

BOARD OF EDUCATION
(Official)

May 14, 2020
Elizabeth, New Jersey

The combined regular agenda and business meeting of the Board of Education was called to order on May 14, 2020 at 6:30 p.m. on a virtual online platform.

Board President Diane Barbosa presented the following statement at 6:30 p.m.

“Ladies and Gentlemen, good evening. This is a combined regular agenda and business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting using an on-line platform was sent to The Star Ledger and Cablevision of Elizabeth on Monday, May 11, 2020. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

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

Present: 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., and Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP were on the online platform.

Board President Barbosa stated that she hopes those who are hearing and listening to this message are all safe and healthy. Mrs. Barbosa recognized our families and team members for their outstanding efforts to make sure the children of Elizabeth continue to learn. Mrs. Barbosa stated that learning must continue while our school buildings and offices remain closed. Mrs. Barbosa stated that she is proud of the way our community has come together in all aspects to help and support one another during these challenging times. Mrs. Barbosa stated that we just finished celebrating Teacher Appreciation Week and National Nurses Week and she would like to applaud our teachers and our nurses for all they have done to support and care for our students, their families, and even the greater community during this COVID-19 pandemic. Mrs. Barbosa stated that their work is truly inspirational.

Mrs. Barbosa congratulated, on behalf of the Board, Language Arts Supervisor Maria Fabiano for receiving the New Jersey Principals and Supervisors Association’s Visionary Leadership Award as its Visionary Supervisor/Director of the Year. Mrs. Barbosa stated that the NJPSA recognizes exceptional leaders that focus on curricula, improvement of student learning, foster positive school and district climate and culture, which will power and promote potential in others and extend leadership through affiliations with professional organizations. Mrs. Barbosa stated that she has admirably guided the Elizabeth Public Schools Language Arts Department for grades 6-12 for the past thirteen years. Mrs. Barbosa stated that during that time she has empowered staff to meet the district standard of excellence with her calm, personable way which has resulted in high quality, vigorous, language arts instruction. Mrs. Barbosa stated that in turn, our teachers are empowering our students for college preparedness, career readiness, and the tools necessary to pursue and achieve the highest expectation of their dreams. Mrs. Barbosa stated that her

leadership and influence also extend beyond the classroom as evidenced by many successes of the Elizabeth Speech and Debate Team. Mrs. Barbosa stated that students from our seven high schools have performed admirably in state and regional competitions including multiple students who have qualified for National Speech and Debate Association tournaments. Mrs. Barbosa congratulated Maria Fabiano for this outstanding award.

Mrs. Barbosa stated that we are going into the last month of this school year. Mrs. Barbosa thanked everyone for their continued support and for making our community such a special place. Mrs. Barbosa stated that it is not exactly how we pictured this time but with the end of the year activities on the horizon including graduation. Mrs. Barbosa stated that she has worked with our Superintendent to come up with a Board Task Force, a Board committee that is going to be working to determine the ways in which we can make these ceremonies special along with our Senior Task Force to make this remarkable for all the students graduating. Mrs. Barbosa stated that as we further develop these activities we will share the details with the learning community and full details will be given on Monday, May 18, 2020. Mrs. Barbosa stated that it is important for her to mention to continue to visit our website at all times and things are constantly posted. Mrs. Barbosa stated that the beautiful things that are going around in our community while at home and while learning virtually are all on there and we want everyone to stay connected. Mrs. Barbosa stated that the schools have been producing beautiful things that are posted on our website. Mrs. Barbosa stated that the COVID-19 updates are also on our website. Mrs. Barbosa brought notion to anyone who lost a loved one and anyone that is home fighting this disease. Mrs. Barbosa called for a moment of silence to keep our families and our children in our minds. Mrs. Barbosa stated that we are praying for you and we will get through this together, stay strong, stay well, and stay healthy.

Superintendent Olga Hugelmeyer presented an update to the School Preparedness Plan. Mrs. Hugelmeyer stated that prior to our closure on March 16th we had presented initially to our school community our School Preparedness Plan. Mrs. Hugelmeyer stated that the New Jersey State Department has added several components. Mrs. Hugelmeyer stated that she is presenting those additional components and how we are addressing them in our community.

Mrs. Hugelmeyer presented a PowerPoint slide showing the first component which asked how the district measures and addresses any ongoing digital divide that exists, whether it be network access or lack of sufficient access to devices. Mrs. Hugelmeyer stated that preschool students do not have one-to-one learning devices, therefore, they received learning packets addressing the various NJ Preschool Teaching and Learning Standards, including activities aligned to the High Scope preschool curriculum; students in Grades K-1 do not have one-to-one learning devices and the devices for Grade 2 were redistributed to the students in Grades 3-12 who did not have a device due to service repairs in order to provide online learning for all students in Grades 3-12; students in Grades K-2 received remote learning packets with assignments aligned to the NJSLS and District curricula; special needs students in some self-contained classes in grades K-8 received educational packets and did not receive a one to one device; and the district plans to provide touchscreen devices to all students in Grades K-2 for on-to-one learning.

Mrs. Hugelmeyer presented a PowerPoint slide showing the second component for the special education plan and three questions including does the plan address methods to document IEP implementation including the tracking of services, student progress as well as provision of accommodations and modifications, does the plan describe how case managers will follow up with families to ensure services are implemented in accordance with IEPs to the greatest extent possible, and does the plan address procedures for virtual IEP meetings, evaluation and other meetings to identify, evaluate and/or reevaluate students with disabilities. Mrs. Hugelmeyer stated that the services and progress are monitored through related services providers and teachers through ongoing communication with parents as well as additional online platforms used by the district and accommodations and modifications are also provided and monitored in relation to each child's IEP; case managers document all communication with our families in a log, during discussions with our family's student progress is continually addressed and monitored; and virtual IEP meetings are taking place, assessments used by the district are not standardized for virtual platforms and conducting these assessments virtually does not meet the strict protocols adopted by the publishers, therefore the district will not conduct assessments virtually.

Mrs. Hugelmeyer presented a PowerPoint slide for the third component asking how does the plan include ESL and bilingual education to meet the needs of English Language Learners (ELLs) and explained that the ESL content is created and scaffolded by the ESL teachers as needed for their students. Mrs.

Hugelmeyer stated that in grades K-8, students are assigned a total of two assignments per week, the selected weekly text is aligned to that of a level one student comprehension, and in doing so, students in levels one to three have equal accessibility and comprehension opportunities. Mrs. Hugelmeyer stated that all texts have a visual that accompany the reading to provide further comprehension, in addition, one of the weekly assignments focuses on highlighted key words within the story, these words provide a deeper dive into the text, and comprehension questions consists of multiple choice, fill in the blank, short answer and open-ended. Mrs. Hugelmeyer stated that in grades 9-12, students are assigned a total of four assignments per week, and content is created for the various ESL self-contained courses to ensure language accessibility and comprehension. Mrs. Hugelmeyer stated that all texts have a visual that accompanies the reading to provide further comprehension, activities include a do-now, reading comprehension, writing class discussions, and exit slips and questions consists of multiple choice, fill in the blank, short answer, and open-ended, as well as writing a book report and narrative essay. Mrs. Hugelmeyer stated that the native language content in language arts, mathematics and science has been created to support the development of content skills in the native language, the native language content follows the scope and sequence of language development as well as align to the New Jersey State Standards in ELA, Math, and Science, and as bilingual teachers support ELLs remotely, they scaffold and differentiate by student need. Mrs. Hugelmeyer stated that the bilingual resource page for students contains the following supports for students including digital translator, digital word to word dictionary, language arts literacy anchor charts in different languages, math anchor charts in different languages, graphic organizers, and videos to guide students. Mrs. Hugelmeyer presented a PowerPoint slide showing a second question in component three that asks does the plan contain how the district communicates with ELL families including translated materials and directions. Mrs. Hugelmeyer presented a PowerPoint slide stating that the Superintendent has provided weekly communications to the Elizabeth Public Schools community on the district website, available in several languages and these communications are also sent out via e-mail as well as on social media sites; phone calls home from teachers or any other district team member are made to assess the well-being of families as well as their ability to complete schoolwork, when parents cannot be reached via phone, texts, and emails have been sent out in their native language and emergency contact numbers have also been used to reach families; if needed, translators and translation services are used to communicate with families. Mrs. Hugelmeyer stated that district personnel have also incorporated certain applications to help with contacting parents including Remind, ClassDojo, Google Voice, etc. and most of these applications have a translation option. Mrs. Hugelmeyer stated that we have worked with community organizations, such as International Rescue Committee, to connect with families who are difficult to reach. Mrs. Hugelmeyer presented a PowerPoint slide showing a third question in component three that asks how the district's plan addresses alternate methods of instruction, differentiation, access to technology, and strategies to troubleshoot ELL access challenges. Mrs. Hugelmeyer stated that the bilingual/ESL department encourages ESL and bilingual teachers to use Microsoft Teams as a method to communicate with students to differentiate and further explain remote learning assignments; to further support and scaffold remote learning assignments, ELLs have access to an electronic folder of visual supports, such as graphic organizers, story maps, etc.; Microsoft Translator application was added to bilingual ICS support pages on Unified Classrooms to use across all content areas; assignments are modified or substituted based on the student's internet availability and academic skills; the bilingual/ESL department has collaborated with the technology department to individually help families access internet more efficiently and the district has created a partnership with the local internet company in order to make this seamless; and individual phone calls have been placed to those families who have recently arrived in order to walk them through computer literacy skills and make sure they can access the schoolwork.

Mrs. Hugelmeyer presented a PowerPoint slide for the fourth component asking how the district will provide continued safe delivery of meals. Mrs. Hugelmeyer stated that the Elizabeth Public Schools Grab-n-Go program is offered on Mondays and Wednesdays during this time of school closure and families may pick up a breakfast and lunch package for their child/children from 9:30a.m. to 11:30a.m. at locations including Schools 1 & 9 for all PreK-12 students that live in the school 1 and 9 zone; School 26 for all PreK-12 students that live in the school 4, 14, and 19 zone; School 28 for all PreK-12 students that live in the school 28 zone; School 52 for all PreK-12 students that live in the school 20 and 13 zone; School 22 for all PreK-12 students that live in the school 5 zone; School 29 for all PreK-12 students that live in the school 16, 18, 21 and 12 zone; School 23 for all PreK-12 students that live in the school 23 and 27 zone; School

51 for all PreK-12 students that live in the school 2 and 6 zone; and School 25 for all PreK-12 students that live in the school 3, 15, and 25 zone.

Mrs. Hugelmeyer presented a PowerPoint slide for the fifth component asking how the remote learning plan will be designed to maximize student growth and learning to the greatest extent possible. Mrs. Hugelmeyer stated that teachers, including specials, are available daily from 9:00 a.m. to 10:30 a.m. and 1:30 p.m. to 3:00 p.m.; the weekly schedule also includes a “Flex Friday” for students in order to provide students additional time to complete weekly assignments; during these hours, teachers provide direct instruction, differentiated learning and/or small group sessions via audio and video conferencing; lessons are developed by district to ensure alignment to standards and fidelity to the curricula including class assignments can be scaffolded by teachers to address the needs of all students, teachers have the autonomy to modify lessons, including enrichment opportunities, lessons are designed to include independent practice/assignments, teachers can embed pre-recorded lessons and provide differentiation, resources for students and teachers are available to support lessons; students have daily opportunities to engage in independent work, peer chats and small group activities via technology are encouraged, and student learning is monitored daily through submission of assignments, discussion and participation in conferencing, teachers communicate with students and provide support and/or feedback, as needed, online programs provide immediate feedback to students, e.g. MyAccess, ST Math, Khan Academy, and all student assignments receive grades with an opportunity to resubmit. Mrs. Hugelmeyer stated that for special education in-class support (ICS) students receive modified assignments, alternate assignments and any other modification needed per their Individualized Educational Plan (IEP) and students in self-contained classes received individualized educational packets based on each student's present level of performance. Mrs. Hugelmeyer stated that ESL content is created for each grade level and accessible to English language development levels of one to three; bilingual teachers support native language content in language arts, mathematics and science is created to support the development of content skills in the native language; ESL and bilingual teachers remotely support English Language Learners (ELLs) individually or in groups in completing the grade level assignments; and in grading the given assignments, ESL and bilingual, to a certain extent, are able to gauge student learning and growth.

Mrs. Hugelmeyer presented a PowerPoint slide for the sixth component asking how we monitor if a student is actively engaged in instruction and how is the district following up with the family when a student is not submitting assignments. Mrs. Hugelmeyer stated that students must log in to PowerSchool Unified Classroom by 9:00 a.m. Daily; Unified Classrooms/Power School, MS Teams, Remind, ClassDojo, and email are used to communicate with students and families regarding missing assignments; staff members call families directly and robo-call messages are utilized to address students that have not completed assignments; when communicating with students/parent via phone, conversations are documented to enable appropriate follow-up; teachers, guidance counselors, and school administrators maintain daily records of communication with students having difficulty logging on to the Learning Management System (LMS) and Unified Classroom; and weekly logs are submitted to school administrators and assistant superintendents. Mrs. Hugelmeyer presented a PowerPoint slide showing a second question to the sixth component asking how students will be identified for promotion, retention, graduation, and discipline. Mrs. Hugelmeyer stated that grading during a time of crisis cannot be the same as during a typical school setting and therefore, a proposal for board approval at the June meeting will include schools moving to a Pass/Incomplete grading system for K-12th grade students for the 4th Marking Period. Mrs. Hugelmeyer stated that students receive formative participation grades for completed work in all content areas. Mrs. Hugelmeyer stated that for grades PreK-2 the marking period 1, 2 and 3 grades will stand as reported in PowerSchool with a weight of 30% each. Mrs. Hugelmeyer stated that marking period 4 grades will be graded based on teacher feedback on completion of instructional packets and grades will be based on Pass/Incomplete and a weight of 10% to provide the greatest degree of equity for students with varying needs. Mrs. Hugelmeyer stated that for grades 3-12, the marking period 1, 2 and 3 grades will stand as reported in PowerSchool with a weight of 25% each. Mrs. Hugelmeyer stated that marking period 4 grades will be grades on a pass/incomplete scale with a weight of 25% to provide the greatest degree of equity for students with varying needs. Mrs. Hugelmeyer stated that for grades 9-11 students must pass their courses to earn Carnegie units to meet New Jersey Graduation requirements and promotion requirements are based on Carnegie units earned. Mrs. Hugelmeyer presented a PowerPoint slide for promotion/retention and stated that at the end of the year, it is our intention that students will be promoted to the next grade unless the student is significantly behind and notification was provided to parents prior to

March 16 to discuss the topic of retention for students in grades K-11. Mrs. Hugelmeyer stated that in accordance with district policy, students that received notification prior to March 16th will be attending the summer program and the district is currently in the process of designing a remote learning summer program to further support our students. Mrs. Hugelmeyer stated that students who have an “I” grade (I = incomplete) as a result of not logging in and/or completing daily assignments will be given an intervention plan and an opportunity to earn a passing grade during summer (no later than August 15) for Grade 12 and early fall for Grades K-11.

Mrs. Hugelmeyer presented a PowerPoint slide for the seventh component asking how the building will be maintained throughout this extended period of closures. Mrs. Hugelmeyer stated that our food distribution sites have been disinfected two times a week by SERVPRO by focusing on all contact areas; all unoccupied buildings effective Monday, May 18th will have the custodians performing their usual job responsibilities on a rotating basis; and the essential employees during this time of closure include the head custodians and food service workers at the select food distribution sites, substitute custodians, substitute security guards, information technology technicians and warehouse personnel; and in addition, central office has operated as needed to complete payroll and accounts payable duties.

Mrs. Hugelmeyer presented a PowerPoint slide for the eighth component asking how summer services will be provided. Mrs. Hugelmeyer stated that we are currently designing remote learning for the following options including literacy interventions, K-8 Promotion-Retention Program, 9-12 Remediation Program, 9-12 advanced credit, 9-12 APEX learning which is Title I funded, ESL enrichment, and extended school year for PreK-12. Mrs. Hugelmeyer stated that we are planning remote learning if we are not open for summer programs. Mrs. Hugelmeyer stated that we are awaiting guidance from Governor Murphy regarding in-person summer programs for the following options including K-12 Summer Arts Enrichment, EHS Band, high school sport camps, special ed recreational program, READ program, Mathematical Understanding, Algebraic Thinking, JROTC, and K-12 community program. Mrs. Hugelmeyer stated that Early Childhood/K-12 registration will be available effective June 1st via online registration. Mrs. Hugelmeyer presented a PowerPoint slide showing the reallocated Title I funding. Mrs. Hugelmeyer stated that districts that selected Science, Technology, Engineering and Mathematics (STEM) curriculum as a program activity in their Title I plans may use the funding for purchasing internet connectivity, virtual private networks, hot spots and one-to-one devices for students attending approved Title I schoolwide schools and training teachers to deliver online instruction for the advancement of student’s creativity and problem-solving skills, critical thinking skills, as well as communication skills all while ensuring access to high-quality learning environments. Mrs. Hugelmeyer stated that districts that selected Social and Emotional Learning (SEL) as a program activity in their Title I plans may purchase cleaning/disinfecting cleaning supplies to be used in approved Title I schoolwide schools in an effort to ensure overall positive school climate, safety and well-being of students. Mrs. Hugelmeyer stated that districts that selected Expanding College Access and Advanced Learning Opportunities as a program activity in their Title I plans may assist parents and families in the continuous learning and improvement efforts of their children. Mrs. Hugelmeyer stated that the State Department and the U.S. Department of Education made Title I funding available to school districts so that we may use the funds for the reopening of our schools. Mrs. Hugelmeyer presented a PowerPoint slide showing the assessment of credit loss and recovery and assessments of learning loss. Mrs. Hugelmeyer stated that the assessment of credit loss and an initial plan to address credit recovery for grade 12 students includes school administrators and guidance counselors will use GradTracker to monitor individual student progress towards graduation and credit recovery plans will be differentiated based on individual student needs and will be monitored during the summer learning sessions. Mrs. Hugelmeyer stated that the assessments of learning loss and an initial plan for addressing learning loss for grades K-11 students include that the district is analyzing data for marking periods 1 to 3; our teachers and administrators are working to identify and address academic gaps students may have experienced during digital learning/school closure; assessments to evaluate learning loss are being reviewed and identified to be administered in 2020-2021; and revisions to curricula and pacing guides to reflect the needs of individual students will be conducted.

Mrs. Hugelmeyer stated that the State Department is interested in our plans for our 2020 graduation. Mrs. Hugelmeyer stated that we are living in a time where information is being updated on an incredibly frequent basis. Mrs. Hugelmeyer stated that we are currently waiting for guidance from the NJ Department of Education with regard to graduation. Mrs. Hugelmeyer presented a PowerPoint slide and stated that we are in the process of planning a live stream virtual graduation ceremonies for each high school with

traditional commencement speeches and presentation that will be broadcast on June 15, 2020. Mrs. Hugelmeyer thanked our senior officers of our student government and stated that she had an amazing experience with them, senior advisors, as well as the high school principals. Mrs. Hugelmeyer stated that they spent two and one-half to three hours speaking with regard to graduation ceremonies and what was important to our students. Mrs. Hugelmeyer stated that at this time we are preparing multiple options in response to what our students had proposed. Mrs. Hugelmeyer stated that she will continue to keep our community informed and stated that she shared in her last letter that she would be issuing information on Monday, May 18th and she intends to keep that date and share the information that they are currently planning in an effort to honor our Class of 2020. Mrs. Hugelmeyer stated that we cannot forget our eighth grade students and we are planning a schedule for virtual eighth grade promotion ceremonies and we will have more information on those ceremonies included on Monday, May 18th's communication.

Mrs. Hugelmeyer stated that concludes the update to the School Preparedness Plan which was a requirement of the New Jersey Department of Education. Mrs. Hugelmeyer stated that, as a school community, we are excited to share the work that we did. Mrs. Hugelmeyer stated that it is so important that we are able to communicate frequently, not only through the weekly letters that are posted on our website and translated to multiple languages and shared with our parents and also shared on social media sites as well as email. Mrs. Hugelmeyer stated the importance of sharing that we are in constant communication with our team members, our weekly Zoom meetings with our administrators, our weekly question and answer (Q&A) packets that are shared with our teachers. Mrs. Hugelmeyer stated that it is so important and if we take a step back to the very beginning when we started this journey together just prior to closing our doors on March 16, 2020, she can still recall on March 12th in preparation for our Board meeting having our initial meeting with the President of the EEA and the President of the EASC for our principals and supervisor's union. Mrs. Hugelmeyer stated that both Presidents had the opportunity to review all the components of the School Preparedness Plan. Mrs. Hugelmeyer stated that it was indeed overwhelming and there were so many areas that we needed to plan, prepare, and be able to launch. Mrs. Hugelmeyer stated that it was critical that we not only had a plan but that we were prepared to present that plan to our school community. Mrs. Hugelmeyer stated that it began with our Board meeting and followed with our half-day professional development day on the day that we closed our doors on March 16th. Mrs. Hugelmeyer stated that it gave us an opportunity to ensure that before everyone left they were well informed of all the components of this plan. Mrs. Hugelmeyer stated that it brings her great joy to be able to share with everyone this evening the work that we have done and also a glimpse into the work that is currently underway as it relates to our summer program as well as reopening for September. Mrs. Hugelmeyer stated that she is sure there are many questions that the school community has and she pledges her continued commitment to keeping them informed on a weekly basis to share any decisions that are made by the Governor and immediately shared with our school community. Mrs. Hugelmeyer stated that we will build from there and continue our journey together.

Mrs. Barbosa thanked the Superintendent. Mrs., Barbosa stated that it was a lot of information but important information. Mrs. Barbosa stated that this presentation will be posted on our website. Mrs. Barbosa stated that for anyone listening and parents that need to get this information please let them know where to get this information. Mrs. Barbosa stated that we are in constant communication with our Superintendent. Mrs. Barbosa stated that it is important that we share this with our community and with our parents and that we work together as a team and try to make it through this time.

Mrs. Barbosa thanked everyone for their feedback and emails that we receive.

Board President Barbosa presented the following public participation statement.

“At this time, the meeting is open for public comment. At this time the Secretary of the Board will read into the record all the 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. The total time of the public comment is limited to sixty minutes. Emails received but not read if we attain that sixty-minute duration will be spread in full in the official board minutes of this meeting.”

Mr. Kennedy stated that there is a correction due to an oversight from the last meeting of May 7, 2020. Mr. Kennedy stated that he received three emails at 6:27 p.m., 6:28 p.m., and 6:31 p.m. which was prior to when we started the live broadcast. Mr. Kennedy stated that the emails will be entered into the

official record and spread in full into the official minutes of May 7, 2020. Mr. Kennedy stated that, additionally, the three emails will be read into the record of this meeting.

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

“Members of the Board,

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

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

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

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

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

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

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

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

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

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

Mr. Kennedy stated that the emails received from this Board meeting will be read in the order received.

Mr. Kennedy read the email received from Kay Dorcelly:

“Hope this letter finds you all well during this public health pandemic.

I am writing to you concerning the grading system for K-2. I am happy you want to strive for equity. However, the manner that EPS has put in place does the opposite.

I do believe that the first and second marking periods should have equal weights. The third marking and fourth marking periods are a completely different story.

The third marking period should not have the same weight as the first and second marking periods. No benchmarks were conducted for the third marking period, which I was told holds 20% of the grade. Additionally, you have to consider NOT all assignments were graded. PowerSchool is the strongest evidence of this fact. Once school shutdown, my child had no assignments graded. This, it is completely unfair to EPS K-2 students to have the third marking period to hold equal weights as the first and second marking periods.

Regarding, the fourth marking period to account for only 10% of the grade is a complete disrespect to the students and us as parents. I have been telling family and friends that EPS does not consider this a vacation. They really care about the students' education. We as parents are investing lots of time to ensure that our

children actually learns. These assignments are not easy as ABC and 123. So, to account for only 10% is very sad. I am truly hurt as I am writing to you.

What you are telling me is that all this work, which the fourth marking period is the longest period, is meaningless. Ten percent is a meaningless number to the students' hard work and parents' dedication. I proposed that the first and second marking periods account for 30% each, as you have indicated, and the third and fourth marking periods account for 20% each. This proposed change strive more for equity. I truly do hope you consider what I have written. I do thank you for your time.
Thank you!"

Mr. Kennedy read the email received from Lydia Collins:

"1. I am wondering if we can refine the complete/incomplete system to be more equitable and clearly defined. For example, what is "minimum work" on the grading scale?

2. I have students doing every single assignment. I also have students whose parents have admitted to me that their child has everything they need to study and has refused to do more than a few assignments. Both students will get the same grade under the current proposed plan (Note: I am NOT talking about students whose circumstances are extraordinary... they deserve to pass with a lighter workload).

Can we at least reward those who are striving to earn A's with a higher GPA boost? A scholar's recognition in the face of extreme hardship? Something?

3. When will we hear about contracts?

4. What potential safety measures will put in place for September (and can buildings such as mine be given desks instead of tables to help with spaced seating?).

Thank you!!!"

Mr. Kennedy read the email received from Mayra Mora:

"Good Evening,

I'm currently a parent of an EPS 8th grader that attends Albert Einstein School 29 . I know because this pandemic was unexpected and only so much can be done to please all the students in Elizabeth, I'm hoping that besides High School Graduations something can be done for the 8th graders. New Jersey Governor has given schools the "green light" to have graduations, as all as families stay in their cars. High School graduation are important but these 8th graders are about to embark on their hardest journey yet, High School. These next 4 years coming up will challenge them emotionally and academically. They need to head into this new journey of their life with a fantastic ending to their "childhood" school years. I hope you and all the board members take these kids into consideration when deciding what to do for graduations.

A proud parent of a EPS student."

Mr. Kennedy read the email received from Jhonathan Langford:

"My name is Jhonathan Langford and I am a senior of John E. Dwyer Technology Academy. My fellow students and I are very disappointed yet unsurprised at how careless and inconsiderate the amount of work we've been getting. Especially considering the fact that we're going through a pandemic in which we've lost many of our loved ones. School work should be the least of our problems in these harsh times. I was told that school would only be a few hours and it was all scheduled. However, I still find myself late at night trying to complete assignments while coping with the deaths of my own uncle, aunt, grandma and my younger brother. It's a shame that EPSNJ students are still expected to do their work as if there's nothing going on around us. The amount of work we are given has taken a toll on our mental health, please reconsider the remote learning program as the students are suffering greatly. As for my fellow seniors, I would like to apologize to you all for the cancellation of graduation, prom and many other fun activities we could've done to see our friends one last time. If the board would like to see complaints from my fellow students, I have provided pictures of anonymous messages I've received on an Instagram account (@epsnj.complaints) made for their voices to be heard. Today I ask the board to consider one of two things, either pass every student for the 2019/2020 school year or give us a manageable amount of work where we don't stress ourselves out. Please be considerate. Thank you for your time and I trust that this matter will be dealt with right away as your students can't stand to suffer any more."

Mr. Kennedy read the email received from Lana Nguyen:

"Good morning,

I am a teacher at school 27. I teach first grade. As a teacher I have been asked by parents about several things. I am not able to answer them because the district has not communicated their guidelines and procedures to me. This lack of communication to the parents from me is frustrating as well as embarrassing. I appear to lack the knowledge they are desperate for. This makes me look unprofessional in their eyes. I am unable to communicate how they are turning in the work, how to obtain a missing book that never came in the mail, how the school will be handling summer sessions, as well as how the next year will begin. They are worried and turn to me for information. I can only tell them let me check on that for you. No answers come to me, so no answers go to them. They are waiting for some reassurance and guidance that I am no longer able to give. Please communicate the information we need to do our jobs properly. These parents trust and rely on us and I for one do not want to let them down.”

Mr. Kennedy read the email received from Louis Ortiz:

“Hi,

I have a question for tonight's board meeting. Will there be any layoffs this coming school year or the following school year? I'm just worried as students will need support more than ever academically and emotionally once they re-open the school. Resources are limited especially to most students in Elizabeth that are undocumented. Thank you for your time.”

Mr. Kennedy read the email received from Diane Kennedy:

“Good Afternoon Mr. Kennedy,

I was informed that I would be able to voice a concern/question to you for the board meeting tonight. Teachers were told yesterday in a TEAMS faculty meeting that we would not be able to go back into our classrooms until this ban was lifted. For so many reasons I am in disagreement with this and have shared below.

- Schools have been closed since March 16 and after hearing all the Science with this virus are safe to enter.
- Many districts around the country are allowing their teachers to go into their classrooms not only their belongings and to clean up but to gather our students belongings which need to be returned to them.
- Students need closure and Elizabeth needs to put this in the forefront.
- Teachers should be allowed to enter the buildings for 2-3 days for each grade level to gather and clean and parents should be able to come and pick up their child's bag of items curbside. It is happening all over the country... not just in NJ (my sister's district Rahway is in the process of this now), so it is clear that safety is not one of the factors not allowing us back into the buildings to collect our belongings and to close out this school year.

Thank you in advance for taking this into consideration.”

Mr. Kennedy read the email received from Christina Moreira:

“Good Evening,

First I would like to know why we, the public are not allowed to read our own public comments? Why did it stop after the first meeting? We should be allowed to read our own comments into the record.

Next, there are still many parents who have not received their children's work packets. Almost 3 weeks later. **THIS IS UNACCEPTABLE.** There is absolutely **NO** reason why missing packets could not have been printed by the district and parents picked up at grab and go locations. There is also no reason why this information was not communicated to **EVERYONE** via your social media platforms, district emails and robocall systems. Please don't tell me it was because we have a plethora of parents still asking how do they get their child's packet. Many parents have been asked to print 100 pages of material. Every day that goes by is a day that a child is falling behind.

Which leads me to my next question. What are the criteria for grading these packets if they will not be returned? Rumor has it parents are to send them back next year for extra credit. How does that help teachers formulate a pass/incomplete grade now.? If we want to prevent rumors and misinformation then it is **YOUR**

job to make sure that pertinent information is disseminated to parents by every means available to the district in a timely manner.

Still unknown is HOW are parents registering for PreK and kindergarten? If I am not mistaken this started before the pandemic in February and then no further information was provided after we went to remote learning. I emailed you, madam superintendent, and a few board members on April 6 with several issues including this, I was asked to be patient that information was forthcoming. April 18th I sent another email regarding this and a few other issues. You assured me the process would be rolled out shortly. While I greatly appreciate and acknowledge that you are responding to parent emails it is now May 14th and no information has been provided. So, please I ask again, what is the process for prek-kindergarden registration and can you share it for all to know.

Also, can you further explain the pass/incomplete policy and what the criteria are? Many parents understandably have questions. I do believe this is a fair way to grade students considering the learning challenges facing many of our students. I understand no decision will make everyone happy, but neither do the circumstances in when many of us find ourselves learning and teaching in. So I thank you for making this decision.

Lastly AGAIN I ask when will parents and students receive the survey to provide the district with feedback regarding this E remote learning process? Who knows where we will be in September and if this may need to continue. This type of information can provide the district valuable insight on how to adjust certain aspects and the challenges many may be facing.

Thank you”

Mr. Kennedy read the email received from Maria Echavarria:

“I never received an answer regarding small cell technologies or small cell sites being installed. Has anyone noticed 5G on top of senior citizen homes here in Elizabeth? I also never got an answer back from our mayor regarding the drones in Elizabeth. I asked him where the drones come from? Who is funding them? Was there a grant for them? Who approved them? I sent 3 emails regarding the drones. 1 to the mayor, 1 to city hall and 1 to Elizabeth police department which city hall and police department have same email address for both of them. Now let's talk about H.R.6666 Federal Bill. THIS IS A DEMONIC BILL! TRACE stands for Testing, Reaching, And Contacting Everyone. This government is overreaching it's authority. From my understanding those 2 new drones that Elizabeth got came from China with China Technology for facial recognition. I saw your notice that superintendent and the mayor signed about testing employees. THEY MUST HAVE A CELL PHONE? WHY? Is it so you can be tracked? Has anyone seen any videos of doctors and nurses telling people they're treating patients medically wrong. I even said they're killing people. Look up NJ BILL S2333. They have immunity if they kill us. 1 nurse even said people are dying but not from covid. Certificate Of Vaccine ID stands for COVID.

Thank you”

Mr. Kennedy read the email received from Sabrina Burnett-Williams:

“Dear Board Members,
When we physically return to school, will we be following the CDC's Guidelines for Schools?”

Mr. Kennedy read the email received from Nina Deahl:

“Good evening, Governor Murphy on 5-11-20 stated that at this time in-person graduation ceremonies are not allowed. He specifically mentioned that if graduations were in August, things could look different, since the state has started their reopening phases. On 5-13-20 the Governor stated that he is permitting drive through and drive in events under social distancing guidelines. He stated drive through graduations are allowed. We are asking you, The Elizabeth Board of Education to commit to our senior students and families that you will, if allowed, hold postponed summer individual school graduations, following state guidelines. If a summer graduation is not allowed, we are asking for individual school drive through graduations, as currently allowed by the state. Our students and families deserve to know that if there are any options for a graduation, not a virtual graduation, that you will make it a reality for them. Also, we are asking the Board of Education to declare a day to “Celebrate the Class of 2020.” On this day students can stand outside of their homes, as school and city personnel drive around each block in the city to congratulate our graduating students at all levels. Lastly, on 5-12-20, the NJDOE sent an email to all superintendents, with a survey that was supposed to be shared with all Seniors. The survey asked students to respond to one

question- How can the NJDOE celebrate and recognize the Class of 2020. When will this be sent to the students? The form is due May 18th. We know times are difficult and many previously thought of ideas are not allowed, but things have started to look better, and now we have some real possible options to honor our students, that we hope you will consider. Thank you”

Mr. Kennedy read the email received from Michelle Velez-Jonte:

“Good evening,

Governor Murphy on 5-11-20 stated that at this time in-person graduation ceremonies are not allowed. He specifically mentioned that if graduations were in August, things could look different, since the state has started their reopening phases.

On 5-13-20 the Governor stated that he is permitting drive through and drive in events under social distancing guidelines. He stated drive through graduations are allowed.

We are asking you, The Elizabeth Board of Education to commit to our senior students and families that you will, if allowed, hold postponed summer individual school graduations, following state guidelines. If a summer graduation is not allowed, we are asking for individual school drive through graduations, as currently allowed by the state.

Our students and families deserve to know that if there are *any* options for a graduation, *not* a virtual graduation, that *you* will make it a reality for them.

Also, we are asking the Board of Education to declare a day to “Celebrate the Class of 2020.” On this day students can stand outside of their homes, as school and city personnel drive around each block in the city to congratulate our graduating students at all levels.

Lastly, on 5-12-20, the NJDOE sent an email to all superintendents, with a survey that was supposed to be shared with all Seniors. The survey asked students to respond to one question- How can the NJDOE celebrate and recognize the Class of 2020. When will this be sent to the students? The form is due May 18th.

We know times are difficult and many previously thought of ideas are not allowed, but things have started to look better, and now we have some real possible options to honor our students, that we hope you will consider.

Thank you”

Mr. Kennedy read the email received from Melissa Wells:

"Good evening. I want to thank everyone for their hard work and flexibility during this unprecedented time – this covers our administrative teams, EBOE commissioners, my fellow colleagues, parents and students. I am however disappointed in the gaps of communication going between central office and the instructional staff. I am finding out information and changes via social media platforms instead of through my professional email. As I was listening to last week’s meeting, it was shared that decisions have included feedback and counsel from all stakeholders, however I am not sure if this includes classroom teachers. If you’d like more stakeholders, I would like to volunteer myself as the Chair of the Instructional Advisory Committee for the EEA in order to provide additional meaningful feedback especially if it helps my colleagues, my students and their families as we continue to move forward into the unknown through e-Learning. Thank you for your time and consideration.

Be well”

Mr. Kennedy read the email received from Robin Schrotter:

“Dear Superintendent, Board of Education Members, Community members, employees of the board, and EEA members.

We all realize that this is a time of fear and trepidation about our future. Many parents and students are in a state of shock and wondering what to do next.

I know through social media that there is no communication directly from the Board of Education. I also am an employee of the Elizabeth board of Education and there is limited information being shared by administration through email. There are many sources of information available on line, however it is difficult to understand and often confusing.

I am asking you tonight to put yourselves in the position of the parents and guardians of our students. They need direction, information and most of all leadership to get them through this horrific crisis.

I am also asking you to include all members of the community to participate in the decision making process concerning the opening of schools on some level. The EEA, the Elizabeth Board of Education, local politicians, parents and even students should all be represented. As a parent, grandparent and an educator, I empathize with all involved in this situation.

When and if a decision regarding the future of the educational process is being made, I implore to do your research. I just read on NJ.com that New Jersey has the highest per capita rate of new Covid cases in the United States. That rate is 17 new cases per 100,000 people. This is compared to Connecticut which is 13 new cases per 100,000, New York at 11 per 100,000, Pennsylvania at 8 per 100,000, California at 5 per 100,000 and Texas at 4 per 100,000. When you take these facts into consideration, New Jersey is unique. Yes the curve is flattening and that is encouraging, but keep in mind that New Jersey is now the new epicenter of this virus.

Thank you for your time.”

Mr. Kennedy read the email received from Carol Digirolamo:

“Superintendent, Board and Community Members, as well as the EEA members, I am writing tonight to voice concerns that the parents and my peers have voiced, which have not been answered. Some of the questions are: What preparations are being implemented to insure the safety and health of our students and faculty when schools open? How is social distancing going to be enforced? Are there going to be summer programs and or summer school and if so, how are they going to be run? Will counseling be available to the students who have been scared emotional during pandemic? In closing I would like to thank the parents & care givers who have struggled with the remote learning, while dealing with their own personal, social and financial issues. YOU deserve a round of applause. Without you this program would not be as successful as it is. Thank you for your time”

Mr. Kennedy read the email received from Analia Alves:

“Good Evening everyone,
Hope you are all doing well.
Many of our support staff & colleagues are concerned about their jobs for the upcoming school year. Could you please assure that our Prek program and CDAs (teachers assistants) are safe? Will be employed for the up coming school year?”

Mr. Kennedy read the email received from Kathleen Volker:

“Governor Murphy on 5-11-20 stated that at this time in-person graduation ceremonies are not allowed. He specifically mentioned that if graduations were in August, things could look different, since the state has started their reopening phases. On 5-13-20 the Governor stated that he is permitting drive through and drive in events under social distancing guidelines. He stated drive through graduations are allowed. We are asking you, The Elizabeth Board of Education to commit to our senior students and families that you will, if allowed, hold postponed summer individual school graduations, following state guidelines. If a summer graduation is not allowed, we are asking for individual school drive through graduations, as currently allowed by the state. Our students and families deserve to know that if there are any options for a graduation, not a virtual graduation, that you will make it a reality for them. Also, we are asking the Board of Education to declare a day to “Celebrate the Class of 2020.” On this day students can stand outside of their homes, as school and city personnel drive around each block in the city to congratulate our graduating students at all levels. Lastly, on 5-12-20, the NJDOE sent an email to all superintendents, with a survey that was supposed to be shared with all Seniors. The survey asked students to respond to one question- How can the NJDOE celebrate and recognize the Class of 2020. When will this be sent to the students? The form is due May 18th. We know times are difficult and many previously thought of ideas are not allowed, but things have started to look better, and now we have some real possible options to honor our students, that we hope you will consider. Thank you”

Mr. Kennedy read the email received from Nikkol Green:

“Hello Esteemed Board Members,
If the circumstances remain for September, how will we be able to implement CDC guidelines if necessary?
Thank you”

Mr. Kennedy read the email received from Pauline Randolph:

“Good evening Ladies and Gentlemen,

I am writing to ask if there is a plan in place for the closing of school buildings. Since Governor Murphy made the announcement that schools would remain closed for the remainder of the school year, there has been no communication to the family's, faculty or staff about such a plan. Will we be required to return to our buildings to prepare for summer recess as we usually do? If not, will we be allowed to enter buildings to retrieve belongings left behind? People will need to make arrangements and plans in either case. There are so many unanswered and unaddressed questions that leave so many of us unsure and uneasy. At a time such as this, one would think that the leadership, at it's highest level, would do anything and everything to put their faculty and staff at ease. Throughout this entire process of adjustment and change, TEAMWORK has been an important theme because none of us would have been able to rise to these challenges without it. Teamwork among colleagues, teamwork among students, teachers and councilors, and teamwork within the community. It is disappointing and discouraging, to say the least, that there is no teamwork between this board and all of us. Our own Union leadership can not dispense information or dispel rumors as there is a refusal to communicate with them. The members of the Elizabeth Public School District have come together in a time of crisis and gone above and beyond and we all deserve the same in return. Thank you for your time and attention”

Mr. Kennedy read the email received from Christine Hazuda:

“Good Day Mr. Kennedy,

I hope this finds you safe & well. I would like for you to address the following concerns from various faculty and staff during the public portion of this evening's meeting. MP4 Grading:

1. There is a concern as to what is considered an “incomplete” grade.
2. There are inquiries as to how an “incomplete” is going to be calculated and if they include actual failing scores.
3. One main concern is it representing only those students who did not work.
4. Another main concern is that if it is only for those who did not work, those who failed will not be receiving remedial enrichment. Returning for the New School Year:
5. One concern that repeats itself is whether or not Elizabeth will open on time (i.e. first week September '20).
6. When school does begin, the difference between an incomplete grade and a failing grade must be defined to get all students on a level playing field. The concern is for the measures to make this happen.
7. Changing the curriculum is a concern from both student and educator.
8. The continuation of SGOs and other assessments is also a concern if new curriculum is needed.
9. And the concern with how testing will apply to annual outcomes, if the above referenced points are necessary, needs to be addressed.

Faculty & Staff Expectations:

10. There is a concern if the curriculum, SGOs, and or criteria are changed to suit the students, will it change for the faculty & staff as well.
11. There are concerns for differentiation of duties to support the changes for the students.
12. Receiving ample notification and training for said changes is concerning to faculty and staff.
13. Concerns for compensating faculty & staff are also high.”

Mr. Kennedy read the email received from Marie Tichenor, EEA Recording Secretary:

“Dear Superintendent Hugelmeier and Members of the Board of Education,

I am writing to you as a concerned educator that has taught in the district for 25 years. Many of our Prek -second grade students are still missing their Phase II packets. I was not surprised to see that packets did not get to every child in a timely manner. However, I was appalled to find out the method that the district chose to redistribute the 100's of missing packets. Teachers and administrators verified addresses and receipt of phase II packets so they could be sent out again to the students that did not receive this packet. Now we find out that the district WAITS until the packet is returned to the district by U.S. Mail and then calls the parent of the child to come pick up the packet. There are many reasons this is a flawed plan.

Imagine students that live in apartment buildings where the packet was most likely lost and won't be returned in the mail. How about the students that live in housing projects like Mravlag Manor where packets are likely to get lost and parents do not have cars to come pick up a packet if it was returned in the mail. These young learners are at great risk to begin with only having packets to use. Educators are reaching out daily to their students via communication apps, emails, phone calls and Teams. Many teachers have forwarded the work digitally but, this doesn't work for every child. They don't have printers and if they own a printer they are out of ink or paper. These items that are very costly to a working family. I am asking tonight that you please ensure that our youngest students get what they need to continue learning. Don't wait for returned packets.”

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

“Members of the Board,

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

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

No one ever confirmed to me that "grab and go" lunches were going to be provided. I found out by driving past one of the schools where they were being served. No one informed me the warehouse was partially operational and the drivers were making deliveries. I found out from a member of the community. No one informed me that custodians were being called back into the buildings. I found out because they started calling me about their shifts. And not once has anyone from Central Administration reached out to me and let me know when one of our members passed.

Communication is the key to any successful relationship. Right now and in months past, communication has been almost non-existent. This is not the time for Central Administration to ignore our phone calls, our messages, and our emails. It's the time to pick the phones up, and respond to our messages and emails. We're not reaching out because we have nothing better to do with our time. As educators working through a pandemic, we have more than enough work to keep us busy. We're reaching out because we need answers to questions that only you can provide and so that we can help you help our educators, our students, our parents, and the community get through this crisis. As I said when I spoke before you at the December Board meeting, "We're all in this together, because we're all in this for our children".

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

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

“Good Evening,

I hope everyone is safe and healthy.

I've been a proud educator with the Elizabeth Public Schools for almost twenty years and currently serve as the 2nd Vice President of the Elizabeth Education Association.

As educators we are in constant contact with our students and their strongest advocates, their parents. As the advocates for our educators, it is critical that we maintain communication with the Superintendent and Central Administration. For this communication not to occur is counterproductive. If we are all here to serve the needs of the students, then we should all be collaborating in an effort to provide them with the best education possible whether it be back in classrooms or remotely.

Several changes have been made to the Remote Learning plan, such as the implementation of Phase II. At no point during the planning process was the input of the teachers sought. How is it that the teachers, the ones tasked with providing the instruction, left out? Are we not education's front line? Do we not have the most direct contact with the students and parents? I don't see the "Excellence" in that. If more changes are to be made as we move forward, I respectfully request that we be involved in the process.

If any member or members of the Board should wish to discuss the issues I addressed this evening, myself and the rest of the Association's leadership is eager to do so. Stay Safe and we look forward to hearing from you.”

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

Good evening,

I hope everyone is safe and well. I have several concerns, chief amongst them is the district's practice of not complying with state laws while retaining the services of well paid attorneys who are obligated with keeping the district in compliance with the law.

An obligation is a funny thing by its very definition. Defined as, "an act or course of action to which a person is morally or legally bound; a duty or commitment." Having someone bound to something morally is very different than having them be bound to something legally. They are not one and the same. The difference between what one should do and what one has to do.

As a member of the Elizabeth Board of Education, you are obligated with the responsibility of public education funding, standards, instruction, and results. This is no easy task. It can be difficult to navigate what you should do and what you are legally bound to do. This is why the district pays millions of dollars a year for in house legal consultants.

One obligation of the Board as a public sector employer is N.J.S.A. 34:13A-8.2, which provides that, "public employers shall file with the commission a copy of any contracts negotiated with public employee representatives following consummation of negotiations." Another obligation of the Board is N.J.S.A. 34:13A-16.8(d)(2), which states that, "...PERC is required to post on its website all collective negotiations agreements and interest arbitration awards entered or awarded after the date of enactment including a summary of contract or arbitration award terms in a standard format developed by the Public Employment Relations Commission to facilitate comparisons. All collective negotiations agreements shall be submitted to PERC within 15 days of contract execution." Neither obligation has been met since 2009. Why, as Board of Education members, are you supporting a law firm that is allowing the district to make such errors? It is doing nothing but wasting the community's money. Money that should flow back into schools. Money, that in this time of crisis, could be funneled back into the community. Monies, that are public funds that should be used responsibly to increase standards, improve instruction, and raise results. Just today, the Board's legal counsel nearly cost the community over one million dollars for not submitting documentation by a mutually agreed upon date! Again, why is the Board supporting it's attorneys' practice of wasting time and money?

Obligations can be either moral or legal. However, in this scenario, the obligation is both moral and legal. Moral, since it is students, staff, and so the community as a whole that suffers. Legal, due to a failure to comply with state law. Perhaps the definition of obligation should read as follows: "an act or course of action to which a person is morally AND/or legally bound; a duty or commitment." If you have questions regarding your obligations, please visit the Public Employment Relations Commission's website. I provided a link for you. Thank you for your time and attention. Please stay safe and if any member or members of the Board would like to discuss this matter further, please feel free to contact me at your earliest convenience."

Mr. Kennedy read the email received from Maria Lorenz:

"Good Evening

I would like to address the letter of the Superintendent regarding the grading policy. I have to say the letter raised more questions than providing answers.

The letter stated that our public schools have made a "good faith effort". For all the effort that has been made your technology platform has been a continuous failure to not just the students but the teachers. A good faith effort means providing children with special needs the supports and accommodations required as per their 504 and IEP. This district has failed to provide supports and accommodations. Where a child once had an aide there is no support for online work yet other districts have aides working in small groups with the children. There are still students who have not received their speech, OT and other related services. I have several parents whose service provider have asked if they still want services. I wasn't aware that following an IEP is a choice I wonder when the law changed?

If a child is using a particular reading program for example Sonday system the teacher gives a packet there is no guided reading. What you may believe is a good faith effort is actually less than the bare minimum. 3 years ago, the Supreme court set a precedent about giving special ed students with IEP's a minimal educational benefit. It would be a good idea that you familiarize yourselves as board members including the superintendent on the landmark *Andrew F. vs Douglas* case. Because you have taken advantage of an

unfortunate pandemic to go from providing services and instruction as per an IEP sometimes to giving our students a less than bare minimal educational benefit in violation of this landmark case.

This leads me to the grading policy. How do you grade a special needs child you gave a packet and they cannot return them? The non-verbal children? the children who have gone from having an aide to support the child to now an e-remote learning perhaps with a parent who doesn't understand the work or is a non-English speaker? How do you grade a child whose assignments have to be modified? How do you address quarterly goal reports when there has been no physical observation or data other than uploading work or packets you cannot see? As I mentioned some related service providers have not provided services since March 16th?

A pass or fail grade simply isn't fair to the student. I want you to imagine a C average student all this year who has been a borderline student because they struggle, go to school and have support from the teacher and also a theory of mind from other classmates. Take that all away and the child is struggling even more at home with "remote learning". This child has 3 quarters at a C and now gets an NI. Not only did you impact this child from a GPA perspective you have also potentially failed this child. Do you think your Pass or NI system works? We now have a child that has been negatively impacted and victim of your grading policy.

I am concerned and disturbed. I am concerned and saddened for our special needs community you are failing by providing us less than the bare minimum. I am concerned that when September comes around and the possibility that we may not be open you are still unprepared and winging it. This is not acceptable by any stretch of the imagination. We have out of district schools that have been doing more with less and have gone far beyond what districts with multi million dollar budgets such as yourselves have done. I want to thank the teachers that have maintained contact with all the parents and have gone beyond for our children .Words are not enough to express our gratitude."

Mrs. Barbosa thanked the teachers, students, and members of the EEA that reached out. Mrs. Barbosa stated that we hear the concerns and we are here to make decisions and help our team always communicate. Mrs. Barbosa stated that our number one value here is communication and our teamwork. Mrs. Barbosa stated that we all sit here and it is a frustrating time for everyone. Mrs. Barbosa thanked everyone for bringing the emails to our attention and they will be documented in the board minutes and will be held in deep consideration.

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

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

A motion was made by Ms. Bathelus, seconded by Mrs. Chevres, to go into private session at 7:54 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Mrs. Pestana, seconded by Mrs. Carvalho, to reconvene in public session at 12:03 a.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

Mrs. Barbosa add the following to the agenda:

Minutes of the Meetings of March 12, 19, and April 6, 2020

Secretary/Treasurer's Report for the Month of March 2020

Personnel Report

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

Supplemental Finance and Accounting Report – Transfer of Funds
Claims List
Resolution – Consent for Waiver of Wholesale/Distribution License - Italian Products, USA
Resolution – Essex Regional Educational Services Commission Home Instruction Services
for the 2020-2021 School Year
Resolution – Essex Regional Educational Services Commission Transportation Services
for the 2020-2021 School Year
Resolution – Union County Educational Services Commission Amended Tuition Contract Agreement
Alternative High School 2020-2021 to 2024-2025 School Years
Resolution – Temporary Short-Term Loan
Resolution – Transfer of Capital Reserve Funds
Resolution – Insurance Coverage Prescription – Benecard
Resolution – Insurance Coverage Dental – Horizon Blue Cross Blue Shield
Resolution – Insurance Coverage Health Benefits – Horizon Blue Cross Blue Shield
Resolution – Settlement Agreement – M.B.
Resolution – Settlement of Workers’ Compensation Claim – W.T.
Resolution – Increment and Salary Adjustment Withholding – Performance – Certified
Resolution – Increment and Salary Adjustment Withholding – Discipline – Certified
Resolution – Approval of Updated School Preparedness Plan and Submission to State

Mrs. Barbosa asked for a motion and second to accept the agenda.

A motion was made by Mrs. Carvalho, seconded by Mrs. Pestana, that the above be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho (abstain- Personnel Report – G.D., M.G., A.G., F.M., F.C., J.C.), Chevres (abstain- Personnel Report – C.A., J.R., F.C.), Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron (abstain- Personnel Report – F.M., G.M., C.T., F.C., J.C., R.C., D.D., E.R.), Mmes. Pestana, Barbosa – 9

Negative: None

Mrs. Barbosa asked if the Board members had any questions or comments.

Mrs. Hernandez offered her deepest condolences to all of our families that have lost a loved one and sending prayers to all those who have been affected by this pandemic. Mrs. Hernandez thanked the teachers, parents, staff, and administrators for their dedication, patience, and determination. Mrs. Hernandez stated that we are in this together and together we will get through this stronger. Mrs. Hernandez stated to our students that we are with you, we miss you, and we are proud of each and every one of you.

Mr. Jacobs echoed the well-spoken sentiments of Mrs. Hernandez. Mr. Jacobs stated that he wanted to bring attention to the fact that they worked on renewing our medical, dental, and prescription plans. Mr. Jacobs thanked our consultant from Acrisure who did an outstanding job in bringing to the table alternatives to keep our existing plans at a very, very low increase to this year’s premium. Mr. Jacobs stated that he is happy that they voted on and decided to keep our existing coverages with our existing carriers, there is no disruption to our employees during this COVID-19 tragedy that is besetting us, and we can offer the same coverages of our policies to our employees.

Mr. Jacobs stated that just recently learned that we received approximately \$6.9 million related to the CARES Act. Mr. Jacobs stated that Superintendent Hugelmeyer explained that some of the money may be designated to getting more resources, such as computers for some of our children that may not have them. Mr. Jacobs stated that he is glad to hear that we are getting the funds. Mr. Jacobs commended Assemblyman Holley and Assemblywoman Quijano for their efforts in making sure our district received these funds and communicating with Superintendent Hugelmeyer to make sure she was aware that these funds were available to us.

Mrs. Moreno-Ortega stated to the community that we are listening to your concerns. Mrs. Moreno-Ortega stated to our seniors that we are listening to their concerns, too. Mrs. Moreno-Ortega stated that we need to work together and be safe.

Mrs. Barbosa stated that the reality is the uncertainty of what is to come. Mrs. Barbosa applauded everyone who is working with our children, the teachers and, parents for continuing the learning that is so important. Mrs. Barbosa stated that she wants everyone to know that we are thinking about them and that we do listen and we will make the best decisions that we can at all times. Mrs. Barbosa thanked our team for always being here and being just one call away. Mrs. Barbosa stated stay safe, stay well, and stay healthy. Mrs. Barbosa stated that we are with you, we are one community and one family.

On a motion by Ms. Bathelus, seconded by Mrs. Chevres, the meeting was adjourned at 12:13 a.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