

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MEETING MINUTES – November 7, 2016

Meeting held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on Monday, November 7, 2016.

The meeting was called to order by Mr. Nufrio at 7:07 p.m.

Mr. Nufrio stated I just wanted you to know ahead of time, we will once we begun the formal part, we will go into executive session because we want to get that concluded.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Ron McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Nancy Zuena

ABSENT AT ROLL CALL: Mr. Steven Le, Mr. Angel Salcedo

ADMINISTRATORS PRESENT: Mr. Gregory Brennan, Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mrs. Sandra Paul, Mr. Barry Loessel, Mrs. Ann Hart

ALSO PRESENT: Mr. Paul Griggs, Esq.

Mrs. Regis-Darby led the Board and audience in the Pledge of Allegiance.

Mr. Brennan read the statement required under the “Open Public Meetings Act”, a copy of which is on file in the office of the Secretary.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Mr. Arminio, 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. 10:4-2b: pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege and matters involving employees and terms of their employment and contract.

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 interests of the Board of Education and provide that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYES: Mr. Arminio, Dr. Francis, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mrs. Zuena, Mr. Nufrio

NAYS: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 8:45 p.m.

Mr. Nufrio stated my apologies to all of you. I thought it would be 15 minutes but it was much longer.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

None

APPROVAL OF MINUTES:

Mr. Nufrio stated the minutes will be approved next week.

COMMUNICATIONS:

Mr. Arminio stated there are a couple of retirements from secretaries and one is bolded. Mrs. Zuena stated why are we only voting on one and not the other. Mr. Arminio stated I do not know. Mrs. Cappiello stated it was requested. Mrs. Zuena stated it is not bold on the resolution only communications. Mr. Benaquista stated something happened with her letter and it got submitted late. Mr. Nufrio stated it is a typo and we will vote on it next week. We will disregard the bold in #5 of Communications.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated #1 presentation has been removed. Next Tuesday we will have presentations by two supervisors. Last year we had principals coming in and talking about their schools and this year we are having the academic people come in. Jeremy Cohen does math for the District and Randy Moran does language arts and they will be presenting to the Board next week.

The other thing is under the Superintendent's recognition, I had the opportunity to film a TV program with some students at Franklin School and I would like to bring them in next week so people can get the opportunity to meet the cast. I think that is what I'm going to call it as we go around to other schools and where the public has an opportunity to meet the students and to thank them for their work with the District. The three young ladies I interacted with it was very interesting and they asked some real interesting questions and they even got personal during the interview but they did a really great job and I think you will enjoy it and I believe Mrs. Moses on Friday actually filmed her segment of the show – Annie's Corner. I think you will enjoy that presentation. I will also have the regular District highlights.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mr. McDowell presented the Education/Student Committee agenda.

FISCAL AND PLANNING COMMITTEE:

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

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

AYES: Mr. Arminio, Dr. Francis, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mrs. Zuena,
Mr. Nufrio

NAYS: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge presented the remaining Fiscal and Planning Committee agenda.

Mr. Nufrio stated F-16, at the agenda review last week, Mr. Arminio, Mr. Tatum, Mr. Brennan and myself, I think we questioned whether that was even necessary. You are the Business Administrator and the Board Secretary. Mr. Griggs stated the lease purchase agreement specifically sets forth that the person signing it must be authorized by the Board to sign it. Mr. Nufrio stated he is already authorized in his title. Mr. Griggs stated I thought that you better to have it. Mr. Nufrio stated to cover all bases. Mr. Griggs stated absolutely.

Mr. Monge stated F-6 – there are a couple of dates that Mr. Brennan and I pointed out in our Committee meeting that have already passed. We are approving travel that has already passed. We voted on F-7 because a couple of these dates are coming up prior to our regular meeting.

Mr. Nufrio stated we addressed this issue in the past and we said hopefully it would not occur that we would be approving trips that occurred last week/last month. Mr. Monge stated we are approving something next week that actually already has happened. Mr. Tatum stated I would like to know specifically what it is. Mr. Monge stated the second one. Mr. McDowell stated AP workshops. Mr. Tatum stated you have to remember that AP workshops are those issues that come about and there is a certain amount of training that AP teachers have to take and if they attend a particular workshop and this has happened a couple of times where the notice doesn't come in in a timely fashion, we still end up sending them but the first question is how much cost is involved. I think there is some latitude and correct me Mr. Brennan and Mr. Griggs in the regulations that state anything under \$149, we aren't required for approval and that being the case, we approve everything anyway – all travel. We are not in violation if it is under \$149. Mr. Nufrio stated it did involve students.

Mr. Tatum stated we get things a lot of times that we are mandated to send someone and it will be the 11th hour. I absolutely agree with student travel, we give them a time in advance that they are supposed to submit the paperwork. The teaching staff when they are going out for professional development, we have a 60-day lead time as far as being notified but there are many times that we get those things that are mandated.

Mr. Monge stated that expense is over the amount that you said and not to belabor this but maybe if we are going to have something in there, that it is highlighted because otherwise we are approving things that already happened and this has happened a couple of times. Mr. Nufrio stated assuming everything else is in place, then we understand the reasoning and it falls below that threshold it doesn't require. Mr. Monge stated but it doesn't. It is just housekeeping in the future.

Mr. Tatum stated I think maybe we need to do something that when you read it, it is clear. I will make sure that we do that because that is generated in my office.

Mr. Arminio stated I would like to compliment Mr. Brennan and the Fiscal Committee for coming up with a budget calendar that I think is something that we really need and something that will help us as a Board to keep track of the budget and be better informed so that when it comes time to vote for the budget, we will be as knowledgeable as we can be. Mr. Nufrio stated these dates completely coincide with the State regulations.

Mr. Monge stated thank you for having dates on them. The workshop, we talked about that and that wasn't on here. I think it will be helpful for the Board to go through a workshop on how to read the budget, prepare the budget and I think we had to learn on the fly so if we actually had a time that we could sit down and go over a presentation workshop on developing a budget, I think it would be helpful.

Mr. Tatum stated I think what would be good Greg was when you develop that type of workshop, we take them through the process that we are going through and developing right now. We can put something together that coincides with what we are doing.

Mr. Nufrio stated I did ask Mr. Brennan have we begun to start the process with zero-based budgeting. Mr. Brennan stated yes. Mr. Nufrio stated that should be a matter of record because we decided to now have the wherewithal and the resources to be able to do that next year. Are we going to be ready for next year? We are, that is great? Mr. Tatum stated we will be following the timeline. Mr. Brennan stated we already set up some times and dates for our Central Office meetings. Mr. Nufrio stated it should happen.

Mr. Tatum stated principals have already been informed so we are moving ahead. Mr. Nufrio stated we talked about zero-based budgeting as a real good start of becoming even more prudent and wise in our expenditures as opposed to what is out there claiming otherwise. Mr. Tatum stated the next step just to let people know that department heads will also be bringing us recommendations of their needs and we are looking at this in a 2-3 tier system and we are also trying to consider the actual formula we are going to follow whether it is going to be people, reflect allocations. I have asked all the principals to give us their original appropriations versus the actual expenditures to date for the last three years as part of their analysis. Mr. Nufrio asked does that include an up-to-date inventory. Mr. Tatum stated yes it certainly does because that is one of the things that the principals were informed and giving us their priorities should include what they have on hand. Mr. Nufrio stated Mr. Monge was asking that. Mr. Tatum stated I was always under the impression that was what we were doing anyway. I did that as a building principal.

OPERATIONS COMMITTEE:

Mrs. Zuena presented the Operations Committee agenda.

Discussion Items:

1. Letter from United Community Center, Inc. requesting (a) use of Auditorium at Hannah Caldwell School on January 16, 2017 from 10:00 to 3:30 p.m. for

the annual celebration of Martin Luther King, Jr. Day, (b) waiver of fees and (c) distribution of letter to building principals.

2. Letter from Cross Roads Christian Fellowship requesting (a) use of Battle Hill School Gym during the months of January, February and March 2017 for their volleyball/basketball program and (b) waiver of rental fees.

3. Letter from Holy Spirit School requesting (a) use of Kawameeh Middle School gym for the 2016-17 basketball season (Tuesday and Thursday evenings from 5:30 p.m. to 9:30 p.m. – November 2016 through February 2017) and (b) waiver of rental fee.

Mr. Arminio stated a correction on #3 – I was in the Athletic Office being interviewed by a student for an article in the school newspaper and I had a conversation with Mrs. Ionta and Holy Spirit's request for Kawameeh Middle School – Kawameeh is not available and every other year they use Livingston and she is going to reach out to them to use Livingston School instead of Kawameeh. Mrs. Zuena stated we should have an update by next week. Mr. Arminio stated our discussion should focus on Livingston and not Kawameeh.

Mr. Monge stated O-1, in our Committee meeting we didn't know who actually put this together and if there was a change from last year and if there was a material change, if any. Mr. Benaquista stated I believe the format is the same, as far as the type of drill, everything is being sent to Mr. Ardito, our Supervisor of Security and he compiling it and submitting to Diane. Mrs. Cappiello stated there are other ones that come directly from Transportation or the schools. Mr. Tatum stated the bus evacuations are not part of emergency drills that we do for the schools. The bus evacuation drills are required two times a year. Mr. Benaquista stated and that is from the building principal. Mr. Tatum stated they have to do that, it is mandated by law. There are a variety of drills at the school level for emergency evacuation. One fire drill is required every month and then one of those other drills, active shooter, lockdown, shelter in place – one of those drills is required once a year. What we haven't done and I don't know where we are with this Gerry moving forward and I guess we will discuss it, a full scale drill this year. Mr. Benaquista stated I believe Nick was setting that up. Mr. Tatum stated a full scale drill where we actually simulate. Mrs. Zuena stated I think we did some already at some of the schools – Burnet did something. Mr. Tatum stated not the evacuation, I'm talking about when we have a full scale drill and the police and fire departments are involved. Mr. Benaquista stated we usually do one or two a year.

Mr. Monge stated last year I think I asked Dr. Lishak who was dealing with this before a question, and I never got the answer. The question is are there considerations provided to kids with special needs. Year by year the kids potentially change and if there is consideration, how is that documented. Mr. Benaquista stated if you want to send me an email and I'll follow up with you. I know we are working on some stuff – special equipment, location, knowing where all the kids with disabilities are located per building. I will let you know where we are at on that. Mr. Tatum stated we talked about this last year as well, we have staff members in buildings that also have special needs as well. We have some wheelchair bound too. That is something else Gerry to add to your list.

Mrs. Zuena stated I don't know if this is the proper time to ask this, but where is Mr. Ardito's office now? Mr. Benaquista stated Hamilton. He is centrally located but he gives me a list of all the schools that he visits every week. He is trying to get in each school twice a week. Mrs. Zuena asked what does he do the rest of the day? Mr. Nufrio stated we have to be mindful that this is coming under Personnel. The question would be Mr. Tatum you made the decision to relocate the Supervisor of Security. Mr. Benaquista stated I facilitated everything. We wanted to get him out of the school because he is a Districtwide employee. Instead of getting tied down to one building, I want him out throughout the District on a daily basis and looking at vulnerability, emergency plans, working with the principals on drills, and stuff like that and he keeps in touch with me often. I get several emails on what he is up to during the week, what drills are going on. Mrs. Zuena stated so he is out and about all day and every day.

Mr. Benaquista stated on Halloween I believe he was in every building. Mr. Tatum stated that was the premise when we got a Director of Security. Mr. Benaquista stated when all those instances happened throughout the State with the clowns, he was on top of it, he was working with the police, there were sightings at certain schools, he is doing his job better as a school district employee than a school employee.

Mr. Nufrio stated my only question is that this individual was assigned to Burnet, did we do anything to replace his presence. Mr. Benaquista stated he was never assigned to Burnet, his office was relocated to Burnet but he has always been a Districtwide employee. Mr. Nufrio stated without going into more details about what he did or didn't do, my understanding and our understanding was that he was placed at Burnet. Obviously there was some service rendered by him. Mr. Benaquista stated I don't know how much we should get into this. Mr. Nufrio stated his body is not there, but is somebody else there. Mr. Benaquista stated not in his job. Mr. Nufrio stated maybe we need to look into that.

Dr. Francis asked is Livingston big enough. It is a small gym. Mr. Arminio stated they have used it in the past. Dr. Francis stated the reason I asked, I don't see that you can put chairs for the people. Mr. Arminio stated Holy Spirit is in some type of basketball league up to 8th grade. Mr. McDowell stated their letter says that if Kawameeh is not available, then they would like to use Battle Hill School. Mr. Arminio stated Battle Hill is overbooked. Mr. McDowell asked is Livingston going to be available? Mr. Arminio stated yes and Linda Ionta was already on the phone talking with them.

PERSONNEL COMMITTEE:

Mr. Arminio presented the Personnel Committee agenda.

Mr. Arminio stated the approval of an updated job description for the position of Student Assistant Coordinator which was just added. Mr. Nufrio stated there was a slight editing at my request that the verbiage of student services be added within that job description. This is the only reason why we are going to have to address this. I felt that language was lacking and these are individuals who deal primarily and only with students. To clear the air so we don't have repeated errors from the past that prove to be a little messy, the SAC's are only for student services and that is it and that is why I insisted on adding that to the language.

APPROVAL OF BILLS:

Mr. Nufrio stated the bills will be approved next week.

Mr. Arminio stated the Policy Committee met today and we discussed 3-4 policies that we will be voting on or for first reading, maybe next week just to look at and possibly December and vote on it at the first meeting in January. We will be ahead of the curve with a Narcam Policy – so we will have the nurses and/or the designee who will be able to distribute Narcam to any student or staff that is suffering – hopefully no staff and never a student but why not be prepared. A medical marijuana policy that is mandated by the State and a transgender policy that is not mandated yet but it will be eventually so we might as well be a district that is ahead of the rest of the pack.

Mr. Monge stated I think at one point we talked about trying to figure out a place in our agenda to give an update on what the Committee talked about. Mr. Arminio stated you can do that when you make your resolution presentation – as chairperson you can do it then or you can do it under New Business. Both are acceptable.

Mr. Nufrio asked Mr. Griggs, do you have any comment on this? When can we possibly present the Board with some info. Nothing nefarious is going on here. It is for Mr. Griggs to decide when we will be fully informed of what has transpired with our health benefits. Hopefully it will all be great news

UNFINISHED BUSINESS:

Mr. Monge stated there was discussion we had about Hannah Caldwell as to the update on the traffic and Mr. Brennan was actually prepared and I don't know if you can give an update on that. Mr. Tatum stated there is some personnel in place. Mr. Monge stated so everything is going great. Mr. Brennan stated everything is going very well. Mr. Monge stated and one of the items that I think we approved was to have two monitors there so the principal is looking for us to deliver that and I couldn't remember that discussion if we actually approved that. Mr. Tatum stated I think we approved the plan because one of the things that we said as a starting point was to try to get the personnel over there because they would be able to assist in moving the people in and out of the parking lot. I do think the police department did their part as far as the signage, the one way street and one way in and one way out on Hendricks Drive. There was something else for long-term like a fence or barrier, I don't think that has been done yet. Mr. McDowell stated I can tell you first hand that it is much better.

Mr. Monge stated the other thing is an update on Shared Service Agreement. I know we talked about going over that and that is something that we need to put back on our radar. Mr. Nufrio stated we are still in the cave on that one. Mrs. Zuena stated do we actually have the agreement from them? Mr. Nufrio stated Mr. Griggs has a copy. Mrs. Zuena asked can you email it to me? So then I can do a presentation on it.

Mr. Monge stated is there an update on Effective Solutions. Is that rolling already? Mrs. Conti stated we are looking to start up mid-November but we have done a lot of prep work and I know there are brochures that will be circulated to the teachers. Child study teams are working

on IEP team meetings so it is in progress and they are looking to go full strength mid-November. We did meet with the administration of Burnet. He selected an office and they have their furniture there and we are working on the technology needed and making sure everything is happening in a confidential manner.

NEW BUSINESS:

Mr. Arminio stated besides the normal things I'll be announcing next week, some of us went down to the convention and it was very productive and I know I learned a lot. I attended classes and spent a lot of hours on the floor along with Mrs. Zuena, Mr. Benaquista, Mr. Nufrio and Mr. Brennan. It was very good. I thank ARAMARK for a wonderful cocktail hour that they provided to us along with the snacks for tonight.

Mr. Nufrio stated Mr. Brennan do you recall that before we left I had asked that they send us via email the power point presentation. Mr. Brennan stated I did not receive it. Mr. Nufrio stated will you follow-up with that because I think it is extremely important that all Board members received that including Central Staff because it did specifically focus on social media, the use of social media, the do's and don'ts and primarily the don'ts. It is probably one of five workshops that I attended and each time there is always a little something new that is added and it is a work in progress I guess. Mr. Brennan stated I know I didn't get an email but I'm sure I can go on their site and get it. Mr. Nufrio stated they must have gotten a lot of requests. If you could follow-up because those of you that weren't there, you will definitely appreciate the power point. It was presented by the two attorneys but the power point tells the story.

Mrs. Zuena stated I spoke briefly with Greg and I have been in the high school a few different nights, we did wrestling sign ups and just talking with a few different people, in the past we always had security in the high school at night and me and Mr. Tatum went over it briefly and he remembers himself that the money was budgeted for security. Mr. Benaquista stated I think in their budget it usually starts around Thanksgiving and it will go til 7 p.m. every day and when there is extra late stuff that gets scheduled.

Mrs. Zuena stated my findings being there were quite eye opening. One I'm there as nothing to do with the Board of Ed. You get to the school and you can't get in because the doors are locked and you bang on the door and somebody eventually comes – a custodian or somebody. But the kids are banging to come in and I'm there with a permit for my club and they'll say I have to go to volleyball and I don't know who any of the kids were – they have a bag what do I know. But then the custodians come around and they are questioning why are you sitting in the hallway? I have volleyball and one night the basketball coach didn't come. As a Board we do approve different people to have permits, whether it is PTA and numerous events but there is nobody there to open the door for them. So when they get there they are just banging on the door and it is not the custodian's job to do because they could be in classrooms cleaning and not hear you. There is no doorbell there and there are a lot of kids. When we were there, the volleyball team came back from a game and they did have a coach with them but there is a lot of commotion in that school and whether it is me being in there for wrestling or PTA or something, I think that if there is a security guard there we need to actually print out the events of everything that is going on and when it is time for them to take place, they should be the one responsible to maybe come and open the door for the people. Mr. Nufrio stated I would assume that falls under

the preview of Mr. Ardito. Mr. Benaquista stated yes and I will also revisit the budget to see if we can start it. Mrs. Zuena stated and I think it needs to be until 8 or 9 p.m. Mr. Nufrio stated you are absolutely right and in today's world.

Mr. Tatum stated one of the things that I would be concerned about is whether or not there is a central location that the students enter because we only have one security officer there and the size of that building and multiple entrances. Mrs. Zuena stated the rock entrance because if anybody gets a permit for the school and looking at SchoolDude and stuff basically they use the cafeteria, teachers' cafeteria or sometimes one of the classrooms that are right there for meetings. Mr. Benaquista stated the only thing that is usually in front of the building is the play and they are always monitored. Mr. Arminio stated they don't even use that entrance. They are interested in the cul-de-sac. Mr. Loessel stated that door is always open and which is another problem. Mr. Arminio stated that is another security problem. Mrs. Zuena stated if we could visit that and get it started as soon as possible because there is a lot of activity considering the building is really closed. Mr. Nufrio stated it is always wise to be pre-emptive. Mr. Loessel stated we advise our custodians not to open the door but only if there is a coach because the coach is in charge of the kids.

Mrs. Zuena stated that is common practice it is just for the outsiders if they are coming for a meeting or whatever. I'm not saying it is a custodian's job, it is hard to get into the building. Mr. Nufrio stated it is a school, not a community center. There has to be designated areas of entrance and there has to be a set of rules as to how students gain entrance if it is an athletic situation and the coach should be there, students shouldn't be permitted to enter without the coach being there. Mrs. Zuena stated the other thing is if they are coming in for volleyball or basketball and there is only one person who monitors so if the doors are locked they wouldn't be able to go back and forth the whole night so maybe if the security person was actually centrally located in that area.

We didn't discuss residency and we might have to go back to Executive Session. Mr. Nufrio stated you have something to report. Mrs. Zuena stated yes we do.

Mr. Monge stated just a quick update on property condition reports. We already have three architects – we can have them bid on doing those property condition reports as well as updating our 7-year plan which is 10 years old. We can go through the process of finding out the conditions of our properties so we can prioritize what work we need to do immediately versus in time. The other thing that we talked about was doing a walk through so Mr. Brennan, Nancy and I and Barry will walk through the properties ourselves. Mr. Nufrio stated can I interrupt at that point and I will have to consult with Mr. Griggs about this – whether or not it would be wise for the Board members to be part of that. Mr. Griggs stated I have seen it both ways. Board members being involved and Board members not being involved. Mr. Nufrio stated my question is – is it o.k. for them. Mr. Griggs stated it is o.k. for them provided that the Board is o.k. with it. Mr. Nufrio stated I don't have a problem with it. Mr. Griggs stated no.

Mr. Monge stated we spoke with Mr. Tatum because we said we wouldn't do anything without his approval. Mr. Tatum stated they have my consent to be part of it. Mr. Nufrio stated

you know why I brought that up because I didn't want any wrinkles that we have to iron out later. Mr. Griggs asked Mr. Brennan if he would be with them. Mr. Brennan stated yes.

Mr. Monge stated we actually were going to have an LED presentation. Mr. Nufrio stated can we hold off on that because Mr. Brennan, Mr. Tatum and I had some discussion on that and we need to really look at this. It isn't a priority right now and maybe between now and next week we can re-visit that. With regard to proposals and submission of proposals, I think it is something we need to review again.

Dr. Francis stated the Jefferson project – have the funds been released so that we can do something. Mr. Nufrio stated there was paperwork that needed to be submitted. Mr. Brennan stated the money has not been freed up but the paperwork has been submitted for final reimbursement and until the reimbursement is received from the school development authority. Mr. Nufrio asked can we do a follow-up on that? Mr. Brennan stated Antonella submitted it about two weeks ago. Mr. Nufrio stated I think it is time for a quick follow-up.

Mr. Monge stated I spoke to the woman who does the garden projects. Mr. Arminio stated she owns the flower shop on Morris Avenue. Mr. Monge stated and she works with our high school students doing volunteer work and doing community gardens in Union. In conversation I was saying that we have our gardens at the schools with the kids but the problem is in the summer time there is a gap and that is when flowers are supposed to be really appreciated and she was interested and she said I always thought about presenting to the Board about how we can work together and her thought was maybe she could piggyback off the program that we already have with the high school students and carry it through the summer time. So you would always have the gardens going. We have a number and if you guys want to follow up and I don't know where you go from that. Mr. Nufrio stated maybe Mr. Brennan knows because it would involve some kind of agreement between the two.

With regards to the lighting, Mr. Arminio had some very important and valuable information that he shared with Mr. Brennan and Mr. Tatum regarding the possible reimbursement of expenditures so that is why I said let's hold off because we actually maybe able to get some money back. Mr. Monge stated it is a little different than what I was going to report on. Mr. Nufrio stated it will all come together because Mr. Brennan is going to look into that and see what actually we can save. Mr. Monge stated it is a different conversation. We had that conversation separate and apart and what you are talking about is the ability to switch a lightbulb so it is different than the actual lighting design of the high school. What you are talking about is the actual lights that go in and the cost savings. Mr. Arminio stated the whole project. Mr. Monge stated there are cost savings. Mr. Arminio stated grants available by the State for the whole project. Mr. Monge stated but the people to do it – you still have to select them and then those people apply for that project and that is what we are talking about. First you have to actually have to design it and when you go and actually select one to do it, they go after those grants to be able to pay for it. Mr. Nufrio stated let's not put the cart before the horse because first let's find out exactly the details of such a grant and then we can move forward and hear the recommendations.

Mr. Monge stated the architects presented that when they actually came to interview and the architect that we actually used, they are very well versed on that so that was the whole idea. The whole idea was to go to our architect and for them to tell us what it would entail. We are on the same page.

COMMENTS FROM THE PUBLIC:

Mrs. Monge stated I know I came in a little late and I apologize if it was already discussed, but I just had a question regarding the PTA meeting at the high school and something was discussed about the possible and I don't know the exact words. Mr. Nufrio stated let me help you with that. We have had a discussion on it in Executive Session and all I can say we can't say anything else about it. It is a process that has been initiated and we will proceed with the assistance of Mr. Griggs.

Mr. Tatum stated Mrs. Monge are you referring to a program? Mr. Nufrio stated you said something that happened in the high school. Mrs. Zuena stated at the PTA meeting. Mrs. Monge stated I just wasn't sure if it was discussed before I got here and I just wanted to know if it was. Mrs. Moses stated it was not. Mrs. Monge stated you mentioned that it being presented and that was going to happen. Mr. Tatum stated what is going to happen is as the process that we discussed in Executive Session moves forward, that is something that is going to emerge and there is a policy that we have that enables me to initiate that program and it is part of the regular program and should be in place but I just said to Mrs. Moses a few moments ago that we were looking for funding right now and we are working on that as we speak.

We are working on the restoration of extended day program at Union High School. It should have been in place for the past few years and I think what happened was that the money was removed from the budget and I said to the parents last Thursday night, that program is going to be restored because it is something that we need and it is something that we can find the funds in education to be bring that program back. The policy gives me the authority to initiate that program being in place and it gives me the responsibility to ensure that there is a program in place for students that would not make it in a regular program and therefore could need an additional support and it mentions that we can go so far as having a program that deals with individual need and they don't need to be students who have special needs they could be our regular students who for any reason have disciplinary issues in the high school.

So what we are doing is before I shot my big mouth with Mrs. Monge, I wanted to make sure that I was going to bring this up tonight but I wanted to make sure we had the funding first and at this point we only need 50% of the money because of the time that we would be starting which should be easy to put in place. So that is where we are right now. Mr. Nufrio stated so that is supplemental to in school suspension. Mr. Tatum stated yes, but we are doing it. This is the program that when we get students who really have a track record of disciplinary issues, that part of the recommendations could be, and when we go to an administrative discipline hearing part of it could be rather than a full expulsion and that is an interim step to keep them in District but by the same token, they have to find their way back to the regular program. There are a whole set of guidelines that should be put together and it is in policy and basically I have been reviewing that policy and we sat down a couple of days ago.

Mr. Arminio asked who removed it from the budget? Mr. Tatum stated the money was removed. Mr. Arminio asked who removed the money from the budget? Mr. Tatum stated when the budget was put together last year, we have gone back and checked and realized in that particular budget, it had been omitted and I do believe that it was removed by one of our former assistants here and it was used for other purposes and we found it out afterwards unfortunately.

Mrs. Zuena asked how many years has that program not been in effect? Mr. Tatum stated two years. Mr. Benaquista stated my last year at the high school it was being used because I was part of it. Mr. Nufrio stated Mr. Gibbons chose not to institute during his last year as principal. That much I do recall because I questioned what happened to the sunset program and why the principal chose not to do it I was a little disturbed by it but Mr. Tatum was aware of it and everyone was aware of it. You said last year the money was actually not appropriated. Mr. Tatum stated what I think happened was once the money was used that year, I think and it was Mr. Lowery's first year, when he got the budget the money wasn't appropriated for that purpose. Mr. Benaquista stated I think he tried a slightly different program.

Mr. Tatum stated I think it was education if I'm not mistaken. But if you read the policy and maybe it is something everyone should take a look at it. Mr. Nufrio stated it is Policy 6172(R). Mr. Tatum stated that particular policy really is very clear and specific in terms of the criteria and what we should be doing plus not to have the program in place is really doing the school, the District and the students a disservice because we truly should have it but there is a lot that goes with it and my review of this policy, not only does it call for this and when I talked to Mr. Gibbons some years ago, I said to him I ran a program like this in my day, that there has to be a hook for students to come into a program like that and to want to differentiate types of teaching also and there are non-traditional people who understand that if you are going to use a different approach, all of those things need to be considered. Unfortunately what we have done over the years in that program was we pretty much mirrored the day program and in mirroring the day program, unfortunately if the students were able to handle the day program, they wouldn't need to be in an extended day program. It has to be done the right way and I think last year they were on the track of doing it a little bit differently and for whatever reason, it seems that the original program was being supported and then it came into education.

Mr. Nufrio stated it was going to overlap in the afternoon with the existing regular day program and we all felt that was going to be a little too much and it would need to be analyzed better at some point. Mr. Benaquista stated this is going to be brought back like we use to do it. We called it EDP because it is an extension of the school day and I know Mr. Tatum mentioned it, it is not a 5-day a week it is more of a block schedule and they are doing more creative stuff. What is not working during the day, why repeat it at night. We have to come up with some creative process. There are two teachers in the room, it involves counseling.

Mr. Monge stated is there a potential overlap with the Effective Solutions or is it a different type. Mr. Tatum stated that is different. Mr. Monge stated I know at one time we had the United Way come and present about doing more of a holistic approach to offering services for families versus the kids, is there anything of that sort considered. Mr. Tatum stated the real answer to that is it is wide open because all the students will still be required to do that. We talked about in-school suspension program – the social and emotional learning piece with Mrs.

Hall to implement – so I think that ties into that program. I think it is wide open but if you really take a look at that policy and look at what the components of the program should be you can just put different ingredients in. This program needs to be tailored to the needs of our students and the population of students that we have in the District that will be best served by it.

Mr. Nufrio stated we also have to be cognoscente of the fact that will this program prepare our kids for the PARCC testing which will become a requirement for graduation. Mr. Tatum stated remember it is something different than we do in the regular program. The whole idea is the instructional practices could also deal with the PARCC level skills but it is about how you bring those students in to gain an interest. Mr. Nufrio stated it doesn't sound like it is something you can do overnight, it sounds like it needs quite a bit of analysis and input. Mr. Tatum stated certainly that is the case and it is something that we need to do and one of the things that I want to do is just get established that we need to bring that back. I'm reading the policy and there is a lot of leg work and we are working on that. Mr. Nufrio stated my question is will our budget support something that wasn't budgeted for. Mr. Tatum stated our budget is supposed to support it and we have gone back and analyzed the existing budget and there is money in places and you know we do a lot of transfers and Greg and I have talked about this before – we do so many transfers I don't know why we do a budget to be honest. We budget things and there are messy things going on here. We can find the money.

Mr. Nufrio stated to be frank and I think the public has the right to know. Whatever was done by whoever was certainly violating regulations – yes or no? Mr. Tatum stated the probably. Mr. Nufrio stated we are required to have an alternate program. Once that was eliminated, there is a violation there and unfortunately we can't do much about it. Mr. Tatum stated there is a regulation but a building principal made a decision not to have something. Mr. Benaquista stated during the time the program existed, the principal chose not to utilize it. Mr. Tatum stated and that money was pulled. Mr. Griggs stated you are going down personnel now. Mr. Nufrio stated the personnel route I was talking about is a person that is no longer on staff.

Mrs. Zuena stated and we have a protocol that we followed already. Mr. Arminio stated we have a policy in place that the Board approved and we have to follow a policy if it is in place. Mr. Tatum stated there are some starting points that we already have. We have a person right here at this table who has actually run the program before so that is one thing that is important. The second thing is that some of those components that have to be put in we will just have to be very careful and selective and take our time as far as getting it right. The kind of personnel that we hire, the whole design of the program and I think the bottom line is we have to start somewhere.

Mrs. Monge stated after hearing all of that and being at the PTA meeting and I'm speaking as a parent who has a child in the high school and one who will be coming up to high school hopefully who has special needs, there were 200 infractions in the sophomore class, the seniors had the second highest, you guys are now getting a second SAC coordinator, this program needs to happen because it is effecting all the other students who are the majority of the school. Mr. Tatum stated I agree. Mrs. Monge stated I am very supportive of it and I think that you are going to find that parents left that meeting feeling hopeful that things are going to change for the better because of the program. They all couldn't be here today because they are at a

baseball game but they are planning to come to the next meeting to follow-up on the progress of the program and what has been discussed and what has been planned.

Lastly, I think it is very important that this program include a counseling component as you said because there are kids whether they are doing what they need to do or not, they are kids and there are acting like this for a reason for whatever is going on at home and I would hate to see something that is like put them in there because they don't get along with the kids that are doing what they need to do. They need to be helped so they can get back in. Mr. Tatum stated I agree with you. It shouldn't be advancement from school totally, it should be a situation where they can go and get better and then get themselves back into the program. Mrs. Monge stated they are part of our community and that needs to happen. As far as the PARCC testing is concerned, they are going to have bigger problems if we don't help them because they are going to end up in jail.

Mr. Nufrio stated unfortunately when the State made that a requirement, unfortunately districts that implemented those additional programs, they did it all to accommodate the regulation. Not much forethought or any kind of real thought went into it. Hopefully that will not be our M.O. Ours is going to be make it right and execute it correctly.

Mr. Tatum stated on that point, the program I ran in Hillside a number of years ago, the whole purpose of that program was not remediation, it was acceleration. Acceleration from the standpoint that children have an opportunity to move forward and not to repeat the whole old thing that they do in school day by day and I think that is what we should focus on and try to accelerate students.

Anne Margaret Shannon stated to reiterate everything you said I really hope it is not about spend all. I agree with everything you said and you and I have talked about this before it has to be something different. Mr. Tatum stated I think it has to evolve because I think we may need to do something more immediate to attempt the problem, I think it has to evolve. I can use the word simultaneous about a lot of things around here but as things are happening we also are doing additional planning to go along with it. I think we have to get this off the ground as soon as we possibly can because the need is there; just as there is a need for a second SAC. I told the Personnel Committee that is my number one priority right now to get additional help in the high school for that purpose.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mr. Monge, 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. 10:4-2b: residency.

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 interests of the Board of Education and provide that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYES: Mr. Arminio, Dr. Francis, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mrs. Zuena,
Mr. Nufrio

NAYS: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:35 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Dr. Francis that the meeting be adjourned at 9:35 p.m. All present voting YES. MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN