

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – DECEMBER 12, 2017

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, December 12, 2017 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. McDowell called the meeting to order at 7:06 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Mr. Ron McDowell, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Dr. Guy Francis (arrived at 8:01 p.m.)

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mrs. Kim Conti, Mrs. Sandra Paul, Mr. Barry Loessel

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. McDowell led the Board in the Pledge of Allegiance.

Mr. Brennan read the statement required under the “Open Public Meetings Act”, a copy of which is on file in the office of the Board Secretary.

Mr. McDowell read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS IN BOLD ONLY:

None

APPROVAL OF MINUTES:

Approval of minutes will be next week.

COMMUNICATIONS:

Communications relate to other agenda items.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated next week we will have a presentation from our auditors and they will talk about the finance of the District and I will discuss any highlights for the month of November and anything that will be coming up for December.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mrs. Minnici, that the following resolution be adopted:

E-3. APPROVE PROJECT GRADUATION

Approve Project Graduation Achievement Celebration on June 22, 2018.

DISCUSSION:

Mr. Nufrio asked where is the location of the celebration? Mrs. Zuena stated they don't tell them it is a secret. Mr. Nufrio asked how can we approve it if we don't know where it is? Mrs. Zuena stated we have done that every year.

Mr. Tatum stated this is the third or fourth annual project graduation. We have had it at respectable facilities and I would not entertain anywhere that would be unsafe. If they came to me with something that I know this Board would not approve of, I would certainly reject it.

AYE: Mr. Arminio, Mrs. Minnici, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Regis-Darby stated at our committee meeting tonight we actually had two things on the agenda – the first one was the workshops for parents in terms of each of the units that the students will be in so the teachers will participate in the workshop for parents coming up soon.

The second one was the teacher's channel which is an agreement that will be reviewed by Mr. Griggs and there are additional things that Annie wants to present to Mr. Griggs. Mrs. Moses stated I did go over it with him.

Mrs. Regis-Darby presented the Education/Student Discipline Committee agenda.

DISCUSSION:

None

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Moved by Mr. Monge, seconded by Mrs. Williams, that the following resolutions be adopted:

F-9. APPROVE CONTRACTS AND/OR PURCHASES

Approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes:

School	Account/Department	Vendor/Description	Amount
Burnet Middle School	Drama Club	Peligro Sports – school play – Little Mermaids - t-shirts	\$1,913.00

Kawameeh Middle School	#19/Student Council	Metro Fundraising – Spirit of the Season – 8 th grade student council	\$4,978.30
Kawameeh Middle School	#19/Student Council	Metro Fundraising – Cheescakes – 8 th grade student council	\$2,745.60
Union High School	#2205/Senior Class of 2018	SECRET LOCATION – Project Graduation – deposit	\$7,177.50
Union High School	UHSPAC #77/Theater	Home Depot – scenery for UHSPAC production of Godspell	\$3,913.55
Union High School	#77/UHSPAC	Rick Everett Productions – rental of watch out video system for Godspell	\$1,500.00
Union High School	#2077/UHS Theater	Rose Brand – cyc drapery for UHSPAC production of Godspell	\$2,782.91
Union High School	#2101/Farmer’s Market-Student Store	Erica Santiago – inventory for student store	\$2,628.11
Kawameeh Middle School	41/Musical Production	Marianne Deczynski – purchase materials for Alice and Wonderland costumes	\$2,500.00 (not to exceed)
Kawameeh Middle School	41/Musical Production	Peter Leone – purchase materials for props, scenery and sets for Alice and Wonderland	\$2,000.00 (not to exceed)
Union High School	3430/Athletics: bowling club	Kelly’s Sporting Goods – Team Bowling apparel for bowling team	\$1,500.00 (approx.)

F-19. APPROVE THE FOLLOWING FUNDRAISERS:

Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name – School/Club	Date(s)	Purpose
Holiday grams fundraiser – UHS/Student Council	12/11 to 12/22/17	Raise money for student council
V-grams fundraiser – UHS/Student Council	2/5 to 2/14/18	Raise money for student council
Gertrude Hawk Fundraiser – UHS/French Honor Society	1/8 to 2/28/18	Raise money for senior scholarships and cards
Tee-shirt fundraiser – UHS/French Club	4/1 to 5/31/18	Raise money for senior scholarships
Tee-shirt fundraiser – UHS/French Honor Society	2/1 to 3/31/18	Raise money for senior scholarships and cards
Snack sale fundraiser – UHS/Campers and Field Trips	Every Thursday from Sept 2017 to June 14, 2018	To reduce cost to students for camping trip and Jenkinson’s Aquarium
Fashion Show – UHS/Senior Class/Project Graduation/Prom	1/2 to 1/12/18	To raise money for senior class
Candy Bar/Fruit Snack sale fundraiser – UHS/League of Extraordinary Women	1/2 to 6/1/18	To raise funds for club initiatives such as guest speaker(s), field trip to restaurant for end of year ceremony, etiquette class

Stop the Bop – Class of 2018 and 2019	Once a month – January through June 2018	To raise funds for the Class of 2018 and Class of 2019
Birthday Bags – Class of 2018	January through June 2018	To raise funds for the Class of 2018
Mr. UHS Show – Class of 2018	April through May 2018	To raise funds for the Class of 2018
Food Truck Festival – Class of 2018	May 2018	To raise funds for the Class of 2018
T-Shirt Fundraiser – Kawameeh Middle School/musical production	Ongoing	To raise funds to offset the cost of play expenses (Alice in Wonderland)

DISCUSSION:

Mr. Nufrio stated moving forward Central Office, along with the Board of Ed, is taking a clear position on the process of fundraising and this should hopefully deter any unwarranted circumstances or incidences in the future. It is difficult to monitor ten schools and each having their own respective fundraisers. With the assistance of Mrs. Paul and her expertise in technology that perhaps in the future technology can be a greater part of this process so as to ensure that the process is followed and that all moneys are accounted for and all the procedures are addressed. It is not humanly impossible to do it but that means you have to have ten individuals who would have to be bonded to be able to handle this stuff. There is a lot of money being handled and you want to ensure that the handling of that money is absolutely accurate according to policy and process.

Mr. Brennan stated we have Antonella in our Business Office who is working with the schools now and is going over their bank reconciliation and with the high school is making all the payments, writing the checks and monitoring the books for the high school. Also lending her hand in training some of the bookkeepers throughout the District and working closely with the auditors to improve the controls that are out in the schools.

Mr. Nufrio stated but that is still manually done and that is understandable because it may take time. If we can infuse technology for attendance and other purposes and areas that are difficult to do by hand, I’m sure we can address this with Mrs. Paul.

Mr. Tatum stated the technology and monitoring of the actual fundraisers – one is the auditors is working now on a process for fundraising because fundraising really is not part of the student activity account per say and what we are trying to do is establish a procedure where fundraising is something that is acceptable and complies with regulations. The second thing regarding the technology piece, this afternoon I had my secretary initiate contact with Genesis and I want Genesis brought into the district and be able to give us clear direction on what we can utilize the system for. One issue that came up last year was residency. We did a manual residency this year but one of our goals is to use electronic as much as we possibly can. I recognize that we have personnel in the District that can provide training but I want assurances on what Genesis can actually do for us. I think we need information and it may involve Board of Education members as well. I think the time has come and we have had Genesis for a number of years and we have used it very sparingly.

Mr. Nufrio stated I do recall that there were options open with Genesis but it may need tweaking. Mr. Tatum stated we need to find that out from the company. Mrs. Zuena stated there is a lot more because I went to the Genesis seminar in Atlantic City and there is a big piece of it that we could be utilizing. There is a parent portal and there is a student portal. I also think the classroom updates that they use a different website for can be going one on one with that so we can use one website instead of having to log into two different sites to do the same thing. Mr. Monge stated we talked about it last night.

Mr. Tatum stated I think there was a miscommunication that took place in the District regarding the whole idea of Genesis and what we were supposed to be doing with them. It is one thing to train on what we already know but that is not what we need, we need training on the part that we don't know.

Mr. Monge stated for someone here to train what we know, but there is so much that we don't know and I think we definitely need to bring them in.

Mr. Tatum stated we made this a goal as a Board and one of the goals was to try to change everything from paper format to electronic format. We can't accomplish that goal if we don't know what it is capable of doing.

Mr. Monge stated going back to what Mr. Nufrio said, I don't know if Genesis would be the software for that but eight years ago my firm acquired properties and you had checklists and you had three people that had to sign off and we did everything online. It worked well and there has to be something that is used in schools.

Mr. Brennan stated the auditors are asking other districts too on what are they doing to monitor student activity accounts and fundraising accounts.

Mr. Tatum stated if you are doing a fundraiser for students that is one thing but the other thing is in some cases we are fundraising for organizations and that is what they are concerned about – not so much the funding for children – that we can do and put it in the appropriate line.

Mr. Nufrio stated is it possible for Mr. Brennan to check with some districts on who they already have. Maybe we will find another school is utilizing an electronic process or program for fundraising to ensure that it doesn't fall into the wrong hands or get derailed.

Mr. Monge stated the first fundraiser started on the 11th and Diane stated we have been pushing schools to follow procedures.

AYE: Mr. Arminio, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mr. Monge stated our audit, as Mr. Tatum mentioned we will have a presentation and we are trying to set up a call on Monday – the Finance Committee – to ask any questions of our auditors, if any. If anyone on the Board has any questions forward them to me and I will ask and get responses.

I wanted to point out an ongoing thing that we keep on seeing – F-18. This is a big jump – we are budgeting for a single student with need of \$40,000 and then we get five additional students that come into the District with the same need and now we are at \$220,000. These are real numbers that keep on going up. We have salaries that obviously go up through our contract agreements but we also have needs that continue to be unpredictable and not to mention our facility needs that we all know about.

Mr. Nufrio stated someone had indicated to me that when it comes to medical assistance for special education students such as this – that the State might be of some help; something to do with the various insurance that the State provides; it might be worth looking into it to see if they would assist. Mrs. Conti stated special education Medicaid initiative, things like that. Mr. Nufrio stated it may actually require something in the same venue or the same way we do Title I. It may actually fall on income of families as well. If we could get any percentage of assistance that would be better than none. Mrs. Conti stated I will follow-up with the County.

Mr. Monge stated we did a technology audit – is there such a thing as someone to come in to look at how we are doing things and seeing if there are things that we may be missing potentially or new stuff on ways to save money and approach things. Mrs. Regis-Darby stated even to the sense that if we know right now in elementary school we have 35 students who currently have an IEP – what is the rate of those 35 kids will transition into middle school and high school with those IEP's. How many kids will get service out of the IEP so they can reconvene into general ed – if we have those numbers than we can make real budget decisions based on that information. Those kids will not transition out they will forever have those IEP's. If we could look at numbers. Mr. Griggs stated I think that would be very difficult. Each IEP is an individual plan and during the year they go up and down in terms of the issues and goals and meeting the goals and some students will not meet their goals and do their same goals again. I have never heard of that before. I absolutely understand where you are coming from. I thought you were going to talk about the IEP's that you currently have – the ones that have specified medical needs and whether they would potentially age out or conversely may compound and get worse – that to me is probably more manageable in terms of just looking at the IEP because if you were to look at the individual programs, that is like a living thing, it changes.

Mrs. Regis-Darby stated I think we can look at that part of it and you can see where the data is coming from – from year-to-year. Mr. Griggs stated which ones have medical needs, which require full-time nurses, which ones require nurses on buses and that kind of thing.

Mr. Monge stated have you ever seen someone who comes in and evaluates the program or department to offer their ideas on how we can do things more efficiently, save money. Mr. Griggs stated I have not.

Mr. Nufrio stated when it comes to transitioning I would be bold to say that the numbers are very low. Traditionally the number of students who actually transition to a general ed scenario – those numbers will be very low. Mrs. Regis-Darby stated the State law right now is a less restrictive environment. Mr. Nufrio stated yes but that means going into a less restrictive environment but doesn't mean general ed – it means an in-class support class.

Mr. Monge stated F-21 – ultimately the radio system, the walkie talkies and the like, that the police department switched to, differs from what we have. Essentially we need to update what we have today to be able to have direct 911 access; otherwise we will have a huge disconnect between 911 services and our local police department. Mr. Benaquista stated since I have been in this District we have had these radios and the same as the local police department. For purposes of direct contact with local PD and 911, it does go right to them – it doesn't go to a switchboard then redirect. Unfortunately their system was very old and they have to upgrade their system so the system they are upgrading requires new radios so the whole Township is going to new radios which requires us to also get these new radios. We follow their lead because we need to get the same equipment that works with their system. By the end of the year, their system is going to be completely transitioned so that is why we did put out a bid. Mr. Brennan stated we went through the Educational Services Commission of New Jersey to get a good lease purchase rate and it was competitive and we had two quotes come in. Mr. Benaquista stated it was a 1.5 point better than the original Motorola deal. Mr. Brennan stated it is a lease purchase over five years. Mr. Nufrio stated why would you do lease to purchase because in five years technology changes. Mr. Benaquista stated the other radios we have – it has been a long time – unless they break. They are not going to be changing them – they are investing a million dollars too. These radios exist for a long time. The most important reason we are doing it is for the safety of the children. When you call 911 it doesn't go straight to your local police and people don't know that. We work very closely and do our drills several times a year with all the entities that come in. It allows our community to be more prepared in case something happens. In one of the tabletops we had last year, you want to hit that red button and get those police contacted as soon as possible because there might be people in the area and now are here in seconds.

Mr. Nufrio stated is that particular button on every unit. Mr. Benaquista stated yes. Mr. Nufrio stated that is a stretch because technically the principal is the one who contacts the police. Mr. Benaquista stated a security guard in an emergency situation can press that button so the police are aware of what is going on. If a nurse has a student that is dying on her floor and she presses that button. Mr. Nufrio stated I would agree with the nurse and the administrators but I am not so sure I would agree with security.

Mr. Tatum stated at the risk of not saying too much about the drills that we have because they are confidential but I can tell you this much, I think the police department would differ about that opinion. Based upon our last tabletop that we just had and the contents that we did discuss, I think if you were in that forum, you would understand a little bit more of why that button is so important. There was a particular scenario that they gave us and without that button it could become a detrimental situation. There is a rationale behind it. Mr. Nufrio stated I'm sure that was a unique situation. Mr. Griggs maybe you should look at that.

Mr. Griggs stated it is not unusual in my experience. I think the critical part is that you have to stay in touch with your local police department – whatever it takes. They are doing a lease purchase because of the amount of money.

Mr. Tatum stated this is not brand new news about getting these radios because we had a year or more advance notice. We had a meeting last year with the Mayor and the Township Administrator and we discussed very candidly about this and we all agreed that this is something that we absolutely do need in terms of safety of the District.

Mr. Monge stated it is a cost that we haven't carried historically so it is a new cost to our budget and we are going to have to build that. Mr. Brennan stated \$93,000 a year.

Mr. McDowell stated we give the police access to our security cameras – that was talked about last year. Mrs. Zuena stated there is an approval tonight in Operations.

Mrs. Williams asked can our radios still talk to their radios. They haven't completely switched over yet. Mr. Benaquista stated that is why we are putting this on because the company is ready and they know the position that we are in and they are going to try to make the transition as smooth as possible. Mr. Tatum stated that is why there was communication with the Town and the Board to make sure we are on the same frequency. Mr. Benaquista stated it took longer because the police were trying to figure out all the different equipment that they need and then I sat with them to figure out what radio would be best for us. We are going with a model that is suitable for us not the exact ones the police have so the cost was reduced based on that. The gentleman came in and sat with us and let them know how many radios we have and what we need and he got back to us with a cost. Mr. Griggs was also involved with that and that is what pushed us to go bid this out through the Ed Services Commission. We need to reprioritize our current budget to come up with this first finance payment and then from thereon will work with our existing budget because it is a true necessity.

Mr. Nufrio asked how many units? Mr. Benaquista stated I will have to look it up but districtwide between transportation, maintenance, custodial, all the buildings – about 1200 units. I came up with an estimate of \$400 a year per radio for the five years. They usually cost us over \$3,000 but because we are buying in bulk we are getting a better deal.

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mrs. Zuena, seconded by Mr. Monge, that the following resolution be adopted:

O-3. APPROVE REVISED UNIFORM STATE MOA

Approve revised Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge asked why do we have to vote on this tonight and Mr. Griggs can you highlight the revisions? Mr. Tatum stated the revisions were not a lot this year but it is an annual renewal and there is a date of December 20th that it is due in the County office. One copy remains here, one with the County Prosecutor's office, one goes to the Township and one to the

County Superintendent’s office. Every year we renew annually and sometimes it changes. Mr. Griggs stated the changes are usually minimal but it is required by law that you do it. Mr. Tatum stated it use to be more formal where we all got together and signed the agreement but now it is just done locally. It is a very informal process now.

AYE: Mr. Arminio, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Zuena presented the Operations Committee agenda.

Discussion item - request from the Township of Union Education Foundation, Inc. to use Jefferson School cafeteria and gymnasium for the Second Annual Pizza Tasting Contest to be held on March 16, 2018 (with a snow date of March 23, 2018) from 3:00 p.m. to 8:00 p.m. We approved this last year so we will vote on it next week.

Mr. McDowell asked do you remember who won? Mrs. Regis-Darby asked was it Joe’s? Mr. Arminio stated they won last year.

DISCUSSION:

None

PERSONNEL COMMITTEE RESOLUTIONS:

Moved by Mr. Arminio, seconded by Mrs. Zuena, that the following resolutions be adopted:

P-1. APPROVE PERSONNEL ACTIONS

Personnel Actions be approved in accordance with the information appended to the minutes.

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

Mr. Arminio stated part of P-1 if you look at the memorandum, is to re-hire Norma McGarry who was here for years and bring her back as a substitute in the payroll department. Mr. Benaquista stated we have an open position in accounts payable that has been open because a person resigned so to keep up processing all of the accounts payable, one of our internal employees who use to do that position is willing to transition over there for a period of time while Mrs. McGarry who was in payroll for us and has come in on a temporary basis for us a couple of times when we had people out – she is willing to come in again and fill in for payroll. Both are familiar with the positions so it is a temporary employee coming in to help us keep that moving back there. We are in the process of hiring for that position but we just have not found an applicant with enough experience. It is a position that really needs accounts payable experience to come in and run without getting extensive amount of training. Mr. Brennan stated

and to be familiar with our system too. We have more interviews scheduled for Friday morning. Mr. Tatum stated there could be recommendations by next week if we find someone and they can start after the holidays.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio presented the Personnel Committee agenda.

Mr. Arminio stated I would like to note that P-5 is to approve the evaluation for athletic coaches and if you looked at it is specific and there are quite a few items in that evaluation form.

DISCUSSION:

Mrs. Regis-Darby stated at the bottom of P-5 it says that if the coach does not agree with the evaluation – is that standard? Mr. Tatum stated normally in an evaluation, it doesn't matter if they agree or not, but they acknowledge the fact that the evaluation was completed. Mrs. Regis-Darby asked should that wording still be there? Or removed? Mr. Tatum stated normally when there is an evaluation that person signs it and it doesn't necessarily mean they agree with it, they are acknowledging it. It is o.k. to have in the evaluation – it is pretty standard.

RESIDENCY COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Residency Committee agenda.

DISCUSSION:

None

TECHNOLOGY COMMITTEE:

Mr. Monge stated I will give you an overview of our conference call last night.

A couple of updates – the wiring for Kawameeh has already been completed and we are about 90% done with wiring for Burnet. Things are in place to have the school wired for the Chromebooks that will be coming into the District. About 880 Chromebooks have already been delivered to Burnet and they are in the process of being labeled and installed into the carts that were acquired from Chatham Schools. The additional Chromebooks will be acquired along with the carts for the other middle school. We are going to purchase 48 carts from Hillsborough and if you remember it was a tremendous savings getting them from the other schools versus acquiring them brand new.

The other thing that we talked about was Genesis and very detailed conversations. Two things that we did not mention earlier was the expansion of online forms. We are going to have the online form for the sign-up for the Chromebooks which is fantastic but hopefully when we

bring Genesis in we can expand that to all forms that we have in the District. There is a great opportunity for efficiencies and savings on paper.

The other thing was the ability to establish one master list for students. We had that conversation with re-registration that some folks were getting notices and they weren't even in the District anymore. We really should have one master list for our students and if they could be through Genesis that would seem to make a lot of sense. I'm not 100% sure what is the best way of doing it. We should consider having one master list.

Mrs. Regis-Darby stated the distribution of Chromebooks will be in February. Mr. Monge stated we are pushing January. I know there was a P.O. that may have pushed that back and there was some hedging for February. We're thinking that we should push for January even if it is later in the month. We asked Ms. Paul if she could figure out how we can make that happen with some manpower. Ultimately at the end of the day we want to get these Chromebooks integrated into the classroom sooner rather than later. She was going to put something together and share it with you.

Mrs. Regis-Darby stated that was one of the concerns was the manpower. We have Ms. Paul but she is only one person and she has three other people with her. Mrs. Paul stated there is more. Mrs. Regis-Darby stated but basically four but to get all of these things done in terms of wiring and labeling the laptops. If we really want to give them to the students, we have to support her and she needs help.

Mr. Monge stated for Kawameeh and Burnet maybe there is an opportunity to talk to the principals and trying to help out the process. Some of it obviously is only her staff can deal with but things like labeling, there seems like there is more manpower. Mr. Tatum stated if you recall last year when they were distributed at the high school, there were people from all over the District helping out. Hopefully we will have that same type of effort. We do have one more addition in that department right now who is a tremendous help to Ms. Paul. We continue to talk about how we can provide her more help and we will continue to pursue that but at the same time, that is all we have and we got it done last year.

Mr. Nufrio asked will these Chromebooks be equipped with GPS? Mrs. Zuena stated they are not going to leave the school. Mrs. Paul stated they are staying in the school. Mr. Nufrio stated if there is a missing Chromebook you should be able to locate it. Mr. McDowell stated not if it leaves Union. Mrs. Paul stated they don't have a tracking device. There is a way of finding them. Mrs. Zuena asked how would we find it? Mr. Monge stated it is not usable. Mrs. Paul stated you have to have a username and password. Mr. Monge stated I think what Mr. Nufrio is saying if someone swipes a Chromebook, it is not usable to them. Mr. Nufrio stated if you have the password. Mr. Monge stated if you are logging on with someone's password you will be able to identify where they are. Mrs. Paul stated we can see when they log in.

Mrs. Zuena stated you won't be able to see where they are? Mr. Monge stated you can. Mr. Tatum stated by the IP address. Mr. Monge stated yes. Mr. Nufrio stated it is trackable and findable. Mrs. Zuena stated the IP will take you to the location if I had it in my home? Mrs. Paul stated it depends on the carrier and internet. Mrs. Zuena stated what if the kid takes it home

and they are logged in with their school idea. Mr. Monge stated if they do that it is a \$300 fine. Mrs. Zuena stated what if a kid steals one from the school? Mr. Benaquista stated if it uses your wi-fi it will pick up your location.

Mrs. Regis-Darby stated last night in our meeting, we actually talked about the Smartboards and the bulbs for the Smartboards and I actually found the answer out today because the bulbs we usually pay \$250-\$300 for one bulb and I know we purchase them from Amazon and they are \$50 but I was told today that you are not allowed to purchase through Amazon and that is why we can't purchase them. Is that true? Mr. Brennan stated I believe that is true because they wouldn't take a purchase order.

Mr. Monge stated I can understand if it is independent sellers on Amazon but if it is Amazon themselves, I would think that they would be able to. Mrs. Regis-Darby stated I just want to know why because \$250 for one light bulb compared to \$50 for that same light bulb – I think that is something we should look into. Mr. Brennan stated we can readdress it.

Mr. Nufrio stated Mr. Tatum when it comes to handling the carts and the laptops, in each school, especially the high school, because the kids take them home but in the middle schools until we arrive at a point where we can let them take them home, who is going to handle the carts? Is there a person who the principal is assigning? Mr. Tatum stated there is a cart in every class.

Mrs. Moses stated there should be a cart in every homeroom. Mr. Nufrio stated what if a child arrives late what does that child do? Mrs. Moses stated the Chromebook will be in the homeroom, if they arrive late they can still go into the homeroom and pick it up. Mr. Tatum stated I would imagine that there will be internal procedures that will be set up by each building. Elementary will be a little different because they are in self-contained classrooms.

Mrs. Regis-Darby stated we know how they will get the Chromebooks in the morning but how do they return them in the afternoon. Mrs. Moses stated the principals are looking at a schedule and what period they will be dropped off. You have to maximize time. Arriving for school is like a job – when they come in to get their Chromebook and drop it off – you know they are still in school and that is the schedule that they are working on. I know you were saying January but there are procedures that need to be put in place – inventory has to be taken, kids need to know the schedule. When the Chromebooks come in three weeks, you can't have the kids being responsible when we just put the Chromebooks there. There are a lot of things that she has to work out. She has to sit with the principal to look at the schedule. Students need to know how this scheduling is going to pan out. It is a process – get the kids established with the Chromebooks, the routine of the schedule of picking up and dropping off and then you have to worry about every kid having a Chromebook in their hand. This is what we have to put in place. We all want them to have it but kids need to know the schedule and how it is done. The principals will have to go through this with all the teachers and the students. It is different in the high school because they took responsibility right away. We have 6th, 7th and 8th graders. The 8th graders could do a little better.

Mrs. Zuena stated we brought our sign-off sheets when we did our pick-up of the Chromebook. All the parents have to go online and have all that done ahead of time before that can happen.

Mrs. Moses stated we have a roll out process for the middle school. It is different, the parents don't have to sign for them. The kids will have their own contract with the teacher. There has to be some time during that day when they open up the Chromebook and go through the tutorial piece. We have to teach them these things and not look on certain sites and follow the process and procedures of the classroom. Those things have to be done first. The principals are a very important piece making sure that everyone gets what they need.

Sandra and her team will go into the school and make sure that all the tags are on. All the kids need to know their tag and that they are getting that one every day. When they check-in it may be another process. Mr. Tatum stated there are procedures that need to be put in place before we are ready to go. Next year at this time we will be able to assess any needs or changes.

Mrs. Zuena stated the parent agreement is going to go on the paperless documents. Mr. Monge stated it will be on Genesis. Mrs. Zuena stated if they break them the parent is still responsible for it. Mr. Nufrio stated if they are taking it home the agreement makes sense but if they are staying in school. Mr. Monge stated maybe there isn't a need for a form potentially if at the end of the day you are checking it in. If you checkout and you didn't check in but someone is going to know but there has to be some type of check-in and checkout process.

Obviously things need to be worked out but is it possible that it can be worked out in writing. Mrs. Moses stated it will be. It needs to be laid out and brought back to the committee. Everyone needs to know the expectations of how it is all going – especially the teachers and the students. The Chromebooks are not going home so the parents don't need to get upset about that but the kids need to be responsible. Usually in a district you start bottom up and we were behind so we started top down because our kids are going out. As we start to move up and preparing them, by the time they get to the high school they will know exactly what to do.

Mr. Nufrio stated if they are picking them up in homeroom, aren't they carrying them around throughout the day? Mr. Tatum stated we are talking about a number of different plans – the original plan was they would pick-up a Chromebook and then return it. Mrs. Moses stated but they may come up with a different plan in each school. Mr. Tatum stated it will be some that is uniform and spelled out very clearly. Mr. Nufrio stated you are going to use too much time for each class to distribute a Chromebook. In order to conserve education time, even if you have to have a homeroom at the end of the day. Mrs. Moses stated for every school there are many teams and committees and they will come up with the best consensus that will work for the teachers and the students and no one will be frustrated.

Mr. Nufrio stated the only problem that you might run into is when the students goes to gym and they did not secure their property. Mrs. Moses stated I'm sure when the teachers get together they will think of those things. Mr. Tatum stated there are a lot of variables that need to be worked out.

Mr. Nufrio stated I was talking about internal cameras at both Kawameeh and Burnet – are they working? Mr. Benaquista stated there are some cameras that need to be fixed. The cameras are the next big project. There is a huge difference of what we put in the high school compared to the middle school cameras. Maybe in the future we can look at upgrading our middle schools. The product that you are getting at the high school is much better.

APPROVAL OF BILLS:

Approval of bills will be next week.

UNFINISHED BUSINESS:

Mr. Arminio stated it was in the Star Ledger, Union finished second in a prestigious bowling tournament led by Kevin Olivera who bowled a 247. Team wise they placed second. Kevin rolled the third highest game, second highest series. On the girl's side, a girl from Union had the second highest game – Kiera Powell and the highest series in the bowling tournament. She bowled a series of 659.

A lot of us on the Board went to the play. I will say this and I say this every year, there were too many seats empty. Mr. Nufrio stated it was Sunday and the last performance and it did snow overnight. It was an excellent show. There were too many seats empty. It was wonderful and very professional. Is that show considered in the Rising Star? Mr. Arminio stated no, it is too early in the year.

Mr. Monge stated we were talking about Franklin School and I had the opportunity to walk the school with the principal and she was talking about the windows and the HVAC and it is outdated and she also told me how the State initially paid for the original windows and HVAC because of the proximity to 78. I'm assuming somewhere in that original agreement there had to be some language that pertains to replacement costs. As we are going up to the useful life of the windows and the equipment, there has to be some type of agreement that pertains to that and we should be knocking on the State's door at some point to see if we can get those windows/HVAC system updated.

Mr. Tatum stated I met with the County BA on that same question and she was here in the District when that took place and what she told me it was a one shot deal. Mr. Monge stated how can that possibly be. I think it is something that we should look into. If you still have an environmental issue with 78 being there and your windows now breakdown. Mrs. Zuena stated we might have an agreement. Mr. Monge stated there had to be some original type of agreement pertaining to that. Mr. Tatum stated from what she told me it was a one shot deal and wherever there is any grant funds, what they expect from the local district is they will take over the expiration of that grant. Mr. Monge stated is that something we can look at – the original grant, the agreement – there has to be some language as it pertains to.

Mr. Tatum stated I will ask Mr. Brennan to look at that and come back with an answer and then we will have some answers. Mr. Brennan stated I will see Karen Dunn on Thursday.

Mr. Tatum stated I think we have to go back and look up and find the records somewhere and go from there. Mr. Griggs stated 1977.

Mrs. Regis-Darby stated a couple of month's back we approved a team of teachers to go to the workshops for the RTI. We spent a lot of money for them to go out. Is it possible to have them come and present a follow-up of what happened with RTI? Mrs. Moses stated they will present in January.

NEW BUSINESS:

Mr. Monge stated we went to open school night at the high school and it was a great showing and I think a lot of parents left surprised and happy with everything. The one thing that I thought we could have done a better job with is the presentation of the clubs. There was only a handful of clubs represented but then above and beyond that is as I was trying to get my high schooler to select a couple of clubs to participate in, the clubs are not online. We couldn't even go online to see what clubs we have to offer.

Mrs. Zuena stated I know at open house Mr. Lowery has a list of all of the clubs and sports and you can probably get it from him with a connection with who to contact. Mr. Monge stated the point is to try to have it online. I think it would be very helpful.

Mrs. Regis-Darby stated for the teachers that stayed, they didn't have to and they stayed and had experiments for the kids to do, especially with the AP classes of biology and chemistry. They were really great and I want to applaud all of them for actually giving up their time.

Mrs. Zuena asked how was that advertised? Mrs. Regis-Darby stated a robo call went home. Mrs. Zuena asked how soon before? Mrs. Regis-Darby stated I don't know but also there was a flyer.

Mr. Monge stated I think we could have done something a little bit better to get a better turnout. There was a good amount of people but you thought there would have been more people. Mrs. Zuena stated for all the students that we have in 7th and 8th grades in both schools we probably should have more. All the sports coaches were there. Mrs. Regis-Darby stated the kids have the option for the freshman for the day also. A lot of the kids are doing that.

Mrs. Zuena stated when I went to the convention I sat through this residency meeting and they did send information in the mail and everything is done computer based so I am going to hand it over to you and just for going to it we can get 100 free residency checks – just to see how you like the system. Mrs. Moses stated thank you.

COMMENTS FROM THE PUBLIC:

Miguel Guzman stated I'm not sure if F-21 was voted on tonight but just as a concerned parent, it is important that we don't negotiate our children safety. I have a son with needs and God forbid something happens to my son in the hallway – the first person that shows up I want them to have the access they need to make sure they get the proper attention. I know there is cost effectiveness but there are a lot of things going on in this nation as well and we need to keep that in our forefront and sometimes we get comfortable and we tend to be reactive to issues instead of proactive.

The Chromebooks, are there any possibility that the 7th and 8th graders or even 6th graders take these Chromebooks home? The reason I say that is even with some of the discussions tonight they can be alleviated if they take it home. When you talk about changing the schedule in the middle of the school year and that is very frustrating and cumbersome so those are things you need to take into consideration. I know the docking stations were given at a very reasonable price but nonetheless we should consider that. Other school districts that I'm aware of are letting 6th, 7th and 8th graders take them home. I know there is a cost effectiveness for that and most districts use the ASES which are a cheaper notebook and easily swappable versus our HPs and Dells but those are things for us to consider because at the end of the day it is going to help us and parents. Are there going to be information sessions? I spoke with Mrs. Paul and Nellis with regards to information sessions. We did it for the high school and a lot of parents that have kids in the middle school, don't have kids in the high school so they are not involved in that so we need to have information sessions for parents so that they become aware of all of this. Maybe highlight some of the things that we plan on using – the Genesis and stuff so the parents are in-tuned with what the kids are getting.

A lot of backpacks can allow you to put their Chromebooks in them so they can take them home. I don't know if they come with a bag. Mrs. Moses stated no. Mr. Guzman stated I know in other districts the ASES comes with a protector. Those are things that we need to consider because at the end of the day we will be paying more and convoluting the process when we can go about it more simply. Mrs. Moses stated eventually moving them to there – when we talk about we have a Title I school and let's talk about just social, economic disadvantages and if you saw it is \$300 – it is a lot or \$75 and you have three kids in the building – that is a lot. It has to be a gradual thing. I think that is why we are getting other Chromebooks because they moved through the process and they don't need those carts anymore. Hopefully those carts will be in good condition and we can pass them to another district. It is a process and you can't ask people for money when they don't have money. Eventually you are right and maybe only 6th graders coming in will have Chromebooks.

Mr. Guzman stated I just want us to think about the consumption – not just the monetary side of it, but the time consumption it takes to collect these and all the adjustments that come along with that. There is added value to that and even monetary value to that. Those are things we need to compare; those case scenarios and offset that to what strain we are putting on the district. Mrs. Moses stated their schedule stays the same, it is just the time at the beginning and time at the end. Mr. Guzman stated but you are adjusting the time – the classes are either going to get shortened or something is going to get shortened. Mrs. Moses stated maybe one minute from every class or something like that and the principals will have to do that.

Mr. Monge stated the first thing that we said in the committee – we agreed to use this as a testing period and see how things go. Our push was to really try to have the 8th graders take them home and then the next year maybe the 7th graders and then going on and that was the progression we wanted to take for sure and that is what we asked for.

Antoinette stated I had the pleasure of visiting the high school and it was so receptive of the people in the school, the faculty and staff members allowing me to have the opportunity to shadow my son for the day. I was able to see what the day was like and what they are doing and

how the teachers and programs are in place that helps my son because he is part of the Title I program that is there for extra help. I was very pleased with that.

I had a concern that I want to bring to the Board because upon visiting one class, the Math class, I was sitting with a group of young men and the conversation was about, and the teacher was not there, it was about how they are progressing as learners for themselves and thinking about their thoughts about what they are doing in the classroom. Overhearing them talk and they felt like that they did not understand the subject that was happening within the classroom and they felt that they were rushed and I made a comment to them and if you feel like that why don't you just approach your teacher, she is there to work with you and it is about your education and your future and every one of the six young men I was sitting with voiced their concern that they were afraid to approach the teacher. I thought back to 2-3 weeks ago when a report went out and I saw another friend's daughter and was just casually asking her how things and school is going and she is second year and she said it was great but she was struggling with math and I said to her what are your struggles, did you approach your teacher and she said my teacher is so caught up with trying to teach the curriculum that she doesn't really have time to sit and understand that there is a few of us that don't understand.

I am an educator and I understand that we teach for students, we don't teach for a curriculum and if we teach to a curriculum then that means we are leaving our kids behind and I wanted to find out about what are our thoughts about what I'm hearing and is there someone or someway these kids can voice their opinion and not feel afraid to voice their opinion because when they are taking ownership of their learning, that is what we want and we are teaching to students that they become independent learners and if they are not independent learners where they can voice and I'm struggling here but we are teaching to a curriculum, we need to move on. If they haven't mastered this how do we expect them to move to the next level and I wanted to know what can we do to make sure that they feel that their voice is important and that we are not just focused on the curriculum but we are focused on the student and their learning and their ownership of what they understand so that they can progress.

Mrs. Moses stated as parents we speak with the teacher or the supervisor of the department – that is the first step. The second thing is we need a co-SAC and that is a central office student advisory committee which we are starting. These are the things I do want to know – their learning, how they see their future in their building and education and where they are going and where we need to approve upon. Question and inquiry is always good and that is a philosophy that I believe all children should bring to the table.

The second thing that I just brought to the Education Committee is we are going to have – for every unit that we begin, we are going to invite parents in. We do a lot of enrichment for students and sometimes kids don't want to say and their education is moving so fast and you want to keep up and if you are falling behind, you are not going to say anything – we have all been students before. We want to have parent workshops to show them what lies ahead and getting them in front and parents should be able to bring their student so they can learn what lies ahead. The kids would know what lies ahead; they know the concept that is going to be taught; parents can have questions about that. We are going to build a relationship. Everything is rigor and we have to get the kids engaged. It is nice to hear that the children are talking about how

they do the work that they are doing and how they want to become more self-directed. It is our job to make sure that our students get that way.

Those are the two things I spoke with Mr. Tatum about and presented to the Education Committee because we need parents and students to see what we are doing before we get there. There is never enough time for any of this so a lot of stuff has to go to an extended day – extend the school year. We are already looking at September to July. We did it last year and we are going to do it this year. Those are the things that we are working on but we are waiting for students to respond back to emails because letters went out to students and not to the parent and they are responsible to email back. Once we get that started then we will start working on the academic, the culture, the climate of the district in their school.

The other thing we were working on was bringing in Kean University for higher learning – they were going to come in and do some things in language arts and math and just to show them the introduction to it. Again with parents and the students – together.

Mrs. Regis-Darby stated I think the message has to go across that we need to make sure that educators understand the needs of meeting students where they are. Going back to her concerns, as educators if you know your class and your students in your classroom, you have to understand that you don't meet the child here when the child is down here – you have to get to know that child and figure out how that child learns and figure out what is going to work best for that child in that particular classroom. I think that message needs to go back to meeting the child where he or she is. Mrs. Moses stated you are absolutely right. When there is a new concept and we are doing everything new because the State put in these new initiatives and the practices have changed. It has changed for the teachers too. Old school was whole class instruction so meeting kids where they are is exactly what it is. If you have five kids at all different levels you need to meet them at five different places. How do you do that? There are best practices that we learn now and what I had to do was go back to the supervisor and go through this again and remind teachers to feel comfortable about that. Take care of the learning needs of every student.

Mrs. Regis-Darby stated all educators want to get through a curriculum and be able to succeed at the end of the year with the curriculum but at the end of the day and what trumps the curriculum is standards and we are guided by standards as educators and I think that is the most important message that you need to bring back and making sure that our teachers here are teaching our kids to the standards and if they do that I think you will get more bang for your money here. Mr. Tatum stated I think it also becomes a mindset issue as well and it is one that we have been working on very diligently in this District. I am a firm believer at meeting children where they are and I speak about that all the time and you will hear me when I speak publicly. We also have to set an environment where children feel comfortable with being able to communicate to their teachers and principal about their concerns. It is not ever to put anyone on the spot and I have been a teacher, there is an urgency to get material done sometime because we are concerned about assessments and those things but we are in a State that is all about growth. The whole idea is to meet children where they are and then being able to attend to those particular needs.

We use to talk about teachers being a direct instructor versus a facilitator of learning and unfortunately what has happened is that we are really asking teachers to do more facilitation. At one time it was all algorism and you follow the algorism and there was no room for diversion. The skills that are required to decipher that information and be able to analyze and pull that all together is the kind of skills that we have to teach but we also have to get students to a point where they feel to have enough confidence to utilize those skills.

Mrs. Moses stated on our website we posted a lot of what teachers do for PD and on there it talks about questioning and that is one of the main things to teaching to that – our students need to question their learning and their teaching. The PD we give out all year and it is all data driven is based upon observation when administrators visit the classrooms and what they see. What we know is that we need to teach our students to question and not be afraid. We do have PD on that so teachers know that is the number one goal. Observation back then was looking at the teacher but observation now is looking at the student and how the student responds to the teacher and if a student does not respond to the teacher, the teacher is not stimulating the student. Teachers can showboat which you know is unacceptable today. If the kids are asking questions, then the teacher is doing their job. You will see the PD's online for all parents to see – what we do to help teachers become better at what they do so students and parents can look at what we are working on to become better educators.

Mrs. Regis-Darby stated we also need those forums at the high school where you have a town hall meeting and I mentioned to Mr. Tatum a couple of times so that the parents can understand what is happening at the high school and even at the middle school. I think it is something that we should look into to have those forums. Mrs. Moses stated that would have to be held by the administrators. We can bring that to the table. The administrators would have to be in that 100% because Mr. Tatum has his planning committee and now we have student central office advisory for students and as they move in they bring other kids in. Those things are very important for them so they can become leaders and have leadership skills. Those are the things that we are working with our students, teachers and parents – we have all these different committees going on for the whole child.

Mr. Tatum stated although the conversation you heard was not as pleasing as one would imagine, but I'm happy to hear that students are talking about their abilities and what they understand and don't understand. I came from a time where a student would fail before he would say anything. Now children want to do well and succeed and they have identified their own needs so that is self-assessment so that is powerful. Students should never be inhibited to talk to their teachers or an adult. Because at the end of the day that is what we are all here collectively for is for the betterment of the children.

Mr. Nufrio stated I heard you say Title I, was there an in-class support teacher there? Antoinette stated no.

Valerie Brown stated I thank everyone here for all the work that you are doing in the District and it doesn't go unnoticed. As a parent, I appreciate everything you are doing. My comment is on emergency preparedness and safety in our District. Given the climate that we are in and a lot is going on in our nation, I wanted to pose a suggestion and a comment for your

consideration regarding the possibility of handheld metal detectors in our schools. I understand that there is a cost associate with it and I have done some personal research on it. On a low side some handhelds are \$99 and go as high as the sky is the limit. I was in the schools and my daughter is in Union High School and I was picking her up from her volleyball game and I pulled up and saw a large crowd outside which was alarming to me because where I grew up and when I see a large crowd it usually means there is an altercation of some sort. I parked and ran over trying to see who was in the center of the altercation – fortunately it had started to break up at that point. But in conversation with one of the staff members at the high school and a PTA member that was present, there were students that had come from another district to pursue a Union High School student. These particular groups of students that had come, I don't know if they had any weaponry on them but I don't even care. The fact that they were very disrespectful of the staff member, the PTA member and our students was very alarming to me.

The group of students kept on going in and out of the school trying to pursue the students that they were coming there to fight. The group was told repeatedly to leave the premises. Ultimately the police needed to be notified and they did respond accordingly. It started me thinking as a parent seeing that – what are we doing for sporting events and events that are open to the public to prevent weapons that may be brought onto the premises. I understand that there are expenses associated with those types of initiatives. One of the things as I as a parent am willing to do is to partner with you on fundraising efforts to try to ensure that these types of measures are introduced. If not this year or the calendar year 2018 or the very near future.

I have done some research on the amount of school shootings in the nation since 2013. There have been 266 school shootings within a 4-year period from the pre-school level to high school and college. Those numbers as a parent is very alarming to me and I understand that Union was recently awarded the 41st safest city in America to which I am very proud and each of us should be but I think the existing safety measures that we are all doing now, I applaud them and I'm grateful for them but I think the climate of our nation, I think we may need to take it up a notch.

I am just asking and just leaving a nugget for further consideration in the future and again I am offering to help if I can and I would just ask that the District give it some thought.

Mr. Benaquista stated speaking to the metal detectors – Mr. Tatum and myself and the Director of Security are actually trying to get information on surrounding districts to see what they are talking about and what they are doing and to see if there is something to bring to the Board. There is a lot that goes into when you talk metal detectors. There are a lot of conversations that need to be had but Mr. Tatum and I were speaking today about it and we did inform our Director of Security and maybe we can have a discussion with the Board on some information that he obtains. The conversation has already started and we do want to stay on the front side of security. We do have more than the amount of drills that schools are mandated to have. We are always trying to come up with relevant tabletop drills as well as emergency drills throughout the year at all the schools and we are very lucky to have a close relationship with an emergency response not just with local but county as well and a lot of different entities involved in the safety of our kids and we will continue to do that and we will continue to have conversation to see if there are any other measures we can do to bring more safety to our kids.

Mr. Tatum stated we did get your email that same evening which I believe was last Tuesday and we reached out to our Director that evening and I asked him to get some research going so when we do have an opportunity to respond to you it would be something with some fact and not fiction. One of the other things is we do have periodic emergency management meetings with the Township – the fire and police department and that will be another issue when we do have our next emergency management meeting and Mr. Benaquista is in charge of that and that will be another consideration that we will discuss. You mentioned in your email about plans moving forward and it is very easy for me to say as Superintendent I am going to do this and this but I have to ensure that it is compliant with regulations and ensure it is something we can meet in terms of mandates both financially and physically and also it is something that ties into the whole emergency management plan which is a lot more comprehensive than anyone in this room knows about. There is a very comprehensive plan that we follow.

I know your email came in response to the circumstance that happened last week. There was a procedure that has to be followed in situations like that and I get calls why didn't you do this and that and I have to say that there is a written procedure that has to be followed. When that incident occurred I was not in Union on that day and I was actually off. At the time I received two phone calls which is appropriate regardless of where I am. I got those calls and immediately got on the phone and started the whole thing in motion. By the end of the day and in review of our procedure, we acted appropriately and accordingly in that situation. As you mentioned in the statistics a moment ago, that is the reason why we end up being in reactionary mode and the reason why the State mandates particular drills and the preventive drills as well as the real situation is because we can't take anything anyone says lightly. Certainly the points that you made in your email are very well taken and I don't want you to think that we don't take it seriously or we take it lightly but I want people to understand that a lot of times when you don't get an immediate response is because you are bringing something that requires consideration of a number of factors but we appreciate your commentary. We are doing the things that we are supposed to do but we can always get better. Your points are well taken and we take it very seriously.

Mr. Nufrio stated as to the handhelds, I'm familiar with that because in Elizabeth every school had at least two in the main office and they were primarily utilized when a situation occurred and a student would be brought in to my office or administrators' office for suspicion. You can't randomly wand people. That would cause more problems. Situationally they are very handy. That is something I would concur completely to at least equip every school with a couple of them. It is not just to act as if every kid may have a weapon – no – it is for situations that perhaps warrant the wand of such child. You still have to ask permission. Unfortunately you can't just go up to a person and wand them. If there is a situation that calls for suspicion – sporting events would be an extremely difficult thing to do just in light of the time consumption that would be involved. I'm not saying it can't be done. Mrs. Minneci stated indoor events is scary. Mr. Nufrio stated outside would be difficult. You don't know what would happen if you engage in that. Mrs. Minneci stated it is hard when they come from other districts to control that. Mr. Nufrio stated there are privacy laws that accompany that. Each school should have a couple of wands and I totally agree that would be a start.

Mrs. Moses stated when you said that the police came right away. I know there are kids that go from one school to another. There are some schools kids will never go to because of the police in the town and they know not to go through a town with that behavior. You said you would help out with whatever we need to do and if you could help out and let parents know that they should let the police department know that we are grateful that they come right away because that is a deterrent. Encouraging police officers and being appreciative to them and parents should send letters to them and telling them that you appreciate them and they are always there taking care of our kids and that is a deterrent.

Mrs. Zuena stated for School Dude we have to put in a permit for everything that goes on whether a basketball game or whatever, the police and fire department have a list of all of the information so that they always know when events are going in our schools. I know the police department sends more security to the schools the days that is happening which is very helpful. I host a wrestling event and by the school's law when I rent the school, I have to hire a fire and a police person to be here.

Mr. Benaquista stated if it is just daily events that are happening, a lot of times the police are aware of what is going on and they will cycle cars through. If we call them, the response is much better than other school systems.

Ann Margaret Shannon stated thank you Mrs. Regis-Darby for thanking the staff for coming in and I know they will appreciate that. Mr. Nufrio made a comment about the school treasurer's being bonded, I assume that they are bonded? Mr. Brennan stated no. Mr. Griggs stated no school does. The only one that requires bonds are the Treasurer and the School Business Administrator. Mrs. Shannon stated the high school is a city in itself and I don't know if this is something you would consider in the future. Maybe it should be a separate part-time job if you guys would consider that.

Chromebooks with the middle schools – if you are having meetings about discussing what might happen and how you might handle it, I would appreciate if you keep us involved because I know homeroom teachers get slapped down all the time and if they have to hand out computers and then collect them, it might create some animosity. It is going to be a big job if the homeroom teacher has to do it. If I was a homeroom teacher and had to keep 30 Chromebooks in my room overnight, and am I responsible if something happens after hours. I know my personal classroom is used almost nightly because of sporting events. I would be concerned about that. If there is any discussion on it if we could be involved because I thought the original idea was to have a cart in each classroom but then you don't have an issue of handing in and handing out but you do have the overnight.

I know the wiring was mentioned but is the electrical wiring sufficient enough to support all those charging? Mr. Monge stated Barry was saying that the electrical output is less than the ones with towers. The cart is a charging station and it will keep them charged all day.

Rich D'Avanza stated UTEA vice president – can someone explain resolution O-2 – concerning voluntary benefits. Mr. Brennan stated it is a disability insurance program that we are going to offer employees – totally voluntary. Information will be coming out. Mr.

D'Avanza stated we have AFLAC. Mr. Brennan stated it is a little different and I will get you more detail on that and send it to you.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Mrs. Williams, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:30 p.m.

Moved by Dr. Francis, seconded by Mrs. Regis-Darby, that the following resolution be adopted:

APPROVE TO SUSPEND BOARD POLICY 5114

Approve to suspend Board Policy 5114 which requires that the Board of Education conduct a formal hearing to consider the long-term suspension of student #190846.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Mr. Nufrio, seconded by Mrs. Regis-Darby, that the following resolution be adopted:

**APPROVE TO APPOINT EDUCATION COMMITTEE TO CONDUCT LONG-TERM
SUSPENSION**

Approve to appoint the Board's Education Committee to conduct a formal long-term suspension for student #190846.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: Mr. Monge

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by MR. Arminio, seconded by Mrs. Williams, that the meeting be adjourned at 10:35 p.m. All present voting YES **MOTION CARRIED**

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**