

APPROVED
Bd. Mtg. 11-25-25

BOARD OF EDUCATION
(Official)

October 23, 2025
Elizabeth, New Jersey

Board President Stanley J. Neron called the meeting to order at 6:41p.m. and welcomed everyone to the October 23, 2025, regular agenda/business meeting of the Elizabeth Board of Education and read the following statement:

“Good evening and welcome to our Board of Education Meeting of the Elizabeth Board of Education. This is a combined regular agenda and business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star-Ledger and Cablevision of Elizabeth on October 14, 2025. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

“We want to welcome everyone present here at School No. 51 and to our television viewers to this October 23, 2025, meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.

“This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. So that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking.

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

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

Present: Dr. Barbosa, Ms. Bathelus (arrived at 7:16 p.m.), Mmes. Carvalho, Chevres (arrived at 7:31p.m.), Mr. Jacobs, Mmes. Moreno-Ortega, (arrived at 6:54 p.m.), Goncalves Pestana, Messer’s Rivera (arrived at 6:49 p.m.), Neron-9

Absent -0

Superintendent of Schools Dr. Olga Hugelmeyer, Assistant Superintendent for Teaching and Learning Dr. Jennifer Cedeno, Assistant Superintendent for Schools Mrs. Judy Finch-Johnson,

Assistant Superintendent of Schools Mr. Rafael Cortes, Business Administrator/Board Secretary Harold E. Kennedy, Jr., Chief of Operations Frank Cuesta, and Co-General Counsel Edward Kologi Esq., of Kologi Simitz Law Office, were in attendance.

Board President Stanley J. Neron read the following Resolution in honor and memory of the late Honorable Judge John F. Malone.

WHEREAS, the Honorable Judge John F. Malone, a lifelong resident of the City of Elizabeth, graduated from St. Benedict's Preparatory School in Newark, New Jersey in 1965, and

WHEREAS, the Honorable Judge John F. Malone continued his education at Seton Hall University, receiving his bachelor's degree in history in 1969, and then at Seton Hall School of Law, receiving his juris doctor degree in 1972, and

WHEREAS, in October 1973, the Honorable Judge John F. Malone began his general practice career as an associate attorney of Johnstone & O'Dwyer in Westfield, New Jersey, then as a partner of Korchun & Malone in 1976 and later as O'Dwyer and Malone in 1980, along with two different times as a sole practitioner of law, and

WHEREAS, the Honorable Judge John F. Malone would again practice as an associate attorney of Corporate and Real Estate Transactions as part of Carella, Byrne, Bain, Gilfillan, Cecchi & Stewart before taking his place on the bench as Superior Court Judge of Union County, New Jersey in 1992, including service in the Civil Division, Criminal Division, and Chancery Division, General Equity Part, until 2012, and

WHEREAS, following his retirement, the Honorable Judge John F. Malone worked as of counsel at LaCorte, Bundy, Varady and Kinsella, serving as an attorney for the Elizabeth Board of Education and the Elizabeth Democratic Committee, and

WHEREAS the Honorable Judge John F. Malone provided valuable guidance that helped empower Elizabeth Public Schools to operate efficiently and effectively, benefiting families of the district's learning community and taxpayers of the City of Elizabeth with the respect and admiration of members of the Elizabeth Board of Education and Elizabeth Public Schools central administration, and

WHEREAS, throughout his life, the Honorable Judge John F. Malone was a dedicated professional and community servant while enjoying many different personal endeavors and interests such as being a communicant of St. Genevieve's Church, serving as a Eucharistic Minister; a member of the Knights of Columbus 3197, and an attorney for the Union County Senior Softball League, and

WHEREAS, the Elizabeth Board of Education and Elizabeth Public Schools Professional Learning Community were saddened to learn of the Honorable Judge John F. Malone's recent passing and express their sympathy and heartfelt sorrow to his family, friends, and loved ones.

NOW, THEREFORE BE IT RESOLVED, that the love, purpose, and devotion with which the Honorable Judge John F. Malone lived each day of his life and served both the Elizabeth Public Schools and greater Elizabeth community serve as inspiration to us all.

BE IT FURTHER RESOLVED that the resolution be spread on the official minutes of the Board of Education and a copy of this resolution be presented to the Honorable Judge John F. Malone's family. Elizabeth, New Jersey October 23, 2025.

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

The Honorable Judge John F. Malone,
Law Firm of La Corte, Bundy, Varady and Kinsella, served as Of Counsel

Peter Madorma, Former Electrician Foreman, Division of Plant, Property & Equipment

Adrienne Denise Green, Security Guard, Frances C. Smith ECC School No. 50

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

The Pledge of Allegiance was led by Board President Stanley Neron.

The National Anthem was played.

The Pledge of Ethics was led by Board Vice President, Maria Carvalho.

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

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

The following rules shall apply:

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

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

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

Mr. Neron called upon the first participant, Mrs. Maria Lorenz, to address the Board.

Mrs. Lorenz spoke about the Special Education Parent Advisory Committee and the new web-site.

Mr. Neron thanked her for her comments.

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

Mr. Neron asked Superintendent of Schools, Dr. Olga Hugelmeyer, to introduce the Student Representative to the Board for the month of October.

Hope Victor is a senior at John E. Dwyer Technology Academy. She was elected President of the National Junior Honor Society as a first-year student and is currently an active member of the National, Math, English, and Haitian Honor Societies. Hope also serves as both an AVID and JEDTA Student Ambassador, proudly representing her school's commitment to academic excellence and student leadership.

Beyond the classroom, Hope is deeply involved in her community. She serves as a Children's Ministry Teacher at her local church and contributes as a social media assistant for *Intimate Worship*, a New Jersey-based ministry collective dedicated to spreading the gospel of Christ through worship events.

In addition to her service and leadership roles, Hope is a young entrepreneur. In 2023, she launched Hope's Blessings, a nail business that continues to grow under her direction.

With her passion for service, entrepreneurial spirit, and dedication to excellence, Hope remains committed to representing John E. Dwyer Technology Academy and her peers with integrity, compassion, and purpose.

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

President Neron asked Superintendent Hugelmeyer to present the 2025 After School & Saturday Programs as well as the Community Updates for October.

Dr. Hugelmeyer presented a series of slides highlighting the academic, athletic and after school and Saturday programs during the 2025-2026 school year. She prefaced her remarks by stating "The students enrolled in our after school and Saturday programs can anticipate top-tier instruction designed to elevate their academic, athletic and artistic skills. The District has included a Port of Entry afterschool program to meet the needs of entrant elementary English language learning (ELL) students by offering academic and social emotional supports. After reviewing the various programs available, you may enroll your child into the programs in which they are eligible to participate by completing the online form or registration as directed by the departments who operate each respective program.

- After School Academic (ELA/Mathematics) Program (K-8): Students in grades K-8 are provided with support on grade level skills and prerequisite skills in ELA and Mathematics. The students are selected for the After School Academic Program based on specified criteria. You will be notified by your principal if your child needs to attend. Program runs

from October 14, 2025 – April 30, 2026, on Tuesdays, Wednesdays and Thursday from 3:05 p.m. – 4:05 p.m. at all K-8 Schools (contingent on enrollment).

- NJSLA Saturday Program (3-11): The NJSLA Program prepares students in grades 3-11 for the standardized testing in Mathematics and English Language Arts. Students are selected for the NJSLA Saturday Program based on Specified criteria. You will be notified by your principal if your child needs to attend. Program runs from Saturday January 10, 2026- Saturday, May 2, 2026, from 8:30 a.m. – 1:00 p.m. Programs will be offered at all K-8 Schools (contingent on enrollment); HS Centralized Program.
- Credit Recovery Afterschool program for High School Students (Title I). The credit recovery program allows students to make up missed or failed courses in a supportive environment, helping them stay on track for graduation. It provides individualized attention and flexible scheduling to meet diverse learning needs. Our program also boosts confidence and motivation by giving them a second chance to succeed academically. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. Program runs from October 28, 2025-May 22, 2026, from Monday through Friday from 2:05 p.m. to 3:05 p.m. at all High Schools.
- Credit Recovery Centralized program for High School Students (Title I). The credit recovery program allows students to make up missed or failed courses in a supportive environment, helping them stay on track for graduation. It provides individualized attention and flexible scheduling to meet diverse learning needs. Our program also boosts confidence and motivation by giving them a second chance to succeed academically. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. Program runs from September 20, 2025, -June 6, 2026, on Saturdays from 9:00 a.m. to 1:00 p.m. at Thomas Jefferson Arts Academy.
- Edison Academy SIA Alternative to Suspension Afterschool program for Edison students. (Title I SIA – 2-day Program.) The alternative to suspension program helps students stay engaged in learning while addressing behavioral issues constructively. Instead of missing class time, students receive guidance, academic support, and opportunities to reflect on their actions. This approach promotes accountability, improves behavior, and strengthens connections between students and school staff. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. The Program runs from October 7, 2025 – June 11, 2026, on Tuesdays and Thursdays from 2:30 p.m. to 4:30 p.m. and is held at Thomas A. Edison Career & Technical Academy.
- Edison Academy SIA Alternative to Suspension Afterschool program for Edison students. (Title I SIA – 4-day Program.) The alternative to suspension program helps students stay engaged in learning while addressing behavioral issues constructively. Instead of missing class time, students receive guidance, academic support, and opportunities to reflect on their actions. This approach promotes accountability, improves behavior, and strengthens connections between students and school staff. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. The Program runs from October 7, 2025 – June 4, 2026, on Monday, Tuesdays, Wednesdays, Thursdays & Fridays (program is 4 days) from 3:05 p.m. to 4:05 p.m. and is held at Thomas A. Edison Career & Technical Academy.

- Edison Academy SIA School-Based, Attendance Recovery Afterschool Program for Edison students (Title I SIA). The attendance recovery program supports students in overcoming barriers to regular attendance by providing academic help, mentoring, and incentives. It encourages responsibility and strengthens engagement with school. As a result, students build better habits, improve performance, and increase their chances of graduating on time. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. The Program runs from January 6, 2026 – June 12, 2026, on Tuesdays, Wednesdays, Thursdays and Fridays from 2:30 p.m. to 3:30 p.m. and is held at the Thomas A. Edison Career and Technical Academy both at the Main Campus and the Annex.
- Edison Academy SIA Bilingual Afterschool Program for Edison students (Title I SIA). The bilingual afterschool program provides targeted instruction in English Language Arts and Mathematics using native language and sheltered strategies to multilingual learners. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on ELA and Mathematics and academic needs. The Program runs from October 7, 2025 – June 11, 2026, on Tuesdays, Wednesdays, & Fridays from 2:30 p.m. to 3:30 p.m. and is held at the Thomas A. Edison Career and Technical Academy both at the Main Campus and the Annex.
- School 28 SIA Alternative to Suspension Afterschool Program for School 28 students (Title I SIA). The alternative to suspension program helps students stay engaged in learning while addressing behavioral issues constructively. Instead of missing class time, students receive guidance, academic support, and opportunities to reflect on their actions. This approach promotes accountability, improves behavior, and strengthens connections between students and school staff. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. The Program runs from October 21, 2025 – June 11, 2026, on Tuesdays, Wednesdays, and Thursdays from 3:05 p.m. to 4:05 p.m. at Juan Pablo Duarte-Jose Julian Marti School No. 28.
- School 28 SIA Friday Incentive Afterschool Program for School 28 students (Title I SIA). -The Friday Incentive Program recognizes students' positive choices and achievements based on individual Students' improvement goal(s). You will be notified by your principal if your child needs to attend. The Program runs from October 17, 2025, to May 29, 2026, from 3:05 to 4:05 p.m. at Juan Pablo Duarte-Jose Julian Marti School No. 28.
- School 28 SIA Before School Tutoring program for School 28 students (Title I SIA). The before school tutoring program provides targeted instruction in English Language Arts and Mathematics standards. You will be notified by your principal if your child needs to attend. The Program runs from November 12, 2025, to May 28, 2026, from 7:50 a.m. to 8:20 a.m. at Juan Pablo Duarte-Jose Julian Marti School No. 28.
- Edison Academy SIA Credit Recovery Saturday Program for Edison Students (Title I SIA). The credit recovery program allows students to make up missed or failed courses in a supportive environment, helping them stay on track for graduation. It provides individualized attention and flexible scheduling to meet diverse learning needs. Our program also boosts confidence and motivation by giving them a second chance to succeed academically. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. Program runs from

September 20, 2025, -June 6, 2026, on Saturdays from 9:00 a.m. to 1:00 p.m. at Thomas A. Edison Career & Technical Academy.

- Edison Academy SIA School-Based, Attendance Recovery Afterschool Program for Edison students (Title I SIA). The attendance recovery program supports students in overcoming barriers to regular attendance by providing academic help, mentoring, and incentives. It encourages responsibility and strengthens engagement with school. As a result, students build better habits, improve performance, and increase their chances of graduating on time. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on student needs. The Program runs from November 15, 2025 – June 6, 2026, on Saturdays from 9:00 and is held at the Thomas A. Edison Career and Technical Academy.
- Edison Academy SIA Grade 9 Tutoring Saturday Program for Edison students (Title I SIA). The grade 9 tutoring program provides targeted instruction in English Arts and Mathematics standards. You will be notified if your child needs to attend. The selection of the students for participation in the program is based on ELA and mathematics academic needs. The Program runs on Saturdays from January 24, 2026, to June 6, 2026, at Thomas A. Edison Career & Technical Academy and the Annex.
- CTE ELA Tutoring- The CTE ELA Tutoring Program is designed to support Career and Technical Education students in Strengthening reading, writing, and communication skills essential for Academic and career success. Targeted to high school CTE participants, the program offers individualized and small-group tutoring focused on technical literacy, workplace communication, and preparation for industry-aligned confidence in applying ELA skills across CTE content areas, Centralized enhancing both classroom performance and career readiness. You will be notified if your child needs to attend. The Program runs on Tuesdays from January 24, 2026, to May 31, 2026, from 2:30 p.m. to 3:30 p.m. at the John E. Dwyer Technology Academy.
- CTE Math Tutoring – The CTE Math Tutoring Program is designed to support high school students enrolled in Career and Technical Education pathways in Strengthening mathematical skills essential for Academic and career success. The program offers individualized and small group tutoring focused on applying math concepts to real-world and industry -specific contexts. Through targeted instruction, students develop problem-solving, data analysis and quantitative reasoning abilities that enhance performance in CTE coursework and prepare them for postsecondary education, technical certifications, and career advancement. You will be notified if your child needs to attend. The Program runs on Tuesdays from November 4, 2025, to May 31, 2026, from 2:30 p.m. to 3:30 p.m. at the Thomas A. Edison Career & Technical Academy.
- CTE Science Tutoring - The CTE Science Tutoring Program supports high school students enrolled in Career and Technical Education pathways by enhancing their understanding of scientific principals relevant to their fields of study. The program offers individualized and small group tutoring focused on applying science concepts to real-world and industry-based situations. Through targeted instruction and hands-on problem-solving students strengthen their skills in data interpretation, experimentation, and critical thinking – key competencies for success in CTE Course work, technical certifications and future careers in science, technology, engineering and related industries. You will be notified if your child needs to attend. The Program runs on Tuesdays from November 4, 2025, to May 31, 2026,

from 2:30 p.m. to 3:30 p.m. at the Admiral William F. Halsey, Jr. Health & Public Safety Academy.

- Girls Who Code – The Girls Who Code Club empowers female students interested in technology and computer science by providing a supportive environment to explore coding, problem-solving and leadership. The program offers hands-on learning in programming languages, app and web development, and real-world technology projects. Through mentorship, collaboration and exposure to STEM careers, the club encourages confidence, creativity, and persistence – preparing participants to pursue future opportunities in computer science and related technical fields while closing the gender gap in technology. Registrations for Girls who Code will take place online. The Program runs on Tuesdays & Thursdays from November 4, 2025, to May 31, 2026, from 2:30 p.m. to 3:30 p.m. at the John E. Dwyer Technology Academy.
- HOSA The HOSA -Future Health Professionals Club is designed for high School students interested in pursuing careers in health and medical fields. The Program provides opportunities to develop leadership, technical, and teamwork skills through health science activities, community services, and competitive events. Members engage in hands-on learning, career exploration, and professional networking with industry mentors. Through participation in HOSA, students build confidence, gain practical experience, and strengthen the academic and employability skills needed for success in healthcare education, certifications, and future health professions. Registration for HOSA will take place online. The Program runs on Tuesdays & Thursdays.
from November 4, 2025, to May 31, 2026, from 2:30 p.m. to 3:30 p.m. at the Admiral William F. Halsey, Jr. Health & Public Safety Academy
- Skills USA SkillsUSA is a leadership and career development organization for students enrolled in a Career and Technical and Technical Education Programs. Its purpose is to prepare students for success in the workforce by building technical, academic and employability skills. The program offers hands-on competitions, leadership training, and community service opportunities that connect classroom to real – world industry standards. Through SkillsUSA, students develop professionalism, teamwork, and confidence while gaining valuable experience that supports future success in postsecondary education, technical certifications, and skilled career pathways. Registration for SkillsUSA will take place online. The Program runs on Tuesdays & Thursdays. from November 4, 2025, to May 31, 2026, from 2:30 p.m. to 3:30 p.m. at various schools.
- CTE Saturday Academy – The Saturday CTE Academy is a career awareness and academic enrichment program for middle and high school students. Our purpose is to inspire and prepare the next generation of professionals. We offer engaging, hands-on experiences and academic support in computer science, engineering, auto technology, collision repair, and healthcare occupations like nursing and EMT. Registration for the CTE Saturday Academy will take place online. The Program has two sessions: Session 1 October 18, 2025 – December 6, 2025 and Session 2 runs from January 24, 2026 – March 7, 2026, on Saturdays from 9:00 a.m. to 12:00 p.m. at Thomas A. Edison Career & Technical Academy and John E. Dwyer Technology Academy.
- Centralized Saturday Attendance – The Centralized Saturday Attendance program is designed to support students who have fallen below the required attendance threshold by providing a structured opportunity to recover missed instructional time. Through this

initiative, students are able to make up days and/or credit hours lost due to absences, ensuring they remain on track academically and meet state and district requirements. Recommendation is made by the student's counselor. Parents may complete the contracts online or on paper. There are 3 sessions: Session 1 October 11, 2025, to December 20, 2025; Session 2 January 10, 2026, to March 21, 2026; Session 3 April 11, 2026, to May 30, 2026. The Sessions run on Saturdays from 9:00 a.m. to 1:00 p.m. at John E Dwyer Technology Academy.

- Centralized Saturday Detention -The Centralized Saturday Detention program serves as a positive alternative to out -of – school suspension, by requiring students to attend a structured four-hour session on Saturday. It is designed to provide meaningful consequences for behavioral infractions while preserving instructional time and supporting student success. You will be notified by your principal if your child needs to attend. The Program runs on Saturdays at John E. Dwyer Technology Academy from 9:00 a.m. to 1:00 p.m. from September 20, 2025 – May 30 2026.
- Social Emotional Learning After-School Program – The EPS Social Emotional Learning after-school program helps students build essential life skills such as self-awareness, empathy responsible decision-making and emotional regulation. Through interactive activities, group discussions, and collaborative projects, students learn to manage stress, academic engagement, and personal growth, preparing students to improve communication, and strengthen relationships. The program fosters a supportive environment that promotes positive behavior, academic engagement and personal growth, preparing students for success both in and out of school. You will be notified by your School Counselor or Social Worker if your child needs to attend. The program runs on Tuesdays, Wednesdays and Thursdays from October 20, 2025, to May 29, 2026. High School sessions run from 2:30 p.m. to 3:30 p.m. and K-8 meets from 3:05 p.m. to 4:05 p.m. All K-8 and all High Schools run these programs.
- Substance Abuse Prevention Program-The Substance Abuse Prevention Program educates students about the risks of drug and alcohol use while promoting healthy decision – making. IT provides a safe, supportive space for learning and open discussion. The program helps students build resilience, strengthen coping skills, and stay focused on their academic and personal skills. The Program runs on Saturdays at John E. Dwyer Technology Academy from 9:00 a.m. to 1:00 p.m. from September 27, 2025 – June 6, 2026.
- Saturday Visual and Performing Arts Enrichment Grades 6-12—The Saturday Visual and Performing Arts Program for grades 6-8 provides students with three hours of creative exploration each Saturday through April 25, 2026. Students choose from drawing and painting, guitar, band or theater, working with dedicated instructors to build foundational skills while fostering creativity and teamwork. Through hands on lessons, guided practice, and collaborative projects, participants strengthen technique, discipline, and confidence. The program encourages experimentation, cultural appreciation, and artistic growth across all disciplines. It concludes with a spring showcase where students present artwork, musical performances, and theatrical pieces, celebrating their progress and the vibrant arts community they have built together. Registration for the Saturday Visual and Performing Arts Enrichment Program for those in Grades 6-12 will take place via an online form. The Program runs on Saturdays from 9:00 a.m. to 12:00 p.m. starting October 18, 2025, and

concluding on April 25, 2026. It will be held at Elizabeth High School – Frank J. Cicarell Academy.

- K-8 Afterschool Arts Enrichment- The Arts Enrichment Afterschool Program for grades K-8 offers students creative opportunities in art, music, or drama tailored to each school. Meeting weekly after school, students explore drawing, painting, performance, and musical expression in a supportive environment led by certified instructors. Each program reflects the unique culture and interests fostering creativity, collaboration, and confidence. Lessons align with the New Jersey Student learning standards for Visual and Performing Arts and emphasize self-expression and skill development. The program culminates in a school-based, where students proudly present artwork, music and performances that highlight their growth and creativity. You will be notified by your principal if your child needs to attend. The Program runs on Tuesdays & Thursdays from 3:05 p.m. to 4:05 p.m. starting October 18, 2025, and concluding on April 30, 2026. It will be held at all K-8 schools.
- Leaders of Technique - (L.O.T.) programs is a leadership and character development initiative for boys in grades 6-8 focused on building responsibility, teamwork and integrity. It fosters respect, trust, kindness, caring and citizenship through discussions, community service, physical training, public speaking and leadership-based activities. The program runs from October 21, 2025 to March 5, 2026, on Tuesdays, Wednesdays and Thursdays from 3:05 p.m. to 4:05 p.m. and will be held at Schools Nos. 1, 6, 9, 15 and 27.
- First Ladies- The First Ladies Program supports young women in developing self-esteem, leadership, and identifying through five focus areas: creative self, coping self, physical help, social self and essential self. Open to middle school girls, it promotes confidence and essential self. Open to middle school girls, it promotes confidence and community engagement through projects, discussions and leadership recognition events. The program runs from October 21, 2025, to March 5, 2026, Catapult on Tuesdays, Wednesdays and Thursdays from 3:05 p.m. to 4:05 p.m. and will be held at Schools Nos. 1, 6, 9, 15 and 27.
- Catapult Learning – Catapult Learning offers before and after care services for students in grades PK-4th grade. Students participate in group activities and have the opportunity to get homework help during the aftercare program. All families who are interested in participating in the program can register their children. Registration takes place at the Catapult Learning office located within Dr. Martin Luther King, Jr. ECC School No.52 at 130 Trumbull St. This program is offered every school day of the 2025-2026 School Year. Before-care is available 7:30 a.m. to 8:20 a.m. and Aftercare is provided from 3:05 p.m. to 5:30 p.m. The following schools offer the Catapult Program: 1, 2, 4, 4A 5, 5A, 6, 7, 14, 16, 21, 22A, 26, 27, 28, 29, 30, 50, 51, and 52.
- After School Special Education Support Program Grades K-8-The Special Education Afterschool Program provides students in Kindergarten through Eighth grade with homework support and tutoring to assist in meeting classroom, school and district expectations. This is a voluntary program for all students with disabilities. The Program runs on Tuesdays, Wednesdays and Thursdays from 3:05 p.m. to 4:05 p.m. starting October 14, 2025, and concluding on April 30, 2026. It will be held at all K-8 schools.
- Basketball Clinic (Special Services) – The Division of Special Services ‘Basketball Clinic is a four-week inclusive skills and drills program to introduce 3rd to 5th grade boys and girls to the game of basketball. Registration for the Basketball Clinic (Special Services) will

take place via a printed application form. The program is held on Saturdays from October 4, 2025-October 25, 2025. It runs from 9:00 a.m. to 10:30 a.m. at School No. 30.

- Soccer Clinic (Special Services) – The Division of Special Services ‘Soccer Clinic is a four-week inclusive skills and drills program to introduce 3rd to 5th grade boys and girls to the game of soccer. Registration for the Soccer Clinic (Special Services) will take place via a printed application form. The program is held on Saturdays from March 7, 2026-March 28, 2026. It runs from 9:00 a.m. to 10:30 a.m. at School No. 23.

Dr Hugelmeyer showed slides listing all of the afterschool clubs that students may join and participate in, during the 2025-2026 School Year.

- Fitness Club/Autism Awareness/Art Club/ Chess and Game Club
- Community Service Club/Literacy Club, Community Outreach Club
- Spanish Club/Outdoor Appreciation Club/ Future Business Leaders
- STEM National Honor Society/ Forensics Club/Journalism News Club
- Visual Arts Club/ Music Club/Digital Media and Music in Technology
- Radio and Technology Club/ Mindfulness Meditation Club/Student Government
- Freshman/Sophomore/Junior/Senior Clubs
- Art Honor Society Club/Science Honor Society/National Honor Society/
- English Honor Society/Mathematics Honor Society/Science National Honor Society
- History Honor Society / Portuguese Honor Society,/Fall Play and Fall Spring Musical
- Art and Literacy Club/Avid Leadership Club/Avid Reader Club/ Creative Arts Society Club/

Dr. Hugelmeyer presented the Community announcements:

- Protect Your Health – Influenza/RSV Resources. Please check the District’s web site. Please type www.epsnj.org into your web browser’s address bar, click on menu in the upper right corner , hover over “students and Families” and select “Flu and RSV Resources 2) Click on the Flu and RSV Resources icon at the bottom of the menu page. You can choose from a wide variety of options which will assist families with flu prevention, hygiene related topics and disease treatment. This information is available in a variety of languages.
- The City of Elizabeth Department of Health and Human Services Public Health Nursing offers a Free Immunization Clinic for Elizabeth residents who qualify. It is by appointment only and is offered to children from two months to eighteen years. Parent/Legal Guardian’s must have I.D. and the child’s birth certificate is also required. To qualify for Free vaccines, you must have Medicaid/Family Care Part A or be uninsured. To make an appointment please visit www.elizabethnjvaccine.org. This information is also available at the Elizabeth Health and Human Services web site.
- The Union County Board of County Commissioners operates the Union County Family Clinic - The County Commissioners reminds residents that free Immunizations are available for eligible children and adults. Eligibility requirements are: Uninsured, underinsured, or covered by Medicaid Plan A, and are a County of Union resident. Documentation that is required: Child’s birth certificate/ parents Photo ID/and proof of residence which can be proven by Lease, Electric Bill, Water Bill, Gas Bill, or a notarized letter from the person who are you living with and one of their utility bills. A school referral if applicable may also be required. The clinic operates Monday to Friday from 8:30 a.m.

to 4:30 p.m. at their building 40 Parker Rd., Elizabeth, NJ 07208. Additional information may be obtained at 908-965-3627/3868 or you can email the clinic at ucclinic@ucnj.org or by visiting ucnj.org/clinic. This information is also available in Spanish and Creole at the County Commissioners web site UCNJ.org.

- Fall PSAT/SAT School Day is October 27 and is for students in grades 10-12.

Dr. Hugelmeyer showed slides, captioned Inside EPS, highlighting News from Central.

- The Elizabeth Public Schools launched its new district website on October 21. Some of the new site features include a mega menu that hosts all of the website sections as well as the special icons that you may be familiar with at the top of our old site all in the same location. Additionally, the mega menu has a search engine that is specific to the EPS website and provides search results for resources that would only be found on our site. The site also features a special social media feed section in the upper left corner that opens out when clicked and allows users to see the postings on all our different social media platforms in one place. A map detailing that many different countries from which our family originate and a “College Prepared, Career Ready”, section that shows many of the colleges and universities that our former students are also featured sections of the site. Please go to epsnj.org and check it out for yourselves.
- Elizabeth Public School Students earned 198 perfect scores, on either the New Jersey Student Learning Assessment (NJSLA), or the New Jersey Graduate Proficiency Assessment (NJGPA) during the Spring 2025 administration of the two tests. There were 85 who achieved a perfect score in English Language Arts, 16 who achieved a perfect score in Mathematics, and 6 who achieved a perfect score in Science on the NJSLA. In addition, there were 91 students who achieved a perfect score in English Language Arts on the NJGPA. There were 187 students who earned 198 perfect scores including four third grade students who earned perfect scores on NJSLA in ELA and Math, one fourth grade student who earned perfect scores in NJSLA ELA and Math, and one eight grade student who earned perfect scores in NJSLA ELA and Math, and five eleventh grade students who earned perfect scores in NJGPA ELA and Science. All students who achieved a perfect score on NJSLA and NJGPA will be recognized for their outstanding accomplishments on Wednesday, October 29, 2025 at the Thomas G. Dunn Sports Center.

Board Member Rosa Moreno-Ortega wanted the school community to know that there are 28 After School and Saturday programs that are being offered this year. This is great news for our community partners, parents, guardians and students. Moreover, this is a result of the partnership efforts of our teachers, Principals, Assistant Superintendents and our District Superintendent, Dr. Olga Hugelmeyer. Mrs. Moreno-Ortega further elaborated that many New Jersey School Districts cannot find enough teachers and/or have teachers who refuse to work after-school and Saturday programs. Elizabeth is fortunate to offer these programs so that parents who work know their children are engaged in meaningful activities. It is not only academic programs but social and emotional offerings along with sports clinics where children can engage with others and hone their skills.

Superintendent of Schools, Dr. Olga Hugelmeyer introduced Dr. Anthony DiDonato who presented the District’s H.I.B. Self-Assessment for the 2024/2025 School year.

Public School are graded in the implementation of the Anti-Bullying Bill of Rights Act.

- Rubric was developed, by the State, to aid districts in assessing schools' efforts and improving them.
- Anti-Bullying Bill of Rights (ABR) programs
- The Rubric consists of Eight (8) Core Elements and 26 indicators
- Each indicator can receive a score of 0-3 points
- The Rubric is designed to be a growth model intended to enhance district/school programs and implementation(s).

Self- Assessment Process/Requirements

- Complete the assessment.
- Input the information onto NJDOE website.
- Present the results to the public.
- Obtain approval from the Board of Education.
- Obtain Superintendent's assurances.
- Submit the self-assessments to NJDOE.

The Eight Core Elements of the Self-Assessment

1) Programs, Approaches, Initiatives

- The school annually establishes HIB programs, approaches and initiatives.
- The school annually implements and documents HIB programs, approaches or other initiatives.
- The school annually assesses HIB programs, approaches or other initiatives to ensure they are designed to create school wide conditions to prevent and address HIB.
- The school's HIB programs, approaches or other initiatives are designed to create school-wide conditions to prevent and address HIB
- The School Safety team (SST) has identified patterns of HIB and reviewed school climate and school policies for the prevention of HIB

2) Training on BOE HIB Policy

- School Employees, contracted service providers, are provided training on the HIB policy
- The HIB policy training includes instruction on preventing HIB on the basis of protected categories enumerated in the Anti-Bullying Bill of Rights and other distinguishing characteristics that may incite incidents of discrimination or HIB
- The HIB policy was discussed with students, in accordance with the district's process for these discussions.

3) Other Staff Instruction and Training Programs

- Each teaching staff member completed at least two (2) hours of instruction in suicide prevention that included information on HIB, in each five-year professional development period.
- Each teaching staff member completed at least two (2) hours of instruction on HIB prevention, in each five-year professional development period.
- The school anti-bullying specialist (ABS) was given time during the usual school schedule to participate in -service training in preparation to act as the ABS.

- The members of the school safety team (SST) were provided with professional development in effective practices of successful school climate programs or approaches.
- School leaders have received information on the prevention of harassment, intimidation and bullying as part of their training on issues of school ethics, school law and school governance.

4) Curriculum and Instruction on HIB and Related Information and Skills

- The school provided ongoing, age-appropriate instruction on preventing HIB in accordance with the New Jersey Student Learning Standards.
- The school observed the “Week of Respect”, during the week beginning with the first Monday in October recognizing the importance of character education by providing age-appropriate instruction focusing on HIB prevention.

5) HIB Personnel

- The Principal appointed a school Anti-Bullying Specialist (ABS).
- The ABS met at least two times per school year with the District Anti-Bullying Coordinator (ABC).
- The School Safety Team (SST) meet at least two times per school year.

6) School Level Incident Reporting Procedure

- The school implemented the district’s procedure for reporting HIB that includes all required elements.
- The school implemented the district’s procedure for reporting new information on a prior HIB report.

7) HIB Investigation Procedure

- The school followed the BOE-approved policy on HIB investigation procedures which provides for:
- Notification to parents of alleged offenders and alleged victims in each reported HIB incident
- Completion of the investigation within ten (10) school days of the written incident report
- Preparation of a written report on the findings of each HIB investigation
- Results of the investigation were reported to the chief school administrator (OSA) within two (2) school days of completion of the investigation.

8) HIB Reporting

- The school has a procedure for ensuring that staff member reports (i.e., verbal and written) include the required information for all incidents of violence, vandalism and HIB.
- The district posts all HIB assessment scores on their web site.

Scoring Ranges and Parameters for Scoring

- 0-Does not meet the requirements
- 1-Partially meets the requirements
- 2-Meets all requirements

- 3-Exceeds the requirements

The highest possible score is 78 – this means that Every Indicator exceeded the requirements.

Scoring Notes

- A score of 52 indicates that on average, the indicators have been met
- Our school scores ranged from 65 to 76
- All 37 schools scored a 65 or higher
- The average score across all schools this year was 71, which is up from an average score of 70 for the 2023-2024 school year.

HIB Self-Assessment School Grades for the 2024-2025 School year.

- Sonia Sotomayor School No. 25 – Score of 76
- Chessie Dentley Roberts Academy School No. 30 -score of 76
- John E. Dwyer Technology Academy -Score of 76
- Benjamin Franklin No 13 – Score of 76
- Donald Stewart No. 51 – Score of 75
- George Washington No. 1 -Score of 75
- Juan Pablo Duarte – Jose Julian Marti No. 28 – Score of 75
- Terence C Reilly No.7- Score of 75
- Elmora School No.12 – Score of 74
- Mabel G Holmes School No. 5 - Score of 74
- Nicholas Murray Butler School No. 23 – Score of 74
- Christopher Columbus School No. 15 – Score of 73
- Thomas A. Edison Career and Technical Academy – Score of 73
- William F. Halloran School No.- 22- Score of 73
- Toussaint L'Ouverture- Marquis De Lafayette School No. 6 – Score of 72
- Victor Mravlag School No. 21 – Score of 72
- Abraham Lincoln School No. 14 - Score of 71
- Dr. Martin Luther King, Jr. School No. 52 – Score of 71
- Jerome Dunn Academy – School No. 9 – score of 71
- John Marshall School No. 20 - Score of 71
- Madison – Monroe School No. 16 – Score of 71
- Winfield Scott School No. 2 -Score of 71
- Dr. Orlando Edreira Academy School No 26 – Score of 70
- Joseph Battin School No. 4 - Score of 70
- Frances C Smith School No. 50 – Score of 69
- Thomas Jefferson Academy -Score of 69
- Woodrow Wilson- School No 19. Score of 69
- Elizabeth High School – Frank J. Cicarell Academy – Score of 68
- J. Christian Bollwage Finance Academy – Score of 68
- Nicholas S. LaCorte-Peterstown School No. 3 - score of 68
- Alexander Hamilton Preparatory Academy – Score of 67
- Dr. Antonio Pantoja School No. 27-Score of 67

- JVJ STEM Academy – Score of 67
- Admiral William F. Halsey, Jr. Health & Public Safety Academy – Score of 66
- Dr. Albert Einstein Academy - School No. 29 – Score of 66
- Robert Morris – School No. 18 – Score of 66
- iPrep academy – School No. 8 - Score of 64
- District Average 71

Mr. DiDonato showed highlights of the work done so far:

- Week of Respect – First full week of October
- HIB & Character Education Programming:
 - Panorama Education – Student /Parent Surveys & SEL
 - Character Strong- SEL Trainings/Curriculum
 - Positive Behavior Supports in Schools (PBSIS)
 - Harmony Power – Sensei John Mirrione
 - Therapeutic Learning Connections – Connie Palmer
 - Relationship Violence Training
 - Bully Busting Curriculum
 - Bound for Greatness Program
 - State /County Training for ABC
 - District HIB & SEL Trainings for Team Members
 - Guest Speakers at Schools
 - Cyber-Bullying/Internet Safety Training – “Kid’s Spreading Kindness” Union County Prosecutors Office
 - HIBster electronic reporting system – now in its 11th year.

Listed below are areas that will be focused on by the HIB Prevention Team in the 2025-2026 School Year

- Analyze Self-Assessment by school.
- Ensuring ongoing parental involvement on our School Safety/Climate teams for all our schools.
- Focus on training School Safety/Climate Teams in improving school climate at all schools.
- Focus on providing the most effective and appropriate interventions and consequences for each HIB investigation.
- Implementing and proactively addressing SEL/HIB/Character Education in person and virtual programming for all schools.

Panorama Education – SEL Program expanded and continuing in all 37 Schools.

Board of Education President Stan Neron began a review of the evening’s Agenda

Tab 1a) Official and Private Minutes (September 18, 2025) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (August 31, 2025). Mr. Kennedy commented that we are reporting the financial results through August 31, 2025, the second month of the fiscal year. It was not too long ago that the Board and the Finance team were putting together the budget, and we are now seeing the results of that effort as the District has been able to afford and maintain our after-school programs.

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

Tabs 2a and 2b) Mrs. Moreno-Ortega congratulated and thanked the eleven retirees mentioned in Tab 2a for their hard work and dedication over the years. In addition, Mrs. Moreno-Ortega showed how thick tab(s) 2a and 2b are tonight and most of the items waiting to be approved are for after-school and Saturday programs. She further welcomed the new teachers and wanted the audience to know that even in the midst of a nationwide and statewide teacher shortage that Elizabeth is still able to attract new talent.

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

Tab 3) Tuitions Report was added to the Agenda.

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

Tab 4a) Considerations was added to the Agenda.

Tab 4b) Use of Facilities was tabled and was to be discussed in Private Session.

Tab 4 b was added to the Agenda after the Private Session.

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

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

Tab 4d) HIB Report was added to the Agenda

Tab 5 and 5a) Authorizations Report- Mrs. Goncalves Pestana wanted to confirm that the only change to the 2025/2026 School Calendar was the ½ day scheduled for Friday October 24, 2025. Superintendent Hugelmeyer confirmed that was indeed a fact. This was being done to give teachers training in the new SLA testing procedures and protocols.

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

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

Tab 7) Award of Contracts Report –Mr. Kennedy stated that the three contracts listed for 2025-2026 Winter Sports Athletic Equipment and Supplies with George L. Heider dba Sportsman's, Johnstown, Pa, Varsity Brands Holding Company dba BSN/Sports Dallas, TX and MF Athletics Company, Cranston, R.I. were being rescinded due to issues with the Bid specifications. These contracts will be re-bid and will be presented at the November Board meeting. Mrs. Carvalho questioned whether teams would be out with uniforms due to the need to rebid these items. Mr. Kennedy assured her uniforms should be delivered in a timely manner. Mrs. Moreno-Ortega

commented on the Contract with the College of New Jersey which students to be in a dual enrollment program whereby they can earn college credits. This is a great opportunity for students to earn college credits prior to enrolling in college thus reducing the overall cost of a higher education. Board Member Jerry Jacobs asked Mr. DiDonato what grade requirements were needed in courses to earn college credit. Mr. DiDonato replied that a student has to earn a C or better to receive college academic credit. He further added that the credits that are earned are readily transferable between all New Jersey State Colleges and to most colleges and universities in the United States.

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

Mr. Jacobs took a moment to thank Elizabeth teacher Linda Gwizdz who was in the audience for always being at the Board Meetings as well at many events where she shows support and concern for students. He was grateful for her dedication to the Elizabeth school community. Board Member Charlene Bathelus also added her thanks to Ms. Gwizdz and noted that she was a student of hers when she was in school.

Mr. Neron introduced Student Representative, Hope Victor, and asked her to present her report to the community.

Good evening, Board Members, Community members, and Dr. Hugelmeyer.

My name is Hope Victor, and I am a senior at John E. Dwyer Technology Academy. I am truly honored to have been selected to represent my school as the Student Representative. This position has given me the opportunity not only to listen to and become a voice for my fellow students, but also to highlight the many wonderful things happening at Dwyer and throughout the Elizabeth Public School District.

This past September, Dwyer proudly celebrated Hispanic Heritage Month with the support and leadership of Dr. Coco, the advisor of our Multicultural Club. Throughout the month, Latin music filled our hallways, and quotes from Hispanic poets were shared daily over the school speakers. What may have seemed like a small gesture became a meaningful act of appreciation for many of us. In a world where cultural celebrations are often overlooked, it was powerful to see our school take the time to recognize and honor such a rich heritage. Students connected deeply with the music and messages, and this created a positive, inclusive atmosphere that reminded us that culture is not just acknowledged at Dwyer; it's also celebrated.

Also in September, we hosted our Back-to-School Night, which had an outstanding turnout. Parents, guardians, and families filled the halls, eager to meet teachers and learn more about their child's progress. It was a beautiful reminder that when families and schools work together, students win. The event showed how much our parents and guardians value their children's education and their futures.

At Dwyer, diversity is one of our greatest strengths. We take pride in embracing every heritage and ensuring that no one feels excluded. One of the things I love most about Dwyer is that students are encouraged to join any cultural club or heritage society, even if they don't share that background. As a Haitian American, I'm proud to be a member of the Haitian Society, but I've also found community and belonging in the Portuguese Club, where I've always felt welcomed and included. That kind of unity makes our school environment feel more like a family than just a place for students to be educated.

Beyond celebrating diversity and our culture, we're also preparing for the future. Dwyer has a strong focus on College and Career Readiness. Many of our seniors are currently applying to colleges and advanced programs, while others are exploring trade schools and specialized institutions. In fact, over 80% of our seniors plan to attend college, and about 20% are pursuing other post-secondary pathways. A major focus for many of us right now is completing the FAFSA, which is a critical step in making higher education more accessible and affordable for all.

We're also proud to share that Dwyer continues to shine on the national stage. Our students' hard work and perseverance are paying off. This year, four of our seniors were accepted into HBCUs, and one of our classmates, Kamylah Clayton, earned a full scholarship to the University of Notre Dame. These accomplishments reflect not just individual effort, but the dedication of our teachers, administrators, and families who push us to believe in what's possible and the chance to succeed at these prestigious institutions.

Every success, every celebration, and every milestone reminds me why I'm proud to represent John E. Dwyer Technology Academy and the Elizabeth Public School District. Together, we exemplify what happens when equity, effort, and excellence meet.

Thank you.

Board President, Stan Neron asked for Committee Reports.

Negotiations Committee

October 3, 2025

12:00 p.m. – 12:45 p.m.

Attendees: Jerry Jacobs, Board Member/Chairperson of the Negotiations Committee; Stanley Neron, Board President, Stephanie Goncalves Pestana, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Rajeev Malhotra Assistant School Business Administrator and Ed Kologi, Co-General Counsel.

The Committee was briefed on the progress of the EEA and EASC proposals. Keys points included finalizing a Memorandum of Understanding (MOU). The Committee reviewed proposed salary increases and compensation details for various roles. They also discussed the timing of professional development days. The Committee discussed a due date for delivery of the salary guides by the bargaining unit. A follow-up meeting with the EEA was scheduled for October 7, 2025, after which a meeting with the committee will be scheduled to review the outcomes of the aforementioned items.

Negotiations Committee

October 7, 2025

1:30 p.m. – 1:50 p.m.

Attendees: Jerry Jacobs, Board Member/Chairperson of the Negotiations Committee; Stanley Neron, Board President, Stephanie Goncalves Pestana, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Rajeev Malhotra, Assistant School Business Administrator and Ed Kologi, Co-General Counsel.

The Committee discussed the finalization of the Memorandum of Understanding (MOU) and exhibits and the next step of receiving salary guides from the NJEA and EEA for review. The MOU calls for mutual development of guides.

School Properties Committee

October 6, 2025

12:00 p.m. – 12:50 p.m.

Attendees: Maria Carvalho, Board Vice President/Chairperson of the School Properties Committee; Stanley Neron, Board President, Iliana Chevres, Board Member, Jerry Jacobs, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Rajeev Malhotra Assistant School Business Administrator, Luis, Milanés, Director of Plant, Property & Equipment, Ed Kologi, Co-General Counsel.

The Committee reviewed the bid results for the Williams Field Fieldhouse. The district is awaiting approval from the NJDOE Division of Finance and Facilities for the fieldhouse project. The Committee discussed adjusting 2025-2026 Use of Facilities fees charged to Community Groups to cover the full cost of after hour Security being incurred by the district. The Committee recommended deferring adjustment to the 2026-2027 school year with notification to users of new rates for the 2026-2027 school year in approval letters for 2025-2026 facility usage requests.

Education Management Committee

October 6, 2025

4:00 p.m. – 5:00 p.m.

Attendees: Stephanie Goncalves Pestana, Board Member/Chairperson of the Education Management Committee, Rosa Moreno-Ortega, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Ed Kologi, Co-General Counsel

The Committee discussed the decline in the district's student enrollment and the potential financial impact of the enrollment decline. The Committee further reviewed enrollment data for Pk 3 and PK4 students for both the Private Providers and the district classrooms. The Committee also reviewed the district's assessment calendar and discussed the NJSLA and NJGPA field tests scheduled for the Fall 2025 as well as the impact on the benchmark assessments having been canceled for the marking period. The Superintendent of Schools informed the Committee that the NJDOE will be monitoring the district via the New Jersey Quality Single Accountability Continuum (NJQSAC) self-evaluation in the areas of Instruction and Program, Fiscal Management, Governance, Operations and Personnel. The Committee was also provided recent legislative updates from the Garden State Coalition of Schools.

Finance Committee

October 8, 2025

12:00 p.m. – 1:00 p.m.

Attendees: Jerry Jacobs, Board Member/Chairperson of the Finance Committee; Stanley Neron, Board President, Stephanie Goncalves Pestana, Board Member, Dr. Olga Hugelmeyer,

Superintendent of Schools, Harold Kennedy, School Business Administrator, Rajeev Malhotra Assistant School Business Administrator, Alberto Marsal, Chief Information Officer, Don Sheehy, Information Technology Coordinator, Joe Griffith, Network Manager, Domingos Fernandes, Network Administrator, Ed Kologi, Co-General Counsel, Vince LaFergia and Kris Spinka; Vanguard Cyberpath and Patti Fahy; Insurance Broker for Acrisure.

The Finance Committee was provided a presentation outlining the district's technology infrastructure, cybersecurity strategies including measures to prevent, detect, and respond to cyber threats as district's insurance coverage related to potential cyber incidents.

Legal Committee

October 9, 2025

12:00 p.m. – 12:50 p.m.

Attendees: Isaias Rivera, Board Member/Chairperson of the Legal Committee; Stan Neron, Board President, Maria Carvalho, Vice President, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Ed Kologi, Co-General Counsel and Bob Varady, Co-General Counsel.

The Committee was briefed by the district's attorneys on all on-going legal matters and strategies. The Committee will be reviewing various policies and regulations at its next committee meeting scheduled for November 13, 2025.

Tab 8) Committee Reports were added to the Agenda

Tab 9) Claims list was added to the Agenda.

Resolutions – Mr. Jacobs asked what the Cool Grant application, (Resolution L), covered. Mr. Luis Milanes, Director of Plant, Property and Equipment, explained that if the District application to the Cool Grant program is approved it will cover Fifty (50) percent of the costs involved in replacing climate cooling machinery such as a chiller etc.

Resolutions 10 through 10p with exception of 10k were added to the agenda.

Mr. Neron stated the following

“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 Matters - specifically: Reorganization and Agenda Item tab 4b.

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

A motion was made by Ms. Bathelus and seconded by Mrs. Goncalves Pestana to go into private session at 7.55 p.m.

The motion was carried by the following vote:

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

Negative: None

A motion was made by Ms. Bathelus and seconded by Mr. Rivera to return to public session at 8:48: p.m.

The motion was carried by the following vote:

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

Negative: None

The following were added to the Agenda

Tab 4b

Resolution - Job Description/Organizational Chart

Resolution - Appointment of Interim Food Logistics Specialist

Mr. Neron asked Superintendent Hugelmeyer to present the H.I.B. Report for October.

Dr. Hugelmeyer presented the H.I.B. Report for the month of October.

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 September 18, 2025, and through October 7, 2025, our school counselors, school based social workers, and Supervisor of Anti-Bullying have completed 28 HIB investigations. Of these investigations 8 cases were Founded for HIB as per New Jersey law. There were 15 males, 19 females, 27 regular education students and 7 special education student that were the alleged victims. There were 24 males, 23 females, 34 regular education students, 10 special education students, 1 student from another district, 1 unknown student and 1 non-student that were the alleged offenders. Of the 8 cases Founded for HIB, 4 cases were Founded based on Race/National Origin, 2 cases were Founded based on Color, 1 case was Founded based on Gender, and 6 cases were Founded based on "Other" identifying characteristics. Of the services provided and actions taken for these investigations, there were 11 skill development lessons/trainings, 22 counseling sessions, 4 referrals for outpatient mental health treatment, 6 changes of classroom, 1 administrative counseling session, 8 in school detentions, 12 parent conferences, 2 referrals to outside agencies, 5 out of school suspensions, and 6 cases are continuing to be monitored.

3.) The HIB statute further requires that at the next regularly scheduled meeting after board members receive the initial report of HIB investigations, that the Board issue a decision, in

writing, to affirm, reject, or modify the superintendent's decision pertaining to the 1 case that was reported to you at the last Board meeting on September 18, 2025. In order for you to do so, the investigation summaries from that investigation, which was reported to you at the last board meeting, has been provided for your review prior to voting.

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

Opening Calendar
Official and Private Minutes (September 18, 2025)
Treasurer/Secretary's Report (August 31, 2025)
Personnel Reports
Tuition Reports
Superintendent's Reports
Authorizations Reports
Supplemental Authorizations Reports
Finance and Accounting Report – Pay Vouchers
Supplemental Finance and Accounting Report – Transfer of Funds
Award of Contracts Report
Claims List

Resolutions:

National Parental Involvement Day
Puerto Rican Heritage Month
Veteran's Day
National French Week
Anti-Litter Campaign
Approval of Employment Contracts 2025-2026 (Asst. Supt.'s & BA)
E.S.C. of NJ Master Special Education Tuition Agreement 2025-2030
U.C.E.S.C. 2025-2026 Non-Public ESEA-ESSA Title I Agreement
Requisition for Taxes
Long Range Facilities Plan Minor Amendment
Transfer of Maintenance Reserve Funds
Payment for Unused Sick Days
Payment for Unused Vacation Days
Accepting Purchase Offers For Out Of Service Vehicle
Remembrance The Honorable John F. Malone
Reorganization – Job Descriptions/Organizational Chart
Appointment of Interim Food Logistics Specialist

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

The motion was carried by the following vote:

Affirmative. Dr. Barbosa, Ms. Bathelus (with an abstention on Tab 7 Award of Contracts pg. 4 Contract with Union County Prosecutor's Office Cyber Bullying and Internet Safety), Mrs. Carvalho (with an abstention on Tab 4a Item #6 Crystal Ahearn attendance at the ACTE NF Career Tech Vision Conference Nashville Tenn 12/8-12/11. Tab 4bb, item 2 Elizabeth Police Dept., use

of Williams Field 11/8, Resolution 10e Dr. Jennifer Cedeno.) Mrs. Chevres (with an abstention on Tab 7-page 3 contract with Prevention Links Student Support Services. Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, (with an abstention on Tab 7 Award of Contracts pg. 4 Contract with Union County Prosecutor's Office Cyber Bullying and Internet Safety Messers. Rivera, Neron (with an abstention on Tab 2a Personnel Report Pg. 26 Title III After School Program Administrators Subs -Donald Dulorie, with an abstention on Tab 2a Personnel Report Pg. 27 Title III After School Program Administrators Subs -Donald Dulorie with an abstention on Tab2a Personnel Report Pg. 38 Title III After School Program Administrators Alexander Hamilton Prep Subs -Donald Dulorie with an abstention on Tab 2a Personnel Report Pg. 26 Title III After School Program Administrators Subs -Donald Dulorie, with an abstention on Tab2a Personnel Report Pg. 45 K-8 After School Academic Program ELA/Math Administrators Sub-Columb Thomas-Petit Tab2a Personnel Report Pg. 74 Saturday Athletic Programs K-8 Program Administrators Subs -Donald Dulorie, Tab 4bb, item 2 Elizabeth Police Dept., use of Williams Field 11/8, Tab 7-page 3 contract with Prevention Links Student Support Services Resolution 10e Dr. Jennifer Cedeno/Mr. Rafael Cortes.) -9

Negative: none

On a motion made by Ms. Bathelus and seconded by Mr. Jacobs, the meeting was adjourned at 9:05 p.m.

The motion was carried by the following vote:

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

Negative: none

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