

Approved June 18th
Board Meeting

BOARD OF EDUCATION
(Official)

April 23, 2026
Elizabeth, New Jersey

Board President Maria Z. Carvalho called the meeting to order at 5:43p.m. and welcomed everyone to the April 23, 2026, 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 April 17, 2026. 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 April 23, 2026, 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, Miss Bathelus, (arrived 5:46), Mmes. Chevres, (via Virtual Platform), Clervoyant-Noel, Moreno-Ortega (arrived at 6:39), Goncalves Pestana, Mr. Rivera, Mrs. Carvalho
-8

Absent -Mr. Jacobs (1)

Superintendent of Schools Dr. Olga Hugelmeyer, Assistant Superintendent for Teaching and Learning Dr. Jennifer Cedeno, Assistant Superintendent for Schools Mrs. Judy Finch-Johnson, , School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Chief of Operations Frank Cuesta, Deputy Counsel, Heather Savage Ford Esq, and Co-General Counsel Edward Kologi, Esq., of Kologi Simitz Law Office, were in attendance.

Mrs. Carvalho asked everyone to please stand for a Moment of Silence in Memory of:

Francesco Emma
Retired Truck Driver/Utility Person, Warehouse Plant and Property

Tauheedah Muhammad
Former Security Guard, Admiral William F. Halsey, Jr.
Health and Public Safety Academy

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 Dr. Diane Barbosa.

The National Anthem was played.

The Pledge of Ethics was led by Board Member Stephanie Goncalves Pestana.

Mrs. Carvalho asked Superintendent of Schools, Dr. Olga Hugelmeyer, to introduce the Student Representative to the Board for the month of April.

Edward Cax Merida is currently a senior at J. Christian Bollwage Finance Academy. He serves as: President of both the National Honor Society and the Debate Club, Secretary of the Community Service Club, a member of the Future Business Leaders Club, and one of eight Student Representatives for the Elizabeth Board of Education. Through these roles, Edward strives to help his peers develop valuable life skills related to public speaking, research, and debate. He also works to ensure his school is well represented—whether by volunteering within the community or advocating for student perspectives—so that every student’s voice is heard. Beyond his academic responsibilities, Edward is actively engaged in a wide range of extracurricular and service activities. Throughout his high school career, he has committed his weekends to volunteering at his local church, C.M.B. (Comunidad Misionera Bethel), where he teaches children ages 7–13 and assists the multimedia team to ensure services run smoothly. Through these experiences, he has developed strong leadership and mentorship skills. Edward has accumulated over 200 community service hours. Those hours include but are not limited to participating in the City of Elizabeth Earth Day Clean Up in 2025 and 2026, as well as walking in the Portugal Day Parade in 2025.

In addition, Edward is the Debate Club founder and president. Plus, he is actively involved in the Speech & Debate Team at J. Christian Bollwage Finance Academy, where he attends weekly meetings and participates in Saturday congressional-style debates, which further strengthen his time management and quick-thinking abilities.

Edward remains committed to serving his community and representing J. Christian Bollwage Finance Academy and his peers with pride and dedication.

Mrs. Carvalho asked Mr. Kennedy to memorialize Mr. Edward Cax Merida's attendance in the official minutes of the meeting, which was noted and Mr. Merida's attendance is recorded in this, the official minutes of the meeting.

Mrs. Carvalho 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."

Mrs. Carvalho called upon the first participant, Bianca Gambetta, to address the Board.

Ms. Gambetta spoke about the End of Year Exam Schedule and Board Policy..

Mrs. Carvalho thanked her for her comments.

Mrs. Carvalho called upon the next participant, Maria Lorenz, to address the Board.

Ms. Lorenz spoke about the lack of skilled translators at Board Meetings.

Mrs. Carvalho thanked her for her comments.

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

Board President Maria Carvalho stated that as Board President, it is my continued vision to develop our children into confident, intelligent, skilled, and caring adults who will be ready to

show the world the greatness that comes from Elizabeth, New Jersey while witnessing and celebrating their successes along the way.

During the month of April, we recognize Autism Acceptance Month by celebrating the students and teachers from our district's autism program and recognize the efforts of our special services department and the E-SEPAC who both work to support our students with special needs and their families. The amazing talents and personalities shown by our students with special needs inspire us to think and view the world from unique perspectives and to go beyond conventional boundaries, recognizing the beauty of being different.

I am pleased to honor and celebrate neurodiversity with the rest of our learning community and to introduce one of my Board colleagues who shows great passion and dedication toward supporting special education. During the many years that I have had the privilege of serving on the Board besides her, she has routinely participated in events and activities here in Elizabeth Public Schools and throughout the Greater Community to support young people with special needs and their families, especially during Autism Acceptance Month. Please welcome Board Member Diane Barbosa.

Dr. Barbosa stated that, "In addition to recognizing our E-SEPAC members, I would like to introduce a video that shows some of the activities that have taken place this month during Autism Acceptance Month, a couple success stories shared by parents of children who are in our special needs programs, which I know are just a couple of many, and highlights the monthly newsletter that has been issued by the district's Special Services Department. The contents of this video really illustrate the extraordinary work that is done by all of our team members in the Special Services Department, both in our schools and in our administrative offices. Let's take a look.

The video was played

Dr Barbosa said "From the bottom of my heart, I just want to express my appreciation and gratitude for all the members of our Special Services Department, our E-SEPAC members, our community of families with students who have special needs, and most importantly, the people who we do it all for, our students with special needs." You, our students, continue to inspire us and amaze us every day with your growth, creativity, and talents. I look forward to continuing watching your growth into successful young men and women who make their mark on life. Thank you.

Mrs. Carvalho thanked her for her comments.

Board of Education President Maria Carvalho began a review of the evening's Agenda

Tab 1a) Official and Private Minutes (February 19, 2026) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (February 28 2026), was added to the Agenda

Tab 2a) Personnel Report/Supplemental Personnel Report – Mrs. Carvalho asked Mr. Cuesta to give a synopsis of this evening's Personnel Report.

Mr. Cuesta stated that in tonight's report there is one promotion, eighteen changes in salary because of staff members obtaining their Master's Degree, or 32 credits beyond the master's

degree level as well as one person obtaining their Doctorate. In addition, there are six transfers, one resignation and one appointment of a teacher. Mr. Cuesta added there were ten retirements and he wished all retirees well.

Mrs. Carvalho noted that among the retirements there were four teachers, each with over twenty-five years of service to the district.

Tab 2a) Personnel Report/Supplemental Personnel Report were added to the Agenda.

Tab 3) Tuitions Report was added to the Agenda.

Tab 4a) Considerations – Dr. Hugelmeyer highlighted that among tonight’s Considerations were a commitment to continuous learning by administrators and staff. The Director of Bilingual/ESL and a social worker from her staff will be attending the School Social Workers Managing Cultural Change: “Expand Your Knowledge and Elevate Your Practice” Conference. In addition, the Director of Student Services has submitted a request for multiple members of his staff to attend the New Jersey Association of School Social Workers Spring Conference. A further request from the Director of Student Services sought approval for five counselors to attend the New Jersey Association for College Admission Counseling Conference. Also, the Director of Early Childhood will have five Master teachers virtually attend the High Scope International Conference

Tab 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 and 5a) Authorizations Report and Supplemental Authorizations Report were 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- An overview of the Contracts was given by Dr. Hugelmeyer in which she highlighted Contracts with Kean University, School Craft Studios, Quiver Farms Projects, as well as contracts with local restaurants, sources of entertainment, and banquet halls for end of year activities. Moreover, Dr Hugelmeyer explained there were contracts for emergency repairs as well as work on air-Conditioning services.

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

Mrs. Carvalho introduced Student Representative, Edward Cax Merida, and asked him to give his report to the community.

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

It is truly an honor to serve as the Student Representative for J. Christian Bollwage Finance Academy at today's meeting. As a Bollwage student, I take great pride in representing our close-knit school of over 400 students, and I do not take this responsibility lightly. This role has allowed me to see my school through a wider lens—celebrating our accomplishments while also gaining a deeper understanding of the experiences that shape our student body.

J. Christian Bollwage Finance Academy is proud to celebrate and recognize the achievement of being home to the 2026–2027 Union County Teacher of the Year, Dr. Alice Debowski. This honor reflects the dedication, excellence, and commitment to student success that defines our school community. We congratulate Dr. Debowski on this well-deserved recognition and thank her for her continued impact on our students and school.

While we are proud of our accomplishments, we are also focused on continuing to grow. One of the unique strengths of Bollwage is our size. Our smaller environment fosters strong relationships, a sense of belonging, and a family-like culture that many students value deeply. At the same time, this environment presents opportunities for us to think creatively about how we can expand access and experiences for all students.

At J. Christian Bollwage Finance Academy, we are proud of a culture grounded in dedication, opportunity, and support. Our teachers consistently go above and beyond to help students reach their full potential. Because of that commitment, we continue to see incredible outcomes. For example, student-athlete Giovanna Echavarria earned a full scholarship to Temple University, valued at approximately \$56,000 annually. In addition, our Class of 2026 valedictorian, Emely Serrano, was awarded the Elizabeth Fourth Ward Scholarship.

Our students are also demonstrating their learning in meaningful ways. Through a collaborative Finance Fair involving the Future Business Leaders Club and our freshman Principles of Finance classes, over 400 students participated in sharing and applying financial knowledge. This event not only highlighted their understanding, but also their ability to lead, communicate, and teach others.

We are equally proud of the leadership and opportunities created beyond the classroom. Mr. Salce, one of our history teachers, has guided impactful initiatives through the Community Service Club, which include reading to younger students at School 7, participating in Earth Day cleanups, and representing our school in the Portugal Parade. Our partnership with Deloitte has also opened doors for students to engage with professionals, explore career pathways, and connect classroom learning to the real world.

In addition, our college visit program included trips to Princeton University, Rutgers University, Fairleigh Dickinson University, and The College of New Jersey, helping students envision their futures with greater clarity and confidence. As a result, many students have shared that these experiences have made college feel more accessible and attainable.

Furthermore, Bollwage is home to one of the largest high school autism programs in the district. This is something our entire school community embraces with pride. Our general education and special education populations learn, grow, and support one another in ways that truly reflect what it means to be a unified school community.

As we continue to move forward, we remain committed to ensuring that every student has the space, resources, and opportunities needed to thrive fully. Expanding how we support both populations comfortably will allow us to build on the strong foundation we already have and elevate the experience for all students.

Thank you for your time, your support, and your continued investment in our school community.

Board President, Maria Z. Carvalho asked for Committee Reports.

Educational Management Committee

April 6, 2026

4:00p.m. - 5:00 p.m.

Attendees: Stephanie Goncalves Pestana, Chairperson of the Educational Management Committee, Maria Carvalho, Board President, Stephanie Noel, Board Member, Rosa Moreno-Ortega, Board Member, Michael Simitz, Co-General Counsel, Harold Kennedy, School Business Administrator and Dr. Olga Hugelmeyer, Superintendent of Schools.

The Education Management Committee meeting focused on reviewing district performance data for the second marking period. The committee reviewed comprehensive data on attendance, suspensions, academic performance across all grade levels and demographics.

The meeting focused on discussing attendance rates across schools. The district attendance was reported at 92%, with most schools performing well above 90% except for a few specific schools. The data indicates that for the second marking period 56.6% of students attended 95% of the possible school days, with 18.4% being chronically absent. The data showed improvements in chronic absenteeism across multiple grade levels. Improvements in suspension rates were reported overall, particularly at the high school level, and reported increases in both English language arts and mathematics performance, attributing the math improvements to a focus on small group instruction.

Academic performance data shows steady improvements across multiple metrics. Student performance on benchmark assessments increased from 69.2 to 70.5, with notable gains in passing rates for Black and Hispanic students. The district's high school students maintained an average GPA of 3.07, with most schools approaching or exceeding the target 50% rate of students earning a 3.0 or better GPA. Advanced placement enrollment has increased from 33.1% to 35.7% district-wide, with notable improvements across various student populations including Black, Hispanic, and economically disadvantaged students. The district has seen a significant increase in AP enrollment, with a 10-percentage point increase in students earning scores of 3 or better between 2022-23 and previous years.

Legal Committee

April 9, 2026

1:00p.m. – 1:35 p.m.

Attendees: Isaias Rivera, Chairperson of the Legal Committee Meeting, Iliana Chevres, Board Member, Ed Kologi, Co-General Counsel, Basma Raja, Special Counsel, Harold Kennedy, School Business Administrator and Dr. Olga Hugelmeyer, Superintendent of Schools.

Ms. Basma Raja, Special Counsel, briefed the legal committee on a due-process petition. The committee agreed to place the matter on the April Board Agenda. The committee was provided with an update on policies currently in draft form that include Policy 6142.11 Use of Artificial Intelligence. The committee was also briefed on the Internet-enabled devices as a result of the state mandate starting in the 2026-2027 school year requiring school districts to adopt “bell to bell” policy prohibiting student use of personal internet-enabled devices during the school day.

Tab 9) Claims List was added to the Agenda.

Tab 10-10l) Resolutions were added to the Agenda.

Mrs. Carvalho 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, Interviews, Bargaining Union Contracts, Budget Review

Legal Matters specifically, HIB Appeal Hearing, Workman's Compensation A.F., J.S., S.J.

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

A motion was made by Dr. Barbosa and seconded by Mr. Rivera to go into private session at 6:44 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mmes. Chevres, Clervoyant-Noel, Mmes. Moreno-Ortega, Mr. Rivera, Mrs. Carvalho. - 7

Negative: None

President Carvalho stated at this time, our Superintendent of Schools has a pre-recorded message that showcases our Community Updates that will be shared with our school community.

The Panorama Family Survey has been live since February 17th and will be online through April 24th. The survey is available in multiple languages and may be accessed by scanning the QR code on the Board's announcements tab or via the internet: www.surveys.pannoramaed.com/Elizabeth/spring25family/surveys. The District wants to hear from families as your feedback is very important. Moreover, the survey can be completed in less than Five (5) minutes.

The final Scholarship & FAFSA Completion Nights is scheduled for Dwyer Academy on May 12th. from 5:00 p.m. to 7:00 p.m.: For Scholarships, please create a GOING MERRY account prior to attending a session www.GoingMerry.com For FAFSA sessions please create a FSA ID prior to attending. Please remember to bring a laptop and tax documents. These items are a must. Counselors will be available to assist with scholarship applications. For more information, please contact Aimee Saluccio, the District's College & Career Coordinator at 908-436-6669 or saluvvioai@EPSNJ.org

High Schools Registrations April 10th -April 24th.

A series of slides showed the schedule of 8th the Grade Promotion Ceremonies & High School Graduation/Class Award Ceremonies.

Wednesday, June 24th at 9:00 a.m.

- George Washington Academy School No. 1
- Nicholas S. LaCorte – Peterstown School No. 3
- Joseph Battin School No. 4
- Elmora School No. 12
- Benjamin Franklin School No.13
- Abraham Lincoln School No. 14
- Madison – Monroe School No. 16
- Robert Morris School No. 18
- Woodrow Wilson School No. 19
- John Marshall School No .20
- William F. Halloran School No. 22
- Sonia Sotomayor School No .25
- Dr. Albert Einstein Academy School No. 29

Thursday, June 25th at 9:00 a.m.

- Winfield Scott School No.2
 - Mabel G. Holmes School No.5
 - Toussaint L’Overture – Marquis de Lafayette School No. 6
 - Terence C. Reilly School No. 7
 - iPrep Academy School No. 8
 - Jerome Dunn Academy School No. 9
 - Christopher Columbus School No.15
 - Victor Mravlag School No. 21
 - Nicholas Murray Butler School No. 23
 - Dr. Orlando Edreira Academy School No. 26
 - Dr. Antonia Pantoja School No. 27
 - Juan Pablo Duarte-Jose Julian Marti School No. 28
 - Chessie Dentley Roberts Academy School No. 30
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- High School Graduation/Class Award Ceremonies Thomas G. Dunn
 - John E. Dwyer Technology Academy – June 24th at 8:30 a.m. with an arrival time of 7:30 a.m.
 - Thomas Jefferson Arts Academy – June 24th at 11:30 a.m. with an arrival time of 10:30 a.m.
 - Katherine Johnson, Dorothy Vaughn, Mary Jackson STEM Academy – June 24th at 2:30 p.m. with an arrival time of 1:30 p.m.
 - Alexander Hamilton Preparatory Academy – June 24th at 5:30 p.m. with an arrival time of 4:30 p.m.
 - Admiral William F. Halsey Health and Public Safety Academy – June 25th at 8:30 a.m. with an arrival time of 7:30 a.m.
 - J. Christian Bollwage Finance Academy – June 25th – at 11:30 a.m. with an arrival time of 10:30 a.m.

- Elizabeth High School – Frank J. Cicarell Academy – June 25th at 2:30 p.m. with an arrival time at 1:30 p.m.
- Thomas A Edison Career and Technical Academy -June 25th. At 5:30 p.m. with an arrival time of 4:30 p.m.

Spring 2026 Assessment updates.

- Dynamic Learning Maps (DLM) / April 7-May 22/ Students in grades 3-8 and 11 in place of NJSLA
- Advanced Placement (AP Exams / May 4- May 15/ High School students enrolled in AP Courses
- Nj Student Learning Assessment (NJ SLA) ELA, Math, Science / April 27-May 22 Students in grades 3-8 and high school-Specific dates for grade level are on the District web site.

As part of her pre-recorded presentation Dr. Hugelmeyer showed and commented on a series of Power Point Slides that were part of the Inside EPS Newsletter that reports news from our Central Administration.

On April 17, Elizabeth Public Schools welcomed upon her arrival at the James P. Mitchell newly appointed New Jersey Commissioner of Education, Dr Lily Laux She was greeted by Assemblywoman Annette Quiano, Union County Interim Executive County Superintendent, Daryl Palmieri, EPS Superintendent Dr. Olga Hugelmeyer, , Elizabeth Board of Education Vice-President, Stephanie Goncalves Pestana, EBOE Board members, Dr. Diane Barbosa and Jerry Jacobs. Also joining in, welcoming Dr Laux were EPS Assistant Superintendents, Dr. Jennifer Cedeno, Rafael A. Cortes Jr. and Judy Finch Johnson as well as EPS School Business Administrator/Board Secretary Harold E. Kennedy Jr.

Following a conversation regarding some of the District's recent accomplishments and initiatives, the group traveled to Elizabeth High School– Frank J Cicarell Academy- where they were met by the school's administration and students. Also introduced to Dr. Laux were 2026-2027 Union County Teacher of the Year, Dr. Alice Debowski and 2026 Counselor of the County (Union) Danya Ferreira. After a performance by the EHS Advanced Jazz Band, the group made a final stop at Alexander Preparatory Academy where they witnessed the announcement that Hamilton was named as an AVID National Demonstration School.

The New Jersey Schools Development authority (SDA) along with Board of Education Members and City of Elizabeth held a groundbreaking for the new Joseph Battin School No.4 The new school which is being erected on the site of the former school is designed to educate 1,068 students from pre-kindergarten through eight grade. Among the amenities included in the new school construction are a vocal music room, an instrumental lesson room, an art room with a kiln, three science labs, a media center, a cafeteria, a multipurpose room and a gymnasium.

Alexander Hamilton Preparatory Academy has been selected as an Advancement Via Individual Determination (AVID) National Demonstration School. in an announcement made during a validation event at the school.

AVID is a nonprofit educational organization with the mission to close the opportunity by preparing all students for college and career readiness and success in a global society. They support teachers in the instruction process that helps students develop essential skills for a

successful future, including critical thinking collaboration, organization, reading, writing and relationship building.

Hamilton Preparatory Academy becomes the third Elizabeth Public to be named an AVID National Demonstration School. They join Elmora School No. 12 and John E. Dwyer Technology Academy. Moreover, Hamilton becomes only the sixth high school to achieve this distinction in the State of New Jersey.

Donald Stewart Center for Early Childhood School No. 51 and JVJ STEM Academy were among 103 schools and districts from around the world named as 2026 State and National Schools of Character. This year's honorees represent 94 schools across the United States and a record breaking nine international schools that have demonstrated a deep commitment to developing strong culture, ethical leadership, and character growth in students.

J. Christian Bollwage Finance Academy Special Education In-Class Support Teacher Dr. Alice Dembowski was honored as the 2026-2027 Union County Teacher of the Year in a surprise ceremony at the school. Dr. Dembowski is the first Elizabeth Public School high school teacher to ever be named county teacher of the year and the first district to receive the honor since 2011-2012 academic year.

Thomas A. Edison Career and Technical Academy School Counselor Dayna Ferreira was honored by the New Jersey School Counselor Association as the 2026 Counselor of the County at the 40th Annual NJSCA Professional Recognition Awards Program as the College of New Jersey in Ewing. The award honors the professionals who devote their careers to serving as advocates – and often lifesavers – for the nation's students. The Edison Career and Technical Academy counselor was recognized by the Governor's Educator of the Year program this year as her school's Educational Services Professional of the Year

The Elizabeth High School Advanced Jazz Band had an outstanding performance at the state preliminaries at Bridgewater-Raritan HS March where they finished in first place (gold rating) Against top competitors from around the state. Among the honors they earned were Outstanding Soloist Award (sophomore Wilson Genoa -trumpet), Outstanding Soloist Award-Rhythm Section Trio (Keyshla Castellanos, Melanie Torres and Ryan Palacio) along with the Best Rhythm Section Award, and Best Saxophone Section Award.

The jazz band had an opportunity to rehearse in front of an audience including New Jersey Department of Education Commissioner Dr. Lily Laux, Assemblywoman Annette Quiano, the Mayor of the City of Elizabeth, Chris Bollwage Union County Interim Executive County Superintendent, Daryl Palmieri, EPS Superintendent Dr. Olga Hugelmeyer, , Elizabeth Board of Education President, Maria Carvalho, School Business Administrator/Board Secretary Harold E. Kennedy Jr. and other members of the Central Administrative Staff.

EPS Student Services proudly hosted a College and Career Fair on April 16, which featured over 110 institutions, including colleges and universities. Military branches, trade schools, government agencies and a wide range of industries providing students with the opportunity to explore and gain valuable insights into their future pathways.

Mrs. Chevres left the meeting at 9:09 p.m.

A motion was made by Mrs. Goncalves Pestana and seconded by Dr. Barbosa to return to public session at 9:10 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Ms. Bathelus, Mmes. Clervoyant-Noel, Moreno-Ortega, Goncalves Pestana, Mr. Rivera, Mrs. Carvalho - 7

Negative: None

The Following items were added to the Agenda.

Application to N.J. Department of Education for Edison Cosmetology Classroom Renovation Settlement Agreement - D. W.

Settlement Agreement – L.A. and P.D. obo N.D.

Termination of Employment – M.R.A.

Appointment of Director of Human Resources – Diana C. Pinto Gomez

Appointment of Supervisor of Special Services – Steven R. Orozco

Mrs. Carvalho asked Superintendent Hugelmeyer to present the H.I.B. Report for April 2026

HIB Presentation for the April Board of Education Meeting 4/23/26

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 March 25, 2026, and through April 15, 2026, our school counselors, school based social workers have completed 34 HIB investigations. Of these investigations 13 cases were Founded for HIB as per New Jersey law. There were 20 males, 17 females, 29 regular education students and 8 special education student that were the alleged victims. There were 48 males, 15 females, 50 regular education students, 11 special education students, and 2 unknown students that were the alleged offenders. Of the 13 cases Founded for HIB, 1 case was Founded based on Race/National Origin, 1 case was Founded based on Sexual Orientation, 1 case was Founded based on a Mental, Physical or Sensory Disability, and 12 cases were Founded based on “Other” identifying characteristics. Of the services provided and actions taken for these investigations, there were 13 skill development lessons/trainings, 27 counseling sessions, 3 behavioral interventions, 3 referrals for outpatient mental health treatment, 3 changes of classroom, 8 administrative counseling sessions, 9 in school detentions, 21 parent conferences, 3 Referrals to Agencies, 10 out of school suspensions, and 4 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 61 cases that

were reported to you at the last Board meeting on March 25 , 2026. 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.

Dr. Hugelmeyer opened the public hearing on Harassment, Intimidation and Bullying.

Welcome to the Public Hearing on Harassment, Intimidation and Bullying (HIB) and our Student

Dr. Hugelmeyer explained how the Elizabeth 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).

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, and 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) met 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 (CSA) 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.

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

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

- Benjamin Franklin School No. 13 – Score of 76.
- Chessie Dentley Roberts Academy School No. 30 -score of 76
- John E. Dwyer Technology Academy -Score of 76
- Sonia Sotomayor School No. 25 – Score of 76.
- Donald Stewart School No. 51 – Score of 75.
- George Washington School No 1 – Score of 75.
- Juan Pablo Duarte – Jose Julian Marti No. 28 -Score of 75.
- Terrence C. Reilly School 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
- Dr. Martin Luther King, Jr. School No. 52 – Score of 71.
- Abraham Lincoln School No. 14 - 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 Halsey Health and 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 65.
- District Average 71.

Dr. Hugelmeyer presented a slide showing the work the District is focusing on now:

- Analyze Self-Assessments 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.

Highlights of our Work to Date

Week of Respect – first full week of October

HIB & Character Education Programm9ing

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

Guests Speakers at Schools

Cyber Bullying/Internet Safety Training – “Kids Spreading Kindness” Union County Prosecutors Office.

HIBster electronic reporting System- 11th year

- Dr Hugelmeyer asked if there was anyone who would like to comment on the report?
- As there were no comments or question, the Public Hearing was closed.

Mrs. Carvalho asked for a motion and second to adopt the following agenda.

Opening Calendar

Official and Private Minutes (February 19, 2026)

Treasurer/Secretary's Report (February 28, 2026)
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:

Bilingual Multicultural Month
School Bus Evacuation Drills
Asian-Pacific American Heritage Month
Better Speech and Hearing Month
Kindness Awareness Month
National School Nurses Day
National Teacher Appreciation Week
Special Education Week
MOA Non-Certified Administrators Contract
Adoption of Revised Policy 6171.3 Title I Family Engagement
Application to New Jersey Department of Edison Auto Body Shop Replacement
Approval of SEMI Corrective Action Plan
Requisition for Taxes
E.R.E.S.C. Home Instruction 2026-2027
Transfer of Capital Reserve Funds
Transfer of Maintenance Reserve Funds
Revised Agreement for Rental of School Building – 889 East Jersey Street
Revised Agreement for Rental of School Building – 1003 North Broad Street
Authorizing Competitive Contracting for Substitute Staffing Services
Appointing Vanore Electric, Inc. to Provide Design-Build Services EV Charging System
Application to N.J. Department of Education for Edison Cosmetology Classroom Renovation
Settlement Agreement - D. W.
Settlement Agreement – L.A. and P.D. obo N.D.
Termination of Employment – M.R.A.
Appointment of Director of Human Resources – Diana C. Pinto Gomez
Appointment of Supervisor of Special Services – Steven R. Orozco

A motion was made by Mrs. Rosa Moreno-Ortega and seconded by Mr. Rivera to approve the entire agenda.

The motion was carried by the following vote:

Affirmative. Dr. Barbosa, Ms. Bathelus (with an abstention on Tab2a Personnel Report), Mrs. Carvalho (with an abstention on Use of Facilities Tab 4b Item #1 Elizabeth Department use of Victor Mravlag School No. 21 for Summer Camp Program beginning July 6th through August 14, 2026. , 2026 Item #2 Elizabeth Dept. of Recreation use of Dr Antonia Pantoja School No. 27 for Summer Camp Program beginning July 6th through August 14, 2026.). Mrs. Chevres , Mrs. Moreno Ortega, Mrs. Clervoyant Noel, (with an abstention on Tab2a Personnel Report on Use of

Facilities Tab 4b Item #1 Elizabeth Department use of Victor Mravlag School No. 21 for Summer Camp Program beginning July 6th through August 14, 2026. , 2026 Item #2 Elizabeth Dept. of Recreation use of Dr Antonia Pantoja School No. 27 for Summer Camp Program beginning July 6th through August 14, 2026), Mrs. Goncalves Pestana, Mr. Rivera - 7

Negative: none

Mr. Kennedy stated the Entire Agenda had passed.

On a motion made by Ms. Bathelus and seconded by Mrs. Goncalves Pestana, the meeting was adjourned at 9: 23 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Ms. Bathelus Mmes. Clervoyant-Noel, Moreno-Ortega, Goncalves Pestana, Mr. Rivera, Mrs. Carvalho -7

Negative: none

Harold E. Kennedy, Jr.

School Business Administrator/Board Secretary