

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING AGENDA – JULY 16, 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, July 16, 2019 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, 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:

Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins, Mrs. Linda Richardson

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Ann Hart, Mr. Craig Wojcik, Mrs. Kim Conti

ALSO PRESENT:

Afshan T. Ajmiri Giner, 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.

Mr. McDowell read the District’s mission statement.

Comments from the Public on Resolutions:

Suehay Monge stated I had expressed a while back about the rubric for eligibility into honors and AP classes. There was a revision made. A couple of parents had expressed concerns with supervisors. There were some revisions made; however, in looking at it a lot of the things that we brought up that we felt were holding students back from being allowed to participate in the honors and AP classes were not addressed. For the example the requirements for admittance as far as points are concerned. It is pretty much the same. Several parents expressed the obstacles that this placed on students – they would have to get at least a four in four areas and no less than a two in another area to qualify. We expressed that only 14% of students in the State of New Jersey received a 790 or higher on PARCC and we as a district are giving that criteria four points but only 14% of students in the district received that score. Why are we holding

students to a standard that only 14% of students in the State can reach and how many of our students are being closed out of that opportunity because of it.

Another issue was the mid-term grades. We wanted to know what the passing rate of students in mid-terms are. Every single parent at the meeting expressed a disconnect with the mid-term grades of first and second marking period grades. If they are going to use the mid-term grades than where is the data? How many students are failing the mid-terms and why?

The teacher recommendation was also a big concern. I noticed that there were some positive changes made for the teacher of recommendation. Was it made public? Now it says it will be posted on Genesis like it should be.

There was additional wording that was added that concerned me. Specifically, in order to get four points on a teacher recommendation, a child would have to be as close to perfect as possible. There was additional wording to the teacher recommendation that further discriminates against children with special needs. One of the biggest criteria that stands out to me is internalizing behaviors that interfere with instruction. I'm not sure how a child that has behavioral issue will fair in that situation. If you look further clarification on the teacher recommendation it adds "if able to work effectively in a group, able to work independently without continued redirection and focusing." A child on the spectrum or ADHD – that is going to be an issue.

I am extremely glad to hear that the recommendations will be made available on Genesis and that students will have the opportunity to ask any other teachers for a recommendation.

I notice that there was a change from the PARCC placement exam to the PARCC replacement exam – what test is that going to exactly be? Is it going to be the benchmark? It should say benchmark so the parents know. I also notice that the replacement test will only be used if the PARCC score (inaudible). Again I point to the fact that if we are going to use a standardized test, then let's be fair about it. Let's not use the 790 or higher as four points if only 14% of the State achieved that. At the meeting parents suggested the 750-789 range be given the four point value instead.

I would like to suggest that the Board take this into consideration because this is hindering our students from attending honors and AP classes and as a district only 19% of students take one or more AP test. Whereas other districts is 50% - that is a big difference.

We shared several things that other surrounding towns do and it doesn't include all this red tape that we are putting on our kids. I would like to suggest that a committee of teachers, supervisors, parents and students sit down and participate in positive discussion of revising the rubric in order to remove the various obstacles that hinder the opportunity for our students to succeed.

I just ask that you give it consideration and just hold off to the next meeting before it gets voted on. Again it does affect our district. We are holding our kids back and the district back as a whole because of it.

Beatrice stated I was at the meeting that Mrs. Monge was talking about. The New Jersey scores for the prior year come out after the kids are placed. We are placing seniors based on sophomore year scores. Students level of maturity increases tremendously in high school every year. We are not taking that into account. What a freshman and a sophomore think are not where a junior and senior are thinking. The NJSOA, as an educator, I have been involved with standardized testing for several years and I know that the broadband width is not big enough to withstand all of these students taking these tests at the same time and students are kicked off the test all day every day. These are not optimal testing conditions. If you are going to hold this as a criteria, then I'm going to tell you that these are not optimal testing conditions and therefore that test invalid.

You are placing our kids to be a level five in order to get into these advance classes when less than 20% of the State is getting this. If less than 20% of the State is getting this, than what is Union Township doing. I'm sure it is less than 20%. That is also a concern.

There is a disconnect between the mid-term and the final grade with the marking period grades. You have students getting A's and B's in their marking period grades yet they are getting D's and F's on those mid-terms and final grades. That is a problem.

Not only does it affect that it also affects the previous department course finals and the current department course mid-terms and finals. We suggested that when the kids are juniors and they are taking SAT scores – those SAT scores should be taken into account. These kids are primed to colleges and when you have students getting 1400 on an SAT score and yet they are applying to colleges and now the Township is saying to students they cannot apply and cannot take honors and AP classes and they are applying to colleges with 1400 SAT's that is a problem. Your kid is applying to college and doing well on SAT's and now the town is denying him AP classes, colleges don't like that and that is not fair.

In conclusion I'm saying this is not fair to the Township, students and not a best practice.

Jeff Monge stated policy one – the revisions to the student's suicide prevention and crisis intervention policy. When you put out policies that you are revising, if you are not doing a blackline of the revision online than when you have a policy that may be 20 pages or so how are we supposed to see the changes? What were the changes that were being made and being voted on?

Afshan Ajmiri Giner stated this is the final policy and that is why it is not blacklined. For the previous readings it was. It is publicly posted on the website and it doesn't get removed. Mr. Monge stated if I go and pull down the agenda for today's meeting and look at the attachments and I understand this is what you are going to vote on but still here are the changes. Mrs. Ajmiri Giner stated it is a recommendation for the Board. What is being voted on is what was posted publicly. I appreciate you making that to the Board.

Mr. Monge asked what are the changes? Mrs. Cappiello stated the suicide policy is only the resources on the last page. They had to take off a resource. Mrs. Conti stated it is only one

resource that was proposed to be removed due to feedback received from parents. Mr. Tatum stated one of the main concerns was there is a certain level of requirements we expect.

Mr. Monge stated policy two – transportation – I want to confirm the one change – the busing for kids in high school has changed from 2.0 miles to 2.5 miles? Mr. Tatum stated it has always been 2.5. Mr. Monge asked what are the changes in that policy from the previous one. Mr. Tatum stated one was the incorporation of 5<sup>th</sup> grade and the navigation of bridges which is part of State regulations. The rest I will defer to the policy committee. Mrs. Williams stated we didn't make any other changes. There were some concerns from members of the community. We will discuss it more when we get to that part.

Mr. Tatum stated the other policy read pre-k to 4 – the request was from the last meeting to include the 5<sup>th</sup> graders because they have to cross the bridge to Jefferson School.

Stephanie Worensky stated I have been here in this Town for many years and I'm also a realtor. I'm finding out from people that want to move to Town that the big complaint is the school rating. I don't know how they rate the schools.

Mrs. Ajmiri Giner stated all the comments we are taking right now from the public are on the agenda; if you want to wait for the public comment portion towards the end of the meeting.

#### Approval of Minutes:

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

1. March 19, 2019 – regular meeting
2. March 19, 2019 – executive session

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

#### Communications:

##### LETTER OF RESIGNATION – DeBLASI

Letter of resignation from Jaclyn DeBlasi, English teacher-Kawameeh middle school, effective July 1, 2019.

##### LETTER OF RESIGNATION – PAREDES

Letter of resignation from Juan Paredes, café aide-Battle Hill Elementary School, effective June 20, 2019.

##### LETTER OF RESIGNATION – MULLER

Letter of resignation from Laura Muller-instrumental music teacher-Union High School, effective July 2, 2019.

**LETTER OF RESIGNATION – ERMAN**

Letter of resignation from Carly Erman, part-time occupational therapist-districtwide, effective August 1, 2019.

**LETTER OF RESIGNATION – STERLACCI**

Letter of resignation from Jason Sterlacci, teacher-Hannah Caldwell Elementary School, effective June 30, 2019.

**LETTER OF RETIREMENT – CORIGLIANO**

Letter of resignation, for the purpose of retirement, from Barbara Corigliano, teacher-Livingston Elementary School, effective November 1, 2019.

**LETTER OF RESIGNATION – BARREIRO**

Letter of resignation from Marcos Barreiro, Spanish teacher-Union High School, effective August 31, 2019.

**UPDATE TO REQUEST FOR LEAVE – VICIDOMINI**

Update to request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Julia Vicidomini, Executive Administrative Assistant to Superintendent-Central Office, August 26, 2019 – January 31, 2020.

**REQUEST FOR LEAVE – PILONE**

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Gillian Pilone, teacher of special education-Jefferson, September 3, 2019 – January 1, 2020.

**LETTER OF RESIGNATION – ARDITO**

Letter of resignation from Nicholas Ardito, Director of Security-districtwide, effective July 14, 2019.

**Superintendent's Report:**

Mr. Tatum read the NJDOE – School Self-Assessment District and School Grade Report for HIB. This assessment is for the prior school year – 2017-2018. These scores are based upon criteria set by the State and assessed by the building principal on HIB procedures, programs and training provided throughout the school year. The State takes the individual building scores and determines a district score. See E-14 in the minutes for the report.

Student Attendance 92.5% and Staff Attendance 94.2%.

District Recognition - Class of 2019 and other buildings promotions where students will be moving on to the next grade level. There are a number of summer programs under way. Our ESY program, bridge program, camp intervention, as well as all Title I programs that we have at Burnet and the high school.

Upcoming Events - the Planning Session of the Board of Education will be August 22nd at 7:00pm – proposed district reorganization and we will talk about this throughout the 19-20 school year. Hoping to target 20-21 but there is a lot of work to be done.

### Education/Student Discipline Committee Resolutions

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

**E-1. SUPERINTENDENT'S REPORT OF HIB**

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) conclusions for the month of June 2019, in accordance with the information appended to the minutes.

**E-2. APPROVE HOME SCHOOL STUDENT TO PARTICIPATE IN ATHLETIC PROGRAM**

Approve C.R., a high school student who is home schooled to participate in the athletic program of Union High School.

**E-3. APPROVE NONPUBLIC LAW 1977 CHAPTER 192-193 AGREEMENT – UCESC**

Approve the 2019-2020 Nonpublic Public Law 1977 Chapter 192-193 Agreement and resolution with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

**E-4. APPROVE NONPUBLIC SCHOOL NURSING SERVICES – UCESC**

Approve the 2019-2020 Chapter 226 Nonpublic School Nursing Services Agreement and resolution with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

**E-5. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM – UCESC**

Approve the 2019-2020 New Jersey Nonpublic School Technology Initiative Program Agreement and resolution with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

**E-6. APPROVE NONPUBLIC SCHOOL TEXTBOOKS AGREEMENT – UCESC**

Approve the 2019-2020 New Jersey Nonpublic School Textbooks Agreement and resolution with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

**E-7. APPROVE AGREEMENT FOR PROFESSIONAL SERVICES – UCESC**

Approve the 2019-2020 Agreement for Professional Services with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

**E-8. APPROVE CONTRACT WITH UCESC**

Approve contract with the Union County Educational Services Commission to administer the District's Nonpublic School Individuals with Disabilities Education Act-B Initiative (IDEA-B) funds Basic, pursuant to the requirements of the Individuals with Disabilities Education Act and Grant Application on behalf of the Board, effective July 1, 2019 until June 30, 2020. The Board agrees to pay the Commission for services provided in accordance with rates specified in

Schedule A. Billing shall commence in October and shall continue until the funds are depleted. It is understood that the Commission will provide services for all of the eligible Nonpublic schools identified by the District's grant application, in accordance with the information appended to the minutes.

E-9. APPROVE NONPUBLIC SECURITY AID PROGRAM AGREEMENT – UCESC  
Approve 2019-2020 Nonpublic Security Aid Program Agreement and resolution with the Union County Educational Commission, in accordance with the information appended to the minutes.

E-10. APPROVE NONPUBLIC SCHOOL EQUITABLE IDEA SERVICES AGREEMENT – UCESC  
Approve 2019-2020 Nonpublic School Equitable IDEA Services Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-11. APPROVE NONPUBLIC ESEA TITLE I AGREEMENT – UCESC  
Approve the 2019-2020 Nonpublic ESEA Title I Agreement, in accordance with the information appended to the minutes.

E-12. APPROVE PLANNING FOR ADULT LIFE/THE ARC OF NEW JERSEY  
Approve Planning for Adult Life/The ARC of New Jersey Inc. to provide "Making Action Plans for Life (MAPS) Club" transitional educational classes for students and their families for the 2019 ESY program and the 2019-2020 school year, at no cost to the District, in accordance with the information appended to the minutes.

E-13. APPROVE STUDENT ENROLLMENT – VO-TECH  
Approve students' enrollment for school year 2019-2020 AM and PM vo-tech, in accordance with the non-public information appended to the minutes..

E-14. APPROVE NJDOE SCHOOL SELF-ASSESSMENT  
Approve the New Jersey Department of Education School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights District and School Grade Report 2017-2018, in accordance with the information appended to the minutes.

E-15. APPROVE NJTIP TO PROVIDE TRAVEL INSTRUCTION  
Approve NJTIP at Rutgers to provide travel instruction (bus/train) per students' IEPs for the 2019-2020 school year (not to exceed \$14,564), in accordance with the information appended to the minutes.

E-16. APPROVE PLANNING FOR ADULT LIFE/THE ARC OF NEW JERSEY – TRANSITIONAL EDUCATIONAL CLASSES  
Approve Planning for Adult Life/The ARC of New Jersey to provide transitional educational classes for students and their families for the 2019-2020 school year, at no cost to the District, in accordance with the information appended to the minutes.

**E-17. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2019-2020**

Approve parent/pupil transportation contract for special education student attending NJEDDA High School at the rate of \$45.44 per day for the 2019-2020 school year, in accordance with the non-public information appended to the minutes.

**E-18. APPROVE TUITION CONTRACT**

Approve Tuition Contract with Elizabeth Board of Education for JC for March 2018-June 2019, in accordance with the non-public information appended to the minutes.

**E-19. APPROVE TUITION CONTRACT**

Approve Tuition Contract with Elizabeth Board of Education for AK for March 2018-June 2019, in accordance with the non-public information appended to the minutes.

**E-20. APPROVE TUITION CONTRACT**

Approve Tuition Contract with Elizabeth Board of Education for TK for March 2018-June 2019, in accordance with the non-public information appended to the minutes.

**E-21. APPROVE TUITION CONTRACT**

Approve Tuition Contract with Elizabeth Board of Education for LH for March 2018-June 2019, in accordance with the non-public information appended to the minutes.

**E-22. APPROVE TUITION CONTRACT**

Approve Tuition Contract with Elizabeth Board of Education for DH for March 2018-June 2019, in accordance with the non-public information appended to the minutes.

**E-23. APPROVE CODE OF CONDUCT AND CORE VALUES – 2019-2020**

Approve Code of Conduct and Core Values for the 2019-2020 school year, in accordance with the information appended to the minutes.

**E-24. *Agenda item tabled to August meeting (Criteria for Honors/AP Program Placement).*****E-25. APPROVE EVIDENCE-BASED WRITING CURRICULUM AND TEACHER'S GUIDE**

Approve new Evidence-Based Writing Curriculum and Teacher's Guide (Grades 5-12), in accordance with the information appended to the minutes.

**E-26. APPROVE CURRICULUM GUIDES**

Approve the following updated and new Curriculum Guides, in accordance with the information appended to the minutes.

1. Science – Grade 1
2. Science – Grade 2
3. Science – Grade 3
4. Science – Grade 4
5. Social Studies – Grade K
6. Social Studies – Grade 1

7. Social Studies – Grade 2
8. Social Studies – Grade 3
9. Social Studies – Grade 4
10. ELA – Grade K
11. ELA – Grade 1
12. ELA – Grade 2
13. ELA – Grade 3
14. ELA – Grade 4
15. History Through Media, Film and Pop Culture
16. African American History

**E-27. APPROVE STUDENTS AS LIAISONS FOR THE BOARD OF EDUCATION**

Approve the following students as liaisons for the Board of Education from August 2019 - June 2020; Grade 9 - J.T., Grade 10 - P.T., Grade 11 - F.O., and Grade 12 - G.G.

**DISCUSSION:**

Mrs. Regis-Darby stated E-25 – they had a suggested grading score which means it subjective and leaves a lot of room for teachers own interpretation. I think that needs to be looked at and it also says the student has the right to keep an e-portfolio or hand portfolio and every year each child is responsible for keeping that and the teachers are to hold on to them and the parents have the right to request those portfolios at the end of the year. Who do the parents request that portfolio from? Mrs. Moses stated from their current teacher. There is a portfolio for every student in the district and the parent can look at that any time.

As far as grading it is based upon the student’s writing ability. If the student is writing in tiers and we say this is how you should be writing – you are making progression. Mrs. Regis-Darby stated there is no rubric attached in that particular guide and it mentions it is a norm rubric. Parents don’t have access to that particular rubric. Mrs. Moses stated the writing piece is already incorporated into that ELA and the writing rubric is across the board through all the writing assignments.

Mrs. Regis-Darby stated my suggestion is that it should be placed into their document. Mrs. Moses stated it will be there.

Mrs. Regis-Darby stated I looked at your standards and the document does not address the CORE standards, it addresses some of the standards but it doesn’t address the CORE standard. For example, writing 5<sup>th</sup> grade – it does not address all the particular standards in the writing. It addresses methods instead of the strategies. Fifth graders are expected to write the same as a 7<sup>th</sup> and 8<sup>th</sup> grader when you look at what the document says.

Mrs. Moses stated the standards are the standards across and this is depth of the grade that the standards are given and delivered. If the writing is band as we now do with the State of New Jersey from QSAC, we band the writing from K-3 – why because there are some children that are not writing on third grade level and there are maybe second graders writing in third-grade level. It is band to meet the needs of our students.

With this writing piece which is very new to the district, is to put something in place that is new and ongoing develop. Every curriculum you see will be addressed to the task, transparency for every parent to see because the first time this year all curriculum will be updated at the end of the year, including the writing piece and when it speaks to meeting where teachers score students they are also tiered. Everyone is tiered with their writing.

Mrs. Regis-Darby stated the document has 5<sup>th</sup> grade students – is expected to meet a particular writing standard and the writing standard that is on for the 5<sup>th</sup> graders – ask and answer questions relating to the text – that document does not reflect that. To me someone has to look at the document because it doesn't reflect the standard that you are asking a 5<sup>th</sup> grader to meet. How do I know as a parent what standard is it that document reflects. It does not say so in the document. Mrs. Moses stated this curriculum is in conjunction with the ELA writing piece in the whole curriculum itself. This is a resource where a teacher will go to as a writing piece. We are not saying writing is a subject in itself, it is in connection with writing throughout every subject area. For example, in the writing piece for science, social studies – we had many issues with that writing piece. Teachers are not using the writing piece for social studies. We have students maybe in the high school level that may be writing at a low level. We need to put a writing curriculum in place that teachers can pull from. The documentations that are open – the standard for 5<sup>th</sup> grade writing piece, whether it meets the need for the standard writing piece is coming from this New Jersey Student Learning Standard. That is where it is pulled from. It was a committee that was made for teachers based upon the evidence that they had. It is an open document. All the documents we have now are open.

Mrs. Regis-Darby stated I understand that it is an open document but at the same time I think that is a document that you should take a second look at because I as a parent when I read that particular document, I as a Board member when I read that particular document, I had a lot of questions in terms of expectations from a particular document, the standards that the children are supposed to master in a particular grade. Whether or not the students are in grade level or not, I get that, but when I look at the Tier 1, 2 or 3 question and I get all of that, but in terms of mastery of standard if my child from New Jersey to New York he has to master the standard because we teach to standard. The standards does not reflect what is in that document than I'm going to question that.

Mrs. Moses stated it is documentation to me to what we have based on the evidence – everything is data driven. We have to meet the students where they are and we are moving them. That is for the teachers that use the resource. It is not mandated by QSAC because the writing piece is embedded in all the lessons.

Mrs. Regis-Darby stated you call it a writing curriculum and the teachers' resource – what exactly is the curriculum for the writing. Mrs. Moses stated the curriculum for the writing is embedded throughout the ELA curricula. It is all related to that. It is also embedded in social studies, science.

Mrs. Regis-Darby stated with that students are exposed to all the three different genres of writing. Mrs. Moses stated absolutely. With all information that is provided at the meeting, information is always communicated to our teachers.

Mr. Tatum stated what I hear you saying is supplemental to that particular guide would be a user friendly supplement that spells out specifically each grade level component for mastery. Although it may not be necessarily required for QSAC, it may be something that may be helpful to parents and Board members so that there is understanding of each grade level. Mrs. Regis-Darby stated I think parents want to know what is it that the child has to master if in 2<sup>nd</sup> grade, 5<sup>th</sup> grade or 9<sup>th</sup> grade. I want to know what my child has to master to move from one grade to the next or if I move to another state what is that standard that my child has to master. Mrs. Moses stated that is listed on all the standards of every grade level – the mastery is listed there. This is in conjunction to support that – we are providing that PD. It is all about the writing. We have this in place – ongoing, updated as we move through the pieces. This month we implemented the writing institute for teachers.

Mrs. Williams stated E-27 – student liaison – how did we get our kids? Mrs. Moses stated as a committee we decided that we need to put on Google doc an application online. An all call went out to students and families in Town if you have a valid email. We did a robo call to the homes. Students went online to fill out the application and do an essay. We did not have any of the administrators from middle school or high school review the applications. Students were given a blind number. Essays went out to elementary principals and they read them and ranked them. We had some really good ones and I shared with the committee.

Students received a letter from myself and how we are going to run our meetings before they come to the worksession. There are a lot of things that they are going to learn – leadership skills and organizational skills. We do have four wonderful students and they are looking forward to this.

Mrs. Williams asked how many students applied? Mrs. Moses stated our 9<sup>th</sup> grades – we only had 2; 10<sup>th</sup> graders – maybe 5; 11<sup>th</sup> grade – 2; 12<sup>th</sup> grade – 2. When kids don't know what it is about and the talk is not there, they are not going to jump in there. They want to see what it is about. The four that are coming to the table, I hope their fellow students can be motivated to apply next year. We are doing it on a yearly basis to provide opportunity for other children to participate. This is our first time. Many of our students have come up to Mr. Tatum and myself with a lot of issues. They do have a voice and this is what brought this whole conversation when we were at the table to invite our students to come here. I'm very impressed with their communication skills and their ideas and what they want to bring as stakeholders in this community.

Mrs. Regis-Darby stated the rubrics – today we met and spoke about some language in terms of some of the words that need revision on. For the parents that are in the audience, I don't understand because this has been on the agenda for voting tonight, how will that play out if there are some revisions that have to be implemented to this rubric.

Mrs. Moses stated the revisions that we need, we have to incorporate our teachers. We talked about that at our committee meeting. Someone said the word “internalize” is reflective. For a requirement it is not for you or I or anyone to say “you are not doing what you need to do”. One can reflect and know what they need to do is called self-regulate. If a student can self-

regulate, that is a plus. Not so much as the behavior – but why? Being able to self-regulate and tell you why they did what they did. If they can do that there is no judgment against anyone. The word “internalize” will be reflecting and that is the voice we want to give our students.

Mrs. Regis-Darby stated we spoke about this in committee and just to be transparent – if a student takes the NJSLE as a freshman and he got a 790 which is a four, the student never has to take the PARCC test again. My question is that I brought up to the committee was – will that score be the test – it says the standard based skill assessment will be given to students in replacement of the NJSLE score. But I have the score, I got a 790 as a freshman – I’m not taking that again because I’m not required to take it again. Does that mean that every year that I apply to honors you are going to use that score. The law says I don’t have to take it again.

Mrs. Moses stated that can be used as one of the criteria because it is there. The points are not the same. If you look at the criteria it says to stay in honors if you had an “A” and you were an “A” student and you fall to a “B” student and you are in honors, you can still stay in honors. We look at students coming into honors and maybe there is a high three plus, they can go into honors because the number will say that and if you add up those numbers and you have all three’s you can get in. The goal here is when the kids come in is to move up. Not go in as an “A” and be able to stay in there as a “B”. What we want to do is create an opportunity for more kids to go in and go up. You can go into that program with straight “B’s”. When you get into that program, the goal and the mission of the parents and teachers working in collaboration is to push the students to their full potential. It is great that parents advocate but our job is to teach our students. Every document we do is an open document. It is subjected for students. We have had parents at the table and we had supervisors at the table, but who is the most important person at the table is our students. They can tell you about some of the things that gone on in class and they can tell us a lot of things we need to do. That is why having a liaison here so that every documentation will be open for that. I appreciate the feedback and this is very good.

Mrs. Regis-Darby stated in terms of roll-out – how will this be rolled out to the students, parents, teachers and counselors? How will the implementation and roll-out of this particular rubric take place? Mrs. Moses stated the roll-out will be through guidance and the teacher. It’s like going to a classroom and you have to look at all the requirements. It has to be explained. I don’t know if throughout the years that has been happening but I can tell you through the roll-out when kids enter the classroom for the first time they should get a copy and go through it and understand what they need to do; how to appeal; how to ask questions and through the guidance department – the guidance counselor would probably do a PD and we will probably do a PD on all of the rubrics and programs that we have. We have a lot of new programs going on. We don’t give out syllabus but the syllabus is the requirements that we have for our students. I’m not sure that they know that but that is the direction we are going.

Mrs. Regis-Darby stated just a suggestion – I know that at the high school they are having their freshman orientation in August, maybe that is a good opportunity to expose the freshman to this particular rubric.

I know in the past there was a lot of concern concerning the teacher recommendation that the students were getting the recommendation from that particular teacher – I just want to be

clear that the students now can get the recommendation from any previous teacher from that particular subject area. The students have an option to submit artifacts in terms of documentation if they feel like that recommendation was not. Mrs. Moses stated of course – we want to teach our students how to defend and bring forth the evidence. We are going to get them career and college ready and expose them to all of this.

Mrs. Regis-Darby stated students currently in AP classes do not need to apply for another AP, they will automatically be placed in the following years. Mrs. Moses stated that is right.

Mrs. Ruiz stated this is the parent side of me talking – when I'm looking at the rubric it says AP to AP and then in parenthesis it says "reapplication". Mrs. Moses stated that is an error because if you go on the next page it says if you are in there and you have a "B" average you continue. Mrs. Ruiz stated we will edit that. Mrs. Moses stated yes. I appreciate the conversation with curriculum because it is a moving thing.

Mrs. Regis-Darby stated this is on the agenda to be approved tonight but for me personally I feel uncomfortable with approving something that is not clean. I think if we approve this next month I don't think it will be an issue. I don't like approving something that is not clean. I rather this document be a little more solid before it is approved. Mrs. Moses stated with that being said that is why it is put out this month. We have to revisit in September. Everything and anything, we include students. It is not just about the grown-ups in the room. We are talking about your child's education/career. We talked about some things we need to do and I already know with the committee. Those things will be corrected and we can go back and forth with this all day and next year we will have to adjust it again. This is ongoing. It is up to the Board of Education but know this the communication with any kind of documentation is always open for all vested stakeholders.

Mrs. Minneci stated I spoke with counsel and she said we can pass it the way it is and then do our revisions or if you prefer pulling it. Mr. Tatum stated I would think the chair would recommend. I am comfortable with whatever you want because it seems like there are parental concerns. Every day we get something from the State and we continue to get revisions. The curriculum is revised all the time. This is a hot button, especially the piece with the criteria. There may need some additional input and then input from the students in September.

Mrs. Moses stated the students need to have it in September and we need to call supervisors that are available. The month of September is the most important month of the school year where procedures and expectations are put in place. We need to get this done now so I will be reaching out to parents and the liaisons and they can have their input.

Mrs. Regis-Darby stated if this is o.k. with the president, to pull this documentation and revisit and finalize and clean up the documentation and have it ready for August.

Moved by Mrs. Regis-Darby, seconded by Dr. Morgan, withdrawing recommendation to approve E-24.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the above resolutions were moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, for adoption.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions

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

F-1. TREASURER’S REPORT

That the preliminary Treasurer’s Report (Cycle #12) dated June 30, 2019 be accepted.

F-2. SECRETARY’S REPORT

That the preliminary Secretary’s Report (Cycle #12) dated June 30, 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 June 30, 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 June 30, 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
Kawameeh Middle School	26/Yearbook	Jostens – balance due for 2018-2019 year books	\$4,824.50
Union High School	2055/Yearbook	Lifetouch – payment for 2019 yearbooks	\$9,612.58
Union High School	2214/Senior Class of 2019	O'Donnel Sign Company – graduation signs	\$1,820.00
Union High School	2001/Music/Theater	11 <sup>th</sup> Hour Design – program printing, scenic design, set materials	\$4,478.12
Union High School	2033Music	JW Pepper & Son – marching band competitive field show music and digital media files	\$1,000.00
Union High School	46/Key Club	Key Club International – key club dues	\$2,000 (maximum)
Union High School	46/Key Club	Union Board of Ed – transportation to fall rally	\$1,100.00 (maximum)
Union High School	46/Key Club	Giving Tree Coffee – fundraiser for district convention	\$3,000.00 (maximum)
Union High School	46/Key Club	Yankee Candle – fundraising for district convention	\$6,000.00 (maximum)
Union High School	46/Key Club	NJ Key Club – payment for fall rally registration	\$1,500.00 (maximum)

**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
Flea Market	September 21, 2019 (rain date September 22, 2019)	UHS/TESSLO – to raise funds for activities that will build further interests and move towards club's goals
Coupon Books	September- November 2019	UHS/Cross Country – to raise funds for team awards, activities, gear, etc.
Candy/Snack Sales	September 23, 2019- February 1, 2020	UHS/Robotics Club – to raise funds to cover costs of registering teams
Dress Down Days	September 20, 2019 and January 10, 2020	UHS/TESSLO – to raise funds to support educational enrichment activities
Candy/Snack Sales	September 3, 2019- June 20, 2020	UHS/TESSLO – to raise funds to support educational enrichment activities
Giving Bean Coffee Fundraiser	October 1, 2019- January 30, 2020	UHS/Key Club – to raise funds to help with convention costs
Yankee Candle Fundraiser	January 1-March 31, 2020	UHS/Key Club – to raise funds to help with convention costs
UNICEF Fundraiser	October 1-November 30, 2019	UHS/Key Club – to raise funds for neonatal tetanus through UNICEF
Candy Gram Fundraiser	December 1-25, 2019	UHS/Key Club – to raise funds to help with convention costs
T-shirt Sale	September 5, 2019- May 29, 2020	UHS/Farmer Fam – to raise funds for club events, spirit items, club scholarships and road game buses
Spirit Items Sale	September 5, 2019- May 29, 2020	UHS/Farmer Fam – to raise funds for club events, spirit items, club scholarships and road game buses
Snack/Bake Sale	September 5, 2019- May 29, 2020	UHS/Farmer Fam – to raise funds for club events, spirit items, club scholarships and road game buses
Art to Remember	November 1-13, 2019	Hannah Caldwell – to raise money for art programs
Artome, LLC	March 26-April 3, 2020	Hannah Caldwell – to raise funds for art club

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Lifetouch National School Studios	Hannah Caldwell Elementary School	\$1,331.40
Bottling Group LLC-FSV	Union High School	\$212.46
NY Life Insurance	Jefferson School	\$130.00

**F-13. APPROVE UHS SENIOR SCHOLARSHIP AWARD – MARGARET FEKETE FUND**

Approve the following Senior Scholarship Award amounts for 2019 Union High School graduates from the Margaret Fekete Fund – one (1) \$5,000 award to college of one student chosen based on the criteria set forth by the Margaret Fekete Trust, in accordance with the information appended to the minutes.

**F-14. APPROVE TEAM SCHOOL PHYSICIAN – GILSENAN**

Approve Dr. Michele Gilsean as the Team School Physician for athletics for the 2019-2020 school year at an annual rate of \$8,500.

**F-15. APPROVE CHIEF MEDICAL INSPECTOR – MULLICK**

Approve Bharati Mullick, M.D., as Chief Medical Inspector pursuant to N.J.S.A. 18A:40-1 for the 2019-2020 school year at an annual fee of \$22,000.

**F-16. APPROVE LEGAL SERVICES FOR INDEPENDENT AFFIRMATIVE ACTION/DISCRIMINATION INVESTIGATION – PETER B. FALLON, ESQ.**

Approve proposal from Peter B. Fallon, Esq. to provide services for an independent investigation of affirmative action complaint at an hourly rate of \$170 per hour (not to exceed \$5,000) for the 2019-2020 school year, in accordance with the information appended to the minutes.

**F-17. APPROVE LEGAL SERVICES FOR INDEPENDENT AFFIRMATIVE ACTION/DISCRIMINATION INVESTIGATION – PETER B. FALLON, ESQ.**

Approve proposal from Peter B. Fallon, Esq. to provide services for an independent investigation of affirmative action complaint at an hourly rate of \$170 per hour (not to exceed \$5,000), in accordance with the non-pubic information appended to the minutes.

**F-18. APPROVE PARENT TRAINING – SUICIDE PREVENTION AND AWARENESS**

Approve one session of parent training for suicide prevention and awareness, delivered by Amy S. Jacob, LCWSW. Training will be conducted during the 2019-2020 school year. The cost will be \$450.00 and be two hours in duration. The total cost to the District for the training will not exceed \$450.00 (Account #7075/11-000-219-320-02-19).

**F-19. APPROVE INLINGUA – TRANSLATION AND INTERPRETATION SERVICES**

Approve Inlingua to provide translation and interpretation services for the 2019-2020 school year, not to exceed \$3,000.00 (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

**F-20. APPROVE SPECIAL COUNSEL – INTERNAL INVESTIGATIVE SERVICES**

Approve the David B. Rubin, Esq. of David B. Rubin, P.C. and the Busch Law Group LLC for legal internal investigative services for the 2019-2020 school year, in accordance with the information appended to the minutes.

**F-21. APPROVE PAYMENT ADJUSTMENTS TO PARAPROFESSIONALS**

Approve payment adjustments to the following paraprofessionals at Franklin Elementary School: (a) \$400 to Jasmine Sanders, Olugbemisola Olayinka, Candice Gainer and Yamely Balcazar and (b) \$800 to Kari Graham, Robert Nelson, Patricia Griffin, Kafi Howell, Ayana Strickland, Souffrance Jean-Baptiste, Nnenna Obi, Rachita Sanghavi, Diane Tavares, Nicole Harris and Jessica Desire.

**F-22. APPROVE MARILYN KUBICHEK MD – EVALUATIONS**

Approve Marilyn Kubichek, MD, FAAP, to provide neurological evaluations at the rate of \$600.00 per evaluation (\$625-\$800.00 per off-site evaluation) for the 2019-2020 school year (not to exceed \$10,200.00) (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

**F-23. APPROVE RICHARD DiTURI – EVALUATIONS**

Approve Dr. Richard DiTuri to provide psychiatric evaluations at the rate of \$900.00 per evaluation for the 2019-2020 school year (not to exceed \$7,200.00) (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

**F-24. 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-25. APPROVE NEW JERSEY PEDIATRIC FEEDING ASSOCIATES – EVALUATION**

Approve New Jersey Pediatric Feeding Associates LLC to provide a feeding evaluation at the rate of \$750.00 per evaluation and feeding training at the rate of \$175.00 per student for the 2019-2020 school year (not to exceed \$1,850.00) (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

**F-26. APPROVE ROMANA KULIKOVA MD – EVALUATIONS**

Approve Romana Kulikova, MD to provide neurological evaluations and neurodevelopmental evaluations at the rate of \$450.00 per evaluation in the office and \$600.00 for evaluation in the schools(not to exceed \$10,500.00) for the 2019-2020 school year (Acct#11-000-219-320-01-19), in accordance with the information appended to the minutes.

**F-27. APPROVE APPLICATION AND SUBMISSION OF EMERGENCY AID APPLICATION**

Approve application and submission of the 2019-2020 Emergency Aid application to the New Jersey Department of Education (NJDOE) by August 9, 2019.

F-28. *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.

**DISCUSSION:**

Mrs. Ruiz stated F-16 and F-17 – I'm not sure if it duplicative – there was no back-up. Mrs. Cappiello stated it is non-public. Mrs. Ajmiri Giner stated without disclosing the background. They are two different investigations.

Mrs. Ruiz asked why are we hiring outside counsel to conduct these investigation when we already have a law firm. Mrs. Ajmiri Giner stated they are related to ongoing litigation so when you have counsel, it causes a conflict of interest. There is another one F-20 – different issue – it causes a conflict of interest.

Mr. Tatum stated this started last year so they are the counsel outside of our law firm so they are on the books for us when it can't be done in-house.

Mr. Nufrio asked these are three new cases. Mr. Tatum stated yes.

AYE: Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Ruiz, 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 Dr. Morgan, seconded by Mrs. Regis-Darby, for adoption.

##### 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. APPROVE SALE OF SCHOOL VEHICLES

Approve the sale of the following school vehicles by Hunterdon County Educational Services Commission: (a) Bus 67 2004, I C transit style bus front engine (VIN 4DRBGAAN54A967817) and (b) Bus 53 2004, I C transit style bus front engine (VIN 4DRBGAAN94A964385), in accordance with the information appended to the minutes.

##### O-3. APPROVE DISPOSAL OF TEXTBOOKS

Approve disposal of textbooks (all textbooks under 10 years old will be listed on the textbook sharing website), in accordance with the information appended to the minutes.

##### O-4 APPROVE ROTC DRILL COMPETITION

Approve ROTC Drill Competition at Union High School main gym on November 23, 2019 from 6:00 a.m. to 4:00 p.m.

##### O-5. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS

Approve submission of Anticipated Facility Requests for the 2019-2020 school year to the New Jersey Department of Education (Union County office), in accordance with the information appended to the minutes.

**O-6. APPROVE SUBMISSION OF ALTERNATE METHOD OF COMPLIANCE**

Approve submission of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3 and/or 6.4 for toilet room facilities for early intervention, pre-kindergarten and kindergarten classrooms (2019-2020 school year), in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Personnel Committee Resolutions

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

**P-1. PERSONNEL ACTIONS**

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

**P-2. ACCEPT LETTERS OF RESIGNATION/RETIREMENT**

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
DeBlasi, Jaclyn	English teacher	KMS	7/1/2019	Resignation	
Paredes, Juan	Café aide	BH	6/20/2019	Resignation	
Muller, Laura	Instrumental music teacher	UHS	7/2/2019	Resignation	
Erman, Carly	P/T occupational therapist	Districtwide	8/1/2019	Resignation	
Sterlacci, Jason	Teacher	HC	6/30/2019	Resignation	
Corigliano, Barbara	Teacher	Livingston	11/1/2019	Retirement	
Barreiro, Marcos	Spanish teacher	UHS	8/31/19	Resignation	
Ardito, Nicholas	Director of Security	Districtwide	7/14/1	Resignation	

**P-3. APPROVE LEAVES**

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	<b>Notes/ Corrections: All tentative approvals are pending required documentation.</b>

Julia Vicidomini,	Executive Administrative Assistant	Central Office	8/26/2019-1/31/2020 Return 2/3/2020	Paid Child Rearing Leave and Unpaid FMLA/NJFLA (concurrently)	Update to start date only.
Gillian Pilone	Teacher of Special Education	Jefferson	9/3/2019-1/1/2020 Return 1/3/2020	Paid Child Rearing Leave and Unpaid FMLA/NJFLA (Concurrently)	

**P-4. 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-5. APPROVE ATTENDANCE AT UCASE MEETINGS**

Approve Kim Conti, Director of Special Services to attend UCASE meetings at a cost of \$50 for the 2019-2020 school year.

**P-6. APPROVE ATTENDANCE AT AUTISM SYMPOSIUM MEETINGS**

Approve Dr. Brian Kaufman, school psychologist, to attend Autism Symposium meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2010-2020 school year.

**P-7. APPROVE ATTENDANCE AT TRAUMATIC LOSS COALITION AND MUJC MEETINGS**

Approve Dr. Brian Kaufman, school psychologist, and Dutesche Aine, school social worker, to attend monthly Traumatic Loss Coalition meetings and meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2019-2020 school year.

**P-8. APPROVE ATTENDANCE AT MUJC MEETINGS**

Approve Kim Conti, Director of Special Services, Joseph Seugling, Supervisor of Special Services, Latesha Jenkins, Supervisor of Special Services to attend meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2019-2020 school year.

**P-9. APPROVE ATTENDANCE AT NJ COUNCIL OF ADMINISTRATORS OF SPECIAL EDUCATION MEETINGS**

Approve Kim Conti, Director of Special Services, to attend New Jersey Council of Administrators of Special Education meetings for the 2019-2020 school year.

**P-10. APPROVE CLINICAL AFFILIATION AGREEMENT – EMERSON COLLEGE**

Approve Clinical Affiliation Agreement between Emerson College for the purpose of providing supervised, practical learning experiences in connection with a clinical program and the Township of Union Board of Education, in accordance with the information appended to the minutes.

**P-11. APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT**

Approve David Shaw, Shawn Paterno and Julie Carvalho as the new designees for the ConnectOne “Burnet Middle School Student Activities Account,” at no cost to the District and approving the removal of Tommy Harrell, Sharon Drayton and Angela Rapke as designees for said account.

**DISCUSSION:**

Mrs. Regis-Darby stated in terms of P-1 – I know we have a lot of items. Can we breakdown some of those items into categories so when we vote on P-1, there may be certain things we need to abstain from or not vote on; that way it makes it easier for Board members – especially the categories so we know exactly what we are voting on. Like A through C – something like that.

Also, in P-1 – I don’t know if this is best practice – when someone goes out on a leave, does the district post for that position or does administration just appoint someone for that position. Mr. Tatum stated it can be either one but it requires Board approval. Mrs. Ajmiri Giner stated posting is only done if it is required. For example for a replacement it is not required. Again these are recommendations made by the Superintendent based on his assessment of the need and the position itself and then it is brought to the Board.

Mrs. Regis-Darby asked is it customary that the administration try to fill those positions with people that are already inside of district or no? Mrs. Ajmiri Giner stated it varies. For instance if it is a highly confidential position, it is best to bring in someone from the outside and not internally because it can impact information. It is based on the Superintendent’s assessment of the position.

Mr. Nufrio asked were any of the persons in P-1 were they reinstatements from a previous list of riffs? Mr. Tatum stated yes there were two. I believe in the personnel committee I shared that. Mr. Nufrio asked were there any paras? Mr. Tatum stated not to my knowledge.

Dr. Morgan stated I agree with Mrs. Darby’s recommendation to break it down. Mrs. Regis-Darby stated going forward I think that was the suggestion.

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams,  
Mrs. Minneci

NAY: Dr. Morgan (P-1 only)

ABSTAIN: Mr. Nufrio

**MOTION CARRIED**

**Policy Committee**

Upon recommendation of the Superintendent of Schools, the following policies were moved by Mrs. Williams, seconded by Mrs. Ruiz, for adoption.

**POL-1.APPROVE POLICY 5141.5 - STUDENT SUICIDE PREVENTION AND CRISIS INTERVENTION**

Approve Policy 5141.5 - Student Suicide Prevention and Crisis Intervention, in accordance with the information appended to the minutes.

**POL-2.APPROVE POLICY 3541.1 – TRANSPORTATION**

Approve Policy 3541.1 – Transportation, in accordance with the information appended to the minutes.

**POL-3.APPROVE POLICY 5118 – NONRESIDENTS**

Approve Policy 5118 – Nonresidents, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Nufrio asked I thought we would pull a resolution. Mrs. Williams stated we want to discuss it because there were concerns. I want the full Board to discuss it because we haven't had that opportunity to do that.

We did meet in committee earlier and some of the concerns were the timing. Elizabeth, Hillside, Springfield – they all have the same amount of miles to school. They do the 2.5. They are all doing that but one thing that Union is doing is our high school students have to be at school a little earlier. There were concerns with the some of the areas where the children are walking where there are no crossing guards.

Mrs. Regis-Darby asked how many students this transition will impact? We don't have that particular number. Also, how many students are currently being bused? Cost savings numbers in terms of historical – 2017-2018 and 2018-2019 to see the correlation. Also how much did we pay and how much money are we going to actually save from that implementation of this policy? We know that administration can't send a letter out to the parents until this particular policy is approved. Just to give enough time for the parents because this will affect some students who are actually being bused so they have enough time to prepare their students' transition – whether or not they are going to be walkers or taking public transportation or car pooled or driven by parents. We want to make sure we are being considerate on how that may impact our families in Town.

One of the big issues I know we have some agreement with the Town to implement some of the crossing guards in our high travel spots and we wanted to take a look at cost savings. If this is to be implemented how much are we really saving and obviously we are not violating any laws because it is a State statute. I have no issues with that. My concern is protecting the students first and to think about our high school. We start at 7:30 in the morning so walkers have to wake up earlier to walk and November through January is our dark period.

Mr. Brennan stated it is not going to affect our high school. The mileage hasn't changed. Mr. Tatum stated they will be fine.

Mrs. Ruiz stated the actual language in the policy when you read it, it says “the students that are in pre-k through 8 must live beyond 2.0 miles” – what I understand that is what the statute says, nothing prohibits the district from giving slightly more than the statute requires. When you say beyond 2.0 miles, that means if you live on my corner and you are 2.0 miles, you are not getting on the bus but if you live eight houses down on the same block, you are 2.1 and

you are getting on the bus but the bus is still coming to the exact bus stop. You now left out 3-4 kids. It should read 2.0 miles or more. Wording is important.

Mrs. Regis-Darby asked what is the exact wording of the statute? Mrs. Ruiz stated that can become significant when you are looking at a kid that lives exactly 2.0 versus 2.1. You need to change A-1, A-2, A-3.

Mrs. Regis-Darby asked what does the statute say? Mrs. Ruiz stated it says more than 2.0 but nothing from the law prohibits our district from giving a little bit more than the statute requires. The statute is the bear minimum. We can give a little bit more than that. Mr. Tatum stated that is exactly what you are doing right now. Mr. Brennan stated you are doing 1.5 now.

Mr. Tatum stated when you go under at 1.5 miles – it is above what the State is saying because you accommodating more people. Mrs. Ruiz stated the way this policy reads now is we are requiring that these kids live beyond 2.0. What I'm saying is the statute doesn't handcuff us.

Mr. Tatum stated you have heard me say this over and over again and that is why we are cleaning up all the policies in the district because they are antiquated. The committee met and we went with Strauss Esmay. I hear what you saying. It ties into how some of our policies are written that they kind of comply with the statute but on a technical basis it can be interpreted another way.

Mrs. Regis-Darby stated I don't think any Board member has issues with the State statutes and the numbers that we have here. It is just when I hear beyond 2.0 that means I have to live 2.1. Mrs. Minneci stated you want it to be specific. Mr. Tatum stated that makes sense.

Mr. Nufrio stated in light of these questions and concerns, why would we be voting on this tonight? Mrs. Williams stated I really want to have a discussion because we didn't and you voiced your concern so I thought it was important that we all sit down and have this discussion.

Mr. Nufrio stated there were a lot of questions proposed that there are no answers. Mrs. Williams stated if we are pulling this and we put it back on for August that doesn't give us a lot of time. Are we tabling it and leaving it off? Mrs. Ajmiri Giner stated you do have the option to amend at the meeting and approve the amended so you do have that option. There is a concern about sending that letter on August 22<sup>nd</sup> and parents not getting enough time. I'm not comfortable with that. You can collectively amend and vote on the amended and that would be o.k.

The chair would move to amend and use the language you want to amend it to and then we can vote for it.

Moved by Mrs. Williams, seconded by Mrs. Regis-Darby to amend POL-2 – Policy 3541.1 Transportation to include 2.0 or more and strike “beyond” for a-1, a-2 and a-3.

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams,  
Mrs. Minneci

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the above policies were moved by Mrs. Williams, seconded by Mrs. Regis-Darby, for adoption.

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

NAY: None

ABSTAIN: Mr. Nufrio (Pol-2 and Pol-3)

MOTION CARRIED

[Residency Committee Resolutions](#)

Upon recommendation of the Superintendent of Schools, the above policies were moved by Mrs. Williams, seconded by Mrs. Regis-Darby, for adoption.

**R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS**

Approval be given to amend the list of students removed from the rolls [nine (9) students exited from June 1st through June 30, 2019 (5 from elementary, 3 from secondary and 1 from high school) or a total of forty-two (42) 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 #301326 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 #310304 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 #290296 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-5. APPROVE TO REMOVE STUDENT**

Approval to remove student #270299 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-6. APPROVE TO REMOVE STUDENT**

Approval to remove student #248223 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-7. APPROVE TO REMOVE STUDENT

Approval to remove student #210305 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-8. APPROVE TO REMOVE STUDENT

Approval to remove student #246011 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-9. APPROVE TO REMOVE STUDENT

Approval to remove student #258225 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-10. APPROVE TO REMOVE STUDENT

Approval to remove student #278273 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-11. APPROVE TO REMOVE STUDENT

Approval to remove student #260565 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-12. APPROVE TO REMOVE STUDENT

Approval to remove student #290541 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:

Mrs. Minneci stated we talked at the agenda review to make sure that our students that are out-of-district placement, charter schools, private schools that they are still residents so can we make sure that their residency is checked before we pay tuition.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mr. Nufrio, seconded by Mrs. Williams, for adoption.

T-1. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – NJECC

Approve participation in non-binding cooperative purchase agreement with New Jersey Educational Computing Cooperative (NJECC) for the 2019-2020 school year.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

#### Approval of Bills

Upon recommendation of the Superintendent of Schools and moved by Mr. Nufrio, seconded by Mrs. Ruiz, 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. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams,  
Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (Vendor #85992 only)

MOTION CARRIED

#### Unfinished Business:

Mrs. Regis-Darby stated 2018-2019 school year – is there any way we can acquire a female security guard at the high school. Mr. Tatum stated we just approved one tonight.

Mrs. Regis-Darby stated we approved the food service company awhile back – can you get an update on their transition. How is that going? Mr. Brennan stated food service is here for ESY and providing food this summer and they have taken inventory of equipment and walked through all the kitchens. They sat down with Meg Berry, Manny Vieira and myself and told us that they cleaned all of the kitchens. They are going to purchase \$33,000 worth of new equipment for various schools and that will be funded by the Fund 60 enterprise cafeteria money. They are putting menus together and will meet with us again in the next couple of weeks but the transition seems to be running very smoothly. Good communication and they have brought back approximately 25 employees that were ARAMARKs and now working for Pomptonian. Transition is going well and we are very pleased.

Mrs. Ruiz stated the remaining employees that were not hired by Pomptonian, were they offered employment? Mr. Brennan stated I would have to find out from Pomptonian because that is their decision whether to hire them or not. Each employee had to reapply and then they would be interviewed. They had a job fair at the high school.

Mrs. Regis-Darby asked any update about the high school as we transition into the 19-20 school year? Mr. Tatum stated we hired Mr. Hoyt as the interim principal for Union High School, effective August 1<sup>st</sup>. The next move is to appoint a successor to Battle Hill. Then we will start the transition process for additional administrative reorganization that we talked about last month. There is a transformation that will be taking place at Burnet and the high school. One of the things we are doing is we are streamlining the elementary administrative positions and including a third vice principal at Burnet for each grade level. We will also sharing at two

elementary schools because they have needs as well. With monetary concerns we didn't have enough to go around for everyone but right now we are looking at those areas and there are areas of priority. There is also a posting for an interim assistant vice principal. We are down one person at Union High School. I have explained my rationale for things being interim at this stage of the game.

Mrs. Regis-Darby stated as we transition into 2019-2020 and 2020-2021 – the need for dual language classroom – especially starting at kindergarten level. We have a lot of parents in our community that are bi-lingual/tri-lingual so I think that is a need as we continue to move into the 21<sup>st</sup> century of learners. I think that is something the Board should consider with any of the Title I money or whatever money you pull it out from. I think we should consider creating a dual language classroom. I think that is the direction learning is going into.

#### New Business:

Mrs. Ruiz stated with all the principal changes that are happening what is the status of Kawameeh. Mr. Tatum stated I am not going to announce that because there is another piece that needs to be done but there will be a vice principal at Kawameeh.

#### Comments from the Public:

George stated thank you for making the adjustments on the Township transportation. I just want to clarify the children traversing 78 – going into 5<sup>th</sup> grade – regardless they get buses. Thank you for all the work you do but I have a great concern. This is going back to 2016 when I came into your office. How many years have we had voting in schools? It will never happen here is a concept but leave this food for thought. A couple of weeks ago in Westfield it happened. I have two children here. Do your homework. June 4<sup>th</sup> schools need to be protected. We are closed this year because of a holiday. Four years ago we discussed it and we put a second greeter in the schools. Greeters will not do the job. The year after that the school doors were open. It can happen anywhere at any time. I never wanted to speak it but now is the time – Westfield a couple of weeks ago. Too close to home.

Rich D'Avanzo stated you were talking about another transfer, was there another attachment? Mr. Tatum stated there were handouts for the Board. Mrs. Cappiello stated they will be uploaded tomorrow morning. Mr. D'Avanzo stated it was administrative and staff? Mr. Tatum stated some staff.

Mr. D'Avanzo stated F-11 – fundraisers – what is UHS/TESSLO? Mrs. Minneci stated we will get back to you on what it stands for.

Chasity Santana stated Pomptonian – I have a Type I diabetic. When we were going over certain things with the nurse it came up that there is something now. If my 10-year old goes to buy ice cream it says Type I in the computer. They told me that doesn't exist with Pomptonian so I need clarification with that. Mr. Brennan stated I find that hard to believe. Who is telling you this? Mrs. Santana stated can you verify this. Mr. Brennan stated absolutely. Mrs. Santana stated verify that there is something out there that says Type I, peanut allergy or something.

With the bus comments, I put my ear out and I heard it was a crow's nest, google – how do I find out how far I live from the school. What is the Board of Ed using?

The rubric comments – I'm a big baseball person so this is what I'm going to tell you. I have a son who loves mediocrity so if you give him just to get by that is what he is going to do. He can excel at so much more. In baseball he has always played on better teams to be better. When he got into advanced math, I started looking for this rubric. It was a military secret. I started asking questions to the teachers, supervisors and how hard is it to get this rubric – this was a few years ago. We need to make it more available or more user friendly for all people for everybody in the district – not just annoying parents like me.

Residency – shouldn't we be checking residency every year. I like the point you made about out-of-district kids. How does that happen?

My other son is in the extended school year, I begged his current aide enough to take the position because I need her. She has been given no information from anybody on what is going to happen. She is the only aide my son has ever had. She said she received absolutely nothing other than COBRA papers. Why are these 95 aides not knowing anything about what they are going to do in September?

Suehay Monge stated I sent an email a while back about Pomptonian and notifying the parents that we are going to have a new food service and what the costs are going to be. All the information to the parents so come September so the kids are coming home and saying anything. To get ahead of it and introducing what they have to offer. Mr. Brennan stated I forwarded your email to them.

Jeff Monge stated last month I mentioned this – when you guys voted for professional services – (1) it contracted the Board of Ed approved schedule for RFPs, (2) there were a couple of issues because you actually had contracts that were still going on and you extended them – some were less than a year. You all should take a look at and make some adjustments for next month.

I wanted to get a para update. We handed out suggestions and no one reached out to us. If there is anyone in the union or the Board of Education that has any questions about those recommendations on how to save money please let me know and we can sit down with you. One of the things that I continue to stress is the lack of State funding. I know our State Senator Joe Cryan talked about bringing in \$800,000 to the district. At least \$340,000 of that was already in the budget so it is not new money and it is not helping. I wanted to ask the question of the other \$400,000 – is that really new money or is it something that was already in the budget.

Mr. Tatum stated I have not had any other communication other than what the County office and I'm waiting on an update to verify the money and what the purpose of the money will be for.

Mr. Monge stated if the union knows anything about that and wants to educate the paraprofessionals and the parents that would be wonderful.

One of the things we talked about and I did a little research – I looked at all of the districts in Union County and seeing how much aid they received above and beyond last year. We were ranked #19 out of 20. I heard this feedback that Union did bad and so did many others. We got a 1% increase. Berkeley Heights got 10.5% increase; Linden 13% increase; Westfield 12% increase and then it goes on. As far as like communities – Rahway received \$10 million less than us on an annual basis last year got \$1.8 million more versus our \$340,000. Roselle \$2.3 million more. I can share this. If the Board of Education and the union leadership cannot get together and figure out that the State money – we are underfunded and we can't work together then we are all going to be chasing our tails.

All I hear now is save the paras and it is not fair to say you have to cut student programs. You say it is not the paras fault but guess what it is not the kids fault either. We have a revenue issue and we need to get together as a community to fight against that. I spoke with State Senator Cryan, to say we are going to save \$800,000 – it takes paras – you are sending that message to the paras and it raises their hopes when it is not the reality. The issue is the funding formula for the district. We are being hit hard because it looks at enrollment but it doesn't necessarily characterize the realities of our special needs district. Our enrollment may have stayed the same but our special needs population has grown. Our needs go up and the cost goes higher.

Mrs. Regis-Darby stated we need a community to advocate for changing the formula – that is where the issue lies. The formula has not been changed for so long and that is what needs to happen.

Mr. Monge stated the adjustment made to the formula this past year and Joe Cryan voted for that formula. I told him if he fought for that change and identified that we are truly an underfunded district than I his big critic will be shoulder to shoulder and I'm sure many other parents to fight for that change. That is the issue and we have to stop identifying it as anything else but a revenue issue.

Kathleen Brunsmeyer asked is there a way to find out how many students are affected in the new transportation plan? The cost and the savings? When can we find out how they are measuring the streets? Will that be uploaded? Mrs. Regis-Darby stated it is in the policy. Mrs. Ruiz stated it says "the shortest public route door to door". How does transportation do it? Mr. Brennan stated they have a software package that calculates.

Mr. Tatum stated there will be a letter going out once we have all this information.

Mrs. Brunsmeyer stated feedback on the residency check like we did in 2018. Fabulous thing I think you should do it every year. I know it is a lot of work for the secretaries. I don't know when our next residency check will be. Mr. Tatum stated it should be this year but we were looking at a different system and we haven't found it yet to go electronic. There were some issues with the manual system also. We are trying to get that together.

Mrs. Brunsmeyer stated the new para proposal for RFP will be presented – when is that happening. I heard you say that for Kawameeh there are changes happening – will there be an increase in VPs at Kawameeh? Mr. Tatum stated no.

Mrs. Brunsmeyer stated I know there are different issues at different schools but that seems a little unfair when you are giving a VP for every grade at the same level of school at a different middle school. Mr. Tatum stated enrollment – you have to know all the facts.

Mrs. Brunsmeyer stated policy three on non-residents – I heard from fellow staff that they are changing the policy for staff children that will no longer be able to attend the schools and I just didn't know if they were grandfathering in any of the students who have been here for 6-9 years. Mr. Tatum stated we will take that under advisement.

Mrs. Brunsmeyer stated you held Town hall meetings and I said this – summer work – our summer work is fabulous because we need to keep the kids going but for a student with an IEP and part of his problem is communicating and figuring out what is on that paper and the ELA summer reading is not modified and it is the same for whether an honors class or whether you have an IEP and you struggle with that every day. I don't know how to spend four hours a day trying to help him to relearn the stuff he had a hard time with all year and do his summer work. Mrs. Moses stated the summer programs for reading – there is more than one book to read. Mrs. Brunsmeyer stated there are easier books but it is the annotating. My son has a hard time and I'm sure he is not the only child. Mrs. Moses stated they have project based learning. You need to email the supervisor and explain that and ask for a different activity.

Bernadette Watson stated residency – I suggest rather than redoing residency for everybody – think about doing students entering 2<sup>nd</sup>, 5<sup>th</sup>, 7<sup>th</sup> and 9<sup>th</sup>. Fifth grade that is my pet peeve nobody has checked them in a long time. Mr. Tatum stated you are describing what we did the two times before – the transition grade levels. Ms. Watson stated I believe you need to bring it back to the schools because we didn't have the files and I want to be able to go back and look at the paperwork.

Cathy Sharpe stated I want to publicly thank Mr. Tatum and the Board for taking care of the para situation at a school that was going on for at least nine months and it has finally been taken care of and the paras finally have gotten what they deserve. I am sorry it took so long but I'm very thankful.

**Motion to Adjournment:**

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mrs. Williams, that the meeting be adjourned at 9:13 p.m.

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
BOARD SECRETARY