

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – December 18, 2018

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, December 18, 2018 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 7:00 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins, Mrs. Linda Richardson, Mr. Vito Nufrio

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Anne Hart

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. Arminio 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.

Mr. Arminio read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

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

1. August 14, 2018 – planning session
2. August 21, 2018 – regular meeting
3. August 21, 2018 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Williams (August 21 executive session)

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation, Inc. listing grants which were made to teachers for the 2018-2019 school year.

REQUEST FOR UPDATE OF LEAVE – MARKEL

Update of unpaid child rearing leave under FMLA/NJFLA (concurrently) from Jennifer Markel, teacher-Livingston Elementary School; with a new return date of March 6, 2019.

REQUEST FOR EXTENSION OF LEAVE – AIELLO

Request for extension of unpaid child rearing leave non-FMLA from Alexandra Aiello, special education teacher-Battle Hill Elementary School, with a new return date of September 1, 2019.

REQUEST FOR LEAVE – DENNIS

Request for paid medical leave from Maureen Dennis, classroom assistant-Connecticut Farms Elementary School, from December 10, 2018 and with a return date of January 14, 2019.

REQUEST FOR LEAVE – MELCHIONNA

Request for paid intermittent NJFLA leave from Antonella Melchionna, staff Accountant-Central Office, from October 3, 2018 to October 3, 2020.

REQUEST FOR LEAVE – KROM

Request for paid medical leave from Jennifer Krom, teacher-Hannah Caldwell Elementary School, from December 11, 2018 and with a return date of February 4, 2019.

REQUEST FOR LEAVE UPDATE – CARHART

Update on request for unpaid FMLA/NJFLA (concurrently) leave from Cynthia Carhart, teacher-Connecticut Farms Elementary School, with a new return date of December 18, 2018.

REQUEST FOR LEAVE UPDATE – NIOTIS

Update on request for unpaid FMLA/NJFLA (concurrently) leave from Jenna Niotis, teacher-Connecticut Farms Elementary School, with a new return date of December 18, 2018.

LETTER OF RESIGNATION – MIRANDA

Letter of resignation from Cynthia Miranda, classroom assistant-Battle Hill Elementary School, effective December 5, 2018.

LETTER OF RESIGNATION – GAMEZ

Letter of resignation from Margarita Gamez, part-time driver-Transportation Department, effective November 30, 2018.

LETTER OF RESIGNATION – GALLEGO

Letter of resignation from Ivonne Gallego, leave replacement social worker-Franklin Elementary School, effective December 21, 2018.

REQUEST FOR LEAVE – RAFFAELE

Request for unpaid intermittent paternity leave under FMLA/NJFLA from Adam Raffaele, science teacher-Union High School from September 29, 2018 through September 29, 2019.

REQUEST FOR LEAVE – DOYLE

Request for paid and unpaid intermittent FMLA from Jolie Doyle, teacher-Livingston Elementary School, from November 15, 2018 through June 30, 2019.

REQUEST FOR LEAVE – DENNIS

Request for paid medical leave from Maureen Dennis, classroom assistant-Connecticut Farms Elementary School, from December 11, 2018 and with a tentative return date of January 14, 2019.

REQUEST FOR EXTENSION OF LEAVE – AIELLO

Request for extension of unpaid child rearing leave/non FMLA/NJFLA from Alexandra Aiello, teacher-Battle Hill Elementary School, with a new return date of September 1, 2019.

REQUEST FOR LEAVE – SIDERMAN

Request for paid medical leave from Jason Sideman, special services teacher-Jefferson School, from November 12, 2018 to December 7, 2018.

REQUEST FOR EXTENSION OF LEAVE – MANCINELLI

Request for Extension of current paid intermittent FMLA/NJFLA from Lynn Mancinelli, school librarian/media specialist, through December 20, 2019.

REQUEST FOR LEAVE – JOHNSON

Request for paid medical leave followed by unpaid FMLA leave from Ralph Johnson, custodian-Washington Elementary School, from January 3, 2019 through March 4, 2019.

REQUEST FOR LEAVE UPDATE – CAPPIELLO

Update on request for paid medical leave of absence from Diane Cappiello, Executive Administrative Assistant-Business Office, from January 16, 2019 and with a tentative return date of February 7, 2019, followed by paid intermittent leave of absence under FMLA/NJFLA (concurrently) through January 16, 2020.

LETTER OF RESIGNATION – CAAMANO-HUSSEIN

Letter of resignation from Christina Caamano-Hussein, nurse-Burnet Middle School, effective February 8, 2019.

LETTER OF RESIGNATION – MUHAMMAD

Letter of resignation from Elaine Muhammad, café aide-Franklin Elementary School, effective December 21, 2018.

LETTER OF RETIREMENT – PORTER

Letter of resignation, for purpose of retirement, from Andrew Porter, custodian-Battle Hill Elementary School, effective November 1, 2019.

REQUEST FOR EXTENSION OF LEAVE – GLENN

Request for extension of unpaid child rearing leave from Melissa Glenn, first grade teacher-Hannah Caldwell Elementary School, with a new return date of April 1, 2019.

REQUEST FOR LEAVE – ROBERTS

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Shareenah Roberts, paraprofessional-Burnet Middle School, from February 19, 2019 through June 6, 2019.

Mrs. Minneci stated I would like to thank the Ed Foundation for your generosity.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated we have a few presentations. I will call Mr. Hoyt – Battle Hill principal.

Mr. Hoyt stated I am very excited to be here and I can talk about Battle Hill all night – there are a lot of things going on. We have a great group of students and even better group of teachers and support staff. One of the things that I am really pleased this year is in conjunction with the District moving towards a social and emotional learning and inclusion of Rachel’s Challenge. Rachel’s Challenge is named after Rachel Joy Scott who was the first victim of the Columbine shooting in 1999. With the support of our PTA and funding within the building we were able to bring in speaker Larry Scott, who is Rachel’s uncle, into the building and he spoke to our students and staff members and parents in the evening about Rachel’s Challenge and rather than try to sit here and tell you yourself – our students will tell you about it. Thanks to computer gifted and talented teacher for putting together this video and Mrs. Soares who coordinated this entire effort in bringing Rachel’s Challenge about. Video played.

Mr. Tatum stated thank you Mr. Hoyt. The next one on our list is the District App – Mrs. Paul and Mrs. Hart please come forward. Union Township now has a District App.

Mrs. Hart stated so far we have 18 people who have downloaded it. If you don’t recognize me you will recognize my voice because I call you at home. We have created a District App which is downloadable and free. You will have information at your fingertips – you can enter your parent or student portals to see what is going on. Staff can go to different websites. You can look up the school’s menus. Staff Directories and notifications where you

will get a notification from Mr. Tatum or me that says “delayed openings” or other things like that.

Under settings you can choose from which schools you want to receive notifications – you have to choose Mr. Tatum’s notifications but other than that you choose the schools that you have children at or interested in following and you will only get notifications from those schools.

Mrs. Paul stated it is totally free of cost and you can get it at the iTunes Store or Google Play store. Go to the search bar and type in “Township of Union Public Schools”. Make sure you choose the public schools one because the other is the Township app. It has the school district’s logo so you can look for – the lamp of knowledge. If you have any issues, comments or suggestions, you can email Mrs. Hart or myself or you can actually email the Union App which we created an email account for it. The icons – the calendar, the notifications, schools – it is very easy to use and ready for you to use any time. Presentation appended to minutes.

Mr. Monge stated it has been just a couple of years and you guys have gone from 0 to 90 so congratulations to you.

Mrs. Hart stated in Genesis all the seniors have under their picture how many community service hours they have so far – you need 20 to graduate. You can contact the advisors if you have any questions about the hours.

Mr. Tatum stated I will ask Mrs. Hart to make an announcement that this is out because I don’t know how many people will have seen tonight’s program. Mrs. Hart stated it will be on our website tomorrow morning.

Mr. Tatum stated for the month of November student attendance was 95.3% while staff attendance was 93.1%.

Spanish National Honor Society - Candle Lighting Ceremony was held December 11, 2018. Among the honored guests were myself, Mrs. Moses, Ms. Bossard, and Ms. Lorenzo. Each guest speaker took the opportunity to congratulate Mrs. Castanada on her retirement and thanked her for her many years of dedicated service to the Union Township Public Schools.

Parents of all inductees were present as Mrs. Castaneda presided over the ceremony. As conclusion, refreshments were served to all in attendance.

Pre k update - also, on December 11th, the preschool expansion lottery program was held at the administration building, as well as, around the district. To date, classes are currently being prepared to open on January 2nd. In the event any vacancies occur from the lottery, those parents that were not selected will be given the first opportunity to fill those vacancies. They will be notified accordingly.

Acknowledgements - I’d like to take this opportunity to that the outgoing board members, David Arminio, Guy Francis and Jeff Monge. Due to their dedication to the students of union, the following is a short list of accomplishments during your term in office:

- Planning committee
- Mission statement that you hear at every Board meeting
- District slogan was created
- Technology Audit was completed and you can see some of the results tonight
- Chrome books implementation at the middle schools and high school
- Middle School Academy reinstatement
- Summer Bridge program
- Project Graduation
- Competitive Bidding process
- Elementary after school programs
- Special Ed parent advisory group

This is just a short list of what has been accomplished but I have to thank these Board members for their continued support, these and so many positive programs have been implemented in the district. As you leave the board, it is only fitting that I commend you for a job well done.

Next planning committee, January 29, 2019 6:30 PM at the administration building; all are welcome to attend and it is an open invitation to keep going on what is going on in this District.

Now, to everyone, I would like to wish you a happy and safe holiday season. We will see you next month.

Mrs. Minneci stated thank you to the outgoing Board members. I have worked with you for the last two years and I have learned a lot and I have a lot more to learn but I thank you for knowledge that you have shared with me and I wish you well and I know you will be back. Enjoy this time with your family. I wish you well and to everyone else Happy Holidays to all.

Mr. Nufrio also asked me to extend his holiday greetings to you tonight.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mrs. Williams , that the following resolutions be adopted:

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the month of November 2018, in accordance with the information appended to the minutes.

E-2. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement for F.B., in accordance with the non-public information appended to the minutes.

E-3. APPROVE CURRICULUM GUIDES

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

1. Kindergarten Units 1-4: Mathematics
2. Grade 1 Units 1-4: Mathematics
3. Grade 2 Units 1-4: Mathematics
4. Grade 3 Units 1-4: Mathematics
5. Grade 4 Units 1-4: Mathematics
6. Kindergarten: Science
7. Grade 1: Science
8. Grade 2: Science
9. Grade 3: Science
10. Grade 4: Science
11. Kindergarten Units 1-4: ELA
12. Grade 1 Units 1-4: ELA
13. Grade 2 Units 1-4: ELA
14. Grade 3 Units 1-4: ELA
15. Grade 4 Units 1-4: ELA
16. Kindergarten: Social Studies
17. Grade 1: Social Studies
18. Grade 2: Social Studies
19. Grade 3: Social Studies
20. Grade 4: Social Studies
21. Grade 6: Social Studies
22. UHS: Computer Science Essentials
23. UHS: Geometry
24. UHS: General Math 3
25. UHS: College Study Sills
26. UHS: Honors Geometry
27. UHS: Introduction to Pre-Calculus with Statistics
28. Grade 5: Mathematics
29. Grade 6: Mathematics
30. Grade 6: Accelerated Mathematics
31. Grade 7: Mathematics
32. Grade 7 Accelerated Mathematics
33. Grade 7: Honors Pre-Algebra
34. Grade 8: Mathematics
35. Grade 8: Algebra I
36. Grade 8: Honors Algebra I
37. UHS: Advanced Mathematics
38. UHS: Advanced Placement Statistics
39. UHS: Advanced Placement Calculus
40. UHS: Algebra I
41. UHS: Algebra II
42. UHS: Algebra Lab
43. UHS: College Algebra

44. UHS: Statistics
45. UHS: Honors Algebra II
46. UHS: Math Readiness for College & Careers
47. Grade 9: English Honors
48. Grade 9: English College Prep
49. Grade 10: English Honors
50. Grade 10: English College Prep
51. Grade 11: English Honors
52. Grade 11: English College Prep
53. Grade 11: AP Literature and Composition
54. Grade 12: English Honors
55. Grade 12: English College Prep
56. Adapting Literature to Film
57. Literature of Contemporary Society
58. Literature of Identity and Growth
59. Horror Literature
60. Grade 12: AP Language and Composition
61. Grade 6: English
62. Grade 7: English Honors
63. Grade 7: College Prep
64. Grade 8: English Honors
65. Grade 8: College Prep

E-4. APPROVE REQUIRED TITLE I DISTRICT SCHOOL PARENTAL INVOLVEMENT PROCEDURE

Approve the Township of Union Title I District School Parental Involvement Procedure, in accordance with the information appended to the minutes.

E-5. APPROVE CONTRACT – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

Approve Service Contract with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the District for the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

E-6. APPROVE TEACHERS THROUGH ERESC - BEDSIDE INSTRUCTION

Approve teachers employed through Essex Regional educational Services Commission (ERESC) to provide bedside instruction for District students on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$2,000.00, in accordance with the information appended to the minutes (Account #7693-11-150-100-320-01-19).

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mrs. Minneci
NAY: None
ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated November 30, 2018 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated November 30, 2018 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 November 30, 2018 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 November 30, 2018 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 2018-2019 STATE CONTRACT VENDORS

Approve the amended list of the 2018-2019 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	3240/Athletics Football	Lou Grasso/A&B Promotions-estimate for t-shirts for football team end of year celebration	\$2,000.00 (approx.)
Union High School	2072/Hiking Club	Fundraising.com-pay vendor for chocolate bar fundraiser	\$4,220.00
Union High School	2045/Music Department	All American Music Festival – Disney payment	\$38,700.00
Kawameeh Middle School	19/Student Council	Yankee Candle – yankee candle fundraising invoice	\$1,164.40
Kawameeh Middle School	26/Yearbook	Jostens – first deposit for yearbooks	\$1,830.00
Kawameeh Middle School	26/Yearbook	Jostens – second deposit or yearbooks	\$1,830.00
Kawameeh Middle School	19/Principal	Forest Lodge – first deposit for 8 th grade trip on June 11, 2019	\$1,600.00
Kawameeh Middle School	19/Principal	Forest Lodge – second deposit for 8 th grade trip on June 11, 2019	\$1,600.00
Kawameeh Middle School	19/Principal	Forest Lodge – balance due for 8 th grade trip on June 11, 2019	\$8,500.00 (not to exceed)
Union High School	3330/Athletics	Union High School Scholarship – estimate for Athletic trainer scholarships for the 2018-2019 school year	\$2,000.00 (approx.)
Union High School	3220/Athletic Trainer	Union High School Scholarships – estimate for the Lou Retino Scholarship (football player)	\$1,000.00 (estimate)
Union High School	2045/Music	Pee Jays Fresh Fruit – payment for fundraiser – Disney Trip	\$2,809.75
Union High School	2214/Senior Class	2K Printing and Promotions – payment for U Apparel order	\$4,266.22

F-10. APPROVE 2018-2019 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2018-2019 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
Candy Sales	12/18/18-2/28/19	UHS/Boys basketball-to raise funds for team meals/fall league
Clothing Sales	12/15-22/18	UHS/Boys basketball-to raise funds for team meals and protein bars
Clothing Sales	12/19-23/18	UHS/Boys basketball-to raise funds for spring league and senior night
Water Sales	12/19/18-June 2019	UHS/Boys soccer club-to raise funds for end of year party
Chocolate Bar Sales	January-May 2019	UHS/Hiking Club-to raise funds for end of year trip
Free Throw Fundraiser	1/21-2/28/19	UHS/Girls Basketball-to raise funds for the girls basketball program
Candy Sale	12/19/18-3/15/19	UHS/Athletics-to raise funds for scholarships for helpers at athletic events for fall/winter season
Candy/Soda Sale	1/1-6/17/19	KMS/Drama Club – to raise funds for drama club
Smarty’s Raffle	1/4-18/19	KMS/Student Council – to raise funds for 8 th grade trip
Little Caesars Pizza Kits	1/4-17/19	KMS/Student Council – to raise funds for 8 th grade trip
Bake Sale	1/14/19	KMS/French Club – to raise funds for Mardi Gras school celebration
Bake Sale	2/4/19	KMS/French Club – to raise funds for Mardi Gras school celebration
Art Show	4/4-18/19	Hannah Caldwell/Art Club – to raise funds for schools Art Club, supplies, trips and murals
Food Truck	12/19/18-6/14/19	UHS/Senior Class – to raise funds for senior class of 2019
T-shirt/Sweatshirt Sale	1/2-16/19	UHS/Senior Class – to raise funds for senior class of 2019
Coffee & Canvas Night - January	1/2-25/19	UHS/National Honor Society – to raise funds for senior scholarship fund
Valentine’s Day Carnation Sale	1/22-2/14/19	UHS/National Art Honor Society – to raise funds for senior scholarship fund
Coffee & Canvas Night – March	3/1-22/19	UHS/National Art Honor Society – to raise funds for the senior scholarship fund
Spring Pep Rally-Pie in the Face	5/1-22/19	UHS/Junior Class – to raise funds for junior class of 2020
Stop the “Bop”	2/7-6/14/19	UHS/Junior Class – to raise funds for junior class of 2020
Canvas/Mural Raffle	2/1-4/30/19	UHS/National Art Honor Society – to raise funds for senior scholarship fund

Chocolate Bar Sale	1/1-3/1/19	UHS/Intercultural Student Organization (ISO) – to raise funds for field trips and senior scholarships
Cultural Food/Bake Sale	1/7/19	UHS/Intercultural Student Organization (ISO) – to raise funds for field trips and senior scholarships

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Lifetouch	Jefferson Elementary School	\$1,485.50
Bottling Group LLC-FSV	Union High School	\$364.41
SoulPancake, LLC	UHS-TV Production	\$2,000.00
Lifetouch	Burnet Middle School	\$1,518.50
Lifetouch	Hannah Caldwell Elementary School	\$975.25
BCB Community Bank	Union High School	\$100.00
Lifetouch	Franklin Elementary School	\$610.80
Lifetouch	Connecticut Farms Elementary School	\$790.00
Lifetouch	Battle Hill Elementary School	\$1,026.75
Bottling Group LLC-FSV	Union High School	\$212.23

F-13. APPROVE SUBMISSION OF FY 2019 IDEA GRANT AMENDMENT I

Approve submission of FY 2019 IDEA Grant Amendment 1 to allocate the \$35,865 unexpended non-public funds from the FY 2018 IDEA Basic Grant.

F-14. *Agenda item tabled to January 2019 regular meeting (CAFR and Auditor's Management Report).*

F-15. *Agenda item approved at December 11, 2018 worksession (non-public technology and security agreements)*

F-16. APPROVE RESOLUTION AUTHORIZING PURCHASE OF ELECTRICITY

Approve resolution of the Township of Union Board of Education authorizing the purchase of electricity supply services for public use on an online auction website, in accordance with the information appended to the minutes.

F-17. *Agenda item tabled to January 2019 regular meeting (Corrective Action Plan).*

F-18. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

F-19. ACCEPT GRANTS FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Accept the grants from the Township of Union Education Foundation for the 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge asked was anything given out for F-14 and F-17? Mr. Brennan stated it is being delayed until January because the State has not populated certain numbers.

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

NAY: None

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

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2018-2019 school year, in accordance with the information appended to the minutes.

O-2. REPORT ON OFFICIAL REPORT OF ANNUAL SCHOOL ELECTION

Report on the Official Report of the annual school election held on November 6, 2018 as follows:

Three-year term:	Ronnie McDowell	7754
	Kalisha Morgan	6781
	Kim Ruiz	6507
	Michelle Schultz	4848
	Samuel Wright, Jr.	4774
	Steven Le	4400

O-3. APPROVE AGREEMENT WITH STRAUSS ESMAY ASSOCIATES

Approve Agreement with Strauss Esmay Associates, LLP to review and update bylaws, policies and regulation manual.

DISCUSSION:

Mr. Arminio stated I would like to congratulate Ronnie McDowell, Kalisha Morgan and Kim Ruiz who will be sitting on the Board come January. Good luck and have a great year. Mr. Monge stated I will second that.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. *Agenda item adopted at December 11, 2018 worksession (personnel actions).*

P-1A. 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 2018-2019 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:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Miranda, Cynthia	Classroom Assistant	Battle Hill	12/5/18	Resignation	
Gamez, Margarita	P/T Driver	Transportation	11/30/18	Resignation	
Gallego, Ivonne	Leave Replacement Social Worker	Franklin	12/21/18	Resignation	
Caamano-Hussein, Christina	Nurse	Burnet	2/8/19	Resignation	Side note: 60 days from notice of 12/10/18
Muhammad, Elaine	Café Aide	Franklin	12/21/18	Resignation	
Porter, Andrew	Custodian	Battle Hill	11/1/19	Retirement	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Markel, Jennifer	Elementary Teacher	Liv	Update Return 3/6/19	Unpaid Child Rearing Leave under FMLA/NJFLA (concurrently)	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Aiello, Alexandra	Teacher of Special Education Teacher	BH	Extension Return 9/1/19	Extension of Unpaid Child Rearing Leave NON FMLA	FMLA/NJFLA Entitlement has been exhausted.

Carhart, Cynthia	Elementary Teacher	CF	Update Return 12/18/18	Unpaid Child Rearing Leave under FMLA/NJFLA (concurrently)	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Dennis, Maureen	Classroom Assistant	CF	12/10/18-1/14/19	Paid Medical Leave	
Krom, Jennifer	Elementary Teacher	HC	12/11/18-2/1/19	Paid Medical Leave	
Melchionna, Antonella	Staff Accountant	Central Office	Intermittent 10/3/18-10/3/20	Intermittent NJFLA (Concurrently)	NJFLA Entitlement not to exceed 12 weeks in the 24-month period.
Cappiello, Diane	Executive Administrative Assistant	Central/Business Office	Update 1/16/19-2/6/19 Intermittent through 1/16/20	Paid Medical Leave 1/16/19-2/6/19 Followed by an intermittent NJFLA/FMLA (Concurrently) through 1/16/2020	Followed by an intermittent NJFLA/FMLA (Concurrently) through 1/16/2020 FMLA/NJFLA not to exceed 12 weeks.
Raffaele, Adam	Teacher of Science	UHS	Intermittent 9/29/18-9/29/19	Unpaid Paternity under FMLA/NJFLA (Concurrently)	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Doyle, Jolie	Teacher of Elementary	Liv	Intermittent 11/15/18-6/30/19	Paid and Unpaid Intermittent FMLA	FMLA Entitlement not to exceed 12 weeks.
Aiello, Alexandra	Elementary Teacher	Battle Hill	Extension Return 9/1/19	Unpaid Child Rearing Leave/NON FMLA/NJFLA Return 9/1/19	FMLA/NJFLA entitlement time exhausted.
Siderman, Jason	Teacher of Special Services	Jefferson	11/12/18-12/7/18	Paid Medical Leave 11/12/18-12/7/18	
Mancinelli, Lynn	Librarian/Media Specialist	Livingston	Extension of Intermittent Through 12/20/20	Extension of current Paid Intermittent FMLA/NJFLA (Concurrently) Through 12/20/2019	FMLA/NJFLA Entitlement not to exceed 12 weeks.

Johnson, Ralph Custodian Paid Medical Leave	Custodian	Washington	1/3/19- 3/4/19	Paid Medical Leave followed by Unpaid FMLA Leave	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Glenn, Melissa	1 st grade teacher	Hannah Caldwell	Extension Return 4/1/19	Unpaid child rearing leave	
Roberts, Shareenah	Paraprofessional	Burnet	2/19/19 through 6/6/19	Paid child rearing leave followed by unpaid FMLA/NJFLA	FMLA/NJFLA Entitlement not to exceed 12 weeks

P-5. APPROVE MEMBERSHIP TO NJ EDGE CONSORTIUM

Approve membership to NJ Edge Consortium for Sandra Paul, IT Director, at no cost to the District.

P-6. APPROVE STUDENT TEACHER AND INTERNSHIPS FOR SPRING 2019

Approve student teachers and internships for the spring of 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Dr. Francis stated P-1A – there was salary adjustments. Mr. Tatum stated the salary adjustments that you see before you were part of the agreement for the administrators association and I’m sure Mr. Arminio is aware of that issue – Personnel Committee discussed that last week and approved it to be included on the agenda. There was one other stipend and we also talked about that at Union High School.

Mrs. Regis-Darby stated P-4 – are we approving the leaves after they are already on leave. Is that the normal protocol? Mr. Benaquista stated a lot of times we get the information and the Board doesn’t meet for a couple of weeks. Especially with FMLA if it is something that is necessary we can’t not approve it; it is just a matter of timing.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

POL-1.APPROVE FILE CODE 9130/BYLAW – COMMITTEES

Approve File Code 9130/Bylaw – Committees, in accordance with the information appended to the minutes (*first reading*).

DISCUSSION:

Mr. Arminio stated this is a bylaw and this will be the first reading of the bylaw and for the new Board members and for the Board members that will be here in January – this has to be a super majority so you need six votes in order to pass this bylaw and it deals with committees. The first page is the original bylaw about committees. The second page, the Policy Committee met and we came up with slight changes that you see in red in the third paragraph of the bylaw and then at least one Board member wanted to make it a little bit more specific so the third page is a little bit more detailed in that third paragraph. It is slight changes. It makes more specific and a little bit more detailed as to how the ad hoc committee might be formed to review RFP's and make recommendations along with the Superintendent and the Business Administrator and make that presentation to the entire Board for approval. This will be the first view of it. The second look will be in January and you can vote on it at that particular time – the next Board meeting.

I have to start the discussion by saying I don't see any problems with the changes that were made in the second presentation of the bylaws. It just makes it a little more detailed.

Mr. Monge stated initially when I tried to bring initial changes to this I was told that this is a policy not a process but basically how do you select a committee. The detail I think personally I would think that each Board when the time comes up that they would discuss process. There are similarities to what I had presented. The biggest change is “from time to time”. What we went through this past year was we didn't have any committee and I called it a committee of the whole then because if you have no committee than the Board is the committee then it is a committee of the whole. It took forever. It took almost a full year to be able to finish up some of the RFP process. We actually had to go out again because we ran out of time and then I reported last month that falling through the cracks we actually had Brown & Brown who was a finalist for the insurance broker. The gentleman that was presenting was also a donor to a Board of Ed campaign for \$7800. That is an issue and that should never have happened. When I brought up the issue of how we went about it and that should have never happened, our attorney Mr. Taylor had mentioned to me because it says “time to time” that gives the authority to the Board President to either select a committee or not and the end goal I think at least the recommendation on the policy is that we should have a committee to go through the process of RFP's and that “time to time” means that the president can put together a committee or not then I think that should be an issue for all of us because we could have a repeat of what we just experienced this past year. Mr. Taylor am I correct in saying that inclusion and not deleting “time to time” would give the Board President the ability to either put together a committee or not from time to time.

Mr. Taylor stated basically the RFP's – they are for professional services because that is when RFP's apply – are typically on an annual basis; however, while the best practices in the accountability regulations encourage a school to go out for RFP on a regular basis – it doesn't say annually per se but on a regular basis that the “time to time” language could fit into that schedule. The language that is before you – there are two separate versions of the policy. The reality is to the Board you can pick which one you want to – I'll say in advance to the second reading for approval. The commentary that you made about contributions, that is governed by separate set of statutes, separate set of laws with respect to the Election Law Enforcement

Commission. Just because a vendor contributed to a candidate's campaign account does not preclude that vendor from competing for work. It does not create a conflict for that Board member to vote on that particular vendor so long as they are not in violation of the Code of Ethics and as long as there were no promises or assurances of any favorable consideration. Just because there was a contribution made does not necessarily equate to a conflict of interest.

The reality is that the advice that I have given for the last 3-4 months, when this issue came up, it seemed to have originated prior to my firm and myself being appointed as your general counsel but it has been consistent. You have a bylaw, you have a recommendation from a Board member to modify that bylaw, you have an existing bylaw that empowers the president of the Board, whoever he or she may be, to set the agenda in consultation with the Superintendent. The recommended change has made its way to tonight's agenda. The change or changes, because you had two options, can be modified pursuant to as Mr. Arminio said a "super majority two-thirds vote" of the Board at the next meeting.

The "time to time" or not, tonight is your opportunity as a Board to pick version A or version B. "Time to time" is subject to interpretation that is why they have people like me – lawyers – we can interpret that. If you want to make it stronger, this is your opportunity during the first reading to modify even your own recommendation to make it whatever you want and whatever that version is by way of consensus because there is no vote tonight – by way of consensus that will make it on to the agenda for next month and then 6 out of 9 people will have to vote to adopt it to modify the existing agenda.

Mr. Arminio stated Mr. Monge I understand your "time to time" but I think the second half of that sentence "as the business of the board may require" – almost forces the president to convene that ad hoc committee. The only word that I think might be changeable is the "may" to "will" and that would make it much stronger – "The president will from time to time appoint such a special committee as the business of the board will require". So if the board business requires that ad hoc committee the president has to.

Mr. Monge stated I appreciate that but going back to that meeting and when I challenged that, that point – Mr. Taylor told me "time to time" basically offered the gray that would allow the president to make a decision to not convene a committee for the RFP process. To the point of greater clarity, if we believe and maybe this is open, if this Board believes that the process that we went through is o.k. or the process of selecting a committee to be the initial review which we had done in the previous couple of years and it worked out well and that was what I was proposing – number one. Two, as far as the broker coming, one of the requirements for people submitting RFP's – we do have a pay-to-play form. If that would have been filled out correctly, then through the due diligence of the committee that would have hopefully been a check off to be able to catch – that was missed. I did a quick search and I found so that is the point of the committee. The committee would have done the due diligence and that would have been a check off because it is a requirement, that would have been found – Brown & Brown would have never been in the situation like that. Going to what I would recommend is the policy edits that I had presented, the process and the next or the Board after that can change the process when that committee is selected, that committee could come up with the best practices for that particular

year as it pertains to the process and inclusive of the administration was always the spirit of that. I think that this is just selecting a committee.

Mr. Taylor stated Mr. Monge from day one when this issue came up I have publicly on the record and off the record said that your recommendations, there is nothing wrong with your recommendations. They are legal, they are ethical and it is your right as a Board member to make those recommendations to the full Board – subject to the existing policies and bylaws governing this Board in terms of procedural standpoint – how to get them to the body. How to get the issue to the body for consideration. Thank you for your consideration and your patience. We have followed that procedure and we have gotten it before the body. There is an alternative recommendations in terms of the “plan B” so to speak that was referenced. That also has been reviewed by myself and my office – it too is legal and ethical for consideration by this Board. This evening you have two options before you. Pick which one of the two you want if any; if you want to revise either of them for purposes of second reading consideration, this is your opportunity to do that. Ultimately there is no vote tonight but you have to by way I’ll say “consensus” – figure out which one you want to advance for second reading to the next Board. Legally, ethically, procedurally – there is no requirement for Board of Education to have an ad hoc committee to review RFP’s. If you want to have one that is your business – if you want to do it by committee, committee of the whole, you can but ultimately I just want to say one last thing, pursuant to NJSA 18A-7 – professional services, it is important to note that the decision on professional services is a Board decision. This is one of the few areas that you don’t need a recommendation from the administration. However you want to govern yourself in terms of making that selection is your business.

Mr. Monge stated I recommend option “A” which is the original one that was presented to the Policy Committee. Mr. Arminio stated can we combined the two? Mr. Monge stated eliminate the “time to time”. Mr. Arminio stated and put in the second one at the bottom. Mr. Taylor stated you can do whatever you want. Mr. Arminio stated at this time? Mr. Taylor stated by way consensus, whatever you want it to say, you can create your own rule – very seldom in life can you create the own rules on which you have to operate on. This is your chance.

Mr. Arminio stated if we say “The Board President shall convene an ad hoc committee of up to four members to review each of the RFPs submitted for professional services and make recommendations to the entire Board before listing those items on a voting agenda and the Board Secretary and Business Administrator, along with the Superintendent will cooperatively review each of the RFPs” – combine the two. Mrs. Regis-Darby stated so you want to move “from time to time”. Mr. Arminio stated really just removing “from time to time”. Mrs. Regis-Darby stated and remove the word “shall” to “will”. Mr. Arminio stated or “may” to “shall” or “will”; include that second part.

Mrs. Regis-Darby stated I think you should do “The Board president will from time to time...” Mr. Monge stated I agree with that compromise. Mr. Arminio stated yes? Mrs. Regis-Darby stated yes.

Mr. Taylor stated I’m sure Mrs. Cappiello has that in the minutes and on recording and in her hand written notes and just in essence the reality is that whenever there is an RFP, there will

be a committee appointed to review the RFP's – is that fair to say? That is how the first reading will be memorialized in the minutes and that will be revised and presented to the Board for a second reading at the January meeting for a vote. O.K. Mr. Monge stated thank you. Mr. Taylor stated your welcome.

RESIDENCY COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Regis-Darby, that the following resolutions be adopted:

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 November 1st through November 30, 2018 (3 from elementary) or a total of sixteen (16) students for the 2018-2019 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 #280299 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 #300262 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 #200615 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: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mrs. Regis-Darby, 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: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (Vendor 85992 only)

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Monge stated I have a couple of quick highlights and this is more information and I will pass it on and I already have in some cases. Hopefully this next Board will consider the policy change by the Town on Board of Education debate. I still think it is the right of the Superintendent in that decision and hopefully the Board would take another look at that.

The budget process – I know folks have talked about trying to have that as early as possible. I challenge next year's Board to be part of that process and sooner rather than later before we get to a public meeting.

Also on the Shared Service Agreement – I have been trying to talk about that for the better part of a year and that is an issue and I know Mr. Taylor talked about trying to look at that service agreement. Hopefully you will have an opportunity to take a look at that and give feedback to the Board.

The long range facility plan – I did put that out as a question and I know Mr. Brennan pointed to Phoenix Advisors memo and the Board and Mr. Tatum know that I took that and went through the process of summarizing it and offering some ideas that came out of that. Ultimately you have to do something. If we don't do anything, you have a long range facility plan that is now two years old and we haven't acted on trying to put together a financial plan to fund it. I'm not sure what you all are going to do next year on the budget but we know that there is not enough capital dollars to fund projects in the District. Again I challenge not only the District but the Board to look at that Phoenix Advisor memo and obviously what I put together some recommendations but we have to act otherwise we are going to have no money to be able to repair our schools.

Food Service RFP – I know we talked about moving it in January/February – you would have to up the schedule and that needs to come to the Board so I think that is something that needs to be updated and updated on our website.

The last thing I will mention – I had asked about a maintenance plan that we voted on a couple of months' ago and I talked about what I thought was a potential disparity between buildings that were getting more money than other based on the size. I put together a chart here as far as dollars per square foot and there is a disparity. Mr. Brennan, Gerry and I talked about it right before the meeting so I'm going to share this chart and I will offer two things that were a little glaring to me. You have Jefferson – 2014 – they are going from \$28,400 from 2017-2018 to \$43,700 which is about 60 cents a square foot (inaudible). Burnet which is on the low part of totem pole – they are getting 44 cents a square foot so that is a huge disparity. I will present this and another one that stuck out was the administration building which was \$17,000 and change and now it is \$48,000 in change. The budget description that we voted on is the same budget – maintenance plan – in every building so every building has the same descriptions but obviously there is something behind these numbers and we as the Board voted on it and the problem is to get the details behind it but at least we never got it and we need to look into this and I will share this.

NEW BUSINESS:

Mr. Arminio stated I would like to remind the Board – Relay for Life and we need someone to be the chairperson for the Board. Someone needs to step up – maybe one of the new Board members in January or someone who has been around for a while so that we have a representation by the Board. June 1st is the date.

Last Friday in our gym our Union High School basketball team opened their season and played Plainfield and won the game. More importantly they raised as of this afternoon, over \$13,000 for St. Jude Hospital – it was just them there were different organizations involved in raising that money – student council and others. The education association was also part of that.

I attended a ribbon cutting at Lincoln Tech last week and it was called FIT – it is a new program and it is something that we as a school district should be looking into to get our kids involved in that if they so desire. FIT stands for Food Industry Technology. Instead of going to college a student goes to technical school and learns how to fix the machines – the meat industry, all the food industry machines. There is a desperate need for this technology. All the machines are new, they are computer operated – so they need computer skills, as well.

Our Junior ROTC participated in a South Jersey Drill Invitational – 20 schools from New Jersey, New York and Pennsylvania and they took either 1st or 2nd in six of six events – so congratulations.

The Chamber of Commerce is instituting a new scholarship to one student in the senior class who is interested in business and not necessarily business college but going into the business field.

Mrs. Regis-Darby stated this is a little bitter sweet – it has been an honor to serve as a fellow board member with Mr. Arminio, Mr. Monge and Dr. Francis. I will like to thank Mr. Monge, Mr. Arminio and Dr. Francis for their commitment to the students, parents and community. Your dedication is appreciated. Mr. Monge I will miss your finance knowledge. The way you never back down, especially when it comes to what is right for students. Your ability to not settling for good enough. Mr. Arminio I will miss the way you always stay cool. I can't believe I'm sitting here using the word "cool" and Mr. Arminio in the same sentence. You take the word "dedication" to a different level and I thank you. Dr. Francis where do I start. I will miss you sitting next to me and making me laugh. I'm going to miss your questions and how the way you spoke up for the students and put them first. It has been an honor to serve with you three and I truly appreciate all that was accomplished during your time. I would like to personally thank you for making a difference not only for my children in the District but all of our students and the stakeholders in the District. I truly thank you. I know for sure this is not a goodbye; I can't wait to see you on the other side. Enjoy your Tuesdays – it's been real.

Mrs. Williams stated I wanted to congratulate them and say how much I have enjoyed working with them and it seems like yesterday we were sitting down and having a banana split together and talking about the Board. You have been a wealth of information – you will be missed. We didn't always agree on everything but you will be missed.

COMMENTS FROM THE PUBLIC:

Jill Hall stated I would like to wish everyone a nice holiday season and Happy New Year. I have to add to what Mr. Arminio mentioned about the St. Jude Classic and we have to mention some of the stakeholders that were involved Ms. Fiske, Ms. Boffert and Coach Feeley who were instrumental and they were the ones with the boots on the ground. They did an amazing job. I have to also commend our students – they came out and they didn't need community service hours but they wanted to be part of it and to support their team for the cause. They came early and stayed late. \$13,000 this year – it was \$35,000 over four years that we raised for St. Jude and they are already planning for next year.

I want to thank Mr. Monge, Dr. Francis and Mr. Arminio and thank you Mr. Monge for making us talk about things that were difficult to talk about and I think that went unrecognized at times and we appreciate it. Dr. Francis in your own quiet way you made sure that your voice was heard – always in the best interest of the kids. Mr. Arminio you have been my colleague, my mentor, my teacher – you are a good friend more than anything. You have been a force in this district for the kids and you continue to give all your time and talent. I know if you cut yourself you would bleed maroon. I thank you and I am honored to be your friend and colleague and you will be missed.

Ann Margaret Shannon stated thank you for mentioning us with St. Jude's – we do sponsor that event. UTEA continues to advocate for the public education and one of the ways we do that is to lobby legislators and just today I met with Assemblyman Bramick – he is the majority leader of the New Jersey State assembly, along with local presidents of Elizabeth, Linden, Plainfield and two retirees, one who was Mary Jane Bergen. We discussed funding. I think you know Assemblyman Bramick is a Republican and hasn't always agreed with all of the funding for education and I was floored by his reaction today and he was on board with us and we brought a lot of specific examples to show him. He invited all of us to meet and discuss these issues in Trenton on January 31st. We hope we can do some service for all the local districts. I wanted to thank Jill Hall for helping me out. UTEA would like to wish you and all of the community a happy, healthy new year and special thanks to Mr. Monge, Dr. Francis and Mr. Arminio – thank you very much – I have known Mr. Arminio since I was in 7th or 8th grade. It is very important that he stay involved. I hope you can find use for your new free time.

Miguel Guzman stated the three of you guys represent something meaningful to this Board and the fact that this is part of this chapter – the last public viewing as a school board member. It is not a testament of defeat, it is a testament of servant leadership. The fact that you can know that the time is up and you can easily pass the baton to qualified individuals where you know next year they will be sitting in those same seats – it is what we fight for – it is what we struggle for to make sure that we have competent individuals who are putting students before self-interest or putting others before themselves. Unlike other leaders who are more of themselves than they are about the people that they have been elected to serve. I want to thank you from the bottom of my heart. I have three kids in this school district. I am a graduate of Union High School and I know the importance of your role in that. I know the importance of being here, meeting after meeting – especially today we have the unique opportunity of leaving earlier. I don't want to prolong it but at the same time I just wanted to say thank you from the

bottom of my heart. I have three kids in three different schools – it is not easy the running around as parents. My son is part of the ROTC and he has to be here at 6 a.m. for the past couple of weeks – practicing, staying til late at night. We can have programs like that. We can have teachers that care all throughout this school district because we are implementing and making decisions at this level and working together with the administration to make things happen. My desire and goal is that as the new elected leaders come in place that we continue to strive for competent individuals who are going to take our school district to the next level and I look forward to seeing that. Thank you for your service.

Susan Lipstein stated first I want to speak as president of the Township of Union Education Foundation – it is our pleasure to have donated over \$12,500 worth of equipment that was accepted today by the Board of Education. I wanted to thank the community at large for helping us raise that money. We do it through our fundraisers and we reach out to the public. Right now it not too late to send a tribute to someone who has done something special for your child during the school year – you go to our website and download the form – follow us on our website to help us continue to do that. To teachers our new grant applications for the school year 2019-20 are already available and they are due in February.

I want to talk personally and originally I came to Board meetings as a parent and then as someone who has a passion for education to be improved and it is hard for me to believe that my first meeting was 29 years ago and I'm still coming to them. I just want to thank you gentlemen that are leaving the Board because for someone who has been coming here regularly for 25 years – they are wonderful for our children. It was my privilege to be at those meetings and to see how hard that the three of you worked. Even when those meetings went to midnight and you stayed later it was because you were doing what needs to be done and you are asking questions that needed to be asked and you were forcing answers and forcing changes and making sure that in three years we had so much progress. You opened up to the Board and the community what the Board of Education should do. You modeled it and it has been continuing and it will continue. Thank you and thank you for your service.

Ronnie McDowell stated I think it has all been said but I certainly want to add my voice to what has been said about Dr. Francis, Mr. Arminio and Mr. Monge. You guys have sacrificed a great deal of time and the Township and District are blessed because of your dedication, your knowledge and experience and I want to thank you. I'm looking forward to carrying on this year. I just want you to know that you herculean job. You have made us aware of things that we were not aware of and I want to thank you for that. I also wanted to thank each one of your wives. I want to acknowledge what they have done by their sacrifice as well as yours. I can only say “well done” and I look forward to your input in years to come.

Suehay Monge stated thank you Mr. Arminio, Dr. Francis and Mr. Monge for their years of selfless service. Never compromising their principles or morals throughout their entire service. Mr. Arminio you are a pillar in this community and your name is synonymous with “that man is a saint”. If Mr. Arminio says he is o.k., then he is o.k. I don't know if Mr. Monge knows, but I think you have served as a mentor to him.

Guy I have to give you a lot of credit for the positive change that went on in this District. A lot of people don't know it because you are quiet but you are truly the catalyst for a lot of the change that happened. I'm grateful for Melissa because there were a lot of late nights that Melissa and I kept each other company while you were at your late night meetings.

Jeff, I know you have invested a lot of time and your heart and soul in this and I'm so proud of how you served on this Board. You are such a fine example for all the kids and especially ours.

At the last meeting you mentioned that the RFP for ARAMARK is going to go out between January and February. How can we persuade you to put it out in January? My concern is that there is a process and it hasn't been done for half a century for food services. I know there is a process for other RFPs but I'm not sure if this is the same. I just want the Board to have enough time to make the right decisions.

There were a lot of parents that couldn't make it to the last meeting and ARAMARK put out a survey and I brought to the attention of the Board that the survey was not really specific to the concerns of the parents that they had addressed and there were a lot of questions regarding free and reduced lunch – which I was concerned about because free and reduced lunch has no correlation to the quality of the food or it shouldn't. I know that the Board is going to put out their own survey and I said at the last meeting that I'm hoping that survey really reflects the questions that address the quality of the lunch.

Kim Ruiz stated I just want to echo everyone's sentiments to Mr. Monge, Mr. Arminio and Dr. Francis and not only for your commitment to the Board but Mr. Monge and Dr. Francis you have coached our children. Your commitment to our children goes far beyond this Board and we applaud you for that. As an incoming Board member I have big shoes to fill but I thank you.

Dino stated I'm the head wrestling coach at the high school. I live here in the winter months – coach Arminio knows that. I heard this was your last meeting so I expect you in the wrestling room on Thursday – let your wife know. We need your help. You may or may not know, he is also known as the voice of Region III but now we are called Region IV. His voice is well known. Congratulations and I do want you back in the wrestling room to help our kids out.

Chasity Santana stated I just wanted to say coming in as a new person and not knowing anyone and just starting to attend Board meetings because you have kids in the District and you want to see change I felt welcome by the Board when I would come up here and speak. But more so than not whenever I had a question there was always a welcoming ear in Mr. Arminio, Mr. Monge and with Dr. Francis I always thought he was just sitting there and just taking it in and then one day he was the only one around and I asked him a question and his answer showed me that he was taking it all in and I always say you have to be scared of the quiet ones. I want to say thank you for being open not only to people that always have come here and lived here but to newcomers that have a vested interest in the Town. I will miss you but something tells me and there is hope in my heart that I will see you again not only on this side but also on the other side.

I am excited to see new blood on the Board for what is coming in the new year. I would also like and I think there should be a new incoming president and I think that maybe we should open up our minds to someone that doesn't have a conflict on the Board because in this way there will be more vote because we elect you for your vote so it is hard when there are abstentions. It is just something to ponder. I will see you guys on this side.

Elsie Mackie stated thank you to Mr. Monge, Dr. Francis and Mr. Arminio. It is not easy when you are new to the Town and you don't understand the whole complexity of how a Board works. You guys have all been so supportive. I have gone to meetings for five years now with all my emotions and passions and my commitment. Jeff's understanding what it is to have a child with a disability. My first encounter was I couldn't stand him but I learned that he truly is dedicated to the students with disabilities. I want to so thank you to each of you for being there with the support and understanding and pushing to helping us and being a voice for the children. I am excited with the new incoming Board members. I pray that you guys continue on with making disability an issue of priority – there is so much work to do and so much to accomplish and a better working relationship with special services. I am excited that you are leaving Mr. Monge because you will join us on the other side. We are looking forward to working collectively with the whole Board.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Mrs. Williams, that the Board go into Executive Session at 8:35 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 which would constitute an unwarranted invasion of individual privacy.

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: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:20 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 9:20 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**