

BOARD OF EDUCATION
(Official)

December 17, 2020
Elizabeth, New Jersey

The combined regular agenda and business meeting of the Board of Education was called to order on December 17, 2020 at 6:30 p.m. The Meeting was previously noticed to be held in the Multipurpose Room of Donald Stewart Center for Early Childhood Education School No. 51, 544 Pennsylvania Ave., Elizabeth, New Jersey 07208. However, in light of the public health emergency caused by coronavirus and the Governor's Executive Order reducing the allowed capacity for indoor gatherings, the Elizabeth Board of Education will conduct the meeting remotely using on-line platform technology without providing a physical meeting place.

Board President Diane Barbosa presented the following statement at 6:34 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 using an online platform was sent to The Star Ledger and Cablevision of Elizabeth on November 30, 2020. 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.

There will be an online public portion for citizens to address the Board. Participants for the public portion must register online up to the start of the meeting so that they may have the opportunity to speak. The public participation form states the name, email, and phone number of the person who wants to comment. Members of the public who prefer not to or do not have the means to participate using the online platform may continue to participate by emailing statements relative to agenda items and/or educational matters to the Secretary of the Board at kennedha@epsnj.org. All statements received will be read into the record during the meeting's public comment portion. All emails must be submitted and received by the Secretary of the Board up to the start of the meeting and, as is always the case, must include the public member's full name for the record. Each statement submitted by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to 60 minutes. Emails received but not read after the 60-minute duration will be spread in full in the Official Board Minutes of this meeting."

Present: Charlene Bathelus, Maria Carvalho, Iliana Chevres, Nathalie Hernandez, Jerry Jacobs, Rosa Moreno-Ortega, Stanley Neron, Stephanie Pestana, Diane Barbosa – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Chief of Operations Francisco Cuesta, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the community were present via an online platform.

Mrs. Barbosa welcomed everyone to the meeting. Mrs. Barbosa stated that this is her last meeting as Board President. Mrs. Barbosa presented a video highlighting her year as President including the renaming of Chessie Dentley Roberts Academy School No. 30; E-remote learning with technology devices provided to all of our students through the CARES Act and to all of our teachers, teacher assistants, and personal aides; Grab-n-Go Breakfast and Lunch Program providing 1.8 million meals since March; drive through technology department hardware service center; Reopening Plan with feedback including medical experts, online round table discussions, and parent surveys; Coronavirus Panel with medical and health experts; COVID-19 testing available at the Dunn Center to team members and our greater community; parent virtual academies; resolution declaring racism as a public health threat; in-person graduation ceremonies; and in-person learning for our autism students in November. In the video presentation Mrs.

Barbosa thanked the families who taught their children at home, students who are her inspiration, team members who sacrificed during the pandemic, and Board members who entrusted her to be the Board President and stated that she looks forward to continuing to serve alongside her fellow Board members. During the video Mrs. Barbosa remembered all those who we lost during this pandemic, stated that she looks forward to reopening our Elizabeth Public Schools, and wished everyone happy holidays and may God bless you and bless the Elizabeth Public Schools.

Mrs. Barbosa stated that the topics of interest are things that are important to our community, our parents, and concerns that we have been getting throughout the month. Mrs. Barbosa stated that the first topic of interest is an update on the P-EBT.

Mr. Kennedy stated that at the last meeting we became aware that people that had gotten the Pandemic Electronic Benefit Transfer (P-EBT) cards before did not receive the benefits in September. Mr. Kennedy stated that it was very perplexing because we would call down to the State Department of Human Services and they said we were not participating virtually which made no sense. Mr. Kennedy stated that, with the encouragement of the Board and particularly Mr. Jacobs, we contacted Department of Education Union County Executive Superintendent Daryll Palmieri and Union County Business Administrator Karen Dunn to try to get to the root of what was going on. Mr. Kennedy stated that they went to higher people in the Department of Education who contacted higher people in the Department of Human Services to correct this obvious error. Mr. Kennedy stated that he is glad to report that as of last Thursday, the cards that should have gone out are in the mail. Mr. Kennedy stated that the Department asked us to be patient because of the slowness of the mail right now and they guaranteed that the people who were eligible in September would receive that benefit retroactively. Mr. Kennedy stated that, in addition, there were students who registered for free lunch after March and they have been added to the list. Mr. Kennedy stated that with a lot of help from the Department of Education County level and getting to the right people at the Department of Human Services they are correcting the error.

Mrs. Barbosa thanked Mr. Kennedy and stated that she is happy that it is resolved.

Mr. Jacobs thanked everyone for working to get the P-EBT reinstated.

Mrs. Barbosa stated that the next topic of interest and concern is an update on the virtual learning, the Amistad Mandate, student success center, and other programs. Mrs. Barbosa requested Superintendent of Schools Olga Hugelmeyer to present the information.

Superintendent Olga Hugelmeyer presented a PowerPoint slide showing the holiday schedule and stated that the last day of school is December 23rd, the holiday recess is from December 24th through January 3rd, and schools reopen January 4th for virtual learning. Mrs. Hugelmeyer presented a PowerPoint slide showing information on the Reopening Plan and stated that a November 10th letter to parents said that the district hopes to provide all students with in-person learning as part of Phase III by February 5, 2021. Mrs. Hugelmeyer stated that parent notification would be by Monday, January 25, 2021 with information regarding the status of COVID-19 in our community. Mrs. Hugelmeyer stated that the factors include the COVID-19 Activity Report published by New Jersey Department of Health and consultation with local health officials. Mrs. Hugelmeyer stated that understanding that COVID-19 may impact certain areas of the state differently, NJDOH provides weekly information on COVID-19 transmission at the regional level, characterizing risk as low (green), moderate (yellow), high (orange), and very high (red). Mrs. Hugelmeyer stated that currently Union County is high risk and Elizabeth is very high risk. Mrs. Hugelmeyer stated that very high risk requires full remote learning. Mrs. Hugelmeyer stated that we are in consultation with our local health officer on guidance regarding COVID-19 in our municipality that can inform our local planning and response actions.

Mrs. Hugelmeyer presented a PowerPoint slide showing a new initiative, the Amistad Mandate. Mrs. Hugelmeyer stated that this month we are continuing our partnership with Dr. Davida Lindsay-Harewood. Mrs. Hugelmeyer stated that this extended contract will focus on professional development for our principals and social studies teachers to inform them of the curricular enhancements just completed and

to also clarify for them the intent of the Amistad Mandate as it relates to future work being proposed. Mrs. Hugelmeyer stated that the work of the Amistad Collaborative has continued and a virtual meeting is scheduled for December 22, 2020 to capture the work just completed and plans moving forward.

Mrs. Hugelmeyer presented a PowerPoint slide and stated that the Leading to the Future Program will occur virtually this year. Mrs. Hugelmeyer stated that it will include STEM-minded students from Thomas Jefferson Arts Academy, Admiral William F. Halsey, Jr., Health and Public Safety Academy, John E. Dwyer Technology Academy, and Thomas Edison Career & Technical Academy. Mrs. Hugelmeyer stated that we are grateful to Michelle Doran-McBean and her entire team at Future City for their commitment in maintaining this program during the pandemic. Mrs. Hugelmeyer stated that this year's workshops will include three sessions from January through March 2021 and focus on overcoming obstacles, career planning and the concepts of resilience and sustainability.

Mrs. Hugelmeyer presented a PowerPoint slide about the Student Success Center and stated that the Elizabeth Public Schools and Make the Road New Jersey have partnered once again to provide a Student Success Center at Admiral William F. Halsey, Jr. Health and Public Safety Academy. Mrs. Hugelmeyer stated that beginning January 4, 2021, the virtual Student Success Center will be open daily from 2:00 p.m. to 6:30 p.m., Monday through Friday. Mrs. Hugelmeyer stated that during that time, students may sign up for appointments with the Student Success Center to meet with one of the student college ambassadors, supervised by the SSC Coordinator. Mrs. Hugelmeyer stated that college ambassadors will conduct outreach to students, prepare prerecorded videos on the college application process, and support students with college and financial aid applications. Mrs. Hugelmeyer stated that they will also host financial aid clinics, SAT practice tests, and virtual college tours. Mrs. Hugelmeyer stated that during that time, the SSC Coordinator will also hold supervision meetings with college ambassadors to provide continuing education, debrief events/workshops, and prepare for upcoming events/workshops. Mrs. Hugelmeyer stated that there will also be workshops open to parents during this time.

Mrs. Hugelmeyer presented a PowerPoint slide showing the virtual K-8 Point of Entry Program. Mrs. Hugelmeyer stated that our students will benefit from a virtual Point of Entry Program starting on January 11, 2021 through June 11, 2021 on Tuesday through Thursday in the afternoon. Mrs. Hugelmeyer stated that the focus is on our new entrants and the program aims to develop English language proficiency skills, share remote learning experiences, and address social-emotional learning concerns. Mrs. Hugelmeyer stated that our bilingual psychologist will be working with teachers in the program, students, and parents.

Mrs. Hugelmeyer presented a PowerPoint slide showing the virtual Bilingual Achievement Strategies Program for grades 9-12 English Language Learners. Mrs. Hugelmeyer stated that our high school English Language Learner students will benefit from a virtual Point of Entry Program starting on January 11, 2021 through June 10, 2021 on Monday through Thursday in the afternoon. Mrs. Hugelmeyer stated that the focus is on developing English-language proficiency skills, mathematical skills, share remote learning experiences, and address social-emotional learning concerns. Mrs. Hugelmeyer stated that our bilingual psychologist will be working with teachers in the program, students, and parents.

Mrs. Hugelmeyer presented a PowerPoint slide showing the partnership with The College of New Jersey for Expanding Access to Computer Science Education. Mrs. Hugelmeyer stated that the Elizabeth Public Schools has partnered with The College of New Jersey to provide free computer science professional development for our teachers in district for a twelve-month period. Mrs. Hugelmeyer stated that the intent is to expand access opportunities and enable our teachers to participate in high-quality professional learning experiences in computer science education.

Mrs. Hugelmeyer presented a PowerPoint slide showing the virtual Interscholastic Athletic Programs. Mrs. Hugelmeyer stated that the New Jersey State Interscholastic Athletic Association authorized school districts to operate virtual Winter Interscholastic Athletic Programs beginning on December 14, 2020 for boys and girls basketball and bowling.

Mrs. Hugelmeyer stated that this concludes the presentation.

Mrs. Hugelmeyer stated that this past year can be best described as one that created challenges for all. Mrs. Hugelmeyer stated that the leadership of Board President Diane Barbosa has provided support to the parents, students, and administration. Mrs. Hugelmeyer stated that Mrs. Barbosa has demonstrated her commitment to providing the best for our students and has always put the district and our students first.

Mrs. Hugelmeyer stated that Mrs. Barbosa and all the Board members have devoted countless hours each week to volunteering their time to serve this district and their contributions have led to strengthening our organization. Mrs. Hugelmeyer thanked Mrs. Barbosa for bringing her passion, intellect, and insight and stated that it has been a true privilege and honor to serve you. Mrs. Hugelmeyer introduced a video presentation from the Board members and administration to thank Mrs. Barbosa for serving as Board President this year.

Mrs. Barbosa thanked Superintendent Hugelmeyer and the Board members for the video presentation. Mrs. Barbosa reviewed the holiday dates that are so important for parents. Mrs. Barbosa stated that the last day of school is December 23rd, holiday recess is December 24th through January 3rd, and schools reopen on January 4th for virtual learning. Mrs. Barbosa stated that parent notification will be given by January 25th regarding the status of COVID-19 and we will continue to communicate with parents through all of our sources of media.

Mrs. Barbosa presented the following public participation statement.

“At this time, the meeting is open for public comment to those who have registered with the online participation form prior to this session. I shall call individuals to participate based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to 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.

If the 60 minute public comment period expires before all registered online participants have been called, remaining participants can email their statements to the Secretary of the Board at kennedha@epsnj.org and they will be spread in full in the Official Minutes of this meeting. The Secretary of the Board will read into the record all emails that have been submitted up to the start of the meeting. Each statement submitted by a participant shall be limited to three minutes in duration.”

Mrs. Barbosa called upon the first public participant, Maria Lorenz, to address the Board.

Maria Lorenz spoke about the rights of parents.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Fatima Singleton, to address the Board.

Fatima Singleton stated that there is too much homework for high school students.

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

Christina Moreira thanked the Board President for responding to parents and thanked Assemblyman Jamel Holley for his efforts in restoring the P-EBT. Mrs. Moreira spoke about the special education department.

Mrs. Barbosa thanked her for her comments.

Mrs. Barbosa called twice upon the next public participant, Lynda Dellipoali, to address the Board. Lynda Dellipoali did not respond.

Mrs. Barbosa called twice upon the next public participant, Carol Chamberlain, to address the Board. Carol Chamberlain did not respond.

Mrs. Barbosa called twice upon the next public participant, Elizabeth Polo, to address the Board. Elizabeth Polo did not respond.

Mrs. Barbosa called twice upon the next public participant, Kason Little, to address the Board. Kason Little did not respond.

Mrs. Barbosa called upon the next public participant, Jennifer Espinosa, to address the Board.

Jennifer Espinosa spoke about her child's teacher being moved.

Mrs. Barbosa thanked her for her comments. Mrs. Barbosa stated that all the public speakers have been heard.

Mr. Kennedy stated that he received one email prior to the start of the meeting from EEA President John Griffin.

Mr. Kennedy read the following email from EEA President John Griffin:
“Good Evening Madam President, Madam Superintendent, and Board Commissioners,
Last month, many of our members expressed their concerns to you. Concerns regarding their health and safety as well as the cumbersome workloads which are causing our teachers and students to burn out. We appreciate your consideration in those matters.
First, I would like to thank you on behalf of my members for working with the Association to make the safety of our employees your top priority. The decision to return our instructional staff to full remote learning and stagger the shifts of our essential support staff has greatly reduced worksite populations and the risk of our members contracting COVID-19-19. Your decision assuaged the fears of thousands of EEA members and may have saved lives.
As we discussed prior to last month's meeting, the key to any successful relationship is communication. As we move towards the end of this year, and God willing, a better next year the Association's leadership is looking forward to working with you to keep those lines of communication open. By doing so, we can continue to achieve mutually beneficial results for our members, the students, and the community.
Before we break for the holiday, I would like to present a short list of things we hope to address with you upon our return or at your earliest possible convenience:
teacher & student workloads
instructional pacing
the social emotional needs of our teachers and students
lack of uniformity in implementing or following protocols at the building level
excessive testing
the finalization of the collective bargaining agreement
outstanding grievances
regularly scheduled meetings to address ongoing issues
and the possibility of a transition to the hybrid model in the foreseeable future
In closing, I wish you all a safe and restful holiday. This has been an extremely challenging year and you have earned the break. We all have. Thank you for your time and attention.”

Since there were no other participants for public speaking and no other emails received, Mrs. Barbosa closed this portion of the meeting.

Mrs. Barbosa spoke to the high school students who are getting ready for college and working through the college application process. Mrs. Barbosa reminded them to reach out to our guidance counselors and teachers if they need any help.

Mrs. Barbosa stated that she saw numerous times this week secret angels in our staff and administration. Mrs. Barbosa stated that there was a fire in our neighborhood this week and our staff from School No. 12 reached out to help a family in need. Mrs. Barbosa stated that this past weekend Board

members distributed carloads of food to families in need. Mrs. Barbosa stated that our nurses call our families who are affected by COVID-19 and when they see a family in need with difficulties with getting food they contact one of our Be the Change organizations to help the families get food delivered to their homes for the quarantine period. Mrs. Barbosa thanked our community members that are continuously working and helping their fellow neighbors. Mrs. Barbosa thanked everyone for doing what they do and stated that is what makes us a strong Elizabeth. Mrs. Barbosa stated that if each of us puts effort into helping each other and helping those in need, it will make this time period better. Mrs. Barbosa stated that if you know someone who is struggling, then please reach out because there are resources we can send their way. Mrs. Barbosa stated that we have it in us to help our neighbors. Mrs. Barbosa thanked everyone who goes above and beyond to help a person in need especially during this holiday period.

Mrs. Barbosa introduced Ryan Scerbo, Esq., DeCotiis, Fitzpatrick, Cole, & Giblin, LLP, Andrew Conte and Bojan Mitrovic from Gable Associates, Scott Mihalick from SSP Architects, and Director of Plant, Property, and Equipment Luis Couto to present the Energy Savings Improvement Plan.

Ryan Scerbo, Esq., DeCotiis, Fitzpatrick, Cole & Giblin, LLP, Andrew Conte and Bojan Mitrovic from Gable Associates, and Scott Mihalick from SSP Architects presented the summary of the evaluation of responses received for the requests for proposals for the Energy Savings Improvement Plan (ESIP).

Andrew Conte, Gable Associates, presented a PowerPoint slide and stated that the ESIP goals include to implement an energy efficient project that is environmentally responsible and economically beneficial to the Elizabeth Board of Education, to provide capital improvements and other non-energy measures, and that the project is financed by energy cost savings resulting from ESIP implementation over a 15-20 year period. Mr. Conte presented a PowerPoint slide showing an overview of the procurement process and stated that the RFP was released on July 9, 2020, proposals were received on October 15, 2020, two companies responded to the RFPs including Willdan Energy Services and Honeywell, interviews of the respondents were held on October 29, 2020, the evaluation report was completed on November 23, 2020, and the evaluation report was published for public review on December 14, 2020.

Ryan Scerbo, Esq., DeCotiis, Fitzpatrick, Cole & Giblin, LLP, presented a PowerPoint slide and stated that the evaluation team included Harold E. Kennedy, Jr., School Business Administrator/Board Secretary, Luis Couto, Director of Plant, Property and Equipment, Luis Milanes, Coordinator of Mechanics, Mario Rodrigues, Purchasing Agent, Ryan Scerbo, Esq., DeCotiis, Fitzpatrick, Cole & Giblin, LLP, Andrew Conte and Bojan Mitrovic from Gable Associates, and Scott Mihalick from SSP Architects. Mr. Scerbo presented a PowerPoint slide showing the evaluation criteria and stated that the evaluation team undertook a legal, economic, and technical review based on the criteria including company overview and qualifications, approach to ESP development and implementation, ability to implement project, project comprehensibility and energy savings predictions, and ESCO fees proposal.

Scott Mihalick, SSP Architects, presented a PowerPoint slide showing the ECMs and economics, the total project costs and estimated savings based on a 15-year term at 5% interest. Mr. Mihalick presented a PowerPoint slide showing the evaluation scoring matrix and stated that there were five evaluation criteria including company overview and qualifications, approach to ESP development and implementation, ability to implement project, project comprehensibility and savings projections, and ESCO fee proposal. Mr. Mihalick explained the two proposals and stated that the metrics included lighting upgrades, boilers, building management system, rooftop units, chillers, and VFDs on fans and pumps. Mr. Mihalick explained the differences of the two companies and the scoring in the matrix.

Mr. Scerbo stated that the full evaluation report is available for public review on the district website.

Mr. Conte presented a PowerPoint slide showing the next steps. Mr. Conte explained the next steps including the Board accepting the evaluation team's recommendation and award to Honeywell via resolution; investment grade audit by Honeywell; Honeywell to develop the Energy Savings Plan (ESP); independent verification of the ESP and BPU approval; selection of final energy savings measures; NJDOE project submissions and approvals; completion of financing; construction; and commissioning and verification of savings.

Mr. Scerbo stated that this is a long process and the Board has put in a lot of time to get to this point. Mr. Scerbo stated that it took a year to get to this point working through a free energy audit by the State of New Jersey, to issuing the RFP, and now getting responses. Mr. Scerbo stated that there will be

many more steps between here and the point at which the Board decides which project is best for the district. Mr. Scerbo stated that there may be a few presentations in the future as things progress.

Mrs. Barbosa thanked them. Mrs. Barbosa stated that they feel very confident with our team who put in months and months of work and still have months of work to go. Mrs. Barbosa asked when we will start seeing the savings.

Mr. Conte responded that the savings will be achieved as soon as something can be installed. Mr. Conte stated that there is a little bit of distance between here and construction. Mr. Conte explained the energy investment audit and the Energy Savings Plan and review. Mr. Conte stated that it may be twelve to eighteen months before construction can begin and then savings can be achieved. Mr. Conte stated that the investment that will be made upfront can also be offset by incentives.

Mrs. Carvalho asked if the money we receive will go into plant and property or does it go into the general fund.

Mr. Kennedy explained that we don't receive money and that we reduce our budgeted costs for energy based on the project's completion. Mr. Kennedy stated that if the savings aren't generated, then that is when the cash comes to the district.

Mrs. Moreno-Ortega thanked them for the presentation and stated that she wants to review the presentation. Mrs. Moreno-Ortega asked for a clarification of the state and federal incentives.

Mr. Conte stated that the State of New Jersey has committed to clean energy and explained some of the programs designed for local government. Mr. Conte stated that at this time the federal government does not have incentives for this. Mr. Conte stated that the utilities, such as PSE&G, will have incentives coming in the near future and as they roll out, we will address them in our project as much as we can.

Mr. Jacobs stated that this is a great opportunity for the district to make significant infrastructure improvements to many of our schools and major improvements to lighting for a more welcoming environment. Mr. Jacobs stated that this program is an up and up situation and one of the better things about this program is that we don't have to take it out of our budget. Mr. Jacobs stated that he looks forward to us reviewing this program and working with Mr. Couto and the team and Mr. Scerbo, Mr. Conte, and Mr. Mihalick deciding which projects we are going to make in our schools. Mr. Jacobs stated that they have heard many complaints about the conditions of our schools. Mr. Jacobs stated that this is a great opportunity for us to capitalize on something where we don't have to take the money out of the budget. Mr. Jacobs stated that almost all of our school buildings will see significant improvements.

Mrs. Barbosa stated that this is a win-win situation, a guaranteed savings, and we are going into a great program. Mrs. Barbosa stated that we have a great team to work with us and put us on the right path.

Director of Plant, Property and Equipment Luis Couto stated that this is a win-win program. Mr. Couto stated that we are doing the right thing for energy savings and this program allows us to invest in some old infrastructure that needs to be replaced without any impact on the budget of the district.

Mr. Conte stated that this program also has a carbon emission associated with it. Mr. Conte stated that not only will it be indirect but will also be using less fuel at your properties. Mr. Conte stated that there is an environmental benefit along with the financial savings and improvements to the facilities.

Mrs. Barbosa thanked them for the presentation.

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

Minutes of the Meeting of November 19, 2020
Secretary/Treasurer's Report for the Month of October 2020
Mrs. Barbosa asked if there were any questions.

Personnel Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa asked Chief of Operations Francisco Cuesta to provide a summary of the report.

Chief of Operations Francisco Cuesta gave a synopsis of the report.

Tuition Report

Mrs. Barbosa asked if there were any questions.

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

Authorizations Report

Mrs. Barbosa asked if there were any questions.

Finance and Accounting Report – Authorization to Pay Vouchers, etc.

Supplemental Finance and Accounting Report – Transfer of Funds

Mrs. Barbosa asked if there were any questions.

Award of Contracts Report

Supplemental Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Moreno-Ortega asked about the authorization to participate with Rutgers University.

Mrs. Hugelmeyer explained that the district is collaborating with Rutgers Department of Urban Education by distributing a survey to bilingual and ESL teachers to learn about their interest in obtaining additional endorsements and certifications.

Miscellaneous Communication – None

Claims List

Mrs. Barbosa asked if there were any questions.

Resolution – Dr. Martin Luther King, Jr.

Resolution – School Board Recognition Month

Resolution – Requisition for Taxes

Resolution – Energy Savings Improvement Plan Award

Resolution – Approving Sale of Out-of-Service School Busses

Resolution – Approval to NJ State Grant Program – Improve School Security

Resolution – Payment for Unused Sick Days

Resolution – Payment for Unused Vacation Days

Resolution – Approval of Employment Contracts for 2020-2021

Assistant Superintendents, School Business Administrator/Board Secretary

Resolution – Appointment of Nurse Coordinator – Marie Noonan

Resolution – Appointment of Principal – Doris Rich Farrell

Resolution – Appointment of Vice Principal – Nancy Carrero-Munoz

Resolution – Appointment of Vice Principal – Donald Steup

Resolution – Appointment of Vice Principal – Juan Metrio Sanchez

Resolution – Appointment of Supervisor of Mathematics 6-12 – Aaliyah McClinton

Resolution – Appointment of Supervisor of Science PreK-12 – Solomon Victor

Resolution – Submission of Project Applications – School Security Projects
Resolution – Insurance Coverage Vision Care – Eyemed Vision Care

Mrs. Barbosa asked if there were any questions on the above resolutions.

Mrs. Barbosa added the above to the agenda.

Mrs. Barbosa highlighted the Resolution for Approval to the NJ State Grant Program to Improve School Security. Mrs. Barbosa stated that this was brought to us from our students and is in conjunction with Alyssa's Law.

Mrs. Carvalho stated that three years ago students from Halsey requested we meet with them because they were concerned about an active shooter getting into the school and their safety. Mrs. Carvalho stated that we met with the students, with Assemblywoman Quijano, and we met with the Police Department. Mrs. Carvalho stated that we have had ongoing meetings for the last three years and because things have happened that we wish didn't happen this is finally coming to fruition. Mrs. Carvalho stated that we don't give up and we keep working to make our schools safe and listening to our students' needs.

Mrs. Barbosa stated that we are approving the submission of this and it is the beginning steps. Mrs. Barbosa stated that it is a big project in nineteen buildings to elevate the safety. Mrs. Barbosa stated that we have been working with Director of Security Matthew Glackin and Director of Plant Luis Couto and it has been a team effort.

Mr. Neron thanked Board President Barbosa and Board member Maria Carvalho for following up with this project. Mr. Neron stated that he remembers that they sat down with the students many years ago and it was a project that the students were very passionate about and adamant about implementing. Mr. Neron stated that he is happy of the commitment of the Board and the mission we put forth to see things come to fruition. Mr. Neron thanked everyone involved for the great work to complete the task.

Mrs. Moreno-Ortega excused herself from the meeting at 8:24 p.m.

On a motion by Mrs. Carvalho, seconded by Mrs. Pestana, the meeting was adjourned at 8:25 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Messrs. Jacobs, Neron, Mmes. Pestana, Barbosa – 8

Negative: None

Mrs. Barbosa opened the business meeting.

Present: Charlene Bathelus, Maria Carvalho, Iliana Chevres, Nathalie Hernandez, Jerry Jacobs, Rosa Moreno-Ortega, Stanley Neron, Stephanie Pestana, Diane Barbosa – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Chief of Operations Francisco Cuesta, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the community were present via an online platform.

Superintendent of Schools Olga Hugelmeyer introduced a video presentation honoring Board President Diane Barbosa by Governor Phil Murphy and City of Elizabeth Mayor Chris Bollwage.

Mrs. Barbosa thanked them and stated that this is all about you and our Elizabeth Public School family. Mrs. Barbosa stated that she loves what she does and hopes it shows.

Mrs. Barbosa introduced Superintendent of Schools Olga Hugelmeyer to present the Public Hearing on Harassment, Intimidation and Bullying and the Harassment, Intimidation and Bullying Investigative Results.

Superintendent of Schools Olga Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting January 1, 2020 and ending June 30, 2020. Mrs. Hugelmeyer stated that in July 2011, the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, chapter 122. Mrs. Hugelmeyer stated that in accordance with this law, all New Jersey public school districts must designate the first full week of October of each year as a “Week of Respect.”

Mrs. Hugelmeyer stated that during the Week of Respect, school districts are expected to organize activities, including but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board in September declaring the week of October 7-11, 2019 as the Week of Respect and each of our schools planned appropriate activities for this week.

Mrs. Hugelmeyer stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46, two times each year between September 1 and December 31 and between January 1 and June 30, the school board shall hold a public hearing at which the Chief School Administrator will report to the Board of Education and the public any acts of harassment, intimidation and bullying which occurred during the reporting period.

Mrs. Hugelmeyer stated that from January 1, 2020 through June 30, 2020, there were 154 HIB investigations completed by appropriate school staff. Mrs. Hugelmeyer stated that of those cases investigated, 57 were confirmed cases of HIB and were affirmed by board members. Mrs. Hugelmeyer stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates and Anti-Bullying Coordinator conducted these investigations including Lisa Baginski-Matlosz, Laura Bellevue, Maria Brito, Sarah Brown, Shayra Bustamante, Maria Carbrera, Yomaira Carrero-Iglesia, Jason Colcol, Aleina Cuza-Murray, Lauren Delgado, Guadalupe Ferriero, Christine Flaherty, Ada Flores, Nafeesa Freeman, Andreia Giuca, Daniela Grinienko, Jennifer Hernandez, Wilma Helm, Safiyyah Howell, Chanise Hurst, Dani Iemola, Kenyetta Jackson, Sara Laface, Jasmine Lee, Linda Lewis, Cindy Lichtenstein, Melvin Luciano, Wendy Maravi, Dinorah Mejia, Kerry O’Connor, Melanie Padilla, Kristina Pedulla, Fabi Ramos, Christine Rappa, Colleen Reynolds, Ashley Rully, Tanya Santucci, Antonio Sapio, Rosaria Scaff, Ilona Sekiewicz, Lourdes Soto, Denise Uniacke, Veronica Vega, Sofia Verma, Maria Vindas, Chanel Williams, Kristen Zarczynska, Michele Zuber, Theresa Zucosky, Peter Vosseler, and Heather Savage-Ford.

Mrs. Hugelmeyer stated that there were 4 incidents founded based on race/ethnic origin, 1 incident based on color, 0 incidents based on religion, 1 incident based on ancestry, 5 incidents based on gender, 4 incidents based on sexual orientation, 1 incident based on gender identity or expression, 5 incidents based on mental, physical or sensory disability, and 51 incidents based on other targeted bases. Mrs. Hugelmeyer stated that of the founded incidents, 48 incidents were verbal, 22 incidents were physical, and 14 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there were 44 out-of-school suspensions, 48 in-school detentions, and 25 other disciplinary actions. Mrs. Hugelmeyer stated that additional services such as in-school counseling, skill development, referral for outside treatment resources, professional development, parent conferences and behavioral intervention were offered to involved students.

Mrs. Hugelmeyer stated that between January 1, 2020 and June 30, 2020, the district provided appropriate HIB training to school counselors and social workers, and to new staff and support staff in the district. Mrs. Hugelmeyer stated that the district also provided the two-hour State required HIB training for each five-year developmental period to certified staff throughout the district. Mrs. Hugelmeyer stated that, additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates. Mrs. Hugelmeyer stated that non-certificated staff

also received training. Mrs. Hugelmeyer stated that new school level administrators and new HIB staff received training in the HIBster reporting program.

Mrs. Hugelmeyer stated that from January 1, 2020 through June 30, 2020 there were 277 total incidents districtwide which includes 145 incidents of violence, 31 incidents of vandalism, 47 substance abuse incidents, and 8 weapons incidents.

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

Supervisor of Schools Olga 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. Barbosa thanked Mrs. Hugelmeyer for the reports.

Mrs. Barbosa asked for a motion to approve the entire agenda.

Minutes of the Meeting of November 19, 2020

Secretary/Treasurer's Report for the Month of October 2020

Personnel Report

Tuition Report

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

Authorizations Report

Finance and Accounting Report – Authorization to Pay Vouchers, etc.

Supplemental Finance and Accounting Report – Transfer of Funds

Award of Contracts Report

Supplemental Award of Contracts Report

Miscellaneous Communication – None

Claims List

Resolution – Dr. Martin Luther King, Jr.

Resolution – School Board Recognition Month

Resolution – Requisition for Taxes

Resolution – Energy Savings Improvement Plan Award

Resolution – Approving Sale of Out-of-Service School Busses

Resolution – Approval to NJ State Grant Program – Improve School Security

Resolution – Payment for Unused Sick Days

Resolution – Payment for Unused Vacation Days

Resolution – Approval of Employment Contracts for 2020-2021

Assistant Superintendents, School Business Administrator/Board Secretary

Resolution – Appointment of Nurse Coordinator – Marie Noonan

Resolution – Appointment of Principal – Doris Rich Farrell

Resolution – Appointment of Vice Principal – Nancy Carrero-Munoz

Resolution – Appointment of Vice Principal – Donald Steup

Resolution – Appointment of Vice Principal – Juan Metrio Sanchez

Resolution – Appointment of Supervisor of Mathematics 6-12 – Aaliyah McClinton

Resolution – Appointment of Supervisor of Science PreK-12 – Solomon Victor

Resolution – Submission of Project Applications – School Security Projects

Resolution – Insurance Coverage Vision Care – Eyemed Vision Care

Mrs. Barbosa asked for a motion and second to accept the agenda.

A motion was made by Mrs. Carvalho, seconded by Mrs. Pestana, that the above be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho (abstain- Resolution Approval of Employment Contracts for 2020-2021), Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron (abstain- Resolution – Approval of Employment Contracts for 2020-2021), Mmes. Pestana, Barbosa – 9

Negative: None

Mrs. Barbosa stated that this has been a year like no other. Mrs. Barbosa stated that it touched our health, many of our homes, and many of our families and friends have endured COVID-19 and it is very painful. Mrs. Barbosa stated that it is very difficult to sit here being in the health profession and supposedly having medicine to make you better but we don't have medicine to make you better. Mrs. Barbosa stated that we are going to get there and the vaccine is out and that is just one element. Mrs. Barbosa stated that we have to keep on with all the protocols to keep safe including masks and hand sanitizers. Mrs. Barbosa stated that we need to keep ourselves healthy.

Mrs. Barbosa expressed her gratitude for the love from everyone. Mrs. Barbosa stated that she is very thankful for being in this position as they progressed through this year. Mrs. Barbosa stated that there were difficult times and difficult calls that she had to make to the Board. Mrs. Barbosa thanked the team members for their support, hard work and for rising to the occasion. Mrs. Barbosa thanked the parents that brought these computers in their living rooms and had class with their children. Mrs. Barbosa stated that we did it and it's not over but we have to continue modifying and altering but we have to make it better. Mrs. Barbosa stated that we rise to the occasion keeping our education at hand and our safety.

Mrs. Carvalho thanked Mrs. Barbosa for her encouragement and support this year. Mrs. Carvalho wished everyone happy holidays. Mrs. Carvalho thanked everyone at the Elizabeth Board of Education for everything they do for our children and stated that this is truly a team effort. Mrs. Carvalho stated that we are just one big puzzle and one of our puzzle pieces is missing and we just can't seem to work. Mrs. Carvalho thanked everyone.

Mrs. Barbosa thanked Board Attorney Jonathan Williams who is always one call away and has always been there and has always answered all our questions. Mrs. Barbosa stated that there are secret angels who have helped her through this process and helped her navigate the world of words and found the right words to get us through this year. Mrs. Barbosa stated that we work together and we are a team with all of our Board members. Mrs. Barbosa thanked the Board members and stated that she is truly honored to serve with them. Mrs. Barbosa thanked everyone in the Elizabeth Public School family. Mrs. Barbosa stated that may God bless you and wished everyone happy holidays, Merry Christmas, Happy Kwanza, and Happy New Year.

On a motion by Ms. Bathelus, seconded by Mr. Neron, the meeting was adjourned at 8:49 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mmes. Pestana, Barbosa – 9

Negative: None

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