

BOARD OF EDUCATION  
(Official)

July 16, 2020  
Elizabeth, New Jersey

The combined regular agenda and business meeting of the Board of Education was called to order on July 16, 2020 at 6:30 p.m. in the Multipurpose Room of the Donald Stewart Center for Early Childhood Education School No. 51. The Board is physically conducting the meeting at this location, however, in an effort to encourage social distancing and to preserve the health and safety of the Board, members of the public and the entire community and State, the meeting is open to the public using an on-line platform.

Board President Diane Barbosa presented the following statement at 6:40 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 on-line platform was sent to The Star Ledger and Cablevision of Elizabeth on July 14, 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.

This meeting was previously noticed to be held in the Multipurpose Room of the Donald Stewart Center for Early Childhood Education School No. 51. The Board is physically conducting the meeting at this location, however, in an effort to encourage social distancing and to preserve the health and safety of the Board, members of the public and the entire community and State, the meeting is open to the public using an on-line platform.

There will be an on-line public portion for citizens to address the Board. Participants for the public portion must register on-line 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 on-line 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](mailto: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 (arr. 7:05 p.m.), Maria Carvalho, Iliana Chevres, Nathalie Hernandez, Jerry Jacobs (via online platform), Rosa Moreno-Ortega, Stanley Neron, Stephanie Pestana (arr. 6:55 p.m. via online platform), Diane Barbosa – 9

Absent: None

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

Mrs. Barbosa called for a moment of silence for all who have passed away, all those who are suffering, and for Agnes Barone, secretary at John Marshall School No. 20 and Trudy Knight, custodian at the High School Welcome Center.

Pledge of Allegiance

National Anthem

The national anthem of Colombia was played.

Pledge of Ethics

Mrs. Barbosa introduced a video presentation honoring the independence day of Colombia.

Mrs. Moreno-Ortega stated that July 20<sup>th</sup> is the independence day of Colombia and thanked the Colombian community for their support to the development of this great City of Elizabeth in the areas of commerce, education, culture, and service. Mrs. Moreno-Ortega stated that it is a great honor to be Colombian and representing you on the Board of Education.

Mrs. Barbosa stated that throughout the pandemic the District, the administration and the Board of Education have made and continually try to make decisions on what is best for our students, community, and staff based on one primary fact, their health and well-being. Mrs. Barbosa stated that we make our decisions based on the data in the health sciences and that is how we are going to continue to make our decisions even on the upcoming school year. Mrs. Barbosa stated that we know there are so many questions and concerns. Mrs. Barbosa stated that we have received over 1,800 FaceBook comments which we went over and highlighted. Mrs. Barbosa stated that we continually receive emails from our parents which we are so grateful for and our community members. Mrs. Barbosa stated that we bring it all into a bucket and we have been receiving them even into the month of July. Mrs. Barbosa stated that our PTA/PTO presidents, ESEPAC president, and BSEPAC president have suggested that parents have access to medical professionals and that is why we created a panel with medical and health experts. Mrs. Barbosa stated that we relied on them for health guidance throughout and we wanted the community to hear directly from them. Mrs. Barbosa stated that not all questions directly related to our new school year could be answered at this time because of circumstances related to COVID-19. Mrs. Barbosa stated that the circumstances keep changing, the information and data keep changing and we need the community to have patience and understand that this situation is fluid and will continue to be fluid. Mrs. Barbosa stated that we need the community to understand that we hear them and we see them. Mrs. Barbosa stated that we see the emails and we hear the concerns. Mrs. Barbosa stated that there are over 1,000 questions and concerns that have been coming to the Board members. Mrs. Barbosa stated that she, as a Board member and a parent, has 1,001 concerns and stated that we will support your voice. Mrs. Barbosa stated that they are here to support our community, our parents, and our students. Mrs. Barbosa stated that we need your patience and understanding and when you email we do see them and we do hear you.

Mrs. Barbosa stated that to understand what the timeline looks like we need to go back to June 26<sup>th</sup> when our Governor gave us a statement of guidance of what we needed to do and what our mission was to do. Mrs. Barbosa stated that we quickly started to convene as a Board with our restart committees bringing us to Board of Education committee meetings on July 1<sup>st</sup> and 2<sup>nd</sup>. Mrs. Barbosa stated that on July 6<sup>th</sup> we met with our physician and our Superintendent presented the options and a survey. Mrs. Barbosa stated that on July 9<sup>th</sup> we had our PTA/PTO meeting and also had a wonderful conversation with the EEA and teachers. Mrs. Barbosa stated that this gathering information was step one. Mrs. Barbosa stated that we are gathering information for the development of a plan as the Governor has told us to move forward. Mrs. Barbosa stated that it is necessary for you to understand that we are operating under some specific requirements of the Governor and the New Jersey Department of Education which read, “absent a change in public health data, public schools will open for in-person instruction and operations in some capacity at the beginning of the 2020-2021 school year.” Mrs. Barbosa stated that we must comply with the CDC, state, and local guidelines and we have been relying on our local health officials since March and are relying on them even more now. Mrs. Barbosa stated that we must practice social distancing and this will mean dramatically reduced capacity in our classrooms and buildings. Mrs. Barbosa stated that we have spoken in great depth with our parents, our PTO/PTA presidents, city, county and state officials, the leadership of employee unions, the police department, and the health department. Mrs. Barbosa stated that we received thousands of comments on FaceBook Live presentations, surveyed the attitudes of thousands of parents, and we saw and spoke with hundreds of parents. Mrs. Barbosa stated that we are out there as Board members and we see you, we hear you, and we are gathering as much information from our stakeholders as possible.

Mrs. Barbosa stated that today we will focus on the health and starting point of all of our decisions. Mrs. Barbosa stated that we have a panel of community physicians that know our families and that know the City that we are living in to come and give us some guidance, some information on what is going on currently, what they foresee for the future, what they have seen, and their medical expertise to help us in

this phase. Mrs. Barbosa introduced our panel of health professionals including City Health Officer Mark Colicchio; Dr. Guillermo Munoz, Chief Medical Inspector for the Elizabeth Board of Education and internist in Elizabeth; Dr. Rolando Lozano, pediatrician in Elizabeth; Dr. Carlos Remolina, Division Chief of Pulmonology at Trinitas Regional Medical Center; Dr. Pedro Cordero, vascular surgeon; and Jose Polanco, Advance Practice Nurse who specializes in urgent care and hospital medicine at Trinitas Regional Medical Center and Robert Wood Johnson. Mrs. Barbosa welcomed them and stated that they are here to help the parents, the Board members, and the community understand the health data and statistics.

Mrs. Barbosa stated that we compiled a list of questions from the parental concerns we received and asked the panel of medical and health professionals to respond. Mrs. Barbosa presented a PowerPoint slide showing the first two questions, “Are our students going to be safe returning to school? Will opening schools lead to a second wave and lockdown?” Mrs. Barbosa asked the panel of medical and health professionals to respond. Mrs. Barbosa presented a PowerPoint slide with the next two questions, “How will immune-compromised staff or students be accommodated? If people have conditions on the CDC’s list of higher risk factors are districts required to provide further accommodations?” and asked the panel of medical and health professionals to respond. Mrs. Barbosa presented a PowerPoint slide with the statement, “Many schools are not air-conditioned and scientists have brought up concerns about heat exhaustion brought on by masks.” and the question, “How can the district mitigate this risk?” Mrs. Barbosa asked the panel of medical and health professionals to respond. Mrs. Barbosa presented a PowerPoint slide with the next two questions, “Can in-school transmission occur? Has any consideration been given to the viral load teachers may be exposed to?” and the statement, “Special area teachers and content area specialists (secondary) are often exposed to hundreds of students.” Mrs. Barbosa asked the panel of medical and health professionals to respond. Mrs. Barbosa presented a PowerPoint slide with the statement, “The use of nebulizers for administration of asthma medications could aerosolize COVID-19.” and asked, “Will the use of nebulizers be prohibited in the health office?” Mrs. Barbosa asked the panel of medical and health professionals to respond. Mrs. Barbosa presented the next PowerPoint slides and asked the panel of medical and health professionals to respond to the following questions, “What do you do with an asymptomatic person? If a student or staff is to quarantine at home due to a family exposure, as identified by the Health Department, for either positive or due to being a close contact to a case, will the school be notified promptly with the quarantine effective dates? Will students that are sent home or report possible COVID-19 symptoms be required to return with a medical note? If a family does not have insurance, will they be allowed to return without a medical note after isolation for 7-10 days or need to be symptom-free or have a negative COVID-19 test? Can you explain the process for contact tracing? If one student exhibits COVID-19 symptoms, does that mean the teacher and the rest of the class have to quarantine for 14 days? Are the siblings of the student that exhibits COVID-19 symptoms also excluded from school and quarantined for 14 days? Are students usually asymptomatic? If so, should daily temperature screening be done at the school and before boarding a bus? Are there enough tests available for our schools to have school-based testing? Are schools with no air-conditioning safe for our schools and staff? Can students carry COVID-19 back to their home and expose their family? Should students and staff be tested prior to the reopening of schools? With the focus being on sanitizing on a frequent basis, how can parents be assured that the chemicals being used will not affect asthmatic students and staff? How often should classrooms be sanitized throughout the day?” The medical and health professionals gave their responses and recommendations. Mrs. Barbosa stated that they appreciate the recommendations of the medical and health professionals and thanked them for attending tonight.

Mrs. Moreno-Ortega thanked the medical and health professionals for being here tonight.

Mr. Neron thanked the doctors for taking time out of their busy schedules. Mr. Neron stated that they spent a lot of time with us tonight and it gives us peace that all of you are actually on the same page. Mr. Neron stated that our ultimate concerns are the safety of our children and making sure that they can go back to education safe and sound and that we protect our staff. Mr. Neron stated that is our biggest concern. Mr. Neron stated that there is no need to reinvent the wheel but there are a lot of questions and concerns that parents have day in and day out that concern them.

Mrs. Barbosa called for a short recess at 9:05 p.m.

The Board reconvened in public session at 9:19 p.m.

Mrs. Barbosa thanked the doctors for coming and the families at home watching. Mrs. Barbosa stated that it was very important to hear from the medical professionals about this as we proceed forward. Mrs. Barbosa stated that on July 6<sup>th</sup> there was a presentation about a survey with options that was given to our parents. Mrs. Barbosa introduced the Superintendent to present the Survey Results for the Parent Survey and School Reopening for September 2020.

Superintendent Olga Hugelmeyer presented the Survey Results for the Parent Survey and School Reopening for September 2020. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the parent surveys were administered beginning July 7, 2020 and tonight the results through July 15, 2020 are being reported. Mrs. Hugelmeyer stated that Google Docs was used to administer the survey and the survey links are available to parents/guardians via the District's webpage and email. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the surveys are available in English, Spanish, Portuguese, Haitian Creole, and Arabic. Mrs. Hugelmeyer stated that a total of 9,236 surveys were collected and assuming roughly 17,500 families in the district, this represents a response rate of 53%. Mrs. Hugelmeyer stated that the survey contained questions regarding parent/guardian's attitudes concerning school reopening in September 2020. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the total number of responses as of July 15, 2020 is 9,236 with 6,187 in English, 2,799 in Spanish, 196 in Portuguese, 29 in Arabic, and 25 in Haitian Creole. Mrs. Hugelmeyer thanked Board member Charlene Bathelus for her efforts in reaching out to the Haitian community to complete their surveys. Mrs. Hugelmeyer presented a PowerPoint slide showing the breakdown of responses received by grade level. Mrs. Hugelmeyer presented a PowerPoint slide showing the first survey question, "How do you feel about schools reopening for September 2020?" and stated that of the 9,236 responses 18.3% responded it's time, 48.6% responded it's too soon, and 33.1% responded not sure. Mrs. Hugelmeyer presented a PowerPoint slide with the next survey question, "If eligible for transportation to and from school, are you willing to allow your child to ride the bus?" and stated that 27.7% responded yes and 72.3% responded no. Mrs. Hugelmeyer presented a PowerPoint slide with the statement and question, "We will require our students to use a face mask. Do you agree with this recommendation?" and stated that 63.7% responded yes, 19.3% responded no, and 17.1% responded not sure. Mrs. Hugelmeyer presented a PowerPoint slide with the question, "Will you send your children back to school in September 2020?" and stated that 17.6% responded yes, 22.2% responded no, and 60.3% responded it depends on COVID-19 cases. Mrs. Hugelmeyer presented a PowerPoint slide showing the preferred scheduling options from most preferred to least preferred. Mrs. Hugelmeyer stated that 44.2% of respondents chose Learn at Home as their first choice, 40.0% of respondents indicated In Person Every Other Day as their first choice, and 15.7% of respondents indicated In Person Every Other Week as their first choice.

Mrs. Hugelmeyer stated that it is important that we talk about our next steps. Mrs. Hugelmeyer stated that her personal opinion is that we put as much information out to our parents. Mrs. Hugelmeyer stated that we are entering a critical phase with the development of a plan. Mrs. Hugelmeyer stated that we had two weeks in which we had received a great deal of input from our parents and various community groups which has been very helpful. Mrs. Hugelmeyer stated that this evening we spent several hours listening to our doctors which was incredibly informative. Mrs. Hugelmeyer stated that we will be presenting the plan on August 11, 2020 and also providing our community a second survey in which they will have the opportunity to make their final decision. Mrs. Hugelmeyer stated that this survey has certainly helped us.

Mrs. Barbosa thanked Superintendent Hugelmeyer for the presentation and for bringing us to the understanding of the timeline. Mrs. Barbosa stated that we are in a developmental phase of this plan and on June 26<sup>th</sup> the Governor issued an order for us to develop an in-person plan. Mrs. Barbosa stated that is what we are doing and these two weeks we gathered information. Mrs. Barbosa stated that emails were sent and information received and parents have questions and concerns that we bring back to the table. Mrs. Barbosa stated that we have nine Board members and we bring the concerns back to the table so don't feel that you are not heard. Mrs. Barbosa stated that they are being heard, we see you, and we hear you. Mrs. Barbosa stated that we are moms just like you and are nervous just like you about what will happen in September and about how our children will be educated and how is my child being kept safe. Mrs. Barbosa stated that they are the two most important points for families at home to understand and that is our priority.

Mrs. Barbosa stated that she along with the rest of the Board members and the Superintendent sit here with heartfelt concerns but our promise to you, students, parents, and community, is to educate your child and keep them safe. Mrs. Barbosa stated that we will do that and we will carry those two elements on our shoulders because that is what we do.

Mrs. Barbosa thanked the public speakers for waiting and being so patient. Mrs. Barbosa stated that they hear you and see you and this is the time to bring your concerns. Mrs. Barbosa stated that it was appropriate to share the survey results and have our medical panel.

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](mailto: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.”

Mr. Kennedy stated that he will call upon the participants in the order in which they registered on-line to speak. Mr. Kennedy called upon the first public participant, Christina Moreira, to address the Board.

Christina Moreira asked why the public was barred from the meeting.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called upon the next public participant, Lynda Dellipoali, to address the Board.

Lynda Dellipoali stated that many students live in a home where parents and caretakers are at high risk.

Mrs. Barbosa thanked her for her comments.

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

Maria Lorenz spoke about special education and the special education PTA.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called upon the next public participant, Diana Garces-Torres, to address the Board.

Diana Garces-Torres asked how they are going to keep special needs students safe.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called twice upon the next public participant, Eleni Demetriou, to address the Board. Eleni Demetriou did not respond.

Mr. Kennedy called twice upon the next public participant, Maribel Villalobos, to address the Board. Maribel Villalobos did not respond.

Mr. Kennedy called twice upon the next public participant, Pamela Ortiz, to address the Board. Pamela Ortiz did not respond.

Mr. Kennedy called twice upon the next public participant, Coral Ramirez, to address the Board. Coral Ramirez did not respond.

Mr. Kennedy called twice upon the next public participant, Luisa Morales, to address the Board. Luisa Morales did not respond.

Mr. Kennedy called twice upon the next public participant, Juan Martinez, to address the Board. Juan Martinez did not respond.

Mr. Kennedy called twice upon the next public participant, Christopher Vega, to address the Board. Christopher Vega did not respond.

Mr. Kennedy called twice upon the next public participant, Susana Rodriguez, to address the Board. Susana Rodriguez did not respond.

Mr. Kennedy called twice upon the next public participant, Homero Gonzalez, to address the Board. Homero Gonzalez did not respond.

Mr. Kennedy called twice upon the next public participant, Claudia Urioste, to address the Board. Claudia Urioste did not respond.

Mrs. Pestana excused herself from the meeting at 10:00 p.m.

Mr. Kennedy called upon the next public participant, Helen Cruz, to address the Board.

Helen Cruz stated that she is concerned about masks and cleaning in schools.

Mr. Neron commented that the State of New Jersey has options to keep children at home.

Mrs. Hugelmeyer stated that the Governor and Commissioner of the Department of Education are deciding and have not determined as yet.

Mr. Kennedy called twice upon the next public participant, Samad Siddiqui, to address the Board. Samad Siddiqui did not respond.

Mr. Kennedy called twice upon the next public participant, Ivonne Hernandez, to address the Board. Ivonne Hernandez did not respond.

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

Kason Little spoke about the lack of community input.

Mrs. Barbosa thanked him for his comments.

Mr. Kennedy called twice upon the next public participant, Carol Rhode, to address the Board. Carol Rhode did not respond.

Mr. Kennedy called twice upon the next public participant, Oscar Ortiz, to address the Board. Oscar Ortiz did not respond.

Mr. Kennedy called upon the next public participant, Tina Rodriguez, to address the Board.

Tina Rodriguez stated that she is the president of the School No. 6 PTO and asked about high risk students and the cafeteria.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called twice upon the next public participant, Lupe Padron-Fajardo to address the Board. Lupe Padron-Fajardo did not respond.

Mr. Kennedy called twice upon the next public participant, Alejandra Molano, to address the Board. Alejandra Molano did not respond.

Mr. Kennedy called twice upon the next public participant, Daisy Pedreros, to address the Board. Daisy Pedreros did not respond.

Mr. Kennedy called twice upon the next public participant, Patricia Carballo, to address the Board. Patricia Carballo did not respond.

Mr. Kennedy called twice upon the next public participant, Gabriel Araujo, to address the Board. Gabriel Araujo did not respond.

Mr. Kennedy called twice upon the next public participant, Iris Medina, to address the Board. Iris Medina did not respond.

Mr. Kennedy called twice upon the next public participant, Maria Echavarria, to address the Board. Maria Echavarria did not respond.

Mr. Kennedy called twice upon the next public participant, Michele Marmelo, to address the Board. Michele Marmelo did not respond.

Mr. Kennedy called twice upon the next public participant, Christina Rangel, to address the Board. Christina Rangel did not respond.

Mr. Kennedy called twice upon the next public participant, Adela Rodriguez, to address the Board. Adela Rodriguez did not respond.

Mr. Kennedy called twice upon the next public participant, Brenda Diaz, to address the Board. Brenda Diaz did not respond.

Mr. Kennedy called twice upon the next public participant, Sergio Azevedo, to address the Board. Sergio Azevedo did not respond.

Mr. Kennedy called twice upon the next public participant, Rossy Lima, to address the Board. Rossy Lima did not respond.

Mr. Kennedy called twice upon the next public participant, Yenny Cedenio, to address the Board. Yenny Cedenio did not respond.

Mr. Kennedy called twice upon the next public participant, Lesly Martinez, to address the Board. Lesly Martinez did not respond.

Mr. Kennedy called twice upon the next public participant, Barbara Rebelo, to address the Board. Barbara Rebelo did not respond.

Mr. Kennedy called twice upon the next public participant, Diana Vivanco, to address the Board. Diana Vivanco did not respond.

Mr. Kennedy called twice upon the next public participant, Melina Techera, to address the Board. Melina Techera did not respond.

Mr. Kennedy called upon the next public participant, Jason DeSousa to address the Board.

Jason DeSousa, graduate of J. Christian Bollwage Finance Academy, spoke about investing in nurses and counselors instead of having police and metal detectors.

Mrs. Barbosa thanked him for his comments.

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

Danielle Fienberg spoke about COVID-19 and special needs students.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called upon the next public participant, Laura Saavedra, to address the Board.

Laura Saavedra, graduate of J. Christian Bollwage Finance Academy, spoke about the need for more full-time nurses and counselors and fewer security guards.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called upon the next public participant, Tariq Ashour, to address the Board.

Tariq Ashour, student at Elizabeth High School-Frank J. Cicarell Academy, spoke about the need for more counselors and stated that there are more security guards than counselors.

Mrs. Barbosa thanked him for his comments.

Mr. Kennedy called twice upon the next public participant, Natasha Delgado, to address the Board. Natasha Delgado did not respond.

Mr. Kennedy called upon the next public participant, Diego Flores, to address the Board.

Diego Flores, student at Alexander Hamilton Preparatory Academy, stated that he is part of the student government and spoke about the death of six teachers due to COVID-1. Mr. Flores stated that there won't be any fundraisers and asked if the Board of Education can donate funds to the Class of 2021.

Mrs. Barbosa thanked him for his comments.

Mr. Kennedy called upon the next public participant, Bushra Zaman, to address the Board.

Bushra Zaman, student at Elizabeth High School-Frank J. Cicarell Academy, spoke about the need for more guidance counselors.

Mrs. Barbosa thanked her for her comments.



Mr. Kennedy called twice upon the next public participant, Essam Jacob, to address the Board. Essam Jacob did not respond.

Mr. Kennedy called twice upon the next public participant, Michael Asparrin, to address the Board. Michael Asparrin did not respond.

Mr. Kennedy called upon the next public participant, Juliet Meneses, to address the Board.

Juliet Meneses, student at John E. Dwyer Technology Academy, stated that they need less security guards and more counselors at school.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy called twice upon the next public participant, Dina Iturrey, to address the Board. Dina Iturrey did not respond.

Mrs. Barbosa asked if there was anyone online who was not able to respond when called earlier.

Pamela Ortiz stated that she wasn't able to respond earlier. Ms. Ortiz stated that she has a petition to have a representative from the parent group to be part of the reopening committee.

Mrs. Barbosa thanked her for her comments.

Eleni Demetriou stated that she wasn't able to respond earlier. Mrs. Demetriou stated that she sent emails in May requesting a task force for school reopening and spoke about parent and community involvement.

Mrs. Barbosa thanked her for her comments.

Mr. Kennedy stated that there were no other public participants registered to address the Board.

Mrs. Barbosa requested that the participants who registered on-line to speak at this meeting and were not able to respond when individuals were called to participate using the on-line platform be contacted via email. Mrs. Barbosa stated that if they would like to participate they may email their comments to the Secretary of the Board at [kennedha@epsnj.org](mailto:kennedha@epsnj.org). and emails received will be spread in full in the Official Board Minutes of this meeting.

Mr. Kennedy stated that the total time of public comment was more than 60 minutes. Mr. Kennedy stated that he received emails prior to the start of the meeting from people who did not want to participate in the audio portion of the meeting and the emails will be spread in full in the Official Board Minutes of this meeting.

Mr. Kennedy received the following email from Jessica Coyne:  
“ My questions for the board meeting tomorrow are below:

1. What measures will be taken if a student or staff member passes away? How will the students and staff members of the building be successfully monitored so their own mental health does not plummet if their own friend or teacher passes away?
2. Will there be worker's compensation for a staff member if they contract COVID-19? Or if they pass it to someone else at home and it becomes fatal?

3. How will substitute teachers be handled if multiple teachers have to call out due to quarantine restrictions? Will these teacher's students be split up and if so, how will social distancing be monitored?

4. How will students be monitored in classrooms so they comply with social distancing guidelines and they keep their face masks on?

5. How will we know if kids are healthy enough to return to school when parents send them to school when they have the flu and other sicknesses prior to COVID?

Thank you!"

Mr. Kennedy received the following email from Elizabeth Loomis:

"I would like to submit the following as a question for tomorrow's board meeting.

As an early childhood educator, I am concerned that I will not be able to meet the social, emotional, or academic needs of my students while adhering to the CDC guidelines of social distancing. From an academic standpoint, it is very hard to teach 5 and 6 year old children without being in close proximity to them. More so, from an emotional standpoint, I am concerned that I will not be able to safely meet their needs as they will undoubtedly have fear, apprehension, and uneasiness with school (as they do every year, but will undoubtedly have more of this year); how am I expected to console the sad student, or help alleviate the uneasiness of the new kindergartener? My biggest fear is that I will not be able to tell parents this year, as I have every year prior, that I will treat their children the way I would want my own children to be treated in my absence. What guidance does the board have on this topic?

Thank you kindly."

Mr. Kennedy received the following email from Jason George:

"My wife and I both work as teachers in the Elizabeth school system. Our nine year old daughter was diagnosed with cardiomyopathy at birth. One of her heart walls is enlarged. My concern for her when the virus outbreak began has been, it seems to challenge people with more difficulties when they have existing problems. Keeping her safe has been my number one priority. Will consideration be made for teachers who have family members with existing problems or they themselves have them as well?

Thank you, Jason George school #19 And Bertha George school #9"

Mr. Kennedy received the following email from Ellen Glynn:

"Good evening,

I have been an Elizabeth Board of Ed educator for over two decades. I love teaching and I love my students but like so many of my colleagues I have major concerns regarding the opening of our schools. I am only highlighting two concerns tonight due to time constraints but there are many more.

We were informed by the union that high school will be periods 1-8 and students will switch classes. This causes staff and students alike to come in contact with 60-75 people daily just in class alone (this is if we are at half capacity). Each student will then enter different classes with different staff and students, this combination causes our contact levels to grow at a level I am not comfortable with. There has to be a safer and better way to address the needs of our high school students and staff.

I am also very concerned with the lack of ventilation within our aging facilities. Many many classroom do not have proper or any ventilation. This worries me on a regular year regarding extreme heat but now we added the threat of a deadly virus. Current research regarding covid-19 states that virus aerosols can remain in spaces for hours without proper ventilation, we do not have that! This is not safe for staff or students.

Last spring we had teachers sick with covid within my school building and lost staff to complications of this disease. It was devastating and traumatic for students and staff. We can not lose anymore! I understand in person learning is mandated from the governor but I implore you to petition to continue virtual learning until plans are in place to create safe air, safe space and safe distance for our school community.

There is nothing I want more to return to school as normal but our facilities can not accommodate a safe reopening.

Thank you and stay well."

Mr. Kennedy received the following email from Ann Marie Calzolari:

“Good evening, below is a letter to Cranford families about the approaching school start. I realize the entire text cannot be read during this meeting but it can be published in the board minutes. The greatest difference from Elizabeth is that all options in Cranford include single session to avoid lunch in classrooms or the in cafeterias. This does not mean families in need would not get free or reduced meals. Those would still be available via grab and go. Please consider this for all the options. Thank you.

BEGIN TEXT:

It is important to note that some districts announced their intentions to bring back all of their students every day based on guidance from the American Academy of Pediatrics (AAP) which supports social distancing of 3 feet. However, the State has since clarified that school districts must use the NJDOE guidance based on the CDC social distancing guidelines which currently recommend 6 feet. Although this may change in the future, districts must adhere to the most current guidelines. Therefore, please be advised that the plans below may shift should there be changes in State guidance and / or District circumstances.

Plan A (based on current State guidance which states that districts use 6 feet as their social distancing standard includes):

Preschool - 5: Schools will be open to all elementary school students every day, on a modified schedule, which will roughly follow a single session day (no lunch/ recess period). Teachers will livestream what is taking place in the front of the room so that students who remain on virtual instruction can follow along with the class from home. Please note that Preschool and ½ day K will meet every day for 2.5 hours.

6 - 8: Middle School students will be split into two cohorts where one group will attend school in-person on Mondays and Wednesdays and alternating Fridays and another group will attend school in-person on Tuesdays and Thursdays and alternating Fridays. Each cohort will attend school on a modified schedule, which will roughly follow a single session day (no lunch). Teachers will livestream what is taking place in the front of the room so that students who are not scheduled to be in-person or who remain on virtual instruction can follow along with the class from home.

9-12: High School students will be split into three cohorts where each group will attend school in-person every third day. Each cohort will attend school on a modified schedule, which will roughly follow a single session day (no lunch). Teachers will livestream what is taking place in the front of the room so that students who are not scheduled to be in-person or who remain on virtual instruction can follow along with the class from home.

Plan B (Should the State amend its requirements and allow districts to use 3 feet with face coverings as the social distancing guidelines):

1. Schools will be open to all students every day, on a modified schedule, which will roughly follow a single session day (no lunch/ recess period).

2. Teachers will livestream what is taking place in the front of the room so that students who remain on virtual instruction can follow along with the class from home.

Important items of note for plans A or B:

1. Parents may opt to have their children remain on virtual instruction.

2. All faculty and students will have their temperature checked prior to gaining entrance to school. We will require that anyone exhibiting symptoms of any illness remain home from school.

3. The NJDOE guidance states the following, “School staff and visitors are required to wear face coverings unless doing so would inhibit the individual’s health or the individual is under two years of age. Students are strongly encouraged to wear face coverings and are required to do so when social distancing cannot be maintained, unless doing so would inhibit the student’s health.”

4. Special Education programming will be based on each child’s IEP and may entail supplemental and extended programming.

5. Time will be provided during the day to allow for handwashing, mask “breaks,” snack, and physical movement.

6. Free and Reduced lunches (Grab Go) will be provided for those who qualify.

7. We recognize that an early dismissal schedule is a hardship for some families. However, serving lunch by congregating large numbers of students in lunchrooms is problematic and so is having students eat lunch in classrooms, as it requires the removal of face coverings and the potential introduction of allergens. Additionally, Governor Murphy’s executive order does not currently allow in-person dining in

restaurants; therefore, it would make it difficult to justify serving lunch in schools at this time. We will reassess at the end of September and based on the results adjust as necessary, including the possibility of adding lunch / recess and extending to a full-day. The earlier dismissal of students will also provide additional time to sanitize the school buildings on a daily basis. Please note we will adjust the opening / dismissal of schools so that high school and middle school students will be released prior to the elementary school students so that they may provide additional assistance to families.

Plan C (Should the State require districts to close all in-person instruction):

The District will activate an Enhanced Emergency Education Distance Learning Plan.

1. Teachers will provide a single session virtual day, roughly following each student's typical schedule.
2. All teachers will use Google Classroom / Google Meet

While we understand some of the hardships involved in anything less than a 100% return to school, we ask that you begin to make arrangements to help bring students to school every day with safeguards and virus mitigation strategies in place. We ask that you please begin to create mask or face covering "endurance" with your children. Please find reusable/washable face coverings that your child is comfortable wearing and gradually build up the amount of time they can tolerate wearing them. Next, please ensure that you have a working thermometer in your home, personal supplies of hand sanitizer (alcohol-based) that your child can carry to school, and any other personal effects that you think will help your child feel comfortable back in a school environment. We will communicate additional information about health and hygiene practices in the future, but these small steps now will help in the fall, regardless of the type of Plan we implement.

I know that this is a lot to digest and it may be subject to change. This correspondence is not meant to be comprehensive. Our full plan will address many other issues and considerations with respect to school routines, transportation, instruction and assessment, curricular resources, technology support, health and hygiene practices, and more. We will provide additional information by the end of July, but wanted to provide you with a sense of our direction.

Because your input is critical to our planning, please complete the September School Reopening Planning Survey for each of your children in the District. The information will be reviewed and utilized as we continue to make preparations. Please complete the survey by Monday, July 20, 2020.

Thank you for your support, assistance, and partnership! We will get through this together!"

Mr. Kennedy received the following email from Lydia Collins:

"My first question is: will my school be given desks and appropriate furniture necessary for social distancing? My building, J. Christian Bollwage Finance Academy, school #90, has tables and chairs that are middle school sized, not high school appropriate and certainly not appropriate for social distancing. The work environment is not conducive to the needs of staff or students in the classroom given the current CDC recommendations.

2. Many teachers (myself included) have children, spouses, and close family members with risk factors. The trauma in potentially bringing home this virus and watching our loved ones suffer or worse, pass away due to our jobs should not be overlooked or taken lightly into consideration. Teachers themselves are at risk. This is stress beyond imagining and has already happened in our district (my heart goes out to the families of our lost but never forgotten heroes). This is now an occupational hazard the Board and the Department of Education is asking educators to face willingly when the safest option, online learning, should still be on the table. However, I understand those options have been taken away from us and legally, we are being asked to step back into the classroom in some capacity. In light of these considerations and risks, how is it fair to take any of our sick days if a teacher or family member contracts this virus due to our working conditions? Educators are now facing the front line and how is the Board of Education preparing to make schools safe for teachers, staff, and security guards who will still see 100% of all students and expose themselves daily? We need plans that are safe for students and staff alike.

3. We pay substitute teachers very little (\$80-100 per day). We pay less than other districts which is why we do not have a competitive edge. This was Pre-COVID-19. If substitute teachers were hard to find then, they will be nearly impossible now. Teachers cannot be expected to be virtual masters at teaching online as well as in person AND cover classes for their fellow teachers when (not if) COVID-19 strikes their school. We need to have solid, building based substitutes (to minimize exposure risks) who are well paid and can help teachers bear the burden of this coming year.

4. Can departmental expectations be lowered on teachers and students in terms of testing and number of mandatory assignments (the long benchmarks and 30 grades per marking period are not as useful as having more time to actually teach with relevant but rigorous assignments). In light of the new stresses and circumstances we now find ourselves in, I think this is a reasonable request. Our students will not suffer from lack of testing or suffer from not having multiple daily tasks to complete in order to fulfill a quota. We have already seen that with distance learning, more tasks are not as effective as a few rigorous ones and less testing lowers student stress. Teachers will still teach. Students will still learn. I am asking for a year of grace as teachers and students alike enter uncharted waters.

5. Can all department meetings be virtual to decrease risk? It is one thing to face students, but meeting with colleagues across buildings exponentially increases risk.

6. What about childcare for the children of teachers? When COVID-19 first emerged, daycares servicing frontline workers were allowed to remain open. This was to ease the burden of those working in our hospitals and I applaud that decision from our governor.

Educators are now being put on the frontline and the needs of our children should also be considered. If Elizabeth adopts a different schedule that conflicts with that of our own children's needs, educators are once again being asked to figure out what to do. We are being asked to take on new challenges, pay for additional child care, and take unprecedented risks with our health and the health of those we love. We are being asked to do this without solutions to those challenges. Healthcare costs have risen. Many teachers paid for cleaning supplies from their own pockets last year. We bought our own personal protection equipment. We can't keep stretching salaries to afford more child care as well. Yes, many parents are in this same boat and I sympathize with the pain caused by the hybrid model for our community- I am not making light of the sacrifices that all parents are making at this time.

But easing the educator's burdens as a frontline worker is the least that can be done considering what we are being asked to do. We need a plan for childcare too. We need the support of the Board in allowing teacher input on final plans. We need our Union to be allowed at the forefront of all discussions.

Together, we will make this work but please... hear the concerns of your teachers as we are the ones facing students and holding the pieces together. We want to be a part of the solution. We want to be there for our students and community. But we cannot be guinea pigs in the race to open schools in September."

Mr. Kennedy received the following email from Lila Roggendorf:

"Thank you for hearing my questions/concerns...

My daughter has Asthma. I do not know yet how the school she attends will handle her medical circumstance...we are moving to a new district. What will I do if she is home on full time e-learning and I am required to report everyday? Isn't there an increased risk to her?

Is the plan to have all teachers in 5 days per week?

How will custodial obligations be monitored to insure indoor areas are sanitized?

Are we as teachers required to obtain sanitizing supplies? I can't even always find all I need for my home! I have not had Lysol spray at home since the end of March.

Are we considering half days?

If there is an infected student in middle school, how do you determine what "class" they belong to in terms of what group to "quarantine"?

If we are on the "front lines" and considered "essential", does our PPE consist of N95 masks?

When it comes to finding monies to fund this substantial change, and provide PPE, etc...

Are there any thoughts given to offering possible early retirement for those on the job 20 years or more?

Mr. Kennedy received the following email from Marie Tichenor, EEA Recording Secretary:

"Dear members of the Board of Education and Superintendent Hugelmeyer,

I am writing out of concern for air flow and air quality when schools are reopened in September. On an average day in September, temperatures can rise to 85-90 degrees and humidity can go above 80%.

Several buildings in the district do not have air conditioning and the windows cannot be opened more than a few inches. The CDC recommends air filters and HVAC systems to combat COVID-19. They state this is to facilitate air-handling requirements to protect susceptible staff and students from airborne associated pathogens; this is a protocol that will minimize the risk of transmission of airborne pathogens from infected people.

What is the district planning to do for schools that do not have air conditioning? Personally, I work in a basement with low ceilings and no air conditioning. Windows only open halfway and there is no air flow. During these 90-degree days we go to the gym which has been retro fitted with air conditioning. This is no longer a viable answer since social distancing cannot be ensured in this type of environment. Also, the higher temperatures will make mask wearing unbearable. Please consider the older buildings when planning our return to school.

Mr. Kennedy received the following email from Kathy Sullivan:

“Good morning,

I have a couple of questions regarding the reopening for tonight’s meeting.

What will be done to protect the secretaries and security guards? Will we have plexi-glass shields installed in front of our desks? Can the door to our office be made into a barn door like the one in payroll with a plexi-glass shield? Thank you.”

Mr. Kennedy received the following email from Grace Serralheiro:

“Good morning

We were informed, as teachers, to send our public questions to you.

Doesn’t CDC recommend 14 day quarantine? Why are we only given 5 days and we have to work during that time too?

What if our schedules (whatever that is determined) dont match schedules that are determined for our own children in other districts?

What if we, ourselves, do not have underlining medical conditions but our children or ppl we live with do?

Art hasnt been addressed (only gym briefly) and use alot of supplies that are shared (pencils, paint palettes, brushes, water cups) and need to be washed at the end of each period. How will those classes proceed? (Same goes for science labs in high school)

Testing- will benchmarks, sgos, etc still take place if some students are remote and some are not?

Any word about our beginning of the year PD days?

Will they be virtual?

Why 3 instead of 2 this year?

If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?

Will covid testing br happening at school? How are the parents being notified if theres a covid case in a class? Does everyone in each of those kids' families need to get tested? Who pays for that?

- Where is the district going to find a substitute teacher who will work in a classroom full of exposed, possibly infected students for substitute pay?

- Substitutes teach in multiple schools. What if they are diagnosed with COVID-19? Do all the kids in each school now have to quarantine and get tested? Who is going to pay for that?

- What is this stress going to do to our teachers? How does it affect their health and well-being? How does it affect their ability to teach? How does it affect the quality of education they are able to provide? What is it going to do to our kids? What are the long-term effects of consistently being stressed out?

Observations- will they take place? Be excused?

Ty so much for your time.”

Mr. Kennedy received the following email from Kathy Amato:

“Good morning Harold,

I have some concerns about the openings of schools this September

- I have a 6 month old daughter at home and am a single parent I do not want to get sick and bring it home to her.

- I have elderly parents who I help and who help me at times I do not want to get them sick.

- What is the proper protocol when someone tested positive will we be made aware and the building be cleaned?

- When will we be made aware of it?

- How many days do they have to wait to clean the building?

- I share an office with someone my principal is looking into getting me in a new office that is bigger. My concern is still sharing an office how can my co worker and I be six feet apart and still see students that would be to many people in the office?"

Mr. Kennedy received the following email from Tina Guiducci:

"Good Morning Mr. Kennedy,

I understand there is a board meeting tonight and would like for you to address these teachers' concerns to the board regarding safety measures in buildings for returning to work in September.

As a teacher, I worry that the guidelines the CDC has mandated may not be met by the EPS District due to the large number of enrollment in each building (Social Distancing).

Another LARGE concern is that there is close to no ventilation/no AC during the hot/warm months in many buildings and on top of that, teachers need to wear masks all day. It is simply unbearable in some buildings during hot months as it is due to no ventilation or AC. Imagine having to wear masks in addition to this. How would teachers/students be able to breathe and/or function throughout an entire school day?

Also, students are "encouraged to wear masks" - This policy frightens me beyond words because there is factual evidence students can be carriers or asymptomatic and can easily spread COVID-19 to others. This virus is clearly airborne and that does not make me feel safe, knowing students will not be mandated to wear masks.

I want to do the right thing and be a responsible professional and come to work and teach because that is what I love to do. However, if I don't feel safe, then it's a question of risking my health/life.

Currently, I do not know if my own children in my family (our district) will decide for Partial in person/Partial virtual learning. I am trying to find someone who can take care of my children when they will be home learning virtually. If I cannot find someone, I am asking if the EPS district would be willing to work with me, and allow me to come into school to teach on the days that my own children are in school?

I would be happy to teach in person if the proper safety guidelines set forth by the CDC are met and if there is an acceptable ventilation system placed in hot buildings by the EPS District.

Cleaning in the building is another concern. Is it going to get done as needed? In the past, cleaning was not a priority at all.

In the past, many students have come to school sick infecting teachers, students and staff. How will new policies be put into place so that students don't come to school sick and infect others in the building?

Thank you."

Mr. Kennedy received the following email from Anne Eiring:

"Good morning,

Last year the district experienced severe substitute shortages. The company contracted to provide subs (Source4Teachers) was unable to fulfill their contractual promises. When subs did work, many could not speak English, could not control classes and spent the entire time on their phones.

The promises of permanent subs in each building never came to fruition.

How will the district resolve the substitute shortage issue?

Covid-19 will certainly have more staff members needing to be absent for quarantine or illness. Classes cannot be combined. How will this issue be resolved?"

Mr. Kennedy received the following email from Joany Rivera Santos:

"Good evening,

I teach at a school that does not have air conditioning. There have been times that the temperatures in the classrooms have reached 90 degrees and above. The windows of those classrooms open up to 15 inches which it will not allow relief from the heat and very little air circulation. I went to pick up my belongings last week and as I entered my classroom, the heat was overwhelming, 95+ degrees temperature, causing difficulty breathing with a mask on, making me short of breath, and dizzy. I had to leave within 10 minutes of being in the class.

My questions are: What will be the plan/procedure for those schools that lack A/C and must wear masks at all times? What is your advice and guidance to keep students wearing a mask in those conditions, learn in a hot environment, and be able to teach wearing a mask in extreme temperatures?

Thank you for your time and consideration.”

Mr. Kennedy received the following email from Carol Litchfield:

“Hi,

I know a lot of questions are probably coming to you and these may have been asked:

- 1) what’s the protocol for a positive case in the school?
  - 2) how many positive cases will it take to close down a school?
  - 3) if we have underlying conditions, when will be notified if we will be teaching virtually? What happens if we don’t get notified?
  - 4) If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?
  - 5) If that teacher has 5 classes a day with 30 students each, do all 150 of those students need to then stay home and quarantine for 14 days?
  - 6) Do all 150 of those students now have to get tested? Who pays for those tests? Are they happening at school? How are the parents being notified? Does everyone in each of those kids' families need to get tested? Who pays for that?
  - 7) What if someone who lives in the same house as a teacher tests positive? Does that teacher now need to take 14 days off of work to quarantine? Is that time off covered? Paid?
  - 8) What if a student in your kid's class tests positive? What if your kid tests positive? Does every other student and teacher they have been around quarantine? Do we all get notified who is infected and when? Or because of HIPAA regulations are parents and teachers just going to get mysterious “may have been in contact” emails all year long?
- Again, I realize this is probably been asked.”

Mr. Kennedy received the following email from Rebekah DeLaRosa:

“Good afternoon, Mr. Kennedy,

I have two questions for tonight’s public board meeting:

- 1- I am a teacher, and I tend to catch the common cold 2-3 times per school year. Will I be required to call out sick if I have cold symptoms while school is open for in-person learning? Will I be able to teach remotely from home on those days, thus saving my sick days?
- 2- Will staff and students have access to frequent, no-cost Covid19 testing? Will students’ families also be able to receive no-cost testing at their request, regardless of immigration status or access to health insurance?

I appreciate the anticipated response to these questions.

Best regards.”

Mr. Kennedy received the following email from Nick Nicoletta, EEA 2<sup>nd</sup> Vice President:

“I want to thank Superintendent Hugelmyer, Board President Barbosa , Board members and Assistant Superintendents that attended, Mr. Kennedy and the Administration Union leaders for the stake holders meeting on July 9th

I’m looking forward to our next meeting to discuss more issues , particularly relating to our non-classroom personnel , custodians, security guards, secretaries, food service workers, bus drivers , warehouse workers and how will they be protected and impacted when school opens. For example, will there be partitions provided for bus drivers ? When students enter and exit the bus they will be within inches of the driver. Once again I’m looking forward to our next stake holder meeting.

Thank you.”

Mr. Kennedy received the following email from Rachel Richer:

“Hello Mr. Kennedy,

Thank you for taking the time to hear some of my concerns for returning to school physically in September. I want to begin by saying that I want nothing more than to return to in person instruction as I believe our students need that to be successful. That being said I do have concerns. I work with both the multiply disabled and autism populations in both Halsey and Bollwage Finance. My students require 1:1 assistance and prompting to complete a variety of tasks including fine motor skills, gross motor skills and



self care routines. How will we be able to follow our students mandated IEP's and best practice for instruction while adhering to CDC and government guidelines? The majority of my students require assistance and reminding to implement hygiene practices on a typical school day, there are often body fluids on surfaces or in the air... how during a pandemic in which we really have no definitive answers on transmission can we ensure the safety of teachers, assistants and students? Due to language delays my students require prompting to verbally get their needs and wants met, how can I effectively provide this instruction by modeling, if my students cannot see my face? If students are not required to wear masks in school, how can I be assured that my health and safety is not at risk because of the extreme difficulty in distancing with the population I teach. My husband is currently in a high risk category due to breathing and asthma, he uses inhalers daily, my daughter also uses an inhaler due to breathing difficulties at times, again how will I be assured for the health and safety of my family during this time?

In regard to wearing masks, how are we as educators expected to wear them for 7 hours if we are being told that we must stay in our classrooms with students all day, as they will not be eating in the cafeteria or possibly not attending elective classes? Will the district be providing PPE or are we required to provide our own? If students are encouraged to wear masks will the district provide them? If the students are wearing masks how will safety be ensured due to faces being covered and identification of students if needed? If we are required to stay with students during lunches in our classroom, who is cleaning the desks afterwards? Are we eating at the same time as the students? If so, and we are not wearing masks, how is our safety being addressed during this time?

How will we be able to follow CDC and government guidelines for social distancing during fire drills, lock downs, active shooter and evacuation drills?

If my children's school district is on a different schedule will the district be open to discussion about how to coordinate days and times at home if we are on a rotating or partial schedule?

Are we providing testing and contact tracing to ensure the safety of all teachers, students and staff members? How can we be sure that students have not traveled or been exposed to positive individuals before entering school buildings?

Are we providing transportation for all students and still adhering to CDC and government guidelines for socially distancing?

If a teacher, assistant, principal, custodian, student or visitor tests positive... what procedure is in place for all members of the class and school?

Are we providing additional nursing staff to address present symptoms as well as to differentiate between COVID and non COVID symptoms?

I again want to thank you for taking the time to hear my concerns, I am confident the the Elizabeth School District will keep the health, safety and well being of all team members, their families, students and our Elizabeth community safe during these difficult times."

Mr. Kennedy received the following email from Jennifer Hart:

"Good afternoon Mr. Kennedy,

My name is Jennifer Hart and I teach English at Bollwage Finance Academy where every classroom has only tables not individual desks. 1. What is being done to ensure that there is enough space to socially distance the students?

2. Is the district devising a plan for closing in the event of a second wave that requires a stay at home order?

3. In that case, will the teachers be allowed to teach the students following the pacing guides and utilizing their expertise as teachers, unlike in March when the district did not allow teachers any autonomy?

4. In the event that a teacher and class are exposed to a COVID-19 positive student and are made quarantine, is that teacher expected to 1. use sick time to quarantine and 2. remotely teach from home?

5. If remotely teaching is the teacher still being made to use sick days?

6. What is the plan for a student that refuses to wear a mask? Is that going to be considered a classroom management issue or will it be something that will be handled by administration? For example, a student must wear a mask to enter the building, but once inside they remove it. Is that something that the teacher is solely responsible for or will the district put out guidance about how to handle that situation?

7. What is the plan for lunch at the high schools? Are students going to be eating in classrooms?

8. What about teachers working lunch duty? Will there be extra responsibilities added to that role and if so, will they be compensated for such?
9. Have privacy issues about live-streaming the classrooms been considered?
10. Are teachers going to be expected to monitor the live online students as well as those in class? Will there be professional developments giving on how to accomplish this effectively?
11. Who is going to be responsible for cleaning the classrooms in between classes? Will teachers need to wait in the hallway while this is done by the custodial staff or will teachers now be expected to take on this responsibility along with everything else?

Thank you for taking the time to consider these questions.

Mr. Kennedy received an additional email from Jennifer Hart:

“I neglected to ask about class fundraising.

In the role of senior class advisor I have traditionally run fundraisers where we have sold doughnuts or other prepackaged snacks. Will this type or any type of fundraising be allowed? And along those lines, is there any guidance as to whether or not field trips will be allowed?

Thank you again.

Mr. Kennedy received the following email from K. White:

“Understandable that these are adjusted times for all. Remote learning would be the best option if feasible per family. In class learning should be a decision for families who may not be able to sustain remote learning for job and other various reasons but this should not be this option or the other (as in majority rule).

How are schools going to ensure that each individual child follow such protocols such as keeping their mask on (properly) throughout the day whether its on the bus or in class, Do not touch various objects, washing/ keeping their hands clean and refrain from others? Specially those who travel by walking to and from school.

Will the school monitor and provide masks to those that possibly get ruined throughout the day?

How can you monitor what is being done within restrooms without invading privacy?

Will there be sneeze guards on the individual desks? Those behind a student may still be able to spread germs to those in front, if their masks are not on properly and or maintained.

What happens during lunch time?

How are schools going to confirm whether a child/ adult have systematic symptoms and are being let into the bus or schools? Are individuals expected to be scanned prior to entering a bus or school with a thermo scan?

Parents still send their kids to school during the normal school year while sick. What makes us believe this will be any different?

The responsibility that we are potentially trying to subject adolescent children after leaving their home is large task in itself. Not to mention, the teachers and others who have to sustain the above.

Children can always be re-taught or adjust to social and applicable learning in the future as necessary. What we can not adjust or take back are kids who potentially get sick and succumb to this virus, losing their lives for the purpose of being mandated to physically be in school.

I would love nothing more than to have our children interact with their peers and teachers, however, we are still on uncertain times.

Stay blessed and stay safe.”

Mr. Kennedy received the following email from Vivian Roman:

“Good evening,

I am writing as a concerned educator and mother of two children that attend schools in this district. Why are you not affording all of parents the choice to enroll their children in remote learning for the upcoming academic year, not just the ones that have medical conditions? This could be taught by teachers that will be unable to teach at the schools due to health conditions. Full-time remote learning by parental request would reduce the number of children going into the schools hence reducing the class sizes.

It seem that many of the surrounding districts are giving parents this option and in addition, will be running on a half-day schedule with grab-and-go lunches to be distributed upon dismissal with remote

learning for all on Fridays which could be used as a catch-up day or project day for the kids. If you were to eliminate the second period of ELA and math (80 minutes total) and do away with the Renzulli/interventions period (30 minutes), it would shorten the school day by 110 minutes. 110 minutes sounds like a lot but we would still be able to teach all the subjects required and the children could take activities home to complete as a follow-up. Please put yourselves in the shoes of us teachers and the students that will be required to wear a mask all day. We will all be exhausted by midday.”

Mr. Kennedy received the following email from Sophia Jerrett:  
“I’m the parent of 2 children in the district; I’d like to know if Elizabeth will have a remote learning option for students in the upcoming school year. New Jersey state officials said that students should not be “penalized” if they wish to continue remote learning. What have you done to accommodate those parents that do not want their children in the classroom and have you improved upon your remote learning model for the 2020-21 school year?  
Thank You.”

Mr. Kennedy received the following email from John Griffin, EEA President:  
“Good evening Madam President, Madam Superintendent, and members of the Board, I would like to take this opportunity to thank Mrs. Barbosa, Mrs Huglemeyer, Mrs. Bathelus, Mrs. Hernandez, and Mr. Jacobs for meeting with the EEA's officers last week. I feel that we, as stakeholders, had a very productive dialogue in regards to the district's "reopening together" and what it's going to take to provide our students and staff with the safest environment possible for teaching and learning. The Association's leaders would like to meet again as soon as possible to discuss our concerns with aspects of the hybrid and remote learning plans, particularly those where staff shortages or technological challenges could create a vulnerability. Furthermore. we would like to work with you to define clear and reasonable expectations for our teachers and students. We look forward to hearing from you soon. Thank you for your time and attention. Please stay well.”

Mr. Kennedy received the following email from Kay Dorcely:  
“To Whom It May Concern:  
I had the opportunity to listen the June Board meeting. I wrote to you in May 2020 regarding the grading policy for K-2. The May meeting was my first time participating in a school board meeting. I held EPS in high regards before this meeting. After the meeting, my feelings dropped significantly. To hear that others wrote to you repeatedly and you fell to acknowledge simple requests was beyond disappointing to hear. For illustration, why couldn't you cc the NJEA in the same email to parents about the grab and go lunches. I thank the first grade teacher and high student who submitted comments. I now completely understand why my child's teacher wasn't able to respond with adequate answers. You have failed these teachers with non-communication. WHY??? We as parents were looking for these answers, which in turn you failed us parents and children! How disappointing!  
I see that you keeping the K-2 grading policy the same. It's beyond disappointing! Although you were put on notice that the 3rd marking period was the shortest, all assignments were not graded, AND no benchmarks were conducted. I'm not staying you had to go with my suggestion of the 3rd and 4th marking periods holding the same weight. I do understand grades during a time of crisis cannot be the same as during a typical school setting. However, as I stated before, the 3rd marking period was not the same as the 1st and 2nd marking periods. And by the way, you failed to follow this same concept for grades 3-12 by giving each marking period 25% each.  
Please, don't say you guys are trying to achieve equity because that's nothing but LIES! What I hear is that you don't value the time and commitment us parents had to dedicate to TEACH to our children. It is now obvious that you deemed the work as nothing but a vacation. These assignments were not easy as 123 or ABC, which I do appreciate. Our children worked so hard, which you obviously do not value. But, for the 4th marking period, which was the longest period of all three, to account ONLY 10% is simply said...is CRAZY. And, this is just sad and shows you do not value us as parents and our kids. And to this, I say thank you.

As for your BLM video and words, please don't say you hear us, when you obviously don't. The video is meaningless without any actions. What are you planning to do to address systematic racism? Don't waste our time showing us a video if you are not planning to come up with concrete actions and/or solutions, such as 100 Black Men or a mentoring program. Just to clarify, I am a black mother who is raising beautiful, prideful BLACK boys and a girl.

What about us turning in our kids' assignments? I heard one person who submitted comments said in September it will be submitted and it will account for extra credit. Are you serious??? This was some hard, hard work our kids completed and we as parents taught them. Did you consider the kids who may move? This is further evidence that demonstrates how you truly undervalue us as parents and our children. This can't be for real!

What about us coming to pick up our kids' things? The surrounding towns have made plans for their students. You guys have NOT say anything about this. Did you think that some parents may not be available this summer or may move away? You need to address this NOW and not in September.

To end, I welcome for any of you, as a matter of fact, ALL of you, to see the work my child completed. I also welcome you guys to even have a discussion with me. Believe me, many parents feel the same way that I do. I even shown family and friends the packet and copies and they couldn't believe the amount of work that was required.

I hope you do better. Reading the comments and submitted them as part of the record are NOT enough. We need actions and are demanded actions, just like BLM movement. Thank you."

Mr. Kennedy received the following email from Christine Hazuda:

"Dear Mr. Kennedy,

1.) In order for any type of return to be successful (i.e. academically; demographically; healthfully; et. al.), everyone must abide by the Federal and State health guidelines. There are not to be any "grey" areas... no excuses. In an already volatile arena of discipline and social/emotional turmoil, ALL STAKEHOLDERS MUST be held accountable to correct the situation by handling their part. The district has recognized this and in turn requested building admin to choose faculty & staff members to help. None of my colleagues (in and out of my building) received such a request; nor did we get a message stating same. We still feel as much in the dark as to the who, what, when, where, and how everything is being planned.

2.) There needs to be a team (i.e. all stakeholders) set up to ensure these criterium are met by aiding all involved with any questions or concerns. It cannot be placed on any one group that ensures it is being done. By having such transparency the inevitable actuality of communication breakdown lessens. When reporting updates, all records should be inter-changeable and done at a mininum. This means not having to fill out six different spreadsheets that all say the same thing. All involved should be on board with what the final product should be and then have their own proof. The transparency should show, step by step, what is happening with the assigned protocol. Questions on how things will run and are anticipated, should be clearly stated without room for misinterpretation. Perhaps, individual building teams/committees need to be formed to ensure this. Said team should have a point person from every job involved (i.e. admin/faculty/support/ custodian/guard/parent/ cafeteria). The most important part to this all that we communicate the same mission, allowing students to positiveliy show what they are capable of so we can continue to grow with them, and change when necessary... cooperatively & transparently together."

Mr. Kennedy received the following email from Barbara Meigh:

"Good afternoon,

I have a question regarding our return to school.

When I look at all of the concerns from parents, teachers, administrators, custodians, students and other people involved in our schools, one thought keeps popping up, why not just return to remote learning? It would eliminate the need for all of the focus on new safety protocols and the time and expenses which may or may not work, eliminate the stress on parents and students with the what ifs and accommodations to be made after school starts if the virus impacts our classrooms, buses, families, etc. WE have time to make arrangements now. The emotional stress on teachers who are worried about the safety of their students AND FAMILIES AND THEIR OWN FAMILIES would be eliminated.

Last March, E-learning was implemented, evaluated, revised, improved and students who struggled identified. This fall, those are the students who should be focused upon; strategies and expectations should be created, shared, and discussed with the students and families.

Ironically, summer school involved e-learning; why can't the same happen when school begins- with small group TEAM meetings since there will be no small group instruction in school and very little socialization allowed? It takes a village, but safety is paramount to all of us.

Last Spring, we were in the same dilemma and it was figured out and it can be again. Students need to ask for help when needed and they will thrive. I assume all work will be online anyway, so what is the difference? Work can be shown on TEAMS.

Students will be involved in e-learning in some form this fall and staying home keeps us all safe.

We are reopening schools, just in the 21st century mode. Technology is a way to address all learners individually; we should educate those who forget the realities of the classroom and the theories which sound good on paper at times, but once they are implemented, don't always resolve our issues, but instead create new ones.

Safety should be our focus!"

Mr. Kennedy received the following email from Maria Echavarria:

"Questions to ask School District Board of Education, Principal, Super Intendent on School Re-Open Plans and specific items on various school re-open plans

#### TRANSPARENCY

Who are the stakeholders and team members involved in the school re-open committee?

How were they elected?

What methods did they use to reach out to the community, parents, and children to ensure that all the differing perspectives and opinions were included?

#### FACTS:

School aged children very rarely not contract Covid-19 and do not transmit Covid-19

*(source: CDC vital statistics, Feb/1/2020 through July 10/2020, European health statistics and ministries of education and health. Details available upon request.)*

Are you aware that according to the latest CDC data (7/10/2020), the total death rate from Covid-19 in NJ is 0.15%, with approximately 92% of the deaths in ages over 55, 60% of the deaths in ages 85 and above, 50%+ of total deaths at long term care facilities, while there are ZERO deaths in the 0-24 year old category.

Are you aware that France never closed its schools for the children of essential workers even at the height of the pandemic and NONE of the students and NONE of the staff got sick or hospitalized?

Are you aware that many European countries opened their schools and have not seen any increase in children's infections, nor any transmission to adults from children, or an increase in death rates in the general population after re-opening schools?

There is zero evidence that children are at risk, and zero evidence that children put others at risk for Covid-19.

Sick individuals, regardless of age, should stay home until well, even if they don't have a fever.

What is the empirical data from around the world where schools remained open about the percentage of children that got sick, died or transmitted the infection to adults?

What percentage of children have so far been affected by Covid-19 and what percentage have been hospitalized or died in the United States?

If all the data suggests that children do not contract or transmit Covid-19, then what is the point of all these extensive measures in the first place?

What are the short and long term physical, mental, and psychological affects of mask wearing, and face shield wearing in children pre-K to 6<sup>th</sup> grade?

What are the psychological affects on developing children of being exposed to teachers and staff whose faces are covered at all times during the school day?

What are the psychological affects of children being told to keep a physical distance to other human beings at all times, even though they are healthy?

How do you plan to enforce the physical distancing, constantly facing one way and walking in one direction policies? Will teachers be constantly reminding children to turn around, step away, and stay

afar? How will you manage the harm being done to the psyches of children under such inhumane restriction?

#### CLEANING:

What kind of cleaning products are you planning to use?

Are these going to be non-toxic, environmentally friendly cleaning products?

Can you please provide the names and ingredients lists of these cleaning products?

Are you aware that many of the commercially available cleaning products labeled as disinfectants are actually hazardous to health and not only contribute to asthma and breathing problems, but also long-term issues, cancers, and an increased risk of respiratory infections?

Would you be open to considering using non-toxic products?

Will you consider airing the classrooms regularly to allow fresh air into the school?

#### HAND-WASHING:

Are you going to be using a non-toxic soap that does not have anti-bacterial properties?

Anti-bacterial soaps are known to reduce natural immunity, ruin the protective bacterial skin flora and cause the creation of deadly resistant strains of bacteria.

What product you will be using and can you share the ingredients list?

Will you be open to using non-toxic soaps?

#### MASKS:

What is the exact mask requirement for children, and how will it be enforced?

What happens when children touch their masks to speak, blow their nose, or to eat?

What happens when a child sneezes into a mask? Who will help clean and adjust that mask?

Will the children be provided with clean masks every 30-45 minutes?

If we assume that viruses and pathogens stick to the outside of a mask, what happens when a child touches that mask constantly to adjust it, move it, take it off to eat, set it aside and then put it back on? Will the school be providing hazardous waste bins for disposal of masks?

Are you aware that mask wearing can cause confusion, impaired vision, impaired judgement, and induce a feeling of panic, suffocation, fight or flight syndrome, a sense of shame and guilt and is not intended for long term use in a regular life setting?

Have you reviewed the dozens of peer-reviewed studies, scientific papers by distinguished doctors and scientists that recommend against mask-wearing by the general public in a daily-life setting? (*sources available upon request*)

Is the school nurse going to be doing base-line and hourly oxygen level tests and take blood pressure of all students to ensure that mask-wearing is not causing any loss in blood oxygen levels and a drop in blood pressure?

Are you aware that the OSHA federal guidelines establish that healthy breathing air should have 20-21% oxygen levels? OSHA requires that a workplace cannot have less than 19.5% oxygen level at any time, or it would be deemed unhealthy and not permissible to continue operations. When a face mask is worn, the oxygen levels are immediately reduced to 15-18%, depending on the type of mask.

What are the health effects of reduced oxygen levels for students and staff in a non-sterile environment that is not designed for mask wearing (such as an operating room where a surgeon may wear a mask for a certain duration.)?

What happens when children and staff consistently breathe in higher than normal carbon dioxide levels, trapped in their own masks along with increased bacterial load moist with trapped humidity and other pathogens?

What is the long-term impact of treating healthy, normal children as if they were all deadly sick and contagious at all times when in fact they are not?

Are you aware that constant hand-sanitizing, social isolation, and mask wearing harm the immunity and make the person more susceptible to infections?

#### TEMPERATURE CHECKS:

It is NOT the school's duty to take temperatures, determine if a child is sick with Covid-19 or any other infection.

What are we teaching our children when someone in a position of authority with a gun-like device is pointing to the middle of their foreheads to allow them entry into a space?

What is the maximum temperate a child can have to enter school?

What is the protocol for a child to return to school after having temperature?

Do you know that Web MD establishes up to 100.4 degrees Fahrenheit as the “normal” body temperature for babies and children, unlike adults.

#### TESTING:

What happens when a student in class tests positive?

A positive test result usually does not mean an active infection. It may only mean that the viral RNA is present in the body, or that there are antibodies from an old infection. How can the school district differentiate between these different causes?

How do we ensure that students and teachers do not unnecessarily miss school days due to a positive test results that is not actually indicative of an infection?

How will we deal with false positive results?

How are you planning to adjust the maximum days of allowable absence when students will constantly have to stay home for positive tests results or due to a family member or class mate testing positive?

#### HUMAN CONTACT:

Are the children going to be allowed to have normal human contact such as play sports, share materials, hug and play?

How are you going to ensure proper psychological development when these are not allowed?

#### CONTACT TRACING, OVERREACH, LEGALITY, CONSTITUTIONALITY:

The plan inserts the school into an uncomfortable and unnatural position of authority, diagnosis and enforcement, stepping into the space that is traditionally reserved for parents and healthcare practitioners that should be selected and trusted by those parents whose duty it is to make the right informed decisions for their own children.

It is not the school’s duty to implement contact tracing of all visitors. Stepping into a school should not cause any free citizen to have to subject themselves to being recorded and tracked with unknown consequences.

Should a visitor be later identified as someone who tests positive for Covid-19, will then all of our children and all of us who have come in contact with our children be sucked into the contact tracing system with mandatory testing? Will students and staff then not be allowed to return to school until they provide proof of testing? What are the boundaries, and where does the overreach stop? What happens if a test result is positive but the individual is not infected, or if it’s a false positive? Will they need to keep on testing? How will the school get involved in the process, and what are the school’s roles and responsibilities in contact tracing?

Did you know that the NJ contact tracing system is being implemented without proper due diligence and against the vote of the constituents, despite serious concerns about constitutionality and legality. 107 citizens provided online testimony against the contact tracing bill A4170 (out of 107), and virtually all the verbal testimonies were in opposition of the bill, including expert testimony from ACLU.

Has the committee understood the legal, constitutional, privacy, and medical implications of supporting and demanding this system in a school setting?

Is the school ready to undertake legal issues that arise from potential breach of data, false test results, privacy breaches, and protocols for enforcement?

How will the school district protect the students, staff and the community from being pulled into the contact tracing system against their will, if a visitor tests positive?

#### REMOTE LEARNING:

How will the school district balance in-person teaching requirements and remote teaching requirements with the same staff?

Will there be sufficient real time interaction built in with educators, with meaningful materials that are not relying on the parents to teach, prep, gather and report back?

#### LIABILITY / ACCOUNTABILITY / RESPONSIBILITY:

Most of the proposed practices outlined in this plan are not only not conducive of a healthy learning environment, but they will instill fear of other humans, introduce unnecessary boundaries, create abnormal ideas about healthy human touch, proximity and relationships, cause a separation between students and teachers, interrupt healthy physical and psychological development of our children, lead to depression, create new excuses for bullying, cause suicidal thoughts, tendencies, and actions, and

practically take away all the reasons for which we have opted to send our children to school in the first place.

How will you track the mental and emotional health effects of the proposed plan on the children?

What accountability and responsibility does the school district, individual educators, the Board of Health are taking in dealing with the aftermath of increased physical, and psychological trauma that this re-open plan may cause?

Has your Reopen Committee questioned all the proposed items on the guideline and understood the science and reasoning behind each item?

If the answer is yes, we would like to receive all the details to review.

Is the school district prepared to handle the possible ill effects of proposed policies and protocols and deal with possible legal consequences when children and staff suffer negative consequences?

Thank you.”

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

Mr. Kennedy contacted the participants via email who registered on-line to speak at this meeting and were not able to respond when individuals were called to participate using the on-line platform. The following emails were received and will be spread in full in the Official Board Minutes of this meeting.

Mr. Kennedy received the following email from Lupe Padron-Fajardo:

“Hello Mr. Kennedy,

Thank you for reaching out to me. I was unable to log in to ask my questions.

Regarding returning to work, school:

My husband and I are currently educators for Elizabeth Public Schools. We have 3 sons, 2 of which attend Elizabeth Public Schools. I have several concerns. My 4 year old will be going to Pre-K 4. Who will be the mask enforcers? How will the social-emotional aspect be incorporated when having to maintain social distancing?

We live with my 85 year old, immunocompromised mother, and our 2.5 year old, who is also immunocompromised. Our greatest fear is that we return to work, kids to school, and we risk potentially infecting our high risk family members. What are the plans for situations like this?

Thank you for your time. I know that we are living in a time of uncertainty. We all want to protect our families. Thank you.”

Mr. Kennedy received the following email from Maribel Villalobos:

“Hi good afternoon, yes I register, and I tried my best to signed in but it was hard to reach the platform of video chat , I called ,was on the the phone for 3 hrs and meeting was too long and having 3 children was hard to keep up. Now my question are as follow: In the past we have supply wipes, and other resources for sanitizing the environment where the children are which are the classroom, due to the pandemic is hard as residents to reach for wipes and lysol, now if the school reopens where will be getting to supply classrooms? 2. Starting the pandemic the teacher were not cleaning tables they put my 2nd grader child to clean , how well can a 7 year old clean? 3. My 3 children always came telling me there is no soap, in the restrooms, they dont allow my youngest one to wash hands before going to lunch! This are some of my major issues for reopening schools. How can I trust all this would change? My 3 children suffer from asthma, is hard for me to let go. Please think all aspects before opening, we want our children to learn and get back, but their lives are the most important now.”

Mrs. Barbosa thanked everyone for participating and sending emails and stated that they have been heard.

Mr. Neron stated that tonight was a major step in the right direction after talking to the doctors and getting a vast array of opinions from the community. Mr. Neron stated that we have a long road ahead of us and this is not going to be easy. Mr. Neron stated that we want to make sure that we engage everyone and take this in stages one day at a time. Mr. Neron stated that we can't solve this overnight and it is not a



cookie cutter approach as we already understand. Mr. Neron stated that we have to be meticulous in the work that we are going to do as a Board and as a district. Mr. Neron stated that he wanted to advise everyone of that because at the end of the day, regardless of what side of the aisle we stand on, the biggest concern is that everyone is safe and our children are educated and we can progress our community in the right direction.

Mr. Neron stated that this week we celebrated seven high schools and were able to successfully graduate seven high schools and actually have graduation. Mr. Neron thanked the families and community for bearing with us as we did this and they said it was something that they said couldn't be done and we got it done. Mr. Neron congratulated the Class of 2020. Mr. Neron stated that they would also like to salute all those who are retiring and served the district for many years. Mr. Neron stated that typically we would be able to acknowledge them and see them in person but we can't. Mr. Neron thanked everyone who tuned in for this virtual meeting. Mr. Neron thanked Board President Barbosa and Superintendent Hugelmeyer for getting us to this point and being able to take these questions live on this Webex format. Mr. Neron stated that we stand with the Colombian community and salute them as they celebrate their independence next week. Mr. Neron stated that typically we would have it live and have everyone but we couldn't. Mr. Neron stated that we are doing the very best that we can.

Mr. Neron stated that we have done a lot of research over the years to discover that we have a lot of food deserts in our community. Mr. Neron stated that we tried working with Shaping Elizabeth to try and create Summer Lunch Programs with the City of Elizabeth Department of Recreation to establish 14 locations throughout the City to make sure lunches can be made available to students. Mr. Neron stated that typically it would have been at Summer Camps but it is a Grab-n-Go Program. Mr. Neron stated that if you are looking to get Summer lunches they are available. Mr. Neron stated that we are working very closely with the district and the district also has their lunch program available. Mr. Neron stated that we have maintained the locations that we started with during March and continued throughout the Summer. Mr. Neron stated that the Department of Recreation added 14 locations and the information is on the website. Mr. Neron stated that we have also been able to partner with the Institute of Music to do virtual programs and a lot of students have responded and are doing virtual art programs this Summer and are participating in virtual Summer Camps. Mr. Neron thanked the school district for partnering with the City of Elizabeth Recreation Department and making that happen.

Mrs. Moreno-Ortega congratulated the Class of 2020. Mrs. Moreno-Ortega stated that they had a pretty hard end of the year with the COVID-19 pandemic. Mrs. Moreno-Ortega wished them the best in their next chapter and to remember we love you, we are here for you, and we hope they come back to support this great community. Mrs. Moreno-Ortega thanked Board President Barbosa and Superintendent Hugelmeyer for the panel.

Mrs. Chevres thanked Board President and Superintendent Hugelmeyer for hearing our parents and putting the panel together for tonight. Mrs. Chevres stated that it was so helpful for us to go over all the questions. Mrs. Chevres stated that she wanted to respond to a public comment and clarify for our out-of-district students that we are thinking about all the sectors and needs of our students. Mrs. Chevres stated that our district is a little different but we are working with that, too.

Mrs. Barbosa stated that we had seven amazing graduations. Mrs. Barbosa stated that the chairs were full and the bleachers were full of family and friends perfectly distanced. Mrs. Barbosa thanked the team members and Superintendent Hugelmeyer for making it happen and that it was their goal to have graduation happen and it did. Mrs. Barbosa stated that breakfast and lunches are available in our Grab-n-Go Program on Monday and Wednesday, they are there, it is open, and they are waiting for you. Mrs. Barbosa stated to our extended school year students that she wants to motivate them to keep going. Mrs. Barbosa stated that tonight we are exactly six feet apart and our doctors were six feet distanced from each other. Mrs. Barbosa stated that we wanted to see you tonight, we wanted to hear you, and we made it happen. Mrs. Barbosa stated that as much as we wanted everyone in this room we are going with our current guidelines and doing the best we can and we meet constantly. Mrs. Barbosa congratulated Board member Stephanie Pestana on the birth of her new baby girl.

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 Ms. Bathelus, seconded by Mrs. Moreno-Ortega, to go into private session at 10:50 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs (via online platform), Mrs. Moreno-Ortega, Mr. Neron, Mrs. Barbosa – 8

Negative: None

A motion was made by Mrs. Hernandez, seconded by Ms. Bathelus, to reconvene in public session at 12:55 a.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs (via online platform), Mrs. Moreno-Ortega, Mr. Neron (via online platform), Mrs. Barbosa – 8

Negative: None

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

Superintendent Olga 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. Carvalho asked if the HIB occurred during COVID-19.

Mrs. Hugelmeyer responded that it happened one week prior to the closure of schools.

Mrs. Barbosa added the following to the agenda:

Minutes of the Agenda and Business Meetings of June 11, 2020

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

Personnel Report

Supplemental Personnel Report

2<sup>nd</sup> Supplemental 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

Claims List

Resolution – Assignment of Custodian of Records for 2020-2021 School Year

Resolution – Deferred Compensation Plan Administrator for 2020-2021 School Year

Resolution – Public Agency Compliance Officer for 2020-2021 School Year

Resolution – Assignment of 504 Officer for 2020-2021 School Year

Resolution – India's Independence Day

Resolution – Assignment of Affirmative Action Officer for 2020-2021 School Year

Resolution – Agreement for Professional Services – Union County Educational Services Commission

for 2020-2021 School Year  
 Resolution – Colombia’s Independence Day  
 Resolution – Requisition for Taxes  
 Resolution – Authorize and Enter into Cooperative Pricing Agreement with Camden County Educational Services Commission  
 Resolution – Transfer of Capital Reserve Funds  
 Resolution – Lead Investigator Contract for 2020-2021 School Year  
 Resolution – Chief of Operations and Comptroller Contract for 2020-2021 School Year  
 Resolution – Deputy Counsel Contract for 2020-2021 School Year  
 Resolution – Associate Counsel Contract for 2020-2021 School Year  
 Resolution – Appointing Preferred Home Health Care and Nursing Services Inc. During 2020-2021 School Year  
 Resolution – Appointing Starlight Home Care Agency, Inc. d/b/a Star Pediatric Home Care Agency  
 Resolution – Appointing Vendors to Provide Fall Athletic Equipment and Supplies – BSN Sports, LLC, Triple Crown Sports, Inc., Varsity Spirit Fashions & Supplies, LLC, Metuchen Center, Inc., and All American Sports Corp.  
 Resolution – Settlement of Workers’ Compensation Claim (2017-24438) – C.C.  
 Resolution – Settlement of Workers’ Compensation Claim (2018-33368) – I.P.  
 Resolution – Settlement Agreement – J.P.  
 Resolution – Settlement Agreement – E.C.  
 Resolution – Termination of Employment – N.G.  
 Resolution – Termination of Employment – W.F.  
 Resolution – Revised Superintendent’s Goals for 2019-2020

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Personnel Report; Resolution for Termination of Employment W.F.), Mmes. Carvalho (abstain- Resolution for Contract for Chief of Operations and Comptroller; Resolution for Contract for Associate Counsel), Chevres (abstain- Resolution for Contract for Chief of Operations and Comptroller), Hernandez, Mr. Jacobs (abstain- Resolution for Termination of Employment W.F.), Mrs. Moreno-Ortega (abstain- Resolution for Revised Superintendent’s Goals for 2019-2020), Mr. Neron (abstain- Resolution for Contract for Chief of Operations and Comptroller; Resolution for Contract for Associate Counsel), Mrs. Barbosa – 8

Negative: None

On a motion by Mrs. Hernandez, seconded by Ms. Bathelus, the meeting was adjourned at 1:08 a.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Barbosa – 8

Negative: None

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