

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES - NOVEMBER 10, 2015

Meeting held at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on November 10, 2015.

The meeting was called to order by Mr. Arminio at 7:00 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Ms. Lois Jackson, Mr. Thomas Layden

Mr. Arminio stated I just want to let the Board members know that Mr. Layden sent me a message that he had a family commitment and he couldn't be here and Ms. Jackson, I sent her a letter which I will talk to the Board about in private session and tonight it is a work conflict – she did send me a note back.

Mr. Arminio led the Board and audience 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 Secretary.

COMMENTS FROM PUBLIC ON PROPOSED RESOLUTIONS: None

Mr. Arminio stated I don't believe there are any proposed resolutions in bold on the entire agenda so we can skip because there are no comments on anything being voted on tonight.

APPROVAL OF MINUTES:

Mr. Arminio stated that next week we will approve the minutes listed on the agenda. There are amended minutes from August 18th, the August 20th, September 15th regular and executive session – we will vote on that so look through those and see if there are any changes or corrections that need to be made.

COMMUNICATIONS:

Mr. Arminio stated in communications there are a number here.

Mr. Tatum stated I was just informed that one of the resolutions needs to be adopted. Mr. Arminio stated but it is not in bold. Was this noticed as a voting meeting? Mr. Tatum stated yes.

Mr. Arminio stated so E-3 is bolded and it says “The committee recommends and I so move that the Board approve NJQSAC Statement of Assurance for the school year 2015-16, in accordance with the information in the hands of each Board member”. So if anyone would like to comment on that.

Dr. Lishak stated you may have to change this because to be honest with you it is suppose to be "Statement of Assurance and the DPRs" – it is not just the Statement of Assurance, it is all the back up. It is the Statement of Assurance and the DPR. Mr. Arminio stated and the DPR. Mr. Nufrio stated it can still be voted on – just re-read it.

Mr. Arminio stated in communications – those will also come up in Personnel. There are some things that I hope you looked at – people requesting use of things. So if there are any questions with any of those as we go through it.

PRESENTATION TO THE BOARD ABOUT SAVING SENSITIVE DATA TO THE "CLOUD".

Mr. Arminio stated I would like to get to "G" – presentation about saving sensitive data on the "cloud". While they set up, today is the 240th birthday of the Marine Corp. Mr. Nufrio asked if anyone was a Marine. Mr. Salcedo stated I was in the Marine Corp – 10 years. Mr. Arminio stated that there is a college fair going on tonight at the high school in gym so if you want to run over while they are setting up and come back.

Presentation by Jo Ann Demsey from New Jersey School Boards and Victor Falconieri, Ted Stanziale and Mario Spallarosa from VMware, Inc.

My name is Ted Stanziale and I work for VMware. I have been working with the New Jersey School Board Association and K-12 in the State of New Jersey for the past seven years. We have a large swath of experience within working with public sector of New Jersey specifically around K-12 and we understand all of the challenges that schools are faced with. We can go to the smallest schools to the largest schools and it is different everywhere you go. You have different levels of skill sets of experience on working with IT and at the end of the day a school district's responsibility is what the school district wants to do is to teach kids and not worry about managing and maintaining hardware and infrastructure and consistently having to upgrade or stay ahead of that curve. At the end of the day, a lot of these kids have better technology at home, faster internet, faster access, they are getting it from a phone and when they come into a school district and you can't supply that, you are kind of bringing that kid back and one of the important things that putting this contract together with NJSBA is we do recognize. There are 600+ K-12 school districts in New Jersey. All different sizes; you got small ones and you got large ones. Working on contracts like this with NJSBA, we are able to aggregate a lot of the demands that schools need to help drive down those costs. We run a program with NJSBA now for the past five years for VMware technology and we have essentially saved the State of New Jersey coming up near \$100,000,000 in technology costs. I want to turn it over to Vic to explain a little about what the cloud contract is and really what we can do for school districts.

Victor Falconieri stated this was an excellent sag-way from being at workshop a couple of weeks ago and meeting with some of the people that are in the room today. To Ted's point, the reason why NJSBA is working with VMware is because we are seeing the adoption of cloud services across the school districts; something that a lot of school districts are looking to take advantage off. We don't right now have today an exact understanding of your IT landscape here internally. It is something that we do want to get to understand a little bit better and start

understanding what the environment looks like; the issues, the problems that you have today and kind of correlate those to how cloud could solve those problems. The purpose of today is to kind of get you familiar with what is on the NJSBA's contract so you can understand what those services are and how those can potentially map to some of the issues that you have today. Feel free throughout this presentation for questions or whatever comes to mind.

Jo Ann Dempsey stated I'm from New Jersey School Board Association and what NJSBA is doing and what we have been doing for several years – we have a program that is called NJSBA TEC – technology for education and career. What we are doing at NJSBA is we are helping you leverage pricing. We are going out for products and services that school districts are in need of and we are doing convenient space pricing which reduces your academic pricing and percentage off the academic pricing and for the cloud services we are going to go to an aggregate type of program as well which will also help reduce the pricing even more. What we did, we went for an RFP, it took us 16 months of work that the NJSBA did for all the schools in New Jersey – all the public schools and any charter school who is a member of NJSBA can also take advantage of the savings of the cloud services and products and any of the other products and services that are available through the TEC. We went out for an RFP and we did all our due diligence, all our homework, everything that needed to be done. Carahsoft Technology Corporation was awarded the contract and that is how VMware products and services can be purchased through Carahsoft. By doing all the work that we have done, we have supplied all the State requirements, we fulfilled everything so you don't have to go out for competitive bid. These products and services are the least expensive that you can find anywhere. The final products and services are not listed on the actual 03 contract so this is the absolute lowest possible pricing you can get through NJSBA. All members, which all public schools are by default a member of NJSBA can take advantage of this contract without going out for an RFP which will save your school a significant amount of time and money. When you decide that you are looking into the product and services and you want to purchase something and you want to look at all our paperwork, have your BA contact me and we can supply who our general counsel and I have packets with my business card and all the information from NJSBA in there for you this evening and we can supply you with everything you need to prove that we got all the work that needs to be done. Vic will go ahead and explain the products and services. Through our general counsel I can provide your school board any of the information they need for BA to assure that we did all our homework.

Mr. Falconiere stated that Carahsoft is a distribution arm of VMware product and services and that is kind of how they fit into the fold. I'm Vic Falconieri, Ted Stanziale who you have heard from already, Jo Ann from NJSBA and Mario Spallarosa our technical lead in New Jersey – we are all here tonight and what we want to talk about is what is included in the cloud contract. We talked a little bit about this when we were at the workshop. Obviously, the true cloud services, the ability to take what you guys have built here internally from the server workload perspective – those physical boxes which are sitting in the data center and move those out to the cloud instead of managing those boxes here, having them locally here, you can move them out to the cloud base facility. Horizon Air is kind of the same thought process and moving things out to the cloud but it is for desktops. You have student labs, you have students that are bringing in their own devices, you have students that have laptops. You can manage content,

applications, delivery of services to the desktops through our Horizon Air platform, as well as through our airwatch platforms – we will talk a little about that.

Mrs. Zuena arrived at 7:20 p.m.

It would allow students or faculty member to bring in their own device and it would be able to access a Window 7 desktop from any device anywhere at any time. This would actually enable you to do that. No longer is the physical desktop here. You can pull out an iPhone or a Chrome Book or any device for that matter and it accesses that resource. Think about your servers, you are running things like email, student information systems, you are storing your files and things of that nature and no longer will it have to stay or reside in your facility, you essentially push that out to the cloud. Some of the fundamental elements at looking at cloud services, it is changing the perception of how you are deploying technology across the district. It is no longer a 3-5 year hardware refresh cycle, what capital outlay do we have to do this year to maintain the equipment, buy new hardware warranties, to buy maintenance contracts with whether it is manufacturers or local support resources. You are taking that shift from that model and you are looking to an operational expense model. A fixed budgetary cost for delivery of technology to the school district, you can scale up and scale down as needed within a cloud facility not here investing in actual hardware to support your initiatives.

Fundamentals of virtualization – we looked into Union Township's school district a little bit today internally at VMware to see if you had computer VMware in the past; we did see some signs of that so we want to get an understanding more of the environment but what we understand, you guys do have a virtualization blueprint today within your data center. What that really means is you guys have went through the exercise of taking older physical servers virtualizing them and running multiple servers on one physical piece of hardware. So you have taken that consolidation effort and invested in VMware and this fact is going to make your migration and move into a cloud service model much easier than if you had not this investment in VMware. So consolidation is kind of where you are at today and what that has provided you is mobility. Mobility to move virtual servers from your data centers here out to our cloud-base facilities; moving for true relocation to the cloud, we are moving them in a replication or copy for a disaster scenario.

There are two routes you can go here. You can move everything out and run out of the cloud – that can be your new strategy or you can leverage the cloud as a DR site – a disaster recovery site. You have a couple of options.

Mr. Stanziale stated and that is important one of the things with Sandy – we are three years out, a lot of schools went down. One of the key services that went down was their website and in the schools that actually had their websites in the DR facility and were up and running that actually being the only form of communication back to the parents because in the town the phones were out, power was out but they notice that there was a 200% uptick in website traffic coming from mobile devices because they were accessing the school district's website and looking at that and see communication as to what is going on in the schools.

Mr. Monge asked where do you guys have your data centers – what data centers do you use now, where are they located? Mr. Falconiere stated across the globe we have data center locations and this footprint is expanding pretty much every quarter we are adding a few more locations. Right now we have three data center locations on the east coast – New Jersey and two in Virginia. We have west coast separation as well and we have facilities in Texas, Nevada, California and Arizona. VMware does not own the data center facilities, we work with data center providers for the space. They are in the data center business. These are Tier 3 or above data centers so we are talking dual power grids coming into the data center, diesel generator backups, physical security, retina-eye scans to get into the facilities. When you talk about a lot of the apprehension when districts or any entities are looking at cloud – is it secure, how are you securing it, where is my data now; we are a completely transparent – you select what data center facility you want and let you understand what that means to running out of one of these data centers. Nine times out of ten, customers that we work with especially in the public sector in New Jersey – operating out of one of data centers is going to be more secure than you are going to be able to secure it locally here within your own facilities. Just from the standards that the data center providers have to put in place.

Going back to what Ted was touching on, whether it is in a DR event or a type of environment, a web server or an auto-notification system, an emergency response system, student information system, whatever workloads that need to be up, whether it is DR or in the cloud, we can support those.

We divide up our service offerings in a couple of different ways. Infrastructure as a service as it relates to cloud is exactly that – it is infrastructure that we are carving out for you so we come in and analyze what you have here locally. Say you have 20 servers, 30 servers that are running here – we do an assessment on those servers and we say that is x-amount of storage capacity and x-amount of computer capacity and then we size that out and what it would look like in our cloud base facility. Same for the disaster recovery scenario, we analyze your environment, you want to send all those servers to us for disaster recovery, we carve out the capacity in our DR environment and reserve that capacity for you. It is seamless migration out to the cloud with the reserved capacity that you need to run the facility.

Mario Spallarosa stated tell how quick we are able to set up one of our other customers. Vic stated being as you guys have made the investment in VMware and you are running VMware software stack internally today. All those servers come down to being a file at that point. So instead of 25 physical servers, you have 25 virtual servers running on a couple of physical servers. So those files which are called VM-DK files, they are capable with our cloud service. Mr. Vieira asked is System 3000 running through the VM? Mario stated yes.

Mr. Falconiere stated so that would be an example of virtual servers that are living in your environment. A virtual server takes a certain amount of storage, certain amount of CPU power and certain amount of ram. To migrate that out be cloud air, we would connect your environment to our VM environment in a cloud and it is built on the same technology, fully capable and migrate that server out. So the time that it takes to go over the internet connection to the cloud facility and then run in that environment would be the time that it would take to set up that server. Mr. Spallarosa stated just hours. Mr. Falconiere stated what you are going to see

why NJSBA decided to work with VMware is because there is a large VMware install base accounts across New Jersey - districts that are leveraging it because of the consolidation of physicals down to virtual servers. Also because amongst the cloud providers that are in the market today, one of the only ones that has a true "hybrid cloud story" – what that means is we can take your VM workloads from your premise here in your data centers and move them out to our cloud with no conversion or rewrite or re-architecture of those servers. So with other cloud providers like AWS, Azure and these other cloud base facilities that are out there – we have to completely convert your environment. You have to go to their proprietary architecture, you have to go away from what you invested in VMware and go to their cloud model; it is the reason why we worked with NJSBA and we have been able to come up with these solutions.

In a DR event, choose any data center that you would like for DR. In a DR event, we can stand up your resources, should the servers go down here, in less than four hours. You will have the assurance that for disaster recovery if that is one of the models you like to choose for this. Main site goes down, the data center floods, there is a fire, whatever the case may be, the event that happens, you can start turning on the servers and be cloud air and have those resources back online delivering service back to you – whether it is students, faculty or whether it is the web server, whether it is email that is running – restore that service in less than four hours back to the end user.

Mr. Nufrio asked does that depend where it is at. Mr. Falconiere stated as far as the data center facility – it really wouldn't depend where it was at. It would depend on as far as access to the cloud, it will depend on the internet connectivity of the individual – wherever they're at. There are ways for us to redirect how those servers communicate with your end users at the end of the day so it really is just design considerations in building the cloud environment.

Mr. Spallarosa stated the only thing that I could see coming into play when it comes to disaster recovery – one is how long does it take you to actually have the servers up and running which would be about four hours; how much data loss can I afford and that is where we start to look at how long can we replicate the data between the sites. So the further you are, the more data you may lose depending on the links between them; but we can have the service up and running in as little as four hours and have as little as 15 minutes worth of data loss - that is your typical loss. Mr. Nufrio stated so location is a factor. Mr. Falconiere stated not for you guys if you were a bank with high frequency trading data, they can't lose seconds worth of data then I would say yes it is going to affect you. Mr. Stanziale stated you are talking about 15 minutes – how often are you changing data so K-12 and even high education, 15 minute increment is sufficient.

Mr. Monge stated think about it, if you have a situation you have a data center in New Jersey and we have a weather situation like we had last time and all of New Jersey is effected, ideally most folks would want to have a data center at a different location. Mr. Falconiere stated everyone that is west of the Mississippi are the secondary facilities. Mr. Monge stated sometimes if not one sometimes two depending on the information – my question is, I actually funded a cloud technology business before – so do you guys normally suggest backing up to more than one data center or just one? Mr. Falconiere stated you have the capability – if you were leveraging us as a disaster discovery site you would have here as your primary and we

would be the secondary. That is what the majority of our customers do. Mr. Monge stated and I'm thinking the other way around and I'm thinking create a plug and go type of environment here and everything you guys are a server and you would have at least I would suspect. Mr. Spallarosa stated I think the right answer comes down to the critically of what we are protecting so the very first thing we need to do is understand how critical is application. Now depending on how critical it is, and then you put a cost against it, we can come back and say your data center and two of our data centers – so three – if that solution is too expensive then we may come back and say o.k. at least have one. Mr. Monge stated what is the norm. Mr. Spallarosa stated it's two.

Mr. Stanziale stated in my experience working with K-12, most K-12 school districts obviously struggle to build one data center let alone two. Some of the ones that can actually build two, one data center is going to be at the Board of Ed office and the other one is going to be at the high school across town. So that actually doesn't do anything from a geographic separation because if the power blows out here it most likely blow out there. A lot of the applications that K-12 have are going to go into SAS (software as a server) so those applications are being delivered via some sort of web. Your applications that you have, having a second site data center in our cloud or in a cloud is the way to go. Your return operation or return of service – four hours that is going to suffice. You guys are 8-5 Monday through Friday and in some senses right – so you guys are going to be covered on that. We even have scenarios like NJSBA, they are able to move workloads into the cloud before an event; so they moved workloads from Trenton into our cloud in Hamilton and had them up and running and made that primary and when the event passed, they moved it back over. So there are things like that that you can do. We can slice this up a million different ways but having that second site is going to give you guys that check box that says do you have DR in the end and the answer will be yes. Mr. Spallarosa stated and that second site we would move away from the east coast to make sure.

Mr. Falconiere stated at the end of the day as you are analyzing this and as we get to understand your environment a little bit more, we will help build the picture of options of what this could look like. Whether you move everything out to the cloud, you just leverage DR in the cloud and the different cost models of what it looks like. Being that we are working with NJSBA on this, we are able to achieve a drastically reduced price off of what we are offering to the market. It is definitely a good model to look at and the DR service versus the OA cloud service is substantially reduced versus the OA cloud service. Economically, having a secondary data center, the lowest based footprint of our service for DR which has roughly two terabytes of storage and computer resources to stand up roughly 5-10 servers starts around \$795 per month so that is base. It is economical when you look at having a second data center facility.

Ms. Dempsey stated through the NJSBA's contract, there are discounts up to 22% off of academic pricing with the top services so that the savings are significant. That is why we went out for the bid to be able to reduce the pricing for the school districts so that you guys can take in those dollars that you save back into the classroom and help with student achievement and do something else. NJSBA is here to help you with your student achievement. We know that is really important. So how can we save you money so that you can put your money back into the classroom for the students and this is one way you can do this with a discount up to 22% off the academic pricing not the manufacturer retail pricing which is huge.

Mr. Falconiere stated similar to the way we deliver cloud service for server workloads for those physical servers or virtual servers – we do the same thing for desktops. If you wanted to deploy a desk top like Ted was saying before down to an endpoint device – deliver a Window 7 experience to a laptop, to a tablet, to a cell phone, to a Chrome book, to a MAC book, whatever it may be, we can stream those desktops out of our data center facilities down to those devices. What does that mean at the end of the day? Students can bring their own device, you have control over the desktop that they have access to and you can secure it and put whatever applications you want on it, they just have the access method to it through their endpoint device. We can deliver an application instead of a complete desktop so should there be a need for not an entire Window 7 desktop, you have a lab that is specific for Math or Science or whatever it may be, instead of paying for the cost to deliver a full Window 7 desktop, you can deliver the application to that lab. If you log into the computer in that lab and you are presented with three applications that they use, Excel, it's a math application and one other app – that is all they access and we stream the app.

Mr. Nufrio asked wouldn't that be much wiser to do it that way? The student is able to access all. Mr. Spallarosa stated from a content perspective, you can control the content and you can manage it. Mr. Nufrio stated it would have it's own built in security. Mr. Falconiere stated yes, we just executed an agreement with Southern New Hampshire University and they are big online higher education school and we are delivering this model right here – applications, desktops and web access type scenario and the way that their model worked out, came down to \$5 per month per student.

Mr. Monge stated if you get the Rolls Royce, you basically, all the hardware is gone and all you have is a monitor and essentially all you are doing is logging on to your excel and everything isn't even here, it is all on the server and these guys come in and basically take out the hardware and you basically have monitors. On the monitor side, if you were to go down that road for schools, is that leased? Or is that... Ms. Demsey stated that is a thin client. Mr. Spallarosa stated you can go with a Chrome Book, android device – you throw it in there. Mr. Falconiere stated there are companies that do those things so you can lease models or purchase models. Mr. Spallarosa stated a Chrome Book is \$200 and a PC is \$1100. Mr. Nufrio asked you aren't giving us the Chrome Books? Mr. Spallarosa stated we can work on putting together the entire solution for you guys and it would come down to pennies versus going out (inaudible). Mr. Falconiere stated at the end of the day, think about it the same way we thought about moving servers to the cloud, the infrastructure is not here anymore, you don't have to support local hardware to run operations. You don't have to worry about the file server and the data center. You don't have to worry about updating the OS's locally and all the labs to make sure that all the latest security update from Windows is on all those desktops. You can manage it from the cloud from a central console and giving you greater access and quicker access and better security.

Mr. Stanziale stated it now comes down to a cost per month per student, per administrator, per staff member versus an unpredictable ever so changing – you have to buy new desktops, servers, you have to change this – what does that cost? I don't know what it is going to cost but now I know what it is going to cost tomorrow if we are removing that from the environment.

Mr. Monge stated that is the challenge, you have to figure that out, that cost savings and I hope that there is a...Ms. Demsey stated your personnel, what you can do with the personnel to free up personnel, from IT staff that you have going around and running around servicing everything – think about that as well.

Mr. Spallorosa stated central management can work from wherever; classrooms from wherever, basically the kids can have their classroom at 5:00 p.m. at home. No more snow days. Ms. Demsey stated DOE is working on that – where you are going to be able to have one or two virtual facilities. We work very closely with the DOE and they are moving towards that and it was tested last year with a few schools. There are going to be things and virtual snow days coming up that you are going to be allowed to have so many virtual snow days. You will have to prove that your students were accessing it but they will count as official school days. But that is not quite in – they haven't signed off on all that yet but I worked directly with the Assistant Commissioner at the DOE and he is on the technology end and they did test for snow days for last years and they did test it with Sandy as well.

Mr. Monge stated without jumping ahead here – what kind of bones do we need here. What is the infrastructure? You are going to have to be able to support...Mr. Falconiere stated from a high level and to just kind of get to the point of your question versus what you have today and supporting the physical hardware infrastructure that sits within inside the district and you support district wide through your network switches and routers and things like that – instead of that being here, it would be in the cloud. What does that mean? Your internet pipe is going to have to be bigger than what it is today most likely. That is going to be the cost change difference.

Ms. Dempsey stated you can take advantage of the deal – did you go ahead with the deal we had with the broadband initiative last year? I'm sure you did; so that opened up. Didn't you tell us you did? Mr. Arminio stated I was not sure. Ms. Demsey stated we can look it up. Ms. Hart stated we are. Ms. Demsey stated you did that and 90% of the school districts took advantage of that. Mr. Monge stated so what is it?

Ms. Demsey stated that gives you the pipe at a very reduced pipe. The DOE went out and consortium purchasing for that and I thought you guys were part of that but I can double check. Ms. Hart stated we are, we joined it.

Mr. Spallorosa stated (inaudible) and then we come in and basically work with you to design what those images would look like out in the cloud. You may have one for students, one for labs, one for faculty and we would basically show you how to manage that if you want to manage it. It would come down to a typically plan design.

Mr. Monge stated so the feasibility of that you guys work on helping...Mr. Falconiere stated we would have to do an analysis based on the workloads that are sitting in the cloud – whether that's servers or desktops of what type of internet pipe you would need to support the changes and things that are coming along on that pipe to deliver to the district. That is something we do every day.

Mr. Arminio asked can we take small steps? Mr. Falconiere stated yes. This year DR. Mr. Arminio stated and next year something. Mr. Falconiere stated that is exactly how we see organizations across the public sector and the commercial enterprise. They start with disaster recovery and they get a feel for what cloud will provide them from DR perspective and then they take the next step.

Mr. Monge stated or you can get the menu because the reality is this is the future. I would think to see the menu of what the options are and...Mr. Falconiere stated to your point on some of the differences in cost as you consider this, we do a cost analysis. We understand you are spending x-amount of dollars on hardware over the next 3-5 years, you are spending x-amount of dollars on personnel support to manage and maintain and support that hardware. Hardware warranties, maintenance, rack space, power, cooling, all these things and then you start putting that into a calculator versus cloud services and you decide what route is better. What route causes less burden on staff. From a procurement perspective, from a support perspective, there is a good analysis that you can do on this. Mr. Stanziale stated is there a district IT resource at the moment. I would, as Mario as my SE can actually come in and work with the on premise resource and look at what you have and try to build out the menu and the financial models. Mr. Falconiere stated and we can work with whoever is overseeing IT right now and leverage Mario as kind of the gap between what you have and what Mario can bring to the table.

Mr. Nufrio stated can you explain a little bit more to us – when we attended the presentation in Atlantic City convention – you used the word consortium – this in effect is like a consortium because you said I believe, the more districts that join, the pricing then begins to lower. Ms. Demsey stated we are going to do that. We are working on that and see what the interest is and as schools sign up, prices will drop even lower so we are going to go to a consortium and actually NJSBA is also going to take this nationally. We are going to be the holder for all of the United States through NJSBA so we are working on that as well. We are here to do whatever we can do help reduce those costs because nobody hears it more than NJSBA. How do we get to that 21st century learner? Everybody wants us at the 21st century learner. We need to provide this, this and this. We want to but we have a problem with funds so how can we do that. The way we can do that is leveraging through economies and scales. More buying power and that is what we are here to do for you and that is part of your membership and there is no charge for that and you can take advantage to all of these things, programs through NJSBA. You are not utilizing your dollars if you are not. You pay a membership.

Mr. Falconiere stated I know we are running kind of tight on time here and there are a couple of more things that we want to get to. Do you want to field any more questions before we move on.

Dr. Francis asked what is the average personnel for IT if they were to go everything on the web? What is the average number of personnel? Mr. Falconiere stated it truly depends on the size of the environment. Mr. Stanziale stated I went through an analysis for Morris County and essentially to go from a physical desktop environment to a virtual environment – one IT support person can handle up to 200 physical desktops; one support person in a virtual environment can handle up to 900 virtual desktops. It all comes back to the centralized management capabilities

within the virtual environment and being that you can manage the environment from a single console and not have to touch multiple devices and you are able to lessen the amount of staff that has to support it.

Mr. Falconiere stated just a couple of more slides here. The final solution that is included in this is called AirWatch and it is really mobile device management. If you deployed laptops for tablets or any of these types of devices across the District, you have the ability to secure it no matter what platform it is and no matter if they brought it – the students or faculty have brought their own or if you supplied them. A single painted glass, we call it, administrative console to secure the devices, determine what applications get sent to those devices, what contact gets sent to those devices and truly manage exactly what is on those devices and remotely lock them down or wipe them should you need to of any of the school district content that is on those devices.

Mr. Stanziale stated the important thing about AirWatch too which is my closing remark, the State of New Jersey we have a number of our public sector customers utilizing AirWatch more specifically around bring your own device. If I am going to allow a student to bring in a device into our environment, how do we know that device and the State owned or the entity owned IT is not going to be damaged or messed up and we do something called containerization. On your iPhone, everyone has an app or on their android, you have an application – think about a school – you would hit the Union Township School app and it goes into a container and within that container is all the district own applications – apps, data, things of that nature. If the student was to lose their device or whatever, the District could essentially kill that container but not the photos of their cat. Their own personal stuff stays with their own personal stuff, the school district stuff stays with the school district and it keeps it completely separate so you guys are still able to manage that but they bring in their own device.

Mr. Spallarosa stated it is the hybrid approach – kids can bring in their own device. If you want to roll out this desktop as a service model, they can bring in their tablets and the ones that don't have them you can have a pool of Chrome Books that you can give out so that it can help you guys from a cost perspective and you don't have to have Chrome Books for everybody, maybe just the kids that don't have the technology to support the desktop.

Mr. Falconiere stated in closing, we definitely want to understand more about the current state of IT within the District. We are open to coming back onsite meeting with whoever it might be to dive in deeper and analyze what you guys have today and show you some cost models for what cloud would look like. Thank you for your time.

NJSBA packet and VMware presentation appended to the minutes.

Mr. Arminio stated thank you very much we appreciate it.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated one announcement before I talk about any of the highlights. You will be getting a reverse 911 call on this – there will be a PARCC parent workshop for grades 3-5 and 6-12. This workshop will provide parents with information on interpreting the student PARCC score reports and provide information on the 2016 PARCC Assessment. On Monday, November

23, 2015, Union High School, Session 1 – 6:30 p.m. to 7:30 p.m.; Session 2 – 8:00 p.m. to 9:00 p.m. Sitting is limited and parents are must register in order to attend the workshop. Responses for grades 2 through 5 – there is a phone number 908-851-6572 – Ms. Lozito or llozito@twpunionschools.org and for grades 6 through 12 – the phone number is 908-851-6552 or kmanzo@twpunionschools.org. Please include your name and the session you would like to attend.

There will be a special education question and answer session at 7:30 p.m. to 8:00 p.m. and one at 9:00 p.m. to 9:30 p.m.

Dr. Lishak stated it is all at the high school and there will be four different rooms for the presentation. There will be another room for special education – just Q&A. It is general information for special education because additional information will be given out at the IEP meetings as far as accommodations. That is also up on every school website, as well as the District website.

Mr. Tatum stated that next week I will do my normal Superintendent's report on student and staff attendance. All the highlights of the District as well as any students that are being recognized for achievements during the month of October. We will also have tomorrow a meeting with Jenn Williams to talk about the next steps with Bed Bath & Beyond. The presentation you saw last month – that will be myself and Mrs. Moses and at next week's regular Board meeting you can expect a presentation from Burnet Middle School as well as Livingston Elementary School to discuss their highlights and goals.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mr. McDowell presented the Education/Student Discipline Committee agenda.

DISCUSSION:

Mr. Arminio stated are there any questions and/or comments on E-1 through E-7, except for E-3? None

Mr. Vieira stated E-3 will be amended to include "and the DPR". Mr. Arminio stated the proposal has been amended.

Moved by Dr. Francis, seconded by Mr. Salcedo that the following resolution be adopted:

E-3. APPROVE THE NJQSAC STATEMENT OF ASSURANCE AND THE DPR FOR SCHOOL YEAR 2015-16.

That the Board approve the NJQSAC Statement of Assurance and the DPR for the School Year 2015-16, in accordance with the information attached to the minutes.

DISCUSSION: None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Discussion Item:

1. Project Graduation (possible modification of calendar).

Mr. Arminio stated project graduation – we had talked about it in a previous meeting and we are going to modify the calendar. Is there any further discussion and if you can bring us up to speed on that.

Mr. Tatum stated what is coming around now is the actual options that we took a look at it in the Education Committee last month and we had discussed very briefly that we would talk about it this month so that everyone would have an opportunity to look at this. How this all came about was that the Project Graduation Committee came to me to talk to me about the need to be able to book a facility for the upcoming project graduation at the end of the school year. One of the obstacles that they are running into is the fact that many school districts have already solidified the actual date to hold the project graduation. If you recall last year, we had our first project graduation ever and it was put together very quickly. We were able to successfully get a facility even though we were going back and forth on whether or not we were actually going to do it. But in this case, the new committee that was formed at the high school starting working on this very early and in doing so last month we looked at these three options in the Education Committee and I would like to be able to take back to this group is – what are the desires in terms of the three options. Do you want me to take some time to go over each of them or do you want to take a moment to read them.

Mr. Nufrio stated since you are the boss, why don't you make a recommendation and what you feel is the best? Mr. Tatum stated the last option that we spoke about, Option 1 seemed to be the option that everyone seemed to like and that was to change the calendar if any snow days are needed to be made up after the three built into the calendar would come from spring recess instead of adding the days to the school year and therefore would keep the end of the school year as a solid day.

Mr. Salcedo stated but what happens to all those parents that from here to then buy airline tickets and all that for spring recess. Mr. Tatum stated as well as educators because it happens with them as well. That could be a potential problem because there are parents that probably have bought tickets. If we have inclement weather, it would have to be recorded as an absence unfortunately. We certainly can't excuse them if we are open for business on those days. We certainly would have to maintain that. I understand that we do have a calendar that is locked in now.

Option 2 speaks of actually locking the graduation date in. Here is where it gets stickier and I think we had talked about. We could hold the graduation ceremony on the 23rd but then have additional days to make up after the graduation which might be a little difficult to enforce. Therefore, we may be under the 180 requirement by the State of New Jersey and therefore not in

compliance and those diplomas that we certify may not be valid. Mr. Salcedo stated we wouldn't be able to certify them. Mr. Tatum stated we wouldn't be able to certify that they actually have gone through and completed the required days. These were the options that the committee gave to us.

Option 3 – project graduation past the actual last day of school. That could happen but here is the problem with that – if we don't have any snow days and we book it three or four days after it kind of defeats the purpose because the whole purpose is after the ceremony, you have a celebration and a place to go and keep everyone safe and now I would even question whether or not if school is over, what liability to we have in terms of students when school is already over and they successfully completed all of their requirements here and once we certify them then they are no longer students in the District; that is another thing to consider.

Mrs. Zuena asked are there any single holidays that can be taken away or is it only the...just so we don't run into the issue. Mr. Tatum stated this is what we did talk about and I think it came about. We have a couple of days where we have long weekends but it is hard because just say the holiday in February – I believe there are two days – President's weekend – Friday/Monday. I think some years we even had Tuesday. What happens is we plan a real risk there because it is still snow season.

Mrs. Zuena stated isn't there a Friday for Memorial Day. Mr. Tatum stated that is another possibility. Dr. Lishak asked Gerry what does the calendar on the website say? Mr. Arminio asked when do we need to make this decision? In your opinion, when should we say we have to make this decision, next Tuesday? Mr. Tatum stated next Tuesday is the day we should make a decision or have something because we will be in mid-November and before you know it, it will be December and we will be starting to get to the second half.

Mrs. Zuena stated it is not so bad about the students because we may lose them but what about all the teacher's that have vacation planned. Are all of those days going to be approved for them? Because it is not fair. Mr. Tatum stated that is Angel's question. Mrs. Zuena stated for the kids if they miss a day or two I wouldn't think it was bad. The problem is for the teachers because if they are already booked, they would have to be approved for days off then. Mr. Tatum stated is there a means of compromising because both are valid points. What if we took a look at the calendar based upon what we have right now and then look at those other options and in other words instead of looking at the spring recess because sometimes people do book things in advance but those additional days that may be available beyond the April vacation maybe there might be some days that we can take from there. Mr. Nufrio stated after April there is only Memorial Day.

Dr. Lishak stated Easter recess is April 1st, school reopens on the 4th and then we are closed half day on May 27th and we are closed on May 30th for Memorial Day. Mr. Tatum stated that gives us two. Dr. Lishak stated no we are already opened a half day – so the 27th is no day because we are already in session. You only have May 30th. Mrs. Moses stated project graduation – when they book the date, do they book the date and how many days the month before or weeks before that they can cancel. Because what I'm thinking, when they did the project graduation last year and they got it on the spot because somebody had cancelled because

they probably made two reservations and you need a Plan A and B – make a reservation for this time and one for that time so you can cancel one and have the other depending on the weather so you have more than one option.

Mr. Benaquista stated the reason they got the facility was because the facility was trying to break into project graduation. Mr. Tatum stated that is correct. Mrs. Moses stated you can't always go back to the same place, you need another option because you can't choose a date, you need a plan – a place for Plan A and Plan B and you need to have up to what time you can cancel out and they should be spread apart. Mr. Tatum stated when it was planned late last year and I agree with what Gerry is saying, I think it gave us a little more leeway because of the fact that we had already been through the winter season and we got it approved very quickly because we were pretty solid on the date of the last day of school. For that reason this issue did not come up and we talked about next year trying to do some things in the calendar moving forward to accommodate those needs. The truth is the other piece we have to do now is try to get together with this committee and look at those options and look at the two days that we do have available to us and pretty much see where it would move us to. That would almost go down to the last option, we would be two days passed the actual date that we planned.

Mr. Nufrio stated I have a question/suggestion. Project graduation is for kids and something that we don't want to deny them. Why can't we do it before graduation? Mr. Salcedo stated it is to keep them off the streets. Mr. Nufrio stated I understand that but that is only one aspect. We are faced with multiple problems and it would not be a problem at all if we schedule it a week before graduation. Mrs. Zuena stated I don't think you will get as many kids to go. Mr. Nufrio asked why? Mrs. Zuena stated they wouldn't look at it as project graduation is the point of the night of their graduation and they go out to celebrate together as a group. Having kids that age, I don't think my kids would go to it if it was the week before.

Mrs. Moses stated we make two bookings. Mr. Nufrio stated a lot places will allow you to do that but you have to notify them by maybe 60-90 days. Mrs. Moses stated like a rain date.

Mr. McDowell stated one question, if we go with Option 1 and we end up taking days from our spring recess, are those days taken at the beginning of recess or the end. Mrs. Zuena stated we haven't gotten that far yet. Mr. McDowell stated it is something to think about if the parents know that there is a possibility that days will be taken at the end of the spring recess then they can plan accordingly or if days can be taken possibility and snow days at the beginning of the school recess...Mr. Salcedo stated I think they would be at the end because Easter is at the beginning. Mrs. Zuena stated we are going too far because this may not even happen.

Mr. Tatum stated I want Noreen to tell you what she just did – this might be something. Dr. Lishak stated the 23rd is a Thursday which is set for graduation – if we move graduation and lock it in. Graduation is now Monday, June 27th. If we don't use the days, somewhere between April 1st and June 27th, we will extend two weekends. They will get a Friday/Monday off and the 27th, you gain two more days, we are never going to have 67 snow days.

Mrs. Zuena stated when I graduated, we graduated on a Sunday. It was always the Sunday after you graduated. Mr. Tatum stated I don't know if that is a good option but I think

what we need to do between the time before we get together next week is to look at the calendar very carefully, meet with the Project Graduation Committee, run these ideas and come back with a recommendation for next week. Dr. Lishak stated as a mom I would like it on a Sunday. Mr. Tatum stated and that wouldn't affect the calendar because it is not a regular school day. Moving forward those are things now that we have actually incorporated project graduation into our program, those things need to be taken into consideration as we plan the calendar. This came up just recently and we really haven't thought about this because it was last year.

Mr. Vieira stated will this be voted on next meeting or December. Mr. Tatum stated we are going to try to have a recommendation. I don't want to give them a go ahead if the Board hasn't...Mr. Nufrio stated it depends on what available dates they may have. Mr. Tatum stated that's true too. Some more leg work has to be done. Mr. Nufrio stated Sunday is not a bad idea.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge presented the Fiscal and Planning Committee agenda.

Mr. Vieira stated on F-13, I spoke to our auditors today and they haven't gotten the pension liability amount from Trenton which has to be disclosed as part of our report so we are going to pull the resolution for next week's meeting. As it is now, the annual report has to be sent to Trenton by December 7th which is a statutory date so if they get the information before December 7th, we may have to have a special board meeting. If by Friday, if they don't have the numbers by Friday, we will pull it Friday before the agenda is posted. Mr. Arminio stated we are just leaving it until Friday and if we don't have the information it will get pulled and if we have the information it will stay in.

Mr. Monge asked if there is a draft. Mr. Vieira stated we have a draft. Mr. Monge asked can we see the draft? At least we have something to look at versus getting it Friday. Mr. Vieira stated I will check but they probably won't have everything printed. Mr. Monge stated o.k. but if you can. F-1, F-2 and F-4 is not available as of yet as well. Mr. Vieira stated correct, we haven't closed the month of October yet. It will be closed either tomorrow or Thursday and we will have the Treasurer's Report, Secretary's Report and appropriation transfers available. We are a little behind because of the holiday and I was away last week.

Mr. Monge stated one thing that we talked about on F-8 that pertains to approving the State Contract Vendor List – I have been figuring this out – I think it would be probably easier for Board members to know maybe the first number of contractors that are new. We know who those are and we are approving those. In this case, it is only Dell so I don't know if anyone can speak about that contract because it is a 5-year contract and that is the only one we are essentially approving. Mr. Vieira stated correct. Dell received the State Contract for goods and services. Mr. Nufrio stated it is for five years – does that involve classroom hardware. Dr. Lishak stated it is not us buying Dell – it's the contract approved by the State. Mr. Vieira stated we don't have to buy from them. Mr. Monge stated but it is a 5-year contract. Mr. Vieira stated it's for five years. Ms. Hart stated it just means you don't have to bid three bids. Mr. Nufrio stated but why would we have to approve it. Mr. Monge stated it just ends up being one of folks we can select for services. Mr. Vieira stated by statute the Board has to approve all State contracts, pricing and purchasing. Mr. Nufrio stated again why would we commit to a 5-year possible commitment.

There has to be something in that contract. Mr. Vieira stated but we don't have to buy from them. Mr. Arminio stated we can buy from someone else. Mr. Nufrio stated exactly so why do we have to approve it. Dr. Lishak stated because if we do want to buy from Dell, you are going to have to first approve the contract. Mr. Nufrio asked what is the deadline for approving it? Mr. Monge stated can you send it to me and I'll report back. I never...Mr. Vieira stated I can direct you to the website because it is on the website. Mr. Monge stated o.k. that is fine. Mr. Salcedo stated we just get an ongoing list. Mr. Vieira stated yes. Mr. Monge stated all I said and I see like it is the same kind of confusion, we keep getting these lists and we keep on approving them and whatever. But I just want to see what we are approving so...Mr. Nufrio stated if it is that we are only going to vote on it and it is good for five years. Mr. Salcedo stated what we are voting on is just the amended list of the State Contracts. That is it, right? Mr. Vieira stated right. Mr. Salcedo stated once we amend it, whoever comes on it, we just vote on the amended. Mr. Monge stated not that we are obligated. Mr. Salcedo stated this doesn't say we are obligated to anything. Mr. Vieira stated that is correct. Mr. Salcedo stated then we have a choice to use those vendors or not. If we use them, we don't have to put them out for an RFP. Mr. Tatum stated as I understand, to me, the pricing that is on the list is good for five years. Mr. Vieira stated correct. Mr. Tatum stated so they won't go up or down – just solid for five years, if you do take the actual contract. Mr. Monge stated it is very generic information and I think that was everything else at least I didn't have any questions on it. I don't know if anybody else does and we went through it and we were pretty o.k. Mr. Arminio stated thank you Mr. Monge.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

Mrs. Zuena stated going back to O-4 – we are voting on hiring this resource officer? Because that was supposed to be originally a discussion item. We don't even have salaries or costs or anything for this yet. Dr. Lishak stated that is not the additional one, that is for the one we know. Mrs. Zuena stated the existing officer. Mr. Vieira stated yes.

Mr. Monge stated but we also talked about the fact that we had this issue that we basically had the guy here and we haven't been paying so how do we agree to do something if we haven't solidified or the issue we had before. Mr. Arminio stated I think we have to discuss this in Executive Session because it is personnel. Mrs. Zuena stated I just thought this was the new one.

Mr. Arminio stated I think some of the discussion items will go very quickly.

DISCUSSION ITEMS:

1. Purchase of old library for purpose of additional parking lot Phase 1, securing, lighting and engineers report, in accordance with the information in the hands of each Board member.

Mr. Monge stated we actually required this conversation - there was a phase one that was done for the old library, the result was no further action was necessary. One of the things that we spoke to Tom about prior to it, is I asked a question and I said what is this potentially going to

cost us? And right now we have almost \$350,000 plus, you are talking about maintenance, lighting, you are talking about snow removal on an annual basis – what are we getting out of this – right we are going to pay for it with money that we are essentially paying for now – right bond proceeds, we are paying interest on that today and the end result of it is going to be parking. So this is, I know we have been talking about this dollar, dollar, dollar – it is not a dollar, it is going to be several hundreds of thousands of dollars and I have a concern. I think that money is better used for - we talked about boilers for high school. There are so many other things that we keep talking about as far as issues that we have every year with the budget. Why are we spending hundreds of thousands of dollars for a parking lot that is going to provide no end returns to the classrooms and the kids so I have a growing concern over that project.

Mr. Arminio asked is there an estimate of the cost? Mr. Wiggins stated I spoke to our engineer and if we have to do extensive underground storage units – it will probably be around \$350,000 with lighting and taking down the storage, curbing. Mr. Arminio stated and if we leave it there – there are going to be costs involved in that too.

Mr. Monge stated my understanding is that we haven't acquired it – so we say hey, no thank you. Mr. Nufrio stated wasn't that property being given to us. Mr. Monge stated we can say no thank you, thanks but no thanks. We did a phase one, we could be good citizens and offer the phase one to the next person if you like. Mr. Nufrio asked isn't that the purpose of getting additional parking? Mr. Arminio stated for Jefferson. It is right across the street. Mr. McDowell asked is there at least a parking lot? Mr. Nufrio asked do we need the additional parking? Mr. Monge stated once again, we have been operation there for a couple of years now and it seems to me and when I hear things about boilers and roofs and all this other stuff – it is an easy decision for me, but...

Dr. Francis stated if we ask them to take it back and thanks and give it to the United Way because they can use it. Mr. Salcedo asked isn't the building condemned? Mrs. Zuena stated the building is not usable. Dr. Francis stated so maybe the Town can get it back in shape. Mr. Arminio stated and I agree with everything you said but I think of one negative thing – if they sell it – if the Town turns around and sells the land and tears it down and put up some kind of store. Mr. Monge stated but that is not – but if they do then that's the Town who did it and hopefully they would come to us and we will offer them our two cents and we can't offer them our two cents, we say to them no thank you but why would we take on a cost. Mr. Arminio stated I'm just trying to think of what would happen there.

Dr. Francis stated if we tear it down and sell it to a developer to build about five houses on – because that is what the Town does. Mr. Nufrio asked have we had any expenses on this currently? Mr. Monge stated this phase one. Mr. Wiggins stated the phase one. Mr. Nufrio asked how much did that cost us? Mr. Wiggins stated I would have to go back and look at it – it was not that expensive. Mr. Nufrio stated roughly. Mr. Monge stated phase ones are usually less than \$3,000. Mr. Wiggins stated I believe so. Mr. Vieira stated I would say less than \$10,000. Mr. Nufrio asked we didn't have to do soil samples? Isn't it required to do soil sample. Mr. Monge stated if you had a phase two you would have – usually phase ones have borings and take soil samples but phase one would go further down but...Mr. Nufrio stated phase

two. Mr. Monge stated phase two I mean, but phase one normally and I don't think it is \$10,000 I would be surprised. Normally those are less than \$3,000.

Mr. Salcedo stated and the condition is if we take we have to do something with it. Mr. Wiggins asked do we have to do something with it? Mr. Nufrio stated if I recall, Mr. Damato said there is a caveat that we would have to use it for some school purposes. Mr. Arminio stated you can't use it...Mr. Monge stated you just can't do that. Mr. Nufrio stated you can't just get it and sell it. Mr. Monge stated you can't do that. Mr. Arminio state this is eventually going to have to be taken care of. It is going to have to be a resolution that we vote on and say sorry Town. I don't know if that is going to endear us to the Town. Dr. Francis stated the Town (inaudible) aren't like that; when it is our budget to take care of it instead of using their budget.

Mr. Monge stated it doesn't matter – I think that one of the things I have seen pile stuff up here – let's put a resolution together and let's put it to a vote. Mrs. Zuena stated they park there already as it is. I know that and they overload onto the side road. Mr. Nufrio stated I have gone into that regular parking lot and I have seen many vacant spaces. Mrs. Zuena stated they leave that parking lot available for people that are visiting and for some of their staff. They don't use that very front parking lot always for the teachers I don't think. Mr. Nufrio stated we have so many other schools with parking problems as well. We can't possibly address all that is expensive to address. Mrs. Zuena stated it can always become an issue that if they make it 2-hour parking on the street in front of these people's homes that the teachers won't be able to park there anymore. Dr. Lishak asked why are they talking about that? Mr. Nufrio stated that would be vindictive. Mr. Arminio stated there is also something in the teacher's contract that we have to provide off the street parking. Mr. Nufrio stated we have parking; as long as you are providing some.

2. Change order for electrical upgrade at high school, in accordance with the information in the hands of each Board member.

Mr. Monge stated Tom do you want to speak about #2? I know about the upgrades. Mr. Wiggins stated #2 is the change order for the electrical upgrade at the high school and it is for kitchen panels. We have four kitchen panels. Right now they are being fed a back-fed with 100 amps; circuit breaker – the panel downstairs would not accept 125 amp circuit breaker so there were three options. The mid-range option was the best bang for the buck – we would get an extra 100 amps in those panels so instead of having 100 amps, we will have 200 amps in those panels. Split them up and right now there is a jumper in between the back panels in the circuit breakers downstairs. Basically, Change Order #2 is for a lot of money and we are not getting anything out of it. Change Order #1 is for 125 amps plus we would have to take the circuit breaker panels out, back feed it and send it out for repair to have it changed. Our engineers are recommending Change Order #3. The only other option here is we don't do anything – right now we have a circuit breaker but right now we are 25 amps less than where we started. The circuit breaker (inaudible). Basically, Change Order #3 is the best bank for the buck – we are doubling the amp age and with all the upgrades that we have been doing in the kitchen we need it. Mrs. Zuena asked what is the cost of that again? Mr. Wiggins stated \$9,784 that is to give us the 200 amps. Mr. Nufrio stated it sounds excessive. Mr. Wiggins stated it is two panels and we would split the panels. Mr. Monge stated it is more to it than that. Mr. Wiggins stated it is not

just the panels, there is wiring involved. Mr. Monge stated what is the things and I'm learning as well and I know about prevailing wages – to change a light bulb, non-union and union, it is two different prices. Mr. Wiggins stated (inaudible). With this one we are not getting any change. Mr. Nufrio stated this is the first time I have seen materials more expensive than labor. Mr. Monge stated to Tom's point, you go up 125 amps and they will be back here in a couple of years. Mr. Nufrio stated do you think it is feasible with that number. Mr. Monge stated the bigger question is, when you do work like that, is that third party, who does the work? Mr. Wiggins stated this is a contractor that was in the job originally. Mr. Vieira stated this is part of the bid. Mr. Wiggins stated it is prevailing wage. Mr. Nufrio stated the wage is not expensive, it is the materials. Mr. Wiggins stated that is \$15,000 worth of labor and \$2,300 for material. Mr. Monge stated just a straight question, can we do better than that? Are there somebody else that we can price it out with to keep them honest? Mr. Wiggins stated then we would have to close out this contract and move forward. Mr. Monge stated this is the contract you have. Mr. Arminio stated the money is there. Mr. Monge stated it is just beyond that it is just making sure that we are paying the right price. If we have a contract that is already in place...Mr. Wiggins stated this contractor seems to be one of the most honest contractors I have dealt with. They are very professional, very neat.

Mr. Nufrio stated since this is to accommodate all the kitchen's additional appliances, is there any way ARAMARK can contribute towards it? Mr. Salcedo stated when is our next contract negotiations? Mr. Vieira stated probably not. Mr. Nufrio stated probably not...I think we can. We paid the expense of errors that were committed three years ago on the lunch applications which were done by them and we had to absorb the cost of nearly \$50,000 to review all of the lunch applications. I would like to run it by them because I asked for that money back and we never got it. Do you remember? Mrs. Zueno asked how would we go about this? Mr. Nufrio stated just ask them. They have millions of dollars and we have pennies. Dr. Lishak stated can't we take money from the surplus money that generates from the food? Mr. Vieira stated but that is the Board of Ed's money not ARAMARK's. Mr. Monge stated so we will ask the question and then with Tom's recommendation on the 3rd option. Mr. Wiggins stated it is ARAMARK's kitchen, our panels. Mr. Vieira stated but they are our panels. Mr. Nufrio stated I understand that but it is a contribution towards making sure that the equipment is viable. I would like to know where the \$50,000 went since we never got it. What is \$9,000 vs \$50,000? I can resurrect that question anytime. Mr. Monge stated and we will let Vito draft the email. Mr. Nufrio stated I have no problem with that. Mr. McDowell asked does all the equipment belong to the school. Mr. Vieira stated it all belongs to the school but they buy all the equipment. Mr. Salcedo asked is it in the contract that we are to support all the hardware in the kitchen for us to support – they just provide the service. Mr. Nufrio stated I don't think that is probably in the contract. Mr. Salcedo stated I bet you it is because that is a cost for them to leave out there.

3. Burnet new classrooms, in accordance with the information in the hands of each Board member.

Mr. Arminio stated new classrooms – can we go passed this? Do we need to discuss this now? I don't think we are ready to discuss this. I think this should be saved for our February Planning Session where we can discuss it with some information and with something in front of us rather tonight. If we discuss it now, all we would be doing is throwing things into the wind.

Mr. Monge stated Nancy and I came to the same conclusion. Mr. Nufrio stated so we will pull it. Mrs. Zuena stated it is only a discussion item

4. Rental request from Holy Spirit School requesting a waiver of fees associated with gym time to be requested for the 2015-2016 school year (utility fees will be charged), in accordance with the information in the hands of each Board member.

Mr. Vieira stated that is an annual request. Every year the Board waives the rental fees (but they pay the utilities). Mr. Arminio stated it is the same as we did with the church on Morris Avenue and some other church also. Does anyone have an opposition to that? Can that be a resolution for next week? Mr. Vieira stated o.k.

5. Request from United Community Corp. for the use of Hannah Caldwell School on January 18, 2016 for their 19th annual Martin Luther King Jr. celebration.

Mr. Arminio stated we have been doing this every year for the annual Martin Luther King Jr. celebration. I know I have gone every year for the last five years. It is pretty full. Mr. Wiggins stated it is almost getting too big for Hannah Caldwell School. Mr. Arminio stated it is filled up. Does anyone have any objections? Mr. Vieira stated we don't charge them anything. Mr. Arminio stated they have nothing to pay with anyway. It is not a money organization.

6. United Way discussion.

Mr. Arminio stated I don't know if we can discuss this, I wanted it on here because I went to the Hillside location. It was one woman who worked there full time. Mr. Horne met me there and we took a tour. Upstairs is the special ed department and when you come in, you have to get buzzed in and theirs is nothing like we would have. We could seal off that back entrance if we needed to. When I went in, you either go upstairs to special ed or downstairs to the community outreach and I talked to the lady that works there full time and she said five to six people a day is the average. Most of them are young women who are pregnant and looking for Planned Parenthood help, food stamps, help with a place to live. There are very few other kinds of individuals coming in. I don't know why there is a lot of opposition. There are some good reasons but we have to discuss it and make a decision and I'm looking to make a decision by December and close it out or let them do it. You have to think about it and I advise you to go to Hillside and take a look at the place. It is about 10 minute from here. It is in a residential area that is almost exactly like where Hamilton is. Parking is exactly the same situation. It is a mirror image of what we would be faced with.

Mr. Monge stated I think we should put a resolution together and vote on it at the next meeting. I will repeat myself. It is not even about that. I spoke to the gentlemen and great services, we need to find out how to collaborate with them in some way. We don't have the space. While we have a space today, one of the things that we talked about and we discussed this is that it will cost us to basically have them there essentially and we have and this is a question I have for Mr. Tatum and I don't know if you can answer this question, you know, we have 500+ units of residential housing that is coming to Union, my understanding is and I don't know if everyone understands what impact needs are. Normally when you have a residential

development, or even commercial development, if there is an impact to public services, the developer gets charged an impact fee. So sometimes that results into a new school or an extension of a school to be able to take on or it may end up being additional money for police officers whatever the case may be, wherever that impact is. So my question is – was there any impact studies done one and two I would love to see the results of them and three did they result in any impact fees that would be coming to the school board because the reality is, we are going to have children that are going to come out of these locations. The one over there on Green Lane, that is a bus ride. Not only will we have children but we will have bus service to bring those kids over.

Mr. Arminio stated according to the information I got, for every nine units, the average is one child for every nine units. Mr. Salcedo stated I remember Jim discussing and they did some sort of study, I remember Jim mentioning it. Mr. Tatum stated a demographic study was done. I think one was done when Hickory Manor was built some years back and the projection of students was very low but that projection was based upon the information that was available at that time. I have since heard that many of these developments may very well be a high percentage of rental. Mr. Monge stated one is all rental; the other one is part rental and part townhomes. Mr. Tatum stated I think once you start dealing with rentals, that may be a game changer because those may not be able to afford a down payment and closing costs, many go to rent a place and many times that is an option for families to get a brand new place to live. Again so this is just a personal opinion. Mr. Salcedo stated I thought they were condos. Mr. Tatum stated in terms of cost, I think the plans have changed because I have heard two scenarios. Mr. Monge stated the Red Devil one is all rentals and Green Lane is part rental and part townhomes. Mrs. Zuena asked is it as big as that one? Dr. Lishak asked are they two and three bedrooms? Mr. Monge stated they are one, two and threes at Avalon and the other one is townhomes and there is a third development.

Mr. Tatum stated I think the Red Devil has changed because originally I think they were supposed to be condos and then it became a mixed development and now it is all rentals. I think again the study that we did at the time, was part of the future use of Hamilton School and whether or not we would need that school in the future and at that time it was not necessary because it was supposed to be predominately homeownership; they did project very few students. But since then, another development or so has gone up beyond that so that is where the increase comes in.

Mr. Monge stated right now you have 500+ so we are talking 600, so something is going to come out of that. One of the things that I think we need to and it is already done right, people have permits, it is already done and you can't go back to the developer. Mr. Tatum stated they are already up there. Mr. Monge stated a couple of things is one, the only space we have available right now is Hamilton School. So I think that is the biggest thing that we have to be concerned about and going back to that planning meeting. I think it is something that we have to look at. The second thing is, we need to try to figure out what this potential impact is going to be. Mr. Salcedo stated I brought this up at the meeting when we were planning to use Hamilton for the offices and I was told that it wasn't even an option anymore because the way it is fitted. Mr. Nufrio stated that has been scraped – that whole theory about not being feasible. It was fully investigated. Dr. Francis stated what Angel is saying is what was mentioned was that we would

have to have a principal there...Mr. Nufrio stated you mean for a school. Dr. Francis stated it would be a little bit more money. Mrs. Zuena stated he said he recommended it be back to a school. Mr. Salcedo stated I didn't think that when we changed it from going from empty building to making it offices – let's hold off on it as we see things develop because we don't have space and now I said what is going to wind up happening is that at Burnet we have an empty space which is going to cost us \$750,000 possibility to build and now we have...I don't know we mentioned that a couple of months ago. Mr. Monge stated and let's add to that – there is what was the issue we had there last month. Mr. Wiggins stated a custodian with a black seal license. Mr. Monge stated so now this is an unforeseen cost or at least it wasn't explained I don't think; now you are talking about having to have a full time custodian there and I think you know when you have a half building you know so. Mr. Nufrio stated that was discussed but we were hoping and still are hoping that a resolution can be found in order to accommodate that mandate and it can be in regards to the custodian but with regards to Burnet, I almost through a fit when I heard what the cost was going to be. It is just not conceivable. I can't even fathom that it would cost that much. I am not questioning your skills but I'm questioning that whole ridiculous number where we are just going to create some classroom spaces. I could build four houses for that money.

Mr. Monge stated let's go back to what Mr. Arminio was saying I think that is a tabled item and I think the reality is with so many unknowns and the lack of space, I don't see how you can give away space that we will have to essentially have to pay for, no matter how great the services are, if we could collaborate with them and offer them free space for the auditorium whatever gym, and have their own and the last bit of space that we have, would be a little bit...Mr. Nufrio stated what if we consider a short-term trial period. Mr. Monge stated it is not that easy. Mr. Nufrio stated that we are not locked in; otherwise, to the United Way, once we provide the proper security measures, we can do a short...Mr. Monge stated who is going to pay for the division of the space. Mr. Arminio stated they are. Mr. Monge stated and then at the end of the day we have to pay for various costs and we are going to have to pay for the carrying costs. In order to, if you read the agreement. Mr. Arminio stated that is their proposal. It can be changed. If you remember the first night he was here I said – can this be changed? And he said yes it can be negotiated if you want. They pay Hillside to use the space. They pay rent. Mr. Monge stated their agreement is totally...Mr. Arminio stated in their favor. Mr. Monge stated it is beyond their favor but the bigger thing here is once you and obviously the whole thing is it is a lease for life but beyond that we have I think we need to figure out what is going on and I think if we are going to give the last bit of space that we have and all of a sudden we have a bunch of kids that are going to come out of this new development, I think it is a planning...if you want to table it, then fine, but I think we need to look at this in a holistic way with everything that is going on before we even make the decision of becoming landlords. We are not even landlords today. We are renting space to someone and no matter how great they are, I'm the one saying that they are great and I believe the services, you know we need these services in our community but you know but we have an issue. We have an issue that we really need to understand before we give up this space. Building up that space for certain use and then say hey a year later thanks but no thanks we have our own issue and to try to unwind that is unfair at best for an organization like that.

Mr. Nufrio stated that was the first time I heard that they were going to pay. I thought they were looking for it for free. Mr. Arminio stated they were looking for it for free. Mr. Nufrio stated that is what I thought but where does the pay come in. Dr. Francis stated they pay Hillside. Mr. Nufrio stated if they pay Hillside but they wanted our space for free. Mr. Arminio stated it is negotiable. Mr. Tatum stated I have one question and I think it goes to Manny. The fact that we changed the usage of that building to office space, if we would have to go back to a school are we then required to bring everything up to speed because I thought once we changed it, as long as it stayed as a school, we could just use and occupy as is; but once it changed to something other than a school, we would have to go back and...Mr. Nufrio stated I asked that question to Mr. Damato and he said no. The classroom is based on square footage which we currently have. Each of those rooms are perfectly suitable for classroom space. We have done improvements and they look very nice and I don't think it is that much of a jump. Mr. Monge stated you had to get a certificate of occupancy change...it is not crazy to get a certificate. A use change is not the end of the world. Mr. Wiggins stated I don't think the use has ever changed. Mr. Tatum stated it is still a school on public record. Mr. Arminio stated they said we could do that. Mr. Tatum stated because I know before when we looked into using that building before, they said as long as once we left the building, as long as we do anything different with the school, we would be fine to use it as a school and it could remain as a school.

Mr. Monge stated but if you had a tenant in there you would have to get a certificate of occupancy so they would actually have to change it. Mr. Vieira stated that is an argument to keep it the way it is.

Mrs. Zuena stated since you went to the center and you saw it, would you as a resident want that across the street from your house – would that bother you? Mr. Arminio stated you can't ask me, I have a softball field across the street with a dug out. Mrs. Zuena stated would you want to live across the street from the United Way; that is all that I'm asking. Mr. Arminio stated it is not a United Way – it is a community outreach service. Mrs. Zuena stated so would you want to live across the street from a community outreach center? Because there are neighbors in that area that are very concerned and that is why I'm asking and they all even at this point want to know if they should be at the meeting and are we to the point of voting on it. If they are at the point of voting, they want to come and voice their opinion. Mr. Arminio stated and you are asking me, is that a direct question? Mrs. Zuena stated if it was your home would you want to live across the street? Mr. Arminio stated is that a direct question. Yes. Mrs. Zuena stated you wouldn't care. Mr. Arminio stated no.

Mr. Nufrio stated I think all of the other items were just elaborated and kind of leads to a better answer is that preserve what we have and let's not deforest the forest because we may need the trees.

7. Organization chart for the District.

Mr. Tatum stated on #7 – at the last meeting I handed out a copy of the proposed organizational chart and I brought it back tonight for discussion. I don't know if everyone has their copy or they need it. I have copies here to give to you so that you can follow with me. There were a couple of recommendations of changes that were made in the Personnel meeting

tonight. There were actually two minor recommendations and one thing that I forgot that has to be added to this; the Director of Security is not on this chart but that person as in Mr. Ardito will then occupy the space under the Director of Athletics or actually this space of Director of Athletics because it was recommended that the Director of Athletics should be reporting to me across the line with the other directors. That being the case we would then include the Director of Security in that box

The other recommendation was that if you take a look at the District principals, they are reporting to me but also reporting to the Assistant Superintendents, especially in the area of curriculum instruction. So this should be two lines that would actually go across from the District principal to the Assistant Superintendents so that it also indicates that they will also be reporting to the Assistant Superintendent as well as myself – so reporting to all three of us and those were the recommendation of changes from the Personnel Committee.

Now the question is does anyone else have any recommendations before we move forward with this. Are there any other recommendations from the Board? I heard from the Personnel Committee but now are there any questions that need to be clarified. Mr. Nufrio asked are we approving this tonight. Mr. Tatum stated no, next week. Whatever changes that have to be made – I want to make them and then it will be an agenda item with a resolution and with a copy of the proposed chart.

Mr. McDowell stated I think we talked about it and you mentioned it, the principals, the vice principals reporting guidelines – should we just divide those elementary and secondary. Mr. Tatum stated we do that anyway – if you like to see it that way. Mr. McDowell stated if they are going to be dotted lines. Mr. Tatum stated directly to who they report to. That is fine, we can do that. In other words, we can take the principals and maybe make a box that says elementary and then secondary and then just kind of dot the lines over. Mr. McDowell asked if this was done in Word? Because Word, because I think Word has an org chart. Mr. Tatum stated that my secretary put this together. I'm sure she knows how to do it.

8. Bed, Bath & Beyond – direction to be taken.

Mr. Tatum stated the only question about that is you heard the presentation and we are going to meet with Jenn Williams tomorrow to talk a little more about this but if the Board has any particular priorities that they would like to see us work on as we move forward – she is going to bring us back some preliminary information tomorrow. But at the end of the presentation if there is any input from the Board certainly it is now that it would be a good time to consider that as we move forward. So are there any particular concerns or inputs about starting points or things that you would like to see us pursue first, publications, the bigger things that we need.

Mr. McDowell stated someone had stated using their IT technology. Mr. Nufrio stated also their tutoring so that is important – that should be one of the top priorities. Dr. Francis stated mentoring. Mr. Tatum stated that is one of the areas that they touched on. Mr. Tatum stated that will be our three top priorities.

Mrs. Zuena stated wasn't there an issue with everybody would have to have a background check. Mr. Tatum stated I think what we said was that the background check would be required for people that would be working with students on their own. If they are going to be under supervision of a person and they are there for one time – we wouldn't put them through a background check because they would be with certified teachers. Mr. Arminio stated we have a policy, as long as there is a certified person present in the room, they don't need a background check. It is when the person is alone with students, that a background check is needed.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Nufrio stated P-5 is going to require additional information and I'm requiring Mr. Vieira and his office to procure that for us for next week and that would be to ensure that it was executed properly and dates and we will consider this next week; that is just a comment because we are not voting on it today. So hopefully by next week Mr. Vieira will have the additional information.

Mr. Nufrio presented the Personnel Committee agenda.

Hopefully P-5 we will have additional data. Mrs. Zuena stated there is no back-up. Mr. Nufrio stated that is why I asked in Personnel Committee because I'm always fearful that perhaps if we have to revisit it down the road.

Mr. Monge stated with respect to P-7 – top of page 4 there is an extra decimal on \$400. So there is a typo on the back-up. Instead of saying \$400 it says \$.400.

Mr. Arminio stated we will talk about the School Resource Officer in Executive Session along with the other.

APPROVAL OF BILLS:

Mr. Arminio stated since Lois will not be here next week, Mr. Monge will have to move bills next week.

UNFINISHED BUSINESS:

Mr. Monge stated two quick things – two resolutions. Mr. Tatum stated I already gave those two resolutions to the appropriate parties in fact I thought that was going to Mr. Nufrio for Policy Committee. Mr. Nufrio stated what was the resolution. Mr. Monge stated lunch aide training. Mr. Nufrio stated did you put it in the Township email or my email. Mr. Tatum stated the Town. I will send again.

Mr. Nufrio stated we have two additional policies so we will include that together, perhaps we can put it on as a resolution next week.

Mr. Monge stated the other one was the bus stop. Mr. Tatum stated they are on the same form. It just has to go to policy.

Mr. Tatum stated the other one was lunch aide training that we are going to do on an annual basis and follow-up. Mr. Nufrio stated so we just have to amend the language. Mr.

Tatum stated that's all. Mr. Nufrio stated if you can get me the current language, we will make the proper adjustments.

Mr. Tatum stated I think what we did was Jeff sent something back and there were a couple of minor things that we changed and I think my secretary may as well have it. Mr. Nufrio stated you made the changes. Mr. Monge stated it was very minor. Mr. Tatum stated it was very minor. Mr. Nufrio stated can you send it to me as well. Mr. Monge stated he'll give it to you. I gave it to him in an email. Mr. Tatum stated and I think I forwarded the same email to you.

Mr. Nufrio stated so there will be four possible policy recommendations for next week. Mr. Arminio stated as long as they are in by Friday.

Mr. Arminio stated so that was your unfinished business. Mr. Monge stated yes.

Dr. Francis stated Gerry was working on the investigation and I don't know if I can talk about it now on that particular person but we haven't done it yet. Mr. Arminio stated do it in Executive Session. The person has not been RICED. Mr. Nufrio stated maybe they should be.

Mr. Salcedo stated I want to make a suggestion to the Board just based on our conversation today and coming back from the convention where I sat through a finance class and I was telling Manny I think we need to start watching the budget much closer. I don't mean by just, I'm talking legitimately, I think we need to start seeing the budget proactively. I think we are going to start getting into a lot of budgetary issues in the next couple of years. While we are sitting here and we are going down and talking about the \$350,000, I agree before we do anything, we really have to see how we are going to get out of this because just talking with Manny really quick, I think we will be in a position next school year and it is not going to be a good one and not to be an alarmist, we all need to be aware of those things and the only way we are going to do it if we all really quickly become pretty good with the numbers here. The truth is we are not a revenue producing organization but we depend on it. We need finances and Manny I know you have a lot on your plate but proactively, you need to start educating us as a Board sooner than later on what is happening with our budget. Not only at the end of this year but starting the next.

Mr. Monge stated to that end, I did speak with Manny and I went to the workshops as well and one of the walk aways was that the presenter had the schedule and which I showed Manny and Manny was telling me what he has and which was very thorough and our threshold dates that we have be able to deliver information but two of the things that were there too I thought was really great was almost a bootcamp that they do every year to basically take Board members through the budget – just the basics of a budget and then the second thing was the presentation of the budget to the Board members and I think his date was October 2nd and here we are obviously beyond that date and he has already provided that workshop power point presentation to walk through everybody through the budget because the thing is I don't want to sit there and have a big budget and then say hey take a look at it over a couple of days and vote on it. I don't think it is fair to anyone. But I shared that with Mr. Tatum so you know you guys and I can scan it in and send it out to everybody on the Board to take a look at it. Manny has

already seen it and I would love you to incorporate that and that really speaks to what Angel was speaking about. Smart Board members are good board members.

Dr. Francis stated have we ever done an audit on our inventory in our schools and see what we have and don't have and what we don't want to purchase again. Mr. Tatum stated that is part of the annual process that we follow. As a building principal myself, in the stockroom, there were days that the secretary was going in and doing inventory based upon what you can determine what your needs are. One year at Central Five, I didn't buy workbooks for two years because they were stockpiled and by the third year we were going into a new series so to have purchased any more workbooks we would have more books sitting there. You really do have to do inventory. The other thing is to also be able to utilize funds in different areas of your budget. If you are high on one, you can add it to a different area and the principals have that latitude. The problem that we face, I think, from a budgetary standpoint is that there is always that unknown piece that comes about. Some things unfortunately happens with our budget that you can't plan for unless of course you have contingency money set aside somewhere with surplus or whatever the case may be and one thing I refer to is when we get brand new students in the District – last minute in August and we get four or five of them and they have IEP's that require additional services and additional personnel that we haven't budgeted for and the thing about it is that it's a problem that we are certainly not the only District that is facing this so I understand and I might have made this point last month, the County Superintendent are all having this same issue. That is not to say that we can't look at areas and reconfigure where money is being spent and where it can go. The other thing is State aide – we have had a flat State aide for the last four or five years and there has been no increase in State aide yet the cost continues to rise in terms of student needs and supplies. The raise, certainly new contracts have an impact on all of that but I will say this much and some of us in this room have been through this before and we have faced these issues before. First of all we are starting out unknown of what our State aide is going to be next year so that doesn't help us. Everything we do right now is projecting based upon what we can estimate the cost would be versus the money we have on hand versus whatever surplus we generate over the past year so all those factors come into play and I know that we normally get this together and sift through it to see where we really are and I think right now what we have on the table is a projection.

Mr. Salcedo stated the issue is and we go through this every year and we have a fixed amount of money that we pretty much can foresee but the healthcare costs that is one of the things at the meeting are progressively getting worse. Over the next two years they are going to progressively grow probably in the double digit area and that is the part that we are going to know about it. Mr. Tatum stated and Angel that is something that has to be addressed and I think that we are getting into a season where we were able to do very comfortably in previous years we are not able to do and we may not be able to do moving forward and there is going to be a need for adjustments on a lot of our parts on where money goes and where it comes from and reductions are going to have to be made.

Mr. Monge stated and Tom Wiggins was telling me that his facility budget hasn't gone up in years and you can't mortgage our future essentially and we have crumbling buildings on top of other issues and I think that we do have to look at this. The thing is if we are going to have a negative, I don't want to find out about it a week before we look at the budget and vote on

a budget. I don't think that is fair for anybody so we have to be on top of it and be honest with each other and try to be proactive instead of reactive.

Mr. Nufrio stated it is good to see that we have two people who are actually showing the sincerest concerns for our fiscal situation and I appreciate it very much and I am confident that the committee to do its very best to scrutinize all the expenses and I think that is where we are going to find a lot of excess expenditures and it may be that we need to revisit all the contracts including the healthcare costs, including what we actually pay and what the staff pays and perhaps we need to reconsider everything. I don't know where you would start. I have an idea but we look to you guys – the liaison to the Board. Mr. Monge stated you need to get Angel on the Fiscal Committee. Mrs. Zuena stated he is on the fiscal. Mr. Salcedo stated I was. Mr. Monge stated Lois is the chair. Mr. Nufrio stated unfortunately we need actual presence that helps because you can't do this remotely.

Dr. Francis stated in terms of our auditors – is it their job as well to look at it. Mr. Nufrio stated they only look at discrepancies. They are not evaluating who we hire. Mr. Monge stated and the thing is, at the end of the day, Manny people are going to lean on you and your leadership and your position obviously because we all have full-time jobs and obviously you know me, I ask a bunch of questions and I'm getting acquainted with how the budget is here and it is going to take some time but we are going to look to you to make some suggestions on how to save money. We can't rob Peter to pay Paul. We can't mortgage our future so I think it is collective. Anytime we talk about things, we have to talk about the money and how are we going to pay for stuff.

Mr. Vieira stated 80% of our budget is salaries and benefits – that is where the meat is. If you are talking about instructional supplies – we spend \$2-3 million on instructional supplies. The budget is \$123,000,000. Dr. Francis stated what is the other part then? Mr. Vieira stated salaries and benefits. We spend about \$10,000,000 in special ed tuitions, we spend on our maintenance budget with utilities about \$5,000,000 and the rest of it would be insurances, tech. Dr. Francis stated in terms of the health benefits how much is that? Mr. Vieira stated health and other benefits about \$25,000,000.

Mr. Monge stated how does that compare – are we looking at ourselves against other districts. Because I know we have been using the same guy for a while and we keep talking, and I don't see any magic happening. Mr. Vieira stated that they do shop annually for price for healthcare. Mr. Monge stated shopping price and negotiating price is two different things. So how do we match against Cranford, Roselle – have we ever looked at that? If that is the issue we have to look at...we can't just take it at face value and say it is what it is right? We have to look at it in different ways. Mr. Vieira stated I can look and I know they are comparable as to cost per pupil for benefits. Mr. Monge stated that is a different measurement because at the end of the day it is how many people you have. Mr. Vieira stated what I'm saying is other districts are paying similar – the health piece of the budget, the benefits piece is similar to Union. Mr. Monge stated but it is a different measurement per pupil versus...Mr. Vieira stated that is how a lot of comparisons are done. Mr. Monge stated that not (inaudible). Mr. Vieira stated but that is what your question is, how do we compare to other districts? Mr. Monge stated what I'm saying to you as far as our healthcare...Dr. Francis stated we are talking about our staff in terms of

districts that have the same number of staff. How are they doing in terms of costs? If you looked at Westfield and say they have 900 teachers/staff and we have 900, how much are they paying in co-pays; how much do they pay in health benefits. I know Vito said something about the Memorandum of Agreement is that tied to it as well?

Mr. Nufrio stated that stipulates the type of benefits or the type of health benefits that they need to receive. It is built into the language. It doesn't say we have to choose x, y or z. We have to offer comparable benefits but I think that this is an area that probably needs to be pursued further by the committee itself. I do agree that many of the questions you are asking, both you and Angel, we were always guided and being in the negotiations as often as I have been since I came on the Board, I always ask that question every year. Manny knows and I always question where can we go to get a little bit more for the dollar or spend a little less and get the same. We have always been reliant on the responses of the individuals who are the agents for the Board. Correct Manny? Mr. Vieira stated yes. Mr. Nufrio stated this is a new era where that needs to be pursued in a different way. Mr. Arminio stated I appreciate everything you said and I agree with all that you said but I think that is a conversation that really doesn't fall under new business.

Mr. Arminio stated I hope that everyone read the letter from the Chamber of Commerce thanking us for the use of the field and take a look at the letter. We are trying to make our Town better, I am just going to offer this to you. There is a theater project and the purpose of the theater project is to bring arts into the downtown, into Union Center and to Union as whole and hopefully bringing people into our area and maybe people will come to the theater and stay for dinner and regenerate Union Center. The person who runs this theater project is trying to take it from Maplewood to Union and there is a theater project in Maplewood and he wants to relocate it because he lives in Union and he wants to bring it here. So he's got one at Unity Bank in Union Center in a huge room right next to the movie theater and there are flyers here and take a look at it. It is a way to build up Union Center which needs some building.

Another thing, at Washington School tomorrow and I know it is Veteran's Day – the recognition of Veteran's Day and there is a teacher at Washington who runs a wonderful program and she brings Veterans in and there is an assembly and they talk to the 3rd and 4th grade and tell them about what it was like serving their country and build up a little bit of patriotism in the kids and they get to ask questions so it is at 9:30 at Washington School if anyone is interested in it and I think she has been doing it for five years and the kids really enjoy it.

On November 23rd there is the Athletic Hall of Fame dinner at Galloping Hill at Five Points and it is for the athletes of Union High School. It is done every other year so the last time it was done was two years ago and this one there are fourteen individuals being inducted into the Athletic Hall of Fame and it is the only the second one we have had in the history of Union High School. Mrs. Zuena stated I don't know if anyone saw the huge display in the hallway. Mr. Arminio stated you go down the hallway near the gym there is a display. Manny's dad is getting inducted into the hall of fame for wrestling, a State champ and there are 13 others along with some teachers from Union High School and coaches, Al Lilly, Jim Jesky, George Hopkins are getting inducted as coaches and athletes that I don't think the names will mean anything to you

some of them from a long time ago even Harry Lake is getting inducted. The field house is named after him.

Just an apology, the ad hoc committee was supposed to meet last night and an apology to Angel that the ad hoc committee could not meet last night because somebody who had all the information was ill but that is the ad hoc committee to get our new general counsel so I would like to meet with the ad hoc committee after our Executive Session just for two minutes.

Mrs. Zuena stated just to reiterate the hall of fame dinner. I already sent my money in, Dave and Dr. Francis. Everybody was given an invitation and I actually have a few in my car that I grabbed from Linda at her office today if you guys want one. You were invited too and she is looking forward to you being there. If anyone else definitely wants to go, just let me know and I can put a table together. If you don't have your original invitation, I do have a couple in the car.

COMMENTS FROM THE PUBLIC:

Anne Margaret Shannon stated E-4, what is the agreement for? Mr. Arminio stated because it is worksession we answer questions but next week we will not answer questions. Dr. Lishak stated it is an agreement between Montclair State and our District for student teaching nurses. For students that they're going to become nurses, do their student teaching.

Ms. Shannon asked what is F-12. Mrs. Conti stated that is through Special Olympics – federal grant and it's UNIFY – it's activities that are building base that celebrate all children and it's to make awareness of diversities with all students.

Ms. Shannon asked are you going to talk about the SRO? Mr. Arminio stated Executive Session.

Ms. Shannon asked about O-1 – a long time ago when we first starting talking about this, there was a presentation at the high school and I asked the question, what do you do when administrators and teachers or employees and you said we didn't get there yet and it is coming up. I heard through the grapevine that there was something but I haven't seen anything. What do we do? Dr. Lishak stated that has nothing to do with this. So that is an HR issue.

Ms. Shannon stated the reason I said that it reminded me. What do we do because from what I understand in the past, it always seems that Administrators say that is affirmative action. It is not affirmative action when it is two white men in the same school building and I know there is a little power difference sometime but if someone is just harassing someone, giving them a hard time, what is the proper protocol? Mr. Tatum stated there is also hostile work environment. In other words if there is a situation where a person is being treated unfairly and discriminated against because of one of the protected classes, then certainly falls under the terms of affirmative action. A lot of times, especially when it is teacher to teacher, we write it up as affirmative action and really it is a conflict and can be settled outside as being an affirmative action. The adult version of bullying is really affirmative action because we are talking about protective classes, race, religion, exercising authority over a person or whatever the case may be. Ms. Shannon asked but what if it is teacher to teacher like you said? Mr. Tatum stated it depends

really after you investigate what the findings are. In most cases when it is teacher to teacher, unless it falls under the category of one of those protected classes, it comes back unfounded.

Mr. Benaquista stated I spoke with Ms. Shannon earlier this year and I do think that we need to do a better job of educating the whole district on really when to file an affirmative action claim or a harassment case. Like Mr. Tatum said the violation of one of the protected classes; but if it is not it will not be founded affirmative action but I think what Ms. Shannon is getting to is – if it is teacher to teacher, the Association has the right to try to de-escalate it at the lowest level. If they can't it should go to that building principal and see if he can intervene and counsel both of them and if it can't be handled within the building or by the Association, I think it needs to then come to Personnel and then I need to then facilitate a meeting, hear both sides and try to come up with something.

Ms. Shannon stated it is not affirmative action but some kind of mediation. Mr. Benaquista stated as soon as I get a chance I was going to create another kind of paperwork that a teacher would feel comfortable filling out and following the process so then when it came to me I would log that information so to be able to facilitate a mediation. Ms. Shannon stated so right now we try to handle it ourselves, I really don't like getting a principal involved...Mr. Benaquista stated if it is a principal to an employee, non-affirmative action principal to employee, I think it then has to come to my office because at the point the principal shouldn't be involved in it. Mr. Tatum stated we have had cases in the District where people have come to me but normally don't unless it was affirmative action issue but have asked me if I would mediate and sit down with them to try to work out a reasonable solution. I took on one of those and it took me two years to get resolved and I think it is coming back around where I pass it on to Gerry now because I just saw evidence today in an email that may be resurfacing itself.

Ms. Shannon stated one last comment on the calendar – I can't stress enough, we need to be in a world that doesn't follow rules – we have a calendar and it just seems like why are we even talking about changing it. I understand the whole project graduation but then we have to work on that for next year. Nancy said and other people said it, people have lives, people have made commitments and who is getting credit for a personal day, who isn't – I don't see anything wrong with just keeping the calendar and trying to figure it out like we did last year but now going forward for next year. I'm really begging you because unless someone wants to substitute for me on June 27th in a classroom with no air conditioning, I won't even go into that it is actually much better thanks; but those (inaudible) are horrible, I am begging you do not push the school year back any more. Just leave the calendar the way it is. We got to figure something out and work on it for next year. It is too hot in those facilities to push that school year back. Mr. Tatum stated Ann you know when it gets hot, it doesn't matter if it is the 27th or the 23rd. We are going to be working on that anyway; that is something that is coming up as far as a solution and the Association and myself and a select group of people will sit down and work that piece out.

Dr. Francis stated Dave, you have been a teacher for 35 years? Mr. Arminio stated 38. Dr. Francis stated so my question to you is, was it that hot back then? Mr. Arminio stated he didn't take off his tie. It was not hot back then. Mr. Tatum stated it was hot but we didn't know it. Ms. Hart stated there was a study done that kids nowadays have grown up in homes with

central air conditioning and everywhere and when the schools don't have air conditioning their bodies can't adjust the way when we were kids and schools will close when it gets too hot.

Jill Hall stated about the calendar. I think we send a very inappropriate message to our students when we say here it is oh no we are going to change it. I think we need to be creative with the way we think about these things; there are ways of doing this. I worked in catering for many years. You can do contracts and there is a bail out clause. We need to think a little bit more creatively for next year.

I would like to get back to the United Way. I think we need to think creatively about this. If you don't have Hamilton and I think what Mr. Arminio said they are willing to negotiate on things – maybe we need to look at flex-time. May be they would be o.k. with using any building from 4 to 8. We have done that before with the Portuguese School and on weekends, we have done that. It is 2015 and our schools need to become an agency in this community. The whole 8-3 model doesn't work anymore. Our families have needs and the community needs to step up. This is an opportunity to do it. Think about it in a different way. This is a room full of brilliant people but I would urge you, if we are not going to do this, which is the sense I got tonight, can we please cut this poor man loose. Because he has been coming back and I get the feeling that we are not moving in that direction which I disagree with but if you are not going to do it, then say we are not going to do it. Stop making this poor man come back.

Mr. McDowell stated when you spoke to him last, did you commit to giving him an answer. Mr. Arminio stated I told him by December he would have an answer.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mr. McDowell 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. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena
Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Nufrio, seconded by Mr. Salcedo that the meeting be adjourned at 10:35 p.m. All present voting YES. MOTION CARRIED

Respectfully submitted,
MANUEL E. VIEIRA
INTERIM BOARD SECRETARY