Compensation – Karen Varela
- Resolution – Settlement of Workers' Compensation – Estate of Concetta Cannady
- Resolution – Reorganization - Job Description for Supervisor of Security
- Resolution – Naming of School No. 92 –
Katherine Johnson, Dorothy Vaughan, and Mary Jackson (JVJ) STEM Academy

A motion was made by Mrs. Carvalho, seconded by Mrs. Moreno-Ortega, that the above be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus (abstain- Authorization Report – County of Union), Mmes. Carvalho (abstain- Authorizations Report – Olga Hugelmeyer), Chevres (abstain- Personnel Report – Juan Chevres; Authorizations Report – Olga Hugelmeyer), Moreno-Ortega, Messrs. Neron (abstain- Superintendent’s Report – Use of Facilities – City of Elizabeth Department of Recreation; Authorizations Report – Olga Hugelmeyer), Jacobs – 7

Negative: None

Mrs. Hugelmeyer stated that pursuant 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 the investigation, and include: 1) Any services provided; 2) Training established; 3) Discipline imposed; or 4) Other action taken or recommended by the chief school administrator. 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 we are required by state law to present the Harassment, Intimidation and Bullying self-assessment two times per year. Mrs. Hugelmeyer stated that tonight she is presenting a report, *Assessing Our Performance Under the Anti-Bullying Bill of Rights*. Mrs. Hugelmeyer stated that the schools complete the self-assessment at the end of each school year and tonight she is presenting the results for the 2019-2020 school year.

Mrs. Hugelmeyer stated that a No Bully Zone is important and in Elizabeth, we believe that every child has the right to go to school and to get an education no matter what size, shape, color, race, disability, or financial background he/she has. Mrs. Hugelmeyer stated that that no child should ever be made to feel that school is a place where he or she will be degraded, demoralized, singled out, hounded, discriminated against or taken advantage of in a vulnerable situation.

Mrs. Hugelmeyer stated that a rubric was developed by the State to aide districts in assessing the school’s efforts and improving their Anti-Bullying Bill of Rights programs. Mrs. Hugelmeyer stated that the rubric was designed to be a growth model and to be used to enhance programs at schools and districts and consists of eight core elements and twenty-six indicators with each indicator having a score of zero to three points. Mrs. Hugelmeyer explained that the first core element deals with programs, approaches, and initiatives and whether they are designed to create a better school climate. Mrs. Hugelmeyer stated that the second core element is training on our policy and includes looking at who we have to train, making sure our policy includes the protected classes under the law, and that we discuss the policy with students in an age appropriate manner. Mrs. Hugelmeyer stated that the third core element is about staff instruction and training programs and there is a requirement in the law that in every five-year cycle certified staff have to get two hours of instruction in suicide prevention and two hours of instruction in HIB prevention. Mrs. Hugelmeyer stated that the Anti-Bullying Specialists have to be able to meet with the Anti-Bullying Coordinator during school time and to be able to receive training during that time. Mrs. Hugelmeyer stated that we have to be able to provide professional development to the school safety

and climate team, which is a group that oversees the process at each school, and that school leaders have also received the appropriate information. Mrs. Hugelmeyer stated that the fourth core element is curriculum and instruction and although it does not have a lot of indicators within this core element it is important because it is assessing how the school is providing appropriate instruction on preventing HIB throughout the school year that is aligned with the NJ Learning Standards and whether the school and district are observing the Week of Respect which is the first full week in October. Mrs. Hugelmeyer stated that the fifth core element is regarding HIB required personnel and whether there is an Anti-Bullying Specialist and that we go beyond the requirement by also appointing an Alternate Anti-Bullying Specialist in each school. Mrs. Hugelmeyer stated that it assesses whether we met the minimum requirement of meetings which we do and surpass and that the school safety and climate team met in the appropriate manner. Mrs. Hugelmeyer stated that the sixth core element is whether we have implemented the district's procedure for reporting HIB and all the required elements that go along with it and whether we have the procedure to put in new information into older cases. Mrs. Hugelmeyer stated that the seventh core element is our actual procedure and this deals a lot with timelines and did we meet all the timelines including doing investigations within ten school days and sending the results to the superintendent within the two days of the completed investigation. Mrs. Hugelmeyer stated that the last core element is HIB reporting and is there a system for our staff to report things. Mrs. Hugelmeyer stated that our HIB assessment scores are on the main website and each individual school website.

Mrs. Hugelmeyer explained the scoring and that zero is for not meeting the requirements, 1 is for partially meeting the requirements, 2 is for meeting all the requirements, and 3 is for exceeding the requirements. Mrs. Hugelmeyer stated that to meet and exceed the requirement there are a lot of indicators on the rubric that the school has to meet. Mrs. Hugelmeyer stated that the highest possible score is 78, which means that every indicator was scored a 3 and they have exceeded every indicator. Mrs. Hugelmeyer stated that a score of 52 means all of the indicators were met. Mrs. Hugelmeyer stated that our schools this year ranged from 56 to 73, and all thirty-six schools scored a 56 or more which is meeting the requirements. Mrs. Hugelmeyer stated that the average score across all the schools becomes the district score which is 66 and is up from 65 for the 2018-2019 school year.

Mrs. Hugelmeyer stated that the self-assessment process is that all of the school safety and climate teams complete the self-assessment. Mrs. Hugelmeyer stated that they input the information on the NJ DOE website and the results are then presented to the public. Mrs. Hugelmeyer stated that then we receive approval from the Board of Education as well as assurances from the superintendent. Mrs. Hugelmeyer stated that after that is completed, we submit all of our self-assessments to the NJ DOE for the school year and after it is approved, then the results are uploaded to our websites. Mrs. Hugelmeyer stated that at the next Board meeting a second presentation is required by state law to present the Harassment, Intimidation and Bullying self-assessment. Mrs. Hugelmeyer presented PowerPoint slides showing the scores for each school and stated that the HIB self-assessment for the school year shows how well our district is implementing the Anti-Bullying Bill of Rights.

Mrs. Hugelmeyer stated that the highlights of our work to date include an annual Week of Respect, district training for our team members, state training for the Anti-Bullying Coordinator, and guest speakers who address different aspects of anti-bullying at the schools. Mrs. Hugelmeyer stated that we have contracted with the community program called Breaking the Cycle and also contracted for cyber-bullying and internet safety training to all of our students from the Union

County Prosecutor's Office. Mrs. Hugelmeyer stated that we also have HIB character education programs, Positive Behavior Supports in School (PBSIS), Generation Text Online, Panorama Education, Bully Busting Curriculum, Harmony Power Awards, and Relationship Violence Prevention Training. Mrs. Hugelmeyer stated that this is the eighth year that we are using the HIBster reporting system which is a streamlined way to process the incidents in a most efficient manner.

Mrs. Hugelmeyer stated that the work ahead of us is to analyze self-assessments by school, ensuring ongoing parental involvement on our School Safety/Climate Teams for all of our schools, focus on working with the School Safety/Climate Teams in improving school climate at all schools, focus on providing the most effective and appropriate interventions and consequences for each HIB investigation, implementing and proactively addressing Social Emotional Learning/HIB Character Education programming for all schools, and piloting the Panorama Education – Social Emotional Learning Program. Mrs. Hugelmeyer presented PowerPoint slides showing the artwork and activities in the schools to create a positive atmosphere.

Mrs. Hugelmeyer asked if there were any questions and if there was anyone who would like to comment on tonight's report. There were no questions or comments.

Mr. Jacobs asked if there were any Board member comments.

Mr. Neron thanked the administration and staff for getting us this far and stated that it has been a long arduous season working with the situation at hand with Covid. Mr. Neron commended everyone on a great job getting us this far and stated that we definitely see light at the end of the tunnel and there is hope. Mr. Neron stated that we know that if we continue working together and instill some patience and determination we will get through these really tough times. Mr. Neron stated that even though so many are saying post-Covid, we know that we are still in a Covid season. Mr. Neron stated that it is important that we make sure that we minimize risk by any means necessary, do all that is necessary for our staff, students, parents, and be responsible.

Mr. Neron wished all the best to the new administrators that were appointed tonight. Mr. Neron stated that it is a new time and a new normal that we are embarking on, so you are going to be the pioneers of a new chapter in the Elizabeth Public Schools. Mr. Neron thanked them for taking that step and stepping up to leadership.

Mr. Neron asked for everyone to keep Haiti and Cuba in prayer during these very arduous times in these nations that are impacted by so much turmoil. Mr. Neron stated that it is definitely something that we really need to pay close attention to and make sure we keep praying for these countries. Mr. Neron stated that there are many more countries throughout the world that are impacted but we serve a population that comes directly from these islands. Mr. Neron stated that he knows that it is something that is impacting the City of Elizabeth and many of the tri-state area families because we have a huge Cuban and Haitian population in this region of the country. Mr. Neron asked to keep them all in prayer because those countries need it right now.

Mr. Jacobs thanked Mr. Neron for his comments.

On a motion made by Mr. Neron, seconded by Mrs. Barbosa, the meeting was adjourned at 1:15 a.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Moreno-Ortega, Messrs. Neron, Jacobs – 7

Negative: None

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