

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – SEPTEMBER 17, 2019

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, September 17, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:15 p.m.

PRESENT AT ROLL CALL:

Mrs. Sherry Higgins, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Ruiz

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Ann Hart, Mr. Craig Wojcik, Mrs. Maureen Guilfoyle

ALSO PRESENT:

Afshan Ajmiri Giner, Esq., David Solomon, Esq.

Mr. McDowell led the Board and audience members 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.

Mrs. Higgins read the District’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Mr. Nufrio, that the Board go into Executive Session at 7:18 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session 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.

Action may be taken when the Board reconvenes in public session.

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:43 p.m.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

Moved by Mrs. Regis-Darby, seconded by Dr. Morgan, that the following minutes be approved:

- 1. May 14, 2019 – worksession
- 2. May 14, 2019 – executive session
- 2. May 21, 2019 – regular meeting
- 3. May 21, 2019 - executive session

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Dr. Morgan (May 21st minutes),
Mrs. Williams (May 14th minutes)

MOTION CARRIED

Communications

LETTER FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Letter from Township of Union Recreation Department requesting update to previously approved Trunk or Treat event request.

LETTER OF RESIGNATION – COLLURA

Letter of resignation from Jennifer Collura, cafeteria aide-Livingston Elementary School, effective September 5, 2019.

LETTER OF RETIREMENT – ROHLIK

Letter of resignation for the purpose of retirement from Rudy Rohlik, part-time bus driver-Transportation Department, effective September 1, 2019.

LETTER OF RESIGNATION – GIERLA

Letter of resignation from Michele Gierla, paraprofessional-Union High School, effective September 1, 2019.

REQUEST FOR LEAVE – BRUMFIELD

Request for paid medical leave and unpaid FMLA from Catherine Brumfield, special education teacher-Union High School, September 9, 2019 – December 9, 2019.

REQUEST FOR LEAVE – DAMIANO

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Adriane Damiano, health and physical education teacher-Union High School, October 28, 2019 – April 1, 2020.

REQUEST FOR EXTENSION OF LEAVE – KELLY

Request for extension of paid medical leave from Eileen Kelly, teacher-Connecticut Farms Elementary School, new return date January 2, 2020.

REQUEST FOR LEAVE – CORVELEYN

Request for non FMLA leave from Clair Corveleyn, paraprofessional-Battle Hill Elementary School, September 1, 2019 - January 1, 2020.

REQUEST FOR INTERMITTENT LEAVE – PARDO

Request for intermittent FMLA leave from Gregory Pardo, teacher-Connecticut Farms Elementary School, September 1, 2019 – September 1, 2020.

REQUEST FOR LEAVE UPDATE – CARVAJAL

Update to request for paid child rearing leave and unpaid NJFLA/FMLA (concurrently) from Maria Carvajal, teacher-Jefferson School, October 7, 2019 – March 24, 2020.

LETTER OF RETIREMENT – MOBLEY

Letter of resignation, for purpose of retirement, from Lorenzo Mobley, 2nd shift custodian-Union High School, effective March 1, 2020.

REQUEST FOR LEAVE – SHAH

Request for FMLA/NJFLA leave (concurrently) from Dipti Shah, paraprofessional-Kawameeh Middle School, September 1, 2019 – November 25, 2019.

REQUEST FOR LEAVE – DENNING

Request for paid child rearing leave and unpaid FMLA leave from Noa Denning, speech correction/language specialist-Hannah Caldwell Elementary School, November 4, 2019 – March 27, 2020.

REQUEST FOR LEAVE – FASOLINA

Request for unpaid non FMLA leave from Christina Fasolina, paraprofessional-Burnet Middle School, September 18, 2019 – May 13, 2020.

REQUEST FOR CONTINUED INTERMITTENT LEAVE – NEMEZIO

Request for continued intermittent FMLA/NJFLA (concurrently) from Elaine Nemezio, 10-month secretary-Hannah Caldwell Elementary School, April 24, 2019 – April 24, 2020.

LETTER OF RESIGNATION – JENKINS

Letter of resignation from Latesha Jenkins, Supervisor for Special Services – districtwide, effective November 11, 2019.

Superintendent's Report

Mr. Matthews stated thank you for having us tonight. Strengthening our PLC process is paramount to us. This is in line with State goals and also with our district goal, ensuring an equitable system that addresses every students' needs. Mrs. Roof will explain our new positive behavior support system which is called "Washington Wages" which is also aligned with the district goal with SEL.

Strengthening our PLC – Professional Learning Communities – the previous school year many district administrators, supervisors and directors went to a conference hosted by Solution Tree and this is where we first learned about what we can do to have PLCs and optimize them. We were really blown away and so inspired by what we learned at the conference and we started taking baby steps immediately. We hope to strengthen our PLC process this year which involves identifying the essential standards which each grade level team has already done and then we will have vertical meetings so each grade level team can meet with the previous grade level team and the grade level team higher so they can look at each others essential standards and discuss them and perhaps make some changes.

We develop common formative assessments – we are working on that now. Last year we started it and this year we will hone that. Without common formative assessments, it is difficult to assess where each child is. This year's goal is to create a library per essential standard.

We will use the common formative results to constantly monitor student progress and tier the students and assess them again with a different version of common assessment for the same standard. This way we will know where each student is. This will be an ongoing process.

Each grade level or special team is going to have at least two PLCs per month and the focus with each PLC is going to be on one of these four questions. (1) What is it we want our students to learn? – we did that last year; (2) How will we know when they have learned it? – we will do this year; (3) What will we do when they have not learned it? and (4) What will we do when they already know it? To some extend we are covering all four questions but each PLC meeting, the focus is on one of those questions using the student data.

Even though last year we took baby steps and we went to another conference, we are very confident that our PLC is going to demonstrate student progress for each individual student and that is where the equity comes in. We can demonstrate that every student was challenged to their full potential within each essential standard.

Mrs. Roof stated I don't know who is familiar with the connected action road map – the NJDOE website – this is directly aligned. This PLC process is directly aligned with the action road map.

Washington Wages is a new positive behavior support system that we put in place this year. If you are familiar with Dave & Buster, Chuck E Cheese or the boardwalk – this system is very similar to that. It is aligned with SEL because it is encouraging positive relationships between students and adults and students. It encourages them to express themselves emotionally in a positive manner and they get rewarded for doing this and they get a ticket. Tickets are valued at one or two – cafeteria and substitutes are worth two because we identified those areas of concern. That is where the negative behavior choices tend to increase. We are encouraging to make positive choices in those areas.

The students are taught responsibility. They are taught financial awareness because they are holding on to these tickets and when we call the Washington Wages day, they can come down to the school counselor's office where they can purchase prizes based on the amount of tickets that they have. The more tickets they have the bigger the prize. We are trying to teach them that if they hold on to these tickets all year you may be able to get something much larger than what you would receive in the school – a razor scooter or a tablet. We are still in the works. This was just initiated this year.

There is also a teacher recognition component so we decided maybe once a month, once those tickets are collected and the students have cashed them in; we will do a drawing and whoever teacher's name is on that they will receive a little something. It is an incentive to continue to pass these out and encourage the students to make positive choices.

Washington Elementary School presentation by Mr. Matthews and Mrs. Roof appended to minutes.

Dr. Morgan stated who will be creating those assessments and will they be trained on how to create common assessments. Mr. Matthews stated there is a supplemental program called i-Ready that the district uses for math and language arts and in grades 2 and up they provide common assessments per standards. That doesn't mean they can't develop their own common assessments as a grade level team. We are actually going to be incorporating how to develop common assessments. For now it is provided in this program. Grades K-1 don't have that option through i-Ready so they are going to be developing their library from scratch starting immediately and again that training will be provided.

Mrs. Roof stated in connection with i-Ready we have Ed Connect which is available for grades 2-4 and through global PD – we have a membership for that – there are tons of videos that we are using.

Dr. Morgan asked data analysis – how are you going to collect the data and use the data? Mrs. Roof stated we started that last year. The two computer programs I mentioned, they actually have principal reports. All the data is there and at our fingertips. It is broken down by classroom or standards. There are different criteria you can choose.

Mr. Nufrio stated I'm particularly impressed by the bold move of sharing; I hope that is being done districtwide. Mr. Tatum stated it is. Mr. Nufrio stated the developmental stages at the elementary level – sharing of the progress or lack of progress so that when they finally do come out they are ready for that next level and I want to complement both of you for that.

As far as how the outcomes are assessed, do you do that also on a vertical basis – meaning at the end of the year do you get together with your grade levels. In the past meetings at the elementary level are not always vertical, they tended to be strictly by grade. This is being done throughout the year and I think that is terrific. Mr. Matthews stated we are very fortunate because we have a built in connection to Jefferson now with Mrs. Roof being there. We can pull some 5th grade teachers into our vertical meetings and we plan on doing that. Mr. Nufrio stated very good.

Mr. McDowell stated a few years ago we sent teachers away for PLC – is this an offshoot of that or related to that? Mrs. Roof stated that is where we got the initial plans and then we have been building on it since. Mr. Matthews stated we had a follow-up conference this past spring with our own leadership team. We were even more inspired. We are aware that the State will be mandating much of what we have already started. We are very happy we are ahead of the game.

Mrs. Regis-Darby stated that professional development was centered around RTI – that was the first PLC implemented into the schools. Mr. Matthew stated even though we didn't mention RTI it is a critical component to everything we spoke about.

Mr. Tatum stated next we will have the ESIP Presentations.

Mr. Brennan stated Honeywell will present their ESIP plan. Honeywell presentation appended to minutes. Presentation can be seen on the BOE Meeting Video Library.

Mr. Nufrio asked who is going to handle the bidding? Honeywell representative stated Honeywell would be responsible for the design, in collaboration with you and then we would write the bid specification for each individual measure and we bid and go to the lowest responsible bidder and input from you on anything particular you have. Mr. Nufrio stated it will be coordinated with the business department. Honeywell representative stated right and it is always with your approval. We follow all bid laws and the district can be involved as much as possible. Mr. Nufrio stated the ultimate approval will be by the Board. Honeywell representative stated the bid documents says the school district and Honeywell reserve the right to award or not award based on public bidding law.

One of the differences when you do an energy savings improvement program is that there is a guarantee of energy savings performance. When a bid comes in high that is where the “no change order clause” comes in. We will clearly show you what that is but if it goes over that it is up to us because we will go through to budget this and that is where that protection comes in.

There are three options and the options are basically to show you a 15-year lease purchase at 5%; a 15-year lease purchase at 2.7% and the other is a 20-year lease purchase. We will decide this together.

Mr. Brennan stated Schneider Electric will present their ESIP plan. Schneider Electric presentation appended to minutes. Presentation can be seen on the BOE Meeting Video Library.

Mr. Nufrio stated did I hear that you would be seeking third-party financing? Schneider representative stated typically these projects are paid for by a third-party. It is similar to a bond referendum or tax-exempt lease. Just say Bank of America or someone like that who is providing the upfront financing of \$10 million a year, we would develop the project with the district to say it will save a \$1 million a year – hypothetically and that would pay back that debt. The district would secure those funds working with us and your financial advisor. Most projects are 15-20 year financing. The requirement in the law is we have to send to the State a project that gets approved and pays for itself. The financing would be secured and we would essentially build the project and after 6 months or a year the district has been seeing significant savings, some of that repayment would happen. It doesn't require voter approval because these are funds the district is already spending on utilities which will now be going towards repaying the debt to make some of the improvements in the project.

Mr. Nufrio stated with regards to third-party financing, what has been your experience on the average percentage that you realized for your clients? Since you are not doing the financing, other institutions will be doing it. Representative from Schneider stated most recently with another entity in New Jersey – we were able to secure a sub 3% interest rate with a municipal lease. We have seen bonds come in somewhere in the mid high twos – like 2.6 with all fees wrapped in as well. The reality is we are at a historical low right now with rates. The gap between a 15-year and 20-year lending is almost at no difference at all. If there is a time that you are borrowing to get the most amount of work done and the least amount of interest cost is today.

Mr. Nufrio asked is that a pre-requisite to any marriage that we may have with you that you are going to seek out the financing or is that optional. Schneider representative stated it is optional, we don't make any money on that and we don't have a preference. We work with Phoenix Advisors on a regular basis and local bond counsel so we can work with the local team you currently work with. We do have an in-house individual and team that have wonderful lender relations so that person can help. You can do it with your own team or we can help.

Mr. Nufrio stated the sub three would that be a fixed rate or floating. Schneider representative stated fixed rate.

Mr. Nufrio stated the State's requirement that you need to be able to cover your costs, what if it doesn't reach that. Schneider representative stated if during the development process we can't through a project that doesn't pay for itself then essentially the district would be at no financial obligation to pay us for developing an engineering project. We build the project and the savings don't occur, there is a financial guarantee. In New Jersey it is optional and it is something we take very seriously. It is an annually renewable contract – not as an insurance premium. We have to measure and verify energy savings and that takes a lot of work. We

guarantee a million, the district only saves \$900,000 we would cut a check for the district for \$100,000 – whatever the difference is. It is less than 1% of the time but we stand by our guarantee.

Mr. Nufrio stated if you don't save a million what would that be due from? Schneider representative stated it could be a lot of things but it could be based on the cost. During the development process we come back with a fixed price contract. When we execute a contract with the district that is a fixed price contract so if there were change orders, lighting contractor was more expensive, that would be our risk. From that point forward the variable becomes a savings. What is going to affect energy savings? The lights were on more or less so more operational components. Regarding heating or cooling, maybe the air conditioner is running more or less than what we expected. For the first couple of years our team is remotely looking at temperature set points where they should be so they are not wasting energy; are the schedules what they should be so it is not running 24/7. We usually monitor that based on the staff capabilities and based on the wants and needs of the district. Generally most of the savings risk is around the operation of the building.

Mr. Tatum stated enrollment numbers are as follows:

- Union High School 2223
- Burnet Middle School 1015
- Kawameeh Middle School 707
- Jefferson Elementary School 519
- Battle Hill Elementary School 397
- Connecticut Farms Elementary 387
- Franklin Elementary School 449
- Hannah Caldwell Elementary School 561
- Livingston Elementary School 402
- Washington Elementary School 548
- High School Totals: 2223
- Middle School Totals: 1722
- Elementary School Totals: 3263
- Out of District Totals:
- In District Totals: 7208

Highlights: Each building had a successful start of the school year. The Township of Union Public Schools opened our doors to welcome approximately 7208 students on September 5, 2019. This is an increase of 77 students over last year's opening day total of 7137 students districtwide. Student/ Staff Attendance – no attendance to report this month.

I want to make a comment concerning the district's successful completion of the NJQSAC. We are very excited to report that our district will become certified by the State for a 3-year period. I also did some research and there was one other time where we successfully passed QSAC – approximately a 6-year period that we had not been successful.

- 9/11 Observances – As reported last week, all Township of Union Public School observed the 18th anniversary on the unfortunate events of September 11, 2001. The following is a list of events held at each school to commemorate this tragic event in our nation's history: Most schools shared a moment of silence during morning announcements. Some of our elementary students discussed the important jobs of all first responders and how we should respect and appreciate these selfless men and women. Some of our middle schools participated in reflective writing after watching a short video clip from the perspective of current middle schoolers who shared their understanding and views on September 11th. Other students were asked to interview someone who was alive during the 9/11 attacks to get a perspective on the events that took place.

Upcoming Events: As announced last week, back to school night programs have been held at Battle Hill School, Union HS, Hannah Caldwell and Franklin School. The remaining programs will be held on September 18th at Connecticut Farms, Livingston and Washington. September 24th at Jefferson. September 26th Kawameeh and Burnet. Please check with you building principals and or PTA Executive Boards for the appropriate start times. I will report on the remaining schools next Tuesday.

Education/Student Discipline Committee Resolutions

Mrs. Regis-Darby stated we will be adding E-6 to the agenda for approval.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Regis-Darby, seconded by Mrs. Williams, for adoption:

E-1. APPROVE DISTRICT MENTORING PLAN

Approve Township of Union Public Schools 2019-2020 District Mentoring Plan, in accordance with the information appended to the minutes.

E-2. APPROVE I&RS MEMBERS – 2019-2020

Approve I&RS members for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-3. APPROVE SCHOOL IMPROVEMENT PLANNING COMMITTEE – 2019-2020

Approve School Improvement Planning Committee for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-4. APPROVE REVISED INSTRUCTIONAL UNIT PLAN FORM

Approve the revised Instructional Unit Plan for teachers to unpack the standards into instructional units in each grade; addressing all grade level standards, in accordance with the information appended to the minutes.

E-5. APPROVE CURRICULUM GUIDES

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

- a. Exploring Social & Digital Media
- b. Intro to Drone Theory and Design
- c. Allied Health, Grades 10 and 11
- d. Allied Health, Grade 12

E-6. APPROVE MODIFICATION OF SUPERINTENDENT’S DECISION

Approve modification of Superintendent’s decision on the HIB matter reviewed by the Board and remand the HIB matter to the Anti-Bullying Specialist for further investigation.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mr. McDowell (E-6), Mr. Nufrio (E-6)

MOTION CARRIED

Fiscal and Planning Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mr. Nufrio, for adoption:

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated August 31, 2019 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated August 31, 2019 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of August 31, 2019 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan
Gregory E. Brennan, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of August 31, 2019 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

Approve district wide travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and Board Policy File Code 6471 and in accordance with the information appended to the minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

F-8. APPROVE LIST OF 2019-2020 STATE CONTRACT VENDORS

Approve the amended list of the 2019-2020 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

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
Union High School	2033/Music	Pine Forest Camp – band camp invoice (8/18-22/19)	\$12,015.00

F-10. APPROVE 2019-2020 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2019-2020 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Bake Sale	September 18, 2019- June 20, 2020	UHS/Student Council – to raise money for student council events and activities
Powder Puff Game	May 2020	UHS/Student Council – to raise money for student council events and activities
March Madness	March 2020	UHS/Student Council – to raise money for homecoming dance and all upcoming events

Valentine’s Day Gram	February 14, 2020	UHS/Student Council – to raise money for student council events and activities
Holiday Grams	December 20, 2019	UHS/Student Council – to raise money for student council events and activities
Student vs. Faculty Football game	November 1-30, 2019 or April 1-May 31, 2020	UHS/Student Council – to raise money for student council events and activities
Homecoming Game	November 1, 2019	UHS/Student Council – to raise money for student council events and activities
Homecoming Dance	November 2, 2019	UHS/Student Council – to raise money for student council events and activities
Car Wash	September 1, 2019	UHS/Marching Band – to raise funds to offset the cost of props/materials for students
Scholastic Book Fair	September 23-27, 2019	KMS/Library Activities – to raise funds for the library

F-12. ACCEPT DONATIONS

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
AdoptAClassroom.org and partner Burlington Stores	Franklin Elementary School	\$10,000

F-12A. *Agenda item approved at 9/10/19 worksession (Modell’s/NY Giants/American Heart Association).*

F-13. APPROVE TRAVEL AND RELATED EXPENSES – NJSBA WORKSHOP - 2019

Approve travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-5.8, 5.9 for the NJSBA Workshop Convention in Atlantic City, New Jersey for Board members and Central Office Administration.

F-14. APPROVE PLAY UNIFIED GRANT AWARD

Approve the acceptance of the Play Unified Grant award, in the sum of \$7,900.00, to be distributed to the following schools – (a) Burnet Middle School - \$2,000; (b) Union High School - \$2,900; (c) Kawaweeh Middle School - \$1,500; (d) Jefferson School - \$1,500.

F-15. APPROVE SUMMIT SPEECH – AUDIOLOGY CONSULTATIVE SERVICES

Approve Summit Speech to provide audiology consultative services at the rate of \$200.00 per hour, not to exceed \$600.00, for the 2019-2020 school year [Account #11-000-219-320-02-19].

F-16. *For informational purposes only – vote not required.* List of legal services for the 2019-2020 school year, in accordance with the information appended to the minutes.

F-17. APPROVE RODRIGUEZ NATIVO LLC –SIGN LANGUAGE INTERPRETER

Approve Rodriguez Nativo LLC to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (thereafter \$70/hr. day rate

and \$75/hr. after 5 p.m.) not to exceed \$2,750 for the 2019-2020 school year (Account #11-000-240-890-01-54-060).

F-18. APPROVE PARTICIPATION IN SAFER SCHOOLS IN AMERICA IMPACT GRANT

Approve participation in the Safer Schools in America (SSIA) Impact Grant for the following three schools: (a) Union High School, (b) Burnet Middle School and (c) Kawameeh Middle, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (F-8-vendor 85992 only)

MOTION CARRIED

Operations Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mr. Nufrio, for adoption:

O-1. APPROVE AGREEMENT WITH BOYS & GIRLS CLUB OF UNION COUNTY

Approve agreement with the Boys & Girls Club of Union County for the 2019-2020 winter swim season, in accordance with the information appended to the minutes.

O-2. APPROVE ANNUAL INTEGRATED PEST MANAGEMENT NOTICE

Approve Annual Integrated Pest Management Notice for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-3. APPROVE REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Approve request from Township of Union Recreation Department requesting an update to previously approved Trunk or Treat event: (a) to add rain date of October 27, 2019 and (b) include access to indoor restroom facilities, in accordance with the information appended to the minutes.

O-4. APPROVE AMENDMENT TO SRO SERVICE AGREEMENT

Approve Amendment to School Resource Officer Service Agreement for the 2019-2020 and 2020-2021 school years, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (O-3)

MOTION CARRIED

Personnel Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Higgins, for adoption:

P-1. *Agenda item approved at 9/10/19 worksession (personnel actions).*

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2019-2020 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Collura, Jennifer	Cafeteria aide	Livingston	9/5/2019	Resignation	
Rohlik, Rudy	P/T bus driver	Transportation	9/1/19	Retirement	
Gierla, Michele	Paraprofessional	UHS	9/1/2019	resignation	
Mobley, Lorenzo	2 nd shift custodian	Maintenance	3/1/2020	Retirement	
Jenkins, Latesha	Supervisor, special services	Districtwide	11/11/19	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Brumfield, Catherine	Special ed teacher	UHS	9/9/2019-12/9/2019	Paid medical leave and unpaid FMLA	FMLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA

Damiano, Adriane	Health and phys ed teacher	UHS	10/28/19-4/1/2020	Paid child rearing leave and unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Kelly, Eileen	Teacher	CF	New return date 1/2/2020	Extension of paid medical leave	
Corveleyn, Clair	Paraprofessional	BH	9/1/2019 – 1/2/2020	Non FMLA leave	
Pardo, Gregory	Teacher	CF	9/1/2019-9/1/2020	Intermittent FMLA leave	
Carvajal, Maria	Teacher	Jefferson	10/7/2019-3/24/2020	Update to paid child rearing leave and unpaid NJFLA/FMLA (concurrently)	
Shah, Dipti	Paraprofessional	KMS	9/1/2019-11/25/2019	FMLA/NJFLA leave (concurrently)	
Fasolina, Christina	Paraprofessional	BMS	9/18/2019-5/13/2020	Unpaid non FMLA leave	Extension through 4/24/2020. Org. leave began 4/24/19. FMLA/NJFLA entitlement not to exceed 12 weeks
Nemezio, Elaine	10-month secretary	HC	4/24/19 – 4/24/2020	Continued intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA not applicable

P-5. *Agenda item removed prior to Board meeting (principal and supervisor salaries).*

P-6. APPROVE CRISIS RESPONSE TEAM – 2019-2020

Approve Crisis Response Teams for the 2019-2020 school year, in accordance with the information appended to the minutes.

P-7. APPROVE 2019-2020 HOURLY RATES LIST

Approve 2019-2020 Hourly Rates List, in accordance with the information appended to the minutes.

P-8. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2019

Approve Change of Salary Class (effective September 2019), in accordance with the information appended to the minutes.

P-9. APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT

Approve designees for the Student Activities Accounts for Union High School, Kawameeh Middle School, Jefferson School, Battle Hill Elementary School, Connecticut Farms Elementary School, Franklin Elementary School, Hannah Caldwell Elementary School, Livingston Elementary School, Washington Elementary School, in accordance with the information appended to the minutes.

P-10. APPROVE AFFILIATION AGREEMENT – KEAN UNIVERSITY

Approve Affiliation Agreement-PSYD Program in Combined School and Clinical Psychology Externship Agreement Program between Kean University and the Township of Union Board of Education, in accordance with the information appended to the minutes.

P-11. APPROVE AFFILIATION AGREEMENT – CALDWELL UNIVERSITY

Approve Affiliation Agreement for Clinical Experience and Clinical Practice between Caldwell University and the Township of Union Board of Education, in accordance with the information appended to the minutes.

P-12. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2019-2020 school year, in accordance with the information appended to the minutes.

P-13. APPROVE SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

Approve Manuel E. Vieira as School Business Administrator/Board Secretary for the 2019-2020 school year, effective October 1, 2019, in accordance with the information appended to the minutes (approved by County Superintendent).

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee

Mrs. Williams stated in executive session Mrs. Calderone made a presentation to the Board regarding the busing policy but as a Board have decided to leave the transportation policy as previously adopted with the 2.0 miles.

Residency Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Richardson, for adoption:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [three (3) students exited from July 1, 2019 through August 30, 2019 (2 from elementary, 1 from out of district) or a

total of three (3) students for the 2019-2020 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #171650 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #288145 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #290325 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee

Mr. Nufrio stated we were unable to meet this week.

Approval of Bills

Upon recommendation of the Superintendent of Schools and moved by Mr. Nufrio, seconded by Mrs. Williams, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (vendor #85992)

MOTION CARRIED

Unfinished Business

Mr. Tatum stated I want to take this opportunity to wish Mr. Brennan well – this is his last meeting tonight. Thank you for all the support you have given me and the district. It has been a pleasure. We have had a lot of good conversations and good times together. We wish you all the best.

Mr. Brennan stated I like to thank Mr. Tatum for his support in bringing me here to Union. I would like to thank the great administration assembled here – Mrs. Moses, Mr. Benaquista, Mr. Vieira, my business office – you all made me look good and this woman to my left, she does it all. You will be getting a letter on my letterhead Mr. Tatum for a recommendation to recognize Mrs. Cappiello. She is dedicated, hard worker – everyone knows that here. Today she found out that her father-in-law past away – where is she, she is here. She left for three hours to make sure her husband was good and o.k. and here she is. Please do right by this woman. I would also like to thank the current Board, all past Board members that I have had a privilege in working with – Dr. Francis, Mr. Monge and if you are watching from home, Mr. Arminio, he is epitome of what a Board member should be – about the kids – not about him, not about the agenda, it is about the kids. Thank you very much.

Mrs. Minneci stated we wish you well and enjoy many days on the golf course.

New Business

Mr. Nufrio stated we were all in receipt of a letter addressed to you Mr. Tatum back in July – July 29th – a reminder by Senator Cryan regarding the August 9th deadline for additional aid. We did meet that deadline correct? Mr. Tatum stated the application has been filed. Mr. Nufrio stated there is a new application that can be filed. Mr. Tatum stated that has been taken care of. We met every deadline. We had some communications with the State Department and the business office worked overtime to get all the corrections and additions that we needed.

Mr. Nufrio stated the letter referenced the distress aid for this year. It was a reminder that the deadline was August 9th but this was to hopefully offset realized deficit with regards to the paraprofessionals and the situation at that time. I thought it was important that the public should know about this.

The second one is something new and I think all the teachers and staff would be interested in hearing this. I saw it through Face Book. It is entitled “Our Teacher’s Need Chapter 78 Relief”. Chapter 78 is the option that can be selected for healthcare. I am going to read it. This is scripted by Senator Cryan.

“Yesterday, my colleague Joseph Vitale (D-Woodbridge) and I introduced the Senate companion (S-4114) to Speaker Craig Coughlin’s legislation reducing the health care burden for New Jersey’s educators while also providing over \$300 million in state and local taxpayer savings.

The current Chapter 78 law is untenable for our teachers and it is incumbent upon us to find fairness in maintaining affordable healthcare while also finding savings to our taxpayers.

This plan will allow stability and predictability for teachers by basing their healthcare costs of an annual percentage of their salaries instead of a percentage of the total cost of the health insurance plan. This will reduced annual costs for teachers up to 8 percent. In addition, by requiring a reduction in healthcare costs

by plan design will help contain costs for our tax payers and result in significant savings.

The bill deserves a senate hearing and consideration by the full Senate, and we will work to get that done.”

I took the liberty to inquire more about this. There is an obstacle and I believe the Senate President was not too happy to hear this. I would hope that the NJEA would be fully supportive of this bill because it will impact each and every one of the members of the NJEA and those that are not even members. I thought that was important.

Mrs. Williams stated the superintendent to the UCESC highlighted the work readiness academy and I just wanted to share some of the highlights. Work readiness academy operated another successful school year during the summer 2019. The program welcomed eight new students who use ESY programs to help ensure a successful transition to joining the full-time work readiness academy in the fall of 2019. Some of the highlights include students participating in intern experiences three days per week – Barnes & Noble, NJ Sharing Network, ShopRite, Verizon, Dreyers Farm, Maxwell Furniture and Bob Store. During their training day in the classrooms, the students did a drink delivery service for central office staff at Cardinal Avenue and after taking all the orders then traveled to Dunkin Donuts to place order. Upon returning to the UCESC student delivered the drinks and then sent follow-up emails with invoices listing the transactions. The students also charged a small delivery fee and at the end of the summer they used the profits to fund a special trip to a local frozen yogurt shop. They also took trips to the Somerset Patriots, BJ’s Wholesale Club, the Short Hills Hilton Hotel, Echo Lake Park, Nomehegen and Bridgewater Commons Mall. The students participated in a weekly yoga program offered by Action for Autism and 7 of the 8 students graduated the work readiness academy in June are competitively employed. One student applied and was accepted to the project search program at Overlook Hospital.

Mr. McDowell stated we have a few students in athletics to recognize this evening. Jasmine Valasquez, a 4th grade student, has been recognized as an entrepreneur leader for coming up with something called Slim by Jasmine to raise money for her school and other projects within our district. Congratulate our fall teams who have gotten off to a great start – field hockey, girls tennis team, boys soccer, girls soccer, gymnastics and girls volleyball team – winning records. Our football team is now 2-0. Also NJ.com published the top 99 coaches of all times in New Jersey. Our own Lou Rettino was named #47 in the State. Coach Rettino had captured 10 State championships while he was coaching. Our gymnasium has been named after him. Union High School will also receive the NJSIAA sportsmanship award for 2018-2019. We are one of 79 schools who will receive a banner to be displayed for good conduct during the 2018-2019 school year.

Mr. Nufrio stated Union beat Elizabeth 35-0.

Comments from the Public

Richard D’Avanzo stated UTEA vice president. Mr. Nufrio brought up a pretty hot topic – the Chapter 78 bill – pushing for the relief of the amount of money educators pay towards their

health insurance. It was passed in 2010. Many members have received negatives in their checks what that means when you hit a certain plateau like \$5,000 the cost of the premiums go up so high that it cannot cover your rate for each year. There are members from one year to the next have less money in their paycheck. This campaign started in January. Myself and local leaders from Union County, we met with minority leader Jon Bramnick down in Trenton and they listened to our story and even though they were not the majority down in Trenton they were very receptive and this summer he fully supported as well as the leadership of the republicans in the assembly in will then go into the senate, where Steve Sweeney seats and he decides what bills get passed. Once it is put on the floor in the assembly it will pass overwhelmingly. We have had a couple of sponsors and now it is a major majority vote in the assembly. It will be interesting to see and that is something we have been pushing for our members. It is going to be a savings. What exactly is in these plans I'm sure the way it is worked it will be some type of concession but what our leadership is told that is in our research department of NJEA that they are going to have more hands on when it comes to the building practices of a lot of these doctors and what they are allowed to do. It is a win-win for everyone. As we go into negotiations as well as other districts that would not be the biggest battle that we have to worry about because health insurance drives everything when it comes to your budgets – costs for people living in New Jersey.

On another note, myself, Ann Margaret and James Frazier serve on the AA board of directors. As a board director we go to Washington DC three times a year. First day we set up meetings with our State Senators, Congress people and we address the pockets of public education, as well as social and racial justice issues. In particular there was one topic that is talked about a lot, with these incidences happening in this country with the mass shootings and everything else and unfortunately it seems to be in some of the states where they are republican dominated that you have the President (inaudible) taking away money from the states building new public schools for military personnel. You would never have imagined things like that to happen. It always seems that public education is shortchanged. First on our agenda is the IDEA funding that is supposed to be promised at 40% and currently it is 14-17%. We know our special education, especially in the State of New Jersey, we are shortchanged and hopefully something will be done in the future to alleviate those costs.

Jill Hall stated I wanted to share a program that will be coming up through the combined efforts of the athletics department and the school counseling department and we will be presenting for parents – attacking opioids/prevention for athletes and that will include a workshop and narcan training. It will be on October 3 at the high school. While the topic is about athletes it is relevant for anybody who has school age children. We will have the presentation by the prosecutor's office for our juniors also.

Mrs. Regis-Darby asked will parents be able to go home with a narcan kit? Ms. Hall stated we have a limited number of narcan kits available. We are asking for pre-registration.

Man in the audience stated my question has to do with the school bus policy. I'm not sure if we are privy to the criteria. Perhaps you can share on that. My other question is would there be any exceptions. The bus stop is right in front of my home. It picks up three children and my children cannot ride on the bus. I've been fortunate that my manager allows me to leave

a little early and continue from home and that is what I have been doing to pick up my children from school. This is not sustainable. I get it could be a fiscal reason but it doesn't make any sense to send a whole bus to pick up three children.

Jeffrey Monge stated Mrs. Williams you said the policy committee received a presentation from Ms. Calderone? Mrs. Williams stated the entire Board received the presentation during executive session. Mr. Monge stated Mr. Tatum I think that would have been an appropriate presentation for the public to hear. It has been an ongoing situation. The feedback is the current policy is best for the district but the public should hear why that is and the justification process. I did send an email based on Mrs. Minneci's suggestion to Mr. Tatum on Connecticut Farms so I hope to hear some feedback about that.

Also it would be great for the public to know is the para situation. We walked away from it – people clapped but when the dust settled, over 60% of the paras were left without having any benefits and it seems like there is still a shortfall of paras in the district. It would be great to see where we are with those paras.

The CAD program at the high school – we downsized the engineering program from a 3-year program to a one year program because we didn't have the proper personnel. We expanded the CAD program and now we don't have the proper personnel to be able to take the expandable programs being offered at the high school. Now you have subs teaching CAD and they know nothing about CAD. That is totally unacceptable. The person that we do have built this program and if that person is not here anymore because of the failure to being able to roll out an expansion of that program. I spoke with Mr. Benaquista at the open house at the high school. You guys have to deal with that or you are going to end up losing a very dedicated teacher and a very great program.

The presentations today – in general – two hours before you even started the agenda. It's nine o'clock and it is tough for a lot of folks that come out here. The presentation – I implore you, I'm happy that it is actually being discussed – the ESIP program but a lot of districts end up having an owners rep meaning that we have an architect on record and that owners rep for the district to be able to handle these things because I can tell you – glazed eyes – it is a lot of information. It is not apples to apples. It seemed like the RFP didn't say here is the projects that we want to fund in this program, how are you going to fund them. I spoke to both of them on the way out. They didn't receive the long-range facility plan. It is not saying here are the 25 things that we would love to be able to do in this district – how would you guys go about pricing that. You guys had the cart before the horse. You go and make a mistake in implementing this, it will be a loss to the district. You have to do the work behind it to make sure that you implement it correctly or it is going to be at a loss to the district.

Vaping at the high school and in general – it is an epidemic. We don't talk about it here in the district enough. In the past we had an issue at the high school and it seems like it is a continuing issue and it is just going to get worse. We got to do something. Please keep it on your list. If there is anything you can speak to.

Woman in audience stated question goes back to Washington School and when they presenting I was thinking about two things – first to recognize the students that are doing well but my question is what are the plans for those students who do have the skills to earn those points because sometimes those students get forgotten. Also what are they going to use to measure the classroom interaction? You mentioned how emotional support is important.

Paul Casey stated I want to follow up on Mr. Monge's comments in regards to the paras. It is two years in a row that we ended up in a situation of crisis and it is really important to parents in the district and to the staff in the district that we not do this again next year. I implore district leadership and the board of education to please be as open and transparent of what the plans are and make sure we are not into the beginning of 2020 and dealing with this situation again next year. It is really important that we understand and these are the steps that are being taken and make sure that we are not back here again next year.

The presentations we saw tonight were great and that is a step towards identifying ways and solutions but we need more; that is more from a capital standpoint; a strategic standpoint dealing with academic issues – it is important that the community really hears from you with regards to what solutions are being suggested moving forward.

We are now entering into board of education campaign season. I'm just hoping that this year's election will be without a lot of the trashing of our public schools. The past two election cycles we saw a lot of messaging put out that was false and blaming teachers or our district for issues in our school district like infrastructure and pictures were used from schools in other countries and it was just false advertising that really makes our district look bad so I'm hoping that we will move forward and see this election season come and that everybody will stick to the issues.

Mr. Tatum stated there were a number of issues raised this evening. There will be more information forthcoming on many of those topics. I will ask that the Board attorney at this point recommend the busing issue and the paras. Mrs. Ajmiri Giner stated we appreciate the public's need for transparency the availability to present to the public is something we will take into consideration to discuss what the busing concerns are and it is not purely fiscal. With respect to paras at this time, it is my recommendation to the Board and the administration that we not discuss where we are because there are a lot of personnel issues that need to be addressed.

Mr. Tatum stated just to assure everyone, the idea of the CAD has not been dropped – I wanted to clarify that. We are working on that issue and more information will be coming very shortly. Half the programs that we have created over the last couple of years unfortunately where certification is certainly been an issue and that department for the last two years but we don't give up and we continue to deal with our CAD and look at creative ways we can fulfill those positions. We are working on that as we speak.

Mrs. Minneci stated Ms. Hall would you like to address the vaping. Ms. Hall stated we are trying to get ahead of the vaping situation. We did have a presentation in the spring and I am prepared to do another one but we are just trying to find a date. Once we find a date there will be another presentation for the parents. In regards to the students it is an ongoing conversation. We

have had class meetings on Monday and the topic was brought up and we will be investigating how to infuse it into the curriculum across the disciplines. It typically goes into the health classes but we would like to expand it beyond that to make it a more ongoing dialogue between the students and faculty and staff. Training will be ongoing because this is of great concern for all of us.

Mr. Nufrio stated we have a discipline policy – is it necessary to consider adding that to the policy – smoking is not permitted but certainly not embedded in that policy – I don't believe it is. Ms. Hall stated it is in there – electronic cigarettes – 2017.

Mr. Tatum stated I had an inquiry last year. One of the associations in Town sent me a letter regarding that and my answer was we actually treat it the same way as if a student was smoking on school grounds. Mr. Nufrio stated as far as discipline – it is similar. Thank you.

Nellis Regis-Darby stated in terms of the high school, I noticed that a lot of the teachers at the high school have moved locations for this new school year and most of the teachers that have moved locations need a smart board or other electronic devices to make sure that the kids are able to access a lot of the programs that have been implemented within our high school – is there any plan for the district to put these electronic devices in these rooms that these teachers have moved to? It has been over seven days of school and the technology that the students need, especially for the math, social studies, AP history – they don't have that technology in the room so what is being done for that? I know we have the one-to-one initiative at the high school yet a lot of our students are being asked to buy all these notebooks and supplies and they are being told that they cannot use the Chrome Book to use the google docs for assignments to the teachers because they want them to hand in these hard copies and they are not able to use the google docs to take notes and stuff like that. I think that is something that we are moving in the direction where all these students need access to that kind of technology so I think that is something as a district should actually look in to. It is hindering the students. They want to submit their work on google docs. If the teachers don't have training, if they need training, I think that is something that the district should actually into for your PLCs or PDs – it is really important for the kids.

Chasity Santana stated my kids are at Washington and Kawameeh – the same way that I'm their biggest critic, I'm also their biggest defender and to the young lady and the way to get the reward system implemented – I knew nothing about it. I figured it out today and I remember when the children were being dismissed, I heard one of the teachers say something to the effect of “remember what you did – it was a random act of kindness” so because of this you are going to get this. I definitely don't think it is strictly academic or test scores you are getting rewards for I think it is overall of being a great citizen of the world and in Washington. I think that is what they are doing.

My other comment was like Mr. Nufrio – why isn't this in every school. It is a great. Thank you Mr. Brennan.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Mr. Nufrio, that the Board go into Executive Session at 9:41 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

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

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session 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.

Action may be taken when the Board reconvenes in public session.

AYE: Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Nufrio, seconded by Dr. Morgan, that the meeting be adjourned at 10:21 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY