

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – OCTOBER 16, 2018

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, October 16, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:04 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

David Arminio

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Cappiello 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. Richardson read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mrs. Minneci, seconded by Mrs. Williams, that the following minutes be adopted:

1. June 12, 2018 – worksession
2. June 12, 2018 – executive session
3. June 19, 2018 – regular meeting
4. June 19, 2018 – executive session

**DISCUSSION:**

None

Dr. Francis stepped away prior to vote.

**AYE:** Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

**NAY:** None

**ABSTAIN:** Mrs. Richardson (June 19 regular/executive session) **MOTION CARRIED**

**COMMUNICATIONS:**

**LETTER FROM TOWNSHIP SUPERINTENDENT OF RECREATION DEPARTMENT**

Letter from Superintendent of Recreation Department for the Township of Union requesting the use of Jefferson School parking lot on Saturday, October 27, 2018 from 9 a.m. to 5 p.m. for the Township's Trunk or Treat event.

**LETTER FROM CROSSROADS CHRISTIAN FELLOWSHIP**

Letter from Crossroads Christian Fellowship requesting use of Battle Hill School Gym for the 2019 volleyball/basketball program every Thursday from 7 p.m.-9:30 p.m. during the period of January 3, 2019 through April 11, 2019 and requesting waiver of rental fees. Certificate of Insurance to be provided.

**LETTER FROM UNITED COMMUNITY CENTER**

Letter from United Community Center, Inc. requesting use of Hannah Caldwell Elementary School's auditorium on Martin Luther King, Jr. Day for annual celebration (January 21, 2019 – 10:00-3:30 p.m.).

**REQUEST FOR LEAVE – ABGOOLA**

Request for unpaid FMLA leave from Rahmatallah Agboola, paraprofessional-Battle Hill Elementary School, from September 24, 2018 and with a return date of October 29, 2018.

**REQUEST FOR EXTENSION OF LEAVE - MARKEL**

Request for extension of leave from Jennifer Markel, teacher-Livingston Elementary School, with a tentative return date of January 22, 2019.

**REQUEST FOR LEAVE – ROSALES**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Yahari Rosales, special education teacher-Union High School, from November 21, 2018 and with a return date of March 1, 2019.

**REQUEST FOR LEAVE – MAYNARD**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently and unpaid non FMLA/NJFLA from Ashley Maynard, special education teacher-Franklin Elementary School, from November 26, 2018 and with a return date of April 11, 2019.

**REQUEST FOR LEAVE – PLACCA**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Nicole Placca, Spanish teacher-Union High School, from January 2, 2019 and with a return date of April 29, 2019.

**REQUEST FOR LEAVE – D’ADDARIO**

Request for paid intermittent FMLA leave from Susan D’Addario, paraprofessional-Battle Hill Elementary School from October 4, 2018 to December 31, 2018.

**REQUEST FOR LEAVE – ESPOSITO**

Request for intermittent FMLA/NJFLA from Elizabeth Esposito, 12-month Confidential Administrative Assistant-Central Office, consecutive from September 24, 2018 through October 26, 2018 and intermittent leave through September 24, 2019.

**REQUEST FOR LEAVE – PEDICINI**

Request for paid paternity leave to bond with a child from Alexander Pedicini, technical education teacher-Union High School, from November 12, 2018-November 16, 2018.

**LETTER OF RETIREMENT – D’AMICO**

Letter of resignation, for the purpose of retirement, from Frank D’Amico, custodian-Burnet Middle School, effective January 1, 2019.

**REQUEST FOR LEAVE – MAURIELLO**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and non-FMLA/NJFLA child rearing, from Natalie Mauriello, school social worker-Livingston Elementary School, from November 19, 2018 to January 2, 2020.

**REQUEST FOR LEAVE – KELLY**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Nicole Kelly, English teacher-Kawameeh Middle School, from January 2, 2019 to April 8, 2019.

**REQUEST FOR LEAVE – CONNOLLY**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and non-FMLA/NJFLA child rearing from Dana Connolly, from December 10, 2018 to September 1, 2019.

**REQUEST FOR LEAVE – OSBORNE**

Request for unpaid intermittent FMLA leave from Melissa Osborne, special education teacher-Burnet Middle School, from October 4, 2018 to June 30, 2019.

**REQUEST FOR LEAVE – KLEIN**

Request for paid FMLA from Peter Klein, school social worker-Union High School, from October 18, 2018 to December 6, 2018.

**REQUEST FOR LEAVE – GIANCASPRO**

Request for paid intermittent FMLA leave from Denise Giancaspro, 10-month secretary-special services department, beginning September 4, 2018 to June 30, 2019.

**LETTER OF RESIGNATION – GOLDING O’BRIEN**

Letter of resignation from Maura Golding O’Brien, special education teacher-Union High School, effective November 30, 2018 (requesting release prior to required 60 days; release date dependent upon needs of District).

**LETTER OF RESIGNATION – KELLY**

Letter of resignation from Samira Kelly, paraprofessional-Franklin Elementary School, effective October 15, 2018.

**REQUEST FROM HOLY SPIRIT**

Request from Holy Spirit School to use Hannah Caldwell Elementary School gym on Tuesday evenings from 5:30-9 p.m. and Washington Elementary School gym on Thursday evenings from 5:30-9 p.m. from mid-October through February and requesting waiver of rental and utility fees.

**LETTER FROM STATE OF NEW JERSEY - DEPARTMENT OF EDUCATION**

Letter from State of New Jersey, Department of Education, notifying the Township of Union Public Schools of the approval to receive Preschool Education Expansion Aid (PEEA), including the required one-year operational plan and budget workbook for the 2018-2019 school year.

**REQUEST FOR LEAVE – SCHOENBERGER**

Request for intermittent FMLA/NJFLA from Nancy Schoenberger, music teacher-Kawameeh Middle School, effective September 6, 2018 to June 30, 2019.

**REQUEST FOR LEAVE – MANDERICCHIO**

Request for intermittent FMLA leave from Stephanie Manderichio, teacher-Jefferson School, effective October 12, 2018 to June 30, 2019.

**REQUEST FOR EARLY RETURN – COBB-ROSEBERRY**

Request for an earlier return date to work from maternity leave from Zakiyyah Cobb-Roseberry, teacher-Franklin Elementary School, new return date October 16, 2018.

**LETTER OF RETIREMENT – CASTANEDA**

Letter of resignation, for the purpose of retirement, from Linda Castaneda, Spanish teacher-Union High School, effective January 1, 2019.

**LETTER OF RESIGNATION - MENDEZ**

Letter of resignation from Katty Mendez, cafeteria aide-Connecticut Farms Elementary School, effective October 12, 2018.

**REQUEST FOR EXTENSION OF LEAVE - IOVINE**

Request for extension of family leave from Elise Iovine, teacher-Livingston Elementary School, new return date November 1, 2018.

Mr. Nufrio wished the retirees good health and good luck.

**SUPERINTENDENT'S REPORT:**

Mr. Tatum stated for the month of September student attendance was 97.3% and staff attendance was 95.4%.

Preschool expansion – I am happy to announce that the Union Board of Education has received a grant from the State of New Jersey in the amount of \$2,239,150 for the purpose of expanding our full-day preschool program for our students and community.

This opportunity will enable the families that are currently paying tuition to receive a refund of their money and this will become a free program. Therefore tonight I am requesting that the Board adopt a resolution accepting this grant on behalf of our District and community. As of January 2019, the District will begin the application process for the 2019-2020 school year and we anticipate further expanding preschool for additional students.

In the coming weeks the District will hold a series of meetings to update the parents and community about this program for 2019.

Mr. Nufrio stated it is something to be happy about and Mrs. Moses we have been talking about this for a couple of years now and each and every time we were hopeful that the State would turn on the light and thankfully it did and hopefully it will be a recurring grant and hopefully not just for one year. Sadly I did hear some information that perhaps it is just a rumor and false is that even though it passed, there will be some legislators that will try to put a dent in it. Not to eradicate it but to reduce the amounts. I hope that they are wrong. Thank you for your hard work. I know you, Gerry and Mr. Tatum have followed this up diligently for quite a while now and it has come to fruition. Mrs. Minneci can you make the motion so we can bring it to vote.

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

**APPROVE ACCEPTANCE OF 2018-2019 PRESCHOOL EDUCATION EXPANSION AID (PEEA)**

Approve the acceptance of the 2018-2019 Preschool Education Expansion Aid from the State of New Jersey, Department of Education, Division of Early Childhood Education (DECE), in the amount \$2,293,150, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated you said it was going to be inclusive of special education students. Mr. Nufrio stated no. Mr. Tatum stated the funding source comes from IDEA. Mr. Nufrio stated Mr. Brennan is passing out a copy of the letter for all of you to see and appended to

the minutes. Mr. Nufrio stated the Governor made the right move and hopefully he will stand by it and hopefully legislators won't wreak havoc on it.

Mr. Monge stated this administration, Mr. Tatum, Mrs. Moses and Mr. Benaquista – you found a lot of things that needed change and change doesn't come right away. You keep on plugging away and things are happening – so congratulations to you and your hard work for this result.

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Tatum stated I want to thank the Board for all your support. This was a situation where we had originally talked about this grant and was told that the Union Township Board of Education did not qualify. Thankfully one Saturday I found an email that said "we need to talk to you, please give us a call at the Department of Education". Of course I said this only can be good news. I was not able to get through but I had left my cell phone number and the lady from the Department of Ed text me and we agreed to have a conference call on a Sunday and we spoke quite candidly about this whole situation and I started that night to get in touch with my administrative staff and I will tell you unfortunately for Mrs. Moses who was just getting ready to go on vacation, and I want to tell you between Mrs. Moses, her assistant Suan Lam, the support of Mr. Benaquista, my assistant Julia Vicidomini, we worked countless hours because they gave us one week to get this done. I will tell you they wanted the budget worksheet, the next day they wanted the plan so within a two-week turnaround period we were able to get this done. Last Friday coming back from the County meeting, at 1:30 or so I checked my email again and there was this letter of approval and I have been saying at meetings this is what we are working on and trying to do some things and make some adjustments in the District and this is one of the few things we were working on but I am so pleased tonight that we are able to announce this. We started with a concept on paper and we got a small program going and now we have the opportunity to expand it. This is a tremendous achievement for our District. Thank you and I will continue.

Mr. Nufrio stated I know I made a comment about rumors about legislators that were not happy to be so forth coming but I would also like to thank the legislators who saw to bring this to approval so thank you from everyone here.

Mr. Tatum stated I want to make a statement about our kindergarten assistants. I had a nice meeting with some of the parents last week regarding kindergarten situation and the budgetary reductions that we had to begin the 2018-2019 school year. Our current class size in our kindergarten class range from 16-22 students districtwide. This school district has been forced to reduce staff over the last three years. Two years ago all kindergarten assistants were reassigned to special services due to an increase in that student population.

After a mass of retirements and resignations, the District was able to restore them despite that fact we are still in compliance. Last year an additional \$650,000 had to be expended due to

similar increases to student needs. This trend has continued over the past three years. The district administration made several efforts to hire part-time assistants of up to 29.5 hours without benefit packages. Also we thought to privatize all new substitutes and assistants with no existing staff being affected. This suggestion was met with strong resistance and opposition. Therefore, none of the kindergarten assistants would have been laid off again because of the need to move them into special services. The current cost for classroom assistants is approximately \$6.5 million with salary and benefits. In order to address these concerns for safety and wellbeing of our students, the following plan of action will be put into place on an as need basis. We are working and will partnership with Kean University. We have a meeting scheduled with the Dean and we are going to enlist the services of Kean sophomores and junior field students. We encourage those that are available to utilize our volunteer office. Many parents that may be interested, our contact person is Wendy Ferrara at Union High School. We are in need of substitute teachers; we will increase the hours of our greeters and any cafeteria or aides that may be available to support our students. We also repurposed funds as they become available to address this situation. Also consideration will be given to the 2019 school year in an effort to try to curtail the issue with the needs for kindergarten students. I had an opportunity to speak with some of our principals and some of the considerations that I mention here have already been put in place but more to come as we look at the needs of individual schools. I just wanted to bring that to the forefront that we are working on that and we do hear the concerns of the community but I also want to make sure that it is clear that Union Township is in compliance. I will now bring up Mrs. Guilfoyle to do her presentation and then I will continue with the academic achievement and test scores and one more small surprise I need to share with you tonight.

Maureen Guilfoyle stated many of you know me as the Science Supervisor for grades 5-12. I am also in charge of STEM for grades 2-8 and I also have the ESEA Federal grants – that is Elementary Secondary Education Act and it was formerly known as the No Child Left Behind Act. I would like to go through the different parts of this grant – what the funding is used for and go over some of the programs that we have in place and what we are looking to do in the fall and then I want to talk about our vision for the future and that is going to the schoolwide Title I.

What are the components of the grant? Most of the time they say I'm in charge of Title I – it is not just Title I there are other components to that grant. Title I provides supplemental funding to help low income schools improve the academic achievement of educationally disadvantaged students.

Title IIA is what I consider the professional development. This is to improve the effectiveness of teachers, principals and other school leaders through professional development – conferences, in-district professional development and there is another part of that – class size reduction salary. Right now we have a teacher in Jefferson who is a push-in math teacher that goes into the classrooms and works in small groups with those kids that have been identified through the RTI system.

Then we have Title III and Title III Immigrants that provides effective approaches for servicing English language learners and immigrant children. We develop and implement new language programs.

This past summer we developed a program for Title III and Title III Immigrants through our libraries – curriculum that was written and available to parents and students in the library.

Title IV – this just came about – this is the second year and that is Student Support and Academic Enrichment. This grant helps to provide a well-rounded education. This is an accelerated learning program, college and career guidance and counseling and also social and emotional learning which we know is tied into the academic success of our students. This provides safe and healthy schools through prevention activities, programs, counseling, mentoring. Also improve the use of technology and we can use part of this grant for that.

I also work with the non-public schools in Union – St. Michael's and Holy Spirit where I give ongoing consultation because they also receive a portion of the grant.

Title I Targeted Assistance – we have four Title I schools right now – Franklin, Burnet, Jefferson and the High School. Right now we have targeted assistance – it means that we can provide extended learning opportunities for the students through before school programs, after school programs, summer programs. We identify these students through entrance and exit criteria. So they are identified as students that are having problems with their academics. We use the data. We use PARCC scores, benchmark assessments for the District, data from teacher assessments and also teacher recommendations. We can provide eligible students with extra support aligned to the school's regular education program. We also implement strategies to increase the involvement of parents of eligible students. There is a big parent and community involvement piece to this.

Family and community engagement – there is a piece that specifies that we must carry on this two-way communication that is meaningful and pertains to academic learning and other school activities with parents and community. Some of the parent programs that we have done so far in the past is we had technology workshops where we help parents navigate through Genesis. Also strategies to help students with homework and we also had a family social emotional wellness series last year at the high school. We plan to continue next year.

Here are the allocations for FY19: Title I-A \$964,642; Title IIA \$201,512; Title III \$50,857; Title III-Immigrant \$18,065; Title IV \$58,041; Total: \$1,293,117. Additional carryover funds will become available in late November. This is funds that were not spent last year. We did a final expenditure report and I will receive notification on how much money will available to carryover.

Title I School Allocations – Franklin \$102,711; Jefferson \$106,333; Burnet \$232,586; UHS \$454,279. The allocations are based on the percentage of free and reduced lunch.

Students are identified for services using multiple measures or entrance criteria and one of the biggest misconception is the belief that the students that are eligible for free and reduced lunch are our Title I students and that is not true. The Title I students are the ones that are identified as the at risk population academically and through entrance criteria.



Programs that we had this summer – Jefferson – summer program “kick off to 5<sup>th</sup> grade”; Franklin – project based learning summer and kindergarten jumpstart program; Burnet – academic achievement summer program; UHS – summer transition program.

Title I programs that are going on right now – Burnet – two full time salaries for a math and language arts teacher – they push-in to the math and language art classes so they can do small group learning and they can also work with the tiers that are at risk with the RTI method.

At Union High school – two full time salaries for math and language arts foundation classes. We also have partial salaries for math and language arts teachers of Title I classes. These Title I classes are Algebra lab and English lab courses.

At Jefferson – partial salary for a push in math teacher.

This is the program that I am proposing at the high school – After School Matters Program - Personalized for Success. I had a meeting with the four vice principals there, also Jill Hall and Nicole Ahearn to get in the counseling piece and this would combine Title I and Title IV. This program will help with the instructional supports as well as the non-instructional supports. This would have an academic portion combined with a counseling component. The proposed program would include a consistent counseling program to enhance student achievement using social emotional learning techniques, as well as other evidence based practices to promote a positive school environment.

Title IV – we can use for career and college readiness – weekly and Saturday sessions where they are going to work on fundamentals of the Common App Essay. These are essays for applications for colleges. They will be able to choose their topic, they will have two language arts teachers working with them to offer specific supports based on needs, finalizing their draft and individual projects.

We also put in a career portion and that is where the students will learn how to write resumes and also go through the application process for technical schools or even for jobs and careers.

Two programs at Burnet – journalism as language – Saturday program where students will create and deliver journalism on film. The goal is to develop “kids talks” and journalistic writing for television while embracing the aspects of language arts. Intramurals as physics – morning program where students will participate in physical education activities and then make the connection with physics. We are also going to have science literacy and writing component as well as health and nutrition will be stressed. We are going to look into giving them a healthy breakfast as well.

Franklin School – extended learning program – an after school program for students with the greatest academic needs. We use a private based learning strategy there and enhances student creativity, critical thinking, problem solving and self-management.

What is our vision – transitioning to a schoolwide program for the 2019-2020 school year. In a schoolwide program, it is a comprehensive reform strategy which would upgrade the entire educational program in a Title I school. Now we can ensure that all students will be able to achieve, will meet or exceed State academic achievements standards. Now it is not targeted assistance – it is all the students in that school will benefit from the programs.

The schoolwide program we have to implement a year of planning for this where we have to have a schoolwide planning committee and also do a comprehensive needs assessment, looking at the data, coming up with programs and evaluations of the schoolwide programs. It is a whole year of transitioning.

Should my school become schoolwide? These are some of the questions that we would ask. The primary consideration is which strategy provides the greatest likelihood of improving the achievement of its students with the greatest needs. Through our needs assessment and I think it will work out very well for our schools.

Eligibility criteria – a school must receive Title I funds already – so our four Title I schools would have the criteria there. The school's free and reduced lunch rate must be at least 40%. Preliminary numbers say that Franklin, Burnet and the High School would be eligible for Title I schoolwide status. It will also allow us to consolidate the federal, state and local funds. When your targeted assistance it always has to be supplemental not supplanting; in this case now the funds can be blended to provide the best education for all students in those schools.

Title I students are not identified; parent notification letters are eliminated – you don't have to notify the parents that their child is a Title I student; student needs are met more effectively; programs will be based on the comprehensive needs assessments; all stakeholders will be engaged in this process.

Right now professional development in Title I targeted assistance I can only use the funds for the teachers to provide professional development for the ones with Title I classes – that come in contact with Title I students. With a schoolwide program – professional development will be for all staff.

Year-long transition process – I emailed the State, Dr. Wright, and asked him if we could start this process and he said the sooner the better. So we can start this now – where we create a planning committee for each school – teachers, principals, parents/family members, paraprofessionals, administrators, nonpublics, community partners, institutions of higher education. Conduct a comprehensive needs assessment; identify data sources, review qualitative and quantitative data and then come up with specific goals and strategies. Create a comprehensive plan and then conduct an annual review of the effectiveness of our schoolwide program.

I want to switchgears a little bit about something else that I went to a workshop a couple of weeks ago and I was excited about this grant opportunity. This will become available in the spring of 2019. It is a \$500,000 grant – the 21<sup>st</sup> Century Community Learning Center and we have 59 schools right now that have this grant. It was like a community learning center – like the

Boys and Girls Club, YMCA program but it also had the academic enrichment. They had tutorial services. They had additional services in nutrition and health education, drug and violence prevention, counseling, arts, music; they had babysitting classes for those students who have siblings that they have to care for. It taught them CPR. It was a wonderful program and I was very excited about it and when I heard it was coming out in the spring, this is something that I really would like to apply for.

Presentation appended to minutes.

Mrs. Regis-Darby stated you talked about the push-in method at Burnet – can you tell us what tier? Mrs. Guilfoyle stated using RTI – response to intervention – they have come up with three tiers so they would be pushing into Tier 2 and Tier 3.

Mrs. Regis-Darby stated Title IV at the high school – how many students do you think that program will service? Mrs. Guilfoyle stated it depends – we are going to have to identify, look through the data and identify students that could use the services. I know Jill Hall has already started with identifying students for their counseling and mentoring portion of it. As far as the academic portion, we are going to look at the Title I classes and those teachers are going to recommend students for the afterschool program. Let's say they may not do well on one assessment and the teacher can say alright I'm going to recommend you go after school and you will get extra support services there. We also see it as providing students that have been out of school for a period of time – if they were suspended – they need help coming back and catching up with their academics so they will be students that will be placed in that. Most of them will need the counseling support as well because when a student gets suspended they come back and they are just put back in the classroom. We never looked at the reasons why they got suspended and how can we prevent that from happening again and that is what the Title IV portion will do.

Mrs. Regis-Darby asked are we currently for the 2018-19 school year – are we at the 40% rate? Mrs. Guilfoyle stated yes and projections for next year is over 40%.

Mr. Nufrio stated wonderful presentation. You mentioned with the allocations – soon you will know how much we can carry forward? Is that typically done at a particular time of year? Mrs. Guilfoyle stated yes. The final expenditure report is due October 5<sup>th</sup> for last year's grant. Mr. Nufrio asked what is the approximate carry over? Mrs. Guilfoyle stated this year about \$335,000 that would be carried over. Mr. Nufrio asked is there any particular reason why that amount of money hasn't been used? Mrs. Guilfoyle stated most districts do not spend the full amount and there is usually 15% carried over. Mrs. Regis-Darby stated sometimes you can't find teachers to work the programs. Mrs. Guilfoyle stated we usually get people to work in the summer. It just hasn't been managed as well in some of the schools. Mr. Nufrio stated hopefully we will have zero left over. Mrs. Guilfoyle stated that is my goal. The way that it has been run right now – I'm in charge of the science department so it has been up to the principals to spend the money and hopefully that will change.

Mrs. Nufrio stated UHS Title IV – I am a strong advocate of getting kids to write well and to perfect whatever skills they have acquired. Getting into the high school level – what grades levels will you be targeting? Mrs. Guilfoyle stated starting out we will target the seniors

– there will be a presentation given about this application process and the essay process and from there the individual one-on-one sessions that will take place after that. We will start that right away and then in the spring we will open it up to juniors. Mr. Nufrio stated you weren't at the worksession and I'm a firm believer that we should start with the freshman level – 40 years in the business I think I am entitled to give an opinion on that. As a former English teacher you can't teach them enough, especially entering high school. Mrs. Guilfoyle stated this is brand new and I collaborated with Nicole Ahern on it. Mr. Tatum stated let me give the answer that I gave on your behalf – this program is in its infancy and for the most part we have an opportunity to make the program what we need it to be at this stage of the game so we remain open to the needs of our students that are identified. Nothing is written in stone right now. These are all projections in terms of what we are thinking. At the end of the day, we have experts that are working and looking at it right now, Mrs. Hall, and certainly recommendations from the committees and we will take all into consideration. We have to keep in mind that this is all about us being able to offer more to our students.

Mrs. Guilfoyle stated I just want to go back to “why the money wasn't spent last year?” One of the problems at the high school was finding math and language arts teachers and specifically the math teachers. When we had the full-time salaries for them, they started out in September and one person left, another one resigned, so we had a lot of difficulty recruiting teachers and now we are going to be working with Kean University to hopefully remedy that problem. What I did this year is I sat down with Mr. Tatum and we repurposed a lot of money and was able to get partial salaries in place so a lot of the money is already being put into good use.

Mr. Nufrio stated the 40% that is required in order to have a schoolwide status, one of the criteria is that they qualify for the lunch – free/reduced – to the public and parents who were somewhat hesitant or not so willing to apply for the lunch or fill out the lunch application, we encourage you to do so. You can't lose – if you qualify, you qualify. Mrs. Guilfoyle stated you are exactly right – we did more of a push this year. Mr. Nufrio stated we can offer assistance as well, as long as it is controlled. It is not that difficult and it would certainly help to attain that 40% mark.

The 21<sup>st</sup> Century Community Learning Center – that is something that we tried to get several years ago and it cracked; it was in deep waters and there were no life savers or coast guards to save us. Some of the reasons why it didn't go through because it involved some community involvement and there was a hesitancy about that. The question is – is it recurring if we get approval? Mrs. Guilfoyle stated the school that I visited in Freehold Borough Middle School and they have had it 15 years. Mr. Nufrio stated you have to keep meeting the criteria. Mrs. Guilfoyle stated yes and keep presenting the data and showing that the program is working. Mr. Nufrio stated that is work and it is not easy because with the Department of Ed asking for all these other results and data but we are talking about a half million dollars. Mrs. Guilfoyle stated I think with transitioning to schooldwide, we will already have all that data, already have a comprehensive needs assessment – it can be used for that as well to apply for that grant.

Mr. Nufrio stated my final comment is that the 40 years that I was in the business, this is a major change about blending which in the passed there were occasions that the Federal

government was right on top of you if you were using one dollar for a general ed student. Mrs. Guilfoyle stated you won't have to worry about that. Mr. Nufrio stated it is doable as long as you meet the 40% criteria and other criteria. Thank you very much. I appreciate your responses.

Mr. Tatum stated I would like to provide an update on our student achievement for the 2017-2018 school year. I will talk about the various subjects and the particular curriculum and how our District compares to the State of New Jersey. Test scores are no longer disseminated the way they were in previous years. Our measurements are as follows: level 1 did not meet criteria, level 2 is partially met, level 3 is approaching, level 4 is met, level 5 exceeds. The score ranges from 600-699, 700-724, 725-749, 750-804, 805-850.

	State	Ours
Algebra I	746	748
Algebra II	725	722
Geometry	734	729
Grade 3 Math	752	758
Grade 4 Math	748	752
Grade 5 Math	748	748
Grade 6 Math	744	737
Grade 7 Math	743	743
Grade 8 Math	729	722
Language Arts – 3 <sup>rd</sup>	750	760
Language Arts – 4 <sup>th</sup>	756	760
Language Arts – 5 <sup>th</sup>	755	758
Language Arts – 6 <sup>th</sup>	754	751
Language Arts – 7 <sup>th</sup>	760	757
Language Arts – 8 <sup>th</sup>	759	757
Language Arts – 9 <sup>th</sup>	751	747
Language Arts – 10 <sup>th</sup>	748	742
Language Arts – 11 <sup>th</sup>	735	737

This information will be posted on the District website but there is other information that has been shared within the building levels and that information will be forthcoming. The District is constantly making progress and when you look at the breakdown of our schools this year. We are closer to the targets this year than we were in previous years. Each year we continue to see improvement and that is what the State of New Jersey is expecting.

Mrs. Moses stated those are the ranges 1-4. When you hear 754 for us and 756 for the State – both have met. The number is the range where you fall. There are five categories. So if there is two points below, you are still in the range with the State. Our goal is to stay with the State and get in front of the State. We have schoolwide and Mr. Tatum didn't share that but that will be on the website. When you look at that, the schools that we are in the categories with and every one of those you will notice that the District is in front. You have core of the State – Algebra I 741, the State is 746, the District is 748. The State is the State but the core of the State – other schools – not the quality of the schools because we are not competing with other schools

– we are moving our children and that is always the goal. They will compete when it is time for jobs and getting into college and anything that allows them to compete with their peers. We are about making sure they get the tools that they need. Keep that in mind that there is a span that they fall. If you are 805 and you are 850 – you are still in level 5. If you are 750 and 804 – you are still in level 4. That is how we should look at this information. I have to say that I'm very proud of our students, teachers and administrators because throughout the years we have progressed. We will continue to move forward, we will never compromise their education or integrity of our children, we will always make every effort to give our kids what they need to compete in this global society.

Mr. Nufrio stated you said the results are on the website. For purposes of comparison, will the public be able to access last years' so the public can see how the numbers shape up? In your explanation of ranges as a former educator, I can appreciate that because the teachers are the ones that everyone hold to blame if their child doesn't make that grade. There are so many factors that go into testing. There are so many unknowns. Mrs. Moses stated absolutely. When our children take any assessments, they are growing one by one. The day of comparing kids to other kids is no more. Mr. Nufrio stated the evidence is on the individual. Mrs. Moses stated absolutely. Mr. Nufrio stated the only thing I would add to that is we can't stop competing. We need competition whether Millburn, Short Hills or some other. Mrs. Moses stated each and every student will compete wherever they are in life – career, college, life in itself they will compete every day in this room. We are teaching our children to focus on self, be the best that you can be, become self-direct learners – our teachers are doing. Our children are individuals. Every child learns at a different rate. They may start off slow, fast – they may not be on the top 10 list where we want them to be. We focus on every individual child; that is why we use the test methods that we do so children can look at their results right away and start to plan what am I going to do next. That the process is never giving up, believing that you can and achievement and that is what we are focusing our self on and it has been working and it will continue to work, it is a life lesson that children will take wherever they go for the rest of their life. We are teaching for life.

Mrs. Regis-Darby stated in terms of the State and in terms of growth and how we look at these numbers – we keep saying these numbers – 724, 736 – but the reality is when the State is looking at these numbers, especially in our District, they are moving from the mind frame of numbers in terms of are we growing and how we are growing so I think the public needs to understand it is about the growth that we are making.

Mr. Tatum stated just some information for the public and to remind the Board – a couple of months ago we had representatives from the State here that actually verified to a committee of the Board that this District has been moving and the achievement has gone north and what he was actually saying was that the State was taking a closer look at how well we have been doing and actually very supportive of the achievements that the District has made. We do have the breakdowns.

Mr. Monge stated we have an issue of communication because we hear this progress but the community doesn't hear this. I think they hear more of the opposite than the reality. How do we as a community get that message across? Mr. Tatum stated last year we started something

where we would invite parents out for the purpose of engaging and I think that would be a great time to highlight some of this and talk more factual about this. Many times we have been given the opportunity to bring people from the State to talk to our staff and parents, maybe we can have some recommendations and go from there. When we talk about the information that is available to us, we have been guided by the State of New Jersey and the actual principals that we are to report by so that when you start to look at data and how it is measured, sometimes we get customary to doing things in a manner that is the old way of doing things. We talk about NCLB, we talk about measuring students against a group of students that were in the same grade level prior to – and they use to call that comparing apples to oranges and now it is apples to apples and I believe when NJSmart came out part of that was designed to wreck that whole issue so that you would not be looking at someone in the former class you would look at someone who is in the 5<sup>th</sup> grade this year and 6<sup>th</sup> grade this year and follow that child all the way through to see their individual progress. I think that is hard sometimes, especially in the field of education to get out of the mindset of doing things the way we have always done it. I always said that just because we have done things in a certain way doesn't mean that it was right. Unfortunately it is a mindset issue that we have to break out of. When we start talking about a school district and school systems, the reality is what we know today is not how school systems are supposed to look or going to look in the future. I have seen a program that they talk about the design of a school system that looks nothing like what we know. I believe in 2020 we will see some of that come into fruition. I think the idea is as you transition and you start looking at the way we present things and the fact that we no longer, and I hear Mr. Nufrio's issue about being competitive and I agree to a certain extent because the more you individualize the more you understand what the needs of children are the more competitive you are going to get. I always talk about the child in the back of the room. The child that everyone thinks is despondent and disconnected because he is not turning on to learning but when you tap into those areas a lot of times what you will find is that the guy in the back of room, might be the brightest kid in the classroom. I always give an example of a child in my former district that was in a special needs class and what people didn't know was that he was an entrepreneur – he had a bicycle repair shop in his grandmother's garage. He came to school one day with a wad of money and as vice principal at the time I said where did this money come from and I immediately called his grandmother, she said that is his money he has kids coming over. We didn't tap into that because we never knew about that and the way vocation is going right now, it is forcing us to take a harder look at not only what students know but what are his strengths out of the building.

Two more things - I am happy to announce that next week, you are going to see that the Union Township School District will have their own app – in the Apple Store and Google Play Store – where information will be passed to you via an app and I think something that should excite us. The technology department and the information system director have been working together – Mrs. Moses has been pushing this and we are always trying to come up with things that will enhance the communication in the District – that is one of our major goals.

Lastly, on the last Tuesday of this month I would like to have a planning committee meeting. Some people have said to me we haven't had one in a while so the date I have set and you will be getting notification will be Tuesday, October 30<sup>th</sup>.

Mr. Nufrio read the following proclamation that October 2018 be International Alpha Delta Kappa Month, in accordance with the proclamation appended to the minutes.

“Whereas, women in education constitute a significant portion of the nation's work force and faithfully serve their communities by providing programs that contribute to world understanding; and

Whereas, the primary goals of Alpha Delta Kappa International Honorary Organization for Women Educators are:

- to acknowledge the accomplishments of outstanding educators;
- to foster mutual respect among educators;
- to establish high standards of education; and
- to promote educational, cultural, and charitable projects that enrich the lives of their students;

Now, therefore, I, Vito Nufrio, President of the Township of Union Board of Education, by the authority vested in me, do hereby proclaim October 2018 as International Alpha Delta Kappa Month.”

Mr. Brennan stated tonight we have three of our finalist for banking services. I would like to have them cover all of their services – their customer service, their rates, everything – maybe adjustments in rates – if there is a floor rate, adjustment with fed fund rate, increases and so on and then the Board will be able to ask some questions.

Presentations to be made by Valley National Bank, Investors Bank and ConnectOne Bank.

Mr. Monge stated just a point of clarification for Mr. Brennan – just to clarify this is based upon the proposals that we received back in March. Mr. Brennan stated actually August 7<sup>th</sup> – we went out twice. Mr. Monge stated this is what it is based on. Mr. Brennan stated correct.

Valley National Bank – Arti Budhu and Ron Fraser.

Arti Budhu stated thank you for letting us come tonight. The average ledger balanced provided by Mr. Brennan was \$30,000,000 – the rate that was offered was the effective fed funds plus the average effective fed funds plus 10 basis points. This rate would be applied. At the time that the RFP was submitted in August the rate at the time was 2.01%. We initially offered that until September 30th. As of today, that rate is now at 2.28%. Ron Fraser stated the rate is not set by the Bank. Ms. Budhu stated it is calculated as the previous month's average of effective fed funds plus 10 basis points and this rate would change quarterly. In our RFP we indicated that all of the services would be provided to Union Township Board of Education service fee free with the exception of overdraft fees. The overdraft fees would be charged per item and the fee would be \$36 per transaction. All check services and check printing supplies would be waived so the Board of Education would not have to incur that cost.



Mr. Fraser stated with the fees being waived we take a holistical relationship. We understand balances go up and down. We look at it once quarterly, every 6 months – if balances went down to a million dollar and stayed for a long period time we would have another conversation about rates. What we like to do is not only provide state-of-the-art systems, we basically do bread and butter banking. We are not here to sell you derivatives or items like that.

Ms. Budhu stated the list of branches was also enclosed – the closest branch is our Union branch which is .74 miles away from the Board of Education office. Mr. Fraser stated we have three dedicated people that work at our branch. If there is an issue that comes up, you contact one of us. I don't we will encounter them. We have a call center that is available 24/7 and it is not outsourced. It is in our building.

Ms. Budhu stated in that packet was our “bank at work” for the employees of the Township of Union Board of Education which we offer various products and benefits to the employees. I believe there is a discounted fee for the mortgages, auto loans and personal loans and if they do decide to open up a new checking accounting there is a reward of \$200 for that checking account.

Mr. Fraser stated the next is our corporate and social responsibility report basically filed with the State of New Jersey. There is also a short synopsis of what we have done in Union County. We also offer financial literacy programs in various schools and it is also already being offered and we would incorporate to include everyone in the Board of Ed.

Mr. Monge stated the rate you offered is the effective federal rate? Mr. Fraser stated correct it is a monthly average. Mr. Monge stated where do you see rates going in the next two years? Mr. Fraser stated in the next 18 months – actually 6 months – the fed will move in December and then we will move in March – I think 2 in 2019 and maybe 2-3 in 2020. Mr. Monge stated so upward. Mr. Fraser stated that is my opinion.

Mr. Monge stated what is the health of the bank? Mr. Fraser stated we are well capitalized by the State of New Jersey standards. We never had a loss in the last 25 years which means we haven't lost money. We have always turned a profit. We are rated AA- with S&P and DVRS is B-.

Mr. Monge stated what is your experience with schools and municipalities? Mr. Fraser stated we have 175 public entities in the State of New Jersey which a third of that is school boards. We are well versed in that.

Mr. Monge stated who are some of your clients? Mr. Fraser stated Westfield Board of Ed, Clark Board of Ed. Ms. Budhu stated Mountainside Board of Education, Hasbrouk Heights Board of Education, Florham Park, Ridgefield Public Schools, North Caldwell, Carlstad Public Schools, Montclair Public Schools and Northern Valley Regional High School.

Mr. Monge stated how do you support the transition from one bank to another – staff and teachers would worry about a possibility of payroll – how do you go through that process? Mr.

Fraser stated as we discussed a couple of weeks ago, you run your own payroll so we asked that you create a file for us and we will run it through our systems and then we will send a non-financial transaction to the various teachers' accounts etc. to see if it is a valid checking/savings account number, if not we will come back and say John Smith's number didn't work or whatever to the Administration. We have 6-8 week plan that we go through and get you all set and go through initial training for your staff.

Ms. Budhu stated the check scanning feature so the Board of Education can scan the checks the same day you receive it.

Mr. Nufrio stated with regards to your opinion on the future which is predicated on inflationary trends which is the talk of the Town, I would love to see interest rates rise and part of me says hopefully not because with that comes added costs. The mortgage rates, personal loans, car loans – they all go up so it is a conundrum. Although we would love to see it, we rather not because inflation usually dictates whether or not we will see additional rise – my question is are you on the stock exchange. Mr. Fraser stated yes. Mr. Nufrio stated at one time I indicated that the entire Board is subject to the governance regarding any affiliations or investments with regards to the stock market.

Mr. Monge stated a question for our attorney – not that I have any financial stock – is that true what Mr. Nufrio said if someone has a passive position in the stocks, they may have a freedom fund which they switch and they pick a bank stock – would that recuse a Board member from voting on bank services? Mr. Taylor stated ethics questions are very fact sensitive so without knowing the full details of this passive position is, I really can't give an answer on the spot right now. I would say the general proposition to the extent that there is no designation of that particular asset or company in this mutual fund, there would probably not be a direct conflict of interest with respect to someone but again it is a fact sensitive issue. Just because I'm saying that now doesn't mean that if the action is taken or the vote is cast and if there are more additional facts and information with respect to that relationship, the outcome could be different.

Mr. Monge stated to Mr. Nufrio's point if someone held stock in any of the three, they would state that and ask you if they should recuse themselves. Mr. Taylor stated they could but again unless I hear a specific question about a specific entity with more specific information, I can't give an exact answer. I wouldn't give one in a public forum because it may constitute as legal advice and I would only do that in a closed executive format or a one-on-one format with that particular Board member.

Mrs. Richardson stated I understand that payroll, it would be very easy to switch payroll, direct deposits, Mr. Brennan, how many credits do we receive electronically that would have to be changed and would we have to do that internally? Mr. Brennan stated when you talk about credits you are talking about automatic deposits – we have approximately 1150 employees. Mrs. Richardson stated I'm talking about funding other types of accounts? Mr. Brennan stated I don't have the information at my fingertips I wouldn't think it was that many. Mrs. Richardson stated you would have to do it manually with the provider. Mr. Brennan stated they would need to get the new ABA and wiring information from the new bank. Mr. Fraser stated you will have to notify the State and then it winds up in a pile of paper and it can take 6 days to 6 months.

Mr. Brennan stated next up we have Investors and it is Brian Turano, Mary Rose Genovese and Regina Nichols.

Mr. Turano stated thank you for having us. We have been around for 92 years, we are the second largest bank in New Jersey and also the second largest in government deposits – approximately \$4.2 billion with over 300 clients. Our balances are over \$30 million. Our interest rate is the index fed rate minus 25 basis points – floor of 50 basis points at a current rate of 2.10%. Currently the rate would be 2% - fed funds 2-1/4% minus a 1/4% would be a 2% - so we are giving an interest rate of 2.10%. If it goes below or above it moves.

We are estimating the annual interest earned of \$630,000 at a 3-year contract. All the checking accounts will be interest bearing accounts from dollar one – no fees of any kind. Our online banking system – the Township will be assigned a cash management representatives and they will come out here for training and as many times you need her to come here until you are comfortable with the system. It is a newer system, we don't even have many clients on it. The ones that are on it love it.

With your in-house payroll – we will ask for a file two days before your payroll and we will also ask for your payroll calendar at the beginning of the year in case you miss the cut off point one of our cash management representatives will reach out to you. We don't want to be in a position on Friday morning where people haven't gotten paid.

Another service I would like to point out is our ACA filter which is a fraud prevention tool that you will provide us with the vendors that are allowed to take funds out of your accounts and they will be the only ones that can pull money out.

We offer two other services – account reconciliation and a positive pay – which goes hand-in-hand. Where the bank is able to reconcile your account and that will be sent via a check file in your software.

Positive pay is a fraud prevention tool – when you pull the check register from the account, you would send us a file, we now have a payee pay which would check the check number – so whatever file you send to us we cross reference that and make sure they match. If there is an exception we will send an email out and we would need a decision by noon.

We also offer the service to scan checks from your desk and the funds would be deposited the next business day.

We are offering the Board of Education an annual budget of \$20,000 that would be able to be used and we have it listed as a payroll budget but you can use it to offset (inaudible) software. Another thing you can do is to use some of those funds for armor car service to pick up your deposits – most schools do Monday/Wednesday/Friday pickups. We also have a work place banking program.

Some of the schools district that locally bank – we have 9 out of 25 in Union County and we have Berkeley Heights, Kenilworth, Springfield, New Providence.

Mr. Nufrio asked are you listed on the stock market. Mr. Turano stated yes.

Mr. Monge stated you are working off of the federal rate – historically what is the difference between the two. Today we are at 2-1/4% versus 2.18%. Mr. Turano stated a little bit lower. Our rate would change on the first day of the month after the fed made a change. Mr. Monge stated you answered most of my questions. Can you talk about your customer service – transition (inaudible)? Mr. Turano stated Regina Nichols is our branch manager in Union – she manages both of our offices. For day-to-day transactions, copies of a check, a statement – reach out to Regina she will get that to you; anything larger than that you would contact me, I will be your relationship manager. As far as anything under technology piece, you will have access to our cash management team which is in Iselin. They are all bank officers – assistant vice presidents and up. We do have a call center that is open 24 hours a day. We generally ask that our government clients don't reach out to them because they aren't skilled as our cash management team. I rather have you call me on my cell – at night or weekend – I generally answer my phone.

Mr. Monge stated will there be any worries for teachers, staff as it pertains to transferring over from one bank to the other. Mr. Turano stated there wouldn't be any problems.

Mr. Monge stated where do you think the rates are going? I agree with Mr. Fraser that there is a 75% chance going in December (inaudible). I also want to address one last piece and that is our community involvement. We have been a big supporter of the Union Education Foundation. Every spring we make a nice donation for their fundraiser. The school board also has access to the Investors Bank Foundation. We awarded over \$4 million last year from our foundation and you can reach out to me and I will be happy to work with you on that. We have done anything from scoreboards to gymnasium floors, signs in front of schools – there is no limit.

Mr. Brennan stated our last bank is ConnectOne.

Mr. Cardone stated I am the First Senior Vice President of ConnectOne Bank. I have been with the bank for 17 years. We are the incumbent bank. We currently provide services to the Board of Education, electronic check deposits, ACH services, direct-deposit payroll. We cover the cost for the annual payroll service. Our banking system is very robust, funds move internally or externally. Every dollar on deposit earns interest – there are no minimum non-interest bearing balances. All fees are waived for the Board of Ed. The interest rates on the accounts will remain the same as they are currently which is effective fed funds rate plus zero which is currently 2.16% - 2.18% was mentioned and that is today's rate – that rate is traded daily so there is a range of effective fed funds which is where banks borrow from each other overnight. The banks themselves negotiate what is called effective fed funds which is typically right smack in the middle and so what we have been doing is two years ago Mr. Vieira came to the bank and asked to establish and move off the fixed rate and establish a floating rate scenario which we did at the time and we met recently and went back and I was asked to research our

interest rates which were largely fixed for the past 2-3 years and it showed that we were pretty much following effective fed funds not minus or plus anything – so October 1<sup>st</sup> we adjusted the rate to an effective fed funds plus zero which was 2.16%. On a go forward basis we would adjust that rate when the fed actually moves the target range. The actual fed funds rate gets traded daily and can change daily but we are proposing to change that rate when the fed actually moves the entire range with simply the 50 basis point range with the effective rate right smack in the middle. Our proposal is to maintain the rate at a floor of 2.16% and adjusted when the fed moves the whole range than we would follow to pinpoint the effective fed rate. So we start out at where you are at now – 2.16%.

In terms of our portfolio we are the smallest institution in this finalist of three so we don't have billions of dollars, we have a half billion dollar portfolio in public funds. The current rate on the Board of Ed's account is our highest rate than any client in that portfolio – you have been with the bank for almost 40 years so we are doing that as a courtesy but we do bank 20+ public entities in the State of New Jersey. I run that group as well as the cash management group. Your cash management team is Anthony – the branch manager in Union. I believe that is going well for quite some time and I'm available in Summit with my cash management team so we are always available to assist when changes are needed, when enhancements are available to be made.

In terms of giving back to the Board, over the past six years we sponsored a financial literacy program and was actually taught in the schools by the schools' teachers. Over 3,400 students have gone through that program and it is used by the District to meet your requirements on the State's financial literacy teaching requirements. When this year finishes we should be close to 4,000 students that have gone through that program.

Mr. Nufrio stated I was not cognoscente of the financial literacy program so thank ou for that. Is there any other community outreach? Mr. Cardone stated the Board of Education Foundation, the Township itself – the Board of Ed outreach for the last six years has been the financial literacy program that we put in place and the Foundation support.

Mr. Nufrio asked can you explain the floor rate is? Mr. Cardone stated the floor rate is 2.16% which was the effective fed funds rate on October 1<sup>st</sup>. Mr. Nufrio asked can you explain the actual meaning? Mr. Cardone stated I agree with my colleagues, I'm not going to forecast that 2-3 years – maybe December you will see an increase in the fed funds range – maybe the first quarter but beyond that we don't know. In a rising rate environment, the floor is not terribly important – the floor is the new rate that you can get for the next 24 months – 2.16%. But if our expectations change in a year and half from now, then the effective fed funds decreases below 2.16%, your rate will not increase. It is the best of both worlds. If you are borrowing money you want a ceiling – a floor rate inflates and changes – it will never be lower than 2.16% over the next 24 months. It will move the moment the range is adjusted but it will never decrease below the floor. Mr. Nufrio stated you are listed? Mr. Cardone stated yes.

Mr. Monge stated I am of the opinion so if you are at 2.18% today and if we assume rates will go up, the eff will go up so the next 24 months there would have to be something that would have to happen that would be material for us to dip below 2.18%. Mr. Cardone stated I would

agree. Mr. Monge stated explain in laymen's terms when is the snapshot when we would have the opportunity for the effective rate to go up? Mr. Cardone stated when the fed meets they have the opportunity to address the fed funds rate of interest but it is not a single number – it is a range. The ceiling is the target and it is typically 50 basis points below that is a floor with range of 50 basis points. The effective fed funds rate is right smack in the middle when it is set. The fed sets the range which is called day one but daily banks trade and negotiate so the effective fed funds change by base point too each day.

Mr. Monge asked when are those meetings? Mr. Cardone stated (inaudible) but there is no guarantee the adjusted rate (inaudible). Mr. Monge stated if we started a relationship tomorrow, two days from now the rates go up, we would have to wait for the adjustment. Mr. Cardone stated we would do it immediately.

Mr. Monge stated if we are into the middle of next month and they make that change does the change happen anytime? At the same meeting the federal rate is adjusted as well? Mr. Cardone stated the range is set that day, the next day or two the effective fund rate established for the banks, there is no reserve it is negotiated. Mr. Monge stated it is not a material time limit. Mr. Cardone stated no, a day or two once it happens we change it right away. It is not the following quarter or following month, it is right away. It is easier to do and it is more fair for the Board.

Mrs. Higgins stated about the range – is it any different than when the other two banks spoke about and they didn't talk ranges. Mr. Cardone stated so the fed rate is a range and our proposal is to set the rate at the fed funds rate negotiated within a day or two while the range is being adjusted by the federal reserve – up or down. Otherwise it is the most meaningful term - fed funds is a range. The most specific term or index would be the actual effective fed funds rate that is negotiated in a day or two. It is the targeted high end of the floor – a very specific rate and index.

Mrs. Richardson stated I deal with banks and I do online banking and I have to say that with ConnectOne I can bank, transfer from ConnectOne to another bank, and you can't do that with every bank that I deal with. I just wanted to mention that and it is very simple. I have one bank that I deal with and I have four accounts and I can't transfer between those four accounts. The online banking system works very well.

Mr. Monge stated there are a lot of questions that have come out of this. I don't know if this would be the appropriate place for questions. Will we have the opportunity to discuss this as well as the stock thing you talked about – maybe in executive session? What is the direction? Mr. Taylor stated to the extent the question is directed to me, I'm unaware of what the questions are. I heard Board members ask questions right now. I'm not aware that there are any other questions that you have. Without knowing what the questions or issues are I can't say right now if they would qualify for discussion in closed executive session or in public session. As a general proposition, matters of attorney client privilege can be discussed in closed session. Matters of contract negotiations, can be discussed in closed session. I will submit that banking services are recognized as a professional services under the public schools contract law (NJSA 18A:18A-5) and banking services can be negotiated – the rates etc. so that would qualify for

discussion in closed session if Board members have additional questions related to the negotiations of the rates or the terms and conditions of the proposed contract with the vendor that they may select.

Mr. Nufrio stated I would like to ask Mr. Brennan, our Business Administrator, since the process does and should always include the Business Administrator and this is how the process is stipulated by policy, just as Mr. Tatum is in charge of personnel, we certainly look to the Business Administrator to make the proper decisions or at least recommendations to this Board. Do you have a recommendation for this Board? Mr. Monge stated just a point. Mr. Nufrio stated it is not a point, you are out of order. Mr. Taylor stated as a point of order the chair can pose a question to the administration. Let the administration answer the question first and then you can be recognized and follow up.

Mr. Brennan stated I made my recommendation back in April and that was for ConnectOne and given that the rates we can go by and they have established a rate of 2.16% for the difference in the rate of 2.28% to 2.16% that is not material enough for me plus Mr. Cardone added that the Bank pays for our payroll service software which is about \$23,000 a year. With their customer service being incredible, why would we want to go somewhere else to an unknown. That is my recommendation to the Board but now it is up to you. Also that was my recommendation in August – two proposals because it went out twice. I was told by counsel that I should say that.

Mr. Monge stated may I please. Here goes the issue, I think that we should discuss it in executive session. We had an attorney that sat in that same seat and told us that we cannot have a bank. Mr. Taylor stated before you say what the attorney told you because typically when attorneys tell clients things, they are protected by the attorney-client privilege. So before you disclose what might be a confidential communication publicly. If it was said publicly – go ahead.

Mr. Monge stated he said it publicly. He publicly stated and advised this Board that we should not have folks that responded change their response after interviews. Just for clarity and Mr. Brennan knows this, when it happened in the meeting Mr. Brennan and I walked out of that meeting well great we will go back to the Board with ConnectOne. Am I correct Mr. Brennan? Mr. Brennan stated correct? Mr. Monge stated I said to Mr. Brennan please check with the attorney because the last time when we talked about negotiating, he said in a public meeting that it would be illegal and I think Mr. Nufrio posed that question so what I'm saying is I think it would be wise for this Board to have an opportunity in executive session to seek counsel about the proper way of going because for one I'm not going to have a Board Attorney tell us it is something illegal and we shouldn't do it and then we are going to sit here and cast the vote – so that is what I'm hoping for.

Mr. Taylor stated I wasn't here and I wasn't the Board attorney at that time and I don't know what the question and/or answer was as I stated before. If the nature and line of questions that you and/or your colleagues have qualify for discussion in closed session which I suggest that they do, it is up to you as a Board to make that motion to discuss it in closed session.

Mr. Nufrio stated I am still asking for a motion from a Board member to decide now because it has been said over and over again how long this is taking and it will be another hour or two. We heard the three presenters and we heard Mr. Brennan's recommendation. Mr. Taylor stated if I may Mr. President – I want to bring one more issue to the Board's attention. Mr. Brennan just reminded me. Shortly after my firm was appointed this package of information was submitted to my office with respect to the RFP process for the banking service and I'm looking at my computer here now at a memo that I sent to Mr. Brennan on October 4, 2018 regarding the RFP process. In that particular memo, in our conversation, there was reference to a question as to whether a vendor could alter its proposal, amend, revise its proposal after the submission date – the answer was no. My understanding was that vendor was advised as such and that the recommendations from the administration (a) were made before that revision was even made because you heard the recommendation from April but the recommendation from August was also made without considering the anticipated or proposed revision of the proposal. From that standpoint the process as I understand it was legal and ethical.

Mr. Nufrio stated is a Board member prepared to make a motion we will resolve that.

Moved by Mrs. Minneci, seconded by Mrs. Williams, that the following resolution be adopted:

#### APPROVE ACCEPTANCE OF PROPOSAL – BANKING

Approve ConnectOne Bank for banking services for the 2018-2019 school year.

#### DISCUSSION:

Mr. Monge stated you can have some respect Mr. Nufrio – you are the President of this Board. Mr. Nufrio stated you keep interrupting the process. Mr. Monge stated as a Board member if I am asking to be recognized then you need to respect me. Mr. Nufrio stated by all means. Mr. Monge stated even with the change which I will again throw caution to the wind as it pertains to that. It is still at least \$100,000 less from Valley National to ConnectOne. So financially as we sit here and we struggle and we have parents asking for aides or what have you. It is hard for the librarians and the like where we say it is hard to be able to wean our budget because we have to make these changes. If we are going to sit here and talk about trying to make it easy for the business office when you know what – put some skin in the game as well to be able to put in some additional dollars for this District. If it is all hands on deck. To not have an opportunity and to push the vote like this and not have the opportunity to be able to sit down and discuss this in executive session and if you all want to come out of that executive session and make the vote then fine but I feel 100% uncomfortable after having an attorney sit here with all the facts for two years of process and the like and be able to just have whatever information that you received with all due respect and you are making a decision, we didn't even have an open discussion and it is being pushed and that is totally irresponsible to say the least. Thank you.

Dr. Francis stated I remember and I think it was a worksession and Mr. Monge had asked if we could present to Connect Bank or any other bank – best and final and Mr. Griggs said no. Mr. Brennan stated this was not requested by the Business Office just to be clear. Dr. Francis stated for that reason when Connect Bank came back with a higher rate, we couldn't accept it. Mr. Taylor stated I'm not Mr. Griggs, respectfully, I was not here and a party to those



conversations. I was asked to give a general opinion on the procurement process for banks and as I indicated it is for professional services and you don't even have to go out for RFP to select a bank. Many public entities don't quite frankly – they contract with multiple banks. Some through a competitive process, procurement process, others do not. The law does allow and provide for direct negotiations with banks without going out for proposals. The information pursuant to Title 18A allows a public entity to select a bank in this instance, not just on price, but also taking into effect the most advantageous proposal, costs and other factors considered. Not just being penny wise and the rest of the saying so to speak. The reality is all these factors are valid for consideration. You heard me say respectfully sir that if you had questions that were appropriate for closed executive session, a motion could have been made. That opportunity was not taken advantage of, that motion wasn't made, there was a motion to accept the vendor, that motion has been properly moved and seconded and it is on the table and the chair can call for a roll call and move the process along.

Mr. Brennan stated with all due respect Mr. Monge you have been very supportive of the office and me but one tenth of one percent on \$23 million is \$23,000 not \$100,000. I just wanted to make that clear.

Mr. Monge stated if we have a situation like last time, we actually went back to the best and final. What is happening here is that we are allowing again someone who has provided services to change – this is the third time – to change on the fly. This is the way that we are going to run our District where you put out RFP's and RFQ's and whoever is sitting at the table, they can just change it as they go along. Where does it end? Last time what we ended up doing as an FYI, we did a best and final. We gave everyone the best and final opportunity and guess what ConnectOne came out on top and we were at one point at 20 basis points of interest. There was no rate that could rise along and they came back because of that competitive process, they came back at .75% so almost double of their rate and it was floating. Before we started this process it was at 1.67% so we made this District a lot of money because we had a competitive process. I think if we don't have RFP's and RFQ's with a competitive process and we allow stuff like this who the heck is going to submit proposals for RFP's and RFQ's in this District if we know that we have this loosey goosey thing. Why not have a best and final and let the three make their best and final and decide from there.

Mr. Taylor stated that is not the motion on the floor at this time so chair please proceed.

Mrs. Higgins stated it sounds to me like ConnectOne came back with a higher rate after the RFP process closed. Mr. Taylor stated again to my knowledge the rate and this is dealing with conversations with the business office – your current vendor pursuant to the terms and conditions in your current contract, could make adjustments under that current contract. Those adjustments were not related to the pending proposal – that is my understanding.

Mr. Brennan stated I have an email from ConnectOne and this has nothing to do with the proposal. “Please be advised that effective today, October 1<sup>st</sup>, the rate of interest on the Board of Education's accounts has been increased to 2.16% and will move when fed funds move at a rate equal to the effective fed funds rate minus 0% with a floor rate of 2.16%.” Again, this was not solicited by the Business Office – they went and changed our rate and so did Valley National

tonight – they said 2.28%, they were not at 2.28% in the proposal. Mr. Monge stated they actually were. Mr. Brennan stated I have them at 2.1%. Mr. Monge stated point of information, I don't know if you know this but we have a 2-year agreement with ConnectOne – am I correct Mr. Brennan? Mr. Brennan stated yes. Mr. Monge stated and that period of time has expired. This should have been done back in April. Mr. Brennan stated it should have but the Board decided to go out again. Mr. Monge stated so to be mid-agreement and make a change is one thing but be under an expired agreement, I think that is not a good argument.

AYE: Mrs. Higgins, Mrs. Minneci, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: Dr. Francis, Mr. Monge, Mrs. Regis-Darby

ABSTAIN: None

MOTION CARRIED

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

##### E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

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

##### E-2. APPROVE REVISED PROFESSIONAL SERVICES CONTRACT – UCESC

Approve revised Agreement for Professional Services School Year 2018-2019 between the Union County Educational Services Commission and the District, in accordance with the information appended to the minutes.

##### E-3. APPROVE CONTRACT WITH IRVINGTON BOARD OF EDUCATION

Approve contract with Irvington Board of Education for A.B. to attend Union High School for the 2018-2019 school year with amount of tuition as prescribed by State and Administrative Code, in accordance with the non-public information appended to the minutes.

##### E-4. APPROVE SCHOOL NURSING SERVICES PLAN

Approve the 2018-2019 Nursing Service Plan, in accordance with the information appended to the minutes.

##### E-5. PROCLAIM OCTOBER AS INTERNATIONAL ALPHA DELTA KAPPA MONTH

Proclaim the month of October 2018 as International Alpha Delta Kappa Month, in accordance with the information appended to the minutes.

##### E-6. APPROVE TRANSPORTATION CONTRACTS – MUJC

Approve the Morris-Union Jointure Commission (a) 2018 extended year transportation contract and (b) 2018-2019 regular school year transportation contracts, in accordance with the information appended to the minutes.

E-7. APPROVE CHILD OF EMPLOYEE TO ATTEND SCHOOL

Approve child of Employee #11529 to continue to attend Township of Union Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER’S REPORT

That the (a) final Cycle 13 Treasurer’s Report dated June 30, 2018\* and (b) Treasurer’s Report dated September 30, 2018 be accepted.

F-2. SECRETARY’S REPORT

That the (a) final Cycle 13 Secretary’s Report dated June 30, 2018\* and (b) Secretary’s Report dated September 30, 2018 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of September 30, 2018 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

\_\_\_\_\_  
Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of September 30, 2018 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct. *\*Subject to auditor adjustment.*

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. *Agenda item approved at October 9, 2018 worksession (districtwide travel)*

**F-6A. 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 6471 and in accordance with the information appended to the minutes.

**F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS**

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

**F-8. APPROVE LIST OF 2018-2019 STATE CONTRACT VENDORS**

Approve the amended list of the 2018-2019 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

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

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

School	Account/Department	Vendor/Description	Amount
Kawameeh Middle School	41/Musical Production	Marianne Deczynski – to purchase materials for costumes for Aladdin Jr.	\$2,500 (not to exceed)
Kawameeh Middle School	41/Musical Production	Peter Leone – to purchase materials for props, scenery and sets for Aladdin, Jr.	\$2,000 (not to exceed)
Union High School	2061/Cosmetology	Burmax – payment of cosmetology student kits	\$4,479.12
Union High School	2029/Cheerleading	Branch Brook Park Skating Rink – cheerleading/dance fundraiser (skate party)	\$2,000.00 (not to exceed)
Union High School	3250/Athletics	Susan G. Koman – for breast cancer fundraiser	\$2,000.00 (not to exceed)
Kawameeh Middle School	27/Library	Scholastic – book fair (9/24-9/28/18)	\$2,534.93
Union High School	3330/Athletics	C.Vega – candy sales for girls volleyball team	\$2,000.00 (not to exceed)

**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
Brownie/Snack Sale	October 18, 2018 to May 30, 2019	UHS/Campers Club – to raise funds for the camp trip and other field trips
Gertrude Hawk Candy Sale	October 17, 2018 to May 31, 2019	UHS/Interact Club - to raise funds to support both the local and international projects/charities requirements for interact clubs by Rotary International
Kidstuff Coupon Book	October 15-October 30, 2018	Union Middle School Soccer Club – to raise money for team ware and end of year awards celebration
Can Shaking	November 17, 2018	UHS/Boys Basketball – to raise funds for senior night, summer league, pizza party, team dinners and protein bars
Dress Down Day	October 24, 2018	UHS/Counseling Department – to raise funds for the Maureen Baldwin Counseling Scholarship for deserving senior in June 2019
Bake Sale	October to June 2019	UHS/Hiking Club – to raise funds for the Hiking Club’s trips and transportation fees
Pizza Sale	October to June 2018	UHS/Hiking Club – to raise funds for the Hiking Club’s trips and transportation fees
T-shirt Sale Fundraiser	October to June 2019	UHS/Robotics Team – to raise funds to cover the costs of registering teams for competition and purchasing new equipment
Support Relay for Life Dress Down Day Fundraiser	May 2019	UHS/Counselors for a Cure – Relay for Life of Union – to raise funds for Relay for Life
Red Cross Blood Drive	November 2, 2018	UHS/Peer Ambassadors – blood drive – scholarship to be given to Peer Ambassador
St. Jude Classic	December 12-14, 2018	UHS/Basketball – to raise funds to be donated to ST. Jude Children’s Research Hospital
Cold Weather Ear Muff Sale	October 17-30, 2018	UHS/Cheerleading-to raise funds for the cheerleading club’s new uniforms
Valentine’s Day Candy Gram Sale	February 1-14, 2019	UHS/GSA – to raise funds for the GSA club activities and graduation gifts
Lanyards Sale for Day of Silence	April 12, 2019	UHS/GSA – to raise funds for the GSA in order to raise awareness
Fashion Show Fundraiser	January 11, 2019	UHS/Class of 2019 – to raise funds for the class of 2019 seniors
Mr. UHS	May 17, 2019	UHS/Class of 2019 – to raise funds for the class of 2019 seniors
Pumpkin Sale	October 17-31, 2018	Kawameeh/Student Council – to raise money for 8 <sup>th</sup> grade trip to Forest Lodge
Yankee Candle Fundraiser	October 26- November 9, 2018	Kawameeh/Student Council – to raise money for 8 <sup>th</sup> grade trip to Forest Lodge
Otis Spunkmeyer Sale Fundraiser	October 30- November 20, 2018	Burnet/Jazz Band-Mixed Choir-Band – to raise funds for music in the parks yearly event

Spirit Wear Fundraiser	October 5-November 5, 2018	Burnet/various clubs – build school culture and spirit and to raise funds for community service initiatives
PTA Snack-A-Thon	October 2018-June 2019 (monthly)	Burnet/PTA – to raise funds to support clubs, activities and events for all grades
Bake Sale	October 2018-June 2019 (weekly)	Burnet – to raise funds for various student activities and clubs
Spirit Items Sale	October 17-31, 2018	UHS/Farmer Fam – to begin building funding for club
Bake Sale	November 29, 2018-May 10, 2019	UHS/Seekers Club – to raise funds for Seekers Club Scholarships
Bake Sale	November 29, 2018-May 10, 2019	UHS/Awareness Club – to raise funds for charities
Dress Down Day	March 1, 2019	UHS/Peer Ambassadors – to raise funds for transportation for Peer Ambassador event in NYC
Leadership Dinner Banquet	May 18, 2019	UHS/Peer Ambassadors – to raise funds for Peer Ambassador scholarships (collegiate & global service learning)
Candy Sale	January 7-25, 2019	UHS/Peer Ambassadors – to raise funds for jackets and events offsite for Peer Ambassadors
Drawstring Backpack Sale	October 29-November 19, 2018	UHS/Peer Ambassadors – to raise funds for Peer Ambassador scholarships (collegiate & global service learning)
Apparel Sale	October 17-31, 2018	UHS/Class of 2019 – to raise funds for the class of 2019 seniors
Shoprte Bagging Fundraiser	December 15, 2018	UHS/Hiking Club – to raise funds for the Hiking Club’s transportation costs
Bake Sale	October 30, 2018	UHS/Empowerment Mentoring Club – to raise funds for the Empowerment Mentoring Club
Art to Remember	October 25-November 23, 2018	Hannah Caldwell-to raise funds for Schools Art Club supplies, trips

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
American Legion Post 35	Union High School-Jr. ROTC	\$300.00
Your Cause, LLC	Livingston Elementary School	\$150.00
Friends of Union Public Library	Hannah Caldwell Elementary School	\$100.00
Friends of Union Public Library	Burnet Middle School	\$100.00

**F-13. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT**

Approve the Comprehensive Maintenance Plan Report (FY18, budgeted FY19 and Planned FY20), in accordance with the information appended to the minutes.

**F-14. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (M-1)**

Approve the Annual Maintenance Budget Amount Worksheet (M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.

**F-15. APPROVE A CARING CONNECTION – NURSING SERVICES**

Approve A Caring Connection, to provide Nursing Services, at the rate of \$55.00/hr for RN, \$42.77/hr. for LPN and \$21.00/hr. for CHHA, not to exceed \$65,000.00 for the 2018-2019 school year [Account #7043/11-000-216-320-01-19] (per the Beach, Vitale Act Senate #375) (contract under attorney review), in accordance with the non-public information appended to the minutes.

**F-16. APPROVE SPEECH AND LANGUAGE THERAPY SERVICES**

Approve Karen Bethel, MA, CCC-SLP to provide speech and language therapy services for a District student for the 2018-2019 school year, not to exceed \$7,400 [Account #11-000-216-320-01-19/7043], in accordance with the non-public information appended to the minutes.

**F-17. APPROVE PLAY UNIFIED GRANT AWARD**

Approve the application to Play Unified on a districtwide basis, and acceptance of the Play Unified Grant award, in the sum of \$9,500.00, to be distributed to the following schools accordingly. This will amend the previously approved Board item (F-15, July 17, 2018) for the application of individual schools to the Play Unified Grant – (a) Burnet Middle School - \$3,500; (b) Union High School - \$3,500; (c) Kawaweeh Middle School - \$2,000; (d) Jefferson School - \$500.

**F-18. APPROVE INCREASE TO 2018-2019 GENERAL FUND APPROPRIATIONS - \$463,279**

Pursuant to N.J.A.C. 6A:23A 13.3 section (d) appropriate surplus generated from State extraordinary aid excluded from the excess surplus calculation in the prebudget year in the amount of \$463,279, the unbudgeted appropriations shall be used as follows: (a) Account #11-140-100-101-01-10-0010-050, UHS Grades 9-12 teacher salaries = \$300,000; (b) Account #11-000-100-566-01-19, private special education out-of-district tuitions = \$163,279.

**F-19. APPROVE ACCEPTANCE OF 2018 NJSIG SAFETY GRANT**

Approve the acceptance of the 2018 New Jersey Schools Insurance Group Safety Grant, in the amount of \$24,353.06.

F-20. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

F-21. *Agenda item approved at October 9, 2018 worksession (Starlight Homecare Agency)*

**DISCUSSION:**

Mr. Monge stated F-13 and F-14 – the annual maintenance budget for the schools – normally this ends up being a calculation that is relating to the gross square footage, replacement value and the like which is consistent for the most part throughout here except for Hannah Caldwell – I just wanted to find out why there was a difference at Hannah versus other schools of like size. Mr. Brennan asked Mr. Loessel if it could be deferred to him. Mr. Loessel stated I don't have the information. Mr. Monge stated Hannah Caldwell has a budget of \$98,000 whereas Burnet is at \$74,000. Kawameeh is at \$59,000. Mr. Brennan stated it is all based on

square footage as you said. Mr. Monge stated no it is not. If you look at the numbers – Hannah Caldwell is at 87,000 square feet, Burnet is at 167,000 square feet. It seems like that's not right. Mr. Brennan stated let me check with Mr. Vieira who prepared this and this is going to be submitted to the County so we want to make sure it is correct – just to verify this and we will get back to you tomorrow on this.

Why can't we approve this with the condition? This is an annual report that we submit to the County based on maintenance on each building – it is an estimation. These are not fixed dollars in our budget – these are estimations. Mr. Monge stated it is a material difference. Is it fair to say that the calculation should be the same for all buildings? Mr. Brennan stated the formula should be but the data is different – it comes up with that calculation. Are you suggesting to check the formula? Mr. Monge stated are you able to look at the square foot number and it is not as simple as that, I think the replacement values is part of that calculation but I may be wrong. Do you know Barry? I don't know if there is an inspiration from our attorney as it pertains to these. I know it is square footage and replacement value but is it fair to pass this with the understanding that we want to double check the calculations here and if they are incorrect then they will be corrected and we are approving that or what do you suggest?

Mr. Taylor asked when is the report due to the State? Mr. Brennan stated it is due this month – October 31<sup>st</sup>? Mr. Taylor asked can the report be amended after submission? Mr. Brennan stated yes. Mr. Taylor stated if the report can be and the report is just an estimate summary proposed or anticipated versus a set in stone plan – with those representations by the administration, I don't see how or why this report can't be submitted to the State to meet the deadline and if there is in fact a material or immaterial change that has to be made, a revision or addendum can be submitted in a subsequent date. Mr. Brennan stated I can report back to the Board. Mr. Nufrio stated all resolutions passed are subject to errors and omissions. This is one of those situations. It is just an estimate to begin with. The proper research and notify the Board as well. Mr. Brennan stated absolutely. Mr. Nufrio stated I concur this can be passed with the caveat that the correct numbers will be forwarded to both the Board members and the to the County. We don't want to give the County the wrong numbers. Mr. Brennan stated this will be checked tomorrow morning and I will reach out to the Board before we disseminate anything to the County.

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Dr. Francis (F-13/F-14); Mrs. Minneci (F-8-Vendor 85992) MOTION CARRIED

#### GRIEVANCE/NEGOTIATIONS COMMITTEE:

Mr. Nufrio stated Mr. Taylor I need clarification with regards to Board members that are conflicted since there are employees that are supervised by certain administrators. This is a contract for the entire District. I was of the opinion that conflicted members should not vote. Is that correct? Mr. Taylor stated Mr. President respectfully I missed the beginning of the question because I was speaking with the BA about a different legal issue. Mr. Nufrio stated there are three of us that are conflicted because we have family members. Mr. Taylor stated conflicted with respect to voting on issues with the teachers' union? Mr. Nufrio stated administrators. It



doesn't mean the conflict exists with all administrators but it does exist and those administrators that would be relevant to the issue would be benefitting of the contract. I believe it was asked before and I know I asked another time that we should probably be recused. Mr. Taylor stated again without knowing the individual relationships that lead to the contract referring to I would submit that if you feel as though you have a conflict, you should recuse yourself not just from the vote but from discussion on the item. Mr. Nufrio stated discussion would follow but we would also have to abstain from that as well.

Moved by Mrs. Richardson, seconded by Mrs. Williams, that the following agreement be adopted:

**G-1. APPROVE AGREEMENT WITH UTASA**

Approve Agreement between the Township of Union Board of Education and the Township of Union Association of School Administrators, September 1, 2018 through August 31, 2021, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Taylor stated you can move the item but in terms of discussing and voting on it. Mr. Nufrio stated if there is any discussions can it be had in front of us? Mr. Taylor stated yes they can be had in front of you. Whoever is conflicted should not participate in the discussion and should abstain from the vote. Mr. Monge stated he is conflicted. Mr. Taylor stated he can still run the meeting and recognize Board members to speak.

Conflicted Board members are to abstain from vote and discussion.

Mr. Monge stated where does this stop; how did this make the agenda? Mr. Nufrio stated G-1 who put it on the agenda. Mr. Tatum stated the business office. Mr. Taylor stated obviously I didn't negotiate this contract it predated my appointment with the Board. I understand there was another attorney representing the Board. If there are questions about this – the MOA – those questions can be addressed in closed session because they are confidential until they are ratified by the Board of Education. From a procedural matter, your agendas are “set” by the Board President and the Superintendent. Superintendent's typically delegate financial issues to the BA. It sounds like this is a routine – this MOA with one of your bargaining units that is on the agenda for approval. I presume and hope that it has already been ratified by the union and if there are questions about the MOA let's go into closed session to talk about it.

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

NAY: None

ABSTAIN: Mrs. Higgins, Mrs. Minneci, Mr. Nufrio

**MOTION CARRIED**

**OPERATIONS COMMITTEE RESOLUTIONS:**

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

**O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS**

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

**O-2. 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 for Franklin Elementary School (2018-2019 school year), in accordance with the information appended to the minutes.

**O-3. APPROVE SRO AGREEMENT – 2018-2019**

Approve School Resource Officer Agreement for the 2018-2019 school year, in accordance with the information appended to the minutes.

**O-4. APPROVE RENTAL FEE SCHEDULE – 2018-2019**

Approve Rental Fee schedule for charges for the use of school facilities for the 2018-2019 school year, in accordance with the information appended to the minutes.

**O-5. *Agenda item approved at October 9, 2018 worksession (trunk or treat-Jefferson)*****O-6. APPROVE REQUEST FROM CROSSROADS CHRISTIAN FELLOWSHIP**

Approve request from Crossroads Christian Fellowship to use Battle Hill School Gym for the 2019 volleyball/basketball program every Thursday from 7 p.m.-9:30 p.m. during the period of January 3, 2019 through April 11, 2019 and requesting waiver of rental fees. Certificate of Insurance to be provided.

**O-7. APPROVE REQUEST FROM UNITED COMMUNITY CENTER**

Approve request from United Community Center, Inc. to use Hannah Caldwell Elementary School's auditorium on Martin Luther King, Jr. Day for annual celebration (January 21, 2019 – 10:00-3:30 p.m.).

**DISCUSSION:**

None

**AYE:** Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

**NAY:** None

**ABSTAIN:** Mrs. Regis-Darby (O-4)

**MOTION CARRIED**

Mrs. Richardson presented the discussion item - Request from Holy Spirit School to use Hannah Caldwell gyms on Tuesday evenings from 5:30-9 p.m. and Washington School gyms on Thursday evenings from 5:30-9 p.m. from mid-October through February and requesting waiver of rental and utility fees – for basketball.

Mrs. Higgins stepped away prior to vote.

Moved by Mrs. Richardson, seconded by Mrs. Minneci, that the following resolution be adopted:

**O-8. APPROVE REQUEST FROM HOLY SPIRIT SCHOOL**

Approve request from Holy Spirit School to use Hannah Caldwell Elementary School gym on Tuesday evenings from 5:30-9:00 p.m. and Washington Elementary School gym on Thursday evenings from 5:30-9:00 p.m. from mid-October through February and requesting waiver of rental and utility fees.

**DISCUSSION:**

None

**AYE:** Dr. Francis, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**PERSONNEL COMMITTEE RESOLUTIONS:**

Mr. Benaquista stated in P-1A – the first one listed there we are going to hold off on voting on that first person and to be discussed in executive session.

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

P-1. *Agenda item approved at October 9, 2018 worksession (personnel actions)*

**P-1A. PERSONNEL ACTIONS**

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

**P-2. APPROVE SUBSTITUTE LISTS**

Approve Substitute Lists for the 2018-2019 school year in accordance with the information in the hands of each Board.

**P-3. APPROVE CHANGE OF SALARY CLASS #3**

Approve Change of Salary Class #3, effective September 1, 2018, in accordance with the information appended to the minutes.

**P-4. APPROVE LEAVES**

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Agboola, Rahmatallah	Paraprofessional	Battle Hill	9/24/18-10/29/18	Unpaid FMLA	

Markel, Jennifer	Teacher	Livingston	Tentative return date 1/22/19	Maternity leave	
Rosales, Yahari	Special education teacher	Union High School	11/21/18-3/1/19	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Maynard, Ashley	Special education teacher	Franklin	11/26/18-4/11/19	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and unpaid non-FMLA/NJFLA	
Placca, Nicole	Spanish teacher	Union High School	11/26/18-4/11/19	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
D'Addario, Susan	Paraprofessional	Battle Hill	10/4/18-12/31/18	Paid intermittent FMLA leave	
Esposito, Elizabeth	12-month Conf Admin Assistant	Central Office	9/24/18-10/26/18 Followed by 10/26/18-10/26/19	Consecutive weeks followed by intermittent FMLA/NJFLA	
Pedicini, Alexander	Technical education teacher	Union High School	11/12/18-11/16/18	Paid paternity leave to bond with a child	
Mauriello, Natalie	School social worker	Livingston Elementary School	11/19/18-1/2/2020	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and non-FMLA/NJFLA child rearing	
Kelly, Nicole	English teacher	Kawameeh Middle School	1/2/19-4/8/19	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Connolly, Dana	Teacher	Hannah Caldwell Elementary School	12/10/18-9/1/19	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and non-FMLA/NJFLA child rearing	
Osborne, Melissa	Special education teacher	Burnet Middle School	10/4/18-6/30/19	Unpaid intermittent FMLA	
Klein, Peter	School social worker	Union High School	10/18/18-12/6/18	Paid FMLA	
Giancaspro, Denise	10-month secretary	Special services department	9/4/18-6/30/19	Paid intermittent FMLA	

Schoenberger, Nancy	Music teacher	Kawameeh Middle School	9/6/18-6/30/19	Intermittent FMLA/NJFLA	
Manderichio, Stephanie	Teacher	Jefferson School	10/12/18-6/30/19	Intermittent FMLA	
Cobb-Roseberry, Zakiyyah	Teacher	Franklin Elementary School	10/16/18	Maternity leave	Earlier return date to work

**P-5. APPROVE STUDENT TEACHER LIST**

Approve student teacher list from Kean University as junior field and senior student teachers for the 2018-2019 school year, in accordance with the information appended to the minutes.

**P-6. APPROVE REVISED 2018-2019 ATHLETIC EVENT FEES**

Approve the revised 2018-2019 Athletic Event staff fees, in accordance with the information appended to the minutes.

**P-7. APPROVE ATTENDANCE OF DISTRICT STAFF – MUJC**

Approve the attendance of Diane Pielech to the Morris Union Jointure Commission Teachers of Transition Subcommittee, MUJC Professional Development Center on November 20, 2018; January 29, 2019, March 12, 2019 and May 21, 2019, at no cost to the District.

**P-8. APPROVE ADDITIONAL EMPLOYEE(S) FOR REAPPOINTMENT – 2018-2019**

Approve additional employee(s) to be reappointed for the 2018-2019 school year, in accordance with the information appended to the minutes.

**P-9. APPROVE RESIGNATION/RETIREMENT**

Approve letters of resignation/retirement for the following staff:

**Resignations/Retirements:**

Name	Position	Location	Effective Date	Reason	Notes
D'Amico, Frank	custodian	Burnet Middle School	January 1, 2019	retirement	
Golding O'Brien, Maura	Special education teacher	Union High School	11/30/18*	Resignation	*asking to be released prior to required 60 days notice, release dependent on district needs
Kelly, Samira	Paraprofessional	Franklin Elementary School	10/15/18	resignation	
Castaneda, Linda	Spanish teacher	Union High School	1/1/19	retirement	

**DISCUSSION:**

None

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

**POLICY COMMITTEE:**

Moved by Mrs. Richardson, seconded by Mrs. Minneci, that the following policy be adopted:

**POL-1.POLICY 5561-USE OF PHYSICAL RESTRAINT AND SECLUSION TECHNIQUES FOR STUDENTS WITH DISABILITIES**

Policy 5561 – Use of Physical Restraint and Seclusion Techniques for Students with Disabilities, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Nufrio stated we had some discussion last week and it is in compliance with the State requirements that were sent down to us.

Mrs. Williams stated by not required to contact the parent if the child has been secluded, is that something that can be put in their IEP so that parents will know if their child is put in a situation that they have to be secluded? Mr. Nufrio stated Mrs. Conti – Mrs. Williams is asking whether the seclusion aspect. Mrs. Williams stated the State doesn't require that parents be notified if their child is being secluded. Is that something that can be put in their IEP so that parents are aware that their child is in a situation where they have to be secluded? Mrs. Conti stated I would have to take a look at the policy again. One thing is we have the policy and we have to do prep work in terms of getting incident reports that updated to reflect the requirements of this new law. If you look at the two parts, restraint and seclusion they have very different definitions and secluding a student is not something that is considered. The restraint piece is something again we have to have training for as well. At this point I would just like to take a look at that more and get back to you. The law has two components the restraint and the seclusion piece and before I answer it is the law is a little lengthy and in-depth so before I give an answer that might want to reflect on it a little bit before getting back to that. There are a lot of pieces to this law. There is the training piece, the incident reports as well so all of that has to be considered. First we need a policy then you put all the other pieces together then these will fall in place.

Mr. Nufrio stated we need the policy it says we do. Anything else that follows will be internal decisions.

Mr. Monge stated Mrs. Richardson said something to me that we should be weary of – she said that this policy, Mrs. Conti should have been part of that process in developing and if that is the case then we all should know. Mr. Nufrio stated I'm not sure if that is absolutely correct because when the State sends down policy changes we have no choice but to adhere to the changes – pass the policy and then as Mrs. Conti said what they interpret it and apply it properly then it is a simple procedure – complex in nature but still it is ours to apply. Mr. Taylor

do you have an opinion on whether the policy committee should have consulted with Mrs. Conti on that?

Mr. Taylor stated Mrs. Conti you have no opposition or objection to the policy in its present form. Mrs. Conti stated actually the person who initiated this because in the guidance we have to have the policy and we have had previous discussions about this but with the guidance from the State we need to have one. Mr. Taylor stated so to answer my question – the policy in its current form, in your position as Director of Special Services, you have no objections. Mrs. Conti stated I have no concerns about it. Mr. Taylor stated you ultimately answered the question. Again there are certain policies and procedures that are mandated by the State, recommended by the State – this appears to be one of them. In certain instances there can be certain tweaks locally to enhance it but there is no recommendation to do that so it is appropriate to vote on. Mr. Nufrio stated any tweaking would have to be in compliance with the confidentiality laws and regulations.

Mrs. Regis-Darby stated in terms of the IEP and the policies. Not changing the policy – but make an accommodation to the IEP for the parent who request in the IEP whether or not they can get notified if their child is placed in seclusion. Mrs. Conti stated again I want to go back and make sure of the interpreting and I will look into it as well but notification – we should always notify the parent if any type of restraint, and seclusion is all another matter. Mrs. Regis-Darby stated the parent has the right to request that. Mrs. Conti stated too it is part of guidance – the District must call the parent and let them know. We have a higher authority there because of the law. Mrs. Regis-Darby stated so to answer her question – the answer is yes. Mrs. Conti stated that answers the question what I thought that you were asking was parents requesting certain aspects of seclusions and restraints which then becomes if there are individualized education plans there would be various strategies put in place in the IEP but anytime a restraint or seclusion you would have to go to the parent. Mrs. Regis-Darby stated I think if that was answered in the beginning we would have been moved on.

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

#### RESIDENCY COMMITTEE RESOLUTIONS:

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

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

Approve the list of students removed from the rolls [seven (7) students exited from September 1st through September 28, 2018 (5 from elementary, 1 from secondary and 1 from high school) or a total of nine (9) students for the 2018-2019 school year], in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #290307 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 #270568 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 #244020 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 #290536 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 #260782 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 #260783 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 #206500 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Moved by Mrs. Higgins, seconded by Mrs. Minneci, that the following resolution be adopted:

T-1. APPROVE LEASE FOR CHROMEBOOKS – JEFFERSON SCHOOL

Approve a 5-year Lease with Dell Financial Services LLC for Chromebooks for Jefferson School, in accordance with the information appended to the minutes.



**DISCUSSION:**

Mr. Monge stated this will eventually be incorporated into our one-to-one initiative. Mr. Tatum stated I believe the way Mrs. Paul explained it last week it is the one-to-one initiative.

Mrs. Richardson step away prior to vote.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

**APPROVAL OF BILLS:**

Moved by Mr. Monge, seconded by Mrs. Williams, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: Mrs. Minneci (Vendor 49500)

MOTION CARRIED

**UNFINISHED BUSINESS:**

Mr. Monge stated updating Genesis to allow to show volunteer hours – yes. The traffic study we still have the folks going to present to Connecticut Farms. Mr. Brennan stated yes. Mr. Monge stated fiscal plan – just to give everybody an update on that. Mr. Brennan was talking to our bond advisors and they are going to be providing us an overview of what they propose is a way to be able to finance our 5-year facility plan. Mr. Brennan stated that is correct.

Just as an FYI and Mr. Taylor I know you said something different but I don't know if you have seen our RFP calendar schedule. Last week when we talked about the RFP process and waiting til next year – just an FYI to everyone, when we approved this calendar we actually had three RFP's that should have gone out October 31<sup>st</sup> but they are being tweaked and they will be going out this month – architects, environmental engineer, civil engineer. I think we will talk in executive session on in detail but Mr. Taylor if you can provide the update that you provided me – your read on the TV34 contract and I won't have any comments because I will wait for executive session.

Mr. Taylor stated I can give the Board an update in public regarding TV34 contract – the question that came up last week – I did review the documents that were available regarding the agreement with TV34 and the Township. Specifically the question is and was whether TV34 and/or the Township could unilaterally cancel programs. The programming in question is an event that has been customarily and traditionally sponsored by the League of Women Voters, a local non-profit organization, that hosts a debate for school board candidates which happens to

be televised on this local public access station. The question or concern was whether the public access station and/or the Township could alter, amend and modify the policies and their decision not air school board election debates without advance notice to and consent and approval by this Board of Education. I reviewed the applicable agreements – 2010 and 2018 and in pertinent part there is a provision that requires notice to and/or decision making authority of the superintendent as it pertains to school sponsored programming. There also is a requirement in the document that requires advanced notice to and not just to the superintendent as was alleged last week when someone said the superintendent knew about this – that is somewhat irrelevant because it also would require notice to the Board of Education for changes in the policy that affect the school board pertaining school sponsored programming. There is a whole section on school sponsored programming – i.e. your school play, a football game, a board meeting, or some other school sponsored programming and/or something sponsored by the students that you are in charge of providing a thorough and efficient education. There is a separate provision in the agreement that deals with nonprofit organizations and/or other organizations. This debate again is sponsored by a nonprofit organization. It is not sponsored by the school district, it is not produced by the school district and in some respect some would say the school district, when you are on this table, you are a legislative member of the governing body, this is government. The elections are politics so that isn't a school sponsored event. So the change in the programming and airing the programming isn't one that requires advance notice to or approval by the Board of Education based upon my interpretation of the agreement.

Mr. Monge stated thank you for that update. The one thing that I will mention and we can expand on it – we can punt that to executive session, is Section X is not under school based programs – it is a provision that is out there and provision may not be the right word but it is a section that is in the body of the full agreement and it reads “revisions to operational policy and procedures, the Township may only modify policy and procedures affecting Union Public School System only after formally presenting it to the superintendent and the Board of Education” and I think elections and outcomes of elections do affect the school district. I don't want to debate it. I just want you to read what I encountered in my thought. Mr. Taylor stated I understand. We discussed that separately and I told you my interpretation of that provision and it is not applicable in this particular instance. I will defer to the chair as to whether this issue needs to be discussed in closed session. I don't think it does because there is no attorney/client privilege and/or anticipated litigation contemplated from a provision that is not relevant or actionable by this Board of Education as a government entity. If there is a private cause of action that you want to bring, you can do it and/or as I indicated the nonprofit entity would have the concern with respect to their function being cancelled. Mr. Monge stated I said to you we own the equipment and you said I saw that. Mr. Taylor stated I saw that, it is a whole separate issue. Just cause you own it doesn't mean you dictate what happens with it. It is a whole different conversation and I don't disagree with you. Let the record reflect we agree on that but it is a separate conversation.

Mr. Monge stated lastly, Mr. Nufrio and Mr. Taylor, our last conversation we talked about me making a recommended policy edits to the by-law committee and that was submitted but it didn't make the agenda. Talking to Mrs. Richardson who is chair of the policy and then talking to Mr. Tatum, if Mr. Tatum could cause something to be on the agenda, why couldn't I make a motion to put this on the agenda tonight.

Mr. Taylor stated I will reiterate some comments I made last week and the interpretation I provided to the Board last week. The alteration, amendment, modification of your Board bylaws, in this instance, the proposal is to amend the bylaw, to add or delete certain language. My comments and opinion isn't for or against the language, I'm just talking about the process. It is a process that I am interpreting, that has been approved by this Board of Education on an annual basis when you approve your bylaws and policies. Your policies vest power and authority in the Superintendent and the Board President to establish the agenda. It is a mutual function by both, not one. As it pertains to setting policies and bylaws, it is purely a governance function of the Board of Education. I'm not saying it can't be done, it is a process. When board members take an oath of office, you take an oath to uphold not just the laws of the State of New Jersey but the very bylaws and regulations that you adopt. Your policies in addition to requiring 2/3 of a majority vote in order to amend a bylaw, requires that said proposed amendment must be advertised on the agenda in a call of the meeting. The way I interpret that, as I mentioned last week, your worksession last week was essentially the agenda for tonight's meeting. As we discussed last week, my recommendation was to put it on the agenda at the November meeting. Your Board President said that he would be happy to refer it to the appropriate committee, the policy committee, which is a standing committee which is charged with reviewing changes to your policies. I'm looking at your regulation and your regulation interprets and provide further roadmap on how to interpret and comply with your policies. Your regulation File Code 9130 specifically states in reference to the Policy Committee in subsection (a) on page 2 – "the committee on policy shall recommend all proposed changes in Board Policy either to an appropriate committee for its review or to the Board for review and action." The recommendation was for you simply to refer your proposed modification to the appropriate committee, for that committee in turn do its due diligence pursuant to the Code of Ethics (18A:12-21.1 consult with those effective) as you referenced earlier whether the individual was consulted because part of your recommendation involves input from the administration. So reporting it to the committee, this is not trying to sandbag it, sabotage it, to undermine it, it is simply just remind the Board of its obligations to comply with its own bylaws, its own policies, its own regulations.

Mr. Monge stated going back to the video tape or recording, I sat down with Mr. Arminio to go through this process and the conversation that was one of the things that was said and we took a pole and Mrs. Minneci, Mrs. Richardson – we had a couple of folks that said go ahead and make the adjustments and submit it which I did to Mr. Nufrio and I shared it with Mrs. Richardson and yourself and Mr. Tatum. I have been talking about this for months. Mr. Nufrio, I look to your leadership. It is a change or adjustment. Mr. Taylor stated I get that but all I'm saying is in a week I think I gave you more information than you got in months. In a week I gave you your roadmap. My suggestion is to follow that roadmap because you have something called QSAC where the one thing in the Board's control is governance and part of governance is following your policies. So how do you want to change a policy, you don't even want to follow your policy so the recommendation is to follow the roadmap in your policies to effectuate the change you are recommending that will take 3-4 week to get it on the table.

Mr. Monge stated this is the last thing and then I'm done. This is an interpretation of this sentence. "From time to time, the Board President shall convene an ad hoc committee to review

RFP's submitted for professional services and make recommendations to the entire Board before listing those items on the voting agenda." What is your interpretation on that? Mr. Taylor stated it says what it says. Mr. Monge stated I'm going to tell you what my interpretation is – when we have RFP's that the president shall convene an ad hoc committee to review the RFP's submitted for professional services and make a recommendation to the entire board before listing those items on a voting agenda. I'm just reading that to you exactly what I think it says which it does – this is our policy. While this is not any edits that I made, this is the exact policy that is there today. I'm asking you what is the interpretation? If we have an RFP, what is our current policy say that our President should do. Mr. Taylor stated it says the president from time to time – so it is not every time. Mr. Monge stated I know you a little while but I know you enough that you were going to say that. Ultimately at the end of the day and how I read it, from time to time we are going to have RFP's and from time to time there are going to be ad hoc committee that is going to be selected to review, make recommendations to the Board before they go on the agenda. I just want your thoughts on. Mr. Taylor stated what you said is legitimate. You as a Board member have equal rights to voice your questions, comments, concerns. I'm not taking exception or judging you or discredit those questions, comments and concerns and/or recommendations. All I'm simply giving you is the roadmap based upon other policies that are in force and effect as to how to effectuate the presentation of your bylaw change to this body – that is all I am doing sir.

Mrs. Minneci stated Mr. Arminio usually talks about different activities – the boys football team, girls soccer and boy soccer teams all won and they have done extremely well. The other teams I'm not caught up with as Mr. Arminio is and I apologize.

I did mention something at our worksession – we have a senior this year Brittany Kennedy and I am a member of the Women's Public Union and every year we ask the guidance department to select two junior girls for the committee to interview and send them to a GCI weekend and it is a great opportunity for them. We send one but some districts send two and they give them the experience of what it is going to be like to go out in the world of work or to go to college. This year we sent Brittany Kennedy who was an excellent candidate. One of her notes she sent us was "Thank you for sponsoring me. You have no idea how much this opportunity means to me. Being nominated was a tremendous excitement and such an honor. If it weren't for you guys this wouldn't have been possible. Not every day a girl gets a chance to participate in an experience as such and words can never express my gratitude to all of you for sending me to Girls Career Institute. Once I return I would love to come share my experience with you all. I know I am going to have a great time and again thank you for contributing to this once in a lifetime opportunity." She did come back as promised in October to our meeting. She came with her mom and explained to us what she did and she said she made friends from all over the State that she is in touch today. They got together in the summer and I just wanted you to know that we have such great students in our school. Every year we send someone and every year it just gets better and better. I spoke with her mom and she said I could mention this. I want to congratulate her and I know she is very active in school.

We also have the graduate Kylan Dan who represented Bermuda in the junior Olympics in Argentina. I spoke with his mom and she said he started swimming competitively at 8. He swam for the Boys and Girls Club and the high school. He went to Jamaica and swam in the

Caribbean island competition where he swam the 1500 meter and won silver medals and he went to other meets in Aruba where he won silver and gold medals and recently he was in the junior Olympics in Buenos Aires, Argentina. His mom said although he didn't win any metals the accomplishment speaks volumes. He attends NJIT and he is studying architecture. I want to congratulate him.

Mr. Nufrio stated Mrs. Williams I know last week I said I would see you at the game but it wasn't home.

Mrs. Williams stated it was an exciting game because Union beat Westfield for the first time in three years and it was a great game. Our quarterback had a very funny quote and he said "he has been losing to them since 8<sup>th</sup> grade and he always wanted to win and take vengeance and that night we got vengeance big time" – so hands up to our guys.

Mr. Nufrio stated last Friday was another victory to the win column. I received a text letting me know that the Union Football team beat Hunterdon Central and that was a decisive victory. So now they are 6-1 – that one should not have been but a couple of mistakes. This Friday is the homecoming. If you have never been to our football field, the kids would love to see as many people as possible, I intend to be there and looking forward to seeing another victory for our team. Congratulations to our entire team and coaches – they are doing a splendid job. I won't make a prediction but I think they will go all the way.

#### NEW BUSINESS:

Mrs. Regis-Darby stated on Saturday I was fortunate enough to attend the Parents of Change second annual "It takes a village forum" at Kean University. Some takeaways from the community and the parents and the panelists who participated in this event and live in the solution and not the problem, do not isolate, nurture the village, be inclusive, build bridges and not walls, seek out opportunities, you need to say yes more, what helps you helps Union, real change takes real courage, repeat what we don't prepare – comes from Miss Hall, think about community based schools, making schools the hub of the community, more parent volunteers, honest communications with parents and the community, do not keep parents at a distance, be good listeners and reflect on what we hear, seek first to understand. A great book was recommended which I read three times already – "Growth Mindset vs Fixed Mindset". The power of yes as a resource in the community, be more creative to bring resources into the schools, reach out to the companies and say our schools are in need, don't wait for them to find you find them, parents have skills-if you ask them they will show up. More professional developments for the parents and community – that was some of the takeaway from the members of the community and what they want to see and that they want to be included in our schools and the vision of our schools and I think it is a good step and good direction and it came directly from the parents and the students and the community.

Mr. Monge stated we are in this time of year that we have a lot of misinformation and while we are here trying to build our community, District and students up – that is not the message that is out there.

The 200 RIFs that you sent out, why did you do that in the first place, and maybe you are repeating yourself but I think it is important? Why did you do that in the first place? What has been the result of those 200 RIFs? Mr. Tatum stated you are correct in the fact that this is a repeat of information but let me say is one of the things that we do incorrectly is we use the term RIF incorrectly. The reduction in force doesn't occur until it involves tenured staff members. So when the word out there is RIF or we gave layoff notices to 200 people, first and foremost and as I have said on more than one occasion, that is a safety net. It is a safety net because when you are in a situation where your budget is uncertain – you do that to assess how many of the people you will be able to bring back. I can say within the first distribution of those letters, by the next meeting you brought back a huge number of those teachers. To this day, except for those that got positions elsewhere which was not that many, most of those 200 people are back in one form or another. What we agreed to do was to reduce the dollar amount that was recommended by the Business Office in the budget but realign those cuts across the board as opposed to just teaching staff. I said this to the County Superintendent at the time and the County Business Administrator as well as to our business office that when the proposal came to reduce the 149 staff members, that is impossible – I said that over and over again that we would not be able to maintain the school district with 149 people being absent.

The fact of the matter is we had a number of retirements, resignations and they are still coming in. The thing that I pledged to do was when a position came available we would first go to the person that was on the reduction list only because it wasn't because of performance. If it was for performance it would be a totally different situation by that meaning that there are procedures that we would need to follow – even for non-tenured staff. But that was not the case, the majority of the reductions that were done were done for financial reasons.

I mentioned earlier tonight that part of the reason why we have come into this situation and we moved our kindergarten assistants into our Department of Special Services is because they are mandated by law. I also mentioned earlier that the fact that we continue to increase in the special ed population and the mandate is very clear that the money has to come from somewhere. You may recall when this issue came up last year, we had a meeting at Connecticut Farms School and one of the things that I talked to the group of parents that were there about was that if you work in special services you will have your assistant. The word was out that we would do away with all assistants but that was never the case because it is a mandate that we have to fulfill. That was the time that we were talking about the possibility of some privatization of those new assistants that were coming in while the existing staff would be protected. Of course that was a situation that did not become very popular and we elected not to do that. We worked to try to reduce the number of assistants that we were hiring and also the benefit packages – but that also fell short of support. That being the case, at a meeting with the association of the teacher's union, then I have to do some reduction somewhere because we are not making any progress in terms of being creative so therefore I will have to make the reductions. As I said earlier tonight, our assistants in kindergarten are not mandated by regulation, as I said also, I do hear the parents and I had a meeting a week or so ago with parents to talk about that issue and we are working together and trying to come up with solutions that will satisfy the needs throughout the buildings.

To say we lost 200 people and I have heard it over and over again and it certainly is not true and because again I couldn't run this District.

Mr. Monge stated our graduation rate versus talking about our dropout rate – our graduation rate is about 93.1% so to hear that the dropout rate doubled from 2015 to 2017 is not correct. Mr. Tatum stated if that is the case that would mean that you would be talking about 3.5% per year but I don't know if that is the case we can certainly verify that.

Mr. Monge stated the Department of Education in 2015 – 93.62%; 2016 – 91.10%; 2017 – 93.05%. Mr. Brennan are we on budget? Mr. Brennan stated yes we are. Mr. Monge stated it goes on and on and we should be building our community up and anybody that is talking different than that is not part of trying to build our community up and I think they should be held to that. Just a point of information – when someone says that we lost over \$6 million in revenue, honestly that is not a true statement. Mr. Brennan stated it is a true statement only because we used surplus in the past as revenue, we don't have surplus any more it decreased by about \$5 million. Mr. Monge stated let's define surplus and you correct me if I'm wrong. Surplus is money that you have remaining at the end of the year because you have this much revenue, but you had this much expense so you had money left over – unexpended taxpayer money. Mr. Brennan stated that is correct. Mr. Monge stated then that money is pushed forward to two years down the road to be able to be used. Mr. Brennan stated as again revenue – yes. Mr. Monge stated that particular year was the \$6 million that it amounts to that was not a regular surplus year. Mr. Brennan stated that is correct. Mr. Monge stated going back to the year that generated that \$6 million plus revenue, we had the highest tax levy because of the \$1 million bank cap that this Town has seen. Mr. Brennan stated it was before my time but yes. Mr. Monge stated the point is that to tout that you have \$6 million surplus that was lost really means that you were under budget by \$6 million – so \$6 million tax money that wasn't spent that you go and spend it in two years but it is not reproduced, you don't lose it – once you spend it you spend it. Mr. Brennan stated and therefore the hole in the budget. Mr. Monge stated you arguably shouldn't have asked for the \$3 million in taxpayer money.

Mrs. Williams left meeting at 10:25 p.m.

#### COMMENTS FROM THE PUBLIC:

Chasity Santana stated kindergarten aides – when we know better we do better. In wanting to become a model district – we know historically our system works better for our children when assistants are in the class. Union, our children, they need these positions in kindergarten. I believe in you Mr. Tatum.

The library – my secret confession is that I am a sci-fi buff and when I keep hearing these things about these librarians – I read Fahrenheit 451 in Elizabeth High School and I feel that it was Fahrenheit 451 for librarians – we need our librarians. I remember learning about the dewey decimal system and how to find things. We need to show our current generation to get off of the computer and the cell phones and learn how to find a book. Please get our librarians back.

The next thing is to the public – if you ever notice I don't have a strong internet presence. I'm not a keyboard gangster. As parents we need to show up and we need to hold our admin

accountable and not just Tatum, Benaquista and Moses. Our buildings, we need to show up and show them that we are a resource. I shouldn't be the only one always in all of my buildings. I should not be one of none, I should be one of many.

The complaining, the insults – it does nothing on the internet. If you want to make an impact we need to stop with the negative insults on the social media and advertisements. They need to stop about our community. We need to lift up our community. You must have read my mind – I'm here not arguing with you but I'm here constantly in your face because I see so much greatness and I want this greatness to grow. I trust and I believe in the public education system and I believe more in Union's public education system. When I read comments "it's time for private school" or "it's time to move" – that is not bringing up our Town, our schools or our children. These meetings I know they are long but these meetings should be packed. We should hold the District accountable. We need to show up. We need to turn our computers off. Stop putting down our community and give our comments here. We need to be positive and if we have something to say, put it together and come to a meeting.

I also want to talk about these new developments that are coming up and what they are going to affect is the overcrowding specific in Washington School. We are busting at the seams. We have to be present on all levels not just at Board meetings – Township meetings, planning meetings.

I live in the solution and not the problem. I felt that so much. As you know, law is my passion and when you were reading your sentence over there the first thing that came out was "from time to time" and I knew right then and there it needed to stop because my "from time to time" can be 8 o'clock, 11 o'clock and 1 o'clock – your "from time to time" could be one week, next week, and the week after that. Mr. Nufrio's "from time to time" could be this year or next year. What I invite our Board members to do is read our by-laws, read our standing rules, learn them – better than Mr. Taylor knows them. If you want to be on our Board, I will hold everyone accountable. If you are running for the Board, know that I will hold you accountable and I have a lot of questions and I would love to hear all of your answers. I will be here consistently.

We need to have everyone here talking right after me about our aides that we need, our librarians. Our Board members should know our standing rules. They should know their by-laws, they should know how to change their by-laws. It shouldn't be a secret. Gone are the days where we don't know things – we should have transparency consistently on the Board.

Woman in audience stated I'm here to speak on a couple of different aspects that concerns me and we are a school that is trying to grow. If you want to grow you need to start early on. We live in a community where now every child goes to preschool and I think it is great that we are extending our preschool program to a full day. However, I think it is a disgrace that we did away with kindergarten aides. I think to have one teacher with 22-23 5-years old for the first time a lot them coming into school I think it is really injustice to the students and the fact that those students are then going to be able to read and do all that they are supposed to do at the end of kindergarten. I have to say that a school when we value something – I am an educator so I know when we value something, you will find money in the budget. When I look at Title I and if we are going to take schools that are going to become Title I where you can use that money I



hope you look at the budget from Title I and you don't say we are going to leave some for next year and then you find creative solutions to possibly place some aides back into those schools and those classrooms.

Second of all I can't stress enough that if we have some of these schools that are eligible to be schoolwide – Title I schools then that means a lot of our families are working full time and maybe aren't home to meet with teachers during the day. It is unheard of that in this District we don't have parent/teacher conferences at evening time. You can check any school district in the area that this is happening. Last year I had an issue with my child in April and when I spoke to the building administrator and said I haven't heard from this teacher all year the comment was that is a good sign. That is unacceptable. I should have been meeting with the teachers to know what progress is with my child; I don't think the teachers should give up their prep because that is the time they have to prepare to teach our students. I don't think it is that difficult. On election day why not have parent/teacher conferences at that time. You move the children away from the building and you have the teachers available and have night conferences so that parents that work like myself can actually come and meet with those teachers.

My last comment I am going to say is I think elementary schools we really should be looking at standard based learning. I think a 50, an F or something like that for a first grader or second grader means nothing and for a parent it means nothing as well because what does that mean, I didn't memorize one word – I want to know standard based and where my child supposed to be and how they are progressing. I cannot urge that enough to be a point that we need to move forward and thank you for listening.

Ronnie McDowell stated as you probably know I'm running for the school board and I want to thank Mr. Monge for clarifying a lot of things. A lot of things that the last couple of days that I have been blamed for – Washington School is overcrowded – blame Ronnie McDowell. The students are failing the PARCC test – blame Ronnie McDowell. I was on the Board three years and it seems like all I did was reek-havoc and make things worse. The only problem with all of that is it is not true. As Mr. Tatum said a little while ago, the PARCC results – our schools are doing o.k. We have people running around like chicken little – the sky is falling. The sky is not falling. Our school system is doing well. We certainly can do better and I think that we will. As all of you know, the Board can only act as a whole. One individual can't accomplish anything. When I see me being blamed for everything – that is o.k. with me – I know there isn't a lot to be blamed for and there is enough blame to go around but this is not why I got on the Board of Education to do. This is not why I'm running to get back on the Board to be blamed for things that I may have been involved in but certainly not responsible for.

Again I want to thank Mr. Monge for allowing Mr. Tatum to bring those questions up to clarify those things. This is not again why I needed to come here this evening. This seems like the only forum I have because the other people, being save our schools – SOS – or same old whatever – that is the way I look at those people and all they are doing for community is causing problems, stirring up dirt and sometimes I feel like why just go ahead and call me the "N" word and call it the day; that is what it feels like. Last year I got on the Board to simply help, I became the teacher – to simply help and I had to go through all of this but that is o.k. I will be fine. Our school district will be fine as long as we work together as a Board and as a community.

The members of the school board are only here to make policy, to help make sure that our schools are doing the best that we can for our children and that is all we should ever be about, not denigrating each other, not tearing each other down, not blaming people for things that they had nothing to do with. Mrs. Regis-Darby stated that is just unhappy people Ronnie. Mr. McDowell stated thank you for allowing me to say this. As you know sometimes I get emotional, I have been pretty angry all day. I just want to say it is not true and you can't blame me for anything other than being a good Board member.

Jill Hall stated when people have something to say that maybe is not so positive, they line up at the doors. So I want to take a minute tonight to give kudos to Mr. Benaquista and Mrs. Moses for securing that money for our pre-k program. We always hear when things are not going well and we should be shouting from the rooftops when something does go well and give credit where credit is due.

I also wanted to address the excellent presentation by Mrs. Guilfoyle earlier tonight. She is such a resource of information regarding that ESEA grant; she knows it inside and out. I had the opportunity to work with her over the last few years in an accounting component that we are pushing in through those Title I and Title IV and her vision of not only where it is right now and where it can go is really outstanding. She sees it not only in all those pieces and bullet points but as something that can be systemically beneficial throughout the District for all our kids and I think she is an amazing resource that we have.

She was talking about schoolwide programs and everyone can benefit and the parenting programs that we are talking about – parent academy. I had the opportunity to sit in that meeting with some very smart people that are really all on the same page about not only where we are but where we need to go and it is exciting to see those discussions changing a little bit and talking about real change taking real courage and being able to say we are not just going to keep doing it the way we have always been doing it. I applaud Mrs. Guilfoyle not only for her presentations but her vision and her contributions to this District. One of those programs we can use a librarian.

Mr. Nufrio stated we are looking for great results from Mrs. Guilfoyle and I agree 100% that she did an excellent presentation. When Mr. Tatum and I had discussions a couple of years ago in regards to getting the right person to do all that we are expecting her to do, which is still monumental – talking about grant writing, federal and state governments – you are taking on the roles and I think she is going to do a great job.

Mr. Tatum stated just a comment to Ms. Hall and the educator that was talking about repurposing money – let me say that you heard Mrs. Guilfoyle's presentation and one thing that we did this school year was to repurpose Title I funds in the neighborhood of \$428,000. You hear her speaking about grants, you hear us talking about the \$2.29 million dollars that we received in this District for Title I funds – what I'm trying to get to is that the whole idea of trying to enhance our District by getting additional funding sources is something that I have spoken about for a number of years. If you look at my District action plan it was in there. The whole purpose of that is so that we can have the things in the District that we need. Last week I mentioned that we were working on a couple of things – you heard some of them tonight – there

is more to come and the whole purpose of trying to repurpose that money to bring to our children exactly what they do need.

I haven't been in this business for all the years I have been in business just because I want to take funds from children – I got into this business because I want to do for children and when you hear that and someone knocks on my door and we drop what we are doing to sit and talk to them that is because we want them to know that they are welcome. I'll tell you something else that I know I will have to do very shortly – this whole idea of you feeling unwelcome in school buildings. No. 1 – one of the things that I said when I first took on this job moving from the Assistant Superintendent role – was that I think when parents come into our schools and into our offices, that the red carpet should be rolled out and I meant that sincerely. It is really disconcerting when I heard that comment. It is very disconcerting to hear that people don't feel welcomed in our schools. I will be addressing that at the principals meeting on Friday. Also I'm letting you know that I'm not forgetting what you are saying here believe me if I had it my way there wouldn't be anything left in that budget last year because I pride myself on the last few years – we have done with budget reductions – you guys never knew because I was able to go in and find it and repurpose it. Even two years ago, with the assistants, the first thing we did was move them back. We have been fortunate enough to keep our class size in the District low enough where those needs weren't necessary but what happened was unfortunately because of the reductions this year it became necessary but because if it didn't it would not have been done. More importantly, despite of what may be going on, we come in every day with the whole idea of doing the very best we can for our students here. I have said this ever since I started this career and I will say it the day I walk out that door for the last time and I know my staff feels the same thing. I don't care what the people say out in the community. We will do the very best and give it to our kids; that is as sincerely as I can be to you here tonight. Please understand that is what our purpose is here – never to take away from children, ever.

Paul Casey stated to Ronnie McDowell, as Board President, you held yourself up at the highest level of integrity and as a community we value that and thank you for that.

As Nellis mentioned earlier, this past Saturday we held an event at Kean University called "It takes a Village" and we had Mr. Benaquista, Ms. Hall and a number of other school personnel and I want to say thank you to Mr. Tatum and the Board for helping to make that happen. That is a day that most school staff would be home with their families and doing things that they need to do for themselves and they came and spent it with parents, community partners, former students and spent three hours of really talking about what it takes to build a village. I think that was a really great example of what it looks like when a community does come together. I think the unfortunate part of the morning was that there weren't more people in the room and I hope the next time everyone on the Board gets an invite and consider coming and joining us and being part of that conversation because that was what it was. It was a conversation to live in a solution. When I heard that from Mr. Erdman it was something that really stayed with many of us. Mr. Erdman gave a compassionate speech that I would encourage everyone in the room and in our community to listen to because he talked about bringing the community together through the difficulties and the conversations and the challenges that we face and we are never going to get this school system to the place that it really can go to unless we do that. Unless we come together and rise above the negativity that we see and Ronnie was

talking about we will not move to the level that we can. I implore candidates, community members and school personnel to all think about the example that we are setting for our children. I know that there are a number of candidates for school board that have children. There are some that don't but regardless of whether you have children or not, the example that we set as adults in this community should really be at the highest level. I said it before when I sat behind this microphone that maybe we should take a page from the students and how they carry themselves. I think Mr. McDowell showed tonight that he is going to carry himself in a very positive way. I just want to circle back and say thank you for being involved.

Man in audience stated I'm here to address the subject of kindergarten aides. I had the pleasure of meeting with Mr. Tatum and a couple of parents a couple of weeks ago. We have many concerns regarding safety and academic issues that we foresee happening with our students. I am here representing not only my daughter who goes to Washington School but many other kindergarten parents having same concerns. I can touch on some of these concerns on safety and academic and I'm limited on time – Mr. Tatum knows what they are. I don't need to touch on all of them I just have a question. We spoke and you had a short term solution and a long-term solution – my question to you is – being it takes a village – what is the timeframe.

Mr. Tatum stated as I said Friday I will be meeting with all the building principals. I have spoken to your principal by the way as well as another principal that has some concerns and I have given them some short-term solutions that they can start implementing immediately and I encouraged the use of volunteers right now. I don't know if anyone is interested. We are formulating a partnership with the University. We already reached out to Dr. Pitman, Dean of Education. We will be working very closely now since we are seeing some additional revenue coming into the District to seeing if there is a possibility of putting something in place. Those are more long-term solutions. I spoke with you about a week or so ago I thought the long-term solution was a little more farther away – I think we are at a decent place now to look at this a little more seriously. I talked to your building principals and have given them some permission on things so that they will be able to get whatever their needs are off the ground. As I said this is on a building by building case by case basis.

I understand that Washington School has a very high enrollment and that is certainly a concern and we hear that over and over again. Our next goal is to take a look at how we are going to handle this enrollment surge that we seem to be getting especially in that area of Town. I can tell you trying to put things into place – they don't happen overnight but the safety of the children is a paramount issue.

Man in audience stated I appreciate that. You mentioned volunteers. I'm a volunteer. I volunteered about two weeks ago. My request to the teacher was when do you need me? She said I need you during the iReady computer class. She has 21 students in her class and between both of us it took us 10 minutes to get the students set up. I believe the class period is 30-35 minutes. If I was not there helping, that would probably double. It takes half the class period. What are they learning? My encouragement to you and everyone else here is for the short-term solution, let's get going. I appreciate it. We spoke about solutions.

Mr. Tatum stated I think the word immediate defines what you are requesting and the fact is I have already given two principals the green light which means go which that is immediate. I heard you today in my office, I hear you tonight and I'm not negating anything that you are saying. We need to keep those aides in the classroom. We want what is best for our children. We will have a conversation with your principal tomorrow and if there are anything else that we need we will make adjustments but remember it is a work in progress.

Woman in office stated sitting here I was discouraged a little bit and I will start coming more often. I don't see how our district can get better and our children can succeed if the leadership is lacking. Just don't listen to us and not really listen. We need to make changes. The children cannot succeed in kindergarten and first grade with no aide. I have a first and second grader – they need aides – it is very difficult. The classes are really over crowded. Just listen and please accommodate some of the parents. Take us serious because districts just don't go down overnight. Some of us can't afford private schools and we pay taxes so the kids should get the best education that we can afford. Just take some of the suggestions into consideration. I am a stay-at-home, disabled mom, I can help – if parents can volunteer to assist with teachers, let us know what we can do. Obviously something is going wrong but you do have concerned parents here to help. Let us help.

Mr. Tatum stated come to our meeting on Tuesday night at my office at 6:30 p.m. at the end of the month because I would love to have a parent component back on that committee again and certainly we can talk more candidly about even other issues. That is the whole purpose of having that committee come together.

Woman in audience stated PTA meeting is the same night as Board of Ed meetings – if you can work that out I would love to be here as much as I can. I have a gifted and talented kid. We are active in our community. We just want the kids to succeed and you can't succeed if the leadership is lacking.

William Deagus stated thank you for meeting with me last week. I wanted to cover the teacher aide issue and I know that the decisions to move them from classrooms were made and I just want you to know the consequences that are on our kids. A lot of teachers are giving up their lunch periods to help the kids out – 5 year olds that need help opening up their fruit boxes, bags of chips. These teachers are going the extra mile to give up their lunch to help our kids out. They are not asking they are just doing. It is also taking the consequences on our kids – certain classrooms don't have bathrooms and these teachers are trying to supervise their classroom and also supervising the kids that are going to the bathroom. The average kid goes 2-3 times to the bathroom times 22 kids – she is losing 1-2 hours of teaching which is a disadvantage to our students. Next time when a decision to remove kindergarten aides come on the table, we should really talk about the consequences it is having on our kids. We should review that and remember what had happened so we don't repeat it again. I agree with what all the other parents mentioned. I am happy that you are looking at short-term solutions and I'm happy that you did have conversations with certain principals and I hope we start seeing some solutions.

Mr. Tatum stated the next time that there is some creative solutions on the table, maybe it should be a greater discussion of those things. There are consequences that I see that are not

good but again things were put on the table and because we have the mindset that it has been done that way, unfortunately we don't have those resources right now. It is never about the children losing out. In this day and age and with the situations that we have in this District, it is time to be a little more creative and that may not mean that we do things the way things have always been done. I implore you guys next time we are put in a situation like that I implore you to come sit with us and talk about some of these possible solutions. It was put on the table about the potential consequences of us not moving in a certain direction. Again the trend is for the last three years we were putting out close to \$650,000 per year in addition to additional support staff for our special needs children. I can't control that population. They come, they have an IEP and I am mandated by law by the same token I hear that I am mandated to make sure that your children in the regular class are taken care of as well. I put something on the table as a possibility of a discussion without all of the particulars – there were some stones that were thrown and unfortunately no one wanted to hear the potential of what may happen. What is happening right now is the backlash of who is trying to prevent is coming back to haunt us. It is time to take these things seriously. Mr. Deagus stated that is why I mentioned the fact that we see what the consequences are and that it is occurring now and let's see if we are prepared so it doesn't happen and I appreciate that you did hear some of our suggestions and parents did get together and we have a petition of almost 500 parents that did sign and agreeing that we need our aides back. We do have the support of those parents. Fortunately some were not able to come. I do appreciate hearing our suggestions and you are working on them and I appreciate that.

Mr. Nufrio stated we are out of time with these new cameras and process and we are limited to four hours and I have nothing to do with that. It will terminate so I will ask everyone to acknowledge that and it is something that is not in our control. Thank you all for coming.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Mrs. Richardson, that the Board go into Executive Session at 11:00 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Matters rendered confidential by state or federal law.
- Matters which would constitute an unwarranted invasion of individual privacy.
- Matters involving employees and terms of their employment and contract.

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

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

AYE: Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:35 p.m.

Moved by Mrs. Minneci, seconded by Mrs. Richardson, that the following resolution be adopted:

**APPROVE DIRECTOR OF INSTRUCTION AND FUNDED PROGRAMS**

Approve Maureen Guilfoyle, as Director of Instruction and Funded Programs at a contractual salary of \$149,170, effective October 17, 2018.

**DISCUSSION:**

None

**AYE:** Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Richardson, Mr. Nufrio

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Higgins, seconded by Mrs. Minneci, that the meeting be adjourned at 11:36 p.m.

All present voting YES

**MOTION CARRIED**

**RESPECTFULLY SUBMITTED,**

**GREGORY E. BRENNAN  
BOARD SECRETARY**