Approved @ 11/24
EBOE Meeting

BOARD OF EDUCATION
(Official)

October 15, 2026
Elizabeth, New Jersey

Board Vice-President Stephanie Goncalves Pestana called the meeting to order at 5:39 p.m. and welcomed everyone to the October 15, 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. This meeting is being held in accordance with the schedule of meetings adopted at the organizational meeting held on January 6, 2026. Adequate notice of this meeting of the Elizabeth Board of Education has been provided to The Star-Ledger on January 12, 2026. Additionally, 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 15, 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, Mrs. Chevres (via Virtual Platform) then in person at 7:11 p.m., Mr. Jacobs (via Virtual Platform) then in person at 6:40 p.m., Mmes. Moreno-Ortega, Goncalves Pestana, -5

Absent – Ms. Bathelus, Mmes. Carvalho, Mrs. Clervoyant-Noel, Mr. Rivera. (4)

Superintendent of Schools Dr. Olga Hugelmeyer, Assistant Superintendent for Teaching and Learning, Dr. Jennifer Cedeno, Assistant Superintendent for Schools, Rafael Cortes Jr., Assistant Superintendent for Schools, Judy Finch-Johnson, Assistant Superintendent for Human Resources, Daryl Palmieri, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., and Co-General Counsel, Edward Kologi Esq., of Kologi Simitz Law Office, were in attendance.

Mrs. Goncalves Pestana asked everyone to please stand for the Presentation of Colors:

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

The National Anthem was played.

The Pledge of Allegiance was led by Board Member Dr. Diane Barbosa.

The Pledge of Ethics was led by Board Member Rosa Moreno-Ortega.

Mrs. Goncalves Pestana asked Schools Superintendent, Dr Olga Hugelmeyer, to introduce the Student Representative to the Board for the month of October.

Dr. Hugelmeyer stated that "Sara Guerrero-Ospina is a senior at Admiral William F. Halsey Jr. Health & Public Safety Academy who takes pride in her academic achievement and the personal growth she has experienced throughout high school.

Elected by her peers, Sara serves as both Student Government President and Senior Class President. She has also risen to the rank of Lieutenant Colonel in Halsey's JROTC program. During JROTC summer camp, she helps prepare new cadets by teaching them the skills, expectations, and responsibilities they need as they begin the program.

Her commitment to others extends beyond Halsey. Sara assists with fundraising activities through her church and takes pride in being a positive example for her younger sister, whom she has helped and guided over the years.

Following graduation, Sara plans to enlist in the United States Marine Corps, where she is interested in pursuing a career in mechanics and hopes to make military service a long-term commitment.

Through her service, accountability, determination, and willingness to step forward for others, Sara brings a strong sense of responsibility to her role as a Student Board Representative."

Mrs. Goncalves Pestana asked Mr. Kennedy to memorialize Miss Guerrero-Ospina's attendance in the official proceedings of the meeting. This was noted and Miss Sara Guerrero-Ospina's attendance is recorded in this, the official minutes of the meeting.

Mrs. Goncalves Pestana 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. Goncalves Pestana called upon the first participant, Christina Morreira, to address the Board.

Mrs. Morreira spoke about issues with underperforming schools and her experience with Special Education in the District.

Mrs. Goncalves Pestana thanked her for her comments.

Mrs. Goncalves Pestana called upon the next participant, Patricia Gallante, to address the Board.

Ms. Gallante spoke about her concerns with declining enrollment and long-range New School Construction plans.

Mrs. Goncalves Pestana thanked her for her comments.

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

Mrs. Lorenz spoke about her concerns about Special Education in the District.

Mrs. Goncalves Pestana thanked her for her comments.

Mrs. Goncalves Pestana called upon the next participant, Mr. Samad Siddiqu, to address the Board.

Mr. Siddiqu spoke about the delays with his child's permanent placement.

Mrs. Goncalves Pestana thanked him for his comments.

- Schools Superintendent, Dr. Olga 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 Union County Board of County Commissioners is offering free immunizations for eligible children and Adults at the Union County Family Clinic. The Clinic is open Monday through Friday from 8:30 to 4:30 p.m. and is located at 40 Parker Road in Elizabeth. To be eligible, individuals must be uninsured, underinsured, or covered by Medicaid Plan A. You must present a utility bill or a notarized letter from the person you are staying with, attesting to your residency showing that you are a Union County resident and provide documentation, which includes the child's birth certificate, a parent's photo ID, and proof of address). A school referral is also required if applicable. For more information or to pre-register, you can call 908-965-3627.

The Elizabeth Public Schools is hosting its Senior Seminar College Application Boot Camp on Saturday, October 24 from 9:00 a.m. to 1:00 p.m. at Admiral William F, Halsey Jr. Health and Public Safety Academy, located at 641 South Street, Elizabeth. If you are thinking about college, you can learn about the next steps at this special seminar. - This event is for seniors only, but parents are welcome to attend. Please bring fully charged laptop. Sessions include:

- College Application Process
- Essay Writing Workshop
- Navigating the Common App
- Building Your College List
- SCOIR
- Scholarships

Sessions will be in English and Spanish. Please contact Ms. Aimee Saluccio, Director College and Career Coordinator 908-436-6669 saluccioai@EPSNJ.org.

Over the next few months, the Elizabeth Public Schools Dept. of Student Services will be hosting scholarship and FAFSA Completion Nights. School Counselors are available to assist students with completing FAFSA and applications for upcoming scholarships as well as show students where they may find additional scholarship opportunities. Those attending to complete FAFSA forms should create a StudentAID.gov account prior to attending and must bring a laptop and their tax documents. These sessions are for seniors only and parents are welcome to attend. Sessions will be conducted in both English and Spanish.

2026-2027 Financial Aid Nights will be held at John E. Dwyer Technology Academy (123 Pearl St.) on the following dates, from 5:00 to 7:00 p.m.:

October 21
November 16
December 2
December 16

Residency Verification Appointments start on September 29, 2026.

At Elizabeth Public Schools, our commitment begins with ensuring that every child who calls Elizabeth home has access to the educational opportunities, resources and support they deserve. We take great pride in caring for and serving the students and families of our community, and we remain dedicated to providing a safe, supportive, and high-quality learning environment for every Elizabeth students.

As part of our residency verification process, for current and new students, Elizabeth Public Schools is required to ensure that all students who attend Elizabeth Public Schools reside in the city. As of September 29, 2026, we are conducting mandatory residency verification for students in Kindergarten, Second grade, Fourth grade and Sixth grade in the following schools:

Terrence C. Reilly School No. 7
iPrep Academy School No. 8
William F. Halloran School No. 22
Dr. Orlando Edreira Academy School No. 26
Dr Albert Einstein Academy School No. 29
Chessie Dentley Roberts Academy School No. 30

Appointments will take place on Tuesdays and Thursdays from 4:00 p.m. to 6:00 p.m. and Saturdays from 8:00 a.m. to 12:00 p.m. at Frances C Smith Early Childhood Center School No. 50, Donald Stewart Early Childhood Center School No. 51 and Dr. Martin Luther King Jr., Early Childhood Center School No. 52. Information has been sent to parents and guardians who are required to verify residency, including the necessary documentation that is needed to complete the process and how to schedule an appointment.

Dr. Hugelmeyer presented a series of slides highlighting the academic, athletic and after school and Saturday programs during the 2026-2027 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 13, 2026 – April 29, 2027, on Tuesdays, Wednesdays and Thursday from 3:05 p.m.-4:05 p.m. at all K-8 Schools (contingent on enrollment). There is no transportation.
- NJSLA Saturday Program (3-11): The NJSLSA 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 23, 2027- Saturday, April 24, 2027, from 8:30 a.m. – 1:00 p.m. Programs will be offered at all

K-8 Schools (contingent on enrollment); The High School portion of this program will be at a centralized location. There is no transportation.

- 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 om student needs. Program runs from October 19, 2026-May 13, 2027, from Monday through Friday from 2:30 p.m. to 3:30 p.m. at all High Schools. There is no transportation.
- 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 26, 2026, to June 5th, 2027, on Saturdays from 9:00 a.m. to 1:00 p.m. at Thomas Jefferson Arts Academy. There is no transportation.
- 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 individual student needs. The Program runs from October 13, 2026 – June 17,2027, on Tuesdays and Thursdays from 2:30 p.m. to 4:30 p.m. and is held at Thomas A. Edison Career & Technical Academy. There is no transportation.
- Edison Academy SIA School-Based, Attendance Recovery Afterschool Program for Edison students (Title I SIA). – 4 Day program. 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 (4-day Program runs from January 4, 2027 – June 11, 2027, Monday to Friday program) 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. There is no Transportation
- 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 13, 2026 – May 28, 2027, 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. There is no transportation.

- School 28 SIA Friday Incentive Afterschool Program for School No. 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 16, 2026, to May 28, 2027, from 3:05 to 4:05 p.m. at Juan Pablo Duarte-Jose Julian Marti School No. 28. There is no transportation.
- 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 October 13, 2026, to May 2, 2027, on Tuesdays, Wednesdays and Thursdays from 7:50 a.m. to 8:20 a.m. at Juan Pablo Duarte-Jose Julian Marti School No. 28. There is no transportation.
- 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 by your principal 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 26, 2026, -June 5, 2027, on Saturdays from 9:00 a.m. to 1:00 p.m. at Thomas A. Edison Career & Technical Academy. There is no transportation.
- Edison Academy SIA School-Based, Attendance Recovery Saturday 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 14, 2026 – June 5, 2027, on Saturdays from 9:00 a.m. to 1:00 p.m. and is held at the Thomas A. Edison Career and Technical Academy. There is no transportation.
- Edison Academy SIA Grade 9 Tutoring Saturday Program for Edison students (Title I SIA). The grade 9 tutoring program provides targeted instruction in English Language 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 23, 2027, to May 15th, 2027, from 9:00 a.m. to 1:00 p.m. 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 by your principal 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. There is no transportation.

- 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 3, 2026, to May 28, 2027, 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 by your principal if your child needs to attend. The Program runs on Tuesdays from November 3, 2026, to May 28, 2027, 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 programing 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 3, 2026, to May 28, 2027, from 2:30 p.m. to 3:30 p.m. at the John E. Dwyer Technology Academy. There is no transportation.
- 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 3, 2026, to

May 28, 2027, 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 high school students enrolled in 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 3, 2026, to May 27, 2027, from 2:30 p.m. to 3:30 p.m. at various schools. There is no transportation.
- 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 via an online form. The Program has two sessions: Session 1 October 3rd, 2026 – October 31, 2026, and Session 2 runs from January 23, 2027 – March 6, 2027, 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. There is no transportation.
- 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 17, 2026, to December 19, 2026; Session 2 January 9, 2027, to March 13, 2027; Session 3 April 3rd, 2027, to June 5, 2027. The Sessions run on Saturdays from 9:00 a.m. to 1:00 p.m. at John E Dwyer Technology Academy. There is no transportation.
- 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 October 17, 2026, – June 5th, 2027. There is no transportation.
- 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, 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 School Social Worker if your child needs to attend. The program runs on Tuesdays, Wednesdays and Thursdays from October 20, 2026, to April 29, 2027. High School sessions run from 2:30 p.m. to 3:30 p.m. and K-8 meets from 3:00 p.m. to 4:00 p.m. All K-8 and all High Schools run these programs. There is no transportation.

- 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 26, 2025 – June 5, 2027.
- 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 May 15th, 2027. 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 17, 2026, and concluding on May 15, 2027. It will be held at Elizabeth High School – Frank J. Cicarell Academy. There is no transportation.
- 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 showcase, 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 20, 2026, and concluding on April 29, 2027. It will be held at all K-8 schools. There is no transportation.
- Saturday Youth Athletic Program (grades 1-8), Seven-week Fall, Winter and Spring sessions build sport fundamentals, prepare students for the next athletic season and introduce them to Elizabeth's athletic programs. Register through the PowerSchool Parent Portal before each session. Placement follows registration order. If the first choice is unavailable, Grades 3-5 9:00 a.m. the student receives the second choice. Saturday Times Grades 1-2 9:00 a.m. to 10:30 a.m. Grades 3-5 9:00 a.m. to 10:30 a.m. Grades 6-8 10:31 a.m. -12:00 p.m. Grades 1-2: Various sports at Schools 7, 50, and 51 in each season. Fall Grades 3-8. There is no transportation.

- 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 20, 2026, to March 3, 2027, 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. There is no transportation.
- 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 20, 2026, to March 3, 2027, 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. There is no transportation.
- 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 2026-2027 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. There is no transportation.
- 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 2:45 p.m. to 3:45 p.m. starting October 13, 2026, and concluding on April 29, 2027. It will be held at all K-8 schools. The Program runs on Tuesdays, Wednesdays and Thursdays from 3:05 p.m. to 4:05 p.m. starting October 13, 2026, and concluding on April 29, 2027. There is no Transportation.
- After School Special Education Support Program Grades 9-12 The Special Education Afterschool Program provides students in Ninth through Twelfth 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 13, 2026, and concluding on April 29, 2027. 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 13, 2026, and concluding on April 29, 2027. There is no Transportation
- ESL POE – Multilingual leaners in grades 3-5 receive instruction to develop their English language proficiency in listening, speaking, reading, and writing while strengthening their skills in the English Language Arts. The program selects students based on specific criteria. You will be notified by your principal if your child needs to attend. The Program runs on

Tuesdays, Wednesdays and Thursdays from 3:05 p.m. to 4:05 p.m. starting October 20, 2026, and concluding on April 27, 2027. There is no Transportation.

- Saturday Multilingual Academic Program Grades 3-12 – Multilingual Learner Students in grades 3-12 are provided with scaffolded instruction to strengthen their English listening, speaking, reading, and writing skills while building proficiency in English Language Arts (ELA) and Mathematics. Students are selected based on specified criteria. You will be notified by your principal if your child needs to attend. The program for Grades 3-6 will run on Saturdays from 8:30 a.m. to 1:00 p.m. at various locations contingent on enrollment from January 23, 2027 -April 24, 2027. However, the High School Program will run from December 5, 2026 -May 15, 2027, on Saturdays from 9:00 a.m. to 12:30 p.m. at Admiral William F. Halsey Jr Health & Public Safety Academy. There will be no transportation provided for either program.
- 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 3, 2026-October 31, 2026. It runs from 9:00 a.m. to 10:30 a.m. at School No. 30. There is no transportation.
- 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 an on-line application form. The program is held on Saturdays from February 27, 2027-March 27, 2027. It runs from 9:00 a.m. to 10:30 a.m. at Nicholas Murray School No. 23. There is no transportation.

Dr Hugelmeyer showed slides listing all the afterschool clubs that students may join and participate in during the 2026-2027 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 National Honor Society/History Honor Society/
- Spanish Honor Society/ Fall Play and Fall/Spring Musical/ Art and Literacy Club
- Avid Leadership Club/Avid Reader Club/ Creative Arts Society Club
- Chess & Game Club/New Jersey Future Educator Associations Club/Performing Arts Club
- Analog Gaming Club/ Rho Kappa-National Social Studies Honor Society /Chess Club
- WE have Character Club/Yearbook Club/Environmental Club/Interact
- Haitian Club/ Multi-Cultural Club/Prism/ LGBTQ+ Club/Gay Straight Alliance Club
- Girls Who Code/Key Club/Character Club.

Dr. Hugelmeyer presented a series of slides from Inside EPS, News from Central:

Elizabeth Varsity Football Coach Named NY Giants Coach of the Week. Elizabeth Varsity Football Coach Eugene Kline was named the New York Giants' Lou Rettino High School Coach of the Week during Week 4 of this fall season. Kline earned the award following a 62-35 victory over St. Joseph of Metuchen. The win over the Falcons advanced the Minutemen's record to 4-0, which is the first time the program has won its first four games of the season since 2015.

Elizabeth Varsity Football Success leads to the Nj.com Top 20. Following a 44-0 shutout victory over Hillsborough last week, the Elizabeth Varsity Football team is now 7-0 and ranked No. 20 in NJ for the second week in a row in the NJ.com Top 20 high school football rankings.
Led by A'rique Fleming (111-160, 1,536 yds., 19 TDS, 3 INTs on defense), Qua'yon Williams (36 rec., 501 yds, 7 receiving TDs, 11 TDS, 11TDS overall), Eric Cespedes (26 rec. 458 yds. 8 TDS) and Nahjae Smith (3 ints.) the team is off to its best start since 2012, when the program won its last group title. The team will look to go 8-0, when they travel to Westfield on Saturday.

Elizabeth Varsity Boys Soccer Claims 2026 Watchung Division Title. Elizabeth Varsity Boys Soccer team claimed the 2026 Union County Conference Watchung Division Championship following a 4-1 home victory over Union. The team is off to a 12-2 start, having only played four games at home, where it has outscored opponents 14-4. They have gone 8-2 on the road, including seven of their eight shutout wins this season.
The team led by junior midfielder Andres Diego, (9 goals, 9 assists, 27 points), senior forward Ibrahim Harouchi, (6 goals, 2 assists, 14 points), senior midfielder /forward Jesus Morelo, (4 goals, 2 assists. 10 points), junior midfielder Alessandro Ortiz, (2 goals, 6 assists, 10 points), and senior goalkeeper Daniel Zoperanez, (38 Saves), will look to continue its successful run in the Union County and NJSIAAA tournaments.

Board of Education Vice-President Stepanie Goncalves Pestana began a review of the evening's Agenda.

Tab 1a Official and Private Minutes (September 17, 2026) were added to the Agenda.

Tab 1b) Treasurer/Secretary's Report (August 31, 2026) was added to the Agenda.

Tab 2a) Personnel Report Dr. Hugelmeyer asked Assistant Superintendent for Human Resources, Mr. Daryl Palmieri, to provide a summary of the Personnel Report. Mr. Palmieri began "Madame President, members of the Board, and Superintendent Hugelmeyer.
This month's report includes 16 appointments: four certified teachers and 12 non-certified employees. The certified appointments add teachers in Spanish, mathematics, science, and culinary arts. The non-certified appointments include a personal assistant, 2 technology staff additions, a custodian, two security guards, and four multipurpose bus attendants.
We are also presenting 15 retirements, consisting of 10 certified and five non-certified employees. The certified retirements include nine teachers and one LDT-C. The non-certified retirements include a head administrative secretary, a food-service worker, a cook manager, a multipurpose bus attendant, and a custodian. We extend our sincere appreciation to each retiree for their contributions to Elizabeth Public Schools. I would also like to especially recognize Mrs. Maria Lojo, a teacher at School 15, who is retiring after 46 years of service in the district. Maria's dedication and service have made a lasting impact, and she will be truly missed.
Our report includes five resignations, consisting of two certified and three non-certified employees, and 40 transfers, consisting of 12 certified and 28 non-certified employees.

Promotions include 1 teacher to LDT-C; 1 multipurpose bus attendant to assistant; 1 security guard to Administrative Secretary; 1 custodian to head custodian; and 1 security guard to custodian.
We have several certified employees listed for salary changes based on advanced educational attainments, including a master's degree, credits beyond the master's degree, or a doctorate. The full report also contains routine leave actions and additional-service assignments supporting academic, special-education, arts, athletics, tutoring, supervision, and community programs". Mrs. Goncalves Pestana added that in a quick survey of the retirements, over 90% of those retirees listed in tonight's report have served the District for over 25 years. Board Member Rosa Moreno Ortega added her thanks to the retirees and commended them especially for their length of service to Elizabeth Public Schools. As a teacher herself she knows how challenging a career it can be and therefore the number of retirees with such long careers in the District should be applauded.

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

Tab 3) Tuitions Report was added to the Agenda.

Tab 4a) Considerations – Schools Superintendent Dr. Hugelmeyer said under considerations there were several items she would like to highlight. Six JROTC students and MSgt. Joel Ramirez will be attending a marksmanship training in Pennsylvania on October 16th and 17th. In addition, four CTE teachers will attend the Skills USA Fall Leader ship conference on October 21. Several School Counselors and School Social Workers will be attending the New Jersey Association of School Social Workers Fall Conference on October 26th. Another Professional Development opportunity will be afforded an Art teacher who will attend the AENJ Music and Arts "Metamorphic 2026 Conference in Princeton Nj on October 26th and 27th. Four CTE teachers will attend the Skills USA Automotive and Construction Competition Workshop on November 19, 2026. Additionally, two CTE Teachers will attend the virtual January Teamship training sponsored by the College Board.

Tab 4a) Considerations was added to the Agenda.

Tab 4b) Use of Facilities – Board Member Dr. Diane Barbosa asked which was the best way the community should request to use a facility. Mr. Kennedy replied that either an email or a letter via regular US Mail should be sent to him or the Business office detailing the event they wished to have, the school they wished to use and date(s) etc. Priority is given to Nonprofit organizations that are based in Elizabeth rather those from outside the city. In a follow-up question, Mrs. Moreno-Ortega asked, who was given priority, when two organizations wanted to use a school facility at the same time etc. Mr. Kennedy stated that it rarely happens, but when it does, his office works to find alternate schools or dates so all can be accommodated.

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

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

Tab 4c) Field Trips Assistant Superintendent for Schools, Rafael Cortes stated that 135 Field Trips were on tonight's agenda, 86 for pre-K through 8th grade, while 49 were for High School students. It was noted that 23 Field Trips were to colleges and universities. As a point of information 1,239 Field trips were approved. In response to a request from Dr. Barbosa. Mr.

Cortes will provide a breakdown of Field Trips by school. He will also summarize the total of Field Trips approved in the 2024-2025 academic year. At a later point in the meeting, Mr. Cortes reported that in the 2024-2025 school year there were 1,052 Field Trips across all schools. There was a net gain of 187 Field Trips from 2024/2025 compared to 2025/2026.

Tab 4c) Field Trips was added to the Agenda

Tab 5) Authorizations Report/Supplemental Authorizations Report. Dr. Hugelmeyer in her review of the Authorization requests, was pleased to report that students at Alexander Preparatory Academy would experience work-based learning by participating in Teamship through the College Board for the 2026/2027 School Year. The Superintendent also stated that two (2) ROTC students and MSgt Geralds would be authorized to participate in the Virtual Armed SOLO Exhibition Drill Competition. Dr. Hugelmeyer also recommended to the Board that they authorize the acceptance of funds from the Perkins Grant fund for the 2026/2027 School year. It was also recommended that the Budget for the Strengthening Career and Technical Education for Perkins Grant Program be approved. Also, the Elizabeth Board of Education will be applying for and accepting the 2026-2027 Winter 4 Kids First Tracks Grant, on behalf of each school that applies. All of the District's High Schools and Nicholas S. LaCorte School No.3 will be part of the application process. These grants will introduce Snow sports such as skiing to the District's students. William F. Halloran School No. 22 is seeking authorization to apply to the City of Elizabeth for the use of the Arthur Carrington Tennis and Pickleball Complex from September 15, 2026, to June 24, 2027. Student Athletes and Volunteers for Special Olympics Bowling are requesting approval for practices by various schools on selected days in October, November, and December.
Authorization is sought for the results of the 2025-2026 New Jersey Graduation Proficiency Assessment-Adaptive (NJGPA-A), the Spring 2026 New Jersey Student Learning Assessment, (NJSLA-A), for Science and the 2026, New Jersey Student Learning assessment for English Language Arts and Mathematics be approved and filed in the Office of Research, Evaluation and assessment. Dr. Hugelmeyer said the Elizabeth Band Parents Organization upon approval will be hosting their annual "Fiesta Night' on Friday October 16,' 2026. A portion of the proceeds will be used to offset costs for future events.
Dr Jennifer Cedeno, said that once authorized, that the preschool program at William F. Halloran School No. 22 will be ready to accept a donation from "Donors Choose" that will fund a Pretend Puppet Play. In addition, a Space Rail Kit will be donated by Mr. James Spath to the JVJ STEM Academy and STEM Club which will assist students in learning about construction and space travel technologies.
Assistant Superintendent, Mrs. Judy Finch Johnson summarized the myriad of Fund Raisers that were on tonight's agenda for approval.
Dr. Barbosa asked Dr. Cedeno what the proper procedures and protocols for parents & students to follow to donate prior worn uniforms etc. Dr. Cedeno replied that the uniforms should be gently used and her office or individual school principals should be contacted to facilitate the donation. It is ensured that after receipt, the uniforms are laundered and stored for use by families in need.

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

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

Tab 7 and 7a) Award of Contracts Report. Dr. Hugelmeyer spoke about several contracts that were in the report for approval this evening. A contract with Safe Routes to School/EZ Ride. This is a presentation that will be shown to students on walking and biking safety. In addition, as recommended by Dr. Anthony DiDonato, Director of Student Services, the District will renew its current contract with Character Strong, LLC., which will provide school-wide licenses for our Social Emotional Learning Program that is available to all students. It also provides professional development training for staff. Also, Dr. DiDonato recommended that the District enter into a contract with Gaggle.Net Inc., to provide a teletherapy program, at no cost for all students. Moreover, Dr. DiDonato is recommending approval a contract with Minding Your Mind that will be presented to kindergarten through 12th grade workshops that will focus on maintaining and supporting mental health. Again, recommended by Dr. DiDonato is a contract with Hispanics Inspiring Students Performance and Achievement (HIPSA). This is a renewal of a long-standing partnership whose mission is to inspire and provide mentorship in 9 K-8 Schools. With approval from the Board, the District will partner with the New Jersey Association for College Counseling, (NJACAC), to co-host a College Fair with the Elizabeth Public Schools. Also being recommended is a contract with the Union County Division of Children and Youth Services, to establish a partnership to provide Programming workshops and presentations to District students.
Samuel Etienne, Director of Curriculum and Instruction, recommends that the Elizabeth Board of Education contract with Babas Legacy, LLC EPIC, to provide for a partnership that offers a proven, culturally responsive solution that engages families, empower students, and equips educators with the tools to create inclusive school environments. Mr. Etienne also recommended that the Board enter into a contract with Ms. Alicia Parente-Deloitte Academy Career Exploration to provide 60-90 minute in-person presentations on the career pathways of Accounting.
Dr. Dorothy McMullen, Director of Special Projects, is recommending a contract with the Visual Arts Center of New Jersey for a teacher's Professional Development Symposium for up to 60 visual arts teachers that would include a program that would include an enhanced introduction to new artistic techniques and approaches to teaching and learning art through the integration of the New Jersey Standards for the 2026-2027 School year.
Board Member Mrs. Moreno-Ortega praised Mr. Candelino for his work with the Safe Routes to School program as now with the ever-increasing use of electric scoters, motorized bicycles, and other power-driven vehicles, students need to be constantly reminded of safety concerns as they commute to school.

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

Board Vice President Stepahanie Goncalves Pestana asked student representative Sara Guerrero-Ospina to give her report to the community.

Good evening, Board members, Superintendent Dr. Hugelmeyer, and community members. My name is Sara Guerrero-Ospina, and I am honored to represent Admiral William F. Halsey Jr. Health & Public Safety Academy as our Student Board Representative.
So far, we have had a great start to the school year at Halsey. One thing I appreciate about our school is the many opportunities we have to get involved and find where we belong. We started building that sense of belonging through Club Day, where we learned about the different clubs and activities available at Halsey. It gave us a chance to meet new people, explore our interests, and find new ways to become involved in our school community.

In August, we had our Cafecito with Principal Vega for a Meet and Greet with parents to discuss school expectations while having coffee and donuts. In September, we welcomed our families for Back-to-School Night. We were happy to see our parents and families walking through our school, meeting our teachers, and learning more about our school and what Halsey has to offer. Their involvement and support are an important part of our success as students.
As we moved into October, we celebrated Hispanic Heritage Month. Our activities included Hispanic music throughout the school and a door-decorating activity that showcased culture, creativity, and school spirit. Celebrating the different cultures represented at Halsey helps us feel seen and gives us an opportunity to learn about and appreciate one another.
Academically, we are proud that Halsey has expanded the ways we can be recognized for our hard work. In addition to the National Honor Society, we now have honor societies in Spanish, Science, English, Mathematics, and History. This gives more of us an opportunity to be recognized in subjects where we excel while encouraging scholarship, leadership, service, and character.
Our 9th Grade Academy, also known as the Annex, created an opportunity for students to take learning beyond the classroom. In September, 30 honors students attended a class trip to see *The Odyssey* before reading the text in class. Seeing the movie first made students excited to read; and it helped them better understand the characters as well as the main ideas so they could discuss them confidently in class. Experiences like these help us connect what we learn in school to the world around us.
Our school community is also coming together in support of Breast Cancer Awareness Month. On October 16th, Halsey staff will wear Breast Cancer Awareness shirts to help raise awareness and show support for those affected by breast cancer. It is another way our Halsey family shows that we care about and support one another.
These are examples of how we RISE at Halsey through Respect, Integrity, Safety, and Empathy. RISE is reflected in how we treat one another, how we represent our school, and how we work together to make Halsey a place where students can learn, participate, and belong.
We are proud of what we have accomplished so far, and we look forward to a great school year as we continue to RISE together.
Thank you.

Board Vice President, Mrs. Goncalves Pestana asked that the minutes of Committee Reports be presented to the Board.

Educational Management Committee
October 5, 2026
4:00p.m. - 5:00p.m.
Attendees: Stephanie Goncalves Pestana, Board Vice President/Chairperson of the Educational Management Committee; Maria Carvalho, Jerry Jacobs, Board Member, Rosa Moreno-Ortega, Board Member, Dr. Olga Hugelmeyer, Superintendent of Schools, Harold Kennedy, School Business Administrator and Ed Kologi, Co-General Counsel.
The Committee reviewed the New Jersey Student Learning Assessments – Adaptive results for the 2025-2026 school year in English Language Arts and Mathematics. The analysis focused on districtwide performance trends, school-level gains and losses and the relationship between ELA and Mathematics outcomes. The discussion included identification of important outliers and opportunities for targeted improvement. The committee examined year-to-year changes and discussed the structure of the adaptive assessment. The Educational Management Committee will be meeting later in the month to further investigate school specific results, comparing student cohorts and growth and student subgroup performance.

School Safety & Transportation Committee
October 9, 2026
12:30 p.m. – 1:40 p.m.

Attendees: Rosa Moreno-Ortega, Board Member/Chairperson of the School Safety & Transportation Committee; Stephanie Goncalves-Pestana, Board Vice President, Harold Kennedy, School Business Administrator, Matthew Glackin, Director of Security, Michael Rijo, Director of Transportation, Dr. Olga Hugelmeyer, Superintendent of Schools and Michael Simitz, Co-General Counsel.

The Committee meeting began with Transportation and Security Department updates by Directors Rijo and Glackin. The discussion focused on the successful implementation of transportation services for the start of the school year supporting the safe, reliable and timely transportation of students throughout the district. Vendor operated routes and use of substitute bus drivers to fill vacancies were highlighted. Additionally, Director Rijo reported that acquired evacuation drills were currently underway and that state reports on inspections were being prepared. Director Glackin prioritized the security personnel assignments and coverage across all schools in the district. The committee discussed the plan for securing all polling sites on election day and recommended a letter be sent to parents communicating the safety plan. Director Glackin presented the plan for election day to the committee. The committee meeting concluded with Dr. Olga Hugelmeyer discussing district data from 2022-2023 through 2025-2026 school years that focused on student behavioral support and intervention and the proposed plan to address the trends that includes coordinated support for schools to meet the evolving needs of students across the district.

Finance & Accounting Committee
October 14, 2026
12:00 p.m. - 12:51 p.m.

Attendees: Jerry Jacobs, Board Member/Chairperson of the Finance & Accounting Committee; Maria Carvalho, Board President, Stephanie Goncalves-Pestana, Board Vice President, Harold Kennedy, School Business Administrator, Ed Kologi, Co-General Counsel and Dr. Olga Hugelmeyer, Superintendent of Schools.

The Committee reviewed preliminary enrollment figures against the prior two school years and requested a financial analysis of state aid effect be prepared by the district's accounting consultant. The process for compiling the October 15th enrollment figures was reviewed. The Committee requested an enrollment report inclusive of all enrollment categories. The Committee discussed the residency verification effort currently underway and includes all grade 2 and grade 6 students in elementary magnet schools. Follow-up process for non-respondents was also discussed. As part of our residency verification process, for current and new students, the Elizabeth Public Schools is required to ensure that all students who attend our schools reside in Elizabeth.

- Tab 9) Claims List was added to the Agenda.

- Tabs 10-10j) Resolutions were added to the Agenda

Mrs. Goncalves Pestana stated the following: "The Vice 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, Personnel Report, Tenure Settlement V.L.W., Termination of Employment M.M.
Contractual Matters specifically the use of Student Transportation.
The Board will reconvene in public and may take formal action."

A motion was made by Mrs. Moreno-Ortega and seconded by Mrs. Chevres to go into private session at 7:23 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mrs. Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Mrs. Goncalves Pestana, - 5

Negative: None

A motion was made by Dr. Barbosa and seconded by Mrs. Chèvres, to return to public session at 8:47 p.m.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mrs. Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, - 5

Negative: None

The Following items were added to the Agenda
Resolution – Accepting the Conditional Resignation of V.L.W. and Approving the Settlement of Tenure Charges.
Personnel Report 2b
Resolution -Termination of Employment – M.M.
Resolution – Appointing George L. Heider, INC d/b/a Sportsman's BSN Sports LLC and Riddell to provide Athletic Equipment and Supplies for Winter Sports
Resolution - Rescinding of Interim Principal Appointment – Stephanie Marie Marino.
Request from the City of Elizabeth Department of Health & Human Services for use of two (2) buses to transport the Elizabeth Junior Cheer Squad to a competition at Cure Insurance Arena in Trenton, NJ on Sunday, October 18, 2026.

Superintendent of Schools, Dr. Olga Hugelmeyer, presented the District's H.I.B. Self-Assessment for the 2025/2026 School year.

Public Schools 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, and volunteers 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.

HIB Self-Assessment School Grades for the 2025-2026 School year.

- Chessie Dentley Roberts Academy School No. 30 -Score of 76
- John E. Dwyer Technology Academy - Score of 76
- Juan Pablo Duarte – Jose Julian Marti No. 28 - Score of 76
- Mabel G Holmes School No. 5 - Score of 76
- Terence C Reilly No.7- Score of 76
- Benjamin Franklin No 13 – Score of 75
- Donald Stewart No. 51 – Score of 75
- Elmora School No.12 – Score of 75
- Sonia Sotomayor School No. 25 – Score of 75
- George Washington No. 1 -Score of 74
- Thomas A. Edison Career and Technical Academy – Score of 74
- Toussaint L'Ouverture- Marquis De Lafayette School No. 6 – Score of 74
- Victor Mravlag School No. 21 – Score of 74
- William F. Halloran School No.- 22- Score of 74
- Winfield Scott School No. 2 -Score of 74
- Madison – Monroe School No. 16 – Score of 73
- Nicholas Murray Butler School No. 23 – Score of 73
- Christopher Columbus School No. 15 – Score of 72
- Jerome Dunn Academy – School No. 9 – score of 72
- John Marshall School No. 20 - Score of 72
- Joseph Battin School No. 4 - Score of 72
- Thomas Jefferson Arts Academy – Score of 71
- Abraham Lincoln School No. 14 - Score of 71
- Dr. Antonio Pantoja School No. 27-Score of 71
- Dr. Martin Luther King, Jr. School No. 52 – Score of 71
- Dr. Orlando Edreira Academy School No 26 – Score of 70
- J. Christian Bollwage Finance Academy – Score of 70
- JVJ STEM Academy – Score of 70
- Elizabeth High School – Frank J. Cicarell Academy – Score of 69
- Robert Morris – School No. 18 – Score of 69
- Alexander Hamilton Preparatory Academy – Score of 68
- Frances C Smith School No. 50 – Score of 68
- Nicholas S. LaCorte-Peterstown School No. 3 - Score of 68
- Woodrow Wilson- School No 19. Score of 67
- Dr. Albert Einstein Academy - School No. 29 – Score of 66
- iPrep academy – School No. 8 - Score of 65
- Admiral William F. Halsey, Jr. Health & Public Safety Academy – Score of 64

- District Average 72

Scoring Notes

- A score of 52 indicates that on average, the indicators have been met
- Our school scores ranged from 64 to 76
- All 37 schools scored a 64 or higher
- The average score across all schools this year was 72, which is up from an average score of 71 for the 2024-2025 school year.

Listed below are areas that will be focused on by the HIB Prevention Team in the 2026-2027 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.

Dr. Hugelmeyer 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
- Guest Speakers at Schools
- Cyber-Bullying/Internet Safety Training – "Kid's Spreading Kindness" Union County Prosecutors Office
- HIBster electronic reporting system – 12th year

The Superintendent presented the October Monthly H.I.B. Report

- 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 17, 2026, and through October 8, 2026, our school counselors, school based social workers and the Supervisor of Anti-Bullying have completed 16 HIB investigations. Of these investigations 4 cases were Founded for HIB as per New Jersey law. There were 6 males, 11 females, 12 regular education students and 5 special education student that were the alleged victims. There were 13 males, 8 females, 20 regular education students, and 1 non-student that were the alleged offenders. Of the 4 cases Founded for HIB, 2 cases were Founded based on Race/National Origin, 1 case was Founded based on Color and 2 cases were Founded based on "Other" identifying characteristics. Of the services provided and actions taken for these investigations, there were 6 skill development lessons/trainings, 15 counseling sessions, 2 referrals for outpatient mental health treatment, 1 change of classroom, 1 change of school placement, 1 administrative counseling session, 3 in school detentions, 10 parent conferences, 1 professional development training, 7 out of school suspensions and 2 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 any cases that were reported to you at the last Board meeting on September 17, 2026. Since there were no cases reported to the Board at the September meeting due to it being the beginning of the school year, there are no cases to vote on this evening.
-

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

Opening Calendar
Official and Private Minutes (September 17, 2026)
Treasurer/Secretary's Report (August 31, 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 Reports
Claims List

<u>Resolutions</u>:
National Parental Involvement Day
Puerto Rican Heritage Month
Veteran's Day
National French Week
Anti-Litter Campaign
Transfer of Maintenance Reserve Fund
Transfer of Capital Reserve Fund

Payment for Unused Sick Days
Payment for Unused Vacation Days
Requisition for Taxes
Settlement Agreement – V.L.W.
Termination of Employment – M.M.
Appointing Sportsman's, BSN Sports & Riddell for Winter Sports Equipment
Rescinding of Interim Principal Appointment – Stephanie Marie Marino

A motion was made by Dr. Barbosa and seconded by Mrs. Moreno-Ortega to approve the entire agenda.

The motion was carried by the following vote:

Affirmative: Dr. Barbosa, Mrs. Chevres, Mr. Jacobs, Mmes. Moreno-Ortega, Goncalves Pestana, -5

Negative: none

Mr. Kennedy stated the Entire Agenda had passed.

On a motion made by Mrs. Chevres and seconded by Dr. Barbosa the meeting was adjourned at 8:58 p.m.

The motion was carried by the following vote:
Affirmative. Dr. Barbosa, Mrs. Chevres, Mr. Jacobs, Mmes. Moreno Ortega, Goncalves- Pestana, - 5

Negative: none

Harold E. Kennedy, Jr.

School Business Administrator/Board Secretary