

**TOWNSHIP OF UNION BOARD OF EDUCATION
PLANNING SESSION MEETING MINUTES
AUGUST 14, 2018**

NOTICE OF MEETING:

The planning meeting of the Board of Education of the Township of Union was held on Tuesday, August 14, 2018 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey 07083.

Mr. Nufrio called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Dr. Guy Francis (arrived at 7:22 p.m.), Mrs. Sherry Higgins, Mrs. Nellis Regis-Darby

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, 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.

Mrs. Williams read the District’s mission statement.

Mr. Nufrio stated the meeting is scheduled for two hours. The discussion items that are delineated here were put together with some effort between myself, Mr. Tatum, Mr. Brennan and Mr. Griggs. Mr. Tatum will lead the discussion items.

DISCUSSION ITEMS:

1. Telephone system/security
2. Expansion of Livingston School
3. Preschool expansion program
4. District reorganization – enrollment
5. Facilities – projects/maintenance
6. Title I – oversight/Grant writer
7. Budgeting – corrective actions/planning
8. Implementation of Opioid training

Mr. Tatum stated the items are broad in nature so that we can begin the discussions and they cover more than one topic.

Telephone system/security – we talked about that over the last couple of days and we had another conversation this morning. I will ask Mrs. Paul to give an overview and Mr. Benaquista jump in where needed and how it impacts on security and how the long term planning end of this thing and we talked about the exterior versus the interior.

Mrs. Paul stated as far as the telephone system – what we are doing at the present time is trying to maintain our system for one year while we do more research. The whole idea is the telephone system is not just a communication device. It is now becoming a notification device, a security device, it is a device that is incorporated in many different aspects regarding the function of the building. For that reason, I have included Mr. Benaquista, Mr. Loessel and Mr. Ardito regarding the using of the telephone system as a notification device if there is ever an emergency in the building or the ability to use it as a some sort of security so we can have everything working together because we have to make sure that the telephone will work with the security cameras and security system of the buildings and also for the notification system to the Township and within the District.

Mr. Benaquista stated the telephone systems like they were in the past are not what people are thinking about today when you are talking school security. One of the areas, when I went on the workshop at the end of June, it talked about security being all stakeholders within the system are involved with school security now a days. It is not security officers, not just administrators, it really takes every employee to keep schools safe. They also understand budgetary concerns as well. But they want to put the focus at least on for discussion of planning to update in ways will help in a situation that we don't want to think about but in that situation where we do need to communicate, to react. A phone system in every classroom that allows every employee to call a lockdown which they are saying today every teacher, custodian, anyone in that building that is in an area of the school that sees something that we need to call a lockdown, call 911 – should have that access. They are saying that again and at the same time they understand school districts don't have funds to just go out and put in state of the art equipment. They want to put it out there so we start discussing it and maybe building it into a long-range plan; so plan on a year or two from now on updating that. Our phone system as it is, is outdated. We wouldn't go and put in a new phone system that does the minimal. We need to look at the future and what the capabilities are. We want to tie it into all the aspects of school security because it really is a new security device. Can it do the traditional stuff? Absolutely but when you talk about proximity and locking down buildings, a lot of districts aren't focusing on the inside any more. The new talk is stopping people from getting in the building. So you are talking about double entries, proximity cards, making sure your windows and doorways are more protected than just your traditional doors. There are different things that you can do.

With the phone system/security, we do need to talk about ways to protect our buildings from the outside in. We are going to start off with things that don't cost money. There is a lot that we can do by just being aware. I have had conversations with Mr. Loessel and Mr. Ardito about different things that we are doing before the end of the night with custodians, with security

guards and how their day is going to be now. All school staff, we have to communicate when we think a child is having a bad day. They branched out security and it is all avenues of a school day; every employee and their responsibility in keeping school safe. Some of the things that we can do is just by changing our practice but the building changes, the phone system changes, we are going to have to sit down and talk about financially allocating some money and at least have a plan on how we are going to do and make our buildings a little safer from the outside in.

Mr. Nufrio stated how you said they want to expand on who can call a lockdown and that is a little scary. Can you expand on that? Mr. Benaquista stated let's say you have a building of wings, instead of calling to the main office to get in touch with an administrator to call a lockdown because you hear gunshots in that wing – I'm talking about the highest level of an incident, not two kids having an argument in the hallway. They are saying that times are changing and nobody thought it could happen in their district but now people are talking about it can happen in my own town. They are talking about the capabilities and one being calling a lockdown, calling 911. If you have a kid that passes out in your room, they are saying we should be calling 911 immediately – that phone system doesn't have access to call 911 and by the time we call the main office and they call 911 and it could be a difference of a minute that could save a life if we have direct access to making those. Obviously it is educating all faculty once we have the capabilities, limitations but they are saying don't put in a phone system that doesn't have the capabilities. It is further discussion once we are moving in that direction.

Mr. Nufrio stated you are saying that the current phones – you are not able to call out? Mr. Benaquista stated the classroom phones, they can call the office – that is all they can do. A lot of school systems, if you need to speak to a teacher, the main office can patch you into that room or the teacher can call out to that parent – they wouldn't have to go to a prep room to call out. There are certain live phone lines in prep rooms for teachers. They are saying today if you have the capabilities and are updating, all those classrooms should really be able to. Mr. Tatum stated at the risk of breach of any current security, it seems that the new stuff you are talking about and the question that you are raising – really raises the issue of how the actual plan will be executed moving forward because when we call certain emergencies, there is a primary and secondary and now that whole protocol is going to change in terms of the security end. Obviously when you talk about getting new equipment, it will enable the people right now that don't have that access and right now don't have the authority. Mr. Nufrio stated that is where I was going. The training was done. Mr. Benaquista stated a combination of the State and State Police. Mr. Nufrio asked have they done something to effectively align that with the current policies and regulations that the State has. Mr. Benaquista stated they are not mandating anything. It is district by district. They are just educating you. They have looked at other states and they see what is going on. They analyze all the major incidences that have happened over the last 10 years and they talked about it and they talked about how things could have been different based on if people reacted differently – certain procedures were followed differently. It is not like they are mandating; they made sure they weren't saying that. They are putting out suggestions and getting you to think about different practices. We just updated our emergency management plan and we are following all State and federal and district guidelines and you will be voting on the plan next week. We are up-to-date on that stuff right now. But down the road we don't want to limit ourselves on capabilities if it could help us.

Mr. Tatum stated the current phone system was put in around 07-08 and at that time it was pretty much state of the art. At that time that is what met the needs of the way things were happening and security was happening in schools. I think point here, now that we are 2018-19, times have changed so much that you really have to rethink what you can do and what equipment you need and how valuable that system is. The system we have now was like a voice over IP/hybrid system that let us do things we couldn't do with the old phone system. That was the first step of bringing the technological end of it but now you are looking at using a phone system for something far different.

Mr. Monge stated during the budget process we talked about this at length and I was advocating for coordination between technology and Mr. Benaquista and security. I know that we didn't have anything in the budget and I tried to advocate to have something in the budget to build upon whatever we were going to build upon. I'm glad to hear that is the low cost and most impact able low cost item. It may be expensive in cost but for the return, it would be very efficient. So what is the deliverable because we can't put this into the whole facility plan because I don't know how that is embedded in this and probably we have an opportunity to do so but that has been one of my suggested action items and we still haven't implemented a plan for executing our facility plan. I don't want it to and I don't think any of us want it to get mixed up in that shuffle. What is the deliverable for execution for this year? Mr. Tatum stated first of all we probably are not going to be able to do this for this year. But I think the second thing that you need to be cognoscente of the fact is that as we move forward with this, it is going to be part of technology piece. It is really going to come from there so when we start talking about budget, we will have to find opportunities to bring in alternative funding sources and that is the direction that we are going to go in. We do a security grant every year and that money may need to start being reallocated in that venture as opposed to some of the things that we have been doing. We have invested in cameras and different security devices but we haven't invested in something of this nature. You will see when we start talking about budgeting and budgeting practices and planning on reallocating the way budgeting is done in the district, you will see that there will be an opportunity to pull money from the regular budget as well. All that planning is going to be taking place during the course of this year – on a monthly basis.

Mr. Monge asked can I make a recommendation? We have to know what we are going to raise money to pay for. I thought we had talked about as the first step was going to be identifying someone that had the knowledge of phone systems and the like to be able to propose what would be the best system for us and then put a dollar amount to it and then we could try to allocate money towards that and if technology changes and there are some upgrades, you make the adjustment but I think there has to be a starting point. Mr. Tatum stated one of the issues goes along with what Gerry was saying, as we move forward we have this suggested system that would be effective in our schools, in place of what we currently have right now. The question becomes, what does that look like and what is the amount of money that would cost to get what that looks like and how do you raise or budget the funds to make that happen. Mr. Nufrio asked was there any hint given? Mr. Benaquista stated Sandra and Nick went to the second workshop. After the first one they did allow districts to send other people – originally it was just for the security person. Nick and Sandra did go and in that meeting, she talked to one of the top guys and he had no knowledge of anything. I have followed other states and Indiana issued a lot of money to school security and I saw other states doing matching grants to anyone that applies and

gets accepted. Our architect said he would get me some information but I haven't heard from him and I'm constantly looking. Mr. Nufrio stated can you check with the School Boards to see if they are doing anything and their liaison because they do have people that do get paid in what they are supposed to do. Also with the other entities NJEA, NJPSA and any other organization that have staff in different levels. They are the ones that could lobby on behalf of the districts the Governor and legislatures to start thinking about that. Mr. Tatum I don't want to suggest who you would recommend for that but that needs to get done. Mr. Tatum stated that is part of the reason why we are talking about that tonight is to really identify what the components are going to be to make this possible. The State requires that they have a point person in the district for security purposes and we are getting more from them. It has to be someone at the administrative level so Gerry is spearheading it but the things he brings back gets funneled to the appropriate staff and who to contact as resource people that we use. Mr. Nufrio stated my suggestion is who is sitting behind you. She does have multiple certifications. Mr. Tatum stated we have that person already and you approved him a couple of months ago.

Mrs. Richardson asked is there any feasibility of leasing a system like this? Mr. Tatum stated there is always a lease purchase – I don't know all the particulars of the lease purchase. Again, depending on the price and what you would get. Certainly there are ways of undertaking that as well. Sometimes when it is a situation where a contractor or vendor may make upgrades – it really depends on the nature of the system. The one we have right now was far superior then what we had and that was upgradeable as well; however, it is not upgradeable to what we are talking about now. A lease purchase is certainly a possible way of restructuring that.

Mr. Nufrio stated utilizing the computers in the classroom – the teacher if not having any luck through the phone, they can certainly notify the office of something that is seemingly at risk. Secretaries always have their computers on. Maybe something can be built in such as an alert that is automatically sent. Mrs. Paul stated I would have to look into that.

Mr. Brennan stated there are phone applications. Mr. Nufrio stated which could be much cheaper and not require a whole new phone system. Mr. Tatum stated that would be something that would be short term. Mr. Brennan stated yes, to bridge us.

Mr. Monge stated we can all come up with ideas. The reality is and I will go back to my original point, there are people that do this for a living that should come in here and assess what we have, make a recommendation for what would work based on our needs and then go from there. If there are some temporary measures to speak to Mr. Nufrio's idea, the point here is that maybe there is something that comes out of that as well. Otherwise we will be spinning our wheels.

Mr. Nufrio stated there must be a bridge to temporarily gap the time that it takes to fund all of this. Certainly an assessment is in order. I wouldn't discount or dismiss looking into that immediately. Maybe that is something that we should have ready before we open school.

Mr. Tatum stated was there any takeaway from this conference you attended where there was any type of model system? To Jeff's point, if we have an idea of what we are looking for then we can start bringing people in. Mr. Benaquista stated they talked about how some districts

have been built in a way that it is easier to put in a system and then some schools are so old that it is hard to really secure no matter what systems you are putting – phone, security. They didn't talk about one specific system. They talked about different types of things that you can do to increase your response time in an emergency situation. We are ahead of the game in one way because we invested in these radios. Most school districts do not have direct 911 access to local police. They talked about things like that where I feel that we can press a button and you can have four police cars in under a minute at the building just because you pressed the button and they are in the neighborhood. You talk about at least Burnet, Battle Hill, Hannah Caldwell and the High School are less than one mile from police headquarters so when they hear 911 the police are sending everyone to that location. I really feel that investment in the radios we had to keep going with. It wasn't an expected amount of money that we were budgeting for and it got thrown at us because the local police/fire had to change their system. I will tell you right now that we are ahead of most districts just because of that. If we can do somethings like Barry is working on – double entries – they don't want to have schools not allow parents to come into their building but have them come in for a purpose. If they are visiting, they set it up through the main office. Now we identify them as a visitor and we know who they are and they are coming into our school but at the same time, if they just need to drop off a book that they forgot, they don't need to come into the building – they just drop it off and it benefits both parties. It makes it easier to park your car, come in, drop it off and that is where that double entry comes into effect and you do see a lot of school districts going to that.

Some districts it is easier because it is built and we just have to replace doors and minor adjustments but they say that is a huge security feature. Mr. Nufrio stated less bodies entering the building and that can be administratively implemented immediately because the administrators need to get a workshop or just a half-hour presentation to tell them this is what we are thinking about doing.

Mr. Benaquista stated at Jefferson School, we already started doing it because their building was built with the capabilities of it. We do have some other schools that won't be that much to adjust and we are going to keep moving forward doing things like that while we can with funds as we have them. We are doing it right now.

Easton school district just went to all kids using the proxy cards – so they are signing in and out of the building with proximity cards. Another thing they spoke about was making sure that you know where your kids are when an emergency situation happens. You might be able to identify who is missing and also to help know who is in your building and at what time. A parent calls up and says my child never got home. We can see them scanning their card at this time. When they talked about when situations possibly happen, a lot of the talk is very sensitive but you have to have the dialogue to be able to know what you are up against. They talk about all staff and all personnel need to be aware, need to share information so when a child happens to say something to a guidance counselor or teacher, you are taking that step and looking further into it and sharing with administration. We need to collaborate together and get the understanding that it is going to take all stakeholders working together for the benefit of everyone staying safe. It is a mindset change – they talked about – I can go on and on; four full days of them sharing.

I was very excited and I will take them up on this – they said call their force and they will come in and take a look at what we are already doing. They will send people that are on their taskforce to come look at your school district.

They did talk about the relationship with the local Township police, fire, EMS and your district and again I think we are ahead of the game. We do our tabletop drills with them. The chemical situation we had at the high school opened my eyes to really how we all operated together again with minor hick-ups and the perimeter was secure. They talked about you can't have parents come into the building. UPD and everyone that was involved knew how to corner off the high school which is not an easy location. We had a spot for students to get released and parents to pick up. We had a system in place and all we ever done before was drills and this was a live situation that worked out in my mind very positively.

I think the drilling and how we allow our local police to use our buildings is important. They know the grounds, they are familiar. The more drills we do with them and having someone like Mr. Ardito that is in constant communication with the local police and fire. Barry's relationship with the Town and their recreation; they say everything comes into play with a situation like that. We are lucky that we have a good relationship because a lot of Townships I don't think do from the people I talked to and what was said.

Mr. Nufrio asked when will the next training or workshop be? Mr. Benaquista stated they didn't say but I think it will be yearly. They did say that they do put on other ones. They are going to start rolling out different qualifications. Before I attended this I had passed the FEMA 100 and that was really for understanding terminology and stuff like that. They want to get everyone on the same terminology as far as in a crisis situation. There are several courses within FEMA for free, you just have to go on and take them. I did one and I plan on doing the rest. They suggest that all our administrators take 100 and which I will talk to them about when the school year opens. It is about three hours online and you take a test and if you pass you get a certificate. At least everyone is communicating in the same language. They found the fire approach which the fire department uses, the response and the command center so everyone can understand what is going on. It is another thing that I think we are going to put out to our administrators and it is free to anyone. We will keep moving forward with staying ahead of it the best that we can.

Mr. Nufrio stated it is a work in progress but we have to start right away. Mr. Tatum stated you mentioned when we had the spill about two years ago and what I found that day in particular was we have a general set of protocols that will be filed but when the experts come in and as all of you know that when we have an emergency situation, once the first responders get there, they assume the lead and we become secondary. Depending on the situation, we have a general view of safety and security; yet when they came in it was like throwing away the script because it was totally different than what we normally would do for a drill. Even the location of particular people was different on that day and what is interesting is that for as much as you think you know, you always learn something new when you have situations. Forget about what you practiced when you have to handle it right there on the spot and that was certainly a day that was certainly different than any day we had in this district. Yet, it was very successful because we

were used to a lot of the personnel and but then people were brought in that we hadn't worked with before but it did all come together.

Mr. Nufrio stated I had experienced that as a school administrator – you step aside. Thank you Mr. Benaquista, Mrs. Paul and Mr. Ardito for your time and let's continue to get as much as we can out of it to safeguard our children as best as we can.

Mr. Tatum stated the next topic is #2 – expansion of Livingston School is tied with #4 – district reorganization and we will link those two together.

We have for the last couple of months studying the enrollment of our buildings and we have been looking at the expansion of properties in the Township and they will have impact on the schools. We were sitting around and looking at the layouts that we have in the district. To think about the area which I talked about last year with the planning committee about how do we handle the one area of Town where we have a growing population and that is the Washington School area.

One of the things we talked about in terms of a potential building project is the possibility of expanding Livingston School because of the facility and the grounds that the school sits on. When we talked about district enrollment and this reorganization, in monitoring enrollment right now our enrollment is pretty close to what we were last year. People registering every day and people moving out but by the same token we are maintaining that level of students that we do have. The long-term project that we talked about over the years is how we eventually can reconfigure the entire school district and if indeed at some point of time we are going to talk about housing different grade levels in different buildings along with the current programs that we have, soon there will be a need to look at how we do the best we can with the facilities. Right now we expanded Jefferson School over the years by remodeling but in the long run most of our schools are where they have been all these years. We had the demographic study done and one thing we asked them to take a look at was not necessarily the capacity of how it used to be but the capacity in terms of what we currently have, what our population and what programs we have here. One of the things when we worked with Dr. Haber, I asked him to take a look at that from a programmable standpoint of view and you have heard me say this before, when we have a classroom situation where we can only house five students in a room that used to house 25 students and how that impacts on the total enrollment and how that impacts any reorganization or overages that we may have in any of our schools. We talked about the possibility of some expansion at Livingston School and I'm just throwing that out there.

Mr. Nufrio stated the expansion would be more of a long-range, redistricting lines is doable in the short range. Mr. Tatum stated right that is why I'm saying it is all connected in the sense that you are talking about expanding a school building and at some point in time that might have an effect on how you reorganize. For example, if we have right now two buildings that houses 6-8 grades, if the long-range one day, as I say, to get rid of the diamond and the diamond effect is you come together at 5th grade and you leave and then you leave for three years and then you come back together again in 9th grade which may not be the most healthy thing to do in this day and age when you talk about the needs of children and child development and transitions; that when you take a look at the possibility of housing a grade level where children stay together

when they meet in the 5th grade and they stay together until they graduate, that is where the need for expansion may take place because facility wise you may need a different structure for the age that occupies that building. That is where I see it connected between a short-range and long-range facility plan.

Your immediate concern is the enrollment in terms of the buildings being expanded but the long-range is what happens if you do decide to one day reconfigure and make that type of transition; then you have to look at how facilities are going to be utilized.

Right now you take a look at Jefferson School and that is conducive to all 5th grade children right now. Why, because when that building was being built, it was already a 5th grade facility. I can tell you the years that I served here as a principal, that may not have been the most adequate facility for just the way the building is configured. We had adults that would go in that building and would be on one side of the building and couldn't find their way back to the office. Children of that age you want them in wide hallways where you can stand at any one location and be able to monitor and supervise their behavior and their comings and goings as opposed to those nooks and crannies. If you look at the way Jefferson School is built now, you can see architecturally, you can't do exactly what I'm saying. Think about the way Burnet is built. I was up there one day last year and I'm looking at the layout and I'm on the second floor but I can almost see from one end of the hallway to the other.

If you are going to reorganize down the road, how can you make it conducive to the needs of those children? Whatever it may be, we don't know what that is right now.

Mr. Nufrio asked did we get any results from our requests and we talked several years back about redistricting about the first step towards accomplishing a better housing. Mr. Tatum stated I think the result or the actual idea was to do what we did last school year was to do the demographics, do the impact and to also look at the facilities before you can even think about reorganizing this. Also looking at capacity which was something that I thought was really important because I have heard many times people saying there was a time that there were 700 students at Franklin School and right now we are comfortably housing about 500 and the question becomes why we can only do 500 and at one time we could do 700. Again we looked at programs and we brought in a program at Hannah Caldwell a couple of years ago that totally displaced the art program because we had an art room that we had to convert into a room because of the apparatuses that were needed for the children and it changed the whole dynamics of how that building operated. Those things you have to take into consideration.

It would be nice to do what we did back when I was in Hillside in 1989, when we just reorganized because we had a middle school now and everybody just moved but unfortunately to this day, they are still trying to figure out how to configure the building. They just did an expansion and I was telling the superintendent just today at Kean – they took a school that was a grade 5-6 school and they returned it to that level but what they did was put an expansion on it where it is conducive to that age level – wide halls, open corridors – where the middle school, where I was is just like it was here – you can get lost and never be found and that is not conducive to middle school children. Whatever you know about middle school development is certainly not to give them places to hide.

The reality in my mind, we are going in the right direction. We have a problem right now in the amount of enrollment but I think we are still o.k. but as we see the impact of those developments and I know there were some issues in that study and Mr. Monge you might remember this because you were on the facility committee where some of the things were not accounted for because there were developments they couldn't find and some enrollment coming from there.

Mr. Monge stated one of the things when you look deeper into the report and we had the conversation with the consultant is that while the numbers have maintained steady if you look at the individual schools, some enrollment has gone down and in certain schools there are increases – specifically Washington and Livingston. Those numbers do not include the smaller houses that the people purchase and then throw up mini mansions and we live in the Livingston district and we have a bunch of those in Livingston/Washington district. Then back to the feasibility of expansion, all these residential developments that are getting tax abatements, there are no dollars that are going to our school district because the Town's feedback was that there wasn't going to be any impact on our schools. Our report contradicted that assumption. At a couple of meetings back, I said the numbers of 2's and 3's actually went up but was actually higher than what our report stated and the consultant said that was the information he got from the Town. The net is the numbers are going to go up in Livingston/Washington/Kawameeh and we talked about if you are going to redistrict and you are going to take people that bought homes because they wanted to be in the Washington/Livingston district and now you are putting the kids in a different school, get ready for that because of the lack of dollars coming from these developments.

As it pertains to expansion, the only way you are going to be able to do it is to issue bonds. There is no other way you will be able to do it. You can throw it back to the Board but everybody on this Board knows that and it ends up being what do we want to do. We don't have the ability like Cranford – the town actually set aside for one of the developments – moneys that went directly to the school district to speak to the increase in kids that was projected. We don't have that tool in our belts.

Mr. Tatum stated one development changed I think from being a purchase to a rental. Mr. Monge stated that happened too. Mr. Tatum stated that changes the impact on the schools. As for much as it may not sound appropriate to say, there are some people that will have an opportunity to have a brand new home if they could rent but may not have that opportunity if they had to come up with the money to buy it. Therefore, when you change the scope, people that can pay the rent will say it is a nice opportunity and I have two children and I'm going to move in and they wouldn't consider it if they had to come up with \$50-60,000 as a down payment. At least one of our developments that has happened; some become a rental after a year the owner moves out and moves on and puts it up as a rental as well. Mr. Monge stated one was supposed to be a long-term stay hotel and it has become a development and it is a massive property and we all see the Merck property which we were told is a 400+ unit and now it is 1700.

Mr. Nufrio stated the redistricting would be part of the solution for that particular area. Mr. Tatum stated that is more short-term. Mr. Nufrio stated as a district we need to see how the lines do indicate the school the child may attend or would attend; that is a short-term solution –

expansion is a longer term solution. Mr. Tatum stated the good news is the enrollment is somewhat flat but we are going into the last couple weeks of August and that is when you see the spike and then December around the holidays. Right now we should be o.k. for this year but we do have to start moving ahead and studying this.

Mr. Monge stated those residential developments, have them as a starting point, they are renters, they are coming here, their developments are bringing no tax dollars to the school district and if I'm a homeowner and I paid based on certain things and if you are going to change that you are potentially changing the value of my home and realtors will tell you and we have heard this from people, but if those rental developments are going to bring kids when the Town and developers said no impact, then if it happens – you bring them to where you need to bring them to be able to not impact the schools that we already have an impact on.

Mrs. Minneci stated I don't know how many students it effects but I know that parents request their students to go to other schools outside their district and I think that needs to stop. If you buy in a certain area that is where you need to go and that is your elementary school and that is where you need to go because that I think has caused overcrowding in those two schools from what I understand. Maybe my numbers aren't right but I think that is an issue. If I buy and I'm in the Hannah Caldwell area then that is my grammar school.

Mr. Tatum stated we talked about that last year, especially Washington School because that is a school that is highly requested. You have to remember that there is a portion of the community of the district that is an assigned area. Over the years, you have to assign some of the students to that school.

I got a request about two days ago and we have had a number of requests this year to move from one middle school to the other and I think that eventually we need to rethink that whole thing. Right now we have that request and right now under budgetary consideration and one thing I said this year is we are talking about we might not have enough hired teachers because of an increase of enrollment in one school by x-number of students. When it comes to special services it is a whole different story – those are IEP based and parents come in all the time writing letters and then my question is where is the program? If the program is in their school, then that is where we send that child. Mrs. Minneci stated those are one thing but because I live in this area but I heard that school has a better reputation so I want my child to go there and that is different.

Mr. Tatum stated we want to get to the point where they get the experience that is unique to each of those schools and then there is no more of that. Mrs. Minneci stated right – everybody is equal and every building is the same. Mr. Nufrio asked how prevalent is that? Mr. Tatum stated that is what we want to get. As serving as principal, you get to Jefferson and you get a great experience there. Mr. Nufrio you asked how prevalent is that – I can tell you it is not as great this year as in previous years. Mr. Nufrio stated the ones I recall in all the years I have been on the Board have been because of issues that may have occurred in the building between students. Mr. Tatum stated some of them have but sometimes I hear one school is better than the other. Mrs. Minneci stated and they are not, they are all great. Mr. Nufrio stated those should not be granted – special situations yes. Mr. Tatum stated some are just difficult to avoid but for

the most part there has to be a bonified reason. One of the things under the anti-bullying regulations, if you have an alternate school than you have an opportunity to move them. When it comes to Jefferson School and they are all 5th grade, there is no other school. You don't have that choice there. Mr. Nufrio stated or the high school.

Mr. Tatum stated it has worked in both ways – a lot of times people have a conception that it is always students that go from one middle school to the other and it is reverse. We have seen it both ways. The enrollment – we have to watch very carefully this year because of our budgetary concerns.

Pre-school expansion program – we are undertaking a pre-school pilot program this year. Right now we will have three full-day classes – Livingston, Hannah Caldwell and Connecticut Farms and we do have a maximum enrollment already with a waiting list. What we are doing is studying the feasibility of expanding this even beyond these three schools. We want to give you an overview of what was going on and how it is going. We did at the last meeting modify the actual tuition and in doing so the team got together and modified it a little more beyond what we had actually agreed upon here.

Mrs. Moses stated we had children enrolled and it was a full enrollment. The next day I contacted the YMCA because we know we have to have before and aftercare. I spoke with Jessica who is here tonight and she has been in contact with the State because the rooms we are using for pre-school will also be the aftercare so it has to be checked out by the State because it is all about safety – so we have to have that in place.

Mr. Tatum and I talked today about a Plan B just in case because when parents are enrolling their students and they have to put things in place. We have to make sure that there is before and aftercare for the students. There will be either through the YMCA or ourselves which we will bring to the table and there will be a fee because it can't be free. We do have our half-day so they would have to pay for the YMCA anyway. So that is where we are right now.

We have 34 people on the waiting list and we know the Town and the parents have been crying out for full-day pre-school and we know the full day preschool will better prepare our children for school. Not only in academics, the security piece – how to be mindful of things, how the classroom was different from before programs because kids don't sit in rows, they go into stations and they move about in the classroom – some kids sit on the floor, some sit or stand at a desk – so the space is very important. Classes can't be full and pack them in – can't have it that way. There are only 18 in the classroom. Maybe providing those 34 parents with a full-day pre-k. It could possibly move to five – so open two more. We gave the State five classrooms to look at just in case.

The parents really want it; they want the full day because our parents work. Mr. Nufrio stated the same three buildings? Mrs. Moses stated a second in Hannah Caldwell and then one in Franklin School. You have to look at the space and see what is available. These are working parents and they want their kids to be in a school and there is gym. We have to make sure they have a physical activity, arts and crafts and everything else that everyone is having. It is a long day so that is why we want to promote the afterschool care.

Jessica from YMCA stated we should hopefully have it by the end of this week. The state inspectors are not in the office very often because they have field days so they are in the office about one day a week so I have been calling and emailing every day. I did stress the importance of getting the buildings approved.

Mr. Tatum stated when we talk about reorganization and enrollment of the district, one of the things that we have to look at – we are talking long-term here. Again what impact will we have if we really move this program along? Many school districts have a pre-school center that is central for all students to go to and that might be something that may be feasible. However, remember under Governor Corzine, Hannah Caldwell was expanded for that purpose; that facility was designed just for that piece of expansion. We are a little ahead of the game because that whole area was like a factory and now it is a beautiful facility and we may have to just consider reconfiguring and making more room in that school. Those are all the things that we face down the road.

The other thing is as we talked with people from the State in terms of the grants, as we do it, if we can start bringing that revenue to the district, that enrollment is going to go up because it is pretty much going to be free and people are not going to want to be charged if they can get their hands on financing. Those are things down the road. Mrs. Moses stated the grant would be 2019. Mr. Tatum stated that is another possibility; that may be another impact that we have when we start looking at enrollment and configuration. Those are the things that we will have to consider. There has been an impact on our transportation because they can't have their four year old not be dropped off in the care of someone so can you drop them off at a daycare center or the babysitters house. They are in school all day long and that will eliminate that need.

This is not something that we are doing to hurt our local daycare centers. This is really in support of those daycare centers. We will open up more dialogue and more community based. Maybe some of those students can be at those daycare centers after school. Once we get the money there are multi-purposes that we can use that money for. Mrs. Moses stated for many things – a nurse. We did look at the facilities at Hannah Caldwell – Gerry and I went over and we took a look at that and it is built for pre-school – the entrance, the exit, the administrative office, the nurses office, everything at that building. We put in the application, we get the funding, we take our kids to a level what is expected and their education career will start as early as 4 years old and if we do it that way, we may have 3-year olds which would be a beautiful thing for our children – starting their education career very early in the district – pre-k to 12th grade.

As we move forward and use this pilot program to collect data and information and feedback from parents and what we can do to make it better than if there is a way to expand, then we will expand because our job is to give the community what they want in the avenue of education for their children.

Mr. Nufrio stated since you alluded to the possibility of ECC – you should visit the one in Elizabeth near Bayway Circle. Mrs. Moses stated we visited Rahway and Plainfield. Mr. Nufrio stated go to the one at Bayway Circle, there is an early childhood center there. I visited that

building quite a few times; a lot of different things going on. Use it as a model or steal some of the ideas. What I noticed is they congregated the students multiple times in large groups to do activities which was quite unique because think of a 4-year old in a room with 50-60 other kids it can be a little intimidating and noseey too.

The one question I had is are we using the same criteria based entry test to see if they can handle the emotional aspect. Mrs. Moses stated a lot of kids go to preschool or daycare very early. We know that a lot of kids are custom to this setting. What we are going to do is collect the data because this is a pilot program. We already have that in place with the schedule and everything for the children.

The other thing I want to touch on is because it is a pilot program and there are only three, we have to think about our kids with special needs. I am working with Mrs. Conti on that and because it is a pilot program we have to have everything in place and it has to be what is in the child's IEP if they are already getting special services. We already have that mapped out too and we definitely have to have a class of inclusion for our children with special needs.

Kim Conti is working with her team and they are looking at the IEP's and what it is that we can provide through the pilot program and I want everyone to understand that it is a pilot program and that means we need to collect a lot of information to know where we are going, how we are going to expand and we want to get it right. There is no room for failure. We are going to be strategic about everything we need to do because we are going to get it right. Like I say, right and tight.

Mrs. Conti stated placements will still be determined via the IEP team and it will be what the student needs and they will be taking a look at the whole child, the IEP team will decide what does that child need and it could be so many ranges of different services that a child may need. It would just be another piece in the continuum of services that we provide. I do like what you said about partnerships with daycare centers too because you have to think about we move very much into community based instruction and even if some of it eventually one day a long-range planning did move into the pre-school activities move into daycare centers you are talking about the community based piece and that is not excluding what the children will do in the school system as well. It gets them prepared and we are always getting children ready to be partners in the community.

Mr. Tatum stated that is going to come when we really engage in the financing pieces because part of the requirements was there are a percentage of student population that we work with within the daycare centers; expanding not just to the district but the community, the private schools, private daycare centers and the public schools.

Mr. Nufrio stated Mrs. Conti, the certification that is required by the State pre-k – are you sufficiently staffed to provide in-class support with people that have a pre-k certification. Mrs. Conti stated if we expand just like the pilot is going to be expanded, there would be a need for additional teachers. Mr. Nufrio stated we may have a need because it does require pre-k certification. Mrs. Conti stated it does because you would need the special education certification as well as pre-k.

Mr. Benaquista stated Mr. Tatum, myself and Mrs. Conti were on a conference call talking about that today to find out exactly what personnel we have with the pre-k cert. Mr. Tatum stated I have it and you will be surprised how many people we have. Mrs. Conti stated that is important with the generalization of skills. Mr. Nufrio stated I brought that for the public to understand that there are a whole set of problems/criteria that needs to be met and that is especially one of them.

Mr. Tatum stated absolutely and as you are planning these things you have to consider just that. Mr. Nufrio stated it is a lot of money. Mr. Tatum stated it is money, but it is also repurposing as well. When you have people on hand you will be able to utilize them. As we have been expanding these programs and as we talk about opening a couple of more classes, we are looking at people that may have not been recalled or a long-term sub right now. They may be able then to go back and take a full time position. That is part of the reason why we have been looking at certifications and I was surprised on how many certifications we have and some people were surprised that they had that. Mr. Nufrio stated they were more recent certifications, they weren't there years back – pre-k wasn't even a thought.

Mr. Tatum stated now we go to our facilities and we talked about some long-range plans but we are going to talk for a moment on some of the short-term projects that we completed and where we are going for this school year. At this point I will now enlist the support of the man who told us there is more mercury in tuna fish than a light bulb.

Mr. Loessel stated we did a lot of projects this year. We paved the high school parking lot, handicap ramps there, in front of the high school we did the concrete there. The library – we put a new landing there which is handicap accessible. We did the auditorium at Washington. We did seven bathrooms districtwide – two at Franklin, two at the high school, two at Connecticut Farms and one at Burnet; they should be done at the end of the week. Mr. Nufrio stated refurbishing. Mr. Loessel stated yes and making them handicap accessible.

We are doing security doors at the administration building and the high school. The vestibules where people can get in but they can't get through the second vestibule and it is bullet proof glass – only get it by card or pressed to get in.

We are still doing the stairs at Kawameeh. We did Diane Pielich's room – we put a kitchen in for the special education students. We put a new science room at Burnet Middle School down on the first floor. We just got into the ESIP – Energy Savings Improvement Program. Next week they are doing an energy audit for free which would have cost us \$60,000. They come in and do an energy audit – look at windows, boilers, lights, anything that has to do with energy. At the end of their process, they come in and tell you that you have \$40 million worth of projects to be done here. The State will give us the money at a low interest rate and we would probably get \$8-\$1,000,000 back on some of the energy audits – free rebates so it is something to look into because of the way that we don't have money to get things fixed so it is another program to look at and it is sponsored by the State. It is a pretty good program to get into – so that is pretty much what we did this year.

Mr. Tatum stated anything long-term? Mr. Loessel stated with ESIP program we are certainly going to look into solar energy because that is going to save us a lot of money and stuff like that. We have other projects that we are looking at but right now we are going to try to stick with the ESIP program to help us out with the money.

Mr. Nufrio asked was there anything done in the way of looking into the through traffic that comes down this street from Morris Avenue. Mr. Tatum stated you are talking about the high school. Mr. Loessel stated we fixed the problem from Morris Avenue to here. We also put another traffic pattern there. We have a bi-lane right now – you can go straight through. Mr. Nufrio stated that I saw. I'm specifically referring to the through traffic – not school – the trucks which causes quite a bit of damage to the surface. Mr. Loessel stated that is hard to stop.

Mr. Benaquista stated years ago we kept that gate closed. Mr. Tatum stated but then we were told we couldn't because of fire regulations. Mr. Nufrio stated not for purposes that you have to allow through traffic – was that the reason as well? Mr. Loessel stated not at all. They just didn't want it blocked in case of an emergency around here.

Mr. Nufrio stated we were in that discussion - they were trying to limit the through traffic because it is risky and causes congestion. We never got feedback. Mr. Arminio stated never. Mr. Nufrio stated maybe we can look again into that to see if they can put time limitations. You can't make a right during certain areas. Mr. Loessel stated I think it would be for us to do because it is our property, it is not the Township's property. Mr. Nufrio stated the road itself so then we should be able to stop the through traffic.

Mr. Arminio stated just to make a point about that, there has been a one way in front of the high school for 30 years or more and people still ignore it so it might as well not be there. Mr. Loessel stated and also right here. Mr. Nufrio asked if we could just limit certain times of the day where through traffic is not permitted.

Mr. Monge stated the facility plan – it is a couple of years old now and we still don't have an execution plan on how we are going to take on these projects. The old one, we did it, it sat on the shelf and I discovered it and it still said Dr. Martin on it. What is the plan to tackle all these projects, prioritize them again. Mr. Tatum stated that is the whole purpose behind the long-term facility to prioritize. Mr. Loessel stated a lot of this comes from the long-range facility plan. Mr. Monge stated the point was we discussed this – when it comes out of it, you come out with a plan on how you are going to finance it over that period of time – not piece meal because that's what we do. Mr. Tatum stated where you are right now Jeff gets into #7 on the agenda and that is the point we will discuss that. Because we will be talking about how we are going to be managing – we can get more into it there.

Mr. Monge stated just as a matter of practice and maybe this is something for Mr. Griggs. When we voted on the budget as it pertains to capital projects we said if we had the money to replenish in the capital reserves then we would go above the million and change and if we didn't then we would try to stay at the million. We have gone above the million and if that was based on need I would think that we need to tie that back up because we voted on as a Board wasn't followed. I don't know Mr. Griggs. Mr. Griggs stated these were additional – these were funds

that accrued from the last school year. Mr. Monge stated we approved a million plus and it was supposed to be a placeholder and what was supposed to come back was here is what we are going to expend it on and we were going to spend it on the full amount that we set aside if we had money to replenish the capital reserve line – based on money left over. Since we did not do that, I don't think we have the intentions on doing that and we were supposed to only look at just spending a million dollars. If we didn't do that for good reason, I'm not going to judge that then I would think we would have to come back around; otherwise we voted on something based on certain contingencies that we didn't follow. Mr. Griggs stated right, so your question is where's that money go? Mr. Monge stated I think that is number one but two because we had these contingencies that we didn't technically follow – do we as a Board acknowledge that and close that loop because otherwise we didn't follow.

Mr. Griggs stated I would defer to your auditor on that because essentially that is a free balance leftover in your budget. You took money out, you put it in your capital budget and the question is if you don't expend all of it. Mr. Loessel stated we didn't we spent under \$800,000 for the projects. Mr. Monge stated what I would ask is to go back to that vote that we discussed with the contingencies. The first thing that should have happened – it should have been a budget that came back and saying this is where we are going to spend it and we would have reviewed it and approved it because that is what we said we were going to do – at least that was told to us as a Board and that is what we said we were going to do – that is one. Two, we said that if we weren't going to replenish that money that we were going to cap how much of that money we were going to spend so that we would have something leftover for next year. Mr. Griggs stated on that list of all the projects listed, the original list, were all those projects accomplished? Or are there still projects to do?

Mr. Brennan stated there are still projects to do but we probably not going to do them because they cost too much money – is that right Barry? Mr. Loessel stated that is correct. We did a lot of the projects on there but there were a few we didn't do. Mr. Brennan stated we held off because of conversations with the Finance Committee on certain projects because we didn't want to approach the \$1.1 million – we wanted to stay underneath. Mr. Griggs stated it reverts back to capital? Mr. Monge stated go back to the vote to look at the discussion from the minutes. Mr. Brennan stated o.k. Mr. Monge stated for the last couple of years we have been given this placeholder of projects saying it is just a placeholder, we have to send it to the State we are going to tighten this up and then come back and for two years in a row it hasn't come back to the Board it just advanced and we didn't have the second look. If you could just look at the language from the minutes; if we are o.k. but if not we need to tie that up.

The last thing is the Connecticut Farms traffic study. I sent that email – the Town and the State had a Town hall meeting and they didn't include the Board of Ed and I know the consultants were working with those parties so that is still out there and we were waiting for coordination with the State more so than the Town but then they had a Town hall meeting and they didn't include the Board, the District, the school – we couldn't alert the parents at Connecticut Farms, the PTA President and principal knew nothing about it and it happened.

Mr. Brennan stated we got word and it was actually the same night as our Board meeting in July. Mrs. Cappiello stated it was part of our Board agenda under communications. Mr.

Monge stated our July meeting. Mrs. Cappiello stated no it was on our June agenda under Communications. Mr. Monge stated they were in communication with our consultant. Mr. Brennan stated I have a meeting with Parret Somjen next week on where we are with this traffic study and what the results are. Mr. Monge stated it is unfortunate that the affected parents at that school and staff didn't have an opportunity to have a voice at that meeting nor our consultants.

Mr. Tatum stated #6 – it is not a new item for discussion – it is our Title I oversight/grant writer. This is something that is now time to pursue and I will tell you that I have a plan that we developed and shared with our committee last week when we went over the agenda. I will be sharing it with the Personnel Committee and the entire Board but the time has come. We have carryover funds and all kinds of programs and there is nobody at the switch. With a district this size and I have talked to the State and we don't have the oversight that we should have. Last week we repurposed a half million dollars and brought back more teachers. I told you it was something that we would look at and we really have to start looking on how some of this money can be used and it is time to bring in alternate funding sources to this district. We talk about all our needs – our security, educational programs, but at the end of the day we can't do the things without making an effort to get out there and get some of this money, these grants and I think the time has come when we talked about having the appropriate programs in place. The actual programs that are developed and we found out that there was one program that was actually put into the Title I budget and it was also in our LEA budget and it shouldn't have been in the Title I budget – so again that money ended up getting repurposed and the program is still standing as well as the use of some other money. I think the time has come that we have to look at this for a very minimal cost to do something that is going to be beneficial. You will recover the small investment within the first 3-4 months in just what I'm proposing. Again when January comes and there is a second phase of dollars that come to us, the dollars have to be appropriately placed and utilized and then the next step in the coming school year, this whole idea of trying to go school wide which means that the budget that we have, mirrors the LEA budget and it could be used for almost the same purpose line and there is a lot more to that and it takes time and energy to get all that information done and the purpose should be our Title I programs.

Mr. Nufrio stated one aspect of that and the public should also realize is that we have very little to say as to how much the amount of the regular fund is but we have a lot to say when it comes to special ed. One way they put a lot of limitations and restrictions and of course it is understandable because they give us a dollar they want to make sure that dollar goes only to those children and for the purposes of those children. But there are a lot more dollars to be gotten and it is a shame if we missed the boat – for years we have been talking about this. We had someone but really didn't have someone. It was just a duty, assignment. What I said to Mr. Tatum last week at the agenda review, hopefully it will be someone so astute and so knowledgeable that the person will not require special training, special recommendations, it has to be someone who is ready to jump in with both feet and land correctly. The Title I criteria is extremely difficult – Mrs. Conti can attest to that with regards to many aspects but especially when it comes to the money and it involves the federal government which I can tell you in my experience and I shared it with Mr. Tatum and perhaps some of the other Board members, you don't want the FBI here and they will come if you do the wrong thing to investigate us.

Mr. Tatum stated and we don't want to go back to having our funds frozen for how many years and some were just released to us last year. Mr. Benaquista stated it has been going on for five years; when we went down to the State that summer about three years ago and then they came in six months later and said we cleared up the claim from 2010. Mr. Nufrio stated we were very lucky and they were very forgiving because that is not what they usual do; they slap you with sanctions and then they tell you don't bother.

Mr. Tatum stated the other issue now is compliance. Now that we have funds, now we have to stay compliant and on top of that and foremost the way that money is used has to benefit the entire district and benefit children and unfortunately over the last number of years it hasn't. The whole idea is we have to look at some other programs that were funded inappropriately and that is one of the reasons they shut us down and we had to change how some grant money was repurposed. A lot of things had to do with budgeting and I will expand into #7.

In the budgeting one of the things that we have done is we worked on a corrective action plan regarding budgeting and we will be having monthly sessions. I credit Mrs. Richardson on something she said at one of the Board meetings back a couple of months, when they get the information, it is like in isolation and then we come to meetings and we are in different places. One of the things that we will be doing as part of our corrective action plan is to sit down on a monthly basis with the business office, the business administrator, assistant business administrator, assistant superintendents, myself, Title I representatives, special services, technology – so when it comes to you, you are not going to look at something in different directions, it would be something that you can speak to anyone of us about because we will all have had a hand in how that money is being delineated throughout the budget. The other thing is and I will go back to what Mr. Monge brought before – it is also to take a look on how that money is being used and how we purpose that money to handle the corrective action and so forth.

Back to Title I – one of the things we talked about under the schoolwide program, what Vito talked about a few moments ago about the restrictive use of funds specifically targeted for particular children will expand to the entire school which means if you have Title I in your building and receive Title I funds that money can be used for everyone; however, it has to be done correctly and that is why we are going to have that oversight and then be brought to the Finance Committee and it will be discussed and that is what the Finance meeting will be about and where we are in terms of the budget. Mr. Benaquista stated when we spoke to the gentleman from the State when he was here, he was the one who said you should have already have had one overseeing it because of the size of the District and the amount of money. Mr. Tatum stated he said he didn't understand why a district of this size doesn't have the oversight to make sure it is being done the right way. We should have never had our money frozen since 2010. We talk a lot about the conditions of what is going on right now, it is always fallout from the way things were in the past. Things don't just happen all of a sudden, they happen as a result of things not being managed and eventually it is like anything else, you keep going to your bank account and take money out and eventually if you don't put any in there, there is not going to be anything in there and that is what has been happening here. We are in a situation now where over the years things were not being managed the appropriate way; money has been frozen, we lost state aid, I have said that over and over again but now it is to the point where the money we have to work

with, we have to make sure that money is indeed being put in the places where it is designated to and the whole idea is that is going to cause all the eyes connected with the operation of the district moving forward.

Mr. Monge stated one of the things that does happen is by the time the Board sees anything, it is already too late by the time we look at it – it is already gone to the State and the whole process. Mrs. Moses stated we are changing that. Mr. Monge stated I appreciate that and I can offer some ideas, but the budget was already going to the State and the rethinking of how we go about it. What we have done in the past, this year for whatever reason, it was highlighted more so than ever before. You had gap, what the business office has done in the past is o.k. let's fill that gap by cutting staff and that is what happened this year and it has been going on for years and it something I mentioned in the past is that you cut it and people say how many jobs is that 149 and made the papers and then the same process of doing what you do and now we are down to a much smaller number. Mr. Tatum stated down to I think 20. Mr. Monge stated 149 to under 20 but this process is the same process that has been done in the past and we have to rethink how we go about that because we shouldn't just back into filling a gap by cutting jobs in a presentation and then it gets out and everybody starts rightly so getting worried about their jobs.

Mr. Tatum stated the point is well taken but for everyone to understand that is part of the reason why we are looking at all our resources and talking about how we manage these resources and making sure we have the appropriate oversight of those resources and it is done correctly because money should not have been frozen since 2010 because that is when you get into that trend what you are talking about Mr. Monge; unfortunately when you don't have any other choice and I have made it clear, I analyzed this budget enough to be able to see that if you spend your budget what is proposed to the taxpayer, when you spend it, two years later you don't have enough money. The bottom line is you start relying on surplus to pad your budget together but the bottom line is we are able to start taking a look at how we purpose that money and how we cannot utilize so much of one source to eventually find our way out of this. The problem is that it has been done over a long period of time. I took a look at a 10-year span – 2010-2018 and the numbers don't look good from the way things have been done. That is the basis for trying to take a hard look at how this is going to be done and how to move forward. The stuff that we talked about tonight, these are all huge undertakings; they are not easy and they require a lot of time and effort but at the end of the day we are looking to not being in a situation like we were in this year where we were constantly cutting positions. The way we repurpose money had it been done the right way over the previous years, we might not have been in the situations where we cut as many jobs as we did. We found a way to bring a lot of them back by looking at the resources that we do have and the more that we are able to expand those resources and generate more, the better off this district is going to be and what I'm saying not just today, not just tomorrow, but down the road, when I'm with my fishing pole and cup of coffee on the lake, this place still has to operate the appropriate way so that is what we are looking to put into place.

Mr. Nufrio stated the last item won't cost us anything. Back in March, I had conversations with Sheriff Corvelli and he offered to bring to the District opioid training which would involve presentations by an expert of his office – Officer Smith. We met with Officer Smith and Sheriff Corvelli, we even had the SAC's come in to meet her as well. They were supposed to provide some dates but given that it was late in the year and many events were

possibly in conflict, she was prepared to do at least two, to make a long story short, we are not going to abandon this and I insisted on it with Mr. Tatum that this definitely has to be one of the very short range goals and objectives. We spoke about this last week is to help us also get the dates properly aligned is I will reach out to Officer Smith tomorrow and I will ask her what dates she is already committed to so we can exclude those dates and then the next part is your duty Mr. Tatum is to reach out to the administrators to see what dates they are prepared to have these presentations done. She will go to the school and she is very busy and very knowledgeable and it is to help our kids get a better understanding of what this opioid crisis is all about. She intends to reach out to the middle school and the high school. We are mid-August and I don't think it is something we can't do before the middle of September to have dates already structured. Obviously the first couple of weeks in September may not be appropriate time but between now and December, I would hope that she is able to give presentations to at least half of our district. Do you think that is doable? Mr. Tatum stated absolutely; other than the fact that what she brought to us was very informative and it is something that would be valuable to our middle and high school students. Mr. Nufrio stated especially since our SAC's do some of their own training but their day is long and crowded. Here is an opportunity to get an expert to come in and she is an officer and she has the special training to give us that additional support and resource and they don't cost the District a penny. Let's take advantage of it and it is for the kids. Let's get it done by December – I would hope by the end of December we would have already addressed half of our school.

Mr. Arminio asked are we still doing the Narcan training? Mr. Tatum stated I do know that was in place and we planned on doing it this year. Mr. Nufrio stated Officer Smith eluded to even additional training for the staff as well especially in the area of Narcan and such. Our numbers are very low, thankfully, in incidences. Mrs. Minneci stated I don't know if anyone saw the article in the paper that drug OD's kill eight Jerseyans every day. It is so ridiculously out of control and our kids really need to be educated. Mr. Nufrio stated Mrs. Minneci sat in on the meeting that we had with Officer Smith. This is a valuable resource; we can't miss this.

COMMENTS FROM PUBLIC:

Sue Lipstein stated I just want to complement the Board on the pre-school expansion program. Pre-school education has been around a lot longer than people realize. When I was in college I was in early-childhood – minor in it – I was an elementary school major. All the research at the time, 47 years ago, showed how important early childhood education was and that was one of the reasons why I bought in Union because we had the pre-k in the public school. I was fortunate my kids – 32 years ago and 25 years ago, were able to go to pre-k and go to a wraparound program at the Y and somehow that disappeared and I am so pleased that we are doing this. I want to complement the Board in doing this because it was unfortunate that years ago it fell into a hole which I didn't even know but now it is being restored and even better. I just want to give credit to this Board for doing this especially with the budget issues that came up and you pushed ahead to do it. Nellis was very pro this and Mr. Tatum and Mrs. Moses and it is time.

Rich D'Avanzo stated UTEA Vice President, to backtrack on the Narcan training, how do you expect that to roll out for middle school and high school – more as an assembly or health class? Mr. Nufrio stated middle school and high school, not elementary. Mr. Tatum stated I

think there are a variety of ways that she can undertake and that will be in collaboration with our SACs and principals. It could be an assembly, classroom visitations, small groups, it depends on the needs of the school and then also what they can accommodate by the schedule. She did say she would make more than one visit depending on what the needs were. Mr. Nufrio stated her comment was in her opinion, small groups would be better. It may be at the grade levels and it may be a couple of times for the grades.

Mr. D'Avanzo stated in the district that I live, Hunterdon County, it has been a big problem for a number of years. To shed a little light, my stepdaughter did pass away going on four years from opioids and there wasn't any Narcan available at that time. We got involved in the first couple of years with the County Prosecutor, Congressman out there so we started all these programs and we went to a couple of meetings that they had – for parents so that would be something else to look at as well; to make the parents aware of what their kids are doing. One of the things that they always brought out to the parents is that you have to take that phone away from them before they go to bed because that is when all the activity takes place – literally a kid coming up to her window, a teenager from the neighborhood, and she was slipping out in the middle of the night. You wouldn't expect it because when you live in a ranch and it is quiet and this is what is going on. This effects teenage girls, you have boys 18-19 in the neighborhood, and that was going on and we were finding out because the window was out of place and we put two and two together and this was part of the things that was going on. At least now the State is finally woken up a little bit because one of the biggest problem, besides the point with the services that they have, the State is not up to par because we fell into a position where she got kicked out of two rehabs; where was she going to go next – jail – that is the worst case scenario. There are a lot of factors that go on and a lot of people think it is an urban problem but it is everywhere in suburbia. The first time I heard about heroin and I said they are shooting up with needles again – no it is a powder, \$10.

Mr. Nufrio stated she did mention that she also incorporated into her presentation the areas of parent information. I will ask her tomorrow has she done anything more to expand that because that is a good question because parents really need the information. I told Sheriff Corvalli that one person is not enough, you have to come up with some more. This woman is servicing Union County. It requires special training and he is working on that. He said hopefully within the year he will have more people.

Mr. D'Avanzo stated just another question, in July you were waiting for the Title I money, and you gave a number under twenty can you elaborate on that? Mr. Tatum stated that is all I'm going to say tonight. Mr. D'Avanzo asked what was the program you said had to get repurposed from general fund to Title I? Mr. Tatum stated that was a mistake and I rather not exploit the person who made that mistake but it was corrected. It was in the general fund and Title I, the money is repurposed back into the school.

Ann Margaret Shannon stated going back to security, the telephones – about the lobbying, Mr. Nufrio mentioned lobbying and I'm sure you know that Rich and I are on the State Executive Board and the National Board of Directors and they do provide but the problem with lobbying it is during the day when we are working and the State and the national do provide salary reimbursement so we will talk to you in the future about expanding that. Mr. Tatum stated

they will give us money? Mr. Benaquista stated which we haven't taken advantage of us until recently. It is nice that they do that. Ms. Shannon stated they pay our salary. We do like to lobby so hopefully we can work on that. When you do the phone system, prevention is important and having those phones available to call parents when something happens, and the high school is huge and we don't have a phone system so hopefully that will be part of it right? Mr. Benaquista stated yes. It is easier when you have access.

Ms. Shannon stated I mentioned this before at our community meeting, and you don't have to give me any details, I hope you are considering K-8 schools. I'm a big believer. When we are doing the reorganization/redistricting I hope that is an option. The little kids look up to the older kids, 8th graders take responsibility of teaching the little kids. I think we have to revisit K-8 at some point.

I live here but I don't want my kid to go there because the caregiver is there, the grandparent is there – I hope you consider some of the less than honest people. I know we have been really good to the people in Union, we make a lot of exceptions, I hope that when we are making those exceptions that we really look into if they really need to go to that school or this school.

Elsie Macki stated three things (1) transportation – don't forget that but it is that time of year for special needs parents – busing and transportation – but at some point when you are planning next year's budget you really should consider taking ownership of busing the students. It is not fair that the children at facilities have to get outsourced to third-party vendors which you have no control over. Ed Services runs it, if it comes back to district, I don't know the logistics of it, I plan to take my next level to them but as a district, if something happens to one of our kids with these companies, no one is going after the commission, they are going after the district. They run it, they own it, but again children are being compromised, safety is in question – three times already so I'm livid – I'm just really starting to talk about it and discuss it – I'm not really expecting it next year to come. Any one new coming on Board, transportation is definitely something that we really need to really take over.

Two I want to give a shout out to the community based instruction program with special services. Please take it serious, please invest in it, it makes a huge difference. I am a witness to seeing my kid who is autistic, non-verbal, but there is an independence that give a strength that comes with it and there is a community that starts to get involved in this child's life and he becomes part of the community and is able to function within his disability because of community based instruction. I ask that you continue to invest in it. We really need to advance it and make it a little better and stronger. Get more children involved in it because it definitely makes a huge difference.

Last one, you know you have these meetings but they drag out but some of the thought process was possibly having a Town Hall meeting. I don't know the bylaws or what we can or cannot do but sometimes you need to go into the community; not everybody can make this and really talk to the community and parents. Mr. Tatum you did it and I hope you will do it again because it was very successful. Mr. Tatum stated we were talking about that today. Mrs.

Mackie stated really think about it because people need to know what your thoughts are. You can't share a lot and I get it but you should come into the community.

Mr. Nufrio stated with regard to the busing issue, I am going to disagree with you about waiting or hoping for next year. You are in this room the last time and I think we left it up to Mr. Brennan to look into those problems because you oversee transportation. Mr. Brennan stated Mrs. Conti and Mrs. Calderone, who is supervisor of transportation, have been in communication about these issues and we are going to set up a meeting next week, I'm out the rest of this week, but I was planning to set up a meeting on Monday to discuss that letter that you sent to me via email.

Mr. Nufrio stated we should have this resolved because this was brought up last month and this is not a long-term goal. Let's get this done because I don't want to see Mrs. Mackie come in here next month.

Mrs. Mackie stated and also some form of communication – I talked to Mrs. Conti about newsletters and she is going to work on it so that we can keep parents updated. Hey we heard you, this is what is going on and we are addressing your concerns.

Mrs. Williams stated when Mrs. Moses was principal at Connecticut Farms, one of the things that we had done at the County, and this going back to spreading the implementation of the opioid training and one of the things that we did, it was my project, worked with the prosecutor's office and we created a DVD for the anti-bullying and it was specifically for the parents so maybe that is something we can do with the Sheriff's Department. Mr. Nufrio stated she indicated that she had somethings incorporated but she didn't go into detail but I will find out tomorrow and I will share with Mr. Tatum.

Mr. Benaquista stated the new equipment that we are purchasing, we can do live meetings so if there is an opioid training we can FaceBook live the meeting so now if they can't make it maybe they can log in. Mr. Nufrio stated that is a great idea. Mr. Benaquista stated we will have a lot more opportunities moving forward with the right equipment.

Mrs. Conti stated community base instruction – that is also a recommendation – big plans to expand. Transportation - I definitely have visions there too and making suggestions and working collaboratively with the staff.

Mr. Monge asked is there clarity or introduction to ESS that is going to go out to the parents for kids with special needs? We got clarity that kids from Kawameeh were eligible for the program but parents didn't know and now going into the high school, is going to be a reintroduction. Mrs. Conti stated as long as Mr. Tatum, and I will send him information to get out to the parents, takes a look at it and get that out to the community. I can ask ESS to put something together – maybe a brochure and get that out to the parents. Mr. Monge stated sooner rather than later since we are going into the school year. Mrs. Conti stated at my opening meeting talk to the CST to make sure they understand that we expanded to the high school and we have some serious work to do because they just came back on board in August and I agree with you and I think it is a great program and get the word out.

Mr. Nufrio stated I would like to thank everyone who came this evening and if anyone has additional questions pertaining to the agenda tonight, feel free to email Mr. Tatum and he can address that and if it is something that the Board needs to respond to my email is on the website - you can email me or Mrs. Minneci as Vice President.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Nufrio, seconded by Mrs. Minneci, that the meeting be adjourned at 9:15 p.m.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mrs. Richardson, Mrs. Williams,
Mr. Nufrio

NAY: None

ABSTAIN: None

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**