

BOARD OF EDUCATION MEETING
(Pending Board Approval)

July 24, 2025
Elizabeth, New Jersey

Board President Stanley J. Neron called the meeting to order at 6:50 p.m. and welcomed everyone to the July 24, 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 July 17, 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 July 24, 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, Mmes. Carvalho, Chevres (arrived at 7:01 p.m.), Mr. Jacobs, Mrs. Goncalves Pestana, Messer’s Rivera, (arrived at 7:28 p.m.), Neron-7

Absent: Ms. Bathelus, Mrs. Moreno-Ortega -2

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

Mr. Neron asked everyone to please stand for a moment of silence in memory of:

Maria Inocente Moreno, 2 Hour Food Service Worker,
George Washington Academy of Science & Engineering School No. 1

Brenda Griggs, Child Development Associate, Mabel G. Holmes School No. 5

Paul William Ewing, Social Studies Teacher,
Admiral William F. Halsey, Jr. Health & Public Safety Academy

Theodore Christos Panagopoulos,
Father of Theodore Panagopoulos, Principal, JVJ STEM Academy

Robert Patrick Stigliano, Former Investigator, James P. Mitchell Building

Carolyn Marie Payne, Retired Security Guard, Elmora School No. 12

The Pledge of Allegiance was led by Board Vice-President Maria Carvalho

The Pledge of Ethics was led by Board Member, Dr. Diane Barbosa.

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, Mrs. Maria Lorenz, to address the Board.

Mrs. Lorenz spoke about the SEPAC Policy.

Mr. Neron thanked her for her comments.

Mr. Neron called upon the next participant Mr. Donald Lorenz, to address the Board.

Mr. Lorenz spoke about the advantages of the Special Needs Bowling Program.

Mr. Neron thanked him for his comments.

Mr. Neron called upon the next participant Mr. Kason Little to address the Board.

Mr. Little spoke about Disciplinary Policies in the District.

Mr. Neron thanked him for his comments.

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

President Neron asked Superintendent Hugelmeyer to present the Community announcements for July

Dr Hugelmeyer presented a series of slides highlighting community events and noteworthy programs within the Elizabeth Public Schools District.

- The annual AHPSI Health Fair will be held on Sunday July 27th, 2025, from 9:00 a.m. to 3:00 p.m. at Jose Marti & Juan Pablo Duarte School No. 28 – 25 First Street, Elizabeth. Services available include a Blood Sugar Test/Cholesterol Test/Dental Exams / Eye Exams/ Nutritional Counseling/Prostate Exam/ Psychological Counseling and information on Low-Cost Health Insurance.
- End Dates for A World of Summer Programs were listed:
 - July 23rd Rising Kindergarten Literacy Program K/Summer Arts Institute K-11.
 - July 25th CTE Summer Camp (Session 4) 6-8.
 - July 30th SPELL Newcomer Multilingual Learners K-3/Promotion /Retention K-8/Extended School Year PK-12/STEAM for Newcomer Multilingual Learners 4-11/ESL Summer Enrichment K-11/Summer School Remediation 9-12/Summer School Advanced Credit 9-11/Apex Learning 9-12.
 - July 31st Marine Corps JROTC (Review and Refresher Course) 9-12/Marine Corps JROTC (New Join Orientation) 9-12/August 1 – Youth Athletic Program 1-8.
 - August 7 - High School Sports Camps 9-12.
 - August 8 – Special Needs Recreation 1-8

- Summer High School Graduation Ceremony – July 31, 2025, Elizabeth High School-Frank J. Cicarell Academy Auditorium 10:00 a.m.
- Welcome Back Letters will be mailed to students and their families, the week of August 18th.
- Access to the PowerSchool Student Schedule for the 2025-2026 School Year will be granted on Monday August 18.
- Instructions are available on how parents/guardians may access their child's teachers via the PowerSchool Parent Portal.
- Tdap/Menactra Vaccines for 2025-2026, Sixth Grade students must get the vaccines by the first day of School September 4.

School Superintendent Dr. Hugelmeyer asked Ms. Amy Gil, Director of Research, Evaluations, and Assessments to present an overview of the performances on the New Jersey Graduation Proficiency Assessment (NJGPA) and Access for ELLS for the 2024-2025 School Year.

New Jersey Graduation Proficiency Assessment.

- The NJGPA is administered each March to students who are in the 11th grade.
- March is also an opportunity for 12th graders who have not yet taken the NJGPA to take it as required for high school graduation.
- In March 2025, we had nearly 2,100 students take the NJGPA
- Scores range from 650 to 850 with 2 scoring levels:
- Not Graduation Ready 650-724.
- Graduation Ready 725-850.

March 2025 NJGPA Elizabeth Compared to New Jersey.

- 1) EPS ELA Graduation Ready – Elizabeth = 71.2%/ State of New Jersey =80.7%.
- 2) EPS MATH Graduation Ready – Elizabeth 48.3% State of New Jersey = 58.0%.

March 2025 NJGPA Elizabeth by Demographic Group.

- Black Graduation Ready ELA-64.4% MATH-40.1%.
- Hispanic Graduation Ready ELA -71.1% MATH-48.2%.
- White Graduation Ready ELA- 84.3% Math 64.2%.
- ED Graduation Ready ELA – 71.8% Math 49.2%

- ML Graduation Ready ELA – 36.4% Math 25.1%
- SE Graduation Ready ELA-36.9% Math 8.3%

Ms. Gil reviewed the results of Access for ELLS results

- All Multilingual Learners (MLs) in Grades K-142 are administered the ACCESS for ELL to determine the level of English language that each student has acquired and the best placement for each student moving forward.
- ACCESS for ELLs assesses 4 language domains 1) Listening 2) Speaking 3) Reading 4) Writing
- ACCESS scores are reported as performance in each domain and a composite (overall) score combining all 4
- Performance is reported on a scale of 1.0 to 6.0
- Average scores reported here include all levels of Multilingual Learners from those newly arrived to those ready to exit ELL status.
- Spring 2025 ACCESS FOR ELLS RESULTS
- Kindergarten: Total Tests 831/ Listening Score 2.7 / Reading 1.7/Speaking 2.5/Writing 1.6 Composite 1.8
- Grade 1: Total Tests 915/ Listening Score 3.4 / Reading 2.9/Speaking 2.1/Writing 2.1 Composite 2.4
- Grade 2-3: Total Tests 1867/ Listening Score 3.1 / Reading 3.3/Speaking 2.5/Writing 2.8 Composite 2.8
- Grade 4-5: Total Tests 1586/ Listening Score 4.2/ Reading 2.9/Speaking 2.6 /Writing 3.0 Composite 3.0
- Grade 6-8: Total Tests 1879// Listening Score 4.1 / Reading 2.8/Speaking 2.4/Writing 2.9/ Composite 2.9
- Grade 9-12 Total Tests 2339/ Listening Score 3.6 / Reading 3.4/Speaking 2.3/Writing 3.1/ Composite 3.0
- Total 2025: Total Tests 9417/ Listening Score 3.7/ Reading 3.0/Speaking 2.5/Writing 2.8/ Composite: 2.9
- Total 2024: Total Tests 9212/ Listening Score 3.6/ Reading 3.0/Speaking 2.4/Writing 2.7/ Composite: 2.8

Ms. Gil presented the Spring 2025 Alternate ACCESS for ELLS

The Alternate ACCESS for ELLS is administered to Multilingual Learners with significant cognitive disabilities. In the 2024-2025 school year, 109 students were assessed with the Alternate ACCESS for ELLS. Total tested 109

- Proficiency Level PL-1 Entering: Listening Score 28%/Speaking 48%/Reading 36%/Writing 46% Overall Score 39%
- Proficiency Level PL-2 Emerging: Listening Score 10%/Speaking 15%/Reading 17%/Writing 17% Overall Score 15%
- Proficiency Level PL-3 Developing: Listening Score 15%/Speaking 11%/Reading 14%/Writing 15% Overall Score 23%
- Proficiency Level PL-4 Expanding: Listening Score 32%/Speaking 8%/Reading 16%/Writing 12% Overall Score 9%

- Proficiency Level PL-5 Bridging: Listening Score 15%/Speaking 11%/Reading 14%/Writing 5% Overall Score 6%

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

Tab 1a) Official and Private Minutes (June 12th and 17th, 2025) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (May 31st, 2025) was added to the Agenda.

Tab 2a) Personnel Report 2a was added to the Agenda.

Tab 3) Tuitions Report – Dr. Barbosa inquired whether tuition payments for those students placed in out of District Schools were paid on annual or monthly basis? Mr. Kennedy stated the bills were paid on a monthly basis after a review of attendance records.

Tab 3) 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.

Tab 4b) Use of Facilities was added to the Agenda.

Tab 4bb) Use of Facilities was added to the Agenda.

Tab 4c) Field Trips was added to the Agenda.

Tab 4d) HIB Report was added to the Agenda.

Tab 5) Authorizations Report. - Mr. Kennedy pointed out that the School Lunch Prices listed within the Authorizations Report would be the same for the 2025-2026 School Year as they were for 2024-2025 Academic Year.

Tab 5) Authorizations Report was added to the Agenda.

Tab 6 and 6a) Finance and Accounting Report/Transfer of Funds - Dr. Barbosa inquired about the time period covered by the payments being made to Aetna and Benecard in items 1 & 2. Mr. Kennedy replied that the payments listed were for the month of June (the last month of the fiscal year.) He further explained that the charges for fiscal 2025-2026 would begin in August and would be listed on the August meeting report. Furthermore, he said that the Board was able to negotiate favorable rates with the Insurance Companies and Prescription providers with medical insurance only going up six per cent (6%) and prescription coverage going up fifteen per cent (15%). This is significantly lower than what the State of NJ was facing which could go as high thirty-six percent (36%) for their benefit plans as of January 1, 2026. Mr. Jacobs added that through our partnership with Acrisure that the Board was able to provide the same level of high-quality medical insurance year over year. In addition, the Board was able to keep GLP drugs covered under the prescription plan.

Tab 6 and 6a) Finance and Accounting Report/Transfer of Funds was added to the Agenda.

Tab 7) Award of Contracts Report – Mrs. Cheveres complimented Director of Plant, Property and Equipment, Luis Milanes for the work done at the playground at School No. 5 Mabel G. Holmes. Mr. Kennedy added that Mr. Milanes had taken him on a tour of School 5 and was pleasantly surprised at the outcome of the playground as well as the ahead of schedule progress being made on air-conditioning the school building. Mr. Kennedy believes that school will be cool for the Fall and that the remaining school to be air-conditioned School No. 12 will definitely be up and running in the fall. Board President Stan Neron also thanked Mr. Milanes for all his work getting all schools air-conditioned, which was a priority for members of the Board. In addition, Mr. Jacobs added his thanks and informed everyone in attendance that the air-conditioning installation at Woodrow Wilson School No. 19 had been completed. Mr. Jacobs asked Mr. Kennedy how much of the purchase price of Electric Vehicles were covered by a grant. Mr. Kennedy replied that the entire cost of the vehicle purchase is covered by the grant with a caveat that a diesel vehicle must be taken out of service for the grant funds to be released.

Tabs 7 and 7a) Award of Contracts Report and Supplemental Award of Contracts were added to the Agenda.

Finance and Accounting Committee

July 9, 2025

12:00 p.m. – 1:50 p.m.

Attendees: Jerry Jacobs, Board Member/Chairperson of the Finance and Accounting Committee; Diane Barbosa, Board Member, Charlene Bathelus, Board Member, Stephanie Goncalves Pestana, Board Member, Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Rajeev Malhotra, Assistant Business Administrator, Dieter Lerch, Julius Consoni and Blair Landolfi, Financial Consultants.

The Committee was briefed on the ongoing negotiations meetings with the EEA and EASC. The discussion included offers, counter offers and three-year cost out of proposals under recently announced Funding Formula Statutes regarding maximum and minimum increases and decreases in state aid.

Tab 9) Claims list was added to the Agenda.

Mr. Jacobs praised the efforts of the IT and the Elizabeth Board of Education Chief Information Officer, Alberio Marsal for their flawless performances during the graduation cycle.

Resolutions 10 through 10dd were added to the agenda.

Board President Stan Neron thanked everyone for being at the meeting. He also thanked those employees who were retiring for all their years of dedicated service to the District. He further expressed condolences to the family members of those deceased people who were mentioned earlier in the meeting as well as recognizing those in attendance who may have lost a love one during the year.

The second reading of the following new policy, revised policies, regulation and Bylaw:

1112.4 Policy Expectations for Conduct at Interscholastic Competitions/Events

4151.1/4251.1 Policy Personal Illness and Injury/Health and Hardship

5113 Policy Attendance, Absences and Excuses

5131.1 Policy Harassment, Intimidation and Bullying

5131.5 Policy Vandalism/Violence

6164.1 Policy Intervention and Referral Services for General Education Students

9200 Bylaw Orientation and Training of Board Members

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, Workman’s Compensation C.P., J.R., J.R. M.R D.C., S.F., L.L. & M.R.

Legal Settlement S.S. and H.A. o/b/o I.S. vs. EBOE., EBOE vs. F.F. o/b/o J.A.

Personnel Matters – Interviews, Personnel Report,

Application for Roof Repair at Bollwage Academy.

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

A motion was made by Mrs. Chevres and seconded by Mrs. Goncalves Pestana to go into private session at 7:43 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mmes. Carvalho, Chevres, Mr. Jacobs, Mrs. Goncalves Pestana, Messers. Rivera, Neron. - 7

Negative: None

A motion was made by Mrs. Carvalho and seconded by Mrs. Goncalves Pestana to return to public session at 10:22 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mmes. Carvalho, Chevres, Mr. Jacobs, Mrs. Goncalves Pestana, Messer’s Rivera, Neron – 7

Negative - None

- The following items were added to the Agenda:

- Resolution - Appointment of Director of Special Services – Nancy Morales-Frigioletto
- Resolution - Appointment of Vice Principal – School No. 13 – Julissa Ynes Urena
- Resolution - Application for Roof Replacement at J. Christian Bollwage Academy
- Resolution - Approving Addendum to Agreement Between EBOE and ESS Northeast, LLC
- Resolution - Settlement Agreement – S.S. and H.A. o/b/o I.S. vs EBOE
- Resolution - Settlement Agreement – EBOE vs F.F. o/b/o J.A.
- Resolution - Settlement Workers’ Comp – (C.P.)
- Resolution - Settlement Workers’ Comp – (J.R.)
- Resolution - Settlement Workers’ Comp – (J.R.)
- Resolution - Settlement Workers’ Comp – (M.R.)

Superintendent Dr. Olga Hugelmeyer presented the H.I.B report for the July Board Meeting.

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 June 17, 2025, and through July 15, 2025, our school counselors, school based social workers, and Supervisor of Anti-Bullying have completed 26 HIB investigations. Of these investigations 8 cases were Founded for HIB as per New Jersey law. There were 11 males, 17 females, 27 regular education students and 1 special education student that were the alleged victims. There were 21 males, 24 females, 43 regular education students, 1 special education student and 1 non-student that were the alleged offenders. Of the 8 cases Founded for HIB, 1 case was Founded based on Religion, 1 case was Founded based on Gender, and 7 cases were Founded based on “Other” identifying characteristics. Of the services provided and actions taken for these investigations, there were 10 skill development lessons/trainings, 19 counseling sessions, 2 referrals for outpatient mental health treatment, 1 change of classroom, 1 change of school placement, 2 administrative counseling sessions, 7 in school detentions, 15 parent conferences, 1 referral to outside agencies, 4 out of school suspensions, and 3 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 61 cases that were reported to you at the last Board meeting on June 17, 2025. In order for you to do so, the investigation summaries from those investigations which were reported to you at the last board

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

Opening Calendar

Official and Private Minutes (June 12 & 17, 2025)

Treasurer/Secretary’s Report (May 31, 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
Claims List

Resolutions:

Custodian of Records – Harold Kennedy
Public Agency Compliance Officer 2025-2026- Harold Kennedy
Section 504 Officer – Melanie Padilla
Affirmative Action Officer 2025-2026 – Samuel Etienne.
India's Independence Day
Consent for Transfer of Liquor License
Adoption of New, Revised Policies, Regulation and Bylaws
E.R.E.S.C.2025-2026 Home Instruction Services
U.C.E.S.C. 2025-2026 Coordinated Transportation Services
U.C.E.S.C. 2025-2026 Professional Services
U.C.E.S.C. 2025-2026 Non-Public School Security Aid Program
U.C.E.S.C. 2025-2026 Special Education Tuition Rates & Other Services
U.C.E.S.C. 2025-2026 Non-Public Technology Initiative Program
U.C.E.S.C. 2025-2026 Non-Public Textbooks
U.C.E.S.C. 2025-2026 Chapters 192-193 Services
Payment for Unused Sick Days
Payment for Unused Vacation Days
N.J.S.I.A.A. Membership 2025-2026
Requisition for Taxes
Annual Extension of Villani Bus Co. Contract
Annual Extension of Shore Vans Contract
Annual Extension of Durham Bus Co. Contract
Annual Extension of DZ Transportation Services Contract
Annual Extension of DZ Transportation Services Contract (Hillcrest)
Increased Minimum Bid and Quote Thresholds
Annual Extension of Route 22 Bus LLC (AE21) Contract
Renew Contract with Systems Electronics, Inc.
U.C.E.S.C. Tuition Agreement-Alternative High School (Hillcrest) 2025-2026 through 2029-2030
Approving Contract with Children's Literacy Initiative, Inc.
Transfer of Maintenance Reserve Funds
Transfer of Capital Reserve Funds
Appointment of Director of Special Services – Nancy Morales-Frigioletto
Appointment of Vice Principal – School No. 13 – Julissa Ynes Urena
Application for Roof Replacement at J. Christian Bollwage Academy
Approving Addendum to Agreement Between EBOE and ESS Northeast, LLC
Settlement Agreement – S.S. and H.A. o/b/o I.S. vs EBOE
Settlement Agreement – EBOE vs G.G. o/b/o J.A.
Settlement Workers' Comp – (C.P.)
Settlement Workers' Comp – (J.R.)
Settlement Workers' Comp – (J.R.)

Settlement Workers' Comp – (M.R.)

Second Reading and adoption of Policies:

1112.4 Policy Expectations for Conduct at Interscholastic Competitions/Events
4151.1/4251.1 Policy Personal Illness and Injury/Health and Hardship
5113 Policy Attendance, Absences and Excuses
5131.1 Policy Harassment, Intimidation and Bullying
5131.5 Policy Vandalism/Violence
6164.1 Policy Intervention and Referral Services for General Education Students
9200 Bylaw Orientation and Training of Board Members

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. Dr. Barbosa, Mmes. Carvalho, Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, (with an abstention on Tab 7a Contract with Union County Division of Children and Youth Services.), Messers. Rivera, Neron -7

Negative: none

On a motion made by Mrs. Goncalves Pestana and seconded Mrs. Chevres, the meeting was adjourned at 10:30 p.m..

The motion was carried by the following vote:

Affirmative. Dr. Barbosa, Mmes. Carvalho, Chevres, Mr. Jacobs, Mrs. Goncalves Pestana, Messers. Rivera, Neron-7

Negative: none

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