

BOARD OF EDUCATION  
(Official)

August 10, 2020  
Elizabeth, New Jersey

A special meeting of the Board of Education was called on August 10, 2020 at 6:00 p.m. on a virtual online platform.

Board President Diane Barbosa presented the following statement at 6:18 p.m.

“Ladies and Gentlemen, good evening. This is a special 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 August 7, 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.

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

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

Absent: None

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

Mrs. Barbosa called for a moment of silence to remember all that we lost, anyone who has lost someone, anyone who is suffering, and anyone who is going through hardship.

Mrs. Barbosa welcomed everyone and stated that we have gone through a lot since this pandemic started going back to March. Mrs. Barbosa stated that the Board of Education has worked very closely with administration. Mrs. Barbosa stated that we have continually listened to our parents, whether it’s through Facebook Live, a phone call, or walking down the street and we brought this all back to this room and worked diligently to bring everything together. Mrs. Barbosa stated that we all want to do more and, in essence, want to return to normal and we want to return to a world of reopening schools. Mrs. Barbosa stated that the reality is that we are living in a time now and need to make it the most appropriate that we can now. Mrs. Barbosa stated that we have to face all of our decisions again moving back on protecting the health and safety of everyone involved. Mrs. Barbosa stated that she wanted to address all of the emails

and that they have gone through each one received and applauded them for reaching out. Mrs. Barbosa introduced Superintendent Olga Hugelmeyer who presented the plan for the reopening of schools.

Superintendent of Schools Olga Hugelmeyer thanked the Board of Education for their countless hours and working alongside our team members, administrators, parents, and teachers in the development of this plan. Mrs. Hugelmeyer stated that she greatly appreciates their dedication and they have been right by her side during this very difficult journey.

Superintendent of Schools Olga Hugelmeyer presented the Reopening Together Plan. Mrs. Hugelmeyer presented a PowerPoint slide with a quote from July 2020 from The Center for American Progress, “The educational, developmental, and societal impacts of having schools closed are undoubtedly real. Students need access to high-quality instruction and support services to prepare them for college, career, and civic life. Parents – particularly those who have young children and whose jobs do not allow them to work from home – need the stability and security that schools provide. In normal times, in-person schooling is the best way to accomplish these goals. But these are not normal times.” Mrs. Hugelmeyer presented a PowerPoint slide and stated that our pledge is the reopening of schools responsibly. Mrs. Hugelmeyer presented a PowerPoint slide showing that our guiding principles include to exceed minimum expectations to place health and safety first for our students and team members; provide high quality instruction to all students; ensure families have flexibility and choice in the instructional models; and deliver accurate and timely communication to team members and families as needed and keep all stakeholders informed throughout the school year. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the Elizabeth Public Schools is committed to educating our students with health, wellness, and safety as a primary concern. Mrs. Hugelmeyer stated that as a school district, we have grappled with bringing our children back into the classroom as our parents and teachers have expressed their concerns about safety. Mrs. Hugelmeyer stated that we asked pediatricians, internists, pulmonologists, infectious disease specialists, and education experts for help evaluating the various options for school district plans. Mrs. Hugelmeyer stated that we learned that certain practices can lower the risk of an outbreak at school and keep children, teachers, and families safer. Mrs. Hugelmeyer stated that safety is defined as fewer than 5% of coronavirus tests in an area are positive. Mrs. Hugelmeyer stated that as of late July, that one benchmark disqualified eight of the 10 largest public school districts in the country. Mrs. Hugelmeyer presented a PowerPoint slide showing Governor Murphy’s Road Back Multi-Stage Approach including sustained reduction in new cases, expanded testing, implementing robust contact tracing, securing safe places for isolation, responsible economic restart, and ensuring resiliency. Mrs. Hugelmeyer presented a PowerPoint slide showing Governor Murphy’s The Road Back: Data Determines Dates that shows the maximum restrictions for Stage One, Two, Three, and the new normal. Mrs. Hugelmeyer stated that moving to the next stage includes sustained improvements in public health indicators, substantial increase in testing/contact tracing, sufficient healthcare resilience, widespread workplace safeguarding, sufficient capacity of safeguarded child care, schools, and transit, and continued public compliance.

Mrs. Hugelmeyer presented a PowerPoint slide showing the timeline of Governor Murphy’s The Road Back – Stage Two including beginning on July 6<sup>th</sup> youth day camps and summer programs can operate. Mrs. Hugelmeyer stated that then three camps had counselors/workers who tested positive for COVID-19 and closed or suspended the camps and are awaiting more test results. Mrs. Hugelmeyer stated that on July 20<sup>th</sup> certain sports are allowed to resume practices and outdoor contact drills and then Rutgers announced on July 25<sup>th</sup> that six players tested positive for COVID-19 forcing the entire program into quarantine and the suspension of all in-person activities but the outbreak expanded since. Mrs. Hugelmeyer stated that on August 3<sup>rd</sup> the limit on indoor gatherings decreased to 25 people and NJ has begun reimplementing restrictions put in place earlier in the pandemic because COVID-19 infections and the transmission rate continue to climb and has risen consistently above 1.0 which means the coronavirus is spreading. Mrs. Hugelmeyer presented a PowerPoint slide and stated that as the State begins to open its doors with new guidelines in place, we are reminded that Governor

Murphy has stated that the following precautions that apply across all stages include work that can be done from home should continue to be done from home; clinically high-risk individuals who can stay at home should continue to do so; all resident and businesses should follow state and federal safeguarding guidelines to wash hands, wear masks in public, respect social distancing, minimize gatherings, disinfect workplace and businesses, and no mass gatherings. Mrs. Hugelmeyer presented a PowerPoint slide showing a CNN News statement from August 10<sup>th</sup>, “The American Academy of Pediatrics and the Children’s Hospital Association published a report that referenced that more than 97,000 children tested positive for COVID-19 in the last two weeks of July. The report said in those two weeks there was a 40% increase in child cases across the states and cities that were studied. The age range for children differed by state, with some defining children as only those up to age 14 and one state – Alabama – pushing the limit to 24.” Mrs. Hugelmeyer presented a PowerPoint slide showing The New York Times statement from August 8<sup>th</sup>, “In some places, including Indiana, Mississippi, Tennessee and Georgia, students began streaming back into classrooms as early as last week, with quarantines quickly following. A high school in Indianapolis, Indiana started their first day of high school last Thursday. By the weekend, the school had already closed its doors, after a staff member tested positive for the coronavirus and other employees were required to quarantine.” Mrs. Hugelmeyer presented a PowerPoint slide with a statement from Science dated August 3<sup>rd</sup>, “Now diagnostics experts, public health officials, and epidemiologists are calling for a radical shift in testing strategy: away from diagnosing people who have symptoms or were exposed and toward screening whole populations. Rajiv Shah, president of the Rockefeller Foundation, says testing needs to focus on massively increasing availability of fast, inexpensive screening tests to identify asymptomatic Americans who carry the virus. Today we are conducting too few of these types of tests.”

Mrs. Hugelmeyer presented a PowerPoint slide showing the Reopening Together Plan including the planning and preparation. Mrs. Hugelmeyer presented a PowerPoint slide showing the district communication plan and stated that the Elizabeth Public Schools has a robust communication system in place for both regular and urgent communications and district-wide communications are translated into English, Spanish, Portuguese, Haitian-Creole, and Arabic. Mrs. Hugelmeyer stated that urgent messages as well as up-to-date policies and protocols will be communicated through multiple channels that families and staff rely on for information from the district including Blackboard Connect e-blast, robocalls, and text messages; district and school websites; and official Facebook and Twitter feeds with messages amplified by shares from schools, PTOs, and other parent organizations. Mrs. Hugelmeyer stated that the Reopening Together Plan will be available on the district website as well as each school’s website. Mrs. Hugelmeyer stated that a dedicated section will be created to support distance learning, as well as a separate one to support special education families, will be refreshed with updated information for Fall reopening. Mrs. Hugelmeyer stated that other communication outreach on reopening and COVID-19 will include town hall style webinar meetings, podcasts, fact sheets, and frequently asked questions. Mrs. Hugelmeyer presented a PowerPoint slide showing our sources of information including internal and external stakeholder groups, parent and teacher surveys, Mayor’s office, local department of public health, Elizabeth Police Department, Governor’s office, NJ Department of Education, NJ Department of Health, NJ Office of Emergency Management, Centers for Disease Control and Prevention, and American Academy of Pediatrics.

Mrs. Hugelmeyer presented a PowerPoint slide showing the Elizabeth Public Schools Reopening Timeline. Mrs. Hugelmeyer stated that from July 1<sup>st</sup> to 10<sup>th</sup> there were community input meetings with various stakeholders including board of education members, medical and health advisors, parents, community members, EPS team members, EEA and EASC members, and PTO, ESEFAC, and BSEFAC. Mrs. Hugelmeyer stated then came the initial planning for reopening plan. Mrs. Hugelmeyer stated that there was continued stakeholder engagement and at the July 16<sup>th</sup> Board meeting there was a presentation on the Parent and Teacher Survey Results and the Medical Panel. Mrs. Hugelmeyer stated on July 21<sup>st</sup> there was a meeting with early childhood providers, July 23<sup>rd</sup> were the final Student Survey Results, and in early August there were PK-12 teacher roundtable meetings. Mrs. Hugelmeyer stated that the final decisions

on the Reopening Plan include approval by the EBOE and presentation to the community on August 11<sup>th</sup> and the final parent survey on participation on August 12<sup>th</sup>. Mrs. Hugelmeyer stated that the final preparations for reopening from August 16<sup>th</sup> to September 4<sup>th</sup> include a letter to teaching personnel with the student schedule, a letter to parents with the student schedule, monitoring for increase in COVID-19 cases and Governor's message, and a final letter to parents on September 3<sup>rd</sup>. Mrs. Hugelmeyer stated that the first day of school for students is September 11, 2020.

Mrs. Hugelmeyer presented a PowerPoint slide showing the Reopening Together Plan survey results and stated that we invited the parents and teachers to complete the Reopening Plan Surveys. Mrs. Hugelmeyer stated that parent surveys were administered and 9,932 survey results were collected through August 10, 2020. Mrs. Hugelmeyer stated that 4,084 staff members were sent a survey link via email and text and a total of 1,373 surveys were collected. Mrs. Hugelmeyer presented a PowerPoint slide asking parents, "Will you send your child to school in September 2020?" Mrs. Hugelmeyer stated that 41% responded yes and 59% responded no. Mrs. Hugelmeyer presented a PowerPoint slide asking parents, "Does your child have an underlying health condition that impacts your decision about sending your child back to school in September?" Mrs. Hugelmeyer stated that 16% responded yes and 84% responded no. Mrs. Hugelmeyer presented a PowerPoint slide asking about transportation needs for the Fall. Mrs. Hugelmeyer stated that 23% responded that their child will not be riding the bus, 10% stated that their child will ride the bus only if social distancing is in place on the bus, and 67% responded that their child does not receive transportation from the district. Mrs. Hugelmeyer presented a PowerPoint slide asking team members, "Which three personal factors related to your school community most influence how you feel about returning to work in person in our buildings?" Mrs. Hugelmeyer stated that the top three responses are the health and risks of exposure to COVID-19 of students and colleagues (31%), my building's ability to implement health and safety measures (27.3%), and following recommended guidance from government or medical experts (17.3%). Mrs. Hugelmeyer presented a PowerPoint slide showing the first choice of instructional considerations and the percentage of respondents who chose each option as their first choice. Mrs. Hugelmeyer stated that 52.8% selected completely virtual as their first choice for instruction, 18.3% selected alternating days, 15.3% selected alternating weeks, 3.6% selected in school for elementary and virtual for high school, and 10% selected all students in school with virtual option. Mrs. Hugelmeyer presented a PowerPoint slide showing the supports for our team members. Mrs. Hugelmeyer stated that the elements of this support model include flexible work and leave options to provide updated resources and procedures including an updated telework regulation; support accessing emergency leave, Families First Coronavirus Response Act (FFCRA), and other related benefits; use of the CDC health inventory, as it pertains to employees who may need an accommodation; and allowing any teacher to request a full-time online teaching assignment which will be tiered based on the individual teacher's medical need and a family medical need. Mrs. Hugelmeyer presented a PowerPoint slide showing additional supports for our team members including personal protective equipment to ensure staff have the necessary personal protective resources as appropriate for their risk of exposure such as masks, gloves, gowns, face shields, etc.; health and wellness to provide staff with support and resources to address any personal health and wellness needs; and professional development to provide staff with the information, guidance, and professional learning necessary to support virtual instructional practices, health, and safety. Mrs. Hugelmeyer presented a PowerPoint slide showing supports for our families and stated that the flexible schooling options provide families the opportunity to choose full-time online instruction or the in-person instruction continuum; food services to provide meal services to students unable to attend school in person; language services to provide written translations of documents and communications in the five most frequently spoken home languages in EPS and provide oral interpretation for any family who needs this service; training and support to provide resources and training to help our families understand their roles in supporting students' academic success, including ongoing workshops and consultations with our guidance counselors and social workers; technology support to expand laptop and internet access to ensure families have access to reliable technology and internet services to support their children and provide an online help desk to

support students and families with computer troubleshooting; and family-school engagement in regular two-way communication between families and their children's teachers and schools with support from all of our administrators.

Mrs. Hugelmeier presented a PowerPoint slide with the recommendation for reopening in September 2020 and stated that the District recognizes its ability to provide in-person instruction will be severely impacted by various factors. Mrs. Hugelmeier stated that the recommendation is that the Elizabeth Public Schools proceed in the following manner with Phase I: Full-Time Remote Learning Model beginning September 11, 2020; re-evaluate as a school district at the end of the first marking period based on health conditions at the time; and Phase II: In-Person Hybrid Model with a date to be determined.

Mrs. Hugelmeier presented a PowerPoint slide for the Full-Time Remote Learning Model and stated that the Full-Time Remote Learning Model will be very different than what was offered in the spring. Mrs. Hugelmeier stated that in this model in which all students will start the year, students will receive interactive teacher-led/synchronous instruction five days per week, Monday through Friday and daily interaction with teachers. Mrs. Hugelmeier stated that classes will follow a daily schedule similar to a normal school day. Mrs. Hugelmeier stated that the schools will continue to operate on a modified half day schedule, PreK-8 from 8:20 a.m. to 12:39 p.m. and High School from 7:30 a.m. to 12:22 p.m. Mrs. Hugelmeier presented a PowerPoint slide showing the student day for the remote learning schedule for elementary and high school with instructional time, virtual student support and virtual parent support. Mrs. Hugelmeier presented a PowerPoint slide and stated that new instructional content will be taught, work will be graded, and attendance will be taken; students will have opportunities for small-group work with teachers and peers; all students in grades PreK-12 will have access to a device and through our agreement with Altice, an internet package is available to families at no cost who may not have had internet access; social emotional learning (SEL) will be delivered through synchronous interaction with teachers and counselors; and parent academies will be offered with training and resources for parents to support learning at home. Mrs. Hugelmeier presented a PowerPoint slide showing the comprehensive language services for English Language Learners and related services for special education including speech, occupational therapy, and physical therapy.

Mrs. Hugelmeier presented a PowerPoint slide about preparing for the full-time remote learning model and stated that students will prepare for remote learning by engaging in remote learning activities being offered by their teachers, school, and /or the district, ensuring that they know the usernames and passwords for instructional resources that are accessible via the district portal and/or website, and ensuring they set up a remote workspace and calendar to manage their time. Mrs. Hugelmeier stated that families will prepare for remote learning by assuring that their internet access is available at home, ensuring that they are monitoring district communication for up-to-date information, encouraging their student's participation in remote learning content, and ensuring that they know their student's usernames and passwords for instructional resources that are accessible via the district portal and/or district website. Mrs. Hugelmeier presented a PowerPoint slide and stated that teachers will prepare for remote learning by providing instructional resources and materials through remote means such as TEAMS and Unified Classroom, reviewing district-supplied remote learning materials, setting virtual office hours to connect with students and support their learning remotely during the last period of the instructional day, participating in group professional learning and attending virtual learning sessions intended to support remote learning on Wednesdays during the last period of the instructional day, and ensuring that they are monitoring district communication for up-to-date information. Mrs. Hugelmeier presented a PowerPoint slide and stated that leaders will prepare for remote learning by providing socio-emotional support and an overall positive remote school culture, supporting teachers by providing feedback, supporting teachers to provide instructional resources and materials through remote means such as TEAMS and Unified Classroom, reviewing district-supplied remote learning materials, setting virtual office hours to connect with parents to support remote learning for students, participating in leader professional learning and attending virtual learning sessions intended to support leading in a remote

environment, and ensuring that they are monitoring district communication for up-to-date information and ensure communication systems are created and implemented for families.

Mrs. Hugelmeyer presented a PowerPoint slide showing the technology for dynamic learning environments and stated that in May, the Board of Education approved the application for federally funded Cares Emergency Relief Act Grant funding in the amount of \$1,977,326. and Digital Divide funding in the amount of \$2,640,432. for a combined total of \$4,617,758. to support over 7,000 devices for all preschool, kindergarten, first, and second grade students and teachers at every school. Mrs. Hugelmeyer stated that the federal funding also covered the cost for internet connectivity for July 2020 through June 2021 for an unlimited number of students in the total amount of \$164,000. Mrs. Hugelmeyer stated that this is inclusive of the purchase of additional Wi-Fi devices for distribution to families when reliable home internet access is not available.

Mrs. Hugelmeyer presented a PowerPoint slide about the preparation for rigorous instruction and stated that all teachers will provide direct, synchronous instruction in an amount similar to the hybrid model in all of the required subjects. Mrs. Hugelmeyer stated that in addition, language supports will be provided for English Language Learners as required and the appropriate supports will be provided for special education students to meet IEP requirements. Mrs. Hugelmeyer stated that students will also receive weekly social emotional learning sessions. Mrs. Hugelmeyer stated that daily office hours with counselors and social workers are available by appointment. Mrs. Hugelmeyer presented a PowerPoint slide about special education and stated that the student's special education providers will carefully consider the student's individual needs and present levels of academic and functional performance (PLAAFPs). Mrs. Hugelmeyer stated that this will include consideration of the student's goals, supports, services, and modifications during our hybrid learning model. Mrs. Hugelmeyer stated that teachers will target instruction based on individual student needs to address the student's IEP goals. Mrs. Hugelmeyer presented a PowerPoint slide and stated that we will be focused on establishing a baseline for student learning in order to determine the skills that will need to be reinforced throughout the first marking period and teachers will regularly review data generated from the digital platforms along with student participation and performance in order to determine student progress. Mrs. Hugelmeyer stated that it will include providing virtual instructional supports in all content areas, individual student baseline management, and implementation and monitoring of student instructional plans.

Mrs. Hugelmeyer presented a PowerPoint slide for professional development and stated that all preschool teachers and students will receive Apple iPads to be used for both in-person and virtual learning. Mrs. Hugelmeyer stated that iPad training will be provided for all preschool teachers and the tools and applications on the device will be implemented into the preschool curriculum. Mrs. Hugelmeyer stated that professional development for bilingual/ESL, world languages, and visual and performing arts considerations include content specific and curriculum updates, regression, technology features related to curriculum and instructional materials, master pages and content building, transfer of grades and viewing of assignments, Microsoft Teams and Go Guardian, video conferencing for whole group and small group, and video creation with the usage of YouTube and/or Microsoft Stream. Mrs. Hugelmeyer stated that special education teacher trainings will focus on virtual instruction platform with a concentration on following IEPs while delivering differentiated instruction. Mrs. Hugelmeyer stated that training for special education teachers will include online platform, Microsoft learning tools, reading/writing strategies, autism virtual learning professional development, and curriculum updates. Mrs. Hugelmeyer stated that the library/media specialists will be provided with professional development on how to teach on a virtual platform including but not limited to curriculum updates, TEAMS video conferencing, Microsoft learning tools, content building, and Go Guardian. Mrs. Hugelmeyer presented a PowerPoint slide for the English language arts professional development and stated that the English language arts department will collaborate with key partners to provide instructional supports and professional development centered on virtual teaching and learning including HMH Into Reading, iRead, Waggle, Teacher's Corner, and The Children's Literacy Initiative. Mrs. Hugelmeyer stated that virtual professional development on pacing guides, curricula expectations, and the implementation of specific

platforms such as TEAMS, Ed Online, Seesaw, Unified Classroom, FlipGrid, and MyAccess! online writing program. Mrs. Hugelmeier presented a PowerPoint slide for the mathematics professional development and stated that the mathematics department will collaborate with math program partners to provide effective virtual professional development for teachers, instructional coaches, and administrators. Mrs. Hugelmeier stated that voluntary virtual overview trainings of Savvas en Vision, ST Math, and Carnegie Learning will be held in the summer to assist teachers in transitioning to a new math program and the teachers will also have access to on-demand professional development videos, model lessons, and coaching support via math program partnerships. Mrs. Hugelmeier stated that the teachers will also have access to lesson-specific professional development videos that are available prior to each lesson and/or topic. Mrs. Hugelmeier stated that teachers will also attend training during district in-service professional development days to further expand their knowledge of the math programs, curricula, and technology including TEAMS and Unified Classroom. Mrs. Hugelmeier presented a PowerPoint slide for the professional development for science and social studies. Mrs. Hugelmeier stated that the science department will collaborate with key partners to provide instructional supports and professional development centered on virtual teaching and learning. Mrs. Hugelmeier stated that FOSS will provide virtual trainings and webinars focused on the implementation and integration of FOSSweb and teachers will also attend training during district in-service professional development days to further expand their knowledge of the science programs, curricula, and technology including TEAMS and Unified Classroom. Mrs. Hugelmeier stated that for social studies the student progress will be monitored on a regular basis and teachers will utilize Unified Classroom and TEAMS to communicate and monitor student progress. Mrs. Hugelmeier stated that the social studies pacing guide will be provided to support teachers in implementing the curriculum as well as assisting the teacher in making instructional decisions in terms of moving to a new unit and teachers will create opportunities for students to reflect upon their learning. Mrs. Hugelmeier presented a PowerPoint slide for physical education and health professional development and stated that the physical education and health instruction will be consistent with the SHAPE America School Reentry Considerations released this past July 2020. Mrs. Hugelmeier stated that the program design will be also based on feedback received from teachers on our Spring remote learning experience. Mrs. Hugelmeier stated that physical education will see a shift away from team sports skills and toward physical literacy and physical activity using our Microsoft Streams Movement Library and virtual gymnasiums. Mrs. Hugelmeier stated that health education will see an emphasis away from traditional content driven toward a skills-based approach appropriate to the demands of the remote learning experience. Mrs. Hugelmeier stated that this shift will include grade appropriate learning in relevant, timely issues such as internet safety, social emotional learning and nutrition. Mrs. Hugelmeier stated that Unified Classroom will be the primary platform that will be used to deliver this interactive content with the assistance of Microsoft TEAMS and other Office 365 applications.

Mrs. Hugelmeier presented a PowerPoint slide for supporting student, family, and educator wellness and stated that school counselors and school-based social workers will engage in a comprehensive social emotional learning (SEL) program that incorporates all school stakeholders including students, families, team members, and the community. Mrs. Hugelmeier stated that the social emotional learning program will include character education skills such as building resiliency, social awareness, sense of belonging, and college and career readiness. Mrs. Hugelmeier presented a PowerPoint slide for outreach programs for at-risk students and stated that school counselors and social workers will review 19-20 academic and intervention and referral service (IR&S) data to determine students' academic and behavioral challenges and will develop individual comprehensive plans to address those specific academic and behavioral needs. Mrs. Hugelmeier stated that school counselors and social workers will refer students to appropriate community resources as needed such as perform care/mobile response, Trinitas outpatient/inpatient programs, cooperative counseling, Kwenyan Professional Health Services, high focus centers, Proceed, True Care Mental Health Clinic, Bridgeway Rehabilitation Services, and alternative education placements.

Mrs. Hugelmeyer presented a PowerPoint slide showing the plan for school meals and stated that the meals will be available every day to all students in virtual learning. Mrs. Hugelmeyer stated that the district will continue to accept and process all meal applications. Mrs. Hugelmeyer explained that parents and guardians will be allowed to pick up breakfast and lunch and our schools will serve as distribution sites. Mrs. Hugelmeyer stated that the district will continue to monitor the NJ Department of Agriculture guidelines in order to stay compliant with changing regulations. Mrs. Hugelmeyer stated that as of September 1, 2020 we will be returning to the National School Lunch Program and the School Breakfast Program.

Mrs. Hugelmeyer presented a PowerPoint slide about athletics and stated that athletics and extracurricular activities support the goal of providing a well-rounded educational experience for students within the reopening process. Mrs. Hugelmeyer stated that the Elizabeth Public Schools will follow all CDC, NJ Department of Health, and NJSIAA guidance for physical and social distancing, restricting the size of gatherings for outdoor spaces, disinfecting equipment, and other health and safety precautions. Mrs. Hugelmeyer stated that EPS athletics conditioning and agility sessions began on August 3, 2020. Mrs. Hugelmeyer stated that all coaches will complete mandatory training before they may conduct any sessions and all sessions will be held at outdoor field and facilities. Mrs. Hugelmeyer stated that practice sessions will be limited to individual work with no group or scrimmage activities. Mrs. Hugelmeyer stated that we are awaiting further guidance from the NJSIAA on August 11, 2020.

Mrs. Hugelmeyer stated that she is recommending to the Board of Education to begin Phase One with opening our schools on September 11<sup>th</sup> for students engaged in full-time remote learning model. Mrs. Hugelmeyer stated that concludes her presentation.

Mrs. Barbosa thanked Superintendent Hugelmeyer for presenting the Reopening Together Plan. Mrs. Barbosa asked the superintendent to speak about the accommodations for special needs children.

Mrs. Hugelmeyer stated that we have spent a great deal of time working on the related services component of our plan. Mrs. Hugelmeyer stated that we have met with our providers and we have designed a plan where our speech, occupational, and physical therapy services would be provided at three centralized locations. Mrs. Hugelmeyer stated that parents will have the option of receiving the services in-person or to receive the services virtually. Mrs. Hugelmeyer stated that once we have that information, then we will schedule our families. Mrs. Hugelmeyer stated that we have the support of the hospital that will be providing both occupational and physical therapy. Mrs. Hugelmeyer stated that we have the support of ABS that we have worked with for many years to provide speech therapy services to our children onsite. Mrs. Hugelmeyer stated that it will be by appointment and we will follow the CDC requirements. Mrs. Hugelmeyer stated that every provider will be provided the PPE equipment that includes a mask with shield, special hospital gown, and gloves. Mrs. Hugelmeyer stated that every precaution has been fully discussed and we are excited that we are able to provide related services to our special needs students.

Mrs. Barbosa stated that the whole model that we worked on with the Superintendent and her team will be posted online. Mrs. Barbosa stated that there is more information than what is included in the slides and the whole model will be posted on the website.

Mrs. Hugelmeyer stated that there is a large manual that will be posted tomorrow on the district's website pending the Board's decision tonight. Mrs. Hugelmeyer stated that it is a very detailed reopening plan that serves as our guidance document and will be made available to all our families. Mrs. Hugelmeyer stated that she will ensure that a communication is sent to the parents with a link to the plan so that they may review it and ask any questions they may have. Mrs. Hugelmeyer stated that our IT Department has communicated with parents for the distribution of laptops based on an appointment that is set up. Mrs. Hugelmeyer stated that our initial launch was at School Nos. 1 and 9 where laptops were distributed for PreK, K, 1, and 2. Mrs. Hugelmeyer stated that these communications are being coordinated between our IT

Department and school principals. Mrs. Hugelmeyer stated that it is an individual appointment made with our families to be able to pick up the laptop and ensures that we are social distancing and we have built in sufficient time so that our IT Department can provide a proper orientation to our families and before they walk away they know how to operate the device.

Mrs. Moreno-Ortega thanked Superintendent Hugelmeyer for the presentation. Mrs. Moreno-Ortega stated that she received questions from the community and asked if our plan is for the teachers to teach from inside the classroom and the students in the house.

Mrs. Hugelmeyer stated that the recommendation that we have is for our teachers who will be teaching in-person to teach a half day from their classrooms so they will be modeling the same schedule as the students' schedules. Mrs. Hugelmeyer stated that as a reminder our focus is on health and safety and in accordance with federal guidelines our children will be provided with a high-quality instruction and the level of commitment to ensuring student success is phenomenal.

Mrs. Moreno-Ortega stated that she has another question from the community and asked about teacher aides and if they will be relocated and what will they be doing inside the school if the students are not in the classroom.

Mrs. Hugelmeyer stated that we are excited about the role of classroom assistants, personal assistants, and our child development assistants. Mrs. Hugelmeyer stated that the CDAs at the preschool level are truly the parent liaisons of our school and have a wonderful relationship with the children and the parents. Mrs. Hugelmeyer stated that our intent is to ensure that all of our assistants are able to assist our teachers in following up with our families with any questions and concerns. Mrs. Hugelmeyer stated that our assistants are going to not only assist the students and be there virtually so the children can see their classroom or personal assistant but also play an incredible role in being able to assist with the communication at the school level. Mrs. Hugelmeyer stated that the focus has been on ensuring that we designed a plan that truly ensures that all our team members are properly supported regardless of the goal and responsibility. Mrs. Hugelmeyer stated that everyone has a critical role in this reopening plan.

Mrs. Chevres thanked the Superintendent for considering the needs of our school community, staff, educators, and students. Mrs. Chevres stated that it is so important for all the new support we put in the plan for our special needs community. Mrs. Chevres asked for the community in general if there is any possibility to have access to this information in different languages.

Mrs. Hugelmeyer responded yes and the intent is to have it in five languages, English, Portuguese, Spanish, Haitian Creole, and Arabic and the entire plan will be translated and made available for all of our families. Mrs. Hugelmeyer stated that all the daily communications that will be going out will be made available in the various languages.

Mrs. Chevres stated that it is important for the community in general to understand that this plan is not the simple plan to E-learning. Mrs. Chevres stated that it is important to understand all the services and support to the plan. Mrs. Chevres asked how these decisions affect our out-of-district services like transportation. Mrs. Chevres asked about clarifying to the parents about the special services and if they have access to have that service in-person. Mrs. Chevres stated that is something important for our special needs community to understand.

Mrs. Hugelmeyer stated that the out-of-district schools are finalizing their plans and we are expecting to receive those plans in our district. Mrs. Hugelmeyer stated that we have not received the various plans from the schools but we have been informed that those plans are forthcoming upon the notification to the school district. Mrs. Hugelmeyer stated that the various

services will be coordinated such as transportation. Mrs. Hugelmeier stated that our out-of-district schools are going to communicate directly with the parents and will be sharing what the plan will look like for September for their respective schools. Mrs. Hugelmeier stated that with regard to our parents and understanding their option, every parent continues to have a voice in this process. Mrs. Hugelmeier stated that our special needs parents with regard to related services will be contacted by our division of special services and asked whether they prefer the services to be provided in-person to their children or whether they prefer for us to schedule the services virtually. Mrs. Hugelmeier stated that parents will have the option with regard to the services. Mrs. Hugelmeier stated that it is very important that our parents are our partners in this process and we respect their decision.

Mrs. Hernandez thanked Superintendent Hugelmeier, the Board, and the community for coming together on this. Mrs. Hernandez stated that it is difficult as a parent, as a teacher, as a staff member to move forward keeping our children safe and making sure they are getting the education they deserve. Mrs. Hernandez stated that we will be doing remote learning for September and asked when will we reevaluate if we are going to continue full remote or do a hybrid model and will it be in January to give our families and community enough time to arrange and give notification to our employment.

Mrs. Hugelmeier stated that the full-time remote model would be from September through the end of the first marking period which is mid-November. Mrs. Hugelmeier stated that the intent is to be able to evaluate at the end of October and the beginning of November with regard to what our next steps are. Mrs. Hugelmeier stated that the intent is to communicate on a frequent basis with regard to the health conditions and where we are with COVID-19. Mrs. Hugelmeier stated that we will stay in close contact and parents will be fully informed with regard to when they can anticipate the decision regarding Phase One or Phase Two at the end of the first marking period which is mid-November.

Mrs. Hernandez stated that she had questions from our staff members who are nervous about their continued employment considering we are doing remote learning. Mrs. Hernandez asked if everyone will have a job to do even during our full remote learning time.

Mrs. Hugelmeier stated that we have spent a great deal of time thinking about all of our staff members and we do understand it is a great deal of anxiety. Mrs. Hugelmeier stated that it is our intent to support all of our staff members and everyone has a critical role and responsibility in this reopening plan. Mrs. Hugelmeier stated that what is most important is ensuring that we are supportive of all our incredible team members that work so hard each and every day.

Mr. Neron thanked the Superintendent and staff for diligently working on this plan. Mr. Neron stated that the district and this Board have been spinning our wheels to come up with a decision and it took some time to get to this point. Mr. Neron stated that we understand that every single life in our school district is extremely important to us, our students, our school community, staff, and teachers. Mr. Neron stated that this is not an ideal situation for any of us and is uncharted territory and he wants our teachers to know that we have had many sleepless nights just thinking about what to do next and what the next move possibly is. Mr. Neron stated that this conclusion is not ideal but it's probably the safest conclusion that we can establish on this very day and that we move forward and work on what the future holds. Mr. Neron stated that we don't know what that territory will look like for probably the next couple of months. Mr. Neron stated that we know that this is a safe option, the safest option and we can just look to perfect this model. Mr. Neron stated that this is not a perfect model and he doesn't want anybody to think that all of the kinks have been worked out because they haven't. Mr. Neron stated that throughout the country these models are being exercised and are being experimented with to see what we can do to better improve education. Mr. Neron stated that people talk about going back to normal and we may never go back to normal as what we knew. Mr. Neron stated that it may be a new normal and we would have to reinvent that. Mr. Neron stated that it is going to take

every single person out there listening and we have to work as an entire community to make this work. Mr. Neron stated that there are a lot of concerns and there is no option that solves all the many problems and all the many challenges that we are going to face in the next couple of months. Mr. Neron stated that we ask for patience, we ask for your cooperation, and we ask to work as a unified front and make a concerted effort to make a success of this district and success for our children's future. Mr. Neron stated that we received all these emails and requests and trust and believe that every single Board member and administrator are feeling their pain and anxiety and this has been a very stressful time for us. Mr. Neron stated that we need to take a moment to agree and address our peace and state of mind and at the end of the day that is what matters. Mr. Neron stated that the decision we made tonight is taking a step in the right direction to make sure we don't skip a beat and provide the very best for the children in the school community. Mr. Neron stated that a question was asked earlier if our staff will be employed and we have a week to find duties for all our staff because that is so necessary. Mr. Neron thanked the Superintendent and all for working on this diligently. Mr. Neron stated that many may ask why we made the decision back in March or May and stated that the state of our federal government and the state of our state government has been topsy-turvy and every day decisions changed, recommendations changed, and everyday there is a constant shift. Mr. Neron stated that we are dealing with the business of education and we cannot be bothered by politics. Mr. Neron stated that we have to focus on education and our education system is important. Mr. Neron stated that we have to focus on providing the best education and we believe what we are doing is the right thing. Mr. Neron thanked everyone for their cooperation and support. Mr. Neron stated that we are here to support you and this is an ongoing work in progress. Mr. Neron stated that it doesn't stop here and this is just the beginning.

Mrs. Barbosa stated that it is such a hard decision and we struggle every day and every day we get input data and statistics. Mrs. Barbosa stated that we not only use that but we use what we know as a human, as a parent, as Board members, as Superintendent, and we bring it to the people. Mrs. Barbosa stated that we hear the parents, we see the emails and read them and bring them to heart, and we listen. Mrs. Barbosa stated that is what helps us make a better decision and move forward keeping again the focus on health and primarily the education of our children. Mrs. Barbosa stated that now we work with fine tuning the details with the virtual element and that is our next process. Mrs. Barbosa stated that in the next week we still need our parents and our teachers and now it progresses to other round tables to fine tune the points for our special needs children and to fine tune the points for our district to continue to run. Mrs. Barbosa thanked the public speakers for being patient.

Board President Diane Barbosa presented the following public participation statement.

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

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

Mrs. Barbosa stated that she will call upon the participants in the order in which they registered on-line to speak. Mrs. Barbosa called upon the first public participant, Fatima Singleton, to address the Board.

Fatima Singleton thanked the Board for the decision to have remote learning and spoke about 504 plans, lunch application, and uniforms.

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

Diana Vivanco thanked the Board for the decision to have remote learning and stated that more communication from the Board is needed.

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

Lynda Dellipoali thanked the Board and stated that there are issues with tech support and more communication is needed.

Mrs. Barbosa thanked her for her comments.

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

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

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

Mrs. Barbosa called upon the next public participant, Michelle Santos, to address the Board.

Michelle Santos spoke about a parent roundtable and special needs.

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

Danielle Fienberg spoke about the lack of communication.

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

Maria Lorenz spoke about special services and the lack of communication.

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

Christina Moreira spoke about the lack of communication.

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

Kason Little stated that there are not enough guidance counselors.

Mrs. Barbosa thanked him for his comments.

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

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

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

Mrs. Barbosa called twice upon the next public participant, Yvette Romero-Bashir, to address the Board. Yvette Romero-Bashir did not respond.

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

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

Mrs. Barbosa called upon the next public participant, Paola Valentin, to address the Board.

Paola Valentin asked about her child's belongings in the school and spoke about the iPads and dress code.

Mrs. Barbosa thanked her for her comments.

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

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

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

Mrs. Barbosa called twice upon the next public participant, Gerty Saint Laurent, to address the Board. Gerty Saint Laurent did not respond.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mrs. Barbosa called upon the next public participant, Pamela Ortiz, to address the Board.

Pamela Ortiz spoke about student uniforms.

Mrs. Barbosa thanked her for her comments.

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

Mrs. Barbosa stated that there were no other public participants registered to address the Board. Mrs. Barbosa stated that the participants who registered on-line to speak at this meeting and were not able to respond when individuals were called to participate using the on-line platform may email their comments to the Secretary of the Board at [kennedha@epsnj.org](mailto:kennedha@epsnj.org). and emails received will be spread in full in the Official Board Minutes of this meeting.

Mr. Kennedy stated that he received emails prior to the start of the meeting from people who did not want to participate in the audio portion of the meeting. Mr. Kennedy read the emails which will be spread in full in the Official Board Minutes of this meeting.

Mr. Kennedy read the email received from Maria Echavarria:

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

TRANSPARENCY

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

How were they elected?

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

#### FACTS:

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

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

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

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

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

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

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

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

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

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

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

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

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

How do you plan to enforce the physical distancing, constantly facing one way and walking in one direction policies? Will teachers be constantly reminding children to turn around, step away, and stay afar? How will you manage the harm being done to the psyches of children under such inhumane restriction?

#### CLEANING:

What kind of cleaning products are you planning to use?

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

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

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

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

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

#### HAND-WASHING:

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

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

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

Will you be open to using non-toxic soaps?

#### MASKS:

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

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

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

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

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

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

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

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

Are you aware that the OSHA federal guidelines establish that healthy breathing air should have 20-21% oxygen levels? OSHA requires that a workplace cannot have less than 19.5% oxygen level at any time, or it would be deemed unhealthy and not permissible to continue operations.

When a face mask is worn, the oxygen levels are immediately reduced to 15-18%, depending on the type of mask.

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

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

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

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

#### TEMPERATURE CHECKS:

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

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

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

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

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

#### TESTING:

What happens when a student in class tests positive?

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

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

How will we deal with false positive results?

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

#### HUMAN CONTACT:

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

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

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

The plan inserts the school into an uncomfortable and unnatural position of authority, diagnosis and enforcement, stepping into the space that is traditionally reserved for parents and healthcare

practitioners that should be selected and trusted by those parents whose duty it is to make the right informed decisions for their own children.

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

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

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

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

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

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

REMOTE LEARNING:

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

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

LIABILITY / ACCOUNTABILITY / RESPONSIBILITY:

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

How will you track the mental and emotional health effects of the proposed plan on the children? What accountability and responsibility does the school district, individual educators, the Board of Health are taking in dealing with the aftermath of increased physical, and psychological trauma that this re-open plan may cause?

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

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

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

Thank you."

Mr. Kennedy read the email received from Jana Ortiz:

"I would like to express my concerns about the districts' reopening plan. Based on the plan to reopen for in person learning, the lives of our children and employees will be placed in grave danger. I am an art teacher, and I will need to service 6-7 different classes each day before noon. This increased exposure to different classrooms of students and teachers, puts all of us at greater risk of being exposed or transmitting the virus, but if I taught remotely this risk would be eliminated. Contact tracing will be extremely difficult, because I will be asked to push into 28-30

classrooms on a cart in 4 days time according to the plan. In addition, if I am to cover duties for remote teachers, then my risk is even greater than it is to begin with initially. We have taught and worked in 90 degree heat before but we didn't have masks on and we could use fans. Without proper air, fans and space, this is a disaster waiting to happen. Sometimes even when I am outside with my mask on, it is difficult to breathe. Only the middle school wing has air conditioned rooms which is 25% of the building, and 75% of the building's classrooms are without air. Normally we move the students to air conditioned areas when it is hot, but now that we have to social distance, we can not do that safely. I understand that many want kids go back to school and socialize with their peers, but they will not allow to touch each other, the teacher will be covered in unfamiliar gear, the students will have to stay six feet apart always, and everyone will have to talk from behind a mask so we can't see any expression. The lives of many are in your hands. I do not feel that we are prepared to reopen at this time. I can't imagine asking anyone to take that risk if it could be avoided. I ask that you consider reevaluating your reopening plan and instead include a plan that is ALL VIRTUAL for ALL students and educators who can remain in the safety of their homes until such time as it is safe to return.”

Mr. Kennedy read the email received from Kimberli Brown:  
“Hello, as an employee of the district, it is imperative to be a voice for so many in the reopening of our schools. It is a safety hazard and a great health risk to many children, staff, and teachers to retain the spread of this corona virus. I feel we need to continue e-learning until we are out of the risk of continuing the spread as we lost many people in the district as well as family. Please allow us to teach at a distance as a new way of learning to be safe for our children, parents and staff sake as it will cause teachers at risk, teachers as parents and our families! Our lives matter!”

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

Mrs. Moreno-Ortega stated that she received another question in Spanish and wanted to speak in Spanish.

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, contracts, and legal matters. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Hernandez, seconded by Mrs. Moreno-Ortega, to go into private session at 9:00 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

Mr. Neron excused himself from the meeting at 10:17 p.m.

A motion was made by Mrs. Carvalho, seconded by Mr. Jacobs, to reconvene in public session at 10:18 p.m.

The motion was carried by the following vote:

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

Negative: None

Mr. Neron returned to the meeting at 10:20 p.m.

Mrs. Barbosa asked for a motion and second to approve the following:

Approval and Submission of the Reopening Together Plan to the NJ Department of Education

A motion was made by Mrs. Carvalho, seconded by Mrs. Pestana, that the above be approved and submitted to the NJ Department of Education.

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

On a motion by Ms. Bathelus, seconded by Mrs. Pestana, the meeting was adjourned at 10:30 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

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