

APPROVED
Bd. Mtg. 12-15-22

BOARD OF EDUCATION
(Official)

November 22, 2022
Elizabeth, New Jersey

The regular agenda/business meeting of the Board of Education was called to order on November 22, 2022 at 6:30 p.m. in the Elizabeth High School Frank J. Cicarell Academy, 50 Morrell Street, Elizabeth, New Jersey.

Board President Rosa Moreno-Ortega welcomed everyone to the meeting.

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to read the following statement at 6:45 p.m.

“Ladies and Gentlemen, good evening. This is a combined regular agenda/business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on November 18, 2022. 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 and to our television viewers to this November 22, 2022 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.

This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. The presiding officer may interrupt, warn or terminate speaking when talking becomes personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person’s conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.

We also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities. We are pleased that you have taken time this evening to join us here for our Board of Education meeting. Thank you for your interest in the Elizabeth Public Schools.

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

Present: Diane Barbosa, Maria Carvalho (arr. 6:50 p.m. via online platform), Iliana Chevres (arr. 7:05 p.m.), Charlene Bathelus Dorgely (via online platform; in-person 8:10 p.m.), Jerry Jacobs (via online platform), Stanley Neron, Stephanie Goncalves Pestana, Rosa Moreno-Ortega – 8

Absent: Nathalie Alcaide-Hernandez – 1

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Teaching and Learning Jennifer Cedeno, Assistant Superintendent for Schools Judy Finch Johnson, Comptroller Rajeev Malhotra, Chief of Operations Francisco Cuesta, Deputy Counsel Heather Ford, and members of the community were present.

Mrs. Moreno-Ortega called for a moment of silence for the passing of Sandra Ann Smith, custodian at Jerome Dunn Academy of Mathematics, Technology and the Arts School No. 9 and Nancy Simon, retired teacher from Nicholas Murray Butler School No. 23.

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

Pledge of Allegiance
National Anthem
Pledge of Ethics

Superintendent of Schools Olga Hugelmeyer introduced Alexander Hamilton Preparatory Academy Principal George Mikros to present the student representative to the Board.

Principal George Mikros of Alexander Hamilton Preparatory Academy introduced senior Monika Flores to serve as the student representative to the Board of Education tonight. Mr. Mikros stated that Monika Flores is vice president of the school's student government, president of the AVID leadership club, as well as a member of the STEP, GSA, and Character clubs all of which have developed skills and characteristics that make her an excellent student to represent Alexander Hamilton Preparatory Academy in this unique position.

Mrs. Moreno-Ortega and Board members congratulated Monika Flores for being selected as a student representative to the Board and presented her with a pin and certificate of commemoration.

Superintendent of Schools Olga Hugelmeyer recognized team members who served, or continue to serve, in the United States Armed Forces for their exceptional demonstration of the values of service, sacrifice, and love of country. Mrs. Hugelmeyer introduced Enock Alcine, United States Navy; Kevin Brennan, United States Navy; Elio Bustamante, United States Marine Corps; Ronnie Chacon, United States Marine Corps; Nikita Clarke-Huff, United States Army and National Guard; John Costello, United States Marine Corps; Robert Donnellan, United States Navy; Carmelo Figueroa, United States Army and National Guard; Ann Fiore, United States Army Reserves; Robert Gerald, United States Marine Corps; Sean Glennon, United States Marine Drum and Bugle Corps; Cedric Jefferson, United States Marine Corps; Tricia Machuca, United States

Marine Corps; Wendy Maravi, United States National Guard; Eric Miles, United States National Guard; Noel Ortiz, United States National Guard; Kenan Pierre, United States Marine Corps Reserves; Joel Ramirez, United States Marine Corps; Rui Reguinho, United States Army; David Teixeira, Portuguese Armed Forces, United States Army and National Guard; and Barbie Thomas Williams, United States National Guard. Mrs. Hugelmeyer and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Moreno-Ortega introduced student representative Monika Flores to provide a report to the community.

Monika Flores, student representative to the Board of Education, stated that she has exciting news to share about what happened in our schools this month. Miss Flores stated that the Elizabeth Color Guard participated in the US Bands Open Class National Championship at MetLife Stadium, the Elizabeth boys soccer team made it to the regional semifinals, the Elizabeth debate team placed fourth for impromptu speaking and seventh for improv acting at the Speech and Debate regional competition, a senior at Alexander Hamilton was awarded the National Hispanic Recognition Award as part of the College Board's National Recognition Program, Halloween was celebrated with an event dubbed Hamiween which helped improve overall school spirit, Halsey Health and Public Safety Academy also celebrated Halloween through a haunted hallways event which was student led, Jefferson Arts Academy and Dwyer Technology Academy had their own individual Halloween dances which enriched the school spirit of the student body, and Cicarell Academy had its annual Be a Teacher for a Day which allows students to experience an entire school day as an educator under the watchful eye of a teacher in celebration of National Education Week.

Miss Flores thanked the Board for allowing her to voice the concerns of our student body. Miss Flores stated that first, Hamilton and Edison's lack of air conditioners causes discomfort especially during May, June, and September. Miss Flores stated that as we approach the warmer months, both buildings tend to get hot and humid which creates an uncomfortable learning environment. Miss Flores stated that we are expected to achieve excellence under these circumstances, which makes it frustrating to attend school. Miss Flores stated that completing AP tests, final exams, studying, and learning is difficult due to discomfort. Miss Flores stated that the windows are only able to be partially open because there are metal stoppers, so we can't get relief from the heat through fresh air. Miss Flores stated that unless you're lucky enough to be in an air-conditioned room, it's difficult to get through a test, let alone the rest of your day.

Miss Flores stated that secondly, the portion of lunches we are served is the same for elementary and high schools despite differing nutritional needs. Miss Flores stated that for example, juice, milk, side and entrée portion size are the same for most of the students. Miss Flores stated that the smaller portion size makes it difficult for students to focus on class and achieve excellence. Miss Flores stated that an 18-year old and a 10-year old shouldn't be served the same portion size. Miss Flores stated that most students are in school for 8 hours, and for older and growing kids, I feel their food needs are not being met. Miss Flores thanked them for listening to our concerns as a student body.

Mrs. Moreno-Ortega thanked Miss Flores for the report.

Mrs. Hugelmeyer thanked Monika Flores, our student representative, for this leadership role that she has taken and for joining us this evening. Mrs. Hugelmeyer stated that Miss Flores has been dedicating her time, twice a month, meeting with all of the student representatives. Mrs. Hugelmeyer stated that our student representatives are taking their role very seriously and they are investing a great deal of time ensuring that they are discussing important issues across all our high school academies. Mrs. Hugelmeyer stated that this is an opportunity to bring forth those concerns and be able to share them with our school community.

Mrs. Hugelmeyer stated that one of the things Miss Flores talked about was the impact of not having air conditioning in the respective high schools. Mrs. Hugelmeyer stated that we are very fortunate to have received a great deal of funding from the federal government defined as the ESSER and the American Rescue Plan funding. Mrs. Hugelmeyer stated that School Nos. 5 and 6 are at the start of construction for the air conditioning which is now scheduled for the Summer through Fall of 2023. Mrs. Hugelmeyer stated that Hamilton Academy School No. 80, Edison Academy School No. 87, as well as Edison Annex, in addition to several elementary schools including School Nos. 4, 12, 18, and 19 are scheduled to have the start of construction for air conditioning to be installed in Spring through Summer 2024.

Mrs. Hugelmeyer stated that another concern addressed was the food portion size. Mrs. Hugelmeyer stated that we follow the U.S. Department of Agriculture guidelines which dictate what is appropriate for K-5, what is appropriate for grades 6-8, and what is appropriate for grades 9-12. Mrs. Hugelmeyer stated that Miss Flores brought to the table some important issues and that we can continue the conversation and be responsive to the concerns. Mrs. Hugelmeyer thanked Miss Flores.

Mrs. Moreno-Ortega asked if there were any Board member questions.

Board President Rosa Moreno-Ortega requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel matters, specifically, interviews and appointments. The Board will reconvene in public and may add to the agenda.

A motion was made by Mr. Neron, seconded by Mrs. Carvalho, to go into private session at 7:20 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Mrs. Goncalves Pestana, seconded by Mr. Neron, to reconvene in public session at 9:45 p.m.

The motion was carried by the following vote:

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

Negative: None

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to add additional items to the agenda.

Mr. Kennedy stated that the following items need to be added to the agenda:
Resolution – Appointment of Interim Supervisor of Food Services
Resolution – Appointment of Interim Supervisor of Security
Resolution – Appointment of Interim Vice Principal

Mrs. Moreno-Ortega called for a motion and second to adopt the following resolution:
Resolution – Appointment of Interim Supervisor of Food Services – Frank Cuzzola

A motion was made by Mrs. Goncalves Pestana, seconded by Mrs. Carvalho, to adopt the above resolution.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho (via online platform), Chevres, Bathelus Dorgely, Messrs. Jacobs (via online platform), Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8
Negative: None

Mrs. Moreno-Ortega called for a motion and second to adopt the following resolution:
Resolution – Appointment of Interim Supervisor of Security – Richard Shaughnessy

A motion was made by Mrs. Carvalho, seconded by Mrs. Goncalves Pestana, to adopt the above resolution.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho (via online platform), Chevres, Bathelus Dorgely, Messrs. Jacobs (via online platform), Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8
Negative: None

Mrs. Moreno-Ortega called for a motion and second to adopt the following resolution:
Resolution – Appointment of Interim Vice Principal – Lacey Tyler Guzman

A motion was made by Mrs. Barbosa, seconded by Mrs. Chevres, to adopt the above resolution.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho (via online platform), Chevres, Bathelus Dorgely, Messrs. Jacobs (via online platform), Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8
Negative: None

The Board members congratulated the newly appointed administrators.

Mrs. Moreno-Ortega called for Mr. Kennedy to read the following public participation statement:

“At this time, the microphones are open for public comment to those who have personally signed in prior to this session. I shall call individuals to the microphone based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The time limit will be strictly enforced, and audio transmission will be terminated at the end of three minutes. The total time of public comment shall be limited to 60 minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participation shall apply: time limits will be strictly enforced; no personal attacks on individuals; no vulgar or indecent language; a person may address the Board no more than once during a single meeting; speakers should refrain from naming individuals; and comments or

questions posed during public participation will not be debated. The presiding officer may: interrupt, warn or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action. As a reminder this is a meeting of the Board in public, not a meeting of the public."

Mr. Kennedy called twice upon the first public participant, Nikita Clarke Huff, to address the Board. Nikita Clarke Huff did not respond.

Mr. Kennedy called upon the next public participant, Maria Lorenz, to address the Board.

Maria Lorenz, Elizabeth, spoke about special education.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called twice upon the next public participant, Daine Francois, to address the Board. Daine Francois did not respond.

Mr. Kennedy called upon the next public participant, Kason Little, to address the Board.

Kason Little, Elizabeth, spoke about an incident.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called twice upon the next public participant, Jeremiah LaPorte, to address the Board. Jeremiah LaPorte did not respond.

Mr. Kennedy called twice upon the next public participant, Jonathan Yelverton, to address the Board. Jonathan Yelverton did not respond.

Mr. Kennedy called twice upon the next public participant, Christina Rangel, to address the Board. Christina Rangel did not respond.

Since there were no other public participants signed in to address the Board, Mrs. Moreno-Ortega closed this portion of the meeting.

Board President Rosa Moreno-Ortega requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel matters, specifically, N.M.Q.C., M.G., job description, non-certified administrators contract, directors' contract, and non-union contracts; and workers' compensation matters, specifically, E.P., E.O., and D.V. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Bathelus Dorgely, seconded by Mrs. Barbosa, to go into private session at 10:05 p.m.

The motion was carried by the following vote:

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

Negative: None

Mrs. Goncalves Pestana excused herself from the meeting at 10:06 p.m. and returned to the meeting at 10:10 p.m. via online platform.

Mrs. Goncalves Pestana excused herself from the meeting at 11:15 p.m.

Mrs. Carvalho excused herself from the meeting at 11:15 p.m.

A motion was made by Mrs. Barbosa, seconded by Mrs. Chevres, to reconvene in public session at 11:45 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mrs. Moreno-Ortega – 6

Negative: None

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to add additional items to the agenda.

Mr. Kennedy stated that in addition to the items listed on the index for tonight's meeting, the following items need to be added to the agenda:

Resolution – Suspension with pay – M.G.

Resolution – Termination of Employment effective November 23, 2022 – N.C.

Resolution – Deputy Counsel Contract

Resolution – Chief Information Officer (Technology) Contract

Resolution – Confidential Administrative Secretaries Contract

Resolution – Confidential Legal Secretaries Contract

Resolution – Paralegal Contract

Resolution – Senior Staffing Assistant Contract

Resolution – Staffing Assistants Contract

Resolution – Human Resources Confidential Secretaries Contract

Resolution – Lead Investigator Contract

Resolution – Investigators Contract

Resolution – MOA Non-Certified Administrators' Association Contract

Resolution – Directors' Contract Modification

Resolution – Job Description – School Safety Coordinator

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

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

Mrs. Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting January 1, 2022 and ending June 30, 2022. Mrs. Hugelmeyer stated that in July 2011, the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, chapter 122 and in accordance with this law, all New Jersey public school districts must designate the first full week of October of each year as a "Week of Respect." Mrs. Hugelmeyer stated that during the Week of Respect, school districts are expected to organize activities, including but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board in September declaring the week of October 4-8, 2021, Week of Respect and each of our schools planned appropriate activities for this week.

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

Mrs. Hugelmeyer stated that from January 1, 2022 through June 30, 2022, there were 435 HIB investigations completed by appropriate school staff. Mrs. Hugelmeyer stated that of those cases investigated, 165 were confirmed cases of HIB and were affirmed by board members. The following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates and Anti-Bullying Coordinator conducted these investigations including Melanie Padilla, Dani Iemola, Nafeesa Freeman, Ada Flores, Michele Zuber, Dinorah Mejia, Andreia Giuca, Maria Brito, Maureen Creagh, Julissa Urena, Susana Mateo, Christine Rappa, Chanise Hurst, Daniela Damiani, Melissa Zappia, Meghan Courtney, Denise Uniacke, Sofia Verma, Jasmine Lee, Yomaira Carrero-Iglesia, Kristina Pedulla, Cindy Goncalves, Daniel Kaingu, Tanya Santucci, Jessica Ortega, Shayra Bustamante, Cindy Lichtenstein, Melvin Luciano, Maria Cabrera, Antonio Sapio, Nagwa Elsamra, Jill Aller, Sara Laface, Sarah Brown, Meghan Lewandowski, Jennifer Hernandez, Lauren Delgado, Daniela Grinienko, Kenyetta Jackson, Kathy Amato, Catherine Calderon, Colleen Reynolds, Lourdes Soto, Theresa Zucosky, Guadalupe Ferreiro, Lauren Cortes, Kristen Zarczynski, Johanna Ojeda, Cassandra Pedrosa, Christine Flaherty, Kerry O'Connor, Laura Bellevue, Briana Kane, Wendy Maravi, Jessica Sofranko, Jessica Fernandez, Christopher Lopez, Veronica Vega, Lisa Baginski-Matlosz, Ishmael Medley, Jessica Sepulveda, Kimberley Musikant, Safiyyah Howell, Judy Valdez, Felice Fabiano, Nicole Webb, Heather Ford, and Peter Vosseler.

Mrs. Hugelmeyer stated that of the founded cases for HIB, there were 28 incidents based on race/ethnic origin, 15 incidents based on color, 1 incident based on religion, 1 incident based on ancestry, 28 incidents based on gender, 10 incidents based on sexual orientation, 2 incidents based on gender identity or expression, 8 incidents based on mental, physical or sensory disability,

and 133 incidents based on other targeted bases. Mrs. Hugelmeyer stated that of the founded incidents, 86 incidents were verbal, 78 incidents were physical, and 41 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there were 159 out of school suspensions, 107 in school detentions, 50 classroom changes, 14 changes of school placement, and 54 administrative counseling sessions. Mrs. Hugelmeyer stated that additional services such as in-school/virtual counseling, skill development assignments, classroom SEL lessons, referrals for outside treatment resources, referrals to outside agencies, parent conferences and behavioral intervention plans were offered to involved students.

Mrs. Hugelmeyer stated that between January 1, 2022 and June 30, 2022, the district provided appropriate HIB training to school counselors and social workers, and to new staff and support staff in the district. Mrs. Hugelmeyer stated that the district also provided the two-hour State required HIB training for each five-year developmental period to certified staff throughout the district. Mrs. Hugelmeyer stated that, additionally, the district provided extensive and specified in-person and virtual training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates. Mrs. Hugelmeyer stated that non-certificated staff also received training and new school level administrators and new HIB staff received training in the HIBster reporting program.

Mrs. Hugelmeyer stated that from January 1, 2022 through June 30, 2022 there were 1,047 total incidents districtwide, which includes 521 incidents of violence, 73 incidents of vandalism, 250 substance abuse incidents, and 62 weapons incidents. Mrs. Hugelmeyer stated that the displayed chart has a breakdown of these incidents per school. Mrs. Hugelmeyer asked if there were any questions and if there was anyone who would like to comment on tonight's report. There were no questions or comments.

Mrs. Moreno-Ortega called on each committee chairperson to read highlights from the minutes of the committee meetings since our last Board meeting.

Negotiations Committee

Chairperson Jerry Jacobs stated that the negotiations committee meeting was held on Thursday, November 3, 2022. Mr. Jacobs stated that Board members Diane Barbosa, Stephanie Goncalves Pestana and himself, School Business Administrator Harold E. Kennedy, Jr., Superintendent Olga Hugelmeyer, Co-General Counsel Jonathan Williams, John F. Malone, J.S.C., Retired, Esq., of LaCorte, Bundy, Varady and Kinsella Attorneys at Law, Michael Oppicchi, Esq., DeCotiis, Fitzpatrick & Cole, LLP, and Dieter Lerch of Lerch, Vinci and Bliss LLP were present. Mr. Jacobs stated that a summary of the mediation session held on Wednesday, November 2nd was discussed. Mr. Jacobs stated that a memorandum of agreement was submitted to the Mediator for his review and approval. Mr. Jacobs stated that it was agreed to by both parties that guides would be mutually developed.

Education Management Committee

Chairperson Charlene Bathelus Dorgely stated that the education management committee meeting was held on Monday, November 21, 2022. Mrs. Bathelus Dorgely stated that Board President Rosa Moreno-Ortega, Vice President Iliana Chevres, Board members Maria Carvalho and herself, School Business Administrator Harold E. Kennedy, Jr., and Superintendent Olga Hugelmeyer were present. Mrs. Bathelus Dorgely stated that the committee discussed the agenda items. Mrs. Bathelus Dorgely stated that a school enrollment report for each school was shared

with the committee and the committee members inquired about enrollment trends for various schools whose enrollment had grown this school year. Mrs. Bathelus Dorgely stated that the committee discussed having experienced various presentations at the New Jersey School Boards Convention for various operations departments inclusive of Food Services. Mrs. Bathelus Dorgely stated that at the last Education Management Committee meeting a request was made to total the number of incidents by category. Mrs. Bathelus Dorgely stated that the data for cases involving vaping include 34 cases in September and 76 cases in October. Mrs. Bathelus Dorgely stated that the committee discussed the importance of communicating with the parents the dangers of vaping and suggested developing an informational video to be shared with the school community. Mrs. Bathelus Dorgely stated that mental health programs that serve students, parents, and staff were reviewed and the Superintendent provided an overview of the various programs and the process for accessing the services. Mrs. Bathelus Dorgely stated that a total of 30 service provider agencies and programs were discussed. Mrs. Bathelus Dorgely stated that the committee reviewed the district's graduation requirements as well as the NJ Department of Education requirements. Mrs. Bathelus Dorgely stated that in addition, a discussion ensued with regard to the new High School Graduation Assessment requirements implemented on July 5, 2022 for the Classes of 2023 through 2025. Mrs. Bathelus Dorgely stated that the New Jersey Graduation Proficiency Assessment (NJGPA) is a field test for the Class of 2023. Mrs. Bathelus Dorgely stated that the committee discussed the open administrator positions in the district including the Supervisor of Food Services, Supervisor of Security, and the Vice Principal. Mrs. Bathelus Dorgely stated that the committee also discussed the status of the residency appeals and four hearings have been scheduled for November 29, 2022. Mrs. Bathelus Dorgely stated that the committee discussed the status of our substitute positions in the district and a summary of the fill rate for September and October was presented. Mrs. Bathelus Dorgely stated that for substitute teachers 47.3% of the positions were filled, for substitute paraprofessionals 93.3% of the positions were filled, and for substitute child development associates 65.9% of the positions were filled. Mrs. Bathelus Dorgely stated that ESS has been attending the career fairs sponsored at the local universities and they have sent out a mass email detailing how to apply along with how to apply for a NJ substitute teaching certificate. Mrs. Bathelus Dorgely stated that another career fair is scheduled at Union County College in Elizabeth on December 6, 2022. Mrs. Bathelus Dorgely stated that lawn signs are being distributed to all school sites announcing the opportunity to be hired and incentives have been offered to substitutes. Mrs. Bathelus Dorgely stated that the Elizabeth Public Schools will be hosting a Recruitment Job Fair on Saturday, December 10, from 12:00 p.m. to 5:00 p.m. at School No. 51 and ESS will be in attendance. Mrs. Bathelus Dorgely stated that Governor Murphy has established an Executive Task Force to examine the national crisis that has adversely affected all school systems in the nation. Mrs. Bathelus Dorgely stated that the committee discussed the current work underway with our student representatives. Mrs. Bathelus Dorgely stated that all the student representatives were selected and have been meeting on a monthly basis with a student advisor to discuss their interaction with their respective student governments. Mrs. Bathelus Dorgely stated that in addition, both Assistant Superintendent Rafael Cortes and Superintendent Olga Hugelmeyer meet with the student representatives each month to review the board agenda and address any questions or concerns. Mrs. Bathelus Dorgely stated that as a result of their conversations, they discuss issues that impact all high schools. Mrs. Bathelus Dorgely stated that this month we will have our student representative from Hamilton Academy attend. Mrs. Bathelus Dorgely stated that lastly, the Superintendent presented the preliminary Start Strong data to the committee and the final data will be presented to the committee on December 15, 2022.

Mrs. Moreno-Ortega thanked them for their reports.

The second reading of the revised Harassment, Intimidation and Bullying Policy 5131.1 was done.

Mrs. Moreno-Ortega asked for a motion and second to adopt the following agenda:

Minutes of the Meeting of October 20, 2022
Secretary/Treasurer's Report for the Month of September 2022
Personnel Report
Supplemental Personnel Report
Tuition Report
Supplemental Tuition Report
Superintendent's Report – Considerations
Superintendent's Report – Use of Facilities
Supplemental Superintendent's Report – Use of Facilities
Superintendent's Report – Field Trips
Superintendent's Report – Harassment, Intimidation, and Bullying Investigative Report
Authorization Report
Finance and Accounting Report – Authorization to Pay Vouchers
Finance and Accounting Report – Transfer of Funds
Award of Contracts Report
Supplemental Award of Contracts Report
Miscellaneous Communication
Claims List
Resolution – Adoption of Revised Policy
Resolution – Transfer of Maintenance Reserve Funds
Resolution – Transfer of Capital Reserve Funds
Resolution – NJ Single Accountability Continuum (QSAC) Documents
Resolution – School Bus Evacuation Drills
Resolution – Remembrance – Sandra Ann Smith
Resolution – Payment for Unused Sick Days
Resolution – Payment for Unused Vacation Days
Resolution – Suspension with pay – M.G.
Resolution – Termination of Employment effective November 23, 2022 – N.C.
Resolution – Deputy Counsel Contract
Resolution – Chief Information Officer (Technology) Contract
Resolution – Confidential Administrative Secretaries Contract
Resolution – Confidential Legal Secretaries Contract
Resolution – Paralegal Contract
Resolution – Senior Staffing Assistant Contract
Resolution – Staffing Assistants Contract
Resolution – Human Resources Confidential Secretaries Contract
Resolution – Lead Investigator Contract
Resolution – Investigators Contract
Resolution – MOA Non-Certified Administrators' Association Contract
Resolution – Directors' Contract Modification

Resolution – Job Description – School Safety Coordinator

A motion was made by Mrs. Bathelus Dorgely, seconded by Mrs. Barbosa, to adopt the above agenda.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Chevres (abstain- Personnel Report – L.C., M.C.), Bathelus Dorgely, Messrs. Jacobs, Neron (abstain- Personnel Report – C.T., D.D., G.M.; Supplemental Personnel Report – C.T., D.D., G.M.; Authorization Report – City of Elizabeth Department of Recreation), Mrs. Moreno-Ortega – 6

Negative: None

Mrs. Moreno-Ortega asked if any Board members have questions or comments.

Mrs. Barbosa stated that she worked this month with the Director of Special Services Diana Pinto-Gomez and the Be a Pal nonprofit organization and thanked them. Mrs. Barbosa stated that about 35 of our special needs students were given turkeys and a box of canned goods. Mrs. Barbosa thanked Be a Pal for supporting the Elizabeth Public Schools, especially our special education department. Mrs. Barbosa wished everyone a wonderful Thanksgiving and to please give value to everything you have. Mrs. Barbosa stated that if you are in need of anything, please let people know, children let your teacher know, and we are here to help in anything that we can. Mrs. Barbosa stated that whether its turkeys or anything, that is what we are here to do to help in various ways. Mrs. Barbosa stated that now is an appropriate time to give a helping hand and be kind and grateful for everything and anything that we have.

Mrs. Bathelus Dorgely stated that she missed the part where we honored all the veterans. Mrs. Bathelus Dorgely thanked the Superintendent for listening to our comments. Mrs. Bathelus Dorgely stated that she has been on this Board for approximately 10 years now and we have never honored our veterans in our district. Mrs. Bathelus Dorgely stated that it was nice to see that we finally did that. Mrs. Bathelus Dorgely thanked all our veterans and for the service that they provided to us to keep us safe. Mrs. Bathelus Dorgely wished everyone a Happy Thanksgiving throughout our district. Mrs. Bathelus Dorgely stated that we are extremely grateful to everyone. Mrs. Bathelus Dorgely stated that she is extremely grateful for good health, family, and loved ones. Mrs. Bathelus Dorgely stated that she hopes everyone can take a moment to be grateful and appreciate the ones that are around you.

Mr. Neron thanked our district for making it through this portion of the year and the administration and staff for trekking through as it was a difficult time during negotiations and balancing the act of really trying to work with the lack of teachers. Mr. Neron thanked the staff district wide and the administration for doing the great work. Mr. Neron stated that the Board is truly grateful for all the work that you do throughout the year and all the hard effort that you put in through recruiting and working and trying to get to this point. Mr. Neron congratulated everyone for getting to the finish line with our contract. Mr. Neron thanked the entire City for having faith in him and his running mates for electing us again for another term. Mr. Neron stated that this will be his fourth term serving on the Elizabeth Board of Education and he never would have imagined that he would be here serving a fourth term. Mr. Neron stated that he did not see it coming this long and this far and he is happy to have just been on the journey with his running mates. Mr.

Neron thanked Nathalie Hernandez who served with us and thanked her for her service throughout the years. Mr. Neron stated that we have a new Board member, Isaias Rivera, and that he is looking forward to working with him. Mr. Neron stated that his longtime running mate Diane Barbosa, has been running with him and has been a champion for many reasons. Mr. Neron thanked Diane Barbosa who is our closer, our special needs champion, and is everything to us and we celebrate and salute her. Mr. Neron thanked Diane Barbosa for all her efforts and making it through another election. Mr. Neron stated that he believes the district had enough faith in us and we ran unopposed so that is a fact. Mr. Neron stated that it goes to show you that people believe in the work we are doing, the work that we have done, and the work that we will continue to do. Mr. Neron stated that we are not perfect and we have an arduous and long road ahead of us because with education things change every single day. Mr. Neron stated that as we embark on the holiday, please keep everybody in prayer. Mr. Neron stated that there are a lot of tragedies happening throughout the world and in our communities. Mr. Neron stated that we have to be mindful and keep everybody in good spirits and good energy. Mr. Neron stated that we have to put out into the universe the good energy that is needed to lift us all up throughout the holidays that we can spend valuable time with our families. Mr. Neron stated that everyone please be safe and have a blessed and happy holiday.

Mrs. Chevres thanked our school community and stated that together we can build the future of our City. Mrs. Chevres stated that this year was so hard for everyone and these two years of the pandemic were the most challenging years. Mrs. Chevres stated that together we can make a difference and we are here to support our children and working together. Mrs. Chevres stated that the holiday season is hard for many of us who have had any loss in their family this year and other years as well. Mrs. Chevres stated that we need to use this time to move ahead and be positive no matter whether it is a hard year. Mrs. Chevres stated that we have so many reasons to continue working together and building the future of our City together. Mrs. Chevres wished everyone a happy holiday.

Mr. Jacobs thanked all our staff and all our teachers for a wonderful job well done at all times. Mr. Jacobs wished them all and all in our community a happy holiday. Mr. Jacobs stated that we are entering the holiday season and we are grateful that we are able to make it through this year.

Mrs. Moreno-Ortega wished our Elizabeth Public Schools community a Happy Thanksgiving. Mrs. Moreno-Ortega thanked our Board family because she knows each one was working very hard during this month especially for different kinds of programs for our community. Mrs. Moreno-Ortega stated that she really appreciates it and they are part of her family and they are important to her as she doesn't have family here. Mrs. Moreno-Ortega thanked the community who supports them. Mrs. Moreno-Ortega stated that she really appreciates the hard work and dedication of the Superintendent and everyone here at the table.

On a motion made by Mrs. Bathelus Dorgely, seconded by Mrs. Barbosa, the meeting was adjourned at 12:15 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mrs. Moreno-Ortega – 6

Negative: None

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