

BOARD OF EDUCATION
(Official)

May 7, 2020
Elizabeth, New Jersey

A Special Meeting of the Board of Education and Public Hearing on the Budget was called on May 7, 2020 at 6:30 p.m. using an online platform.

Board President Diane Barbosa presented the following statement at 6:36 p.m.

“Ladies and Gentlemen, good evening. This is a combined Special Meeting and Public Hearing on the Budget for the school year beginning July 1, 2020 to June 30, 2021. 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 Monday, May 4, 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.

Any member of the public wishing to address the Board can do so by emailing statements relative to agenda items and/or educational comments to the Secretary of the Board at kennedha@epsnj.org. All statements received will be read into the record during the Meeting’s Public Comment Portion. All emails must be submitted and received by the Secretary of the Board up to the start of the meeting and, as is always the case must include the public member’s full name for the record. Each statement submitted by a participant shall be limited to three minutes in duration.”

Present: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez (arr. 7:10 p.m.), Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mmes. Pestana, Barbosa – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Co-General Counsel Jonathan Williams, Esq., DeCotiis, FitzPatrick and Cole, LLP were on the online platform.

Mrs. Barbosa called for a moment of silence for the loss of staff members Nayme Gomez, security guard, and Jose Romero, bus driver.

Mrs. Barbosa stated our prayers are with the families and those who are battling this deadly and difficult COVID-19. Mrs. Barbosa stated that in the past week we have celebrated important days including School Principal’s Day, Teacher Appreciation Week, and National School Nurse Day. Mrs. Barbosa thanked our principals, teachers, and nurses for their devotion to the success and wellness of our students. Mrs. Barbosa stated that during this pandemic our principals and teachers have done extraordinary work to keep our families connected to our schools and their children’s education. Mrs. Barbosa stated that many of our school nurses are out there in the front lines battling this COVID-19 by gathering the Personal Protective Equipment (PPE) and supplies to those treating coronavirus patients and even serving as nurses at our regional medical center in Elizabeth and volunteering at the Union County testing center at Kean University to administer the coronavirus test. Mrs. Barbosa stated that our principals, teachers, and nurses have gone above and beyond to help both the Elizabeth Public Schools community and the greater community and we have the upmost gratitude and heartfelt appreciation for everything they have done and will continue to do.

Mrs. Barbosa stated that she has tremendous heartfelt appreciation for all the mothers of the world and thanked all the moms everywhere, especially the mothers who serve on the Board. Mrs. Barbosa thanked the Board member moms and those who are part of the Elizabeth Public Schools community for the wonderful work they do in raising our children, keeping them connected to us, and helping the children of our community to grow, learn, and succeed. Mrs. Barbosa wished all moms a Happy Mother’s Day.

Mrs. Barbosa thanked everyone who helped prepare and balance the budget and stated that it requires a lot of thought and a lot of study to ensure that the budget is for our students to have all educational tools necessary to achieve the high level of learning while determining the most cost efficient and fiscally responsible manner in which to allocate our local, state, and federal funds. Mrs. Barbosa stated that she is pleased to announce that we have a balanced budget for the 2020-2021 school year. Mrs. Barbosa stated that is as of today and when the going gets tough, EPS gets stronger.

Mrs. Barbosa introduced Superintendent Olga Hugelmeyer to provide an update to our parents and community.

Superintendent Olga Hugelmeyer stated that Governor Murphy signed an Executive Order to extend the public health emergency by thirty days and has closed in-person schooling throughout the state for the remainder of the 2019-2020 school year. Mrs. Hugelmeyer stated that as a school district we are still working hard to ensure students and staff are supported and we are planning as much as possible considering the uncertain conditions facing our schools, our community, and our state.

Mrs. Hugelmeyer stated that there is new information concerning a possible link between coronavirus and children. Mrs. Hugelmeyer stated that a possible link has been reported between COVID-19 and a serious inflammatory disease recently termed “Pediatric Multi-System Inflammatory Syndrome temporarily associated with COVID-19” an illness with symptoms that include fever, rash, abdominal pain, and diarrhea. Mrs. Hugelmeyer stated that on April 27th an alert circulated from the United Kingdom about multi-sensory inflammatory disease in children with COVID-19 based on the small rise on the number of critically ill children with this illness in England. Mrs. Hugelmeyer stated that the New York City health department soon followed with its own alert. Mrs. Hugelmeyer stated that at this time the illness is rare globally and there are very few cases in New Jersey. Mrs. Hugelmeyer stated that if you have concerns about your child’s health or that of a family member, you should immediately contact a doctor or healthcare provider.

Mrs. Hugelmeyer stated that the Elizabeth Public Schools fully understands that senior year is a milestone in the education of our students. Mrs. Hugelmeyer stated that the COVID-19 pandemic has unfortunately inhibited us from continuing with many of these rites of passage for our Class of 2020 Seniors. Mrs. Hugelmeyer stated that we are fully committed to implementing alternative means for our special senior activities. Mrs. Hugelmeyer stated that we have established a Senior Task Force to brainstorm ways in which we can appropriately celebrate and honor our seniors in the coming weeks and will discuss topics including graduation, awards ceremonies, and delivery of yearbooks and diplomas. Mrs. Hugelmeyer stated that among the proposed options are live-streamed virtual ceremonies for each high school with traditional commencement speeches and presentation of the Class of 2020. Mrs. Hugelmeyer stated that we are also working on virtual eighth grade ceremonies. Mrs. Hugelmeyer stated that while these alternatives will not fully replace the experiences of being in a traditional ceremony, we are hopeful that we are able to give our seniors and eighth graders some sense of celebration and accomplishment. Mrs. Hugelmeyer stated that an announcement regarding our plan for graduation is anticipated to be made in detail no later than May 18, 2020. Mrs. Hugelmeyer stated that we know that our seniors would appreciate having their caps and gowns to take pictures with their families. Mrs. Hugelmeyer stated that a plan for distribution within the confines of social distancing will also take place on May 18, 2020. Mrs. Hugelmeyer recognized and expressed gratitude to the high school Parent Teacher Organizations for their outstanding commitment to providing all graduating seniors with lawn signs to acknowledge the Class of 2020 graduates. Mrs. Hugelmeyer stated that unfortunately, the Prom and Project Graduation have been cancelled due to social distancing mandates. Mrs. Hugelmeyer stated that car parades are not an approved method of celebration and are in violation of social distancing mandates according to the Office of Emergency Management.

Mrs. Hugelmeyer stated that the Elizabeth Public Schools has made a good faith effort, within available capabilities, to support continued learning outside of school through E-remote learning and determined how best to issue grades and provide feedback to students during the coronavirus-related closure of school buildings. Mrs. Hugelmeyer stated that grades during a time of crisis cannot be assessed in the same manner as they are during a typical school setting. Mrs. Hugelmeyer stated that therefore, a

proposal for board approval at the June meeting will include schools moving to a Pass/Incomplete grading system for the fourth marking period for grades K-12. Mrs. Hugelmeyer stated that teachers will assess students either Passing (P) or Incomplete (I). Mrs. Hugelmeyer stated that in grades K-2 students will continue to receive formative participation grades for completed work in all content areas. Mrs. Hugelmeyer stated that first, second, and third marking period grades will stand as reported in PowerSchool with a 30% weight each. Mrs. Hugelmeyer stated that fourth marking period grades will be graded based on teacher feedback of completion of instructional packets. Mrs. Hugelmeyer stated that grades will be based on a pass/incomplete scale and a weight of 10% to provide the greatest degree of equity for students with varying needs. Mrs. Hugelmeyer stated that in grades 3-8 students will continue to receive formative participation grades for completed work in all content areas. Mrs. Hugelmeyer stated that first, second, and third marking period grades will stand as reported in PowerSchool with a 25% weight each. Mrs. Hugelmeyer stated that fourth marking period grades will be graded based on teacher feedback of completion of instructional packets. Mrs. Hugelmeyer stated that grades will be based on pass/incomplete scale and a weight of 25% to provide the greatest degree of equity for students with varying needs. Mrs. Hugelmeyer stated that in grades 9-12 all passing (P) grades will convert to 4.0 quality points in a student's GPA, students in AP classes will have their passing mark weighted accordingly to a 5.0. Mrs. Hugelmeyer stated that all final exams have been cancelled. Mrs. Hugelmeyer stated that students that have an incomplete (I) grade will be given an intervention plan and an opportunity to earn a passing grade in the summer by no later than August 15, 2020 for grade 12 and early Fall for grades K-11. Mrs. Hugelmeyer stated that additional opportunities will be provided through the anticipated Promotion/Retention program in the summer. Mrs. Hugelmeyer stated that the Elizabeth Public Schools is awaiting further guidance from the New Jersey Commissioner of Education in order to finalize our recommendation to the Board. Mrs. Hugelmeyer stated that report cards for all grades will be sent via e-mail and are available on PowerSchool.

Mrs. Hugelmeyer stated that the Elizabeth Public Schools will be creating a plan for the reopening of our schools through the advisement of the EPS Task Force that includes our City Health Officer, our Chief Medical Inspector, and our School Nurses. Mrs. Hugelmeyer stated that the task force will develop guidance and identify essential resources that will be needed to safely open schools for the 2020-2021 school year. Mrs. Hugelmeyer stated that due to the continued uncertainty of circumstances that we face, we will be creating a plan for a Full-Scale Remote Learning Plan to be presented at the June board meeting in the event that our schools are not reopened due to a continued health threat. Mrs. Hugelmeyer stated that district teachers and administrators are already working to identify and address academic gaps students may experience during digital learning/school closure. Mrs. Hugelmeyer stated that assessments to evaluate learning in September are being identified and revisions to curriculum calendars to reflect the needs of individual students will take place.

Mrs. Hugelmeyer thanked everyone for their patience and support for our E-remote learning program and their efforts to keep their children engaged in learning. Mrs. Hugelmeyer stated that we recognize the challenges that come with balancing all aspects of life during this difficult time. Mrs. Hugelmeyer stated that all of this information will be provided in a communication letter to parents and she continues to provide weekly updates with new information that is being provided. Mrs. Hugelmeyer stated that the communication will be sent out and posted on our website.

Mrs. Barbosa thanked Superintendent Hugelmeyer for the information. Mrs. Barbosa stated that the Superintendent highlighted a couple of points that are important. Mrs. Barbosa stated that this is the 35th day of E-remote learning and we are going through this together and stronger than ever.

Mrs. Barbosa presented the following public participation statement.

"At this time, the meeting is open for public comment. At this time the Secretary of the Board will read into the record all emails that have been submitted up to the start of the meeting. Each statement submitted by a participant shall be limited to three minutes in duration."

Mrs. Barbosa thanked everyone for sending the emails and comments. Mrs. Barbosa stated that she has seen firsthand parents, community members, and neighbors reaching out to us with comments, concerns, and ideas. Mrs. Barbosa stated that we do listen and appreciate the emails coming in.

Mr. Kennedy stated that he received three emails exactly the same from Kathleen Volker, Susan Mohammed, and Michelle Velez-Jonte and read the following:

“Good Evening, We are reaching out to you this evening regarding the 2020 Senior Class. As parents, family members and community members we are all aware that the Covid-19 pandemic has changed our lives and the lives of our students, yet we still know that our Seniors deserve to finish their education in Elizabeth in a historical manner. We have many questions/concerns regarding our seniors and we would like to know how the district plans on addressing the following:

- Graduation
- Prom
- Awards night
- Sport Awards
- Delivery of students’ cap, gown, tassels, medals etc.
- Delivery of student yearbooks
- Pick up of High School diplomas

In addition, is the district planning on giving or doing any special momentum/gift to honor the students? We have seen smaller districts with less resources throughout the nation honor their students in a variety of creative ways, such as personal delivery of lawn signs, banners throughout the town, customized shirts, etc. for each student.

These are some recommendations using social distancing guidelines that we parents & students would appreciate your consideration:

- Postponing all events to late June or early summer.
- Individual school graduations at Williams Field-. Limit tickets per student. Stream the graduation for additional family members and hire a professional photographer to capture the moment.
- Individual School Car graduations- Use large parking lots and have students “drive up” to receive their diploma. Stream the graduation for additional family members and hire a professional photographer to capture the moment.
- Individual school awards/dinner/dance- if possible- there should be an opportunity for students to be properly acknowledged for their academic success, college acceptances, and sports participation. This will allow them to wear their “Prom Attire” that many may have already purchased, while giving them a proper final evening. The locations can be gymnasiums or having them all at Dunn Sports Center on different days.

These individual events may be time consuming, a financial expense for the district and maybe even a burden for the staff and board- but this has to be about only the students.

Since we’ve been on remote learning, the district has not had to pay for: Spring sports (transportation, security, etc.), Project Graduation, Overtime or any afterschool programs, etc. Money should not be a concern.

Lastly, most of us have probably had the privilege of experiencing our Senior “Rights of Passage ” we hope that you will remember how special these events were to you and your families. We hope that you will make these Senior events even more spectacular for our students who have worked tirelessly for so many years to be able to walk across the stage proudly in their regalia.

We know Elizabeth can do better than any other district in the nation. Again, we have the financial resources, staff, community resources and parents to make anything possible.”

Mr. Kennedy read the email received from Christina Moreira:

“On behalf of Elizabeth Parents and Students Care I am reaching out to you this evening regarding graduations. This includes our high school Senior Class as well as 8th-grade ceremonies. I am sure you were all well aware that it was a very real possibility that our schools would be closed for the rest of the year. Yet parents have expressed they have never had any options presented to them creating unnecessary

anxiety in an already stressful situation. Parents have many questions/concerns regarding not only graduation but ... • Prom • Senior Awards Night • Spring Sport Awards • Delivery of students' cap, gown, tassels, medals etc. • Delivery of student yearbooks • Pick up of High School diplomas.

None of these things have been communicated to parents or students. No input from them has been asked. Where is the community engagement? We have seen other districts with fewer resources throughout the nation honor their students in a variety of creative ways, such as personal delivery of lawn signs, banners throughout the town, customized shirts, etc. for each student. These are some ideas that can be used for both Seniors and 8th graders. Some additional recommendations using social distancing guidelines that parents & students have mentioned are... • Postponing all events to late June or early summer. • Individual school graduations at Williams Field. Limit tickets per student or no tickets, Stream the graduation, hire a professional photographer to capture the moment. This can all be done while implementing social distancing guidelines. • Individual School Car graduations- Use a large parking lot such as Jersey Gardens and have students "drive-up" to receive their diploma. • Individual school awards/dinner/dance- if possible- there should be an opportunity for students to be properly acknowledged for their academic success, college acceptances, and sports participation. This will allow them to wear their "Prom Attire" that many may have already purchased while giving them a proper final evening. The locations can be gymnasiums or having them all at Dunn Sports Center on different days.

I understand with a district that graduates over 1000 seniors and about the same in 8th graders every year this is always a huge undertaking but I also know that it CAN be done and that our community can provide valuable input into the process and should always be included. Holding individual school events may be time-consuming but to comply with social distancing guidelines this would provide the best way to ensure safety measures that can be managed.

Our community also has various questions regarding what retention summer school programs will look like, Extended School year programs, Special education services, especially how compensatory services will be addressed. I really do not understand why it is so hard to just keep the community informed regarding issues they know are of concern.

Lastly on behalf of Elizabeth Parents and Students care I want to say a great big THANK YOU to all the teachers and staff that are helping us get through this E remote learning process.

To all who make sure that our students have food to eat and risk their own health to give out the grab and go breakfast and lunches.

To the teachers who know that their students do not have enough food to eat at home and go out of their way to get them resources or buy food for them.

To all of our teachers and staff that many times just provide a listening ear to parents while dealing with their own situations at home.

To the Elizabeth Education Association and its President John Griffin who has been providing grab and go lunches all around our community.

AND to ALL of our Elizabeth community who perform random acts of kindness every day with no fanfare. We SEE you and we THANK YOU."

Mr. Kennedy read the email received from Maria Lorenz:

"Good Evening, I want to comment how not transparent this district is when it comes to the budget. I hope that the board members have a FULL and COMPLETE version of the budget. I find it disingenuous from the district to post an abbreviated budget instead of also posting the WHOLE budget. If you want the public to comment on the budget, then the public needs all of the information not the selective information you feel like you want to provide. Perhaps you should develop a policy to address full disclosure since this is not something that comes as common sense but rather needs to be told. Regarding special education I see that there are several cuts to the budget: • General supplies and Professional Education Services I see cuts of 3,000 each • The salaries that are in reduction I am assuming it is because we have staff that have left and have not or will not be replaced. How do you think this will impact our kids • Supplies were reduced by 45,979 • Learning Language disabled there was a reduction of 34,210 • Autism lost 46,613 • SPED Instruction is down 40, 603 • Contract Services for Special Education Students is down 114,129 I have a question to ask, Do you think that the rate at which children are being classified by some miracle has decreased? If you think it has, I can assure you it may be because special services has systematically failed to classify children that clearly have a disability. I can make this statement because I have been a witness to this first hand being in some of these meetings when a child is turning 5. This situations do and have

occurred no thanks to the inept staff that is hired or perhaps it is a combination of directives they are being given by their superiors. I can assure you that this practice is not only a disservice to the community that you serve but to the position you claim to care so much for. I want this board to really review this budget and to make very clear what the reductions are in special services and what exactly we are looking to gain and lose this coming year. I also want to know what the cost saving have been during the closure due to the COVID 19. We don't have to pay too much on electricity, water and other items so I want to know as a resident and tax payer what monies we have saved that you will not put into your legal reserve but as a reinvestment back into the children you claim to serve. Thank You"

Mr. Kennedy stated that there is a correction due to an oversight of the next three emails which were received at 6:27 p.m., 6:28 p.m., and 6:31 p.m. Mr. Kennedy stated that the emails will be entered into the official record and spread in full into the official minutes and additionally, the three emails will be read into the record during the Public Speaking portion of the regularly scheduled meeting of the Board on Thursday, May 14, 2020.

Mr. Kennedy received the following email from John Griffin, EEA President:

"Members of the Board,

I am writing to you this evening because the EEA and its members need help. There are ongoing, unresolved issues with a lack of communication, a lack of uniformity with the implementation of Phase II Remote learning, the professional duties and responsibilities of teachers, and their well being.

All of these concerns have been brought to the attention of the Superintendent and some to others in Central administration. As of today, all remain unresolved and still require attention. They do so because there has been little, and at times, no communication between Central Administration and the Association. And it has not been for lack of trying on our part.

No one ever confirmed to me that pack and go lunches were going to be provided. I found out by driving past School #26. No one informed me the warehouse was partially operational and the drivers were making deliveries. I found out from a member of the community. And not once has anyone from Central Administration reached out to me and let me know when one of our members passed.

Two weeks ago, it was resolved between myself and the Superintendent to release a joint statement which would have provided clarity and direction to our teachers and the administrators in regards to Remote Learning. Despite repeated requests and with a sincere desire to support the district's leadership in these unprecedented times, no statement has been issued nor have we been provided with one to review before it's released. It's disconcerting to say the least that a simple statement which would have done much to relieve pressure from our teachers still hasn't materialized.

These are not the only concerns we have. I would appreciate the opportunity to discuss them with any one or all of you. Please reach out. Thank you and stay well."

Mr. Kennedy received the following email from Leonardo Caramazana, EEA Vice President:

"Ladies & Gentlemen of the Board, the EEA and its members have some concerns. We would like the opportunity to discuss them with you at your earliest possible convenience."

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

"Hello Madam Superintendent, Board Commissioners , Assistant Superintendents, community members and fellow educators. I hope you are all safe and healthy.

Ladies & Gentlemen of the Board, the EEA and its members have some concerns. We would like the opportunity to discuss them with you at your earliest possible convenience."

Since there were no other emails received, Mrs. Barbosa closed this portion of the meeting.

Mrs. Barbosa commended everyone who is helping our district to move forward. Mrs. Barbosa stated that our Grab-n-Go locations are fully functioning, and our parents and students are coming and getting their breakfast and lunch and that is very important. Mrs. Barbosa stated that the teachers are going out of their way and counselors and members of our staff have shown a love for our students in various

ways. Mrs. Barbosa stated that nothing is a burden to make our children feel special and that is what we are going to strive to do to make them feel special.

Board President Diane Barbosa introduced Superintendent Olga Hugelmeyer to present the 2020-2021 School Year Budget of the Elizabeth Board of Education.

Mrs. Hugelmeyer welcomed everyone to the presentation of the Public Hearing for the proposed 2020-2021 School Year Budget of the Elizabeth Board of Education. Mrs. Hugelmeyer thanked the Board of Education and stated that this is truly a collaborative process and we work together on building this budget. Mrs. Barbosa stated that we spend countless hours in our committee meetings ensuring that we are meeting the needs of all of our students and gave a special thank you to our Board of Education.

Mrs. Hugelmeyer stated that the financial impact of the COVID-19 pandemic on state and federal funding for education brings unclear and uncertain budget realities. Mrs. Hugelmeyer stated that the budget being presented this evening is the approved budget as of May 7, 2020. Mrs. Hugelmeyer stated that given the current state of affairs amid COVID-19 and based on education finance expert predictions we anticipate that the district's budget will be dramatically affected by reductions in revenue in state and federal government. Mrs. Hugelmeyer stated that until we receive more definitive budget information, we will be advocating the state and federal government to use one-time dollars to support school districts. Mrs. Hugelmeyer stated that she will continue to provide updates on the status of our budget to our school community.

Mrs. Hugelmeyer asked that in challenging times such as these, how do we establish a budget that is committed to our core values so that we are able to move on to our next level of work. Mrs. Hugelmeyer stated that our education community staff have been a part of the frontline during this pandemic. Mrs. Hugelmeyer stated that our teachers, our custodians, our food service workers, all of the people at our Grab-n-Go, our counselors, our social workers, our case managers, and everyone working diligently have educated our children, fed our children, and our nurses have administered to the sick. Mrs. Hugelmeyer stated that we strongly encourage our government officials not to seek to balance their budget on the shoulders of our students and the education system.

Mrs. Hugelmeyer presented a PowerPoint slide showing the overview of the district stated that we are currently the second largest district in New Jersey servicing 29,102 students. Mrs. Hugelmeyer stated that we have 3 early childhood centers, 26 PreK-8 schools including 20 neighborhood schools, 4 magnet schools, and 2 gifted and talented schools, and 7 theme-based high schools. Mrs. Hugelmeyer stated that we serve 19.5% English language learners, 11.3% special education students, 1.3% students who are both special education and English language learners, .68% homeless, 67.9% general education students, and 74.8% of our students qualified for free and reduced lunch. Mrs. Hugelmeyer stated that the ethnicity is 73% Hispanic, 17.2% Black, 7.8% White, 1.8% Asian, and 0.2% other. Mrs. Hugelmeyer stated that we have 29,102 students and 4,362 team members. Mrs. Hugelmeyer explained a PowerPoint slide showing the school enrollment by category for the years from 2010-2011 through 2020-2021 and stated that the number of students has increased dramatically over time from 22,752 in 2010-2011 to 29,102 students for 2020-2021.

Mrs. Hugelmeyer asked how we define every child achieving excellence and stated that the Elizabeth Public Schools equity goal is that we believe all students can learn and achieve at high levels regardless of race, ethnicity, culture, neighborhood, household income, or home language. Mrs. Hugelmeyer stated that our commitment to the goal is that we will narrow the achievement gaps of students by providing a high quality education to ensure that all of our students are college and career ready. Mrs. Hugelmeyer presented a PowerPoint slide and stated that our promise goals are the commitment that 100% of EPS graduates will meet the requirements to enter a 2 or 4-year college, a technical school, or service to our nation and/or will hold a license or certificate enabling them to enter the workforce; 90% of EPS graduates will enroll in at least one Advanced Placement course before graduating and maintain a 3.0 GPA or higher throughout high school; and 90% of EPS students will graduate on time.

Mrs. Hugelmeyer stated that the next area focuses on our financials, our drivers, and our programs and services. Mrs. Hugelmeyer stated the process for the development of the 2020-2021 budget had five phases. Mrs. Hugelmeyer stated that the first phase was gathering input from stakeholders. Mrs. Hugelmeyer stated that the second phase was determining the needs of the organization based on the October 15th ASSA enrollment data and then we created a class-size analysis. Mrs. Hugelmeyer stated that

the third phase was to determine priorities and adjust the budget and included face to face meetings with all principals, review of all curriculum inventories and requests, face to face meetings with all instructional and operational directors, and a comparative analysis of expenditures of 2019-2020 vs. proposed budgets. Mrs. Hugelmeyer stated that the fourth phase was the budget review process including line by line department budget review, allocation of funds within the school-based budgets based on enrollments, programs, and equitable need, review by financial consultant, collaboration with and review by EBOE Finance Committee. Mrs. Hugelmeyer stated that the last phase is where we are now, the Budget Hearing.

Mrs. Hugelmeyer introduced School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to present the financials.

Mr. Kennedy stated that tonight he is presenting the financials for the 2020-2021 School Year Budget. Mr. Kennedy stated that the vast majority of the revenue will come from New Jersey State Aid, \$483,164,159., which is 83.5% of our revenue. Mr. Kennedy stated that the next largest source of our revenue will come from the local Elizabeth taxpayer, \$59,813,124., which is 10.3% of our budget, federal aid is \$23,613,593., which is 4.0%, balance appropriation is \$9,998,449., which is 1.7%, and miscellaneous revenue is \$1,888,429., which is .5% for a total budget of \$578,478,054. Mr. Kennedy stated that there is \$0 debt service. Mr. Kennedy stated that our budget expenditures include \$455,926,277. for instruction which is 78.8%, of our total budget, \$18,584,704. for administration which is 3.2%, \$52,496,383. for operation and maintenance of plant which is 9.1%, \$51,470,690. for other which includes community services, employee benefits, transportation, and capital outlay which is 8.9% of our budget. Mr. Kennedy stated that the 2020-2021 comparative per pupil cost is \$16,980. per student and includes \$10,461. for classroom instruction, \$71. for equipment costs, community services and special schools, \$2,388. for cleaning, repair, and maintenance of our schools, plant and property, \$147. for athletics and extracurricular activities, \$2,490. for support services including health, guidance, child study teams, library, and professional development, and \$1,423. for central administration, school administration, business services, human resources, telephone and postage. Mr. Kennedy stated that the State of New Jersey regional administration cost per student is \$2,197. and here in Elizabeth the cost for our administration is \$1,423. per student. Mr. Kennedy stated that the 2020-2021 budget and tax levy proposed is in accordance with the rules and regulations as promulgated by the New Jersey Department of Education. Mr. Kennedy stated that the Elizabeth Public Schools prepares its budget following instructions incorporated into the Budget Guidelines and Electronic Collection Manual published by the NJDOE Office of Finance. Mr. Kennedy stated that the instructions ensure that budgets and information submitted for approval to the Executive County Superintendent and Business Administrator are complete and correct.

Mrs. Hugelmeyer thanked Mr. Kennedy for his presentation. Mrs. Hugelmeyer stated that the next area of the 2020-2021 budget presentation is our programs and services. Mrs. Hugelmeyer stated that the NJ Department of Education has budget development priorities including maintaining our school system, building professionalism/resources, raising standards and expanding opportunities, protecting our investment, and planning for the future.

Mrs. Hugelmeyer stated that the first budget development priority is maintaining our system and the budget goals for maintaining our school system include adequate staffing for instruction, increase in supplies, equipment, and textbook allocations for new students, academic programs, safe and caring initiatives, home and school relationships, academic safety nets, athletic and co-curricular activities, student assessment, and technology. Mrs. Hugelmeyer presented a PowerPoint slide showing the teacher to pupil ratio for grade levels and stated that the teacher to pupil ratio is 1:18 for grades K-5 and 1:20 for grades 6-12. Mrs. Hugelmeyer stated that the 2020-2021 budget includes an increase in supplies, equipment, and textbook allocations for an anticipated 2% increase in new students in our schools. Mrs. Hugelmeyer stated that the new budget includes a refurbishment of instructional materials for all content areas; new mathematics textbooks for high school for Algebra I Advanced, Geometry, Algebra II; technology to support grades 2-12; Advanced Placement Exams; Career and Technical Education (CTE) for grades 9-12; and Marine Corps. Junior Reserve Officers Training Corps. (JROTC). Mrs. Hugelmeyer stated that there are partnerships including National Academy Foundation (NAF) for grades 9-12, Southern Regional Education Board and Federal Express, Global Logistics, and Supply Chain Management. Mrs. Hugelmeyer presented a PowerPoint slide showing the academic programs and stated that they also provide for Advanced Placement exams, PreK Disabilities, new transition program for our overage high

school students remaining in school until they are 21 years of age; SONDAY multisensory program for students with disabilities in grades K-8; EDMARK program to be utilized by our autism/MC/MD students; and Quaver classic music for performing arts in grades K-8. Mrs. Hugelmeyer presented a PowerPoint slide showing the safe and caring initiatives and stated that it includes alternative education programs for at-risk learners; maintenance of equipment; contracted services for nursing, speech, occupational therapy and physical therapy, chief medical inspector, behavioral services, and student drug screenings; substance abuse coordinator (SAC) services; investigators and school security guard services; school guidance counselor services; social worker services; school nursing services; child study team (CST) services; American Red Cross CPR training; before school breakfast programs; high school Saturday programs; Positive Behavior Supports in Schools (PBSIS); recovery high school tuition and transportation, and transportation of students. Mrs. Hugelmeyer presented a PowerPoint slide showing the home and school relationship and stated that this includes community services; Welcome Centers for centralized registration; high school registration for after school, Saturday, and summer; community attendance liaisons; student handbooks and parent handbooks; newsletters; PowerSchool student information system; PowerSchool Unified Classroom learning management system; IEP Direct/RTI Direct/504 Direct; communication materials and brochures designed to promote school and district programs available in multiple languages; high school information sessions; district website; operation of video channel; community education program; Free Application for Federal Student Aid (FAFSA) Seminars; school events including National Honor Society, Back to School Nights; Math/Science/Literacy Nights, and awards ceremonies. Mrs. Hugelmeyer presented a PowerPoint slide showing the academic safety nets and stated that the summer academics include summer/retention program for grades K-8; summer literacy interventions program; summer remediation and advanced credit for grades 9-12; Marine Corps Junior Reserve Officers Training Corps (JROTC); home instruction services; Reading is Essential to Adolescent Development (READ) for grades K-3; Algebraic Thinking for grades 6-8; Developing Mathematical Understanding for grades 4-5; recreation program for special education; extended school year (ESY) for students with disabilities PreK to age 21; and summer arts enrichment for grades K-11. Mrs. Hugelmeyer presented a PowerPoint slide showing the academic safety nets for before and after school and academic interventions and stated that they include before school and after school basic skills and enrichment programs; after school enrichment program for grades K-8; Saturday recreation program for students with disabilities; after school clubs for high school students; attendance recovery program for high school students on Saturday; graduation rate improvement program (GRIP) for high school students on Saturday. Mrs. Hugelmeyer stated that the academic interventions include Advancement Via Individual Determination (AVID) for grades 6-12, Agile Minds: Mathematics for grades 6-8, Response to Intervention (RTI), Hispanics Inspiring Students Performance and Achievement (HISPA) role model program for grades 6-8, SONDAY multisensory interventions, Orton Gillingham, and Leveled Literacy Interventions. Mrs. Hugelmeyer presented a PowerPoint slide showing the academic safety nets and stated that the programs for students with disabilities include TouchMath for grades K-8, Edmark for Autism/MC/MD, 504 Plan Related Services, extended school year (ESY) for students with disabilities PreK to age 21, and contracted services for nursing, speech, occupational therapy, physical therapy, and behavioral services. Mrs. Hugelmeyer stated that the academic interventions also include Applied Behavior Analysis (ABA) Services, Rethink, Union County Educational Services Commission (UCESC) Transition Partnership, and Verbal Behavior Milestones Assessment and Placement Program (VB-MAPP). Mrs. Hugelmeyer stated that the programs for bilingual students include self-contained bilingual and ESL services, native language materials, transition services, sheltered instruction professional development, bilingual magnet program for grades 4-8 (Spanish), Point of Entry for grades 9-12, and Esperanza Literacy Intervention. Mrs. Hugelmeyer stated that home instruction includes contracted providers, hospital home instruction, and after school home instruction. Mrs. Hugelmeyer presented a PowerPoint slide showing the athletic and co-curricular activities including a complete array of clubs and activities, athletic summer camps, intermural sports for grades 6-8, athletic programs for grades 9-12, summer band camp for grades 9-12, New Jersey State Police Top Physical Challenge, Young Men's Christian Association (YMCA), Health Bee, Special Olympics, Saturday and Summer Recreation Program for students with disabilities. Mrs. Hugelmeyer presented a PowerPoint slide showing the student assessments and stated that it includes the High School Graduation Appeals Portfolios, State Testing Program for NJ Student Learning Assessment (NJ SLA), Dynamic Learning Maps (DLM), Assessing Comprehension and Communication in English State-to-State (ACCESS) for ELLs, Developmental

Reading Assessment (DRA) and Evaluacion del desarrollo (EDL), College Board Assessments, Preliminary Scholastic Aptitude Test (PSAT), Scholastic Aptitude Test (SAT), Advanced Placement (AP), PreK IDEA Proficiency Test (Pre-IPT), New Entrant Testing for English Language Learners, translation services for student assessments, and Verbal Behavior Milestones Assessment and Placement Program (VBMAPP) for students with disabilities. Mrs. Hugelmeyer presented a PowerPoint slide showing the technology in maintaining our schools and stated that the technology includes Information Technology (IT) Technicians, internal and external communications for the e-mail system, phone system, robo-call system (Blackboard APP Connect), technology training, district, school, and teacher webpages, maintenance of internal bandwidth capacity, Microsoft Office 365 and e-mail addresses for students in grades 6-12, Destiny: Follett Library Management System, MyAccess writing program renewal of software license, maintenance of equipment for TV studio, maintenance of one-to-one devices for grades 2-12, SchoolNet, Frontline Applitrack human resources system • SHI Student Staff ID System and TPASS Visitor Security System, Versatrans System transportation software system, financial systems, payroll system and accounts payable system, budgeting system, maintenance of systems, telephone messaging, and two-way radio network.

Mrs. Hugelmeyer stated that the next budget development priority is our programs and services including raising standards and expanding opportunities and building professionalism – resources. Mrs. Hugelmeyer presented a PowerPoint slide showing the resources for closing the achievement gap and stated that it includes a coordinator of equity and community education programs, guidance counselor to track and monitor out-of-district students, leveled curricular materials, SchoolNet data system, data analyst to identify strengths and weaknesses of minority populations, culturally relevant supplement for curricular materials, consultants to examine curriculum of inclusion, 15-hour Sheltered Instruction Module for all instructors, summer transition program before 9th grade, Children’s Literacy Initiative (CLI) partnership, partnership with Harvard University – Reimagining Integration: Diverse and Equitable Schools (RIDES), and Growth Mindset. Mrs. Hugelmeyer presented a PowerPoint slide showing the professional learning opportunities and stated that they include the New Jersey Superintendents’ Network – Conducting Equity Instructional Rounds, Hispanic Association for Colleges and Universities (HACU), Kean University Diversity Council Membership, College Board Council, and Power of Mindsets – Promoting positive School Climate and Motivation and Resilience in Students. Mrs. Hugelmeyer presented a PowerPoint slide showing the resources to enhance technology standards for students and teachers and stated that it includes MyACCESS (Vantage Learning) Intervention and enrichment programs, Destination Imagination, First LEGO League, Girls who Code, Engineering is Elementary, NASA Explorer School, Technology Student Association Khan Academy – supplemental resource for mathematics, Microsoft Translator, Microsoft Office 365, computer literacy for teachers, and computer literacy of curricula writing for Digital Literacy (grades 3 and 4) and Introduction to Coding (grade 5). Mrs. Hugelmeyer presented a PowerPoint slide showing the career and college readiness programs and stated that they include International Baccalaureate for grades K-8, Naviance for College and Career Readiness for grades 9-12, Dual Enrollment Partnerships with Kean University, New Jersey Institute of Technology (NJIT), New Jersey City University, Middlesex County Community College (MCCC), and New Jersey Institute of Technology for grades 9-12, GradTracker Transition program for students with disabilities, college visits, industry certifications, National Academy Foundation (NAF), Be Future Ready: Academy of Information Technology & Project Lead the Way, Structured Learning Experiences (SLE) – Advisors & Internships, Advancement via Individual Determination (AVID), and Kean University – Tomorrow’s Teachers partnership. Mrs. Hugelmeyer presented a PowerPoint slide showing the visual and performing arts including the Teen Arts Program, summer arts institute, music theater orchestra, high school performing arts program after school, Disney Musicals in Schools, HBO partnership, Visual Arts Center of New Jersey, and American Young Voices. Mrs. Hugelmeyer stated that the review of instruction includes the revisions of curricula, revisions of benchmarks, and iObservation (Danielson and Marzano evaluation systems). Mrs. Hugelmeyer presented a PowerPoint slide showing the building professional resources including mentoring first-year teachers, new teacher training, new teacher network induction programs, Montclair State University Network for Educational Renewal, content area trainings (including bilingual and special education) Harassment Intimidation and Bullying (HIB), language arts literacy training with

on-site coaching, mathematics training for grades K-8 and Algebra I Advanced, Geometry, and Algebra II with on-site coaching, training for librarians on literacy instruction, safety and security of our schools, personalized learning environments and differentiating instruction, Handle with Care, Global Compliance Network Professional Development System, administrators' institute, and district professional development days.

Mrs. Hugelmeyer presented PowerPoint slides showing the accomplishments of our district. Mrs. Hugelmeyer stated that the State of New Jersey has designated the Elizabeth Public Schools as high performing and has satisfied the indicators of the New Jersey Quality Single Accountability Continuum Review. Mrs. Hugelmeyer stated that the district has a record of building and acquiring facilities including the acquisition of St. Mary's which will be the new STEM High School No. 92. Mrs. Hugelmeyer stated that four of our high schools rank among the top 12% of the most challenging high schools in the United States according to the Jay Mathews 2020 High School Challenge Index including Elizabeth High School Frank J. Cicarell Academy, Alexander Hamilton Preparatory Academy, Thomas Jefferson Arts Academy, and John E. Dwyer Technology Academy. Mrs. Hugelmeyer stated that Terence C. Reilly School No. 7 was the recipient of the National Blue Ribbon Award from the United States Department of Education. Mrs. Hugelmeyer stated that John E. Dwyer Technology Academy received the College Board AP Computer Science Female Diversity Award. Mrs. Hugelmeyer stated that five schools were named NJ School of Character including Victor Mravlag School No. 21, William F. Halloran School No. 22, Juan Pablo Duarte-José Julián Martí School No. 28, Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52, and John E. Dwyer Technology Academy. Mrs. Hugelmeyer stated that the Elizabeth Public Schools partnered with Make the Road NJ to open the first Student Success Center in New Jersey. Mrs. Hugelmeyer stated that the district held the dedication of Chessie Dentley Roberts Academy School No. 30. Mrs. Hugelmeyer stated that the Elizabeth Public Schools was recognized as a 2020 Best Community for Music Education by the NAMM Foundation. Mrs. Hugelmeyer stated that the Boys Varsity Basketball Team won the 2020 Group 4, North 2 State Championship. Mrs. Hugelmeyer stated that the Elizabeth High School Marching Band won the 2019 Group 4, North 2 State Championship. Mrs. Hugelmeyer stated that the Boys Varsity Soccer Team won the 2019 Group 4, North 2 State Championship and 2019 Union County Co-Championship. Mrs. Hugelmeyer stated that the Real Madrid Academy of Social and Athletic Education was developed at Juan Pablo Duarte-José Julián Martí School No. 28.

Mrs. Hugelmeyer presented a PowerPoint slide, "We are committed to create an equitable budget with high expectations and a budget that underscores our focus on college and career readiness. We continue moving forward with a commitment to equity, expectations, and excellence. The commitment to our core values and our concern for the welfare of the City requires us to work arduously to present a budget that our community can support. I am honored to serve as the Superintendent of this school district, which has a rich legacy and commitment in setting a high standard for our children. Our high expectations balanced with the financial pressures we face will require us to seek input from everyone in the learning community. We could not have accomplished so much without the commitment and leadership of our Board of Education, our union partners, and the support of the community at large. Thank you so much for your support."

Mrs. Hugelmeyer stated that the Board of Education and Central Office believe in an open and transparent budget process, all Board of Education meetings are open to the public, and agendas and meeting minutes are available at www.epsnj.org. Copies of the tentative 2020-2021 budget are on file at the Board of Education Mitchell Building, 500 North Broad Street, and a copy of the proposed budget is posted online at the district's website, www.epsnj.org."

Mrs. Hugelmeyer thanked the Board of Education for their hard work, dedication, and support for our district working alongside and rolling up their sleeves in order to ensure that we have a budget that covers the needs of all of our children from kindergarten through high school. Mrs. Hugelmeyer stated that this concludes the budget presentation.

Mrs. Barbosa thanked the Superintendent for the presentation. Mrs. Barbosa stated that this is a big team effort in all aspects.

Mrs. Moreno-Ortega gave condolences to the families who have lost loved ones and is sending prayers to them. Mrs. Moreno-Ortega stated to the community that we are with you during this time and are proud of the work done by each one of you. Mrs. Moreno-Ortega stated that we are proud of the seniors and we will listen to your wishes for graduation. Mrs. Moreno-Ortega stated that we will follow the recommendations of the Governor and the recommendations of the Health Department. Mrs. Moreno-Ortega stated that we will work together to make this a very special day for them.

Mr. Jacobs echoed the sentiments of Mrs. Moreno-Ortega for condolences to the families for all the people we have lost due to COVID-19. Mr. Jacobs stated that they are concerned and looking to do something for our seniors as well. Mr. Jacobs stated that tonight we are talking about our budget for 2020-2021 and, as we all know, we are in uncharted territories at this time. Mr. Jacobs thanked Superintendent Hugelmeyer, Mr. Kennedy, and their staff in presenting a balanced budget for this year. Mr. Jacobs stated that considering the fact that we are in an unfortunate position of basically putting the cart before the horse to approve this budget, what has to be done has to be done. Mr. Jacobs stated that, however, we realize the situation that we are in. Mr. Jacobs echoed Mrs. Hugelmeyer's comments that we hope that the State will not balance their budget on the backs of our children. Mr. Jacobs stated that he hopes that we do receive our fully allotted state aid so that we can continue to provide the quality education that we have been able to do so for all of our children. Mr. Jacobs stated that is also evidenced in our accomplishments for this year and throughout the years. Mr. Jacobs stated that he is happy that we are able to put this budget forward. Mr. Jacobs stated that if we do have to make changes, hopefully it will be minimal but let's keep our fingers crossed in hopes that we will have a successful 2020-2021 year.

Mrs. Barbosa stated that a lot of our decisions are heavily weighed on the health, safety, and well-being of our students, families, and community. Mrs. Barbosa stated that with this budget we do hope to get the federal funding that we are expecting because that is important to us.

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 take add to the agenda.

A motion was made by Mrs. Carvalho, seconded by Mrs. Moreno-Ortega, to go into private session at 7:42 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Ms. Bathelus, seconded by Mr. Jacobs, to reconvene in public session at 9:30 p.m.

The motion was carried by the following vote:

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

Negative: None

Resolution – Adoption of the 2020-2021 School Budget

A motion was made by Mr. Neron, seconded by Ms. Bathelus, that the resolution be adopted.

The motion was carried by the following vote:

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

Negative: None

Mr. Neron thanked everyone for their patience and due diligence during this unprecedented time. Mr. Neron stated that he is the Chairperson of the Finance Committee and thanked the administration especially our Superintendent for being able to crunch numbers and create a budget that would be suffice and appropriate for a regular school year. Mr. Neron stated that he wants to preference that due to all that

is happening in our society today and in our world we can't tell what is going to happen tomorrow or the day after. Mr. Neron stated that to be mindful that everything we have proposed could potentially change with federal government adjustments, state adjustments, and an unprecedented tomorrow. Mr. Neron stated that we don't know what that looks like but we have put forward our wish list and what we think will create a successful school district and a model school district here and in the country. Mr. Neron stated that we are getting to the point where even if things are going to change and adjust to a new normal we will become a model school district. Mr. Neron stated that we have some of the best staff in the country who are working day in and day out, especially our IT Department who are working to make sure that this meeting can happen and to make sure that home schooling is actually taking place. Mr. Neron commended the Superintendent and stated that we are preparing ourselves, as we heard in the presentation, to get ready for a new normal and that would include everyone, all our students, all our staff, and all our services that we provide. Mr. Neron stated that there are a lot of questions, concerns, uncertainty that exists and to please bear with us. Mr. Neron stated that we are working around the clock and arduously to make sure that we are ready. Mr. Neron stated that nobody ever expected this to happen. Mr. Neron stated that three or four months ago no one ever thought this would be what the school year would look like. Mr. Neron stated that we salute our graduating eighth graders and seniors and our retirees and we want you to know that you are embarking on a new future and a new normal of your life and they are very special. Mr. Neron stated that no one in history has gone through what you have had to go through and the fact that you are able to make it through this and succeed. Mr. Neron stated that you have become a champion and you should be proud of the work that you have accomplished with all the adversity that you have had. Mr. Neron stated that it not only includes academic challenges but it includes mental health, well-being, and our public health and you have had to face all of that to succeed. Mr. Neron saluted our retirees for their years of service that you have given and unfortunately we can't salute you publicly in person but we salute you virtually. Mr. Neron stated that we have had many people that have lost their lives during this pandemic and there are no words that can deal with the pain, anger, sorrow, and grief that you have to deal with during this time. Mr. Neron stated that it is unprecedented and we pray that we will be able to see tomorrow and God will wrap his arms around you and comfort you. Mr. Neron gave his sincere condolences to all of the families who have lost someone, especially the parents that we have lost, children, and staff that we have lost. Mr. Neron stated that words cannot express enough how we feel and how saddened we are by these great losses. Mr. Neron stated that may God be with you and thanked the district and fellow Board members who have been working around the clock, missing their families, and making all of these meetings to do what they have to do.

Mrs. Barbosa thanked Mr. Neron and stated that encompasses what we all are thinking on a daily basis in our heart. Mrs. Barbosa stated that it is planning with uncertainty.

Mr. Neron thanked Mrs. Barbosa for her leadership and stated that this is something that she did not ever foresee to be President at such a time as this. Mr. Neron stated that they salute Mrs. Barbosa and thanked her for pushing them along. Mr. Neron thanked Mrs. Barbosa for doing a remarkable job and the work she has done and the passion she has for communicating to the public and her fellow Board members.

Mrs. Barbosa saluted everyone including Board members, staff, and parents and stated that we are all going through this. Mrs. Barbosa stated that it is a global emergency that we have embarked together with the uncertainty of our health, our family's health, and our children's health. Mrs. Barbosa stated that it makes us scared and wonder what comes next. Mrs. Barbosa stated that is why we do it one day at a time together. Mrs. Barbosa thanked everyone for joining the meeting and for their patience. Mrs. Barbosa stated that we will communicate and we are listening. Mrs. Barbosa stated that everyone should stay safe, stay healthy, and God bless everyone who has lost a family member, who is sick at this moment, and who is worried, just as she is, about tomorrow. Mrs. Barbosa said God bless you and God bless the Elizabeth Public Schools.

On a motion by Mrs. Carvalho, seconded by Mrs. Moreno-Ortega, the meeting was adjourned

at 9:40 p.m.

The motion was carried by the following vote:

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

Negative: None

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