

Approved 22nd January 2026
Board Meeting_

BOARD OF EDUCATION
(Official)

December 18, 2025
Elizabeth, New Jersey

Board President Stanley J. Neron called the meeting to order at 7:25 p.m. and welcomed everyone to the December 18, 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 December 15, 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 the Thomas G. Dunn Sports Center and to our television viewers to this December 18, 2025, meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

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

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

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

Present: Dr. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, (arrived at 7:51p.m.), Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, Messers. Rivera, 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, School Business Administrator/Board

Secretary Harold E. Kennedy, Jr. Assistant School Business Administrator Rajeev Malhotra, Deputy Counsel, Heather Savage Ford Esq, and Co-General Counsel Michael Simitz Esq., of Kologi Simitz Law Office, were in attendance.

Mr. Neron asked everyone to please stand for a Moment of Silence in Memory of:

Oneida Duran Former Elizabeth Board of Education School Board Member

Marie Rose Iuliano Retired Administrative Secretary I, Dr. Antonia Pantoja School No. 27

Janis L. Jones Retired Eighth Grade Teacher, William F. Halloran School No. 22

Joyce Ortel Retired Administrative Secretary II, Human Resources and Retired Secretary for Elizabeth Education Association

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 Member Charlene Bathelus.

The National Anthem was played.

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

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

Douglas Matute is a senior at Elizabeth High School–Frank J. Cicarell Academy, where he serves as a member of the School Improvement Panel. In this role, he collaborates with teachers, provides a voice for student concerns, and supports meaningful improvements in teaching and learning for students across all grade levels.

He is also a proud member of both the National Math Honor Society and the National Science Honor Society, as well as the school’s Student Government. In addition, he has been recognized by the College Board as an AP Scholar for passing three or more Advanced Placement exams. Beyond his academic responsibilities, Douglas is actively involved in a wide range of extracurricular activities. He has served as a co-captain of the Elizabeth Odyssey of the Mind program for three years. He is also an alumnus of the American Legion Jersey Boys State of the Year 2025, where, as a high school junior, he spent one immersive week learning how to create a mock state government, campaign, debate, and run for office. Through this experience, he strengthened his leadership, civic engagement, and collaborative problem-solving skills. In addition to his academic and leadership commitments, Douglas is a dedicated musician at Elizabeth High School–Frank J. Cicarell Academy. He plays the drums and a wide assortment of percussion instruments, performing in multiple ensembles, including the Wind Ensemble, the Elizabeth High School Marching Band, and the Indoor Percussion Ensemble. He has been recognized for the passion and emotion he brings to the performing arts and to the visual storytelling embedded in each production.

With his dedication to serving students, strong leadership experience, and broad involvement in extracurricular activities, Mr. Matute remains passionate and committed to representing his school and peers with integrity and resilience.

Mr. Neron asked Mr. Kennedy to memorialize Mr. Matute's attendance in the official minutes of the meeting which was noted and Mr. Matute's attendance is recorded in this, the official minutes of the meeting.

Mr. Neron introduced the multiple award-winning Elizabeth Advanced Jazz Ensemble conducted by Music Teacher and Band Director Meredith Foreman who played "Jazz in the World" arranged by Victor Lopez.

Mr. Neron began this month's recognitions segment by saluting the Elizabeth High School Marching Band, led by Music Teacher and Band Director Miquel Bolivar, which recently competed in state and national competitions. Elizabeth placed fifth overall in the state while the Percussion Section won the Group IV championship. In addition, in the USBands Competition, the EHS Band placed third and the Percussion Section finished first capping off an undefeated season for the Percussion team. A video was played which showed highlights of the EHS band in competition.

The Board president congratulated the EHS Band for all they achieved and saluted and recognized all the hard work necessary to compete at such a high level.

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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 Franchini, to address the Board.

Mrs. Franchini spoke about reduced student numbers at a contracted Early Education Center.

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.

At Mr. Neron's request, Dr. Hugelmeyer presented the Community announcements:

Dr. Hugelmeyer recognized the thirty-year career and service of Chief Information Officer, Mr. Alberto Marsal who was retiring at the end of December. The Superintendent asked everyone to honor the legacy of accomplishments of Mr. Marsal. A Video Tribute was played recapping his career and the contributions of Mr. Marsal to the Elizabeth School District.

Mr. Neron also congratulated Mr. Marsal and then read the following resolution.

BOARD OF EDUCATION RESOLUTION

WHEREAS, Alberto A. Marsal, a graduate of Elizabeth High School's Class of 1980, served the Elizabeth Public Schools and the members of the Elizabeth community with great ambition and dedication for 30 years, and

WHEREAS Alberto A. Marsal was appointed Novell Network Manager on October 1, 1995 at the start of a three-decade era in which Elizabeth Public Schools experienced a dramatic increase in student enrollment and new school facilities as well as a seismic advancement of software, hardware, and internet technology throughout the world, and

WHEREAS, as a Manager, Director, Coordinator, and Chief Information Officer, Alberto A. Marsal was the leader Elizabeth Public Schools needed to meet and rise above the challenges that came during these parallel unprecedented expansions, directing infrastructure upgrades throughout Elizabeth Public Schools that led to a unified email system, converting the district to Microsoft and subsequently Microsoft 365, installing fiberoptics districtwide to increase network capacity, and upgrading internet capacity among many transformational improvements, and

WHEREAS, one of those landmark technology integrations guided by Alberto A. Marsal was Elizabeth Public Schools' introduction of the Pearson PowerSchool student information system in 2007, forever changing the district's management of student data such as attendance, grades, and extracurricular enrollments and connecting families to their children's education in a way previously unimagined by providing accessibility to up-to-the-minute academic information, and WHEREAS, Alberto A. Marsal was instrumental in the creation of iLeap Centers at several district schools, which are state-of-the-art media centers fully equipped with laptop and desktop computer stations, flat screen televisions, and wireless internet access to a vast supply of online reference materials, including textbooks, instructional videos, newspapers and magazines, and

WHEREAS, Alberto A. Marsal's vision helped usher in a transformational era of classroom instruction for Elizabeth Public Schools as the district introduced its Leap to the Future Initiative in 2013, equipping every student in grades 3-12 with portable devices to establish 1-to-1 blended learning in all schools, which eventually expanded to each student in every grade and led to the district being recognized by the White House and U.S. Department of Education for its educational innovation, and

WHEREAS, during one of the most difficult times in our history, through systems that had previously been developed and integrated within the district, Alberto A. Marsal and the members

of his technology department were able to ensure that Elizabeth students were able to continue their education during the global COVID-19 pandemic through virtual learning, positioning the district well ahead of other districts throughout the states in terms of the speed and efficiency in which students were reconnected with their teachers and with learning, and

WHEREAS, through the leadership and guidance of Alberto A. Marsal during his 30-year career, Elizabeth Public Schools has expanded its technological capabilities and classroom instruction in a way that has ensured several generations of Elizabeth Public Schools students have had or will have the opportunity to develop a love for learning, achieve excellence, and pursue their dreams. NOW, THEREFORE BE IT RESOLVED, that the Elizabeth Board of Education and Elizabeth Public Schools honor and celebrate the extraordinary accomplishments and legacy of Alberto A. Marsal.

BE IT FURTHER RESOLVED, that the resolution be spread on the official minutes of the Elizabeth Board of Education and a copy of this resolution be presented to Alberto A. Marsal with heartfelt gratitude and appreciation for his devoted service to the Elizabeth Public Schools and with the fondest wishes of health and happiness in his retirement. Elizabeth, New Jersey.

Mr. Kennedy, as Board Secretary and keeper of the minutes, presented Mr. Marsal with a copy of the agenda showing his official retirement with 30.3 years of service to the District.

Dr. Hugelmeyer continued by announcing that the Board would be recognizing the Twelve-Year Service of Board Member and current Board President Stanley J. Neron. Mr. Neron is leaving the Board to now serve as a Union County Commissioner. The Superintendent reflected on the many personal contributions and accomplishments during his time on the Board. She cited giving each individual student their own personal pathways to success, much needed policy revisions and always remaining steadfast in his mission to put children first.

The Superintendent then introduced a Tribute Video highlighting many of Mr. Neron's accomplishments.

At the conclusion of the Video, Dr. Hugelmeyer read the following resolution

BOARD OF EDUCATION RESOLUTION

WHEREAS Stanley J. Neron was a champion of the children of Elizabeth Public Schools during his 12 years of service as a member, Vice President, and President of the Elizabeth Board of Education, and

WHEREAS, Stanley J. Neron humbly served the community with great passion, taking many opportunities to thank the men and women who came before him that led by example and demonstrated great resiliency and determination in defying the odds and achieving roles of leadership, paving the way for him to be the type of leader who also could influence and inspire future generations of Elizabeth children to defy the odds and achieve their dreams, and WHEREAS, Stanley J. Neron took to heart his roles as a community servant and role model while on the Board, seeking to ensure Elizabeth Public Schools provided the best education possible while being a positive and uplifting example to Elizabeth's children and a staunch defender of the interests of Elizabeth's taxpaying residents, and

WHEREAS, Stanley J. Neron was instrumental in revising the graduation policy to ensure that students had personalized pathways to success, helping to bring equity to learning communities with actions such as moving the school community of Nicholas Murray Butler School No. 23 into the building of Dr. Orlando Edreira School No. 26, and recognizing great contributors to the Elizabeth community by taking a prominent role in in the dedication of the Thomas A. Edison 9th

Grade Academy in honor of long-time district team member and community activist Charles W. Harris and assisting in the naming of the district's high school finance academy in honor of longtime Elizabeth Mayor J. Christian Bollwage, and

WHEREAS, Stanley J. Neron introduced resolutions for National Law Enforcement Appreciation Day and Gun Violence Awareness Month, served on the School Safety and Antibullying special task forces, spoke to Elizabeth Public Schools graduates of the Law Enforcement Against Drugs program, and, in partnership with Elizabeth Police Department Chief Giacomo Sacca, started the Elizabeth Police Department Mentoring Program with students from various district schools, always having an eye on the safety and wellbeing of Elizabeth Public Schools students and the learning community as a whole, and

WHEREAS, Stanley J. Neron pushed to renew the community's pride in the Thomas G. Dunn Sports Center and the district's athletics and arts programs, reinvesting in the center's infrastructure by installing a new gym floor, bleachers, interactive scoreboards, and championship banners, purchasing new uniforms for the Elizabeth High School marching band, and hosting Night of Champions ceremonies to celebrate the districts highest-level championship teams and marching bands, and

WHEREAS, from the first day he took his seat as a Board member to serve the Elizabeth community, Stanley J. Neron's focus and work has always been to elevate Elizabeth's children and the instructional programs Elizabeth Public Schools offers them, guided by his belief that, "If you really want to know your city, visit a school and look at the city's investment in the children's capacity to learn and grow. When a city makes the children its priority, the seeds of hope are planted."

NOW, THEREFORE BE IT RESOLVED, that the legacy of tireless, devoted, determined, and loving leadership that Stanley J. Neron demonstrated during his four-term tenure as a member of the Elizabeth Board of Education be recognized with great appreciation and heartfelt gratitude.

BE IT FURTHER RESOLVED, that the resolution be spread on the official minutes of the Elizabeth Board of Education meeting to honor his service to the Elizabeth Public Schools and a copy of the resolution be presented to Stanley J. Neron. Elizabeth, New Jersey December 18, 2025.

Mr. Neron announced that a Memorandum of Agreement had been reached between the Elizabeth Board of Education and the Elizabeth Education Association for the period (July 1, 2025 and June 30, 2028).

A motion was made by Mr. Jacobs and seconded by Dr. Barbosa to approve the Resolution memorializing the Memorandum of Agreement between the Elizabeth Board of Education and the Elizabeth Board of Education

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Ms. Bathelus, Mr. Jacobs, Mrs. Goncalves Pestana, Messers. Rivera, Neron -6

Abstentions- Mmes. Carvalho, Chevres, Moreno-Ortega-3

Negative: none

3Mr. Jacobs took a few moments to thank all those who were involved in the contractual process, especially his fellow Negotiations Committee Members, Ms. Bathelus, Mrs. Goncalves Pestana

and Mr. Rivera., along with Dr. Hugelmeyer, Mr. Kennedy, Mr. Malhotra and the Assistant Superintendents, Board Counsel, Mr. Kologi and Board Consultant Mr. Lerch.

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

Tab 1a) Official and Private Minutes (November 25, 2025) were added to the Agenda.

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

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

Tab 3) Tuitions Report was added to the Agenda.

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

Ta 4a) Considerations was added to the Agenda.

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

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

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

Tab 4d) HIB Report was added to the Agenda

Tab 5) Authorizations Report was added to the Agenda.

Tab 6 and 6a) Finance and Accounting Report/Supplemental Finance and Accounting Report were added to the Agenda

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

Mr. Neron introduced Student Representative, Douglas Matute and asked him to give his report to the community

Good evening, members of the Board of Education, Superintendent Dr. Hugelmeyer, and Community Members.

I am truly pleased and honored to serve as the Student Board Representative of Elizabeth High School–Frank J. Cicarell Academy and to provide a voice for students in our community this evening. I take great pride in serving in this role.

I am currently a senior, serving on the School Improvement Panel and participating in Student Government. These positions have strengthened my connections with my peers by giving me opportunities not only to listen to student voices, but also to advocate for positive change within my school community. They have also allowed me to branch out into various clubs and extracurricular activities, further strengthening my relationships with both students and teachers. Since the start of the 2025–2026 school year, students have demonstrated their dedication to and pride in our school community. We began the year with an exuberant Pinktober event, coordinated by the Elizabeth High School Relay for Life program, to raise awareness, educate

the public, and support research for the prevention, diagnosis, and treatment of breast cancer. Students showed their support by purchasing school supplies, pink ribbons, pins, and accessories sold by our National Honor Society officers.

In addition, during the week of October 6–10, Frank J. Cicarell Academy celebrated its annual Spirit Week as part of the Week of Respect. Each day featured a themed event—such as Blue Shirt Day, Sunglasses Day, and Class Color Day—that encouraged students to promote school spirit. The overall theme of the week, “*It’s Cool to Be Kind,*” emphasized respect and positive behavior throughout the school community.

Our annual Relay for Life efforts also began with students forming teams with their peers and friends to raise funds for the American Cancer Society. In connection with this initiative, our community hosted a 5K run in which students and parents generously gave their heart, time, and money to support the cause. This event proudly raised \$4,000 for the American Cancer Society. Additionally, students are currently participating in our Letters from Santa campaign, another meaningful fundraising initiative. At this time, 11 elementary schools across the district are participating, with many more expected to join.

Education Management Committee

December 1, 2025

4:00 p.m. – 4:45 p.m.

Attendees: Stephanie Goncalves-Pestana, Board Member/Chairperson of the Education Management Committee; Stanley Neron, Board President, Rosa Moreno-Ortega, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator and Michael Simitz, Co-General Counsel,

The meeting focused on reviewing student performance data, particularly for 9th-grade students in English Language Arts and Mathematics. The committee reviewed interim assessment results, highlighting year-over-year growth in English Language Arts proficiency and discussion on the challenges in mathematics performance across different high schools. In addition, the committee reviewed MyAccess data to evaluate student writing skills for general education and bilingual students at the 9th grade. The committee also reviewed data on the performance of 9th-grade students in math courses, focusing on Geometry and Algebra 2. The data showed varying levels of proficiency across the high schools. Lastly, the committee reviewed data on bilingual students' performance in English language arts and mathematics, highlighting their progress and challenges.

Legal Committee

December 11, 2025

12:00 p.m. – 1:00 p.m.

Attendees: Isaias Rivera, Board Member/Chairperson of the Legal Committee; Stephanie Goncalves Pestana, Board Member, Iliana Chevres, Board Member Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator, Rajeev Malhotra Assistant Business Administrator, Ed Kologi, Co-General Counsel and Richard Flaum, Special Counsel.

Mr. Flaum presented current special education matters to the committee and explained legal strategies as well as plans moving forward. Mr. Flaum reviewed a recent department of education memorandum on changes to special education due process settlement conferences.

The committee also discussed updating the technology policy to include new devices as well as the development of a policy on Artificial Intelligence.

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, Interviews

Legal Matters specifically, Workers Compensation; J.R., N.A., and S.T. Award of Contracts; N.J. Cool Grant

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

A motion was made by Ms. Bathelus and seconded by Mrs. Carvalho to go into private session at 9:10 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, Messers. Rivera, Neron. - 9

Negative: None

A motion was made by Mrs. Carvalho and seconded by Dr. Barbosa to return to public session at 10:38 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, Messers. Rivera, Neron -9

Negative: None

The following were added to the Agenda

Appointment of Principal of Halsey Academy – Veronica Vega

Appointment of Vice Principal of Halsey Academy – Chrystal Lynn Rinehold

Workers' Comp Settlement – N.A.

Workers' Comp Settlement – N.A.

Workers' Comp Settlement – S.T.

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

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 November 25, 2025, and through December 9, 2025, our school counselors, school based social workers, and Supervisor of Anti-Bullying have completed 33 HIB investigations. Of these investigations 12 cases were Founded for HIB as per New Jersey law. There were 22 males, 16 females, 24 regular education students and 14 special education student that were the alleged victims. There were 28 males, 21 females, 30 regular education students, 16 special education students, and 3 non-students that were the alleged offenders. Of the 12 cases Founded for HIB, 1 case was Founded based on Religion, 3 cases were Founded based on Sexual Orientation, and 9 cases were Founded based on “Other” identifying characteristics. Of the services provided and actions taken for these investigations, there were 14 skill development lessons/trainings, 26 counseling sessions, 2 behavioral interventions, 11 referrals for outpatient mental health treatment, 4 changes of classroom, 1 change of school placement, 4 administrative counseling sessions, 2 in school detentions, 21 parent conferences, 4 referrals to outside agencies, 1 professional development training, 13 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 56 cases that were reported to you at the last Board meeting on November 25 , 2025. 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.

Welcome to the Public Hearing on Harassment, Intimidation and Bullying (HIB) and our Student Safety Data System Reporting for the period starting January 1, 2025, and ending June 30, 2025.

In July 2011, the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, chapter 122.

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.” 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.

A resolution was put before the Board in September declaring the week of October 7-11, 2024, Week of Respect. Each of our schools planned appropriate activities for this week.

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, bullying and violence or vandalism, which occurred during the reporting period.

From January 1, 2025, through June 30, 2025, there were 299 HIB investigations completed by appropriate school staff. Of those cases investigated, 112 were confirmed cases of HIB and were affirmed by board members. The following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates, Deputy Counsel and Anti-Bullying Coordinator conducted these investigations:

- Jameelah Ward
- Catherine Calderon
- Nafeesa Freeman
- Brieem Towns
- Dinorah Mejia
- Fabi Ramos
- Andreia Giuca
- Maureen Creagh
- Melissa De La Cruz
- Yessenia Torres
- Jeanette Quito
- Gabrielle Gonalez
- Natasha Jean-Baptiste
- Meghan Courtney
- Valentina Mafla
- Sofia Verma
- Jaqueline Lupones
- Daniela Tropeano
- Jada Nicholson
- Yomaira Carrero-Iglesia
- Kristina Pedulla
- Samiyah Simpson
- Daniel Kaingu
- Tanya Santucci
- Jessica Ortega
- Daniela Damiani
- Shayra Bustamante
- Cindy Lichtenstein
- Kathy Amato
- Melvin Luciano
- Antonio Sapio
- Nagwa Elsamra
- Sarah Brown
- Kathy Santos
- Jennifer Hernandez
- Kailey Monteiro
- Briana Tanga
- Kenyetta Jackson
- Colleen Reynolds
- Amanda Irizarry
- Lourdes Soto
- Naima Rodriguez
- Ana Reis
- Lauren Cortes
- Christine Flaherty
- Johanna Ojeda
- Karen Slusher
- Kerry O'Connor
- Kristen Bradley

- Laura Bellevue
- Valeria Varona
- Briana Kane
- Jessica Sofranko
- Steven Zografos
- Wendy Maravi
- Christine Rappa
- Edson Martinez
- Imani Lewars
- Cindy Goncalves
- Natasha Carter
- Ishmael Medley
- Jessica Sepulveda
- Safiyyah Howell
- Carmen Sierra
- Jill Aller
- Judith Valdez
- Felice Fabiano
- Tamara Guzman
- Yasmin Maher
- Desann Brown
- Norma Cardona
- Lauren Delgado
- Chanise Hurst
- Daniela Grinienko
- Heather Savage-Ford and,
- Peter Vosseler

Of the Founded cases for HIB, there were 19 incidents based on race/ethnic origin, 9 incidents based on color, 2 incidents based on religion, 11 incidents based on sexual orientation, 14 incidents based on gender, 2 incidents based on gender identity or expression, 5 incidents based on a mental, physical or sensory disability, and 92 incidents based on other targeted bases.

Of the Founded incidents, 84 incidents were verbal. 54 incidents were physical, and 28 incidents involved an electronic communication.

For all HIB investigations there were 95 out of school suspensions, 84 in school detentions, 31 classroom changes, 7 changes of school placement, and 23 administrative counseling sessions.

Additional services such as in-school/virtual counseling, skill development assignments, classroom SEL lessons, referrals for outside mental health treatment resources, referrals to outside agencies, parent conferences and behavioral intervention plans were offered to involved students.

Between January 1, 2025, and June 30, 2025, the district provided appropriate HIB training to school counselors and social workers, and to new staff and support staff in the district. The district also provided the two-hour State required HIB training, for each five-year developmental period, to certified staff throughout the district. 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. Non-certificated staff also received training. New school level administrators and new HIB staff received training in the HIBster reporting program.

From January 1, 2025 through June 30, 2025 there were 854 total incidents districtwide, which includes 327 incidents of Violence, 39 incidents of Vandalism, 364 Substance Abuse incidents, and 24 Weapons incidents. There were also 349 Other Incidents Leading to Removal. Is there anyone who would like to comment on tonight's report?

There were no comments nor questions so the Public Hearing was closed.

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

Opening Calendar

Official and Private Minutes (November 25, 2025)

Treasurer/Secretary's Report (October 31, 2025)

Personnel Reports

Tuitions Reports

Superintendent's Reports

Authorizations Reports

Finance and Accounting Report – Pay Vouchers

Supplemental Finance and Accounting Report – Transfer of Funds

Award of Contracts Report

Claims List

Resolutions:

School Board Member Recognition Month

Martin Luther King, Jr. Observance

Payment for Unused Sick Days

Payment for Unused Vacation Days

Transfer of Capital Reserve Funds

Transfer of Maintenance Reserve Funds

Appointing Power with Prestige, Inc. – Generator Replacement Dwyer-Halsey

Approving School Transportation Contract – D&Z Signature Transportation

Approving School Transportation Contract – Shore Vans, Inc.

Approving School Transportation Contract – Villani Bus Co., Inc.

Alberto A. Marsal Recognition

Stanley J. Neron Recognition

MOA EEA and BOE

Appointment of Principal of Halsey Academy – Veronica Vega

Appointment of Vice Principal of Halsey Academy – Chrystal Lynn Rinehold

Oneida Duran Recognition

Workers' Comp Settlement – N.A.

Workers' Comp Settlement – N.A.

Workers' Comp Settlement – S.T.

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

The motion was carried by the following vote:

Affirmative. Dr. Barbosa, Ms. Bathelus, Mrs. Carvalho (with an abstention on Memorandum of Agreement between the Elizabeth Board of Education and the Elizabeth Education Association. Tab 4b, item #1 Elizabeth PAL, use of the gym at Einstein Academy School No.29 for Basketball 1/9/26 to 6/12/2026, Tab 4b Item #2 Elizabeth PAL use of C.D. Roberts School No. 30 gym for basketball 1/9/26 to 6/12/26. Mrs. Chevres (with an abstention on Memorandum of Agreement between the Elizabeth Board of Education and the Elizabeth Education Association. Tab 4a Item #2 Luis Milanes and Orlando Cornet attendance at NJ School Buildings and Grounds Association and Conference 3/22-3/26). Mr. Jacobs, Mrs. Moreno Ortega (with an abstention on Memorandum of Agreement between the Elizabeth Board of Education and the Elizabeth Education Association). Mrs. Goncalves Pestana, Mr. Rivera, Mr., Neron, (with an abstention on Tab 2a pg. 22/23 Administrator Hamilton Academy 2025/2026 Graduation Appeals Portfolio Program, Tab 2a Pg 44-45 Administrator Saturday Athletic Program 11/26/25 to1/30/26 Tab 4b, item #1 Elizabeth PAL, use of the gym at Einstein Academy School No.29 for Basketball 1/9/26 to 6/12/2026, Tab 4b Item #2 Elizabeth PAL use of C.D. Roberts School No. 30 gym for basketball 1/9/26 to 6/12/26. -9

Negative: none

On a motion made by and seconded by Mrs. Goncalves Pestana, the meeting was adjourned at 10: 52 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, Messers. Rivera, Neron -9

Negative: none

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