

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES – April 12, 2016

Meeting held at the James Caulfield Administration Building, 2369 Morris Avenue, Union New Jersey at 7:00 p.m. on April 12, 2016.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Dr. Noreen Lishak, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Thomas Wiggins, Mrs. Ann Hart, Mrs. Kim Conti

ALSO PRESENT: Paul Griggs, Esq.

Mr. Salcedo 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 THE PUBLIC ON RESOLUTIONS IN BOLD:

Mr. Nufrio asked if there are any comments from the public on resolutions that are in bold? There is only one resolution and it will be discussed in Executive Session. No comments from the public.

Mr. Monge stated I asked this question to Mr. Tatum and I want to clarify because it is a little bit different than what we are doing this evening. When we have comments from the public in a worksession and it states here only in bold and is that the only thing they can comment on in the agenda.

Mr. Arminio stated the opening statements, they can only comment on resolutions that are going to be voted on. Next week they can comment on all the ones that we are going to vote on. The comments at the end of the meeting are general comments.

Mr. Monge stated so whatever is voted on they can comment in the beginning of the meeting and the general comments at the end. Mr. Nufrio stated since this is a confidential matter, it is not to be discussed in public.

APPROVAL OF MINUTES:

Mr. Nufrio stated that the minutes listed on the agenda would be approved at next week's meeting.

COMMUNICATIONS:

Mr. Nufrio asked if there were any questions from Board members regarding Communications. None.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated for next week we will have our final presentation from Battle Hill School. We are completing a series of bringing in the building principals and their teams to talk about the highlights of their building.

In addition we will do some recognition of the JV basketball, track, wrestling teams and coaches. We hope to have something nice to give them. It is not on here but we also have some retirement resolutions as well. Also we will present any other District highlights and upcoming events. I believe Jefferson has their annual spelling bee and other information for the good of the District that needs to be presented will be included.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

DISCUSSION:

Mr. Tatum stated we have a proposed calendar that will need further discussion. It is not included as a discussion item and I can bring it up under Old Business. I would like to talk to the Board about some of the proposed changes to the calendar and which will be on for approval next week. E-3 has not been updated yet. We will look at it and the changes will be made for next week.

Mr. Le stated on E-8 – I know Jefferson has had a year-long program that seemed to be quite successful – is the outcome of this training to emulate or adapt this kind of program in other schools. Mr. Tatum stated Mrs. Moses will speak about the Leader in Me program. Mrs. Moses stated the Principal Academy – Leader in Me will work on the four habits of leadership. This will be a two-day academy where the principals will reflect on their leadership skills with teachers and parents, help students become community leaders and we are moving in this direction for the District. It is all about becoming a better leader in the 21st century.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mr. Monge stated for everybody's education – it would be nice if we heard an explanation from Manny or Ms. Conti to give us an overview of F-12 and the reason why we are increasing the contract. Mrs. Conti stated it is based on student needs. Mr. Monge stated can you elaborate a little more. Mrs. Conti stated it is based on a student needs to increase services. Mr. Vieira stated also when the budget was originally put together which Connie gave us the

information in an email form, she budgeted less money than was required for the services this year. Also the vendor providing the services is changed. Mrs. Conti stated when you look at your budget for the next year, you usually base it on what happens in the previous years. However, things change and we are using this nursing service based on legislative matters so this one contract is based on student needs and there is an increased student need, we had to up the purchase order. Mr. Monge stated that is in the budget or is that something that needs to be transferred over. Is that already in our budget? Mr. Vieira stated it is in the related services budget. Mrs. Conti stated when you sometime need to increase due to expenditures that you are unaware of, you have to take the money from somewhere even if it is within the related service line or another line – you have to meet a student's need. We do the best we can to project it however at times situation changes for students.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

DISCUSSION:

Mr. Arminio stated O-9, didn't we have a lot of blackouts with our telephones? Did we ever find out the cause of it? Was it the network? Mr. Wiggins stated that would be our IT Department. Mrs. Zuena stated the telephone goes through the cable. Mr. Tatum stated that is correct. Any time the computer system goes down, it also takes the phones down. I think this is a service provider. Mr. Vieira stated Broadview is the provider. Mr. Arminio stated that's fine, it is not them that caused our drops.

Mr. Monge stated O-7 – is there back-up to that? Mr. Vieira stated it just means that we received all the requests for proposals. Mr. Monge stated is it possible as part of that back-up to mention which RFP's we put out. Mr. Nufrio stated I checked with Mr. Griggs – any discussions pertaining to the RFP's that we would have this evening – if you are prepared to bring to the table, we should be doing that in Executive Session – at least for discussion purposes only.

Mr. Monge stated as far as generically, we talked about we had an RFP for engineering services and 6 people responded. Mrs. Zuena stated you want to list them. Mr. Arminio stated look at discussion item #5 – I think that lists all we got. Mr. Monge stated if we can't and I'm not suggesting listing every individual firm – if we could, fantastic but if not – we got 7 respondents for this RFP, we got 11 responses to this RFP – just to show folks we sent them out and people responded and we are going to discuss and review them and come to a conclusion but I would be a good report. We sent out these RFP's, we had x-amount of responses to each and we show we are going through a competitive process and we expanded the net out and it worked obviously because we received more people to respond.

Mr. Nufrio stated I think Mr. Vieira via Mrs. Cappiello did send something that listed some of the names. Mrs. Zuena stated we have it in our folder. Mr. Nufrio stated so the question for Mr. Griggs is that information o.k. Mr. Griggs stated what you should do is at the regular meeting announce that you went out for RFP's for architectural services, civil engineering and we received 7 applications for that so at your next meeting – if you are going to award any of these contracts – you also say at the same time that this went out and we got that number and this is our recommendation.

Mr. Nufrio stated and that is what you were looking for Jeff not necessarily listing the names. Mr. Griggs stated just to say that we did our due diligence.

Mr. Nufrio stated if we simply indicate via the OPRA mandate that we do have x-number of RFP's, we may not be ready to make a decision by next week on some of the others. Mr. Monge stated that is fine. Mr. Nufrio stated so that everyone in this room is at least apprised that the other RFP's with the exception of the architect which is absolute requirement before you can request the projects – you have to have an architect in place so that became the most important RFP to address first and that was addressed and handled jointly by the Operations Committee, Mr. Wiggins and Mr. Vieira – that was my idea of at least addressing RFP's in the future via committee. The RFP's we will discuss later in terms of how or who would be the ones to sift through the RFP's and make the decisions along with Mr. Vieira's recommendation and whatever committee it pertains to. Most of them would be either Operations or Fiscal because they involve money.

Mr. Monge stated this will be today. We are going to do this in Executive Session - as it pertains to the selection of the architect. Mr. Nufrio stated we are going to discuss that in Executive Session then I am hoping to come to some collective agreement about how we are going to address the other RFP's. I would like to see it done differently than it has been done in the past. It will be done by committees – possibly the chairs of the committees so as not to exceed the number of Board members that can be sifting through the RFP's. I think it is important that the public knows how we are going to address these RFP's and the RFP's are requests for professional services. There are many and in the past it was generally done and simply brought to the Board for our approval. Because we are in a more transparent fashion and collective fashion where there is input by all the Board members – just like in other committee recommendations, it will be by committee.

Mr. Monge stated when is it appropriate to talk about the issue that we came across during this first selection. Mr. Nufrio stated during Executive Session.

Mrs. Zuena stated under discussion items are the following:

1. Letter from the Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on May 14th for auditions and September 24th for rehearsal and public performance.
2. Letter from Union High School Class of 1966 to tour Burnet Middle School (former Union High School), Saturday, November 19, 2016 at 11:00 a.m.
3. Email from Shobha Jacob requesting the rental of the Union High School Auditorium on Saturday, September 10, 2016 from 1:00 p.m. to 9:30 p.m. for the "Mitrahs Festival 2016".
4. Email from Superintendent of Recreation of the Township of Union requesting Battle Hill Elementary School to participate in celebrating Arbor Day (Friday, April 29, 2016).

5. RFP's: (a) Accounting and Auditing Services, (b) Architectural Services, (c) Civil Engineering Services, (d) Environmental Engineering Services, (e) Insurance Brokerage Services, (f) Legal Services (Bond Counsel), (g) Legal Services (General Counsel), (h) Legal Services.
6. Residency.

DISCUSSION:

Mrs. Zuena stated we had a residency meeting today – there were some things that we addressed about putting together a resolution eventually to be proposed to the Board. Myself, Greg, Annie and Jeff sat down today for about an hour on questions that were brought up after our last meeting. I guess moving forward how we would discuss and change some of our policies. Mr. Nufrio asked with regards to investigation?

Mr. Monge stated the three things that we talked about are likely resolution items. One is the registration process and we have some recommendations that we want to put as part of this resolution. Number two which pertains to personnel and having the proper personnel and compensation for that personnel to take on this additional work load and lastly the proper budget and our Committee meeting in Fiscal, we cleared it up and it seems that it is just an oversight that the budget we have now is lower than it should have been but Manny said that we can correct that – I think Manny you said it is kind of an after the fact correction. Mr. Vieira stated we will do an appropriation transfer from the original budget. Mr. Monge stated we talked about the baseline of the original budget but we are leaving it to Mr. Tatum to make sure that he gives us some feedback on if that is appropriate enough or maybe a request for a little bit more.

Mr. Tatum stated I think the piece that we have determined to be able to make this work – again we talked about residency investigators and they only get paid when they work; but the second thing is what personnel we would use for re-registration process and how we would anticipate the amount of money that they would be paid. All those things have to be under consideration before we would be able to actually develop a resolution. We have to sit and talk this through because we also are talking about whether we are going to do this and make it a resolution that is annually for x-number of years and then one that has the basis – so all those factors come into play but as we start off, I would think that we would look at it as a multi-year re-registration and taking a look at what we are paying residency investigators now and if we are employing staff that is currently in the District then with respect to contract hours and hourly rate that is in their contract would be how we would budget it and I think we would do it at a school base site – it would be the building.

Mr. Nufrio stated that probably brings us to the point that we all heard from the Ethics Presentation that the Board as a whole can request these things after it has been fully explained in detail and you as the Superintendent would be the first to review any recommendations and I had asked that a separate committee section to be created reflecting the Residency Committee – can you please see to it that gets done for the next meeting – meaning it should not be embedded into anything. Mr. Tatum stated it should be separate. Mr. Nufrio stated it should be its own.

Mr. Arminio stated it is in our policy and bylaws of what committees are created by this Board. We can't just create a committee. Mrs. Zuena stated there is a residency. He just wants

to add it to the agenda. Mr. Nufrio stated we just want it separately identified so that the public doesn't have to go sifting through this.

Mr. Le stated would it still require a policy change because I recall seeing one of the pages in the policy book giving a template of what the agenda should look like item by item. Mr. Arminio stated I will look at it. Mr. Nufrio stated he is the policy chair so we will have Mr. Arminio look at it. I don't recall seeing something like that. We are just talking about an agenda item as opposed to creating a new group of individuals.

Mr. Monge stated if we have this budget in place, outside of registering folks on an annual basis. It is nothing else. The budget is there already, the personnel and how you spent the money, is really going to come from you guys so really the only thing is about re-registering on an annual basis. Mr. Tatum stated that is where the cost increase will come because we will be employing more people.

Mr. Monge stated Manny's reasoning for reducing the number for next year is because we didn't spend the money – so we have money that we haven't spent. It was a significant dollar amount - \$70,000. Mr. Tatum stated you would want me to budget that amount of money to attend to the items that we talked about in our meeting today. I guess we will stay within that framework. I have to get him to take a look at the money, look at the little factors, the rates and all that kind of stuff and then come up with a number. Mr. Monge stated timing wise based on what we discussed, is this something that we need to have a resolution on the agenda next week?

Mr. Arminio stated point of order. First we have to check to see if there is a policy already in place. On residency and re-registration, is it done annually or bi-annually – is there something in the policy manual that specifies of when and how we go about doing it. Once we do that, then we can go forward with creating a resolution and I will check that tonight. Mr. Nufrio stated that would be the way to go. Personally, I think it is discretionary by the District as to how often you want to re-register and do any kind of check – because again it involves money.

Mrs. Zuena stated the question was who would be able to handle and check the documents. Mr. Tatum stated one of things that we talked about was having a meeting also with our attorney and the Township to really talk over some of the points and to make sure that anything that we are looking at would be in compliance with regulations and that was one of our other pieces.

Mr. Monge stated we had some action items on of what we think that basically improve the process that we have now but we have to get Mr. Grigg's feedback as well as talk to the Town.

Mr. Le stated I just realized that the NJSBA legal bootcamp – that they do have one of their sessions about a legal update on residency. Maybe it is worthwhile that one of us, Mr. McDowell, you or myself attend that session. Mr. Nufrio stated to quickly summarize, before we do anything, we need to formalize.

Mr. Monge stated the Jefferson update. Mr. Griggs and Mr. Nufrio stated Executive Session.

Mrs. Zuena stated the people asking for rental for the festival, Shobha Jacob, do we know who they are? Mr. Nufrio asked who placed this? Mrs. Cappiello stated Mr. Wiggins' assistant sent it to us. Mr. Tatum stated they are paying their regular fees, we just make it a resolution. Mr. Nufrio asked this date has it been checked with SchoolDude to see if it is available. Mrs. Zuena stated it went to Ginger Frain originally. Mrs. Cappiello stated it is in your folder. Mr. Vieira stated she checks the date before it gets on. Mrs. Zuena stated they also need security, custodian and fire marshal. Do they have any idea how much it will cost? Mr. Vieira stated we will tell them and if they don't want to pay they won't get the approval.

Mr. Nufrio stated my suggestion is to table this item until we get clarification and details. Kindly remove from agenda – unless you can get it to us prior to Friday. If we don't get it, we take it off. Was this vetted by Ginger? Mr. Wiggins stated I have not seen anything on this. Mr. Vieira stated we will confirm. Mr. Nufrio stated when we do the agenda review, that we be absolutely certain that is exactly what goes on the agenda and nothing more added unless we are all notified of it. Mr. Vieira stated that has been on the agenda. Mrs. Cappiello stated the only thing that was added on was "Residency".

Mr. Monge stated so this was done last year by a different organization so we already know that. Mr. Arminio stated Unions Got Talent – last year was done in collaboration between the Ed Foundation and UHPAC and the Doug Krueger Foundation but this year it is just the Doug Krueger Foundation and UHPAC without the participation of the Ed Foundation – but they have been doing it for a number of years now.

Mr. Nufrio stated we are looking for additional information for Communication item #16.

Mr. Monge stated with legal services, that was sent out at the same time as the other ones – the architect, accounting. Mr. Vieira stated yes. Mr. Monge stated I totally didn't see that. Mr. Vieira stated and they were returned on March 15th. Mrs. Zuena stated that was the second batch – there were two different waives of RFP's that went out.

Mr. Nufrio stated you guys reviewed all those that were received in total. Mrs. Zuena stated the architect. Mr. Monge stated the architect that's it. Mr. Nufrio stated I did check and I wanted to personally thank Mrs. Cappiello for looking into it and that was to see whether or not we could receive the RFP electronically as you had possibly suggested, Mr. Monge and the response from the County, correct Diane. Mrs. Cappiello stated I researched on the County website on what they do and because bids have to be sealed, it is only via mail, hand delivery or courier service. They have to be sealed because if they come in via email, they are automatically opened and you are not to be opened until the date. Mr. Nufrio stated but these are not bids. These are just proposals which we don't select through a bidding process. We select that the Board feels should be the one – is that correct Mr. Griggs. Mr. Griggs stated that is correct. Mr. Nufrio stated can they be submitted electronically? Mr. Griggs stated either way. Most architects would probably prefer that you do that. Mr. Monge stated I think most Board members would rather have that then. Mr. Nufrio stated we have to prepare for that next year so

that everybody can receive it electronically and I would suggest that all Board members receive it. So at least we are not working in the blind. Diane please make a note of that please; but thank you for looking into it any way.

Mr. Vieira stated just to be clear – discussion items #1, 2 and 4 will be resolutions next week. Mr. Nufrio stated #3 is the one in question. It doesn't have to be removed if you provide us with the proper information and it is amendable to the Board.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio presented the Personnel Committee agenda. He stated that P-5 will be discussed in Executive Session and voted on once the Board goes back into public session

DISCUSSION:

Mr. Nufrio stated Mr. Tatum I did not intentionally leave you out – but when it comes to the RFP reviews, I would hope that you would also be part of that review process.

Mrs. Zuena asked can Tom stay for Executive Session? Mr. Wiggins stated I usually do not. Mrs. Zuena stated Tom was a big part of our RFP. Mr. Nufrio stated I think he can stay for that portion.

Dr. Francis asked what is the T1 program? In P-1 under extra pay – listed under Jefferson. Mr. Vieira stated it has to do with Title I based on budget number. It is called T1 SMR Program. Mr. Arminio stated that is Title I Summer School Program.

Dr. Francis stated my next comment is based on the athletics fall season coaching. The way that it is listed and I know Gerry is not here but it would be good to have this listed where you are not doing it by alphabetic order – I think it would be better suited if it was listed by sport. There should be some clarity here because some that say soccer head coach – I don't know if that is boys or girls – all locations are listed as Union High School. I think it should be listed as middle school, high school. You have some substitutes in here and assuming they are coaches and they are also getting a stipend. You have two girl's assistant soccer coaches – only one boys. How do we come up with stipends for each individual. Mr. Vieira stated they are negotiated.

Mr. Arminio stated going back 40 years – it started out at a certain amount and then when a contract is settled, we would get either 3 or 4% and they would stick that on to the coaches stipend also and then each year it could increase unless the year when they said there will be no increase in coach stipend. There were a number of years that there was no increase in the coaches' salaries. I agree it should be by sport and school. But “g” says “girls” and the ones that doesn't say “g” is the boys. There is a mistake or two on here.

Dr. Francis stated some have hourly rates and a stipend and I don't know what that means under intramural and I want to know what intramural is. Mr. Tatum stated intramural normally means is an hourly rate because the coaches have a set amount which is negotiated in their contract and that is usually lower because that is one of those things that when they work a whole

season and there are various people that are intramural and it really is like a recreational program where they compete against one another in the District.

Mr. Monge stated you have some kind of student teachers – there is no equivalent to that for coaching. Mr. Tatum stated I'm not sure what you mean. Mr. Monge stated you have an internship – student teacher – is there an equivalent to that for coaching? Mr. Tatum stated the assistants are volunteers but that is normal but I don't know if there is any apprenticeship or something along those lines but normally it is what is negotiated in the bargaining agreement in terms of the salary and the number of individuals that are being hired for that particular sport. Usually there is a head coach and the others are assistants. Mr. Monge stated the example is the middle school baseball team. You have 20 kids and one guy there and let alone there is an interest in the sport and other sports and you have one guy there and it seems like you should at least have two and I don't know if it is a volunteer or whatever it needs. Mr. Tatum stated I think the middle school has a regular program. Mrs. Zuena stated the other team only came with one coach the other day and they had 20 kids on the team. Mr. Tatum stated I don't know if that is from the infancy and now the programs are growing and now you need to reconsider on how many staff members you have. Mr. Monge stated is there any thought of when you go to a travel game that the person like the bus driver can also play that role. Mrs. Zuena stated no, as the assistant coach. Mr. Monge stated they said that they do that in Catholic Schools. If it's a stipend position. Mr. Arminio stated that the bus driver doesn't go with the same team at every away game – you don't know who you are going to get. When the buses come back from their route picking up then they will take the team to an away game. Mr. Monge stated the point is that as part of figuring out some other resources because we have one guy for 20 kids. Mr. Arminio stated it has been like that since 1976. Mr. Monge stated it doesn't mean it is right. Mr. Arminio stated I didn't say it was right – it is not something that just happened. For 30 years I coached a middle school team by myself. Mr. Monge stated to go back to the volunteer student teacher thing – dads would volunteer to play first base coach. Mr. Nufrio stated that may pose other issues. Mr. Monge stated the point is that it is something to look into to come up with some idea – I'm not going to have all the ideas and it is not about shooting down all the ideas that I have.

Mr. Nufrio stated this is what I suggest to Mr. Tatum – if this Board is in agreement that the recommendation that Dr. Francis brought to the table an issue that could easily be resolved and that these lists of coaches and related personnel that basically a better framing as opposed to simply a laundry list so perhaps you can address this with Mrs. Ionta so that she presents a more legible list of who is doing what, where, when, what school, boys, girls, assistant. Mr. Arminio indicated that there are some errors that he already has seen. So at this point, this is something that needs to be corrected before we do any approval on it – so I know time is of the essence on some of these appointments. We are looking to improve all around just like we did with retiring teachers. Just as we have isolated new appointments and everybody can see it and they are not embedded somewhere, we should have this in a better presentation.

Dr. Francis asked are these stipends frozen? Mr. Arminio stated it is a negotiated stipend.

Mr. Nufrio stated a better presentation would make it easier for us all to see and to understand it and possibly to spot the errors. Mr. Arminio has the keen eye because he has been

doing this for 40 years. He already spotted some errors and we shouldn't be approving any list that may contain errors.

Mr. Monge stated P-12 – those job specs were put together by who? Mr. Tatum stated that is what I talked about last month. Mr. McDowell and I met with the engineer at Bed Bath & Beyond and Mr. Benaquista had collected several job descriptions that we had first gone over and we provided that gentleman with a draft and afterwards he sat down with us, reviewed it, took it back to his staff and pretty much critiqued it, they called back to ask questions about some of our internal needs, staffing and we provided him with a copy of our audit and based upon all that information, he came back with that description for us. When we do get to the point where we do interview they also offered the services of one of their engineers/technicians to come support us for the interview.

Mr. Nufrio stated the job description was put together after some extensive research by both Mr. Benaquista and the assistance of Mr. McDowell and of course Mr. Tatum. It think we are o.k. with moving forward on that but bear in mind that we can always amend any job description if it needs to be amended.

Mr. Monge stated P-3 – I'm legally o.k. to review the credentials. Mr. Tatum stated you mean P-13? Mr. Nufrio stated I would still like to ask Mr. Griggs' opinion on that not that I question Gwen's input but it came up during the ethic's presentation and I asked the question because I know Mr. Monge was asking for a resume of the candidate being recommended here and the question I had here was can a Board member ask for that. Is it permitted? Mr. Griggs stated it is permitted. Districts do it differently. One can come in and look at the person's credentials. Legally you are allowed to look at those credentials because you need those credentials to make your decision. The only cautionary statement I would have is security with that resume. You want to make sure that it doesn't fly all over the place. You absolutely have a right to take a look at it – come in and take a look.

Mr. Nufrio stated would you suggest that any Board member that is interested in seeing it and they just come into the Personnel Office. Mr. Griggs stated sure. Mr. Nufrio stated and Mr. Tatum will authorize that person to provide a visual of that. Mr. Griggs stated absolutely. Mr. Monge stated I have to come in to see it like the Declaration of Independent and walk away. Mr. Griggs stated here is the background I don't have – I don't know what the past practices around here. I do know you have the right to take a look at the credentials.

Mr. Nufrio asked can he receive it electronically? Mr. Griggs stated he can receive it electronically but I do believe there should be some type of protocol or format to follow so that it is secure. That is my only concern. Mr. Monge stated just for an edification of everybody here – I thought this would be no big deal. You are voting on someone for a position – you know who you are voting for. Mr. Griggs stated I agree. Mr. Monge stated I asked a question and it was like oh my God somebody asked for a resume, what do we do, is it legal. I don't want a big spotlight to be on this gentleman and that is not the intentions here. The intentions were I saw a position, I wanted to make sure that this candidate had the appropriate background for this resolution that was being recommended to me – that is all it was. We don't have a protocol – maybe that is something. Mr. Griggs stated districts do things differently. One board that I go to

their meetings, they discuss the credentials in Executive Session before the Board votes on the candidate. Other districts, it has to be a pretty high position for really anybody to get involved with the exception if there is really a need – if the Board member has a need to look at it, then certainly they are welcomed; but it depends on the district.

Mr. Nufrio stated the past practice has not been any of that for the years that I have been on the Board but having said that we now know that the Board member may ask to see the credentials. The thing is also the idea of trust was very much highlighted by Gwen. This is a Board not of a whole, it is of committees, so the trust is inherent. If we trust the Operations Committee to make the right call on who they might recommend for an architect, we trust them. The Fiscal Committee to make the right call or recommendation, there has to be mutual trust here. There is a Personnel Committee and the Personnel Committee does sit with the Superintendent probably more than he would like. There has to be some mutual trust between the committees otherwise we may need to revisit this whole concept as the Board as a whole.

Mr. Monge stated all that I'm saying is, even with architect, we are going to give an overview of who we recommend and why. If I'm voting for something and I want to ask questions about what I am voting for, I think it is due diligence. Mr. Nufrio stated I am saying that you do have a right to look at it. Mr. Monge stated I don't want it to be viewed that I don't trust the Personnel Committee or anybody. I'm looking to do my own due diligence. It is more than it really should have been I think. Mr. Nufrio stated I'm sorry I brought it up but you identified yourself, I didn't. The thing is the Superintendent has the call – it is his call who he recommends. Our only job is to say yes or no – basically that is all we can do. Mr. Monge stated I know what you are saying – let's just move on. I think I made my point and you made my point, let's just move on. Mr. Nufrio stated you certainly can look at the resumes, anyone can.

Mr. Tatum stated just one comment to the entire Board – I don't feel as a Superintendent of this District for the time I have been here and for the time I have been Assistant Superintendent that I would bring before this Board or any board, a candidate that I don't have full confidence that they are going to do a job that is first of all in the best interest of students and the best interest of our teachers in the District. That is all it is and I stand on that premise based upon the work I have done here and I will conclude there.

POLICY COMMITTEE:

Mr. Arminio stated there is a job posting interview process that was created and if you saw it and looked at it this will be our first meeting tonight and next month will be our second. Mr. Nufrio stated next week. Next Tuesday we should be voting on this so we can place it within the Policy Manual as part of the interview process/recruitment policy.

DISCUSSION:

Mr. Nufrio stated it was jointly formulated with Mr. Tatum with consult with the Board Attorney and the Personnel Committee.

Mrs. Zuena stated can you tell us what changes were made on it. Mr. Nufrio stated no changes. Mr. Tatum stated there was one. Mr. Nufrio stated this was done to create a formal description of the actual interview process as opposed to an abstract matter of doing it.

Mrs. Zuena stated obviously there is something different. What can you tell me that is different. Mr. Tatum stated it is not really different, it is that we have a policy that is required by law which we have the appropriate credentials but the procedure that we go about interviewing – as you have heard tonight, truly is my prerogative and what happened was we talked about this and formalized this process that we have been using with the addition of one additional step and that was we included in the process before the person gets to me is that they go through one or two Assistant Superintendents along with the building principal but the finalist person that they recommend is the person that comes to me.

Dr. Francis stated we also added that we have a minimum. Mr. Tatum stated thank you we did. Mr. Nufrio stated there are numbers now that have been inserted to ensure that it is not one individual or two and then we come in and say o.k. Mr. Tatum stated and just some semantical wording but nothing major. Mr. Nufrio stated and this was reviewed by Mr. Griggs as well so that we made sure that we were not crossing any lines or missing anything. It is simply to formalize the process and it was really because Mr. Tatum brought to our attention situations even before he was Superintendent that we wanted to correct.

Mr. Nufrio stated so that will be on next week's agenda for approval and it will be inserted within the recruitment policy. I think in the manual it will be 4111.A

APPROVAL OF BILLS:

Bills will be presented for payment at next week's meeting.

UNFINISHED BUSINESS:

Mr. Tatum stated something did seem a little different here tonight, I thought when we do a normal worksession and I think because it is a voting meeting, there was a section in the beginning in the meeting from the public on the agenda items and because I don't want it to appear that I misled Mr. Monge because the last 10 years that I have been sitting here, there is usually comments from the public on the agenda items at the end of the meeting and there is a comments from the public on anything the public wants to talk about. But tonight you said bold items only and I am suspecting that is because it is a voting meeting because normally the public was able to comment on whatever is on the agenda if they have any questions or concerns about the agenda; so I don't want there to be that you were misled because other than that I haven't been listening for 10 years. Mr. Nufrio stated Mr. Griggs was there any deviation of the process as to the wording. I think we can resolve then when the public has their portion on commenting on the agenda, they certainly may do so. Mr. Monge stated this is for the future because at Connecticut Farms PTA meeting it came up and the assumption was that you couldn't speak until the end and that sometimes deters folks from speaking.

Mr. Tatum stated at the public meeting we don't comment until the end. Mr. Nufrio stated it is similar to this. Mr. Tatum stated I just want to make sure I'm not giving out the wrong information. Mr. Nufrio stated we can rectify that tonight by simply having the public

comment during the comment portion tonight. Mr. Monge stated for tonight – that is an opportunity. Because that is important there is a lot of misinformation out there. Mr. Nufrio stated we have to go with whatever the policy calls for.

Mr. Tatum stated with the school calendar – one thing I know I talked to the Board about is not on this calendar but it was to pick a date on a Saturday to do a half-day session to make up the day we had the flood at Union High School. A date has been submitted to me and that is going to be May 21st and it will be from 8:00 a.m. until 12:00 noon. The law requires a 4-hour session. I believe there was a committee of teachers and administrators that worked together on this plan. The committee, teachers and administrators planned a very special day. I know Ms Shannon who is smiling back there she was involved in that and I think that it was a negative experience to lose this day and to make up this day it seems like they have come up with some nice ideas. We will do a resolution next week to amend this year's calendar to include that day as the date for the make-up and we will do announcements to parents to make them aware.

On the calendar as it reads right now, we have a calendar that is 185 days. Myself, the Assistant Superintendents and members of the UTEA Executive Committee met to talk about the calendar for next school year because one of the problems that we had this year was the fact that we locked in a Project Graduation Day and then we had this blizzard. The question came up as to whether or not, including the five days for snow next year, it would be to our benefit or to our detriment. After our discussion we talked about the fact that the bottom part of the calendar where it shows the five days should be amended to read the following – that our last day of school, our 180th day, would be June 16th which is a Friday. In the event that we use the snow days, our last day of school will be June 23rd – which gives us two end of the year dates. If we do not use those days, they will be deleted at the end of the school year. Let me give you an example of what we mean. Let's say for example we have five days but we use three, we would know for a fact that graduation would be on June 23rd even though school might end on June 21st because we would have two days to subtract from the calendar. We would make the 180-day requirement but graduation would be locked in for that Friday – even though we leave school two days early. I believe the students would come back for the graduation ceremony.

I don't think we could do what we spoke about before – have them graduate which is also in violation and then turn around and expect them to come back the next day. The caveat here would be also to take a look at earlier the different venues for Project Graduation and to see whether or not we can tentatively set two dates and once we get a feel for where we are, then make a determination later on in the school year rather than to do it on that particular time. It would be on Friday Nancy, it would be whichever day we graduate – but as we get closer to the end of the year, we would know which one we would be able to use and therefore we would be locked in.

Let me just say this, it may mean that the place we used last year would be our secondary back-up because that place really was just getting into the Project Graduation and they really wanted to work with us another year. So maybe we could go back to them and maybe they can be our back-up for next year. Once we set these two dates, we will be able to lock them in for graduation and not have to worry. Mrs. Zuena stated you can change the graduation date. Mr. Tatum stated we would know what date it is going to be based upon how the snow goes. The

problem that we have is if there is six snow days than we would be in trouble. But I think adding the two more days beyond what we had this year I would think we wouldn't use all five days – we may still go to the 23rd. Mrs. Zuena stated would you go with the process that is on the bottom where you would add days on – it would just be the five days and then take them away instead of adding them on. Mr. Tatum stated the five days are added in. Do you think we can put this on for next week to be approved and the other calendar I don't think is affected by this.

Mr. Nufrio stated the dilemma is that it is a crap shoot and at least we have an option just in case we are destroyed by some storm and goes into excess days. I spoke with Mr. Tatum about this and I think it is a good idea to have this plan B. Mr. Tatum stated I think it was a collective discussion of everybody that was in the room that day. I think it is amendable to everyone. Mrs. Zuena stated and it is nice to get out of school earlier.

Mr. Nufrio stated I would suggest that if we go into super excess days then possibly doing graduation on a Sunday. Mr. Tatum stated we talked about that too. That might be another option and that could be a back-up. Mr. Nufrio stated the Board can certainly make that decision and ask the Superintendent to consider it. Like Mr. Tatum said, maybe we should just right now jump ahead and say should we consider a Sunday for graduation – collectively make a decision now or next week actually. If so, that would actually give us a back-up. Think about it and we will bring it up again next week.

Dr. Lishak stated Mr. Tatum wanted me to give you an update on the PARCC testing. We started PARCC testing last week. We began in the elementary schools and the high school began on Monday. We have had absolutely no tech issues other than the regular somebody logged off – we did have an issue with a switch but it was taken care of immediately. We haven't missed one session. Everything has been running smoothly. The only issue we have run into and that is a discussion that Mr. Tatum, Mrs. Moses, myself and Ed Committee have had – we do realize that the impact that this is having mostly at the secondary level and really within the secondary level, it is the high school. As we move forward and as you can see with the job description you discussed on tonight's agenda, our hope and desire is as this person gets moved into the position, that we would be able to address our tech infrastructure issues but then moving forward we are able to bring in more technology into the District so that we can have testing over. If we had one-to-one in Kawameeh and Burnet this week, they would be finished. The high school would be finished on a bad PARCC day, probably in 10 days. Mrs. Regis-Darby asked how many days does it take us? Dr. Lishak stated 30. The elementary schools will be done relatively quickly, there is really no impact. The teacher who has the class and is giving the test and Burnet and Kawameeh are basically working the same way because they have the ability to work it into their schedule. The high school is a much different place. Mrs. Zuena stated for Kawameeh, the days that they are testing – it's two hours so they are losing a good portion of their instruction. Dr. Lishak stated understand that is actually something even if it was one to one that wouldn't change because that amount of time allotted. It would only be a week. Mrs. Zuena stated that would only be a week but now it's 30 days of instruction. Dr. Lishak stated if we had one to one in Kawameeh, you would tell me when my test was, I would take the test and there would be no issue. Mrs. Zuena stated that Gio says he goes to gym for two hours, sometimes he goes to math for two hours – it all depends on their schedules. Sometimes they are in their instruction classes at a minimal amount of time. Dr. Lishak stated we have done the best

we can. It's not happening in Burnet and Kawameeh. The issue is what is happening in the high school and it is because of the amount of students taking the amount of tests because it is end of course Algebra, end of course Algebra II, English – all of those things are coming through. We do have an amount of computers that are available – the largest impact is in the first four periods of the day. We have an amount of computers that are available if the teachers want to sign them out. We do have an option for teachers and it means a lot of additional planning – so if the teacher was going to want to use something that is computer based, they may have to plan an instructional lesson Monday meaning that they would have no computers but they could sign for Tuesday and use the computers. Mrs. Zuena stated I'm not saying that they are lacking computer usage, I'm saying they are lacking instructional use on the days that some classes are 30 minutes instead of an hour. Dr. Lishak stated what I'm saying is even if we had one to one that may not change because of the amount of time that is given by the State. You would have to be in a math class – a regular period is 42 minutes. Mrs. Zuena stated the schedule at Burnet is totally different. Dr. Lishak stated it is the same, they are going into a class. Your math teacher is giving your math exam – your math exam is longer than your class period. Mrs. Zuena stated but your other classes are being shortened down also. Dr. Lishak stated yes. Mrs. Zuena stated our kids that are not testing in Burnet are being impacted because Gio is not testing yet and he is in some classes for two hours a day. Mr. Tatum stated they have a blocked schedule there. Dr. Lishak stated it should be mirroring each other.

Mr. Monge stated that is not our experience at Kawameeh. I know we talked about trying to have direction from the District and you said you would talk to the principal about having that mirroring solution and not have anything different happening going on at Kawameeh vs Burnet. Dr. Lishak stated that is right and first thing in the morning I will reach out to Mr. Salvatore because my understanding was they have the same schedule every day during the school year. There should be no difference in how they are doing this.

Mr. Monge stated I know we are talking about PARCC and I have it on my list. I know we had the early workshops. I can tell you that there is a ton of misinformation. I know we made an effort, it is definitely not enough. Especially the ones that probably bothered me the most or one of the things that bothered me the most is the parents of high school kids that think that they need PARCC to graduate and the emphasis that they are making about PARCC and you can verify this but my understanding is that Maplewood High School Seniors are not taking PARCC and they are saying they don't need to take it. Dr. Lishak stated that the only Seniors that have to do with testing are Seniors who haven't tested out in any of the areas.

Mr. Monge stated but the point is the misinformation is running ramped and I think that we as a District need to provide that greater information and maybe the next time around but I know we did it earlier in the year but going into the year there should be a refresher workshop because the thing is that I think people are not going to focus on it early in the year – well ahead of PARCC is right when we are entering PARCC for it to happen.

Mr. Nufrio stated with regard to all of this testing and how we are fighting an uphill battle because the testing process is ever changing and you can be sure that in a few years from now PARCC will be an old story and there will be something else that will be there. Today I asked Diane to forward the bulletin that came from the School Board and I am going to attend and I

will be very vocal. It is at the Westwood in Garwood. Did you all get that? Diane did you get a chance to forward it. Mrs. Cappiello stated I did. Mrs. Zuena stated we got it today. Mr. Nufrio stated that is the time for us to go there – legislators will be there. Let's voice our opinion about all this Jeff. I would like to see you there because we all should be there. Mr. Monge stated should I bring my lawyer if I go. Mr. Nufrio stated we can talk about this all day and all night and all next week and it is not going to make a difference unless the legislators are hearing our complaints. Just as we voiced it here; we should be voicing it at the Westwood. Let Mr. Vieira know if you are going to attend. If you haven't gotten the bulletin, please contact Diane.

Mr. Monge stated the 21st Century Grant – what is the update on that? Mr. Tatum stated the 21st Century Grant – our grant writer, we worked during the week of the Easter break and our grant writer stated either Wednesday or Thursday that it was humanly impossible to make the deadline and we had a plan of action. We had two meetings that we set up with the private schools in the District to get them to sign. We communicated with Kean University. We had the president commit to signing on the grant as a partner. The private schools did not show up for the meeting and their students are required to apply for the grant. We have tabled that until next school year.

Mr. Monge stated this is the cycle for us to really be competitive. One of the things that I would suggest and I have thrown it out there before, grant writers are great but somebody that coordinates those efforts is something that is a job because whatever happened, I think because we have been talking about that grant for a long time - when it was first introduced to us it was well ahead of the deadline and I think the effort needed to be coordinated on our end. I would throw that out there again and I think it is going to eventually pay for itself. A person like that would have paid for itself and it is something that that person could have the expertise in doing that - they can do the smaller stuff but the larger ones you bring somebody in.

Mr. Tatum stated to that comment Jeff let me just say this – one of the comments made to me was we have a framework at least now – we are attempting to do things in this District that we have never done before. One of the things that I am pleased about is the fact that we got this off the ground. Now we have a framework to work from and the bottom line is that we also know that there are deadlines and there is an approval process. One of the things that happens here is that we sit in meetings like this and we have to have discussions and we have to go through all the procedures and then the Board has to determine whether or not you grant permission for us to even apply for the grant. Then we have to wait a week before you guys say yes or no and I can start the grant and you can all vote no – that is a whole other piece.

Mr. Monge stated I think I speak for the Board, if I don't please say so, I think we all support going out there and getting other moneys. Give us the leadership and tell us what you need us to do and I'm sure Mr. Nufrio would help push it. Mr. Nufrio stated we have already expressed our ardent desire to bring in some free money and certainly it is not always that free and there is some kind of condition attached but it is better than having nothing. Mr. Tatum stated that our writer was gracious enough to say that she is not charging us for what we have gotten done and she certainly could have because I know some work effort had gone into it. I think the whole idea that the announcement comes out next year and other opportunities will be available and I think that you are correct that what we need someone in the District that really

has that type of experience. We talked about it over a year ago. Mr. Monge stated she could have put something in and have gotten paid. Mr. Tatum stated that is what I said, she was very gracious not to put anything in. Mr. Nufrio stated moving forward you said we have a framework, we missed it this time around but hopefully we won't miss it next time.

Mr. Arminio stated just a reminder to the Board of Ed – Relay for Life – June 11th – I was supposed to send you an email – go to the website and sign up for the team. We have a team and our goal as a Board is \$1,000. I think we have \$450 already. All we have to do is beat the Central Office.

There is a field day on Saturday, April 23rd at the High School from 8:30 a.m. to 3 p.m. It is for all the kindergarten through 4th grade in the District. 8:30 a.m. is registration, 9 a.m. they do activities for each grade level, there is a DJ starting at 12:00 noon to 3 p.m., there will be food trucks and it is all free through that Coalition We are Union. It will be good and I hope for it to be successful and I encourage kids to sign up for it and attend.

Mr. Nufrio stated I have one item and it has to do with the evaluation. Gwen indicated if we were going to do it electronically, it would have to be everyone. I have some concerns about doing it electronically because for the most part we use our own computers and certainly anyone could possibly hack into it. I wouldn't want someone to see what I wrote and certainly what Mr. Tatum had written. I encourage all of you and it is mandated and it is not an option that we have to have this done. It will take you about an hour. Please have it ready for next week plus the self-evaluation.

Mrs. Zuena stated maybe next year, it is so much easier to do it online. Mr. Nufrio stated for next year it is different. Again be cautious about it because how confident are you that your electronic submissions aren't going to be tampered with.

Mr. Monge stated I think we should do it electronically. Mr. Nufrio stated we can't do it this year. Mr. Monge stated we can do it for this year. Mrs. Zuena stated they don't want to do it. Mr. Nufrio stated Jeff, I would like to see it done on paper. This was sent to you two or three weeks ago. I would like to see it done by Tuesday. Mr. Monge stated we had a woman come here and say we can do it electronically and we still had time to do. Mrs. Zuena stated and they would provide the information after it was done. Mr. Monge stated so it is copying the information online. Mr. Nufrio stated I would rather see it sent to Mr. Griggs. Mr. Monge stated let's make a vote. I will go anywhere the vote goes and I will respect the vote. Mr. Nufrio stated I would like to see it done on paper and sent to Mr. Griggs and I would feel much more confident.

Mr. Monge stated I make a motion to vote on whether we are going to do it online or on paper. Mr. Griggs stated this is not an action item, it is how you are going to work it. Mr. Monge stated I don't think it is fair for you to tell us this is the way we have to do it. Mr. Nufrio stated it is also unfair that it was sent to you three weeks ago and still nothing is done. Mr. Monge stated when is the deadline. Mr. Nufrio stated I am going to send mine to Mr. Griggs next Tuesday, the rest is up to you. Mrs. Zuena stated you can't do it online. Mr. Nufrio stated mine will be sent to Mr. Griggs, I'll let him tell us what to do. He can pick it up at the office.

Mr. Nufrio stated the School Board said you can do it electronically but everybody would have to do it electronically. Mrs. Zuena stated and they would collaborate the findings and she would hand deliver it back to us. Mr. Nufrio stated I asked Diane to send these last month and I set a deadline for today but only one or two of us did it. We want to get it in as soon as possible and I particularly have concerns doing it electronically. Mr. Griggs stated I can appreciate that. Mr. Nufrio stated as far as I'm concerned, mine will be ready to be submitted to you by next week and I would like to see everyone do that.

Mrs. Zuena stated the information Diane sent is about the Superintendent was sent via email so that is the same. Mr. Nufrio stated there wasn't any commentary on him or the Board members. Mr. Monge stated this is a system – you type it into a system and you press send. Mr. Nufrio stated I said it will take a while for you to do it that way, I'm telling you it is not easy. Mr. Monge stated going online and typing is much easier than me writing. Mr. Nufrio stated and you are going to ensure this Board that you are all going to have it done by next Tuesday. Electronically it is a lot more complicated and we haven't even set it up with her. Mr. Arminio stated we have to set it up with her.

Mrs. Zuena stated it is modern technology – it is really something that is quick. It is so much faster than pen and paper. Dr. Francis stated I will go with you Vito. Mr. Nufrio stated Mr. Griggs is going to be here next Tuesday, please have it ready for him. It is an hour out of your time. Mr. Salcedo stated if you do it online it goes to Ms. Thornton? Mr. Monge stated I don't want to view it as Nancy and I saying one thing. Mr. Griggs stated I don't know what School Board is requiring but I would think that if you want to do it in writing and they will have to figure out how to figure out how to move it in. Mrs. Zuena stated they won't take it in writing, they will only do it online. Mr. Nufrio stated which runs into problems and you can have any kind of incident occur while you are doing it and start over again. You all have had 3-4 weeks to do this and nothing has been done. I would like to see it done by next Tuesday. Mr. Monge stated we have an option. Mr. Nufrio stated I will submit mine, if you don't want to submit it that is up to you.

Mr. Monge stated this hilarious. Mr. Nufrio stated no it is not hilarious; because again at the 11th hour you oppose another objection on something. Mr. Monge stated you won't even take a straw vote on seeing what people have to say. Mr. Nufrio stated it doesn't require a vote. It was a mandate that I took the trouble to make sure she sent it to you very early and nothing has been done. Mr. Monge stated to be able to that, I don't have that luxury of time. It is just a poor way of approaching it that is all I'm saying, it is a poor way of approaching it. Mr. Nufrio stated then it was a poor way for you not to respond to the mandate that was supposed to be done already by today. Mr. Monge stated me and who else? Mr. Nufrio stated I'm not going to mention names. Mr. McDowell asked if we could move on.

NEW BUSINESS:

Mr. Nufrio stated that Mr. Wiggins has an update on the water testing which you are all aware that we were conducting and that he suggested and we concurred that the testing be done with all the schools but along that I want to bring something else to your attention and to that of the public we would also like to make the announcement next week and that is along the line of

taking every precaution possible to protect our students and staff, we also will be conducting the radon testing and we are going to do that in two schools at a time until we have done all the buildings and we will actually do all 12 buildings. Radon testing hasn't been done in this District – not that we know of right Mr. Wiggins? Mr. Wiggins stated no, not anytime recently. Mr. Nufrio stated there is always a concern but certainly it is a legitimate that the cost is not exorbitant, it is somewhere around what per school? Mr. Wiggins stated I spoke to Greg about another case scenario, we are going to get started at a different school and it is going to be about \$1600. Mr. Nufrio stated if this Board is amendable to that – we haven't started any radon testing, the lead testing you knew about and he proceeded with that and he will give you some response now. But as far as the radon testing, we strongly recommend meaning Mr. Tatum, I and Mr. Wiggins that we do the radon testing. We will do it at two schools at a time and technically the testing has been done between October and March but if you haven't done it in five years, you can set a date to do and it does have specific requirements – the windows must be closed, population must still be there and all of that will be looked into. It will cost about \$1600 per building.

Mr. Monge stated is this something that should be done on an annual basis, is it written somewhere. Mr. Griggs stated historically there was a State law that said you have to do it every five years; that State law got knocked down because it was a non-funded mandate – while you can go into the Statutes, you will still see the same law – it got knocked down so there is no legal requirement to do it now nor is there any types of timeline that goes with it but the original law which is still on the books but not enforced – is every five years.

Mr. Monge stated so when they came up with this number, there was some research behind it potentially and it is something that we want to look to try to do. Is that something we are going to do on a five year basis. Mr. Griggs stated I don't think you are there yet. I think where you are at right now is to have a date and then in time you can do a certified radon and ask what is the practice? If you do it in-house, do you do it one time and if you have to remediate, you remediate. Mr. Nufrio stated I think the two schools that we are looking to do the very first tests would be Washington School and I suggested Jefferson because it is a new building and the very little I know about radon testing is when the ground is disturbed you should have some testing done. As far as we know, there wasn't any testing done for radon but it wasn't required so it wasn't like anyone violated anything. It would be precautionary. So let's look at Jefferson and Washington and Mr. Tatum can suggest subsequent two buildings. I'm only saying two at a time because of the money aspect but if it is possible and we can do the testing more than two buildings at a time, then we can make that decision. We can have a resolution ready for next week. Any comments or opposition?

Mr. Monge stated what is the suggestion – is it going to be do it all? Mr. Nufrio stated to initially start with the two schools and if you want to do all the others at one time, we can do it, or we do it in intervals. Mr. Salcedo stated intervals meaning starting this year and going into next year so covering two budgets. Mr. Arminio stated in the future, if you do two a year – you have your five years and then you start over and you go back to what that law said every five years.

Mr. Monge stated it doesn't seem like it is a lot of money – is there a negative for not doing it all at once. Mr. Nufrio stated the money aspect. We are talking about 12 buildings – 10 schools and 2 non-school – 12 x 1600 is about \$19,000 – can we afford to do it in once shot Mr. Vieira? Mr. Vieira stated can we Mr. Wiggins? Mr. Wiggins stated we definitely should sit down and talk about it because Greg and I spoke about another solution that may be much more economical. Mr. Monge stated so we will wait for Mr. Tatum to make some recommendation. Mr. Tatum stated absolutely. The thing Tom is talking about is a long-term solution that might very well save the Board some money. But for now we should start with the two buildings. Mrs. Zuena stated it would exclude doing the initial testing but that is for the future.

Mr. Nufrio stated the water testing for lead. Mr. Wiggins stated I think we should post it everywhere. We got tremendous numbers. We had two minor glitches that we took care of but almost every single sample except for two came back pristine. I think we should post it everywhere but I have not spoken to the Board about that yet. I am very proud of the numbers and I think we should be advertising them profusely. We are doing very well.

Mr. Monge stated is it possible that we can have something in the public meeting what we do, our efforts to put college readiness – I don't know what the high school does. I think that maybe we are a little bit behind the eight-ball because of timing but it will be great for parents to tune in and see the presentation of what we do for college readiness here in the District. Dr. Lishak stated you want it at the Board meeting. Mr. Monge stated it should be televised so we can let parents know and they can tune in and maybe their kids tune in and maybe services that they didn't tell their mom about. Mr. Tatum stated can we get that in for next week. Dr. Lishak stated yes.

Dr. Francis stated this is a question that we had in Personnel last month about the posting of the coaches yearly, internally vs externally and internally. I know that Mr. Arminio had some thoughts on that and myself and Ronnie had other thoughts. The question is as a full Board, so we can all have input into it, how are we doing? For me it came out of us that it seems year after year we just give the coaching positions to the same people – we just renew it. To my understanding there is no evaluation but I would like to have seen more of the coaches being evaluated and deciding why we come up with this coach vs that coach – it seems that we just give the same job over and over to the same people. Mr. Salcedo stated do we have so many people applying for these jobs? Dr. Francis stated I don't know. Mr. Salcedo stated I was just wondering because that might be the issue. Dr. Francis stated I don't know or Greg can tell us. Mr. Tatum stated the truth is, as you know, I normally see the candidates not the coaches. I do know that there is a posting requirement that we follow and normally it's just high school so it would be the Athletic Director and now the high school principal is involved in the interview process. They make the recommendation to the Personnel office and that is how it makes the agenda. In terms of the number of people that apply, if that is something the Board so desires to update the procedure on how we deal with the interview process, it is certainly something that we can undertake and formalize to rectify any concerns that you may have there.

Mr. Arminio stated I think there are two questions – rehiring and replacing and I think those are two entirely different things. Each coach at the end of the season is evaluated in written form by the Athletic Director and they are given that evaluation. Some coaches are let go

and some coaches are retained. This past year there was at least one coach replaced. Yes they are replaced and in that situation, it went out there publicly and went to get applications. When the Athletic Director feels that an individual is doing an adequate job based on the evaluation, based on whatever criteria she uses to evaluate the coach, whether it is the checklist that we always got about how you deal with parents, how you deal with community, how you deal with the kids on your team, your practices – so there are a lot of things that the coaches are evaluated on. In a rehiring and I know you have heard this before but everyone else did not – this goes back to the Gordon Lamady days – this whole process. Gordon Lamady was a baseball coach many years ago. The Board of Education wanted to get rid of Gordon but up to that time, coaches were coaches. There was no process that was used unless you fired a coach so they fired him and he sued and won a settlement with the Board because they were stupid. After that, our Board and many other board's around the state developed a new policy in which a coach must apply for his or her position every single season. After Gordon Lamady, every season you had to reapply for your position and then you were rehired at the pleasure of the Board and the Superintendent who most of the time took the recommendation of the Athletic Director and the principal would of course have some input and I don't know if the principal had input or not on the removal of the one coach. Mr. McDowell stated going back to Gordon Lamady why did the Board want to get rid of him. Mr. Arminio stated I'll tell you in private but not in public.

Mr. Nufrio stated that is why we are going to formalize the interview process – if you look at it, it gives the building principal that sole voice after the interview to make the recommendation to the Superintendent or the Assistants so we are now ensured that the principal will have the voice that he or she should have all along.

Mr. Arminio stated if you are replacing a coach, it is important to go out and get the best candidate – I agree with you 100%. But if you are rehiring and you are putting it out there and I said this to you and this is my strongest reason why I have to say, it is a bad idea. Let's suppose I'm the girls' soccer coach, because I was that for 10 years – I'm a coach, I belong to the NJGSSA, the Union County Coaches Association, I go to East Brunswick and you get to meet coaches, you know coaches and then at the end of the season, whether I have a winning season, a losing season, an all-state player, it doesn't matter – if we put it out there and we say we are going to replace or rehire this coach but we are going to put it out there, I would probably get 20 phone calls from other coaches and their first question would be “Dave, how come you are getting fired?” That would be the first question. “What did you do? What happened? Did you punch one of your girls or something?” and I'm serious. I'm not kidding about the phone calls I would get. Secondly, it would affect my relationship with my players and parents, as soon as it goes out there that they are looking for another coach because it is out there – he is not going to be coming back. My season ends November just before Thanksgiving, right after Thanksgiving wrestling starts and right after that we start weight lifting for the next soccer season – can't practice with a soccer ball but we are going to be in the weight room lifting two nights a week and we are going to run one or two days a week after school all winter long and then in the spring once softball is over or track is over – but after the Tournament of Champions is over for the spring sports you can then start regular practice. We start practice, we join a spring soccer team, we use to play at Union Catholic, we played down in Middlesex County and you play one or two nights a week – the other two or three nights a week you have little pick-up games with the girls on your team. If it was out there and the girls thought I was going to be replaced, it

would be extremely difficult for them to show up first of all. What am I going to say, I'm coming back and they'll say "how come their putting it out there for you to be replaced" and the parents would be coming to me and saying "why are you being replaced" – they would start questioning it and it would be extremely difficult to control if we allowed or we put it out there. It has to stay in-house that you are going to re-hire somebody. If there is somebody at the high school, and that is the number one choice any way – I think that is the rule - if someone in the school wants the job they get it before someone from the outside – I don't know the exact rule. Mr. Tatum stated they need to be certified. Mr. Arminio stated so putting it out there is for a rehire not replacing – it is two different things - always keep that in mind – if we are going to put it out there, you have to be able to have coaches who are going to lose their desire to coach in Union and their morale is going to suffer because every year it is going to be out there and somebody from somewhere else is going to say "I'm going to go to Union to coach they pay \$1,000 more than my school".

Dr. Francis stated I understand that you get somebody and he is doing well so why would you put it out there when you are really going to keep him. I think sometimes it is good to have somebody for two or three years to see what they can do because it takes a while to develop a program but at what point do we as a Board start holding the Athletic Department itself to be productive. For example, I love football – I played for Lou Retino, we did well – we didn't win every year but he won enough. We haven't won in 20 years. We have been to playoffs a couple of times and don't get me wrong, we went through several coaches, they were there for 3-5 years – when are we going to have some kind of system in place so that we can, as a Board, develop some kind of evaluation. I know there is some kind of evaluation that Linda is doing but when are we going to say let's see what we have and it is not just football, it is basketball, you can look at all the sports – soccer did well several years ago, baseball did well several years ago, my point is that I just don't want to have the same coaches just given the position year after year. I think we should have some kind of process in place.

Mr. Arminio stated I will throw a question out to you – is that our job? Dr. Francis stated for me, for morale when we hire Corey Lowery as our principal – one of the things in his interview was bringing in team spirit. Getting kids more involved. We have a lot of kids that don't go out for a sport because of the coach. My point is this – I think sports to me is just as important as academics. For me if I didn't have sports, I would have been on the streets with my other friends. Mr. Salcedo asked so should this be a Board goal? Going back to your question – so what is our job in this? I agree with you don't get me wrong Guy, at the same time, going back to what Gwen was talking about – our job is to instruct Mr. Tatum – this is a Board goal. We want to see this as an initiative because we do have a Director so going back to the evaluation – the Director should be evaluating the coaches.

Mr. Griggs stated the recommendations come from the Superintendent no matter who you hire.

Mr. Nufrio stated I see a coach as a teacher, just because he doesn't have a classroom, the same expectations – we as a Board and hopefully the Superintendent and I know he does, and staff would expect of these coaches because they are the kids teachers but in an extra-curriculum fashion. The thing that is important is not necessarily the win/lose columns but are these coaches

or this particular coach, and Greg and I had a lengthy conversation about this, is this coach doing the very best he can with the kids that he has? Are the kids happy? Are the kids looking forward to being part of that? That should be part of the evaluation process which perhaps needs to be looked at a little more closely by the Superintendent and his staff to be sure that Nancy, who is the volleyball coach, is the right person for that job not given the win/lose column, not because she is pressuring kids to win and ignoring all other aspects of the learning process – a sport is a learning process and it is more than that – team spirit, working with each other, being respectful and not disregarding the win feeling but that should be secondary to what goes into the actual game. My kid played ball, you played ball, I played ball – it was an experience, we want the kids to have excellent experiences. We say that about the classroom, we should say that about sports as well. It is in the evaluation process and I think your point is very well taken. I agree 100% but I think that is something we need to relegate back to the boss who makes that final decision based on the recommendations on his staff. Things occur during the year and they shouldn't be disregarded – whether it is a teacher, a custodian, a supervisor or a coach. In that fashion, it is still his responsibility to make the call. The Board should be concerned about not the win/lose but are these coaches putting out their best effort for our kids to get a learning experience. They may not have a winning season – they may not have won for four years but is that the true indicator of a true coach because I know coaches for the 40 years I have been in this business who held their kids to such high standards that they became depressed, they became disillusioned but because there was a win column that exceeded the lose column, they stayed on.

Dr. Francis stated you can have an extreme of a successful coach and one that loses as well, I understand that – what it comes down to at times is that the kids are looking up to who we hire and sometimes we give jobs to people that don't really have the qualifications – they may have it on paper but do they really know a sport. Are they a good coach? Do they also offer it to try to get these kids into colleges? Do they go out there and make phone calls for these kids? These are all the other things that are very important as well. Another thing I want to say, ever since I was in this District – this is something that my friends and I always talk about is that we never had any diversity in the coaching position as well and these kids look at some of their own people that reflect them as well. We don't talk about that but that is another thing. Mr. Nufrio stated there is no reason as we as a Board can't ask the Superintendent to delve into this further – we can do it as a Personnel Committee of which you are on and certainly bring all of these to the attention of the Superintendent but ultimately I think the interview process is going to solve some of these problems, not all of them, because at some point there will be more than one voice making a recommendation. It will be a panel or it will be the Director of Athletics and the principal who will have more than a say than perhaps they have had in the past. Not demeaning anyone in the position that I have mentioned – but it should be that way. It should be a collective decision that is rendered and submitted to the Superintendent.

Mr. McDowell stated we have to make sure coaches don't become complacent and comfortable in their position because they feel that they are going to be rehired and there is no pressure on them to perform so I think that is one of the things that we have to keep in mind – not letting a coach become comfortable. I think there is a lot that we have to look into or we have to include in the evaluation process and some of those things that was just mentioned about the relationship with the kids – getting contact for them for colleges – there is a lot to that. As far as the interview process, we have to get to that point where we are going to replace a coach

and it may not be the coaches decision, it may be the Athletic Director's decision or somewhere else along that line – even the building administrator position. We need to replace this coach for one reason or another but we have to get to that point. My only concern is that they don't become too comfortable, too complacent in their position that they are not getting the students to perform and I think that it is a great point that Guy brings up about diversity. We certainly have seen the make-up of Union change over the years and some of that should be reflected in the people that they see coaching them and I think that is where diversity comes in.

Mr. Monge stated not just coaching but teaching them. I think that as Mr. Nufrio mentioned this – we are having this conversation about sports across the District. The hiring process of the whole district and what Dr. Francis is saying is that accountability should be on our coaching staff as well. Mr. Arminio stated let's stay focused on the issue. Mr. Nufrio stated I understand you saying we shouldn't be posting new positions year-after-year. Mr. Arminio stated I have a suggestion – if you want to put it out there – if we are going to do it that way, once that goes through, I am going to demand because it is only fair, that every other stipend position be also posted the same way. You can't just do sports because we have to have every other stipend position posted on the outside. In every newspaper or online or whatever it is for Mr. Moser in the drama club, to the assistant chess advisor at Kawameeh will have to be posted because you can't do one sport or two sports or sports and not do everything else – that would be totally discriminatory.

Dr. Francis stated no one is asking for that Dave, I am not saying that. Mr. Arminio stated I agree with you 100% on everything else but we have to keep coaches accountable for their actions. I didn't coach for 35 years without realizing that and I certainly never became complacent and I don't think 99.9% of the coaches become complacent; but we have to do it the right way and by posting it for every season, for every sport – I don't think it is the right way to go unless we want to replace the coach and that is where the evaluation system comes in.

Mr. Griggs asked what do you mean posted? Outside? Mr. Arminio stated yes. Mr. Griggs stated a typical district posts the position within the district. The only time and there are two parts – one is posted within the district and the other part is the due diligence of the rehiring in terms of that and the evaluation tool. The only time a district would go outside is if they were looking for a head football coach – we have a district in Morris County who is going to replace their head football coach and so they made the decision that they are going to hire from outside of the district and hopefully attracting someone from another school district. Usually the practice is to post every position every year and then the other part is the evaluation – districts are more and more evaluating coaches. Five or six years ago they didn't evaluate coaches at all. I hear exactly what you are saying about the process. Mr. Tatum stated to that point Paul I want to bring you in on this because I think there is a requirement out there that we do repost this annually. Somewhere in the statutes – 6A or something – somewhere they define in that statute whether it is in or out. Mr. Griggs stated it is not out. Mr. Tatum stated it just has to be posted. Mr. Griggs stated yes. It has to be posted and if you look at your Union Contract, it talks about posting positions and I don't think it is limited to teaching positions – I think it is any positions. The reason you post all the positions so that everybody has the opportunity to apply for that job and probably 60% of those jobs you will have one person apply because that is usually the challenge to fill it and then you can appoint somebody to coach which is of course not the best

idea because their heart and soul is not going to be in it and ultimately it impacts the kids. I think probably you don't have a lot of applicants but there are some jobs where there needs to be, and I haven't seen your evaluation form and maybe that needs to be updated. Mr. Tatum stated you have to look at the whole process and the evaluation system and what constitutes the need to remove someone.

Mr. Nufrio stated the suggestion I have is two-fold. One is just as teachers undergo a rigorous evaluation for the four years before they obtain tenure and I'm not suggesting tenure for coaches, just as they undergo that type of evaluation process, where hopefully they are evaluated according to skills and performances, then could it be possible that we set at least an expectation that a coach who has been in that position for three consecutive years undergo a more serious evaluation both by the principal, director and the Superintendent or his designees so that at that point in time, after three years, we are either going to renew this guy for the 4th year or we are going to look elsewhere and so that still comes as a recommendation and ultimately from Greg. The point is maybe we need to send a message. We understand it is difficult to work with a team, you get to know the kids, you have to establish a bond, you have to get their trust – it is a two-way street and it is difficult; but we are going to give them at least the three year period. Having said that, the second part of the recommendation is anyone who has already been in this position for more than three years perhaps you can consider applying that type of evaluation to those who are in place currently. That can be a compromise or it can be totally dismissed – it is up to the Board. I think that we can't dismiss one concept and simply say and I do understand what Mr. Arminio is saying, it is a wrong message year-after-year but it could be that this year, we may have two or three people who have already been in the District for three, four or five years and maybe it is time that they are looked at more closely and each year would probably be another couple of people. The message will get out there that we are not changing people like we change diapers but we are going to be looking for performance. Performance in many different areas not just the win/lose column. Maybe we should look at this some more and come up with something – Personnel Committee, your challenge – see what you can come up with and if you still believe it is not something that we can resolve this year so then it would be business as usual and revisit it next year. I suggest that maybe you can come up with something and I think that is a fair concept. I don't know how many coaches have been in for 3-5 years. Mr. McDowell stated are these all coaches. Mr. Monge stated let's move on.

COMMENTS FROM THE PUBLIC:

Mrs. Lipstein stated I have a comment on your concern of P-13 about looking at a resume and at the same time look at the job description is for credentials of a Supervisor are. Some resumes give a lot of information and some say very little and if you have questions or concerns, is the lawyer able to talk to the Superintendent or Assistant Superintendents to ask questions about a particular person. Mr. Griggs stated are they allowed to ask me? Mrs. Lipstein stated if he looks at the resume and has questions would he be able to go and ask the people who hire for more further information on why they chose that person. Mr. Griggs stated why they recommended that person – yes. You would address that question to the Superintendent. Mrs. Lipstein stated so the Board member can do that and I can do that too. As a member of the public I can look at resume too. If a Board member has a concern about someone that they can find out because you can't tell the quality of that person by a resume. Go ahead and have a

dialogue because the resume tells you something. I don't think anyone would come up here if they didn't meet the criteria for the job.

The job description in P-12 -- so we are going to approve that and post that and we are going to hire someone? Mr. Nufrio stated it will happen in that sequence. Mrs. Lipstein stated hopefully in my life time we will see the hiring of a grant person because we have been waiting for that. Mr. Tatum stated I am trying to open up a lot of eyes on a lot of things but yes that is something in the works.

My commercial as the President of the Education Foundation -- three little home grown grants -- we are not as competitive as going out to Nationwide. Please support us because the more money we have the more we can give out. We will have a reception here inviting the Board of Ed members and foundation members and we are going to announce the grant recipients that day -- April 28th at 3:30 p.m. If you are going to come, please let me know. We are small enough that we are going to do freshly made home baked goods and refreshments. Come in, we will have a meet and greet and a member of the press that will come.

On Face Book, the young girl who won the state prize for the cabbage that she grew. The Ed Foundation funded that -- I had no idea on the success it was. This is the whole point, the seed that grows -- the garden is the exactly the example and the grants that we give grow out. They tell us that we are the place to go when they have an idea that may not be budget able and we make sure that you don't have to go through so much bureaucracy. You have the idea that meets the criteria for the acceptable part of the curriculum and if we have the money you get it.

We have one grant that we want to give out but we don't have the funds for it yet. The more support we get and more generous you are we can give out grants.

Ann Margaret Shannon stated the Saturday school day -- it is going to very exciting and the kids get to pick five options out of twenty. A group of us came up with ideas and are actually take three and my personal favorite is I'm going to try to get legislators here and we are going to do a mock presidential debate and we will vote and a final debate between the republicans and democrats.

As far as the coaches go, I was a coach for a very long time here. I know many coaches and complacent coaches are few and far between. They work very hard and I would just say we have to look at our kids because I try every which way and up to get girls to play basketball. I started a basketball league in the Recreation Department 20 years ago because there was no girls basketball. These kids come and play and they never go on to play in the high school. I don't know what it is. I know one thing as a product of Catholic grammar schools. Everyone knows Tyler Roberson, he started off in Union and ended at Roselle Catholic. Catholic schools recruit. There is a bigger problem than just complacent coaches. We work hard. Every Saturday from December through March I'm at Hannah Caldwell with these girls. I opened it up to 2nd grade because we weren't even getting enough girls to come to the clinics. The coaches work really hard. It is a UTEA bargain stipend -- the positions should go to UTEA members within the District.

PARCC – this is not a slight on any administrators in the building, this is a plea to the Board of Ed and if anything it is a slight on the Board of Ed but generally nobody in particular, we can't do it. You guys think because it got done last year and I know most of you were at that meeting last year when we spoke. You have to know that the library at Union High School usually hosts 27 classes a day plus another 25-50 individuals – from the middle of March to the middle of May – you can't go into the library because you have it set up for PARCC.

Computer classes – the STEM classes, the CAD (computer and design) – there is a woman in my room for one period that I don't teach for the month and her kids come in and she is trying to do what she can do but it is a computer class and there are no computers in my room. The people who teach computers, CAD and STEM, there are 100 Chrome Books; however, they were told that they could pick one day a week and they are not guaranteed to get them and the computers don't have the programs that the teachers use. I know everyone is trying but everybody has to know the facts, there are classes that computer teachers are going into a resource room that has 12 desks and she has 22 students so they are going to put chairs in there. We don't have enough resources. Again I'm not trying to complain, I'm just trying to educate because we got it done because of the non-complacent teachers that do the work to get it done.

There is a new thing this year that we are rearranging the lunches so Seniors don't take PARCC but I'm going to miss my Senior classes because they are changing the lunches and they are going to eat lunch during my class. There is an English teacher that is missing her Senior class 12 days in a row. The schedule is just not right. I wish we asked for a waiver for pencil and paper.

CST people – they are getting knocked over covering all the classes because they don't have a traditional bell schedule. But they have legal documents that they have to prepare and IEP's and parents to talk to and they are being pulled every which way.

Last thing on PARCC – I did a little survey – 37 of the 170-200 teachers answered me and out of the 37 teachers that answered me – there are 213 hours that they are covering for other teachers and they do it for each other and they want to do it – it is not that, me personally for 9 days, I'm not going to be able to get a break until the 8th period of the day and there are 9 periods in a day. We are all missing our preps. One woman, 12 days in a row, no parent phone calls, the no grading tests, no copier machines – again it is hard to say I'm not complaining but I'm really trying to tell you that we need those laptops - Dr. Lishak and Mrs. Moses and Mr. Tatum – we need those laptops. Something has to be done. We can't do it again next year. Talk about morale and not able to go to the bathroom and the Administrators said just call and we will come down but it is really crazy and Kawameeh and Burnet do not have the same schedule.

One last thing, the math and science vacancies – it is horrible at the high school and middle school. I know you guys can't produce math and science teachers but something has to be done. There is a woman who is on medical leave so a bunch of teachers are teaching 7th period and yes they get the money, that is fine, but there is one teacher who is their in-class support teacher is now the geometry teacher and she is not getting extra money because it is her class, and not an extra period. The Administration is trying everything they can but we need to do some kind of recruiting.

Mrs. Perez stated I was hired as a Title I teacher and I was in a position that I was very comfortable in and few days before I was told I was not teaching that one and I understand things change so I did my best, taught geometry for two months and then I went to Title I. Last week on Thursday, I was approached by my Supervisor to go back into the geometry classroom because the kids had too many changes, too many substitutes. I started with these kids, I love these kids, I want to make sure that they have the care that they can get but this was temporary until the 20th and then I found out by the agenda of next week's meeting that somebody is being hired on the 20th to take my Title I program position which I thought was going to end on the 20th. So I am a little confused. I just need some clarification and I did write a letter because I do not believe on going back and forth and I believe in going straight to the source so I did write a letter and I cc'd Mr. Tatum and I'm still not sure. I want the Title I, my strength is there, I'm comfortable and I know the kids and I have done this since November until last Thursday and some of the kids see me and ask me when am I coming back and that is what I want. Don't take my position and give it to somebody else without letting me know.

Mr. Nufrio stated your addressing logistical problems and it is not the Board's purview to deal with that it is the Superintendent and his designees. I strongly urge you to contact Mr. Tatum or Dr. Lishak because this is at the high school and not to be disrespectful but the purpose of the Board is to simply listen to recommendations and make decisions based on those recommendations. We understand your plight. I know the nightmares of testing can produce and the only thing I can say and hopefully it will just change the mood because I'm going to quote from a famous movie "we are going to need a bigger boat" – we don't have the space, we don't have the technology at this point to be alleviate the problem. Anything that involves logistical situations, the Board meeting is not the place to address that. Mrs. Perez stated I bring this up because next week the person was hired for position is going to be approved. Mr. Nufrio stated and that is why the Superintendent is still the one to deal with that. I could as a President pull it but that is not what I do.

Mr. Tatum stated when I got Mrs. Perez email, I read it and I immediately spoke with the Assistant Principal amount it and what was going on as far as he is concerned. She was initially hired here to do Title I. We are having some issues as far as getting people to take on positions that are leave replacements and the amount of time period that it is taken. One of the problems is that the time of the year unfortunately – we are out recruiting right now, we are going to college fairs, we picked up a couple of candidates but unfortunately, the 7th period stipend, the change in the schedule are all last resorts because of the fact that math is a very critical area and it has been for a number of years for both math and science and by the same token, a lot of it has to do with time unfortunately. There is a person who has been out – back and forth sick all year and I think I just recalled seeing that she is now being extended for a little bit longer. We are going to have mass vacancies next year based upon retirements. There will be some pruning down. I don't have a problem with revisiting the issue of why there is a person taking on the Title I position as opposed to a person going to do geometry and Ms. Perez returning to her original position which is really what she is on the books for right now. Certainly we will look into it and try to come up with some solution by next week before you vote on that recommendation. Because I'm sitting here with Dr. Lishak and the truth is, I know she is already trying to communicate and find out exactly what happened here and why. Dr. Lishak stated the response I have right now, she has a

scheduled meeting tomorrow morning with your supervisor. Is that correct? Mrs. Perez stated it is not about this issue, it is about something else. I wouldn't mind doing it but I would like people to ask me. I'm thinking on the 20th I'm ending and then I find out someone is going to take my place – there is going to be a problem. Mr. Griggs stated make the appointment.

Mr. Nufrio stated let's be mindful that this Board has specific mandates and logistical problems need to be resolved at Central and if you feel that whatever recommendation you had made and you are comfortable with it and you have explanations that you will share with the staff then we have to be comfortable with it. Mr. Tatum stated I will schedule an appointment with the teacher.

Ann Margaret Shannon stated one more thing with PARCC – just recently I found out that some Administrators are going to workshops in Las Vegas a couple of people are going and others are going to Orlando. I'm thinking why can't they go to a day workshop in New Jersey and we can use that money to buy laptops.

Mr. Tatum stated I'm going to stop right there because just like we talk about your negotiations agreement, they have one as well so before we start getting into that.

Mr. Monge stated as a parent, I was there when I wasn't on the Board, fighting on the whole PARCC side for the teachers. A lot of stuff that I'm hearing from her is the same stuff that we talked about last year and one of the things that I talked about over my term here on the Board is our preparation as it pertains to PARCC and making sure that we have not only classes going on, curriculum going on – we had this last year – we had CAD classes without computers and you had to hear a lot of the same stuff that was going on last year repeated this year and its less technology and more poor planning.

Mr. Tatum stated when you say it is poor planning I take exception to hearing that. It is not poor planning Jeff – we don't have the resources that we need. Do you think I want my teachers having to come in here and say those things. They are saying it because we need those resources and we are working our tails off to get the right things that we need for our teachers. It is not that we are planning poorly, we are planning with what we have to work with. It is time for the Board, no Jeff you made a point, let me make my point because I think you struck a nerve tonight. We are constantly being put down for what we are not doing, well guess what, maybe it is time for us to get the support so we can do better job for our teachers. Mr. Monge stated absolutely and my point is and I mentioned it earlier, we are here. I mentioned this many times over – you never said to the Board...

Mr. Nufrio stated you are being argument with this stuff. I'm making this comment and it will be the final comment – we realize the nightmares that go with setting up for PARCC testing. Maybe some of you still don't understand those nightmares. We are doing the best. Mr. Monge stated we could not have the situation. Mr. Nufrio stated we don't have the budget. Mr. Monge stated we can find the budget. Mr. Nufrio stated you are in the Fiscal Committee so start finding the money. Dr. Lishak stated I made a presentation here to all of you and Mr. McDowell was in it and after the presentation you all agreed and the answer was "but we will wait". We had a long discussion about what would happen with the money for this year, next year and I

have come back on numerous occasions before you were even on the Board saying we have to get this one-to-one initiative. There is somebody in this Board meeting right now that I normally don't get along with and they made a statement – you cannot continue to say we have to wait so to say that we have not come here as an Administration and ask the Board to support the moving of bringing in of more technology so that we can become one-to-one is not correct.

Mr. Monge stated let's make a clarification. We talked about having a Director of Technology coming in here and being able to make a decision as it pertains to technology foundation. Nobody ever related that if we don't get this technology our PARCC situation at the high school is going to be a mess. Nobody ever said that. I'm the number one person that is sitting here. Dr. Lishak stated we had same this year as last year, if we knew...Mr. Griggs stated stop it; be quiet. My suggestion is that the Board take a 10 minute recess so we can get back on track because you have Executive Session which is going to take 2 hours and you have a lot of personnel items and this is going no place. You made your point. I got your point and with all due respect – you got some important business to deal with in Executive Session.

Mr. Nufrio stated before I close out the public, is there anyone else that wants to speak.

Allison Brine, 4th grade teacher at Battle Hill, stated the purpose for me being here today is to request funds for the 3rd and 4th graders at Battle Hill to attend the Caldwell House. Although I turned in my paperwork very quickly, unfortunately the other schools turned in their paperwork got the money that was allocated for the Historical Foundation. I have never been there and I have lived in Union for 34 years. My father has never been there and he has lived in Union for 70 years. I know it was a tradition back in the day for the Connecticut Farm students. It ties in with all of our curriculum, it is a great introduction to the program that is coming. Murdock Burkhart is going to be acting as James Caldwell so it is a great introduction to that. Mr. Tatum stated we will get you the funds don't worry about it. Just send me an email and the price and we will work on getting you the funds. Ms. Brine stated Bubble for Autism at Battle Hill – it is going to be on Thursday, April 28th at 10 a.m. It is quick and short and it is to raise awareness and I will send you an email tomorrow with more information.

Mr. Nufrio stated we will recess and then go into Executive Session.

The Board took a 10 minute recess at 10:05 p.m. The Board returned from recess at 10:15 p.m.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Le, 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. 10:4-2(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.

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

NAYS: None

ABSTAIN: None

MOTION CARRIED

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

Moved by Mr. Arminio, seconded by Mr. Le that the following resolution be adopted:

P-5. APPROVAL DIRECTING EMPLOYEE #11585 TO UNDERGO EXAMINATION

Approval of the recommendation of the Superintendent, directing that Employee #11585 undergo a physical examination and any other appropriate evaluation pursuant to N.J.S.A. 18A:6-2.

DISCUSSION: None

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

NAYS: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mr. Le, that the meeting be adjourned at 11:40 p.m. All present voting: YES
MOTION CARRIED.

RESPECTFULLY SUBMITTED,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY