

BOARD OF EDUCATION MEETING

Approved May 7<sup>th</sup>, Board Meeting

April 17, 2025  
Elizabeth, New Jersey

Board President Stanley J. Neron called the meeting to order at 6:37 p.m. and welcomed everyone to the April 17, 2025, regular agenda/business meeting of the Elizabeth Board of Education and read the following statement:

“Good evening and welcome to our Board of Education Meeting of the Elizabeth Board of Education. 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 April 10, 2025. 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 School No. 51 and to our television viewers to this April 17, 2025 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. So that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking.

We 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.

“There will be a public portion for citizens to address the Board. Participants for the public portion must personally sign in prior to the start of the public participation portion 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.”

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.”

Present: Dr. Barbosa, (arrived 6:44), Ms. Bathelus, Mmes. Carvalho, Chevres, (arrived at 6:39 p.m.), Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer’s Rivera, Neron-9

Absent: None

Superintendent of Schools, Dr. Olga Hugelmeyer, Assistant Superintendent for Teaching and Learning, Dr. Jennifer Cedeno, Assistant Superintendent for Schools, Rafael Cortes Jr., Assistant Superintendent for Schools, Judy Finch-Johnson., School Business Administrator/Board Secretary Harold E. Kennedy Jr, Interim Assistant School Business Administrator Rajeev Malhotra, Deputy Counsel, Heather Savage Ford, , Chief of Operations, Frank Cuesta, and Co-General Counsel, Michael Simitz Esq., of Kologi Simitz Law Office, were in attendance.

A Moment of Silence was held in memory of:

Afia Ibnat, a student at John Marshall School No20

James W. Ford, Former Board Member, Elizabeth Public Schools

Elizabeth Robinson, 2 Hour Food Service Worker  
Dr. Albert Einstein Academy School No. 29

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

The Pledge of Allegiance was led by Board Member Maria Carvalho

The Pledge of Ethics was led by Board Member, Jerry Jacobs

The Star-Spangled Banner by Francis Scott Key was played.

Board Member, Maria Carvalho read a Resolution Honoring the Life and Service of Former Board Member, James W. Ford.

Board President Stanley Neron introduced District Superintendent, Dr. Olga Hugelmeyer, and asked her to present the Student Representative to the Board of Education for the month of April. Jasiyah Holley is an exemplary scholar at J. Christian Bollwage Finance Academy who embodies excellence through her impressive academic accomplishments and active participation in extracurricular activities.

With a GPA of 4.0857, she not only excels in her studies but is also a dedicated member of the National Honor Society, respected for her positive character, community service, and leadership skills. Her academic achievements are matched by her ability to juggle multiple responsibilities, showcasing her strong work ethic and outstanding time management ability.

In addition to her academic endeavors, Jasiyah has taken on leadership roles in various activities, serving as the Varsity Cheer Captain. Leading her team at many events, including pep rallies and the Phil Sims North vs South All-Star game, she has earned nominations as an All-American cheerleader four times. As the Junior and Senior President of her class, she has successfully organized spirit weeks and collaborated with student government to foster a positive school environment while maintaining an impressive 4.0 GPA.

Jasiyah's commitment to her community shines through her volunteer work, including her role as a Volunteer Hospital Visitor at Trinitas Hospital, where she brings joy and support to patients. Additionally, her involvement with Junior Achievement High School Heroes allows her to educate younger students about financial literacy and business concepts, reflecting her passion for empowering others. Her dedication and hard work position Jasiyah as an inspiring role model for her peers, as she consistently encourages those around her and makes a positive impact within her community.

Jasiyah has been honored with several nominations and selections by her peers, including the JCBFA 2024-2025 Homecoming Queen, NAF Scholar Representative for community-wide events, and recognition as a Bollwage Bull Student of the Month, along with receiving the Union County Unsung Hero Award.

Jasiyah exemplifies the qualities we strive to cultivate in our young scholars. She is insightful, focused, and committed to her ambitions. As a voice for her peers and an advocate for positive change, Jasiyah cherishes her family, friends, and community. Her kindness and caring nature strengthen the bonds within our school and contribute to making the world a better place.

Dr. Hugelmeyer stated it was her pleasure to ask Miss Holley to come forward and take her seat on the Dais.

Mr. Neron asked Mr. Kennedy to memorialize Miss Holley's attendance in the official proceedings of the meeting. This was noted and Miss Holley's attendance is recorded in this, the official minutes of the meeting.

Mr. Neron then read the following statement:  
Citizens may address the Board.

“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 total time of public comment shall be limited to 60 minutes. No individual is able to yield their time to another individual. All comments shall be directed to the presiding officer; no participant may address or question Board Members individually. Each speaker shall comply in all respects with Board Policy 9322 (copies were provided next to the sign in sheet)”.

The following rules shall apply:

1. Time limits will be strictly enforced.
2. No personal attacks on individuals or the naming of individuals.
3. No vulgar or indecent language.
4. A person may address the Board no more than once during a single meeting.
5. Comments will not be debated.

Any person in violation of the Policy will be warned, and their comments terminated if needed. If such violation continues, this individual may be escorted from the meeting.”

“As a reminder this is a meeting of the Board in public, not a meeting of the public.”

Mr. Neron called upon the first participant, Ms. Candy Perce to address the Board.

Ms. Perce spoke about Immigration and Customs Enforcement.

Mr. Neron thanked her for her comments.

Mr. Neron called upon the next participant, Ms. Jean Gua, to address the Board.

Ms. Gua spoke about Immigration and Customs Enforcement.

Mr. Neron thanked her for her comments.

Mr. Neron called upon the next participant, Mr. David Lenis, to address the Board.

Mr. Lenis spoke about Immigration and Customs Enforcement.

Mr. Neron thanked him for his comments.

Mr. Neron called upon the next participant Mrs. Maria Franchini to address the Board.

Mrs. Franchini spoke about Special Education.

Mr. Neron thanked her for her comments

Mr. Neron called upon the next participant, Mrs. Amy Benavides, to address the Board.

Mrs. Benavides spoke about Special Education.

Mr. Neron thanked her for her comments.

Mr. Neron called upon the next participant, Ms. Claudette Smith, to address the Board.

Ms. Smith spoke about School Safety.

Since there were no public participants signed up to address the Board, Mr. Neron closed this portion of the meeting.

Board President Neron said he heard the concerns voiced by the students and others tonight about school safety. He stated that this is a diverse board with multiple members coming from immigrant families that came here looking for the “American Dream” and this Board is committed to providing educational opportunities to all students in a safe environment. He asked that one of the assistant Superintendent’s to meet with the students to get details about specific incidents and scenarios where students felt unsafe.

Mrs. Moreno-Ortega echoed Mr. Neron’s comments and further said that she stands with the students, and she hears their concerns.

Dr. Hugelmeyer addressed the issue raised where it was alleged that an Immigration and Customs Officer entered one of our high schools. Dr. Hugelmeyer made it clear that only Elizabeth Police officers enter schools. She gave an example of an instance where students may see an officer(s) in a school, i.e. picking up confiscated vapes. She thanked the students for coming to the meeting and voicing their concerns and sharing their fears.

Mr. Neron stated “To conclude our opening calendar for this evening, we would like to present a spotlight video highlighting the initiative sponsored by Board members Diane Barbosa and Iliana Chevres which is Autism Acceptance Month. Throughout the month of April, Elizabeth Public Schools will be promoting events and activities to show their support to those affected by autism spectrum disorder.

Among those activities are an Autism Acceptance Month Bookmark Contest and a Parent Appreciation Day that offers parents of students with autism the opportunity to receive a manicure, facial treatment, shampoo and blowout, or haircut from the Thomas A. Edison Career and Technical Academy Cosmetology students. Both of those activities were conceived and developed by Board Members Barbosa and Chevres with the assistance of EPS team members and students.”

Mr. Neron presented the video to the audience, thanking both Mrs. Barbosa and Mrs. Chevres for their work not only for Autism Awareness Month but for all they do year-round for Autistic students and their families.

Mr. Neron asked Dr. Hugelmeyer to present the Community updates. The Superintendent showed a series of Power Point Slides that highlighted the following:

Scholarship & FAFSA Completion Nights continue at Dwyer Academy on the following times/dates from 5:00 p.m. to 7:00 p.m. April 30<sup>th</sup> and May 14<sup>th</sup>. For Scholarships, please create a GOING MERRY account prior to attending a session [www.GoingMerry.com](http://www.GoingMerry.com) For FAFSA sessions please create a FSA ID prior to attending. Please remember to bring a laptop and tax documents. These items are a must. Counselors will be available to assist with scholarship applications. For more information, please contact Aimee Saluccio, the District’s College & Career Coordinator at 908-436-6669 or [saluvvioai@EPSNJ.org](mailto:saluvvioai@EPSNJ.org)

High School(s) Registrations took place for all schools from April 2-April 17.

Please save the following dates for the following Parent Development Workshop Series for 2024/2025.

- Keeping Your Kids Safe Online: Learn About Online Dangers and Cyber Safety Habits. April 29/7:00 p.m. Virtual
- Learning About Artificial Intelligence: Basic AI – May 6<sup>th</sup>/7:00 p.m. Virtual
- Teamwork for Success: Building Effective Communication and Relationships with Schools and Teachers – May 13/ 7:00 p.m. Virtual
- Improving Self-Esteem to Enhance Your Educational Self-Improvement: May 20<sup>th</sup>/ 7:00 p.m. Virtual

- Growing Confident Kids: Boosting Motivation & Self Esteem in Your Children: May 27/7:00 p.m. Virtual
- Dollars and Sense: Building Financial Literacy in Your Youth: June 10/7:00 p.m. Virtual
- Financial Foundations: Money Management and Financial Literacy For Parents: June 17/7:00 p.m. Virtual

Virtual Link will be sent via both Text and Email. Please contact [Etiensa@EPSNJ.org](mailto:Etiensa@EPSNJ.org) for more information.

Dr. Hugelmeyer presented a slide containing Spring 2025 Assessment updates.

- Assessment – ACCESS for ELLS and Alternate ACCESS for ELLS / February 3-March 31/All Multilingual Learners (MLs).
- NJ Graduation Proficiency Assessment (NJGPA)/ March 11-14) / 11<sup>th</sup> grade students and 12<sup>th</sup> grade students who have not yet taken the assessment for graduation.
- Scholastic Aptitude Test (SAT) / April 29 / 11<sup>th</sup> grade students and 12<sup>th</sup> grade students who have not yet taken the assessment for graduation.
- Dynamic Learning Maps (DLM) / April 8-May 28/ Students in grades 3-8 and 1 in place of NJSLA
- Advanced Placement (AP Exams / May 5- May 16/ High School students enrolled in AP Courses
- NJ Student Learning Assessment (NJ SLA) ELA, Math, Science / May 6-May 23/Students in grades 3-8 and high school-Specific dates for grade level are on the District web site.

Superintendent Hugelmeyer displayed an Interactive Calendar which showed Autism Acceptance Topics and Activities for the remainder of April:

- Friday April 18<sup>th</sup> – Home Crafts
- Saturday April 19<sup>th</sup>-Rewards
- Sunday April 20<sup>th</sup>-Sunday Funday
- Monday April 21<sup>st</sup>- Music
- Tuesday April 22<sup>nd</sup>-Social Skills
- Wednesday April 23<sup>rd</sup> -Paper Mill Playhouse – Velveteen Rabbit
- Thursday April 24<sup>th</sup>-Sensory Input
- Friday April 25<sup>th</sup> – Life Skills
- Saturday April 26<sup>th</sup> – Community Caravan
- Sunday April 27<sup>th</sup> -Middlesex & Union County Track and Field
- Monday April 28<sup>th</sup>- Communication
- Tuesday April 29<sup>th</sup> -GoNoodle
- Wednesday April 30- Understanding Autism.

Dr. Hugelmeyer presented a series of Power Point Slides that were part of the Inside EPS Newsletter from our Central Administration.

John E Dwyer Technology Academy was among a select group of schools to reach NAF's (National Academy Foundation) model level for 2025. These academies are spotlighted for their excellent efforts in delivering high quality educational experiences for high school students that

prepare them for college and career success. Model level is determined by performance on NAF's assessment that measures strengths and challenges in implementing their results-driven design. The assessment is designed to help all academies evaluate their progress in meeting NAF standards. NAF transform education in the classroom with personalized learning environments and career-focused curricula that ensures students are equipped with the future ready-skills and industry specific learnings to be successful in any pathway they choose.

Elizabeth Public Schools welcomed over 130 representatives from several states including universities, colleges, universities, technical institutes, career pathways, governmental agencies, and the military for a district wide College Fair on April 8. Juniors from all eight high school academies had the opportunity to explore future options and connect with admissions professionals from various institutions. The culinary students of Thomas A. Edison Career and Technical Academy showcased their talents by serving a delicious brunch to the visiting Representatives. In commemoration of Women's History month, the New Jersey General assembly honored women coaches from throughout the state presenting them with assembly resolutions. Among those honored was Girl's Flag Football Assistant Coach, Tatiana Gallego.

Chessie Dentley Roberts Academy School No. 30 principal Arlene Campbell was awarded the Dr. Mary McCloud Bethune Award by the NCNW, Inc., Greater Elizabeth Area Section at their 19<sup>th</sup> annual Harambee Breakfast 2025.

Dr. McCloud Bethune, founder of the NCNW in 1935, was an American educator, stateswoman, philanthropist, humanitarian, and civil rights activist best known for starting a private school for African American students in Daytona Beach, Florida and co-founding UNCF in 1944 with William Trent and Frederick D. Patterson.

Ms. Campbell was honored with the McCloud Bethune Award for her distinguished career in education at Elizabeth Public Schools that has spanned over four decades. Starting as a first-grade teacher, she has also served as a teacher tutor, reading specialist, and vice principal. As a principal at School No.30, she has sought to infuse leadership principles into instruction to expand leadership opportunities for students.

William F. Halloran School No.22 fourth grade students Michelle Zapata and Guillermo Marfil were selected as the school's winners of the annual Children's Dental Health Month poster contest sponsored by the New Jersey Academy of Pediatric Dentistry.

The Union County Dental Society (a local component of the New Jersey Dental Association) recently hosted an awards night for the contest. Two fourth-grade students were selected as winners from each participating elementary school throughout Union County and were invited with their families to the event. This year a record 32 schools participated. Miss Zapata was named a runner up among all the participants from Union County.

#### May 2025 Celebrations, Acknowledgements & Commemorations

- May 1 School Principals Day
- May 5-9 Teacher Appreciation Week
- May 6 National Teacher Day
- May 6-12 National Nurses Week
- May 7 National School Nurses Day

- May 11 Mother’s Day
- May 18 Haitian Flag Day
- May 20 Cuban Flag Day
- May 26 Memorial Day
- Month of May-Better Speech and Hearing Month
- Month of May -Asian-Pacific Heritage Month
- Month of May – Portugal Heritage Month
- Month of May – Haitian American Heritage Month
- Month of May - Mental Health Awareness Month
- Month of May- Kindness Awareness Month
- Month of May – National Military Appreciation Month

. Upon completion of the Community updates, the Superintendent presented a series of slides which recapped the New Jersey Department of Education of 2023-2024 School Performance Reports. As per law these results have to be shared at a public meeting.

The School Performance Reports reflect the New Jersey Department of Education’s (NJDOE) commitment to providing parents, students, and school communities with a large variety of information about each school and district. These reports can be used as a tool to help evaluate whether all students have equitable access to high quality education. Communities are encouraged to use these reports to learn more, start conversations and engage. In addition, to meeting the federal report requirements under ESSA, NJDOE is developing reports that provide stakeholders with a broader picture of their schools and districts. Along with the detailed School Performance Reports for each school, district and state, Summary Reports for each school and district are also available. The reports and resources are also translated into Spanish.

You can find the School Performance Reports at [njschooldata.org](https://njschooldata.org) and links to the performance reports can be found on the District website (You will find a Tab for students and families and a tab for NJ School Performance reports).

The New Jersey School Performance Reports contain hundreds of data points about schools and districts across New Jersey including:

- School and district overviews
- Demographic information
- Student growth
- Academic achievement
- College and career readiness
- Graduation and post-secondary information
- School climate and environment
- Staff information
- School Accountability
- School and district narrative information

The 2023-2024 School Performance Reports include changes that respond to stakeholder feedback, federal and state requirements, and data availability. These changes include:

- Additional chronic absenteeism data showing three-year trends in chronic absenteeism rates, an expanded summary of the percentage of days that students were absent, and whether schools are required to create a corrective action plan based on schoolwide chronic absenteeism rates.

- Information on whether current and former multilingual learners are earning the Seal of Biliteracy.
- Expanded visual and performing arts participation showing participation for all grades kindergarten through 12.
- Information on student disciplinary removals, students involved in police notifications, and student arrests by student group and grade level available directly in the School Performance Reports
- New High School Persistence and federal 6-year graduation rates aligned with proposed amendments to the Every Student Succeeds Act (ESSA) State Plan.

The Superintendent also spoke about student enrollment and demographics data. The district saw an increase in enrollment between 2020-2021 and 2023-2024 of 709 students, an overall gain of 2.6 %. Other Demographic data for 2023-2024 showed 78.9 % of our students were listed as economically disadvantaged/ 12.1% were Students with Disabilities/ 33.3% were English Learners and 0.8 % were Experiencing Homelessness.

Dr. Hugelmeyer presented an overview of student growth.

Student growth is a measure of how much students are learning each year. New Jersey's ESSA state plan outlines that academic progress, or student growth will be measured by median growth percentiles (MSGP's) on statewide ELA and mathematics assessments.

Each student gets a student growth percentile (SGP) from 1 to 99 for English (4<sup>th</sup> to 8<sup>th</sup> Grade) and Mathematics (4<sup>th</sup> to 7<sup>th</sup> grade) that explains their progress compared to students who had similar test scores in the past. ("academic peers").

Median student growth percentiles (mSGPs) are how growth is measured for groups of students. If the SGPs for all students in a group are ordered from smallest to largest, the mSGP is the percentile in the middle of that list.

Our District had Median Student Growth Percentile's of 60 in ELA and 49 in Math in 2022-2023 compared to a State Student Growth Percentile of 50 in these categories. In 2022-2023 the District had a growth rate of 52 in both ELA and Math.

School Superintendent Dr. Olga Hugelmeyer also showed a slide which showed an overview of Statewide Assessments. The School Performance Reports contain information about student participation and performance on statewide assessments, including the:

- New Jersey Student Learning Assessment (NJSLA): This assessment measures student proficiency with the New Jersey Student Learning Standards for English Language Arts (ELA) mathematics and science.
- Dynamic Learning Maps (DLM): Alternate assessment for students with the most significant intellectual disabilities in English Language Arts Mathematics and Science.
- ACCESS for ELLS: Assessment that measures the English language proficiency of English language proficiency of multilingual learners.
- New Jersey Graduation Proficiency Assessment (NJGPA): Assessment administered to students in grade 11 for the purpose of meeting the graduation assessment requirement.
- Dr. Hugelmeyer showed a slide that gave assessment results for the District - NJSLA/DLM:
- Elizabeth Participation for ELA for 2021-2022, 2022-2023 and 2023-2024 was 99.1 % while Mathematics participation was 98.4% in 2021-2022, 98.6 % in 2022-2023 and 99.1% in 2023-2024.

- Elizabeth’s proficiency rate was 42.4% in 2021-2022, 45.3% in 2022-2023 and 46.2% in 2023-2024. In Mathematics the District Proficiency rates were 19.4% in 2021-2022, 24.2% in 2022-2023 and 25.4% in 203-2024.
- Statewide the Proficiency rates for ELA were 49.0% in 2021-2022, 51.3% in 2022-2023 and 52.2% in 2023-2024. Mathematics proficiency rates statewide were 36.0% in 2021-2022, 38.2% in 2022-2023 and 40.2% in 2023-2024.

The Superintendent presented a slide on Graduation Rates and Pathways.

- Graduation rates are calculated using the adjusted cohort graduation rate calculation which all states are required to use.
- For state reporting purposes, a student is counted as a graduate in a given school year if they earn a state-endorsed diploma i.e. a regular diploma by August 31. A state-endorsed diploma is awarded to students who meet all graduation requirements.
- Students graduating in the class of 2024 were required to meet graduation assessment requirements, which included either: Demonstrating proficiency on the NJGPA; Meeting the designated cut-score on a substitute competency test, e.g., SAT or ACT; or submitting a student portfolio appeal to the NJDOE.

Beginning in 2021, the NJDOE was required by the United States Department of Education’s (USED) FY 2019 Federal Performance Review Report to make changes to graduation rate calculations used for federal reporting and accountability.

Starting with 2021, the NJDOE began calculating and reporting two versions of the graduation rate.

- 1) The “Federal Version” aligns with ESSA requirements and USED guidance and will be used for federal reporting and ESSA school accountability only.
- 2) The “Sate Version” continues to use the same methodology used prior to 2021 and reflects all students who received a state-endorsed diploma.

For the ‘federal version of the 2024 graduation rates, students with disabilities who did not meet either the state course requirements, local attendance requirements, and/or state assessment requirements for graduation because of a modification or exemption in their Individualized Education Program (IEP) were not included in the graduation count (the numerator) but remained in the adjusted cohort (the denominator).

Superintendent Hugelmeyer presented a slide which showed State and Federal Graduation rates.

- Cohort 2022 4-year rate Elizabeth Graduation rate = 84.4%/State graduation rate 90.9%
- Cohort 2023 4-year rate Elizabeth Graduation rate = 87.9 %/State graduation rate 91.1 %
- Cohort 2024 4-year rate Elizabeth Graduation rate = 89.0%/State graduation rate 91.3%
- Cohort 2021 5-year rate Elizabeth Graduation Rate 85.5%/state graduation rate 92.5%

- Cohort 2022 5-year rate Elizabeth Graduation Rate 86.8%/state graduation rate 92.7%
- Cohort 2023 5-year rate Elizabeth Graduation Rate 90.7%/state graduation rate 92.6%
- Cohort 2022 6-year rate Elizabeth Graduation Rate 87.2%/ state graduation rate 93.2%

#### Federal Graduation Rate

- Cohort 2022 6-year rate Elizabeth Graduation Rate 81.1%/state graduation rate (Federal Version) 87.0%
- Cohort 2023 5-year rate Elizabeth Graduation Rate 90.2%/state graduation rate (Federal Version) 86.9%
- Cohort 2024 4 – year graduation rate 88.2%/ state graduation rate (Federal Version) 86.9%

#### The Superintendent presented slides on Chronic Absenteeism

- The School Performance Reports include information on chronic absenteeism and attendance for students.
- Chronic Absenteeism is defined as being absent for 10% or more of the days enrolled during the school year. A student who is not present for any reason, whether excused, unexcused, or for disciplinary action, is considered absent unless permitted by state statute or regulations.
- Student absences provide important information about a school’s culture and climate. Research shows that absences impact a student’s ability to succeed in school.
- District K-12 Chronic Absenteeism Trends 2021-2022 19.4%/2022-2023 16.9% and 2023-2024 15.8%
- EPS Chronic Absenteeism Rate: 2021-2022 19.4%/State 18.1% 2022-203 16.9%/ State 16.6% 2023-2024% 15.8%/State 14.9%.

#### 2023-2024 Chronic Absenteeism Rates by Grade level

- PK Elizabeth 41%/State 33%
- KG Elizabeth 23%/State 19%
- 1<sup>st</sup> Grade Elizabeth 18%/State 15%
- 2nd Grade Elizabeth 15%/State 13%
- 3<sup>rd</sup> Grade Elizabeth 14%/State 12%
- 4<sup>th</sup> Grade Elizabeth 13%/State 12%
- 5th Grade Elizabeth 14%/State 12%
- 6<sup>th</sup> Grade Elizabeth 13%/State 13%
- 7<sup>th</sup> Grade Elizabeth 12%/State 14%
- 8<sup>th</sup> Grade Elizabeth 13%/State 15%
- 9th Grade Elizabeth 19%/State 15%
- 10th Grade Elizabeth 19%/State 16%
- 11th Grade Elizabeth 18%/State 17%
- 12<sup>th</sup> Grade Elizabeth 13%/State 21%

Dr. Hugelmeyer showed a slide showing Teacher and Student demographic info.

- White teachers = 54.2 % /White Students 6.4%
- Hispanic Teachers = 31.9%/ Hispanic Students = 77.1%
- Black/African Teachers = 10.4%/ Black/African American Students =14.8%
- Asian Teachers = 2.8%/ Asian Students = 1.5%
- Native Hawaiian or Pacific Islander Teachers = 0.4%/ Native Hawaiian - Pacific Islander Students = 0.1%

Superintendent Hugelmeyer presented a slide on College and Career Readiness

- % of 12<sup>th</sup> graders that took SAT in high school – District = 100% State = 62.7%
- % of 12<sup>th</sup> graders that took the ACT in High School – District = 0.2% State = 7.8%
- % of 11<sup>th</sup> and 12<sup>th</sup> grade students enrolled in one or more AP or IB course District =50.4% State = 35.9%
- % of 11<sup>th</sup> and 12<sup>th</sup> graders enrolled in dual enrollment coursework District = 2.4% State = 26.9%
- % CTE Concentrators District = 7.7% State = 10.4%
- % of students earning industry valued credentials District – 1.4% State = 2.2%
- % of 12<sup>th</sup> graders earning a seal of Biliteracy - District=17.3% State =9.6%

The Superintendent showed a slide on Student participation in the Visual and Performing Arts

- 99.5% of students in grades K-5 enrolled in an Arts course (State=93.6 %)
- 98.0% enrolled in Music courses (State = 88.7%)
- 12.2% enrolled in Dance courses (State = 4.1%)
- 3.7% enrolled in Drama Courses (State = 1.5%)
- 84.4% enrolled in Visual Arts Courses (State = 86.6%)
- 97.4% of students in grades 6 through 8 enrolled in an arts course (State = 90.0%)
- 73.1% enrolled in Music courses (State=64.3%)
- 9.4% enrolled in Dance Courses (State = 4.3%)
- 0.4% enrolled in Drama Courses (State = 7.7%)
- 60.0% enrolled in Visual Arts courses (State = 68.9%)
- 40.2% of students in grades 9 through 12 enrolled in an arts course (State = 51.3%)
- 7.8% enrolled in Music courses (State=15.8%)
- 7.5% enrolled in Dance Courses (State = 3.0%)
- 2.0% enrolled in Drama Courses (State = 3.4%)
- 25.5% enrolled in Visual Arts courses (State = 35.2%)

Mrs. Hugelmeyer presented two slides regarding Safety in the Elizabeth School district and the same data for the state.

- Violence 2021-2022 - 734 incidents in the district/13,451 incidents Statewide /2022-2023 762 incidents in the district/ 14,532 statewide 2023-2024 663 incidents in the district/14,365 statewide.

- Vandalism 2021-2022 - 98 incidents in the district/1,815 incidents Statewide /2022-2023 85 incidents in the district/ 2,052 statewide 2023-2024 38 incidents in the district/14,365 statewide.
- Weapons 2021-2022 - 85 incidents in the district/1,372 incidents Statewide /2022-2023 78 incidents in the district/ 1,537 statewide 2023-2024 99 incidents in the district/1,146 statewide.
- Substances 2021-2022 – 356 incidents in the district/6,639 incidents Statewide /2022-2023 502 incidents in the district/ 9,243 statewide 2023-2024 400 incidents in the district/8,047 statewide.
- Harassment, Intimidation, Bullying 2021-2022 – 230 incidents in the district/7,672 incidents Statewide /2022-2023 192 incidents in the district/ 9,011 statewide 2023-2024 168 incidents in the district/8,494 statewide.
- Total Unique Incidents 2021-2022 – 1,487 incidents in the district/30,568 incidents Statewide /2022-2023 1,608 incidents in the district/ 36,039 statewide 2023-2024 1354 incidents in the district/33,526 statewide.
- Incidents per 100 students enrolled in the District 2021-2022 = 5.38 2022-2023 = 5.73 2023-2024 =4.78 Statewide Data 2021-2022 2.18 2022-023 2.54 2023-2024 2.35

Superintendent Hugelmeyer showed a slide of enrollment trends by Full/Half Day PK and KG in the District

- PK- Full Day 3 and 4-year-olds/ 3,129 in 2021-2022/3,255 in 2022-2023/3,132 in 2023-2024
- KG Full Day 1,885 in 2021-2022/ 1807 in 2022-2023/ 1,926 in 2023-2024.

The Superintendent presented key ratios for students and staff.

- Students to Teachers 13:1
- Students to Administrators 354:1
- Teachers to Administrators 27:1
- Students to Librarian/Media Specialists 2835:1
- Students to Nurses 472:1
- Students to Counselors 556:1
- Students with IEPs to Child Study Team 21:1
- Students to Psychologists 834:1
- Students to Social Workers 388:1
- Students to Student Assistance Counselors N/A
- Students to Safety Specialists 28,350:1

Dr Hugelmeyer showed a series of slides which highlighted and discussed School Accountability and Support.

New Jersey's ESSA school accountability system provides a formula to determine a summative score, which is based on various measures of progress (accountability indicators).

The accountability indicators are:

- Academic Achievement: measured by ELA and math proficiency on the statewide on the statewide assessment.
- Academic Progress: for 2021-2022 only, measured by Relative School Improvement Measure (RSIM) but typically measured by median student growth percentiles in ELA and math.
- Graduation: measures by four-year and five-year graduation rates.
- Progress toward English Language proficiency: measured by the percentage of English Learners making expected progress toward English language proficiency.
- School Quality and Student Success: measured by chronic absenteeism

The NJDOE identifies schools for the following category every three years.

- Additional Targeted support and Improvement: Low Performing Student Group (ATSI) -Schools with one or more student groups with a summative score that would be in the bottom 5% of Title 1 schools.
- Annually, the NJDOE will identify schools in the following category: - Targeted Support and Improvement: Consistently Underperforming Student Group (TSI): - Schools with one or more student groups that missed annual targets or standards for all indicators for two years in a row.

The NJDOE identifies schools for comprehensive support and improvement every three years based on the following two criteria:

- Comprehensive Support and Improvement (CSI): Overall Low Performing: - Title 1 schools with a summative score in the bottom 5% of Title 1 schools.
- Comprehensive Support and Improvement (CSI): Low Graduation Rate: - All high schools with a four-year graduation rate of 67% or less
- Comprehensive Support and Improvement (CSI) Chronically Low-Performing Student Group: - Title 1 schools identified as Additional Targeted Support and Improvement (ATSI) for three or more consecutive years.

Our Comprehensive and Targeted Support and Improvement Schools:

- Juan Pablo Duarte – Jose Julian Marte School No. 28/ Status for 2025-26 School Year – Additional Targeted Support and Improvement/ Category of Identification – Low performing Student Group (ATSI)/ Year eligible to exit status – 2027/ Student Groups Requiring Targeted Support during the 2024-25 School Year – Black or African American
- Thomas A. Edison Career and Technical Academy/ Status for 2024-25 School Year – Comprehensive Support and Improvement/ Category of Identification – Low Graduation Rate (CSI)/ Year eligible to exit status – 2027.

The Superintendent explained that Schools identified for support and improvement work in partnership with their education community of parents, families, educators, and community members throughout the year to:

- Assess needs related to the areas of weakness.
- Identify strategies and resources that can impact Improvement.
- Create an Annual school Plan that will outline specific steps.
- Outline a timeline for the completion of these steps.
- Understand the steps needed to be removed from status.

Dr Hugelmeyer concluded her remarks by noting that her presentation satisfied the State of New Jersey requirement that the School Performance Reports be reviewed in a public meeting.

Mr. Neron thanked Dr. Hugelmeyer for the presentation and applauded the progress being made on several fronts.

Board Member Mrs. Moreno-Ortega added that the Board is reaching the goals set by increasing graduation rates and reducing chronic absenteeism -the numbers show it and is something that she and her fellow Board members should be proud of at this time. As an A.P. teacher she is particularly pleased that more than 50% of our students are taking A.P. classes.

Board Member Mr. Jerry Jacobs gave kudos to the Parent Education workshops taking place. He attended a recent session and was very pleased both with material covered as well as the attendance of parents and other adults. He further stated that he was happy to see that the District's measurable progress in ELA was ten (10) basis points above the state. However, he did note that the District lagged behind the State in Math but that appeared to be a trend with mathematics overall. Furthermore, the School Performance Reports showed the District trending above the state with students enrolled in Visual Arts. Although the Board's focus is the ABC's, the creative sides of students should be tapped as well. Mr. Jacobs was sure that the Board's governance expert was noting the progress in meeting the goals the Board had established. He did point out that the District is trending above the state in chronic absenteeism for high school level students, but we are below the state average for Middle School grades. Mr. Jacob's suggested that the Board should review and see what steps are being taken at the Middle School to combat chronic absenteeism that may be replicated at the District's high schools. Although impressed with the number of students enrolled in AP Classes it is important that the District does not lose sight of underperforming students and do all possible steps to make all students succeed. He brought to the Board's attention that Elizabeth High School, Frank j Cicarell Academy was ranked as the thirty fifth (35<sup>th</sup>) best High School in the state. Mr. Jacobs confirmed with Dr. Hugelmeyer that the District only has two schools in Status: School 28 which is in targeted status and Thomas A Edison Career and Technical Academy which is in comprehensive status.

Mr. Neron commenced a review of the evening's Agenda.

Tab 1a) Official and Private Minutes (February 20th and March 18<sup>th</sup>, 2025) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (February 28th, 2025) was added to the Agenda.

Tab 2a) Personnel Report – Mrs. Moreno Ortega asked how schools are selected for lunchtime tutoring. Dr. Hugelmeyer replied that this tutoring is supported by Title 1 Funding and that lunchtime tutoring is an activity suggested by this law. Students are selected based upon academic need.

Ms. Bathelus inquired why a person was getting a back salary adjustment for a two year period. Mr. Cuesta explained that an error had been made when this person was promoted to their new position. It was brought to his attention, and this was the action to rectify the mistake.

Mrs. Moreno Ortega inquired about how students were selected for Saturday NJSLA preparation programs. Dr. Hugelmeyer replied that students were selected based on teacher recommendations.

Dr. Barbosa wished to acknowledged the faculty and staff whose retirements were listed in tonight's agenda. She expressed gratitude and appreciation for their many years of service and dedication to the students of the Elizabeth Public Schools.

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Dr. Barbosa left the Meeting at 8:10 p.m.

Mr. Jacobs as a follow up to Mrs. Marino-Ortega's questions about lunchtime tutoring and Saturday NJSLA programs , asked whether those students who are recommended for this extra help are in fact attending these programs and if spots are declined are those seats being offered to other students. Dr Hugelmeyer replied that there is strict reporting criteria required by the State Department of Education and the district must show what progress students are making as a result of these programs. In addition, there are different levels of intervention that are offered and some students who may not be recommended for the intensive assistance may be offered small group instruction within class time. Dr. Hugelmeyer said she would provide the Board with a report that would provide greater information on these programs. .Mr Jacobs asked that Pg. 24 first line item with the initials J.A.S.T. be tabled

On a motion made by Mr. Jacobs and seconded by Mrs. Goncalves Pestana Tab 2a pg pg 24 first line item with the initials J.A.S.T.was tabled.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer's Rivera, Mr. Neron-8

Negative – None

Tab 2a) Personnel Report was added to the Agenda but later tabled in its entirety

On a motion made by Mrs. Goncalves Pestana and seconded by Mrs. Carvalho Tab 2a in its entirety was tabled

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer's Rivera, Mr. Neron-8

Negative – None

Tab Tuitions Report was added to the agenda .

Tab 4) Superintendent's Reports were added to the Agenda.

Tab 4a) Considerations was added to the Agenda. Ms. Bathelus asked about the funding for the Forensics Team Trip. Dr. Hugelmeyer explained that this was part of the Elizabeth High School

Budget In addition, Dr. Hugelmeyer explained that a trip listed for Hershey Park was a day trip and did not involve an overnight stay.

Tab 4b) Use of Facilities

Tab 4bb) Use of Facilities

Tab 4c) Field Trips -Mrs. Moreno -Ortega was glad to see 128 Field Trips listed for approval on this night's agenda. She complimented the teachers involve4d who initiated these trips and those who travel on these trips. In addition, the variety of trips ran across a broad spectrum

Tabs 4 to 4d were added to the Agenda

Tab 5) Authorizations Report – Mr. Rivera noted that although the Department of Labor had reduced funding, that those enrolled in Adult Basic Skills Program be given the full benefits of the program. Dr. Hugelmeyer explained that Dr. Mosely would continue to monitor the program and ensure people were in attendance and receiving the maximum benefits of the program. Ms. Bathelus acknowledged the donation of twenty-three instruments for the school band program at School No. 30. Moreover, she acknowledged twenty-five-gallon (25) gallon buckets from Home Depot (Bloomfield NJ) in support of School 25's bucket drumming program. In response to a question from Ms. Bathelus regarding the school calendar the calendar for the 2025-2026 school year will be presented at the May meeting.

Tab 5a and Tab 5b) Authorizations report was added to the Agenda.

Tab 6) Finance and Accounting Report – Mrs. Carvalho asked why Line 32 was blank. Mr. Kennedy explained that an anticipated bill was not received and line 32 should be removed.

Tab 6) Finance and Accounting Report – Mrs. Chevres asked why line 32 was blank. Mr. Kennedy explained that an anticipated bill was not received, and Line 32 should be removed.

Tab 6a) Supplemental Finance and Accounting Report was added to the Agenda

Tab 7) Award of Contracts Report – Ms. Bathelus asked Mr. DiDonato about the contract with Kean University Gear up program. He replied that there was 250 students 90 of which have signed up already. The State Department of E selects the schools involved. She also asked Mr. Milanese regarding a contract with open System Integrators who in turn explained this was materials being bought to enhance security at schools listed being funded by a C.O.P.S. grant.

Mrs. Chevres commented on several contracts that were self – care for teachers and staff. She would like the Board to expanding these programs to other schools.

Mrs. Moreno Ortega spoke about a contract with Rutgers Nursing Program, Mr. DiDonato explained this was for Rutgers Nursing students to do clinical training with School Nurses. He said this was similar to a student Teaching program.

Tab 7 and 7a) were added to the Agenda.

Mr. Neron asked the student Representative to present her report to the community.

Greetings and good evening to all our guests. First and foremost, I would like to thank Dr. Hugelmeier, Superintendent of Schools, and the Elizabeth Public Schools Board Commissioners for this special opportunity that I'm very grateful for. My name is Jasiyah Holley, and I'm the Student Representative for J. Christian Bollwage Finance Academy. I'm the Senior President of the Student Council and Vice President of Student Government. My biggest accomplishment this year was being awarded the Union County's Unsung Hero Award. I am beyond excited to graduate in a few months, on track to finish with 150+ community service hours and a 4.0 GPA, and I am preparing to take my next steps as a future student at North Carolina A&T.

As the student representative of J. Christian Bollwage Finance Academy, I helped organize and have a voice in planning events for our school: Our school year kicked off with back-to-school night, where the JCBFA Student Success Center Scholars led seminars for 9th grade students to focus on schoolwide AVID strategies regarding time management skills and organization skills.

We recognized Breast Cancer Awareness Month with a celebration, writing notes that were delivered to Trinitas Hospital—an event covered by News 12. During Hispanic Heritage Month, we engaged in dance events to celebrate our diverse cultures. We also organized collections and donations for Thanksgiving in partnership with St. Joseph's and the Elizabeth Coalition for the Homeless. The Veterans Breakfast was a meaningful occasion for honoring those who served our country. Throughout the year, we hosted monthly parent training seminars and information sessions, alongside PTO meetings that focused on college/career readiness and student safety. Highlights included an entrepreneurship workshop, Family Fitness Nights, FAFSA workshops, and discussions surrounding social media safety, vaping dangers, and cyber security presented by the New Jersey State Police. In December, we celebrated our marking period scholars with a breakfast and organized a Toys for Tots collection with Halsey Academy and the U.S. Marine Corps. Students and parents participated in scholarship and FAFSA workshops both during and after school hours. We held a Black History Civic Roundtable with community representatives and celebrated Black History Month with an icon day and Islamic Heritage events. The Women of Wisdom breakfast was another enriching experience. 8th graders received guidance through counselor tours and participated in "Read Across America" at School 14. Instant Decision Day and a series of visits to various schools for selection processes helped facilitate their transition to high school. We promoted health and wellness through monthly fitness nights for students and parents, as well as hosting a variety of Autism Awareness Month events, including game day and a breakfast featuring daily encouraging quotes. Monthly highlights included trips to Deloitte and L'Oréal as part of our NAF program, presentations by the CPA Association and a local credit union, and collaborations with the Elizabeth Police Department focusing on student safety. The Badlani Mural and Bike Safety Campaign engaged 10th-grade driver education students in walkability audits, while the UC Stepping Mental Health Presentation offered vital support for our students' well-being. We also celebrated SEL initiatives, promoting nutrition months and events that fostered community spirit, including a positivity tree and random acts of kindness. The Bollwage Zen Den was added to the Guidance Suite for a calming atmosphere. AVID walkthroughs provided valuable insights during school visits, and we organized a prom dress giveaway to support our students in need. Additionally, we planned trips to colleges such as Princeton, NJCU, TCNJ, UTI, and William Paterson, as well as visits to college fairs at Woodbridge High School and performances at Kean University. Our students ventured to the Washington Liberty Science Center as part of our educational experiences. The autism program also organized friendly outings to Stop & Shop, a bowling alley, and a mall scavenger hunt. Our

life skills program engaged students in creating recipes and helping them to wash clothes for the school community. Finally, we conducted Panorama School Culture surveys for students and parents and held monthly diversity events, fostering an inclusive learning environment.

District wide Elizabeth Public School student athletes and their families attended the Athletic Winter Season Sports Awards on April 2nd to celebrate the remarkable achievements this season. All Elizabeth Public School juniors shared the opportunity to attend the College fair on April 9th at Dunn Sports Center. The college fair was a great opportunity for juniors to speak to college representatives about applying to college and gaining some extensive information they may need in the future. A proactive Prom safety campaign will be hosted for all seniors at their academies after spring break.

In addition to the events at J. Christian Bollwage Finance Academy and district wide our individual academies have many wonderful experiences to highlight wonderful events. Admiral William F. Halsey Health & Public Safety Academy had a phenomenal month with the EMT students passing their NREMT exam and receiving EMT certification.

Frank J. Cicarell Academy is organizing their annual Relay for Life, where students raise money and stay overnight at the school, walking around the building in honor of those who are fighting cancer or have passed away from its John E. Dwyer Technology Academy is focusing on a "No One Eats Alone" celebration while also planning their upcoming senior events. Alexander Hamilton Preparatory Academy is celebrating its 100th year Centennial Celebration and is visiting different middle schools to teach younger students about various subjects. JVJ STEM Academy celebrated Women's History Month by hosting a special brunch for all senior girls and presenting at the district Board Meeting to highlight Elizabeth schools named after influential women. Families were supported with a FAFSA workshop, while students participated in a mental health and prevention session with NJ4US. The U.S. Marines also visited to share insights on military career opportunities. School spirit was in full swing during our March Madness event, where even annex students joined the celebration. Additionally, students collaborated with UC STEP on a service-learning project "Wish Upon a Star" initiative to collect supplies for children in foster care.

Thomas Jefferson Arts Academy participated in Skills USA, a worldwide competition showcasing students' work, and they proudly took home the 1st place award. Additionally, on April 11th and 12th, Thomas A Edison Career & Technical Academy welcomed students with special needs to their cosmetology room, offering them a variety of services. These events highlight the strong sense of community and the commitment of our schools to support their students and families.

Dr. Barbosa returned to the meeting at 8:40 p.m.

Mr. Neron asked the Board Committee Chairmen to present their reports for the month.

### **Negotiations Committee**

April 4, 2025

12:00 p.m. – 1:30 p.m.

**Attendees:** Jerry Jacobs, Board Member/Chairperson of the Negotiations Committee; Charlene Bathelus, Board Member, Stephanie Goncalves Pestana, Board Member, Ed Kologi, General Counsel, Judge Malone, General Counsel, Harold Kennedy, School Business Administrator, Dr. Olga Hugelmeyer, Superintendent of Schools, Rajeev Malhotra, Assistant Business Administrator, Dieter Lerch and Julius Consoni, Financial Consultants.

The Committee reviewed the US Department of Education and the Secretary of Education 3/28/25 letter advising of recession of extensions of the liquidation of ARP Funds. The district had filed an application for late liquidation on July 1, 2024, and was approved in the amount of \$16.2 million to complete facility improvements for Unitventilator Replacement and Ventilation Upgrades at 22 District schools. The ventilation projects have continued to progress and during the period July, 2024 – March, 2025. Elizabeth has paid \$11.5 million leaving an outstanding balance of \$4.7 million. The Committee discussed remedies sought by the New Jersey Department of Education and their strategies communicated to Districts statewide to recoup recession amounts owed to the District.

### **School Properties Committee**

April 7, 2025

12:00 p.m. – 1:00 p.m.

**Attendees:** Stan Neron, Board President, Maria Carvalho, Board Vice President/Chairperson, Iliana Chevres, Board Member, Jerry Jacobs, Board Member, Judge Malone, Co-General Counsel, Harold Kennedy, School Business Administrator, Dr. Olga Hugelmeyer, Superintendent of Schools and Luis Milanés, Director of Plant, Property and Equipment.

The Committee was provided with an update on the status of the E-SIP ventilation projects. School Nos. 6, 18, Hamilton Academy, Edison Academy and Edison Annex are complete and operational. School Nos. 4 and 19 will have switch gears installed over Easter break which will make them operational. School No. 12 will be operational in the Fall 2025. School No. 5 will have abatement completed over the Summer 2025 and expected operation at the end of 2025.

The committee requested a report on the status of all current projects. The committee was briefed on the assignment of sub-custodians.

### **Education Management Committee**

April 8, 2025

4:00 p.m. – 5:00 p.m.

**Attendees:** Stephanie Goncalves-Pestana, Board Member/Chairperson of the Education Management Committee; Maria Carvalho, Board Vice President, Rosa Moreno-Ortega, Board Member, Ed Kologi, Co-General Counsel, Judge Malone, Co-General Counsel, Harold Kennedy, School Business Administrator and Dr. Olga Hugelmeyer, Superintendent of Schools.

The Superintendent presented to the committee the 2023-2024 School Performance Report including a District Performance Comparison to other large urban school districts as well as comparing performance to the previous school year (2022-2023). The Elizabeth Public Schools

outperformed other large school districts in various metrics including; ELA Growth and Performance, Math Performance on the NJGPA, SAT Participation.

Additional metrics in which the Elizabeth Public Schools outperformed other large urban school districts include Advanced Placement Enrollment & Exams, CTE Enrollment, Students Enrolled in Algebra & Geometry, Students earning Seal of Biliteracy, Graduation Rate, Percentage of ESSA Targets Met or Exceeded.

### **Legal Committee**

April 8, 2025

12:00 p.m. – 1:00 p.m.

**Attendees:** Stan Neron, Board President, Isaias Rivera, Chairperson , Board Vice President, Maria Carvalho, Board Vice President, Iliana Chevres, Board Member, Ed Kologi, Co-General Counsel, Judge Malone, Co-General Counsel, Harold Kennedy, School Business Administrator and Dr. Olga Hugelmeyer, Superintendent of Schools and Heather Ford, Deputy Counsel.

The committee reviewed the revisions to the SEPAC Policy and Regulation provided by the Special Education Committee. The policy will be presented at the board meeting. The committee was provided with an update regarding current residency investigations.

### **Finance and Accounting Committee**

April 10, 2025

1:00 p.m. – 2:00 p.m.

**Attendees:** Stan Neron, Board President, Jerry Jacobs, Board Member/Chairperson of the Finance Committee;, Charlene Bathelus, Board Member, Ed Kologi, General Counsel, Judge Malone, General Counsel, Harold Kennedy, School Business Administrator, Dr. Olga Hugelmeyer, Superintendent of Schools, Rajeev Malhotra, Assistant School Business Administrator, Chris Brazzano and Michelle Paddon, Insurance Brokers.

Chris Brazzano spoke to the Finance Committee members about the 2024-2025 Health Benefits Program including paid claims for health, prescription, dental, and vision coverages. The Finance Committee discussed recommendations by the Insurance Broker for the renewal of health insurance coverages for the 2025-2026 school year which will be finalized at the May 7, 2025, board meeting,

Tab 9) Claims list was added to the Agenda

Resolutions 10 through 10m were presented by Board President Stan Neron. – Mr. Jacobs commented that the Budget resolution, that was on the agenda this evening reflects an increase in State aid to the district of fourteen (14) million dollars (2.5%) which is significantly less than what Elizabeth had received in the past. He further explained with the dismantling of the U.S. Dept of Education, Federal aid which funds Title I/II/III programs may be reduced, and the district may not know about Federal funding till late May/early June. Mr. Jacobs complimented Dr. Hugelmeyer, Mr. Kennedy and the Finance/Business office for preparing the budget in a manner that the Title I, II, III programs will be covered by general budget dollars in case Federal Aid falls short.

Resolutions 10 through 10m were added to the agenda.

Mr. Neron stated that the President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of: Legal Matters – specifically, H.I.B. Appeal, Workman’s Compensation R.B., J.R., N.G., and F.A., Legal Settlement E.K.

Board Authorization Matters – Agenda Report 5B, Use of Facilities, Board Self-Evaluation,

The Board will reconvene in public and may take formal action.

A motion was made by Ms. Bathelus and seconded by Mr. Jacobs to go into private session at 8:40 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer’s. Rivera. Neron. - 9

Negative: None

Ms. Bathelus left the meeting at 11:59 p.m.

A motion was made by Mrs. Goncalves Pestana and seconded by Mrs. Carvalho to return to public session at 12:06 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer’s Rivera, Neron – 8

Negative - None

A motion was made by Mrs. Goncalves Pestana and seconded by Mrs. Carvalho to add Tab 2b) Personnel Report back to the agenda.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer’s Rivera, Neron – 8

Negative - None

The following items were added to the Agenda:

- Resolution- Settlement Agreement E.K. vs. EBOE
- Resolution- Settlement of Workers Compensation Case F.A.

- Resolution- Settlement of Workers Compensation Case N.G.
- Authorizations Report -5B
- Approval of the Elizabeth Board of Education Self Evaluation 2024-2025.

Superintendent Dr. Olga Hugelmeyer presented the H.I.B report for the month of April.

1.) Pursuant to Board Policy 5131.1, Harassment, Intimidation, and Bullying, and New Jersey Statute 18A:37, “The results of each investigation shall be reported to the Board of Education no later than the date of the next board meeting following completion of the investigation and include: 1) Any services provided; 2) Training established; 3) Discipline imposed; or 4) Other action taken or recommended by the chief school administrator.”

2.) Since our last Board of Education meeting on March 18, 2025, and through April 9, 2025, our school counselors, school based social workers and Supervisor of Anti-Bullying have completed 70 HIB investigations. Of these investigations 28 cases were Founded for HIB as per New Jersey law. There were 31 males, 57 females, 70 regular education students and 18 special education students that were the alleged victims. There were 51 males, 53 females, 89 regular education students, 14 special education students and 1 non-student that were the alleged offenders. Of the 28 cases Founded for HIB, 4 cases were Founded based on Race/National Origin, 1 case was Founded based on Color, 1 case was Founded based on Sexual Orientation, 2 cases were Founded based on Gender, 1 case was Founded based on Gender Identity and Expression, 2 cases were Founded based on a mental, physical or sensory disability and 22 cases were Founded based on “Other” identifying characteristics. Of the services provided and actions taken for these investigations, there were 19 skill development lessons/trainings, 58 counseling sessions, 5 behavioral interventions, 12 referrals for outpatient mental health treatment, 10 changes of classroom, 4 changes of school placement, 5 administrative counseling sessions, 17 in school detentions, 48 parent conferences, 3 referrals to outside agencies, 1 professional development training 16 out of school suspensions, and 10 cases are continuing to be monitored.

3.) The HIB statute further requires that at the next regularly scheduled meeting after board members receive the initial report of HIB investigations, that the Board issue a decision, in writing, to affirm, reject, or modify the superintendent's decision pertaining to the 54 cases that were reported to you at the last Board meeting on March 18, 2025. In order for you to do so, the investigation summaries from those investigations which were reported to you at the last board meeting have been provided for your review prior to voting.

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

Opening Calendar  
 Official and Private Minutes (February 20, March 18, 2025)  
 Treasurer/Secretary’s Report (February 28, 2025)  
 Personnel Reports  
 Tuitions Reports  
 Superintendent's Reports  
 Authorizations Reports  
 Finance and Accounting Report – Pay Vouchers  
 Supplemental Finance and Accounting Report – Transfer of Funds

Award of Contracts Report  
Supplemental Award of Contracts Report – Change Orders  
Claims List

Resolutions:

School Bus Evacuation Drills  
Bilingual-Multicultural Month  
Asian-Pacific American Heritage Month  
Better Speech and Hearing Month  
Kindness Awareness Month  
National School Nurses Day  
National Teacher Appreciation Week  
Special Education Week  
Payment for Unused Sick Days  
Payment for Unused Vacation Days  
Requisition for Taxes  
Appointing Fred J. Miller, Inc. – Marching Band Uniforms  
Settlement Agreement – A.C. o/b/o/ R.C.  
Consent for Transfer of Liquor License  
Remembrance for James W. Ford  
Settlement Agreement – EBOE vs M.G. obo E.K.  
Settlement of Worker’s Compensation – F.A.  
Settlement of Worker's Compensation – N.G.  
Adoption of EBOE Self-Evaluation 2024-2025 School Year

A motion was made by Mrs. Carvalho and seconded by Mr. Rivera to approve the entire Agenda.

The motion was carried by the following vote:

Affirmative: Mmmes. Barbosa, Carvalho with abstentions (on Tab 4b Item #2 City of Elizabeth Recreation Dept use of TJAA Theater, Tab 4b Item # 3 Elizabeth PAL use of the Dunn Sports Center, Tab 5 pg. 2 Band students at Elizabeth Public Library) Chevres, Mr. Jacobs, Mmmes Moreno Ortega, Goncalves Pestana with an abstention on Tab 5 Pg 1, Union County Dig In Grant, Messer’s Rivera with an abstention on Tab 5 item # 4 ( Authorization to enter into partnership with Union College of Union County NJ), Neron with an abstention Tab 2a pg 21 Donal Dulorie Saturday Administrator NJSLA Programs, Tab 2a pg. 23 Donald Dulorie Saturday Administrator Athletic Programs Tab 4b Item #2 City of Elizabeth Recreation Dept use of TJAA Theater, Tab 4b Item # 3 Elizabeth PAL use of the Dunn Sports Center, Tab 5 pg. 2 Band students at Elizabeth Public Library.

Negative: none

On a motion made by Mrs. Carvalho and seconded by Mrs. Goncalves Pestana, the meeting was adjourned at 12:13 a.m. April 18<sup>th</sup>, 2025.

The motion was carried by the following vote:

Affirmative. Barbosa, Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messer's Rivera, Mr. Neron-8

Negative: none

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