

APPROVED  
Bd. Mtg. 12-16-21

BOARD OF EDUCATION  
(Official)

November 23, 2021  
Elizabeth, New Jersey

The regular agenda and business meeting of the Board of Education was called to order on November 23, 2021 at 6:30 p.m. in the Elizabeth High School-Frank J. Cicarell Academy, 40 Morrell Street, Elizabeth, New Jersey.

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

Board President Jerry Jacobs presented the following statement at 6:43 p.m.

"Ladies and Gentlemen, good evening. This is a combined regular agenda and business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on November 10, 2021. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

We want to welcome everyone present here at Elizabeth High School Frank J. Cicarell Academy and to our television viewers to this November 23, 2021 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.

This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. We also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities. We are pleased that you have taken time this evening to join us here for our Board of Education meeting. Thank you for your interest in the Elizabeth Public Schools.

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

Mr. Jacobs announced that Heather Savage Ford will serve tonight in the capacity as Board Secretary and will sit in for Mr. Kennedy who is unavailable to attend tonight's meeting.

Present: Nathalie Alcaide-Hernandez (via online platform), Diane Barbosa, Maria Carvalho, Iliana Chevres (arr. 7:10 p.m.), Stephanie Goncalves (arr. 7:10 p.m. via online platform), Rosa Moreno-Ortega, Stanley Neron (via online platform), Jerry Jacobs – 8

Absent: Charlene Bathelus – 1

Superintendent of Schools Olga Hugelmeyer, Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Schools Judy Finch-Johnson, Chief of Operations Francisco Cuesta, Comptroller Rajeev Malhotra, Deputy Counsel Heather Ford, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the community were present.

Mr. Jacobs called for a moment of silence for the passing of Rose Perone, former Principal of Christopher Columbus School No. 15.

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

Pledge of Allegiance

Star Spangled Banner by Francis Scott Key

Pledge of Ethics

Mr. Jacobs wished everyone a Happy Thanksgiving. Mr. Jacobs stated that he had the opportunity to visit School No. 9 this week. Mr. Jacobs stated that he was impressed with some of the letters he received which prompted him to visit and read a book to our children. Mr. Jacobs stated that it amazes him how smart and wonderful our children are and how intuitive they are to certain things. Mr. Jacobs stated that the fun thing about this job is that we are able to go out in the schools and talk to the children to see how they are learning. Mr. Jacobs stated that sometimes that is overlooked. Mr. Jacobs stated that we are here to make sure our children are all learning at the level that they should be because they have been through so much in this past year. Mr. Jacobs stated that any return to normalcy is a blessing and they were all happy and excited to be back in school. Mr. Jacobs stated that is a testament to the education system we are trying to provide here in Elizabeth.

Mrs. Moreno-Ortega wished our families and staff a Happy and Healthy Thanksgiving. Mrs. Moreno-Ortega stated that this is a great opportunity to say thank you for their hard work and dedication. Mrs. Moreno-Ortega wished a Happy Thanksgiving to our whole community. Mrs. Moreno-Ortega repeated the sentiments in Spanish for the community.

Superintendent Olga Hugelmeyer presented the community updates and stated that the presentation will be available on the district webpage.

Mrs. Hugelmeyer presented a PowerPoint slide showing the new funding and stated that yesterday afternoon the Department of Education announced that the Elizabeth Public Schools will be receiving an additional \$4,790,521. in new funding for projects related to emergent and capital

maintenance needs. Mrs. Hugelmeier stated that this is a tremendous opportunity to make the necessary improvements to our schools and we are grateful to the NJ Department of Education.

Mrs. Hugelmeier presented PowerPoint slides showing Union County Covid-19 information and stated that we will be partnering with the Union County Health Department in relation to Covid-19 vaccinations. Mrs. Hugelmeier stated that we will be making the Pfizer Covid-19 vaccination available for children ages 5 to 11, as well as children ages 12 to 18. Mrs. Hugelmeier stated that a flyer will be distributed to all our families and will be on our social media platforms. Mrs. Hugelmeier stated that the Union County Health Department is asking parents to please register on the link that will be provided on the flyer. Mrs. Hugelmeier stated that the vaccination will be available at School No. 50, 1000 South Elmora Avenue on Tuesday, November 30, 2021 from 3:30 p.m. until 6:30 p.m. and walk-ins will be welcome.

Mrs. Hugelmeier presented PowerPoint slides for additional vaccination clinics. Mrs. Hugelmeier stated that Union County is sponsoring a Covid-19 vaccination clinic for the Pfizer vaccine for ages 5 and up at the Warinanco Sports Center located at 1 Park Drive, Warinanco Park, Roselle and will be open every Thursday from 4:00 p.m. until 7:00 p.m. except for federal holidays. Mrs. Hugelmeier stated that for children ages 12 and up the Union County clinic at Downs Hall, Kean University is open every Wednesday and Friday from 3:00 p.m. until 7:00 p.m. except for federal holidays. Mrs. Hugelmeier stated that residents needing Moderna booster shots can also use this clinic. Mrs. Hugelmeier stated that the Union County Immunization Clinic located at 40 Parker Road, Elizabeth is open weekdays from 8:30 a.m. until 4:00 p.m. for walk-in vaccines and booster shots and is available to income-eligible households.

Mrs. Hugelmeier presented PowerPoint slides on the flu vaccine and stated that the Union County Immunization Clinic is offering free flu vaccines for Union County residents ages 3 and up on Wednesday, December 1<sup>st</sup> from 4:00 p.m. until 7:30 p.m. and walk-ins are welcome.

Mrs. Hugelmeier presented a PowerPoint slide showing the Union County Mobile Pop-Up Clinics and stated that the clinics are offering the Pfizer vaccine for ages 12 and up, the Johnson and Johnson vaccine, and Moderna booster shots. Mrs. Hugelmeier stated that the clinics will be held on Sunday, November 28<sup>th</sup> from noon to 2:00 p.m. at the Agape Family Worship Center in Rahway; Saturday, December 4<sup>th</sup> from 8:00 a.m. until 10:00 a.m. at the Union County Food Distribution Event at Kean University; Saturday, December 18<sup>th</sup> from 8:00 a.m. until 10:00 a.m. at the Union County Food Distribution Event at Kean University; and Sunday, December 19<sup>th</sup> from 11:00 a.m. until 1:00 p.m. at the Union County Food Distribution Event at the Gerald B. Green Building in Plainfield.

Mrs. Hugelmeier presented a PowerPoint slide showing the Union County Covid-19 testing sites and stated that Union County is continuing to provide free Covid-19 tests at Kean University in Union and the Gerald B. Green Building in Plainfield.

Mrs. Hugelmeier presented a PowerPoint slide showing the Admiral William F. Halsey, Jr. Health and Public Safety Academy Marine Corps Junior R.O.T.C. at the Pearl Harbor Ceremony. Mrs. Hugelmeier stated that we are honoring over 188 cadets who attended the Pearl Harbor Ceremony at the Elizabeth River Walk. Mrs. Hugelmeier stated that we are very proud that our Junior R.O.T.C. cadets have been participating in many events including the November 11<sup>th</sup> ceremony in honor of Veteran's Day.

Mrs. Hugelmeier presented PowerPoint slides about the 10<sup>th</sup> Annual Coat Drive. Mrs. Hugelmeier stated that she is grateful to the New Jersey State Troopers and the Troopers United Foundation which in collaboration with the Elizabeth Public Schools has committed to donating five coats to each district school for a total of 185 coats. Mrs. Hugelmeier stated that NJ State

Trooper Reinaldo Cruz is a former middle school teacher in the Elizabeth Public Schools who went on to become a State Trooper. Mrs. Hugelmeier stated that he has never lost sight of giving back to the community and helping our children and it is much appreciated.

Mrs. Hugelmeier presented a PowerPoint slide about Social Emotional Learning. Mrs. Hugelmeier reviewed the Social Emotional Learning (SEL) opportunities at this time. Mrs. Hugelmeier stated that Panorama Education is for grades 3-12 and pulls key student information into one spot via research-based surveys. Mrs. Hugelmeier stated that Panorama gives Elizabeth schools a visual dashboard on every student and helps all schools move from just interpreting data to taking action and improving student outcomes. Mrs. Hugelmeier stated that in the Elizabeth Public Schools, students are surveyed in the areas including growth mindset, emotional regulation, school safety, teacher/student relationships, engagement, sense of belonging, diversity and inclusion, and cultural awareness and action. Mrs. Hugelmeier stated that each school will create unique S.M.A.R.T. goals after reviewing survey data to determine SEL areas in need of focus. Mrs. Hugelmeier stated that Panorama also provides rich resources via the Panorama Playbook which enables all staff to incorporate SEL into everyday lessons. Mrs. Hugelmeier stated that the goal of Panorama and every school is to improve students' Social Emotional Learning skills and to enhance positive culture and climate throughout each building. Mrs. Hugelmeier stated that another opportunity is Gaggle Therapy for students in grades K-12 who are facing a myriad of mental health challenges. Mrs. Hugelmeier stated that Gaggle Therapy provides an easy way for Elizabeth schools to support student mental health through ongoing teletherapy sessions. Mrs. Hugelmeier stated that Gaggle Therapy is free for all EPS students. Mrs. Hugelmeier stated that this month we launched the Social Emotional Learning Afterschool Program for grades K-12. Mrs. Hugelmeier stated that the Elizabeth Public Schools supports SEL Afterschool Programs at all 37 schools and is specifically designed to provide Tier 2 interventions for a variety of student needs. Mrs. Hugelmeier stated that identified students will have exposure to the following therapeutic areas including play therapy, grief/trauma, motivation, perseverance and resilience, yoga, movement therapy, and mediation. Mrs. Hugelmeier stated that another opportunity is the Youth Enrichment Services (YES) Program for grades 9-12. Mrs. Hugelmeier stated that Trinitas Regional Medical Center operates the YES program in three Elizabeth High Schools including Dwyer, Halsey, and Jefferson. Mrs. Hugelmeier stated that the YES program provides individual, family, and group psychotherapy to high school students and their families. Mrs. Hugelmeier stated that Imagine Inc. is for grades K-12 and provides free, year-round grief support for children, families, and communities. Mrs. Hugelmeier stated that Imagine Inc. is also contracted to provide in-service training to all Elizabeth Public Schools staff in the areas of grief and trauma. Mrs. Hugelmeier stated that another opportunity is Therapeutic Learning Center for grades K-12. Mrs. Hugelmeier stated that in order to further cultivate a district wide school climate that continues to grow in its ability to be supportive of the emotional and mental health of staff and students in the aftermath of the pandemic, Therapeutic Learning Connections will offer social and emotional learning professional development trainings for school staff. Mrs. Hugelmeier stated that Therapeutic Learning Center also provides workshops for EPS families focusing on identifying areas of SEL strength and growth, applying social, emotional learning skills to decrease burnout and improve mental health, and defining and utilizing the tools in the social and emotional skills toolbox including resilience, power, completing the stress cycle, living in the "and", empathy, compassionate accountability, and vulnerability. Mrs. Hugelmeier stated that another opportunity is Harmony Power for grades K-12. Mrs. Hugelmeier stated that Harmony Power is a SEL program specifically designed to combat bullying and promote a positive school culture and

climate. Mrs. Hugelmeier stated that Harmony Power awards are presented to students, staff, and families that embody the spirit of spreading goodness in school and the community. Mrs. Hugelmeier stated that Breaking the Cycle for grades 6-12 is another opportunity for SEL. Mrs. Hugelmeier stated that Breaking the Cycle presents award-winning assemblies that feature personal stories of overcoming conflict through forgiveness. Mrs. Hugelmeier stated that their assemblies, whether in-person or virtual, support our schools' social emotional learning goals and contribute to a positive school culture and climate. Mrs. Hugelmeier stated that concluded the community updates.

Mrs. Hugelmeier presented a PowerPoint slide about the American Rescue Act, Cares Act, ESSER II, and state aid funding and stated that the next presentation is a focus on the American Rescue Act. Mrs. Hugelmeier stated that in June she presented on the federal funding in the areas that supported the Cares Act, ESSER II, and referenced the state aid that we received from the NJ Department of Education. Mrs. Hugelmeier presented a PowerPoint slide about the profile of our school district and stated that we are serving over 28,339 students in 37 schools. Mrs. Hugelmeier stated that this presentation will be available on our website so that our parents can access the information regarding our school district.

Mrs. Hugelmeier presented a PowerPoint slide about the American Rescue Act and stated that we have a continuous focus on how every child is achieving excellence which is our motto and it drives everything that we do. Mrs. Hugelmeier presented a PowerPoint slide showing the Core Beliefs for the Elizabeth Public Schools and stated that as we recite our Core Beliefs in our schools, in central office, and in our meetings, it begins with a focus on the students, our teachers, our leaders, our families, and our team. Mrs. Hugelmeier presented a PowerPoint slide showing the Steps to Success and stated that this serves as an external and internal accountability system so that our parents understand what our expectations are as a school district.

Mrs. Hugelmeier presented a PowerPoint slide about the American Rescue Plan. Mrs. Hugelmeier stated that on January 14, 2021, President-elect Biden announced a proposal for additional Covid relief and his American Rescue Plan would provide \$122 billion for K-12 education to safely reopen, sustain safe operations of schools, and address the impacts of the Covid-19 pandemic on the nation's students. Mrs. Hugelmeier presented a PowerPoint slide showing the American Rescue Plan background information and stated that we have to ensure that at least 20% supports learning loss and that translates to a minimum of \$12,841,150. specifically allocated towards learning loss. Mrs. Hugelmeier stated that we also have to ensure that we have activities that address social, emotional, and academic needs. Mrs. Hugelmeier stated that the funding is through September 30, 2024. Mrs. Hugelmeier stated that the Elizabeth Public Schools received a total of \$67,847,623. Mrs. Hugelmeier explained that there was a reserve that was awaiting the approval of the United States Department of Education and this evening the details will be shared of how we are spending that additional funding. Mrs. Hugelmeier presented a PowerPoint slide showing the reserve funds and explained that the funds that were held by the New Jersey Department of Education pending approval totaled over \$25 million. Mrs. Hugelmeier presented a PowerPoint slide showing a chart of the academic, enrichment, and intervention programs. Mrs. Hugelmeier stated that we held a stakeholders forum for the development of the American Rescue Plan that was released on June 30, 2021. Mrs. Hugelmeier stated that those same priorities that came from meeting with our parents, meeting with the community, meeting with our teachers, meeting with the administrators, and meeting with the students led to priority areas. Mrs. Hugelmeier stated that those same priority areas have carried

through for the expenditure of the \$25 million. Mrs. Hugelmeier stated that the first priority identified by the survey was academic, enrichment, and intervention programs. Mrs. Hugelmeier explained the programs which totaled \$6.3 million under the ESSER II and \$9.3 million under the American Rescue Plan funds. Mrs. Hugelmeier presented a PowerPoint slide showing the chart for the Wellness Programs and Professional Development and stated that the second area that our stakeholders prioritized was wellness programs and professional development. Mrs. Hugelmeier explained that under ESSER II we dedicated \$1.2 million and under the American Rescue Plan we dedicated \$149,000. Mrs. Hugelmeier presented a PowerPoint slide about Technology Resources and stated that the third area was technology resources and we dedicated \$10.7 million. Mrs. Hugelmeier presented a PowerPoint slide for Strategic Staffing for Additional Supports and explained that \$57,000 was dedicated under ESSER II and \$6.6 million under the American Rescue Plan. Mrs. Hugelmeier presented a PowerPoint slide showing the Literacy and Mathematics Professional Development and Instruction Materials and explained that under ESSER II we dedicated \$60,000. and under the American Rescue Plan we dedicated over \$16.7 million. Mrs. Hugelmeier presented a PowerPoint slide showing the Facility Improvements. Mrs. Hugelmeier stated that the last priority identified by the stakeholders is for facility improvements and under the ESSER II we funded \$12 million and under the American Rescue Plan we dedicated \$17.2 million.

Mrs. Hugelmeier presented a PowerPoint slide showing the Allowable Use of Funds and explained that they were the same areas that were allowable under the CARES Act and ESSER II and that carried over into ESSER III. Mrs. Hugelmeier presented a PowerPoint slide showing the Proposed Use of the \$21,431,960. American Rescue Plan ESSER III funding and stated that this chart shows the alignment of the funding. Mrs. Hugelmeier presented PowerPoint slides showing the programs that are in the in the \$21.4 million American Rescue Plan ESSER III funding. Mrs. Hugelmeier explained the programs addressing academic learning loss including the academic/enrichment/interventions for students in grades K-12, summer and afterschool programs, added needs of at-risk population, supplemental learning, Perkins career and technical education, McKinney-Vento Homeless Assistance Act, mental health supports, addressing needs of individual schools, professional development, coordinate emergency response, educational technology, school facility improvement, and ensuring preparedness and coordination.

Mrs. Hugelmeier presented a PowerPoint slide showing the Proposed Use of \$3,126,988. Accelerated Learning Coaching and Educator Support Grant. Mrs. Hugelmeier stated that the programs under this funding include AVID professional development, Orton Gillingham PreK-3 training, Carnegie Learning professional development math teacher academies K-12, social emotional learning and grief professional development and parent workshops, Rutgers Behavioral Support Services, Schools Transforming Reinventing Inclusive Diverse and Equitable Systems (STRIDES), and conducting equity instructional rounds.

Mrs. Hugelmeier presented a PowerPoint slide showing the Proposed Use of \$213,193. Evidence-Based Summer Learning and Enrichment Activities Grant. Mrs. Hugelmeier stated that the funding will be used for the Rising Ninth Grade Transition Program. Mrs. Hugelmeier presented a PowerPoint slide showing the Proposed Use of \$213,193. Evidence-Based Comprehensive Beyond the School Day Activities Grant. Mrs. Hugelmeier stated that the funding will be used for academic tutoring to address learning loss in early literacy development. Mrs. Hugelmeier presented a PowerPoint slide showing the Proposed Use of \$88,501. MTSS Mental Health Support Staffing Grant. Mrs. Hugelmeier stated that the funding will be used for the expansion of the Youth Enrichment Services (YES) Program for grades 9-12 in all our high school

academies to provide evening hours for individual, family, and group therapy. Mrs. Hugelmeyer stated that concluded her presentation.

Mr. Jacobs thanked her for the informative presentations and asked if the Board members had any questions or comments.

Mrs. Moreno-Ortega thanked the Superintendent and her team members for the great presentation. Mrs. Moreno stated that she wanted to explain to the community about the ESSER funds. Mrs. Moreno-Ortega stated that the ESSER funds are the Elementary and Secondary School Emergency Relief funds. Mrs. Moreno-Ortega stated that the Superintendent, assistant superintendents, teachers, and staff put in a lot of hard work and dedication to identify the key points. Mrs. Moreno-Ortega stated that the specific funds can be expended only in specific areas. Mrs. Moreno-Ortega stated that we have specific key points to expend this money. Mrs. Moreno-Ortega stated that one is accelerated learning recovery, social and emotional learning, re-engage students and staff where there is disconnect, and support educators for access to real-time data. Mrs. Moreno-Ortega thanked the Superintendent because she knows how hard it is to work and collect data. Mrs. Moreno-Ortega stated that when we received this money, we needed to give data to the State and we needed to provide the specific data. Mrs. Moreno-Ortega thanked everyone and said there are many people behind the scenes who are not here tonight who did a lot of work at night and she really appreciates it. Mrs. Moreno-Ortega stated that we need to spend the money in the specific areas the government said and they approved it.

Mr. Jacobs thanked Mrs. Moreno-Ortega for her comments.

Mr. Jacobs presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in prior to this session. I shall call individuals to the microphone based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The time limit will be strictly enforced and audio transmission will be terminated at the end of three minutes. The total time of public comment shall be limited to 60 minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participation shall apply: time limits will be strictly enforced; no personal attacks on individuals; no vulgar or indecent language; a person may address the Board no more than once during a single meeting; speakers should refrain from naming individuals; and comments or questions posed during public participation will not be debated. As a reminder this is a meeting of the Board in public, not a meeting of the public.”

Mr. Jacobs called upon the first public participant, Maria Lorenz, to address the Board.

Maria Lorenz spoke about special education and the lack of EpiPens on her child’s bus.

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

Maria DaRassi commended Anthony DiDonato, Supervisor of Guidance, for registering a lot of students at the High Schools Welcome Center. Mrs. DaRassi stated that the taxpayers deserve respect and attention during public speaking from the Board members.

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

Kason Little spoke against the Board members.

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

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

Minutes of the Meeting of October 28, 2021

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

Mr. Jacobs asked if there were any questions.

Personnel Report

Supplemental Personnel Report

Mr. Jacobs asked if there were any questions.

Superintendent of Schools Olga Hugelmeyer gave a synopsis of the report.

Mrs. Barbosa asked if there were new hires from the job fair.

Mrs. Hugelmeyer stated that there are nine new team members from the job fair.

Tuition Report

Mr. Jacobs asked if there were any questions.

Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities

Supplemental Superintendent's Report – Use of Facilities

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

Mr. Jacobs asked if there were any questions.

Authorizations Report

Mr. Jacobs asked if there were any questions.

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

Supplemental Finance and Accounting Report – Transfer of Funds

Mr. Jacobs asked if there were any questions.

Award of Contracts Report

Mr. Jacobs asked if there were any questions.

Miscellaneous Communication - None

Claims List

Mr. Jacobs asked if there were any questions.

Resolution – Appointing Max Plumbing & Heating Inc. for Snow Plowing/Removal Services

Resolution – Appointing EBS Health Care, LLC to Provide Board Certified Behavior Analysts and Registered Behavior Technicians

Resolution – Remembering Former Principal Rose Perone

Mr. Jacobs asked if there were any questions.

Mr. Jacobs added the above to the agenda.

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel matters, specifically, supplemental personnel report; legal matters, specifically, bylaws 9325 and 9322, non-refundable deposit for Benedictine Academy purchase, contracts for elevator replacement at School No. 26, replacement of gym floors at School Nos. 26 and Edison, and replacement of cafeteria floor and offices at School No. 26; and workers' compensation matter, specifically, W.M. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Goncalves, seconded by Mrs. Chevres, to go into private session at 7:52 p.m.

The motion was carried by the following vote:

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

A motion was made by Mrs. Goncalves, seconded by Mrs. Chevres, to reconvene in public session at 10:25 p.m.

The motion was carried by the following vote:

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

Negative: None

Mr. Jacobs added the following to the agenda:

2<sup>nd</sup> Supplemental Personnel Report

Resolution – Adjustment for Additional Services – Antonio Almeida

Resolution – Transfer of Capital Reserves

Supplemental Award of Contracts

The first reading of the following new policy and revised bylaws was done:

5141.11	Policy	Vaccination and Testing
9322(R)	Bylaw Regulation	Public and Executive Session
9325(X)	Bylaw Exhibit	Meeting Procedures – Order of Business

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

- Minutes of the Meeting of October 28, 2021
- Secretary/Treasurer’s Report for the Month of September 2021
- Personnel Report
- Supplemental Personnel Report
- 2<sup>nd</sup> Supplemental Personnel Report
- Tuition Report
- Superintendent’s Report – Considerations
- Superintendent’s Report – Use of Facilities
- Supplemental Superintendent’s Report – Use of Facilities
- Superintendent’s Report – Harassment, Intimidation and Bullying Investigative Results
- Authorizations Report
- Finance and Accounting Report – Authorization to Pay Vouchers
- Supplemental Finance and Accounting Report – Transfer of Funds
- Award of Contracts Report
- Supplemental Award of Contracts Report
- Miscellaneous Communication – None
- Claims List
- Resolution – Appointing Max Plumbing & Heating Inc. for Snow Plowing/Removal Services
- Resolution – Appointing EBS Health Care, LLC to Provide Behavior Analysts and Behavior Technicians
- Resolution – Remembering Former Principal Rose Perone
- Resolution – Adjustment for Additional Services – Antonio Almeida
- Resolution – Transfer of Capital Reserves

A motion was made by Mrs. Alcaide-Hernandez, seconded by Mrs. Goncalves, to adopt the entire agenda.

The motion was carried by the following vote:

Affirmative: Mmes. Alcaide-Hernandez, Barbosa, Mmes. Carvalho (abstain- Personnel Report – G.D., M.G.; Authorizations Report – O.H.), Chevres (abstain – Personnel Report – C.A., S.C.; Authorizations Report – O.H.; Award of Contracts Report – Prevention Links), Goncalves, Moreno-Ortega, Messrs. Neron (abstain- Personnel Report – E.R., C.T.; 2<sup>nd</sup> Supplemental Personnel Report – G.M., D.D.; Authorizations Report – City of Elizabeth Department of Recreation, O.H.; Award of Contracts Report – Prevention Links), Jacobs – 8

Negative: None

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

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

Mrs. Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting January 1, 2021 and ending June 30, 2021.

Mrs. Hugelmeyer stated that in July 2011, the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, chapter 122. Mrs. Hugelmeyer stated that in accordance with this law, all New Jersey public school districts must designate the first full week of October of each year as a "Week of Respect." Mrs. Hugelmeyer stated that during the Week of Respect, school districts are expected to organize activities, including but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board in September declaring the week of October 5-9, 2020, Week of Respect and each of our schools planned appropriate activities for this week.

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

Mrs. Hugelmeyer stated that from January 1, 2021 through June 30, 2021, there were 43 HIB investigations completed by appropriate school staff. Mrs. Hugelmeyer stated that of those cases investigated, 16 were confirmed cases of HIB and were affirmed by board members. Mrs. Hugelmeyer stated that the Anti-Bullying Specialists, Anti-Bullying Specialist Alternates and Anti-Bullying Coordinator conducted these investigations including Shayra Bustamante, Yomaira Carrero-Iglesia, Daniela Damiani, Guadalupe Ferreiro, Christine Flaherty, Jennifer Hernandez, Chanise Hurst, Dani Iemola, Kenyetta Jackson, Imani Lewars, Melvin Luciano, Ishmael Medley, Dinorah Mejia, Kerry O'Connor, Melanie Padilla, Christine Rappa, Colleen Reynolds, Antonio Sapio, Rosaria Scaff, Jessica Sepulveda, Lourdes Soto, Judith Valdez, Maria Vindas, and Peter Vosseler.

Mrs. Hugelmeyer stated that there were 2 incidents founded based on race/ethnic origin, 2 incidents based on color, 0 incidents based on religion, 0 incidents based on ancestry, 1 incident based on gender, 2 incidents based on sexual orientation, 1 incident based on gender identity or expression, 2 incidents based on mental, physical or sensory disability, and 13 incidents based on other targeted bases. Mrs. Hugelmeyer stated that of the founded incidents, 14 incidents were verbal, 6 incidents were physical, and 9 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there was 1 out of school suspension, 3 in-school detentions, and 3 other disciplinary actions. Mrs. Hugelmeyer stated that additional services such as virtual and in-school counseling, skill development lessons, referral for outside treatment resources, professional development, parent conferences and behavioral interventions were offered to involved students.

Mrs. Hugelmeyer stated that between January 1, 2021 and June 30, 2021, the district provided appropriate HIB training to school counselors and social workers, and to new staff and support staff in the district. Mrs. Hugelmeyer stated that the district also provided the two-hour State required HIB training, for each five-year developmental period, to certified staff throughout the district. Mrs. Hugelmeyer stated that additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates. Mrs. Hugelmeyer stated that non-certificated staff also received training. Mrs. Hugelmeyer stated that new school level administrators and new HIB staff received training in the HIBster reporting program.

Mrs. Hugelmeyer stated that from January 1, 2021 through June 30, 2021 there were 23 total incidents districtwide, which includes 5 incidents of violence, 3 incidents of vandalism, 1 substance abuse incident, and 1 weapons incident.

Mrs. Hugelmeyer asked for citizens who wished to comment on the report to come forward. No dialogue transpired and no comments were made regarding the presentation on Harassment, Intimidation, and Bullying. Since no one wished to comment on the report, the public hearing was concluded.

On a motion made by Mrs. Carvalho, seconded by Mrs. Barbosa, the meeting was adjourned at 10:45 p.m.

The motion was carried by the following vote:

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

Negative: None

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