BOARD OF EDUCATION
Official Minutes
Approved September 19, 2024 Board Meeting.

August 22, 2024
Elizabeth, New Jersey

Board President Charlene Bathelus welcomed everyone to the August 22, 2024, regular agenda/business meeting of the Elizabeth Board of Education.

Ms. Bathelus called the meeting to order and read the following statement at 5:40 p.m. Good evening, ladies and gentlemen, this is a combined regular agenda and business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on August 15, 2024. In addition, this notice is posted in the lobby of 500 North Broad Street and has been filed with the City Clerk of Elizabeth.

"We want to welcome everyone present here at School No. 51, and to our television viewers to this August 22, 2024, 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 for the recording to adequately reflect the proceedings, please refrain from talking while others are speaking.

We ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities.

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

We are pleased that you have taken time this evening to join us for our Board of Education meeting. Thank you for your interest in the Elizabeth Public Schools.

Present: Mmes. Barbosa, (via on-line platform) Carvalho, Chevres, (via on-line platform), Mr. Jacobs. Mrs. Moreno-Ortega (via on-line platform) Mr. Neron, Mrs. Goncalves Pestana, Mr. Rivera, Ms. Bathelus-9

Superintendent of Schools, Dr. Olga Hugelmeyer, Assistant Superintendent for Teaching and Learning, Dr. Jenifer Cedeno, Assistant Superintendent for Schools, Judy Finch Johnson, Chief of Operations Francisco Cuesta, and Co-General Counsel, Edward Kologi of Kologi Simitz Law Office, were in attendance.

A Moment of Silence was held in memory of the following:

Mary B. Hayes, Retired Administrative Secretary/Superintendent's Office - Mitchell Building

Sallie Smith, former Lunch Assistant, Nicholas S. LaCorte-Peterstown School No. 3 Mother and Grandmother of Donald L. Stewart, Job Placement Coordinator, Dwyer Academy. Mother-In-law of Alina Stewart, Principal School No. 13

The Pledge of Allegiance was led by Board Member Maria Carvalho.

The Pledge of Ethics was led by Board Vice President Stanley Neron

AMEND SUPERINTENDENT'S CONTRACT
PUBLIC HEARING - AUGUST 22, 2024

The first item on the agenda is the proposed amendment to the Superintendent of Schools' contract (2021-2026)

- Adequate Notice of this meeting has been given in accordance with the requirements of N.J.S.A. 10:4-12(b) of the Open Public Meeting Act and was advertised as required by law on July 19, 2024.

- The purpose of this Public Hearing is to obtain citizen input on the proposed amendment to the Superintendent of Schools employment agreement and salary increase. The amendment contained in the Resolution will increase the Superintendent's salary from its current level of $210,000 per year to $243,427 per year or part thereof from the remainder of the Superintendent's Contract, which expires on June 30, 2026.

  At this time, the microphones are open for the Public Hearing comments on the proposed amendment only. I shall recognize and call individuals to the microphone who wish to comment. Please state your name and address for the record.

  Each statement made by a participant shall be limited to three minutes in duration. The normal protocols governing public comments and Board Policy 9322, shall be followed and enforced in all respects.
  Ms. Bathelus called upon members of the audience to speak

  The first speaker, Maria Lorenz, spoke in opposition to the proposed raise for the Superintendent.

  The second speaker, Junior Morisset, spoke in opposition to the proposed raise for the Superintendent.

Ms. Bathelus asked if any Board members wished to address the Contract Amendment with the Superintendent.

Board President Charlene Bathelus read the following Resolution.

WHEREAS, on or about May 19, 2021, the Elizabeth Board of Education entered into an Employment Contract with Superintendent of Schools Dr. Olga Hugelmeyer for a five-year term commencing July 1, 2021, and ending June 30, 2026; and WHEREAS, said Employment Contract provided for a salary of $ 210,000. for each of the five years of the Contract term, as set forth in Paragraph 4 thereof; and WHEREAS, pursuant to NJAC 6A:23A-3.1, the Board has determined, and the Superintendent has agreed to a salary increase from $210,000. to $243,427. per year commencing July 1, 2024, and ending June 30, 2026, and the Board desires to amend the aforesaid Contract; accordingly, and WHEREAS, Daryl Palmieri, Interim Executive County Superintendent of Schools for Union County, has reviewed and given the written approval of the State of New Jersey Department of Education to the amended Superintendent Employment Contract between the Elizabeth Board of Education and Dr. Olga Hugelmeyer. NOW, THEREFORE, BE IT RESOLVED that the Superintendent's Employment Contract shall be amended to reflect the aforesaid salary increase and subject to the remaining terms and conditions of the Superintendent Employment Contract, including merit increases as provided for by Code. BE IT FURTHER RESOLVED that the Board President and Board Secretary are authorized and directed to execute a contract of employment with Dr. Hugelmeyer and the Elizabeth Board of Education.

A motion was made by Mr. Neron and seconded by Mrs. Goncalves Pestana to approve the Resolution amending Dr. Hugelmeyer' s contract.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Mr. Jacobs, Mrs. Goncalves Pestana, Mr. Rivera, Ms. Bathelus-5

Abstain: Mmes. Carvalho, Chevres, Mr. Neron.

Negative: none

Dr. Hugelmeyer expressed her thanks to the members of the Board of Education for their support and that she is looking forward to another wonderful school year.

Ms. Bathelus read the following statement:
Citizens may address the Board.

"At this time, the microphones are open again for public comment to those who have signed in prior to this session. I shall call individuals to the microphone based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to 60 minutes. No individual is able to yield their time to another individual. All comments shall be directed to the presiding officer; no participant may address or question Board Members individually. Each speaker shall comply in all respects with Board Policy 9322 (copies were provided next to the sign in sheet)".

The following rules shall apply:

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

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

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

Ms. Bathelus called upon the first public participant, Christine Moreira, to address the Board.

Mrs. Moreira spoke about Special Education

Ms. Bathelus thanked her for her comments.

Ms. Bathelus called upon the next public participant, Mr. Giron Epps, to address the Board.

Mr. Epps spoke about the pay rate for Para-Professionals hired through ESS.

Ms. Bathelus thanked him for his comments.

Ms. Bathelus called upon the next public participant Ms. Michelle Santos to address the Board.

Ms. Santos shared the contents of a letter she had sent to Mr. Custa praising the efforts of Ms. Azalia Loza, a learning and language disabilities Assistant who had been particularly helpful to Ms. Santos's daughter.

Ms. Bathelus thanked her for her comments.

Ms. Bathelus called upon the next public participant, Ms. Fanny Arevalo, to address the Board.

Ms. Arevalo, (was provided translation assistance by Mr. Cuesta), spoke about issues her two children were having with Special Education.

Ms. Bathelus thanked her for her comments.

Ms. Bathelus called upon the next public participant, Mrs. Maria Lorenz, to address the Board.

Mrs. Lorenz spoke about Special education.

Ms. Bathelus thanked her for her comments.

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

Board President Charlene Bathelus asked Dr. Hugelmeyer to present the Community Announcements:

- Free and Reduced Meal Program will again be in effect for the 2024/2025 School Year. The Elizabeth School District provides nutritionally balanced meals to over 29,000 students per day. Breakfast is available to all students for free. Lunch may be purchased daily, or a family can set up an account and pre-pay for meals in advance. A full price lunch is $3.00 for students in PreK-8$^{th}$ grade while high school students pay $3.60. This is the same price as last school year and Dr. Hugelmeyer credited the Board for keeping the cost level vs. the prior year.

The Elizabeth Public Schools offers free or reduced-price lunches for families with limited resources. Families can apply for free or reduced-price meals on line by clicking on Online Free and Reduced Meal Application. The process is fast and easy, and the application is available 24 hours a day. Information on the program has been sent home through the Welcome Back letters sent to each household. For additional information you should visit our food and nutrition web site.

- Back to School letters were mailed the week of August 19th. These letters informed families of the Parent Resources available to them as well as directions to a tutorial video, which can be accessed in multiple languages, that will guide them through the various help and assistance programs throughout the district.
- Dr. Hugelmeyer presented several slides regarding the PowerSchool website where parents can access their students' schedule and other pertinent information. Included within the slide presentation was how to access a student's teacher(s) through the parent portal within the PowerSchool structure.
- Tdap and Menactra vaccines are mandated by the New Jersey Department of Health for all students entering the sixth grade in the 2024/2025 School Year. All students are required to have this vaccine by the first day of School on September 6th. Students have the option of seeing their own family doctor or visiting a clinic where these immunizations are dispensed for free.

Ms. Bathelus began a review of the Agenda for the meeting.

Tab 1a) Official and Private Minutes (July 18, 2024) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (June 30, 2024) was added to the Agenda.

Tab 2a) Personnel Report – Board Member, Diane Barbosa, asked for an update on new hires and other personnel actions for the upcoming school year. Mr. Cuesta said since the last meeting there were eleven (11) retirements, five (5) resignations, five (5) reappointments, and sixty-nine (69) Appointments of which thirty-nine (39) are certified positions and the balance were in staff and support roles. In addition, there were twenty - four (24) changes of salary as teachers and administrators earned master's Degrees or achieved six (6) year level as well as seven people received promotions.

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

Tab 3) Tuitions Report was added to the Agenda

Tab 4) Superintendent's Reports

Tab 4a Considerations was added to the Agenda

Tab 4b Use of Facilities was added to the Agenda

Tab 4bb Use of Facilities – Considerations was added to the Agenda

Tab 4c – Field trip Considerations were added to the Agenda.

Tab 4d – HIB Presentation for the August Board of Education Meeting

## HIB Presentation for the August 22, 2024, Board of Education Meeting

1.) Pursuant to Board Policy 5131.1, Harassment, Intimidation, and Bullying, and New Jersey Statute 18A:37, "The results of each investigation shall be reported to the Board of Education no later than the date of the next

board meeting following completion of the investigation and include: 1) Any services provided; 2) Training established; 3) Discipline imposed; or 4) Other action taken or recommended by the chief school administrator."

2.) Since our last Board of Education meeting on July 18, 2024, and through summer school, our school based social worker completed 1 HIB investigation. For this investigation, there was 1 female alleged victim who was a regular education student. There was 1 male alleged offender who was a regular education student. This case was Unfounded for HIB. Of the services provided and actions taken for this investigation, there was 1 counseling session, and 1 parent conference that were conducted.

3.) The HIB statute further requires that at the next regularly scheduled meeting after board members receive the initial report of HIB investigations, that the Board issue a decision, in writing, to affirm, reject, or modify the superintendent's decision pertaining to the 15 cases that was reported to you at the last Board meeting on July 18, 2024. In order for you to do so, the investigation summaries from those investigations, which were reported to you at the last board meeting, have been provided for your review prior to voting.

Tab 4d) was added to the Agenda.

Tab 5) Authorizations Report was added to the Agenda.

Tab 6) Finance and Accounting Report – Board Member Maria Carvalho inquired whether the tuition(s) being paid on lines 12 and 13 were end of school year payments. Mr. Kennedy stated that they were beginning of the school year (2024/2025) tuitions. Ms. Bathelus asked if titles could be added to the Finance Accounting Report to make the payments more understandable.

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

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

Tab 7) Award of Contracts Report. – Mrs. Carvalho asked Dr. Kathy Badalis about the Contract with JTC Consulting (page 1/item 3 ) and the timing of this year's contract as well as it covered both campuses of the Jewish Educational Center. Mrs. Badalis confirmed that the contract covered both of the J.E.C. campuses as well as the fact that this year's contact "came in full" as opposed to being in sections in prior years.

Tab 7) Award of Contracts was added to the Agenda.

Tab 8) Committee meeting Reports – There were no committee reports for this meeting.

Tab 9) Claims List was added to the Agenda.

Resolutions 10 to 10o Ms. Bathelus acknowledged National Hispanic Heritage Month, which is observed from September 15th, through October 15th. Mrs. Carvalho asked about the appointment of Special Counsel. Mr. Kennedy explained that due to potential conflicts of interest for our existing co-counsel(s) the District needed to seek other law firms to handle specific cases. The two firms being appointed tonight had not responded to this year's RFP but had served the Board in prior years.

Ms. Bathelus asked for a motion and second to adopt the following agenda.

A motion was made by Mrs. Carvalho and seconded by Mrs. Goncalves Pestana, to approve the entire agenda.

Opening Calendar
Official and Private Minutes (July 18, 2024)
Treasurer/Secretary's Report (June 30, 2024)
Personnel Reports
Tuitions Reports
Superintendent's Reports
Authorizations Report
Finance and Accounting Report – Pay Vouchers
Supplemental Finance and Accounting Report – Transfer of Funds
Award of Contracts Report
Claims List

Resolutions:
Appointment of Special Counsel
National Hispanic Heritage Month
Appointing D&H – Third Party Administrator 2024-2025
Appointing First MCO – Manage Care 2024-2025
Workshop Reimbursement
Revised Resolution – Children's Literacy Initiative, Inc.
Transfer of Capital Reserve Funds
Transfer of Maintenance Reserve Funds
Payment for Unused Sick Days
Payment for Unused Vacation Days
Approving Children's Literacy Initiative
Renewal of Systems, Inc.
Application for Conversion of Existing Library to Classrooms – Dwyer Academy
Application for Installation of Ten Temporary Classroom Units – Battin Annex
Application for Alternation to Leased Property (Immaculate Conception)

The motion was carried by the following vote:

Affirmative: Mmmes. Barbosa, Carvalho, (abstain on tab 4b items 2, 3, 4, 5, City of Elizabeth Recreation and HHS Depts, tab 5 pg. 8 assistance from Groundwork Elizabeth for garden at School # 22), Cheveres (Tab 7 pg. 3 Contract with Prevention Links), Mr. Jacobs , Mrs. Moreno Ortega, Mr. Neron, , (abstain on 2a Afterschool administrators Donal Dulorie, tab 4b items 2, 3, 4, 5, City of Elizabeth Recreation and HHS Depts, tab 7, pg.3 Contract with Prevention Links), Mrs. Goncalves Pestana, (abstain on tab 5 pg.7 Grant from Union County Commissioners STEM Based Fair at School 29, tab 5 pg.8 funding from Union County Commissioners for garden at School #22), Mr. Rivera, Ms. Bathelus(abstain on tab 5 pg.7 Grant from Union County Commissioners STEM Based Fair at School 29, tab 5 pg.8 funding from Union County Commissioners for garden at School # 22). – 9

Negative: none

Mr. Kennedy stated that the Entire Agenda had passed.

The Board President then 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, Supplemental Personnel Report, Return to work. S.L.B.

Legal Matters – Settlement T. G. o/b/o M.M., Workers Compensation Settlements -M.S., N.A., M.C., Litigation/Attorney Client Privilege re: Bus Drivers

Contractual matters – Use of facilities

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

A motion was made by Mrs. Goncalves Pestana and seconded by Mrs. Chevres to go into private session at 6:44 p.m.

The motion was carried by the following vote:

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

Negative: none

A motion was made by Mrs. Carvalho and seconded by Mrs. Goncalves Pestana to return to public session at 9:33 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Messrs. Jacobs, Neron, Mrs. Goncalves Pestana, Ms. Bathelus -5

Negative: none

The following items were added to the Agenda:

Resolution – Appointment of Acting Vice Principal School No.23 Annex – Faye V. Best

Resolution – Appointment of Acting Vice Principal Thomas Jefferson Arts Academy – Gabrielle J. Richa

Resolution – Appointment of Acting Supervisor of English Language Arts 9-12– Marissa Anne Lopez

Resolution – Appointment of Acting Supervisor of Special Services– Myraida Conceicao

Return to Work- S.L.B.

Settlement Agreement – T.G. o/b/o M.M.

Supplemental Personnel Report 2b

Approval of Use of Facilities – City of Elizabeth Department of Recreation – School 89 Frank J Cicarell Academy.

First Reading:
3571.4 Policy Audit
5141.8 Policy Sports Related Concussion and Head Injury
6114 Policy Emergencies and Disaster Preparedness
6140 Policy Curriculum Adoption
6146 Policy Graduation Requirement

Ms. Bathelus asked for a motion and second to approve the additional agenda items

A motion was made by Mrs. Carvalho and seconded by Mrs. Goncalves Pestana, to approve the additional agenda items

The motion was carried by the following vote:
Affirmative: Mrs. Carvalho, (Abstain on City of Elizabeth use of Facilities) Messer's. Jacobs, Neron, (Abstain on City of Elizabeth use of facilities), Mrs. Goncalves Pestana, Ms. Bathelus -5

Negative: none

Mr. Kennedy stated that the additional Agenda had passed.

On a motion made by Mrs. Goncalves Pestana, and seconded by Mrs. Carvalho, the meeting was adjourned at 9:39p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Messer's. Jacobs, Neron, Mrs. Goncalves Pestana, Ms. Bathelus -5

Negative: none

Harold E. Kennedy, Jr.

School Business Administrator/Board Secretary