

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union will be held on Tuesday, November 17, 2015 at 7:00 p.m. at Union High School Library, North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Arminio called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Thomas Layden, Mr. Ron McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mr. Angel Salcedo, Mrs. Nancy Zuena.

ABSENT AT ROLL CALL:

Ms. Lois Jackson

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mr. Thomas Wiggins

Mr. Nufrio led the Board and audience members in the Pledge of Allegiance.

Mr. Vieira read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the Board Secretary.

Mr. Arminio asked if there are any comments from the public on proposed resolutions that we will be voting on this evening? None.

APPROVAL OF MINUTES:

Moved by Mr. Nufrio, seconded by Mr. Monge, that the following minutes be approved:

DISCUSSION: None

Amended August 18, 2015 regular meeting and August 20, 2015 planning session:

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: Mr. Salcedo

MOTION CARRIED

September 15, 2015 regular meeting and executive session

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

LETTER OF RESIGNATION – PATERSON

Letter of resignation from Wayne Peterson, paraprofessional at Union High School effective October 26, 2015.

LETTER OF RESIGNATION – BELLERO

Letter of resignation, for the purpose of retirement, from Georgine Bellerio, Café/playground aide at Jefferson School, effective October 31, 2015.

LETTER OF RESIGNATION – VITELLI

Letter of resignation from Kristine Vitelli, nurse at Kawameeh Middle School, effective November 30, 2015.

REQUEST FOR INTERMITTENT FAMILY LEAVE – SICKLES

Request for intermittent family leave from Robin Sickles, art teacher at Battle Hill and Livingston Elementary Schools, effective October 28, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – SMITH

Request for maternity and unpaid family leave from Kathryn Smith, Special Education Teacher at Union High School, for the period from February 16, 2016 and an anticipated return date of September 1, 2016.

REQUEST FOR EXTENSION OF UNPAID FAMILY LEAVE - CASSANO

Request for extension of unpaid family leave from Lisa Cassano, special education teacher at Battle Hill Elementary School, from January 4, 2016 to June 30, 2016.

REQUEST FOR INTERMITTENT UNPAID FAMILY LEAVE – COLLINS

Request for intermittent unpaid family leave from James Collins, teacher's assistant at Kawameeh Middle School, effective November 13, 2015.

REQUEST FOR UNPAID MEDICAL LEAVE – MALBON

Request for unpaid medical leave from Lashaune Malbon, part-time bus assistant from December 14, 2015 to May 1, 2016.

LETTER OF RESIGNATION – STAPLETON

Letter of resignation of teacher assistant position only from Desmond A. Stapleton, teacher assistant at Jefferson School, effective November 9, 2015.

REQUEST FOR INTERMITTENT UNPAID FAMILY LEAVE – JUDD

Request for intermittent unpaid family leave from Ellen Judd, counselor at Union High School, effective October 16, 2015.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated in our report this evening, we have two of schools – Burnet Middle School and Livingston Elementary School – as a part of a continuing group of presentations by

our school administrators. I am happy to present this evening our Burnet administration which will be followed by our Livingston administration and after the completion of their presentations, I will present the remainder of the Superintendent's Report for this month.

PRESENTATION BY BURNET MIDDLE SCHOOL:

Mr. Salvatore stated I'm here today with my Vice Principals – Sharon Drayton and Tommy Harrell. I would like to thank you for giving us this opportunity. To the Board members, thank you for having me here and please at any time, know that you are welcome at Burnet, all you have to do is call us and make sure that we are ready to greet you and you will have a full run of the building.

This is Burnet Middle School nestled in a suburban neighborhood of the Township of Union in Union County. The main part of the building was built in 1924.

Our students can enjoy outdoor physical education classes on our fields adjacent to the building. The building houses two gymnasiums and a large auditorium and in that auditorium where our very popular plays showcase the very talented students, many of them go on to perform at the UHSPAC.

The cafeteria has a capacity of approximately 350 plus students for lunch. Student will also find time to work on their academic studies while not eating. We also provide a full service lunch menu. When walking through the hallways you will notice examples of student work complete with rubrics and core content standards.

Throughout the day you will notice approximately 990 students in grades 6-8 with 130 staff members all working toward success. Our core content areas meet for 80 minutes of instruction. Math and English meet every day, Science and Social Studies meet every other day for 80 minutes. Our teachers work in teams to support groups of students that we call clusters. As we prepare our students for the high school, technology plays an important role. We currently have three computer labs in addition to our two classroom computer labs.

Counseling services are provided by our school counselor as well as our student assistant counselor. Our buddy up program provides 8th grade student mentors to work with 6th grade students for transitioning to the middle school and along with peer counseling. Our PBSIS initiative fosters positive behavior with positive reinforcement. Many events take place throughout the year. Students earn what we call lion's loot for following school wide expectations. Our program has been recognized by the State as one of the top programs for PBSIS.

Extra-curricular activities play a huge part of Burnet Middle School. We currently have 63 student athletes participating in six (6) fall sports and we offer 27 club activities with hundreds of students involved. Community outreach has been developed through PBSIS and will continue to grow this year. Some of the corporate sponsors are on this slide.

This fall we hosted the Union High School Class of 1965 Reunion Tour. Ten of our builders club students came in on a Saturday morning to assist by leading tours around Burnet.

One of our students this year, Dean Rocco did a community service project for the Henrik Lundquist organization and collected over 150 winter coats for those in need.

Our last slide is a proposed group of activities that we would like to, with the permission of Mr. Tatum, set up an appointment with you this week in Central Office. Our first idea we have a Project Publish in which we would be combining language arts readiness with creative writing and writing mechanics. Culminating activity is a published book of works by Burnet Middle School students. Another initiative that we would like to set in motion – Project Elevate – is a working session of reflection, developmental, and evidenced based writing. A STEAM Project connecting Constructivist Science and evidenced based writing. This curriculum will be developed for Title I students and funded by Title I and lastly a Saturday school program delivering instruction in Mathematics. Presentation appended to the minutes.

Again if anyone would like to come visit Burnet – the door is open – we'll buzz you in and we welcome you to come on down.

Mr. Arminio stated I have one question – every year you have the poetry presentation and I hope that continues I really love to participate in that. Mr. Salvatore stated it still will be.

Mr. Tatum stated I am happy about the initiatives you have taken for Burnet Middle School. My question is the bow ties – is that new for Burnet Middle School? It looks good and can I join the club. Mr. Salvatore stated you certainly can. Mr. Harrell and I have decided to have bow tie Wednesday but since tonight we are a little bit early but many of our students are actually wearing bow ties around the building also. Some of our athletes when they are going to an away game and the coaches require that they dress up we will notice that they are wearing bow ties and other times they just come in with bow ties on. Mr. Tatum stated may be we will initiate a district-wide bow tie day.

Mr. Nufrio stated I am particularly interested in and I will contact you about that. Mr. Salvatore stated briefly what we have is a district initiative and all of our teachers are writing components and writing portions of their curriculum and we decided that we would take some of their creative writing samples and compile them. Mr. Nufrio stated my question was how does that; other than what I did see, compile and publish in a booklet and that is the added feature to what we are currently doing correct. Mr. Salvatore stated correct.

Dr. Francis stated with respect to the Saturday school program is that something new? Mr. Salvatore stated yes it is and we decided this year when students are attending Saturday detention that they would be gainfully employed in writing exercises and mathematic exercises. Mr. Nufrio stated you don't mean they are going to get paid. Mr. Salvatore stated no.

Mr. Salcedo stated does that mean you are going to expand it to other students or is this program just for Saturday detention. Mr. Salvatore stated right now that is our main focus.

Mr. Tatum stated what has happened at Burnet Middle School – they have taken every opportunity with those activities and turned them into learning experiences. I have had a number of conversations with the building administration and I thought it was a very good idea because

why just have a child sit when they can educate them. I think it will really change the direction of those students.

Mr. Monge stated if a child needed help, could they show up? Mr. Salvatore stated if they wanted to volunteer they could but as long as we don't exceed the seating capacity and the number of students and supervisors.

PRESENTATION BY LIVINGSTON ELEMENTARY SCHOOL:

Mr. Kloc stated I'm the Principal at Livingston Elementary School and this is my first year at this school and I have to say I was a little bit nervous when I was first appointed to this position from Mr. Tatum. As many of you know, I have been in the high school setting for 15 years, six of them as an educator and last nine as Vice Principal. The only thing going for me was that I do have an elementary school kid myself. First I would like to thank you before I start my presentation, I want to thank the Board of Education, Mr. Tatum and Central Office staff for having us here this evening to showcase Livingston School.

Back to day one – I walked into Livingston School this summer, the day after I was placed in this position to walk around the building and the custodians and the secretaries and then the first day of school – from the get go, the staff, the teachers, the custodians and the main office staff, even the assistants were nothing but welcoming to me and I have to say that meant a lot. There are unbelievable students in the building, parents – they were all welcoming.

I have a short power point presentation, not many slides, but a lot to say about each slide. Before I get started Mrs. Sabilia, one of my teachers, she put together the power point presentation and she also put together an excellent collage with music once I'm done with my presentation. I have two other teachers here – Mrs. Licks and Mrs. LaRue – I did not ask them to come, they volunteered and again that says a lot for this school's standard.

Livingston School's administration, faculty and staff are committed to provide a safe, well organized and supportive learning environment which enables each student to reach his/her fullest potential.

Quality education – each student will receive physical education twice a week, music, art, computer education and library is offered once a week to our students. We do have a health component for grades 1 through 4 which is provided by our physical education staff. Our 3rd and 4th grade also have instrumental as well. Instrumental music they get to choose an instrument to play and hopefully they continue on after their grade. We have an AAP – Academic Achievement Program which is both pushed in and pulled out – where teachers push into the classroom for the students that need a little more assistance and one-on-one attention – they do have a pull program where they go into a separate room and help the student with one-on-one. We also have a Gifted and Talented program which is a district-wide program which offers our gifted and talented students a more rigorous and stringent lessons and it makes them a little creative and think outside the box.

Educational initiatives – writing across the curriculum like Mr. Salvatore said – actually that is one of my goals for the school, to increase the rigor in 4th grade writing – not necessarily

more writing but we want better writing to come out of our students. Staff collaboration – our teachers meet once a week for a grade level PLC (professional learning community). The teachers discuss different strategies to increase the student achievement. They also go over data analysis and talk about differentiating the instruction for their classes. We have a morning program which gives our students an opportunity to get in before the school day and to get on the i-ready program. Our teachers put their time in a little bit before the necessary time and they also go through the free period as well and it gives the kids some extra lessons throughout the day in math and language arts. Our counselor – Mrs. Kowalik, she wears many hats in our building. She chairs our INRS committee, she is an anti-bully specialist, she heads the 504 committee and she also gets to the classroom for lessons as well.

We have our students involved in something called Read to Succeed. Our students, on their free time, they have an opportunity to read – this is grades K-6 – any kind of recreational reading that they do that is non-school related – if they accumulate over six hours they can earn a ticket for free admission to Six Flags Great Adventure so that is a pretty nice incentive for the kids to get reading in and it is sponsored by Six Flags.

Mrs. LaRue offers a Poetry Café – this might be something you are interested in Mr. Arminio – where her 4th grade students, every spring, put together poetry booklets and they set up the class with dim lighting and everyone gets a booklet and all the guests get a booklet and the classroom is transformed into a café like setting with seating and refreshments. Again, a fun way to get the kids to do some more writing.

We have the Book in a Basket – which is a lunch time activity where a lot of our 4th grades take advantage of it. If they don't want to run around on the playground during recess – especially on a hot day, they take advantage of this – they take a book out or a writing piece that they are working on in class and they get to sit with blankets or towels and read or do some extra writing or catch up on their writing. The kids that don't want to sweat take advantage of this.

Not all my teachers know about the Eagle Pride Program. This is something that I wanted to kind of introduce to this school at the start of the new year. I wish I started it at the beginning of the year but it was something I came up with later on and I actually stole it from my own kid's school. It is a reward program for our students but it is not for the students in particular individuals – there are individual rewards, there are class level rewards and also school wide rewards. It kind of gets everyone on the same page and if we get x-amount of rewards – once we reach our goal, we may have for example a dance party in the hallway for a few minutes where they play music over the loud speaker and they get out in the hallway and dance. The kids like that stuff and it gets them all working together.

What's happening at Livingston School – Trout – we are raising trout from the eggs in Mrs. Lick's class from the eggs. Mrs. Licks was awarded a micro grant from the Union Township Ed Foundation a couple of years back and it is a State wide program where the students observe and care for our State fish – the brown trout. The fish come to the classroom as eggs, they hatch, they grow into fish about 3 or 4 inches and in late April they release them back into freshwater designated area which is a release point for our building.

A few weeks ago we had a wax museum where our 4th grade students – it was a social studies class/language arts project where the students randomly select a person of importance and they do research and eventually standup and portray this person as wax figures. They set up in the gym with X's in front of them and people come and visit and if they want to hear a story about the particular person, they step on the X and the student talks and tells a short story about, it's a first person speech about the character that they picked. We have guests, parents, administration. We had a special guest come visit us – Mrs. Moses – she came and the students really love it. It is a nice thing and it is a nice project for them. It is not easy in the 4th grade to get up and say a speech and some of them can actually memorize the speech, they don't even have to look. They memorize what they are going to say about their person that they wrote about.

Whales for a Cause – in September 4th grade students got together and decorated a whale for Vineyard Vines – Whales for a Cause – it is a charity that gave a nutritious lunch to each student who decorated and posted on social media. We did the decorating in school and we gave the option to the parents if they wanted to post it on social media with the hash tag “it earned a lunch to a child in the US in need” so it was a nice thing and it makes the kids feel good about something that they are giving back to other kids.

We started a recycling program which is primarily ran by Mrs. Licks 4th grade class. The kids all got together and they wanted to run and they wanted to save paper. They went out and brought boxes in and created signs around the school and every Friday they go and collect the paper and bring it to the custodians for recycling day so that is another nice thing that the 4th graders are doing.

Our PRO Awards – every two weeks I go over the loud speaker and the teachers select a person in their class that gets a PRO Award. PRO Award stands for People Respecting Others. They follow all the school rules, they show kindness and respect to their teachers as well as their classmates and they serve as a positive role model in our building. I call their name over the loud speaker, they come down, we take a picture, we post it on our PRO Awards Wall and they get all kinds of goodies, free ice cream, free snack. They also get a certificate as well.

Our PTA is extremely involved in the building. Some of the events that they had this year where so far and there are many more – book fair, pumpkin patch sale, Zumba night, talent night, potluck dinner, trunk-or-treat and like I said there are many more that they have lined up this year.

The other thing I would like to talk about is our Student Council. We have a Student Council here – they get involved greatly with the community. Mrs. Sabilia and Ms. Santos – they pretty much head – these kids get up in front and put together speeches for each of these issues and they do an amazing job for 4th grade – it is very hard to believe and I'm impressed by the job these students did and how they get in front of their peers and give speeches. Some of the things that the Student Council does at Livingston School – last month they raised \$500 for Pennies for Patients – which goes to the leukemia and lymphoma society. They did an operations sock drop for one month October 13th to November 13th – students donated brand new socks to the Covenant House in Newark and distributed to homeless youths. They also did a

Thanksgiving Food Pride during the month of November and it is still going on – to donate non-perishable items that are delivered to the Food Bank in Hillside. They do feather wars in front of the building – each grade level has a turkey and for every \$1 that is donated the turkey gets a feather and I believe the kindergarten is taking the lead on that. They also get involved with the Union Police with the Santa in Blue.

Ms. Sabilia put together a photo collage and slide show which was viewed by the Board members and audience. Presentation appended to the minutes

Mr. Nufrio stated Mr. Kloc you showed the children this video. Mr. Kloc stated no. Mr. Nufrio stated I think it would be a good idea.

Mr. Arminio stated thank you very much Mr. Kloc and everyone who came. Have a great year. Any comments from Board members? Mr. Nufrio stated that particular presentation and that of Mr. Salvatore bring back memories – there is nothing like working with children through the 4th grade. It is a tremendous transition and I think we have two excellent academia who are excellent administrators and of course the staff is important and everyone in the presentation looked like they were happy so congratulations.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated it is hard to follow those presentations. Both schools, great job – keep up the good work.

Student/ Staff Attendance

Student 96.361%

Staff 94.611%

Monthly Highlights

- The students at Livingston School collected over \$500.00 in change for the Lymphoma Society through the Student Council sponsored Pennies for Patients.
- Children in the fourth grade classes at Livingston dressed up as different people while learning about their achievements in history. The Wax Museum was a huge success.
- In the spirit of Thanksgiving, Washington School is collaborating with the NJ Food Bank to collect non-perishable food items for the “Students Change Hunger” cause.
- A Veteran’s Day Assembly was held on Wednesday, 11/11/15 for family members of our students who are Veterans from all branches of the military at Washington School.
- All the 3rd and 4th Graders at Connecticut Farms had an opportunity to visit Bloomfield College to see the Garden State Concert Band. This program was orchestrated under Mr. Hagen and was a free field trip to our students.
- During American Education Week (11/16/15-11/20/15) parents are invited to visit their child while class is in session.
- There was a PBSIS volleyball game at Hannah Caldwell School: staff versus parents through which several hundred dollars was raised. It did not say who won – so I will have to check on that.
- PTA’s Pocketbook Bingo at Battle Hill School was a sold out event. Thank you everyone who donated baskets, gift certificates, money, etc.

Student Recognition

1. At Hannah Caldwell, in physical education class, fourth grade students Jaylen Bell and Angelica Nwachuku completed the most amounts of laps for the Pacer Assessment in the entire grade. Jaylen completed 91 laps and Angelica completed 66.

Upcoming Events

- Back by popular demand, “Storytime”, at Livingston School, will be held on November 23 in the cafeteria.
- Some art work, from Hannah Caldwell students, will be displayed at the Union Main Library at the end of November.
- Planning Committee will hold their next meeting on Tuesday, December 1, 2015
- PARCC Parent Workshops will take place on Monday, November 23rd
 - Session 1: 6:30pm – 7:30pm
 - Session 2: 8:00pm – 9:00pm
- Winter Holiday Programs will take place throughout the month of December. Please check with your individual schools and our website for dates and times.

We will also have presentations from Kawameeh and Franklin during our December Board meeting.

Mr. Arminio stated thank you very much.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mr. McDowell, seconded by Mr. Nufrio, that the following minutes be approved:

- E-1. **AMEND 2015-2016 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT LIST**
That approval be given to amend the 2015-2016 out-of-district atypical student placement list, in accordance with the information appended to the non-public minutes.
- E-2. **APPROVE LIST OF STUDENTS REMOVED FROM THE ROLLS**
That approval be given to amend the list of students removed from the rolls [five (5) students exited from October 1st through October 31, 2015 or a total of seventeen (17) students for the 2015-2016 school year] who are not domiciled in this school district and one (1) student who will be allowed to complete the 2015-2016 school year, in accordance with the information appended to the non-public minutes.
- E-3. **Reserved. Resolution approved at November 10, 2015 meeting. (NJQSAC)**
- E-4. **APPROVE MEMORANDUM OF AGREEMENT BETWEEN MONTCLAIR STATE UNIVERSITY**
That the Board approve a Memorandum of Agreement Between Montclair State University and Union Township School District, in accordance with the information appended to the minutes.

E-5. APPROVE TUITION CONTRACT WITH KENILWORTH PUBLIC SCHOOLS

That the Board approve a Tuition Contract with Kenilworth Public Schools, in accordance with the information appended to the non-public minutes.

E-6. APPROVE RESOLUTION FOR NONPUBLIC SCHOOL SECURITY AID PROGRAM

That the Board approve the Resolution for Nonpublic School Security Aid Program and the 2015-2016 New Jersey Nonpublic Security Aid Program Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-7. SETTLEMENT AGREEMENT – H.G.

That the Board approve the attached Settlement Agreement for H.G., in accordance with the information appended to the non-public minutes.

E-8. SETTLEMENT AGREEMENT – M.C.

That the Board approve the attached Settlement Agreement for M.C., in accordance with the information appended to the non-public minutes.

DISCUSSION: None.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER’S REPORT

That the Treasurer’s Report dated October 31, 2015 be accepted.

F-2. ACCEPT SECRETARY’S REPORT

That the Secretary’s Report dated October 31, 2015 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY REPORTS

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of October 31, 2015 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/ Manuel E. Vieira
Manuel E. Vieira, Interim Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of October 31, 2015 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 Interim Board Secretary and is assumed by the board to be correct.

F-4. APPROVE LINE ITEM TRANSFERS

That the Board approve line item transfers, in accordance with the information appended to the minutes.

F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 and 8A:18A-10(a), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. APPROVE DISTRICT WIDE STUDENT FIELD TRIPS

That the Board pre-approve district wide 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 AMENDED LIST OF 2015-2016 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2015-2016 State Contract Vendors to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE CONTRACTS AND/OR PURCHASES

That the Board approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21), in accordance with the information appended to the minutes: (a) Nixon Awards - \$3,000 (estimate) – Union High School Athletics-Alumni – estimated cost for alumni inductees to be added to banners in gym; (b) Warren Hills Athletic - \$2,100 (estimate) – Union High School Athletics – moneys collected for the Murray family who lost their son during a football game; (c) Key Club International - \$2,500 (maximum) – Union High School Key Club – club dues to Kiwanis/student registration; (d) Jostens, Inc. - \$4,101.65 – Burnet Middle School – yearbooks; (e) Pirylys Distributors Inc. - \$2,879.25 – Union High School – Marching Band – purchase of concession items for marching band competition on October 31, 2015, (f) Metro Fundraising - \$5,773.10 – Kawameeh Middle School – Student Council – purchase of product fundraisers – gifts for everyone/popcorn; tumblers.

F-10. APPROVE ACCEPTANCE OF DONATIONS

That the Board approve the following donations, in accordance with the information appended to the minutes: (a) Whole Kids Foundation Garden Grant, in the amount of \$2,000, for the use of Burnet Middle School.

F-11. APPROVE SCHOOL GRANT APPLICATIONS FOR PROJECT UNIFY

That the Board approve the School Grant Applications for Project UNIFY (Special Olympics New Jersey) for Jefferson Elementary School, in accordance with the information appended to the non-public minutes.

F-12. APPROVE AMENDED BUDGET FOR PROJECT UNIFY GRANT – UNION HIGH SCHOOL

That the Board approve the amended budget for the Project Unify Grant – Union High School, which was Board approved on October 20, 2015 (this budget has been amended to account for changes in planned expenditures), in accordance with the information appended to the minutes.

F-13. Reserved. Resolution tabled at November 10, 2015 meeting until December meeting (CAFR).

Mr. Arminio stated that F-13 was tabled at the November 10th meeting until the December 8th meeting.

DISCUSSION:

Mr. Monge stated he has a question on F-2 – unrealized federal funds - \$107,000. Mr. Arminio stated from the Secretary's Report? Mr. Monge stated it is from the Secretary's Report and I think it is also on the Treasurer's Report. Mr. Vieira asked can you repeat the question? Mr. Monge stated there is a line item of unrealized federal funds for \$107,000 – what is it? Mr. Vieira stated are you talking about the Secretary's Report. Mr. Monge stated on the financials. Mr. Vieira asked do you have a page number?

Mr. Nufrio stated if you define “unrealized” it might help. Mr. Vieira stated “unrealized” means it is a receivable – we haven't received it yet. Mr. Monge stated page 4. I just want to understand if that is something that we are still expecting and what is it? Mr. Vieira stated yes and it means that it is an accounts receivable that we haven't received the cash yet. Mr. Monge stated I know it is coming from the federal government but what exactly – where are we deriving that income from and what program...Mr. Vieira stated they are grants – Title I, Title II, Title III.

Mr. Monge stated and the second question that I have and as part of the emails that we have been exchanging – after \$5,000,000 or so that was remaining from the Jefferson School project – which line item is that – what budget line item is that held. Mr. Vieira stated it is part of our capital projects fund which is Fund 30 so if you look at the pages of the Secretary's Report – you come to Fund 30 and our cash balance is \$6.6 million - is made up of different projects for the \$5,000,000 Jefferson School project.

Mr. Monge stated it is obviously limited only to capital improvements. Mr. Vieira stated Fund 30 is capital projects, yes. Mr. Monge stated so it is restricted to those uses. Mr. Vieira stated correct.

Mr. Monge stated F-6 - what was updated? Mr. Vieira stated F-6 is the travel expenses for our employees who go to workshops. Mr. Monge stated my challenge in general, we have work meetings and we get a ton of information and then we don't have all the attachments available to us and we are waiting for it for the next meeting and then on top of that we have some items that are being updated and we have new forms and we have new documents and we don't know exactly what the updates are. My recommendation would be instead of checking every 30 minutes or every day – once they get updated or what gets attached – it would be great if that is put on the website that is fantastic but it would be great if we had an email, if possible, to the Board members so we know what is available for us to review. I don't know if that is asking too much but I think that would absolutely be helpful to the Board members versus continuously checking. Mr. Vieira stated we will instruct our employees to make sure that they follow the calendar and deadlines of the Board agenda. A lot of times what happens is they are a little lax and they are going on a workshop tomorrow and they are trying to get approval. Mr. Monge stated any document and I agree everybody should follow protocol. If they are slipping on any document, whether in fiscal or anywhere else, when it does get uploaded to the website – if they could actually email to the Board members so that we are not checking every 30 minutes or every day to find out what has been updated and what hasn't been updated. It is overwhelming to do a thorough job and trying to approve all these documents if we are getting them piece meal over a 7-day period. Mr. Vieira stated o.k.

Mr. Nufrio stated I have a question for Mr. Vieira. Let's go back to Title I – so as I assume correctly – that the money is sent in installments. Mr. Vieira stated how it works is we provide the goods and services to our students and then we ask for the reimbursement. Mr. Nufrio stated it is not in one shot – thus the word “unrealized” because you are anticipating receiving that. Mr. Vieira stated correct. Mr. Nufrio stated the other comment is a feedback from Mr. Monge – perhaps you might find a way of notifying the Fiscal Committee at the time that you receive something; however, you do it, at least that committee which oversees or scrutinizes what you do has enough time to review it so when each committee says “the committee recommends or the Superintendent recommends and the committee concurs” – so to have some more accuracy that actually is defined by the actual statement and I don't necessarily believe that the entire Board needs to be totally cognizant of all the late changes but the Committee chair would be the one to present it to the Board.

Mr. Tatum stated I just want to clarify one thing about professional development. A late approval doesn't always result in a staff member lacking in adherence to a deadline. We do have a deadline in place in the District; however, there are also instances we have information that comes from the State Department of Education and unfortunately it comes at a time that it may be mandated that we have someone in attendance and does need a last minute approval. For the most part, having been one of the people in the District that was responsible for those approvals for the last eight years, for the most part adhere to those deadlines that we have set and I didn't want it to be misunderstood tonight that is the reason why we have always have those situations. Are there times that a person will get something in late, but I wanted it to be clear on the record that is not the only time that happens and we do work very diligently in our office to try to make sure that information gets out to the Board members as quickly as possible. I do acknowledge the fact that Mr. Monge it can be overwhelming to get all that information at one time but we

will remain cognizant of your request and we will do everything we can to make sure that everything goes out on time and to tell our staff that it is a requirement.

Mr. Monge stated I don't want this to get lost in the translation – if we have a Tuesday meeting – our work meeting and something is not and we don't receive the information for whatever reason, when that information goes up we don't know if it is the next day, the day after – when it goes up, we should be notified that it has gone up or let us get a copy in an email so at least as soon as it is available, start looking at it versus me going in it and it's not there and let me check the next day and check the next day; that is all I'm saying. Mr. Tatum stated duly noted. It is not an unreasonable request but I will say this again and I will say it for the record – I don't want it to be misconstrued by any comments that are made this evening that it is our staff because there are exceptions when those things happen.

Mr. Nufrio stated with respect to the capital improvement reserve – what is generally the percentage that is recommended that a District may hold and from that perhaps we can get thinking about what needs to be done and the second part of that question is since there was a bond that was issued to cover a lot of the cost of Jefferson School project, can any of that \$5,000,000 be dedicated towards some repayment or a portion of a repayment or are we not permitted to do that? So it is a two-part question. Mr. Vieira stated the first part is once the Jefferson School project is completed and there is money left over, we can use the money to put back into the unreserved capital reserve and we can use it to pay down our debt as part of the \$6.7 million Jefferson School project. Mr. Nufrio stated in theory, because that is something you would have to present to the Board so what is the better option and my first question had to do with what generally is the recommended percentage or amount that we should hold in reserve when it comes to capital reserve. Mr. Vieira stated there is no percentage. It is always good to have some unreserved capital reserve for future project. Mr. Nufrio stated what had we had in the past generally. Mr. Vieira stated usually we have somewhere between the \$2-3 million and what I do in the month of June before we close the books for the year – I review and if we have unexpended appropriations and then I can add money to the capital reserve. Mr. Nufrio stated and the State will not have hands and fingers in that in terms of having too much reserve. Mr. Vieira stated it is possible but believe me \$2-3 million in a school district this size is a very small percentage. Mr. Nufrio stated currently we are showing \$6 million. Mr. Vieira stated but that is for projects are reserved. Mr. Nufrio stated so for projects, it can only be used for projects. Mr. Vieira stated they are designated approved projects. The largest one right now is the Jefferson project. We also had the electrical upgrade at the high school which was just completed. Mr. Nufrio stated so those would be covered by that particular fund. Mr. Vieira stated correct.

Mr. Monge stated it is kind of crazy to me that if you borrow \$6 and change - \$6 million or so and you have \$5 million left over or whatever the case may be – I think that, as we are looking at a 7-year plan for capital improvements and you honestly have to update that – I think that we really shouldn't be sitting on money when there are needs here at our facilities. I keep hearing about boilers at the high school; we really need to come up with a strategic plan to be able to improve our facilities and we are sitting here with money why are we paying interest on money and it is like taking out a mortgage and not buy a house.

Mr. Arminio stated let's stay on track. The whole project did come in under budget – the whole Jefferson School project. Mr. Vieira stated the original project was \$24 million and we used \$12 million in local funds, we borrowed \$6.7 million and \$5.3 million in State aid. Of the \$24 million original cost estimate – a lot of the bids came in lower than the estimates and we have currently \$5 million left over. Mr. Monge stated I do this for a living – 20% overstating on a construction job – the estimate was too high; that was a poor estimated job. No one comes 20% higher on a construction job but that is water under the bridge.

Let me ask you a question on the CAFR. I read the letter that came in from the auditors, as far as you mentioned something about the delays coming from the State but the end result the auditors had some concerns that would pertain to what would happen if we pass some sort of deadline – can you give us an update on that? Mr. Vieira stated on Friday the State of New Jersey released the pension liabilities for all the school districts and now the audit can be completed and the original due date for filing the audit was December 7th and it got extended two weeks so we have until December 21st so we will make that deadline.

Dr. Francis stated sometimes when we meet can we sit down and go over the financials. We have these questions but we can't – they don't pertain to the actual meeting right now – certain things that Mr. Monge said is very important. I think he had mentioned about the stairs at Connecticut Farms and we talk about boilers all the time – those are the things if we had money that we are not going to use...Mr. Arminio stated we have a planning session in February and that is what the planning session is for. Dr. Francis stated we go there and we are not finished and we call the meeting over. I think it is important that we spend some time and stop saying that we don't have the money and not really (inaudible). Mr. Arminio stated I'm ready to go all night. Mr. Nufrio stated I'm not ready to go all night but I would like to just comment on what you just said. I believe that is the purpose of having it, as such, I know when we meet in Personnel or Education, we go through so much among ourselves and then we report back to the Board. Obviously there are many questions that need to be addressed and possibly be reviewed again in terms of money aspects; because you need money to run a district obviously and every district will have its projects, its unforeseen situations and we are certainly hoping that the Fiscal Committee will be and I know they will be diligent in getting as much out of Mr. Vieira as they can and hopefully that will be reported. I don't think we can bypass regulations pertaining to meeting as a Board as a whole without violating the State regulations. Mr. Monge stated Mr. Vieira has offered his time on Thursday and Angel is actually going to come so we will have an opportunity to have a committee meeting. Mr. McDowell asked who is the third? Mr. Arminio stated Mr. Layden.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mr. Layden, seconded by Mrs. Zuena, that the following resolutions be adopted:

O-1. AFFIRM SUPERINTENDENTS RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period October 1, 2015 to October 31, 2015, in accordance with the information appended to the minutes.

O-2. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the Board approve the following security drill and bus evacuation reports for the 2015-2016 school year, in accordance with the information appended to the minutes.

O-3. REPORT RECEIPT OF BIDS

Report receipt of bids received on (a) October 26, 2015 for general counsel services and (b) November 4, 2015 for Video Surveillance Camera Maintenance, in accordance with the information appended to the minutes.

O-4. Reserved. Resolution tabled at November 10, 2015 meeting.

O-5. APPROVE REVISED UNIFORM STATE MEMORANDUM OF AGREEMENT – LAW ENFORCEMENT OFFICIALS

That the Board approve revised Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, in accordance with the information appended to the minutes.

O-6. APPROVE RENTAL REQUEST – HOLY SPIRIT SCHOOL

That the Board approve the rental request and waiver of fees (utility fees will be charged) by Holy Spirit School associated with gym time to be requested for the 2015-2016 school year, in accordance with the information appended to the minutes.

O-7. APPROVE RENTAL REQUEST – UNITED COMMUNITY CORP.

That the Board approve the rental request and waiver of fees by United Community Corp. for the use of Hannah Caldwell School on January 18, 2016 for their 19th annual Martin Luther King Jr. celebration, in accordance with the information appended to the minutes.

O-8. APPROVE ORGANIZATIONAL CHART

That the Board approve the organizational chart for the District, in accordance with the information appended to the minutes.

O-9. APPROVE CHANGE OF USE FOR BURNET MIDDLE SCHOOL

That the Board approve the change of use for Burnet Middle School, in accordance with the information appended to the minutes.

O-10. APPROVE CHANGE ORDER FOR ELECTRICAL UPGRADE – UHS

That the Board approve the change order for electrical upgrade at the high school, in accordance with the information appended to the minutes.

DISCUSSION:

Dr. Francis stated question on O-8 – I don't think we saw the final organization chart. Mr. Tatum stated it was on the back-up and the changes that were discussed last evening in Personnel Committee reflects the instruction of action - everything we talked about. Mr. Nufrio stated unless I'm mistaken, the action you are referring to...Mr. Tatum stated that is correct. Mr. Nufrio stated and I'm personally o.k. with it I'm more concerned about the public being able to access that. Mr. Tatum stated they should be able to access it. Mr. Monge stated I never saw it online, I found it as an attachment (inaudible). Mr. Nufrio stated it was accessible. Mr. Monge stated it is definitely accessible online and I was able to download it.

Mr. Monge stated I just want to understand what we are exactly approving in O-9. It is just a change of use certificate – is it like a certificate of occupancy – what exactly are we approving. Mr. Vieira stated it is the former special services space at Burnet Middle School – for future discussion we are contemplating the possibility of making classrooms but in the interim Burnet wants to use that space as a computer lab. Mr. Nufrio stated isn't that still classroom defined by the State code as a classroom space. Mr. Vieira stated correct – it use to be office space. Mr. Nufrio stated if I recall and I could be wrong, I don't think that was ever changed – I recall something that Mr. Damato in the past and I asked that question. Mr. Vieira stated but it wasn't housing students, just staff. Mr. Nufrio stated correct. The change of use is only required if you are going from A to Z as I know the code to be and that was never changed to be used for that particular set up we had there for special services. It was still I believe denoted as classroom space. If you want to check into this – this may be moot. Mr. Vieira stated it is more like a precautionary change. The County may say it isn't necessary.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Nufrio stated before I proceed with that Mr. Benaquista has provided all of us with copies of some late changes that had to be put on only because of the receipt of the proper criteria approvals for individuals that were being proposed for employment beginning the 23rd. Am I correct Mr. Benaquista? Mr. Benaquista stated one is the 23rd. Mr. Nufrio stated one is the 23rd and the other is December 1st. So rather than doing things retroactively, he notified me as the Chair of the Personnel Committee and I did not find anything that needed to be objected to and I ask him to forward all the back up or at least bring it to the table this evening – which he did so. So if there are any questions pertaining to this, if not, then we will simply proceed to include that as part of P-1.

Moved by Mr. Nufrio, seconded by Mr. McDowell, that the following resolutions be adopted:

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTION LISTS FOR 2015-2016

That the Board amend Substitute Lists for the 2015-2016 school year in accordance with the information appended to the minutes.

P-3. ACCEPT LETTERS OF RESIGNATION

That the Board accept letters of resignation from the following staff: (a) Wayne Peterson, paraprofessional at Union High School, effective October 26, 2015; (b) Georgine Bellerio (retirement), café/playground aide at Jefferson School, effective October 31, 2015, (c) Kristine Vitelli, nurse at Kawameeh Middle School, effective November 30, 2015, (d) Desmond Stapleton, teacher assistant at Jefferson School, effective November 9, 2015.

P-4. APPROVE LEAVES FOR STAFF

That the Board approve leaves for the following staff: (a) Robin Sickles, art teacher at Battle Hill and Livingston Elementary Schools, intermittent family leave, effective October 28, 2015; (b) Kathryn Smith, Special Education Teacher at Union High School, maternity and unpaid family leave from February 16, 2016 and with an anticipated return date of September 1, 2016, (c) Lisa Cassano, special education teacher at Battle Hill Elementary School, extension of unpaid family leave from January 4, 2016 to June 30, 2016, (d) James Collins, teacher's assistant at Kawameeh Middle School, intermittent unpaid family leave, effective November 13, 2015, (e) Lashaune Malbon, part-time bus assistant, unpaid medical leave from December 14, 2015 to May 1, 2016, (f) Ellen Judd, counselor at Union High School, intermittent unpaid family leave, effective October 16, 2015.

P-5. Reserved. Resolution tabled at November 17, 2015 meeting.

P-6. APPROVE MAXIM HEALTHCARE SERVICES INC.

That the Board approve Maxim Healthcare Services Inc., 12559 Collections Center Drive, Chicago, IL 60693 at a rate of \$35 per hour for a LPN, \$42 per hour for a RN, not to exceed \$40,040 for the 2015-2016 school year (per the Beach Vitale Act Senate #375) (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

P-7. APPROVE ACES

That the Board approve ACES (Assessments Counseling and Education Services), 115 Route 46 West, Building F, Mountain Lakes, NJ 07046 to provide Deaf and Hard of Hearing Evaluations at the rate of \$900 per evaluation not to exceed \$3,600 for the 2015-2016 School Year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

P-8. APPROVE CERTIFIED TEACHERS EMPLOYED THROUGH WISE LEARNING

That the Board approve the following certified teachers: (a) Elizabeth Molinski Turco and (b) Erica Perry, employed through Wise Learning, 898 Ethan Allen Highway, Suite 4, Ridgefield, CT 06877 to provide bedside instruction for district students on an "as needed" basis

for the school year 2015-2016 in the amount not to exceed \$10,000 (Account #7693-11-150-100-320-01-19), in accordance with the information appended to the minutes.

P-9. APPROVE LIST OF STAFF MEMBERS FUNDED IN PART THROUGH NCLB FY16 GRANT

That the Board approve the list of staff members whose salaries are funded in part through the District's NCLB FY16 grant, in accordance with the information appended to the minutes.

P-10. Reserved. Resolution tabled at November 17, 2015 meeting,

DISCUSSION: None

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio asked to go back to the discussion item under Education Committee – project graduation (possible modification of the calendar). Mr. Tatum has some comments before we open it up for discussion before the Board.

Mr. Tatum stated I had the opportunity to meet with the high school Principal yesterday and we did discuss some of the recommendations as a result of the work session and it is my feeling at this stage of the game that the committee for project graduation will use the June 23rd date as the date designated on the calendar and therefore it is my recommendation that we just remain with that date. We do have a day or so considering there are three other days included for snow and hopefully we will be able to get that date. I think at this stage of the game to do modifications to the calendar very well may have some impact on our attendance and plans that have been made prior to that date. So my recommendation and what I said to Mr. Lowery yesterday is that I think we should keep it on the 23rd.

Mr. Arminio stated it is open for discussion. As a matter of record, the Superintendent is recommending that we keep the date the same; so I am going to accept his recommendation and agree with it. If there is anyone else that has anything else to add.

Mrs. Zuena stated what if we do have an excessive amount of snow days – we will have to go into our April vacation? Mr. Tatum stated I think we already have an actual set of dates as we have had in previous years and how the progression of snow days that take place. The other thing is as we move forward with the calendar for the following year – we can consider an alternative that reflects something that may be more conducive to the project graduation. In meeting with the committee which is still yet to be done, they may want to modify their plans – maybe location or whatever else they can do to make that time period work or some time that reflects the calendar and instruction.

Mr. Arminio stated can we make that a resolution for next worksession.

APPROVAL OF BILLS

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

DISCUSSION: None

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated the Policy Committee would like to draw the attention to the Board members that this will be the first session for us to review some possible policy changes and certainly we would require two sessions before we can present it for vote. So I would like to indicate that this is the first session – the December work session will count as the second and of course possibly vote on it at the regular meeting in December if everyone concurs. They were placed in that small envelope. Are we having an Executive Session Mr. Arminio? Can we then possibly broach this in Executive Session? Mr. Arminio stated there is no need to in Executive Session. If anyone has a question, now is the time to ask. You can read it on your own and you can ask the questions next month at the work session.

UNFINISHED BUSINESS:

None.

NEW BUSINESS:

Mr. Nufrio stated Mr. Tatum before I proceed – is there anything not in this packet. Mr. Tatum stated the other policy that we spoke about that – I brought copies of that policy. Mr. Nufrio stated I suggest that all Board members should receive that. I won't reference it but the policy that Mr. Tatum is referring to has to do with employees whose children attend the public schools here in Union and we are looking at that policy carefully to be certain that it is being followed. We will get a copy of that and I was apprised of it before the meeting what it actually contains but I think you will find it interesting. The other policy is about naming and dedication of facilities and there were some revisions made in that policy and Mrs. Cappiello is it possible for you to procure for the entire Board the original version or we can just bold the changes that we made. Actually, I think the original would serve better because there were some deletions. Mr. Nufrio stated not this evening. Mrs. Cappiello stated I can and the only reason why I didn't do that or bring it was because it wasn't an adopted policy. Mr. Nufrio stated I would like you to please forward the original to that and I want it bold or deleted or somehow. Mrs. Cappiello stated I will send it out tomorrow morning and I will do a compare. Mr. Nufrio stated thank you. So that is one policy. The other one has to do with staff development, in-service education, visitation etc. so that is the second in that packet. The other has to do with transportation routes and services and if you can read through that at your leisure and the other has to do with a settlement agreement.

Mr. Salcedo asked the section that is highlighted or underlined is that what was changed? Mr. Nufrio asked which one? Mr. Salcedo stated the staff development. Mr. Arminio stated that was originally in the policy – it was highlighted so you can see it. Mr. Salcedo stated I just want to know what is new. Mr. Nufrio stated it is marked with an asterisk. Mr. Salcedo stated so it is the asterisk.

Mr. Nufrio stated if you have any additional questions, either myself, Mr. Tatum or Mr. Arminio of course, he also attends regularly any policy meeting that we have.

Mr. Salcedo stated I would like to give an update on the research. Mr. Arminio stated I would appreciate that. Mr. Salcedo stated I want to let the Board know that the Ad Hoc Committee for the Board of Ed Attorney search met to review all the submissions and after review of all the submissions, we have selected one firm to look closer at. Earlier on today, we submitted a request for further information from this firm and they quickly returned answers to our questions and Diane has given out all the questions with the answers to the Board members. It looks like we should be ready at our next worksession to present to the Board and possibly vote.

Mr. Arminio stated may I ask a question of the Ad Hoc Committee – the questions that you sent out – I received a copy of the answers – were you satisfied with the answers that were given by the firm. Mr. Salcedo stated that I am fairly satisfied. I'm going to meet with the Ad Hoc Committee and see – we may meet after.

Mr. Arminio stated I said at the work session there is a theater project going on in Union Center on December 5th and 6th – it is a radio play of “It’s a Wonderful Life” which was made into a movie later on and made famous but it started as a radio play. The theater project is going to try to get people back into Union Center so hopefully people will start using Union Center and visiting Union Center and maybe after the play December 5th and 6th you might stop in one of the local restaurants and let’s build Union Center back up and make it strong. I have flyers if anyone is interested. Don’t forget Board members that coming soon – June 11th – it seems like it is far away – it will be here soon and we have to get ready for the Relay for Life. We are a team and we are going to compete against the Central Office staff. It is from 12 noon to midnight so the 9 of us have to do a little bit more than an hour each walking around the track so I hope you get in shape so we can make a little competition out of it. Relay for Life – June 11th – mark it on your calendar.

Mr. Arminio stated this coming weekend on Saturday, Union High School will be playing in the sectional finals against Westfield at Westfield at 1:00 p.m. so if you can make it – they are in the semi-finals of the North Jersey Section II – Group 5 championship. Congratulations to the football team and I hope you do a good job against Westfield on Saturday.

The other day I went to Washington School for Veterans Day celebration and the school did a wonderful job in honoring our veterans – Miss Mason Branick, teacher at Washington School, she invited a number of veterans to talk to the 4th Graders and they talked about what it was like to be in the military and then the students were able to ask them questions about their role in the military and I just want to point out the names of those veterans who gave us their

time to visit the students at Washington on Veteran's Day – Matt Zieser, Scott Heiden, Amad Richardson Sr., Robert Palello, Douglas Vechios, Matt Brady and Michael Hall. Thank you for your service veterans.

In about a week, the Monday before Thanksgiving, there is a Hall of Fame Dinner at Galloping Hill and it is honoring the athletes of Union High School from 1924 through 2005. You have to be graduated 10 years to be eligible. This coming November 23rd we will be having a dinner at Galloping Hill honoring inductees from this year. Tickets are still available. Call the Athletic Office. Honoring some coaches from the past and athletes and the furthest back is 1954 – a wrestler from Union High and most recent is from 2003 – Monik Blake, a basketball player who played for Union High School and went on to star at Seton Hall University. It is going to be a great evening. This is the second meeting of the Hall of Fame. The first one was two years ago when we had the very first class.

Finally I received a letter from the Town and it is important that I read it into the record, it was addressed to me as President of the Board and it is from the Township Clerk from the Township of Union.

“As you are aware Township schools are used on Election Day as polling places. Notifications are sent to the Board of Education to remind of the use and dates. Therefore, you can imagine how surprised I was after learning that the lights in the Jefferson School parking lot were not working. The fire department was able to provide portable lighting to ensure voters were able to enter and exit the polling place safely but this should not have happened. Also, there are lights out at Washington School parking lot and in front of Union High School.

I'm sure the safety of your students is a concern to all members of the board as it is mine. However, I am also entrusted with the safety of the voters. In the future if there is any issue at a school that would be of any concern on Election Day I would appreciate being notified ahead of time so appropriate arrangements that might be necessary can be made.

Very truly yours,
Eileen Birch
Township Clerk”

This was also sent to Mr. Vieira, as Interim Board Secretary, Mr. Tatum as Superintendent of Schools and Dan Antonelli, Township Attorney.

I just wanted to have that read into record and we know in the future we must make sure that our lights are safe and secure on Election Day and I have already talked to Tom to make sure that the lights are in proper working order and I will send a letter back to the Township Clerk as a formal reply from the Board.

Mr. Monge stated I actually had the opportunity to go to the first election, and the lights were on at Connecticut Farms for Student Council and I just want to congratulate Connecticut

Farms – it was a great event and the debate probably about 40 kids – there were two treasurers, maybe three or four vice presidents and everybody else was going for President. They did a great job and speaking in public and the principal and teachers were fantastic. Mr. Arminio stated thank you for attending – that is what I hope Board members will do if time allows in your schedule to attend the functions at the different schools or just stop in and say hello.

Mr. Nufrio stated Mr. Arminio is there anything perhaps, as you as President of this Board can accomplish – I know you indicated to me in the past that you attempted to do it and that PTA meetings that are held for those schools that have PTA meetings on the nights that we have Board meetings it is impossible to attend since our obligation is to be here. Perhaps a letter from the Superintendent himself might help to revive that notion. Mr. Arminio stated I will have talk to Mr. Tatum. Thank you.

COMMENTS FROM PUBLIC:

Jill Hall stated I wanted to just bring up the school things that have be going on and I just came from Kawameeh's Family Fitness Night – another great event that has gone on. I was disappointed that it was on a school Board meeting night and you know Mr. Arminio I would never miss a Family Fitness Night and I left before it was over but it was extremely well attended by students and parents. I wanted to bring attention to last week's event at Union High School – the College Fair. It was well organized and it was organized by the Counseling Department of Union High School. Over 85 institutes of higher learning were represented at this event and it was extremely well attended. Many hundreds of our families were able to come in. It is an enormous undertaking to coordinate and 85 different institutions to be able to come at the same time and talk to our kids but it is also such a wonderful opportunity for parents who really are just starting the whole college process to try to get a handle on what is available to the students and every topic from different majors, liberal arts, where do you go for business and what if a 4-year college is not what you wanted and how do I navigate all of this and how do I start. To put all of that in front of our families was just tremendous and having gone through that three times with my own kids, I know how very difficult and I was really happy to see that was being made available to our students and I really want to thank her and her staff for that undertaking.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Zuena, seconded by Mr. Nufrio, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) personnel matters. The Board will disclose the discussion conducted during the Executive Session with notice to the public when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interest 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.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board it was moved by Mrs. Zuena, seconded by Mr. Monge, that the Board return to public session. All present voting Yes. **MOTION CARRIED**

Mr. Arminio stated we are now back in public session. Can we have a motion to retract P-5 and P-10 so that we can vote on it at the work session next month. Mr. Nufrio stated and we should void the vote. Mr. Arminio stated we retracted. Mr. Nufrio stated retracting the resolution is one thing but we voted on it so to be official. Mr. Arminio stated and to void the vote. Can someone make that motion?

Mr. Nufrio stated I make a motion to void all votes taken on resolutions P-5 and P-10 so that we may revisit at the December meeting, seconded by Mr. Salcedo, that the following resolutions be retracted and the votes voided:

P-5. The Superintendent recommends, the committee concurs and I so move that the Board approve restoration of increments for Employee #9543, effective immediately.

P-10. The Superintendent recommends, the committee concurs and I so move that the Board approve the General Release and Waiver for Employee #11368, effective November 24, 2015.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio asked if there was any other business before the Board. Mrs. Zuena stated when should we talk about the SRO. Mr. Arminio stated SRO information.

Mr. Tatum stated Manny and I spoke with Mr. Manzella and basically Manny requested some additional information from him regarding receipts last week. Manny stated he provided them. Mr. Tatum stated o.k. he provided them.

Mrs. Zuena asked if it gave an actual breakdown per day. Mr. Vieira stated per pay. He is paid at \$4,000 per pay. Mrs. Zuena stated it will actually tell us how many days per week Officer Mauro is there or Officer Sancser is there? Mr. Vieira stated they didn't provide attendance. Mr. Tatum stated Officer Mauro substitutes for him on the days he is out. So we are dealing with one salary. Mrs. Zuena stated so it is the same salary but broken up by day basically so we are paying per week and they pay them whatever days. Mr. Tatum stated 50% of whatever the salary is.

Mr. Monge stated I don't know if you are saying this but if one officer is out, the other one comes in but is actually earning lower salary...Mrs. Zuena stated she is at the same pay grade. Mr. Tatum stated what I'm trying to get across is that the person that we hire, in this case

Officer Sancser, whatever he makes we are paying 50% of that. On the days that he is not there, they are basically using someone to sit in for him so the salary itself – the difference between whatever they may make, whether it is \$2,000 or \$5,000, has no bearing. Whoever we lock in is the person we are paying. Mr. Monge asked did we actually lock him in? Mr. Tatum stated he is the person – just as Nick Ardito was the person prior to. Mr. Nufrio stated I'm sorry to differ with you Mr. Tatum but there was no contract subsequent to the first year so again I remind everyone when I spoke with the School Board's attorney, this is a very sticky situation and we should have an attorney review it before you proceed and before you make any recommendations. Mr. Tatum stated that may be true but that is not the question that he is asking if I'm understanding correctly. Mr. Nufrio stated I'm just commenting on we have an agreement because we don't have an agreement.

Mr. Tatum stated the assignment of the officer was Officer Sancser – it was Officer Ardito first, who is our Director of Security, he was the person who was assigned to Union High School. Mr. Monge stated we even have his name. Mr. Tatum stated I have not seen the agreement. Mr. Tatum stated but he was the one assigned to the position. Mr. Tatum stated correct me if I'm wrong, but the salary was based upon his salary. Mr. Monge stated they didn't say it, they didn't have a salary. It said 50% of his salary; that is the document you guys signed. Mr. McDowell stated if he was the first one, that is what you base it on. Mr. Tatum stated it was a resolution, 50% of that salary.

Mr. Nufrio stated the office should understand how this whole thing was conceived, the purpose for it, etc. Mr. Tatum stated I'm glad you brought that up. The whole purpose behind the SRO was not for discipline in the building, it was actually designed for a better relationship with the Police Department and our students. We have the DARE program in the 5th grade we have a program in the middle schools and then in the high school they would sparingly come into the building to do some programs but then they thought it would be a good idea to have an SRO so we would have a better form of communication so the students would see that this person went on their regular shift and learned what it would be to be a real police officer and not have them as their enemy for the most part. That was the whole purpose behind putting an SRO in this building. Now over the years has the role expanded somewhat – when there are issues, they are still police officers regardless of who is in the building – we still have arrests; they are still on duty and they are doing their jobs in our building – but that was the original premise to having SRO's back to one of those instances. One more comment, just to reiterate the fact that the SRO's that have been assigned to us, despite whatever the conflicts may say, they have been Officer Ardito and Officer Sancser – that is who the Township assigned to us.

Mr. Arminio stated it also says in the contract that the the Superintendent and the Board have the final say on who the SRO officer is in the school. I read the original contract; anything after that goes back to the original one. Mr. Nufrio stated no it doesn't, it is expired. We can't do a legal analysis – it expired. Mr. Arminio stated we can say whoever we want to come into the building – if you go back to the contract, we have final say.

Dr. Francis stated I know there is a new contract that was sent to us. Mr. Vieira stated 15-16 contract. Mr. Arminio stated it does say that. Mrs. Zuena stated it doesn't say his name. I will say one thing whoever it is, whether it is Officer Sancser or whoever, it needs to be a

juvenile officer because I spoke briefly to Mr. Lowery after we had our discussions and he said that the fact that the incidents that happen in the building, the children are actually taught and learning through the experience – they may be getting arrested, but they are not treated like militants, they are treated with some respect being brought through the building and he did say that if there is an issue that we may be thinking of taking it out, he would like to come to the Board meeting before that happens. He said he is a big asset to him to have an officer in that school – just to have the presence of it, the communication between the children and the officer; whether it is him or Karen. Like we said and Dave and different people said, you can't just put any officer in there. Mr. Tatum stated that is right. Mrs. Zuena stated because there are plenty of officers that wouldn't have that communication with our children.

Mr. Monge stated if we do that, we have to take ownership of that contract because it is very open ended and we really need to take...Mr. Nufrio stated the current one that they are proposing. Mr. Monge stated absolutely. Mr. Nufrio stated I am only addressing the past years and I have a question or two to kick around. I spoke with Mr. Tatum as well about it. During the time that this police officer, whoever the person is, issues occur all the time given the population of over 2,000 kids – you are going to have issues. If anyone thinks that his presence mitigated a lot of issues, well it didn't. In fact I would like to point out since the new administration is there – we are hearing less incidents. During the former administration and I am not impugning them, I am simply saying issues occur and he was there, this police officer. In the final analysis, what exactly was his role there other than to make a quick arrest. I am not questioning what he did, I am simply addressing the fact that No. 1, we are boasting less discipline issues with the new administration because they are being more vigilant possibly; because maybe the realignment of procedures or maybe an emphasis on the code of conduct but I can't honestly say it was because we had an SRO in there. Can you Mr. Tatum? You don't have to answer that. Mr. Tatum stated I'll say again, it goes back to the original premise, the SRO was suppose to be there to enhance, not to benefit the building, and the thing about it is you mentioned it is not to impugn the former administration but the bottom line is that if the officer, along with the new administration serves as a deterrent and enhances the communication and going back with this whole idea of who was selected certainly ties into that and let's remember that even the person that we use as a substitute, Karen Mauro, is and has been a DARE officer for a number of years and deals very well with children. Those are the things but can we say that the presence of an officer changes the whole landscape – no. I think of them as a deterrent but certainly we as a school administrator have to get out and be vigilant as you said. Mr. Nufrio stated it is basically how you conduct your day-to-day activities but having said that, the final question is with the proposal at hand, are we prepared to spend \$50,000 for that kind of arrangement. I am certainly not. I think that we can do a lot more with that \$50,000 or perhaps we need to renegotiate if we are going to continue using an SRO – to renegotiate what we will pay towards them.

Mr. Tatum stated I would like to discuss it further with the Board and with the Township because it really is an agreement between the two bodies. But at the end of the day, administration should, as Nancy pointed out, be taken from the building administration because they can probably speak more to the effectiveness of whatever responsibilities the person has taken on. Mr. Monge stated they are an integral part of their whole plan. Mr. McDowell stated you almost have to think of that person as a full-time employee of the school. Mrs. Zuena stated

he is. Mr. Nufrio stated no he is not. He is not there all day. Mrs. Zuena stated he is there – he's there from 8 to 4. Mr. Tatum stated he is there all day long. Mr. Nufrio stated I must have come at times where he was... Mrs. Zuena stated this is a big school so you are not going to see him at every spot whether he is parked in a parking lot – he is not going to jump out and tell you he is there – he has an office, he monitors cameras.

Mr. Monge stated it goes back to looking at this agreement and flushing it out because when I talked about attendance, the assumption is that well he is going to be here or whoever is going to be here – there should be something in the contract that the person checks in. Mrs. Zuena stated they have 8-4 hours. Mr. Monge stated what I'm saying is that there is nothing official. Mrs. Zuena stated there is nothing official... Mr. Arminio stated maybe he checks in with the office. Mrs. Zuena stated in our administration building on what time people come and go. Mr. Monge stated that may be a problem too. Mr. Arminio stated you have to check with the administration.

Mr. Tatum stated a lot of assumptions are being made because it sounds like a two-fold issue. One is you are looking at the type of way we are spending and the service that we are getting in return but I think as far as the presence within our schools, the hours, the school's administration is here every day and probably could speak to that much better than we can and I think in all fairness, once you have something it is kind of hard to do without especially if it is something that enables you as an administrator to be able to get out and do other things and there are a lot more productive things that go on in the school.

Mr. Nufrio asked can I suggest something and see if the Board agrees? Since this is a personnel issue, why not set up some time for Mr. Lowery and one of his assistants or all of them come to a Personnel Committee meeting and delineate and define what they feel is essential and what is not and then we take it from there and then I still say do we just pay the blanket amount of money or negotiate. Mr. Monge stated that is a separate issue. Mr. Tatum stated that is a separate issue.

Dr. Francis stated there are other things we can consider – a retired officer. Mr. Nufrio stated the hourly wages. Dr. Francis stated we are not paying him benefits. Mr. Salcedo stated we aren't paying his benefits. Mr. Nufrio stated it wouldn't amount to \$50,000. Mrs. Zuena stated we are paying Nick Ardito \$67,000. Mr. Nufrio stated we didn't select him obviously – he was put on Board and given a supervisor's title and paid a salary that is probably warranted for an 11-month employee. Mrs. Zuena stated we have no accountability for him.

Mr. Nufrio stated we have a few things to flush out and it is more than one issue. As a former administrator I can tell you that I never had a cop in my building and I did point out Elizabeth High School had two police officers for about two years and they did away with it. Mr. Salcedo asked did you have metal detectors? Mr. Nufrio stated we did install them, don't forget it was an Abbott District and they had money coming out of their ears. Mr. Salcedo stated the one thing as a deterrent, we can't prove how effective he has been, but we recently had an intrusion in the school – this was one intrusion of two kids from outside the District... Mr. Nufrio stated how many were not noticed. Mr. Salcedo stated the one place I have a hard time, if it comes down to it, skipping on the security. I don't know if we are secure as possible here in the

District and the high school is huge. Mr. Nufrio stated I'm not suggesting that we do that – I'm saying, we need to flush out (a) what the need is and (b) how much are we willing to pay for it and (c) let's explore other options if possible.

Mr. Monge stated I think we go with the recommendation that you guys as a committee and high school...Mr. Nufrio stated let's hear what they have to say. Mr. Arminio stated also I think you should talk to the Board members. Mrs. Zuena stated that would be nice. I feel like our committee meetings are not coming forward to the Board meetings – I and Jeff present operations in full from our Operations meeting to the Board meeting and I'm not getting that from any of the other committees. That is my feeling. I feel like we sit in the dark and until it is a situation, we don't know anything about it.

Mr. Tatum stated let me ask you a question and I mean this sincerely – can we make that a New Year's resolution. Mrs. Zuena stated it is a committee but the whole committee meeting should be presented that evening to the Board and it is not happening. Mr. Monge stated I have a concern with that too because may be there are some bright ideas from everybody...Mr. Nufrio stated but we need to clarify (a) the purpose of a committee and (b) the authority of the committee. The purpose is to discuss with the Superintendent his recommendations – be mindful of that. Whether we agree or disagree, he can still bring it to the Board. It is up to the Board to decide on those resolutions as it reads, "the Superintendent recommends and the committee concurs" – just because the committee concurs doesn't mean you vote yes. Mr. Monge stated if you have nobody who comes to a committee meeting for a given meeting and all of a sudden you are presented with resolutions to adopt, what good is it. Mr. Nufrio stated we have flushed out many issues that are warranted in personnel. Mr. Monge stated I can tell you many times where I am sure you didn't have anybody at a committee meeting and then you came up with resolutions that the Board approved. Mr. Arminio stated and there were times that I refused to say the "committee concurs" – I did not say it because we did not discuss it. Mr. Tatum stated that probably happened...and Personnel is not a good example or education because normally and as it works right now, it is pretty much same people and you have...Mr. Monge stated I am not saying it is across the Board, it happens, the point is we need to...if this is a New Year's resolution so be it, we need to figure it out because...Mr. Arminio stated it was suggested last year – I suggested it. Committees have to meet on a separate night whenever it is convenient for the committee and you are limited – there are several towns that I talked to, they meet on a different night for one hour. They get their work done in one hour. They convene and then at the Board meeting, they report to the whole Board. Mr. Monge stated and let me tell you, it all depends on the committee because you can sit there and I can spend an hour just going over the resolutions. Mr. Arminio stated and they don't have worksessions – they have a committee, the Personnel Committee meets, the Fiscal Committee meets on a different night from the meeting and they report to the full Board at the Board meeting. Mr. Monge stated I don't think we need less time, I think we need more time. Mr. Nufrio stated I don't think we could do away with the worksession meetings. Mr. Monge stated the committee meetings potentially being held at a time that is not right behind the worksession because like I said, you go over what is going to be proposed and that is all you really have an opportunity to talk about it. We are making opportunities too to talk separate and apart. Mr. Arminio stated and that is your real committee meeting.

Mr. Nufrio stated and also many times, since you pointed out Personnel, we will go to the Personnel meeting and we leave the agenda up to the Superintendent. He may point out certain particular special recommendations and then we flush that out and then we flush that out – we may agree or we may disagree and I'm sure you have heard me scream many times on some issues but still it is his final recommendation and if I disagree it is because it is what I know to be and what I hope to be. The point is he still makes the recommendation and we still vote on it. But we don't discuss every aspect of the Personnel Agenda, it would take all night.

Mr. Tatum stated that is why I always ask does anyone have any questions. Mr. Nufrio stated that usually you come in with an agenda and say these are...aside from P-1, unless there is a special thing that he wants to point out, we don't discuss everything it is impossible. The resolutions that we put forth as a committee, many of those resolutions, we trust his judgment and that is what it is. Mr. Monge stated except for what is being taken into consideration as far as we make these committees and Board meetings more effective and efficient is obviously ideal but also the fact that...Mr. Nufrio stated there is a lot of subjective material when it comes to Personnel. Operation and Fiscal is more objective – you have data that you have to sift through. We hear what he wants to propose...Mrs. Zuena stated just general things, like Mr. Rutty being here last week – that would have been nice that the Board actually saw that presentation. Mr. Rutty came in last week...Mr. Nufrio stated that was his recommendation. Mrs. Zuena stated I know and I talked to Greg about it and I didn't have a problem but I think that these are the things that we need to see as a Board. Mr. Nufrio stated I disagree.

Mr. Arminio stated we are going to go around in circles for another hour. We need to think about it and at the next worksession, we put this on, what should we do starting after the reorganization meeting. Mr. Nufrio stated we pretty much said thank you but there is more to be looked into so if Mr. Tatum wanted to he could have said you know what I want to present this to the whole Board, we can't say no but obviously after you heard the responses or the questions that were all legitimate pertaining to the proposals that he put on the table, there wasn't enough there for him to bring to the full Board and I dare say it is a good thing that we didn't. It would have been somewhat skeletal. Mr. Tatum stated the only thing that I will say about Mr. Rutty, he came in last month with a presentation and he introduced a concept and the bottom line was he had (inaudible) in the building and I believe following the discussion that myself and Dr. Lishak had with Mr. Lowery, Dr. Lishak had proposed that maybe we move this forward so it would save some money instead of what was originally proposed as discipline at a 45-days at an alternate placement so that was the purpose of what came before you. I don't know because I was not in the room, it was the two assistant superintendents (inaudible), I was not in the room myself but reality was that is what he was suppose to be doing. I don't know what you heard but that was the purpose of moving that forward a little bit sooner because when we looked at the cost of putting those students out – it would be \$18,000 per student at 45 days. The students that were involved with the drug paraphernalia – the students were arrested and they were all put on evening programs – the whole procedure (inaudible) – one was for drugs and weapons and the recommendation was placement for 45 days – that was the recommendation on the table. When Dr. Lishak looked at the numbers, \$18,000 per student - it would be cost effective to start the evening program and move those students there for the 45 days with a counseling department as opposed to putting them out. Mr. Nufrio stated since Dr. Lishak is not here but Mrs. Moses is what she did here perhaps it might relieve some of your concerns why the committee put a stop

or brakes on it because there were too many questions concerning the cost, pertaining to logistics, pertaining to whether the State would approve or County would approve – when you have all, and correct me if I'm wrong, this data bring it back to us and we will present it or if we think it is doable and the Superintendent agrees, then we present it to the full Board. He can't possibly expect to have every little proposal just fly and hope it works.

Mr. Tatum stated Manny might be able to answer this – this is a form of ADP program or whatever it is called, it use to be called the sundown and then it was called the ADP – we have a budget item for that. There would be money there. Mr. Vieira stated I assume it was run by the County. The County approves the budget so you can say it was approved. Mr. Tatum stated how can we do a program...Mr. Nufrio stated he wanted to start in January. Mrs. Moses stated he also said that it was for the children – the student with drug use – when you pinpoint the drug use (inaudible). Mr. Tatum stated it was like a rehab program. Mrs. Moses stated that is what I'm saying – that is when it started to spin. When these students come back, with that program, kids have a lot of issues...Mr. Tatum stated I'm surprised that Dr. Lishak didn't chime in and talk about this whole thing. Mr. Nufrio stated she did. Mrs. Moses stated she said you can't do a program where you can talk about (inaudible). Mr. Nufrio stated but here is the other component to that you are introducing a brand new concept and you are hoping to initiate it in a few months and you just can't do it that way. Secondly, just for everyone's information, currently the Education Committee down in Trenton approved a proposal to embed within the school program, specifically a recovery program so you know what, maybe there might be money there that the State will release...Mr. Arminio stated but maybe we will have to pay for it. Mr. Nufrio stated but if they introduce a new program, a school within a school concept, they have to come up with some money and they can't force you to do it unless you provide the funds.

Mr. Tatum stated I think what we have to be cognizant of – maybe now or maybe later, at the end of the day you can have a zero tolerance policy for drugs and weapons but the bottom line is that the recommendation that was made truly could have been carried out and we would still have to pay for their education for incarcerated students. Mrs. Moses stated that is what we were saying to him, those are behaviors and that is the word "behavior" – be it drug use or possession of a weapon, be it any other mischievous behavior – it is a behavior not what it is. Mr. Nufrio stated not for failure, not just for failures.

Mr. Tatum stated let me run one last thought – so if someone comes to this school and they have a weapon and a weapon carries a charge and 25 days in placement and some cases pending expulsion or whatever – the bottom line is it will cost \$18,000 per student to do that – somewhere we have to have money aside for that but we have to have some kind of deterrent in place that would help the students think a second before they do that. Mrs. Moses stated that was the point. Mr. Salcedo stated what happens when you press charges they go through the system. Mr. Tatum stated it depends on the circumstance. If we press charges, they can then be incarcerated for that purpose. Mr. Salcedo stated and we are responsible for that charge? Mr. Tatum stated I believe that as long as students are incarcerated we are responsible for their education. Mr. Vieira stated if they are incarcerated we are responsible for their education. Mr. Nufrio stated since when. Mr. Vieira stated ever since I have been working here – 20 years. Mr. Nufrio stated when you are incarcerated you are separate and apart from the institution. Mr.

Arminio stated we pay the bill. If a kid is put in jail, in juvenile detention center, we get the bill. Mr. Vieira stated they deduct it from State aid.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Monge, seconded by Mr. Layden, that the meeting be adjourned at 10:00 p.m. All present voting Yes. MOTION CARRIED.

Respectfully submitted,
MANUEL E. VIEIRA
INTERIM BOARD SECRETARY