

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING AGENDA – March 20, 2018

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, March 20, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:02 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Higgins led the Board and audience members in the Pledge of Allegiance.

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

UHS student, Sienna Boku, read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mrs. Williams, that the following minutes be approved:

1. January 9, 2018 – reorganization meeting
2. January 16, 2018 – worksession/regular meeting
3. January 16, 2018 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

REQUEST FROM THE MAX OF NEW PROVIDENCE AND SPRINGFIELD/UNION

Request from The Max of New Providence and Springfield/Union for use of Union High School Parking Lot and Track for the Max Challenge on Saturday, April 21, 2018 from 7:30 a.m. to 12:30 p.m. to raise money for Hope for Lauren Foundation.

REQUEST FROM NJ INDIAN LIONS CLUB

Request from the New Jersey Indians Lions Club for use of high school or middle school for Musical Night on May 19, 2018 and requesting waiver of fees (Certificate of Insurance to be provided).

LETTER OF RESIGNATION – ZARINYAN

Letter of resignation from Exavier Zarinyan, café aide-Livingston Elementary School, effective March 12, 2018.

LETTER OF RESIGNATION – REDFERN

Letter of resignation from Ryan Redfern, social studies teacher-Kawameeh Middle School, effective June 30, 2018.

LETTER OF RETIREMENT – REGESKI

Letter of resignation, for purposes of retirement, from Annette Regestki, part-time bus aide-transportation, effective March 1, 2018.

LETTER OF RESIGNATION – RIOS

Letter of resignation from John Rios, part-time bus driver-transportation, effective March 15, 2018.

LETTER OF RETIREMENT – SORANNO

Letter of resignation, for purpose of retirement, from William Soranno, science teacher-Union High School, effective June 30, 2018.

REQUEST FOR LEAVE CORRECTION/UPDATE – DOS SANTOS

Correction/update to request for unpaid non FMLA/NJFLA paternity leave from Cassiano Dos Santos, health/physical education teacher-Hannah Caldwell and Connecticut Farms Elementary Schools, new return date of March 14, 2018.

REQUEST FOR EXTENSION OF LEAVE – FORD

Request for extension of current unpaid FMLA/NJFLA (concurrently) followed by unpaid maternity non FMLA/NJFLA leave from Erian Ford, first grade teacher-Hannah Caldwell Elementary School, new return date September 1, 2018.

REQUEST FOR LEAVE – GEORGE

Request for paid medical leave from Kristy George, special education teacher-Union High School, from February 28, 2018 and with a return date of April 11, 2018.

REQUEST FOR EXTENSION OF LEAVE – WYCKOFF

Request for extension of unpaid FMLA leave from Russell Wyckoff, health and physical education teacher-Franklin Elementary School, new return date of April 1, 2018.

REQUEST FOR LEAVE – HUTTER

Request for paid maternity leave from Lisa Hutter, kindergarten teacher-Livingston Elementary School, from April 30, 2018 to June 14, 2018.

REQUEST FOR LEAVE – TEIXEIRA

Request for paid medical leave from Rosa Teixeira, CST/school social worker-Jefferson School, from April 13, 2018 to May 28, 2018.

REQUEST FOR EXTENSION OF LEAVE – NICHOLS

Request for extension of unpaid FMLA leave from Shirley Nichols, teacher-Livingston Elementary School, now through April 30, 2018.

REQUEST FOR LEAVE – KING

Request for paid medical leave followed by unpaid FMLA from Nancy King, custodian-Union High School, from February 13, 2018 and with a return of April 26, 2018.

REQUEST FOR LEAVE – ESPOSITO

Request for paid medical leave from Maureen Esposito, 10-month secretary-Franklin Elementary School, from February 16, 2018 and with a return of April 23, 2018.

REQUEST FOR EXTENSION OF LEAVE – BULLOCK

Request for extension of paid medical leave from Dolores Bullock, ICR teacher-Livingston Elementary School, new return date of April 2, 2018.

REQUEST FOR EXTENSION OF LEAVE – GINLACK

Request for extension of unpaid FMLA leave from John Ginlack, custodian-Battle Hill Elementary School, new return date of June 1, 2018.

LETTER OF RESIGNATION – JETER

Letter of resignation from Michael Jeter, math teacher-Union High School, effective April 6, 2018.

LETTER OF RESIGNATION – SAVINO

Letter of resignation from Mary Savino, paraprofessional-Franklin Elementary School, effective April 24, 2018.

REQUEST FOR LEAVE – TOWERS

Request for paid FMLA/NJFLA (concurrently) from Pamela Towers, special education teacher-Kawameeh Middle School, from March 5, 2018 through March 9, 2018.

REQUEST FOR LEAVE – IOVINE

Request for paid maternity leave and unpaid FMLA/NJFLA (concurrently) from Elise Iovine, teacher-Livingston Elementary School, from April 30, 2018 and with a return date of October 15, 2018.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated there are a number of presentations before I go through the Superintendent’s Report for the month and we begin tonight with the recognition from Aramark for one of their employees.

Michael Sacco stated I’m from the Aramark team. Our regional manager sends her regrets she had an emergency that prevented her from being here this evening. Aramark’s core values is to sell and serve with passion. In her time at Union, Debra Marshall has supported this District with courage and tenacity. Gave great customer experience for the students, staff and administration while investing in the development of our onsite team. It is with great pleasure to recognize her and we thank the District for the opportunity to do so publicly.

Debra Marshall stated thank you. I couldn’t have done it without the support of the Board members, my Aramark team – I would never have gotten that far without them. Thank you. Mr. Nufrio stated you are quite welcome.

Mr. Tatum stated thank you Aramark and all that you do for our students. Next is a presentation by Craig Wojcik and Sandra Paul on the Future Ready Schools that we promised you last month.

Sandra Paul stated I am the Director of IT and Craig Wojcik is the Assistant Director of IT and we are going to present a little bit about our Future Ready journey and Future Ready New Jersey.

Mr. Wojcik stated a couple of weeks ago myself, Mrs. Paul and Mrs. Moses went to a training for Future Ready Schools. At the meeting we were able to go over the expectations and talk to other districts that are in similar situations as us and we were also able to talk to districts that are ahead of us and have achieved certification for their Future Ready Schools.

During the training we were able to speak with the people from the State and they were able to give us some guidance as where we are and where we are going. The Future Ready framework puts everything in place and it will assist us moving forward instead of just trying to put everything in place and figure out how we are going to sustain it; what we are going to need

to have in the future. The State is going ahead and creating a framework for us to follow so that they can tell us what is going to be coming down the pipe, what we will be prepared for, what resources are going to be needed to be available for our students, teachers, faculty and how we can sustain that in the future and identify the gaps in what we are putting in place and then pointing in the direction to resources that can help us to fill those gaps.

This is one of the resources that was provided to us by the State and what this helps us realize is that over the last 12-18 months we have been working towards putting in a lot of technology for our school districts. We have been doing two separate plans. We had our infrastructure and technology put in place and we also have been trying to become future ready. Those two things need to be one and the same. The Future Ready framework should be giving us guidance as to what framework should be put in place; what technology should be provided to the teachers; professional development – how to implement it; what professional development resources need to be available to our staff and students and that is one of the things that we realized that we need to put those two things together instead of having two separate projects and that will help us with sustainability as we move forward.

Mrs. Paul before I came into the department started with the Future Ready initiative and I know last summer we started with Phase I of the district commitment and we signed a letter of enrollment. We have gone through these phases including the District Self-Assessment. Since then we have put a lot of stuff into place so we need to do a re-assessment of where we are after we improve our infrastructure. Over the last 12 months we have done a lot of work in our department moving towards the infrastructure for the middle schools and high school and implementing the one-to-one Chromebooks in the middle school and high school and those things have to guide us. We need to reassess so that we can have a better roadmap for where we need to go and where we are today, as opposed to where we were 12-18 months ago.

Phase II is where we are right now. Over the past couple of weeks myself and Mrs. Paul have met with Mr. Lowery, the building principal at the high school, as well as Mrs. Bossard, the Vice Principal and she is going to be liaison for the building and we put together a team of teachers and supervisors from all the different departments at the high school. We want input from everybody. Throughout the process we will probably even bring students into the equation as well to get their input of how things are affecting them in the classroom – what they need and how we can further serve them.

During that process we are going to bring together our first meeting. During those meetings we are going to be signing our school participation letter and our declaration for participation. The certification program for this year just opened at the end of February to apply for certification for this year. After discussing with the State at our recent meeting, we are much closer to certification than we had thought. They are very impressed on where we were and how quickly we have gotten here.

Over the next few months what we are going to do is we are going to start collecting data to identify where we are and as we are collecting those data points if we decide, and I believe the cutoff date is the middle of June, and if we can identify all those points before that point we can apply for certification this year. After we get into that, if we apply this year and get certified that

will give us the bronze level status and that bronze level status will give us three years and from that bronze level status it will give us a new framework to follow to get from bronze to silver and we will have three years to follow those standards to get us to that level and so on and so forth to the gold level. Once we get to the gold level, it is just to sustain it and making sure we keep up with what their expectations are and making sure that we are meeting all the needs of our students, staff and infrastructure and continue into the future. As we have issues, they will continue to point us to resources to help us sustain what we put in place

We have put a lot of stuff in place and we don't want our technology to just replace; we don't want to use very expensive devices to replace very inexpensive pieces of paper and pencil. We want to change our classrooms, change the way our students receive education to plan for the future that they are going to be part of. While we were at this meeting we all enjoyed the video they showed and it is about the standards and it talks about what the classroom should look like and how the changes should be made and it is a song that they put together that goes through the ISTE standards. Mrs. Paul stated the ISTE standards is an international organization – International Society of Technology and Education – they have been around for many years. I have been a member since 1996 and one of the things is they have come up with standards. There are student standards, administrator standards, teachers standard, tech standard and even a superintendent standard. They are standards on what they look for as far as the contact of the integration of technology within the instructional process – so that is what ISTE is.

Mr. Wojcik stated we see a lot of these changes already take place in our District just by implementing the one-to-one initiative at the middle school and high school. We even see it at our elementary level – I was speaking to one of our computer teachers who is doing a group project with a school in a completely different district in another State. It is nice to see that they are not just replacing the technology in the classroom, we are using it to change the way education is received by our students.

The updates of the Future Ready New Jersey has put in place and they have made changes from this year to last year. They are continuing to grow and we have direct contact with the people that are in charge of the initiative and they are going to guide us throughout the process so that everything that we are putting in place meets the needs of our students and teachers and that we are ready to prepare them for the future that they are going to be part of.

Presentation attached to minutes.

Mrs. Regis-Darby stated I have been talking to the Board for about a year now about the Future Ready Schools. Can you tell the public and at home, why do we want to become a Future Ready School and what is the benefits to the students and the Districts so they know why it is such an important initiative? Mr. Wojcik stated we want to make sure that we are not just putting things in place and throwing things out there that we think the students need. The guidance from the State are also being guided by the federal government and this program started at the federal level and was reapplied to be specific for New Jersey and beyond just making sure that we are meeting the criteria that they are going to be putting in place as far as our curriculum, professional development and infrastructure needs and requirements for the things that they are going to be changing down the road, they are also going to provide us

guidance to identify the problems that we may have in our District and the resources to address those problems. You start at that Bronze level standard, they are not going to be happy with us just staying at that level or standard. That is why it is only a three-year certification. The goal is to get to that level and then move up that ladder and keep moving forward with technology and make sure we have a framework of sustainability so that we don't put all these in place to just fall off a cliff a couple of years down the road.

Mr. Tatum stated this is another one of the initiatives that we started in this District a couple of years ago and just the whole idea of the revitalization and revamping of what technology we are getting in this District, including the Director, Assistant Director and the staff and the expectations and how that has been implemented in the classroom or how it is being implemented in the classroom moving forward is certainly a symbol that we are moving in the right direction in terms of where the State and the nation is going. I think maybe 2-3 years ago we thought we were behind where we should be and I think now we are finally turning the corner in terms of where we should be and where we need to go moving forward. I think both of you and Mrs. Moses and Mr. Benaquista – all your hard work in putting this together. I want to thank you Mrs. Paul for bringing in the papers in for me to sign and twisting my arm and it is the right thing to do. Thank you very much.

Mr. Monge stated I think you are being kind because the reality is I think when Mr. Arminio was President we had a technology audit and the state of our technology in this District – from where we were a couple of years ago to where we are today, that says a lot about your leadership and obviously your team's leadership to make this happen so kudos to you.

Mr. Tatum stated I don't think anyone is here from ROTC tonight so we will move on to the next presentation – EI presentation on demographic study which is another undertaking that we have taken a look at in light of all that is going on in the buildings and school enrollments and so forth.

Rich Scheick from EI Associates stated I'm here with Michael Wisney, Director of Projects and Mr. Ross Haber from Ross Haber & Associates.

We are presenting to you a study that the District has asked us to put together as far as how existing buildings are being utilized and the demographics of what is happening in the District and what can be happening in the future for the District.

Basic components of the study – the utilization of each of the 10 schools; identify the basic use of those rooms; student capacity at each school; current enrollments; enrollment projects; planned developments and impact on enrollment and summary of the report.

Methodology of the study – meetings with the administration; survey sent out to District for basic enrollment; district survey sent out to the principals; met with all the school principals; looked at historical enrollment data; contacts made to the Planning Board for planned developments that have been approved; and district mapping/school sending areas for those planned developments.

This is a sample of what is in the report which we gave to Mr. Brennan and Mr. Tatum for the capacities we've determined for all of the schools – samples are for one elementary school and one middle school.

This is a survey that was sent to the principals. All the plans that you see there is a legend that will describe the floor plans in these areas; the general classrooms are in yellow; kindergarten is orange; pre-k is an orange outline; special education and self-contained classrooms are in blue; dedicated classrooms such as art, computer and music rooms are green. Showed floor plans for Connecticut Farms and Burnet.

All the information on the floors plans are generated in a chart – it lists the general site information, the overall amount of classrooms, the specialty core facilities and support administration.

The count was based on the average of students. A general classroom is based on 23 students. Kindergarten is based on 19 students. Special ed and pre-k are based on 15 students and that varies depending on the school and the situation but for generality it was a way to fill the systematic approach to how all the schools deal with that together.

This is a simple breakdown of the classroom count that was developed for the enrollment and listed on that chart as well.

This lists the different capacities that are generated – what the capacities are – one is a listing with the principals and one is based on figuring the count with the floor plans. The other one is the DOE based on the 2005 long-range facility report. There are also capacities based on Mr. Haber's discussions with his explorations as well as his projected enrollments with the planned developments.

Ross Haber stated my part of the study was to take a look at the demographics and do a general role projection. To give you a methodology of that – I followed the State guidelines for enrollment projections. If you follow a long range facility plan, there is a particular formula that you have to follow to do that. Everything is within the framework of what the State Ed Department needs. This is called a cohort projection study. A cohort projection study is it follows a groups of students as they move through the schools through a period of years. For example in 2012, there was 100 kindergarten students and those 100 kindergarten students became 110 first graders, that would show a 10% increase in growth. You average that growth as kids move through the school you average that to determine what is the average growth between grades. For example, if there 200 first graders this year and the average growth rate was 10% for that grade, we would project 220 students for the year after that and so forth and so on. That is how the cohort projection works.

It is a little different for kindergarten. When you look at charts and tables in the full report, you will see something like 2012-13 school year – 500 children were born attributed to Union Township and then you will see next to that 500 kindergarten students – keep in mind those 500 students born – they weren't born in 2012, they were born five years earlier so what you do is generate kindergarten enrollment by averaging the growth five years earlier and then

project that over the years. Take the birth rates and multiple it by the average and that generates the kindergarten.

The second method of doing the average between grade levels and that aids the projections. There is one more step that is important – what is the impact of potential new housing – what will that new housing do to the enrollment of the school district. There are formulas that I use for that. Some of you may have heard of the Rutgers study and what the Rutgers study was for a number of years was it is standard use by most of the state to project housing numbers and it takes samples throughout the state and if you have a 2-bedroom condo and you expect point something number of children. The problem with that is that study was done by Rutgers Center for Urban Studies but the data was begun in 2003 and the report is from 2006 and the data is too old.

The methodology that I chose to use was to take developments that are comparable within the district or if there aren't exactly those developments in the district that are comparable, take an average of districts that are similar to come up with the average.

In your report you will see a lot of charts and tables. We chose not to put them on the slide projection because you would not be able to see them.

I will do summaries and answer questions. This chart is a districtwide projection number – the enrollments are based upon the October 15th ASSA report and we do that each year. In 2012-2013 through 2017-2018 those are historical numbers provided by the school district – that is actual enrollment.

Mr. Monge stated we talked about the methodology as it pertains to home sales – can you speak to that. Mr. Haber stated I'll get to that.

If we take a look at the actual enrollment as of October 15, 2012-2013 districtwide was 7,492 students. The official enrollment as of October 15th this year was 7,230 students. Everything after that number becomes a projection. This 7,020 is the projection 2022-23 without considering new housing. The red line is the projections with the new housing developments considered and I received that information by doing an OPRA with the zoning board so the data I'm using is data as the result of that OPRA. They were very cooperative and they answered questions and I have a high level of confidence in terms of what they gave us; 135 students over the five years – housing impact and no housing impact.

The next chart takes a look at what I actually came up with in terms of what these developments are – Vermella Union Phase I which has approximately 462 units of which 154 are studio, 238 one-bedroom, 62 two-bedroom and 8 at two-bedroom – so the yield out of that is about 63 students – average of about .58 and then there are two American Landmark developments. By the way Vermella Union Phase I is going to impact Washington School.

The two American Landmarks – one will affect Hannah Caldwell and the other one will affect Connecticut Farms. They are smaller developments and we are looking at about 18 students from one and 21 from the other.

The other development is 1255 Stuyvesant and I think it is part of American Landmark – again it is in the Connecticut Farms area and that yields about another 21 students.

I put down Avalon Bay – but I don't know if it is already built out – there are only 14 units left. The chart on this side shows the building permits that have been issued since 2012 and that comes from the New Jersey Department of Community Affairs – it is online. It has all the permits issued and all the CO's issued. Every community in the State of New Jersey is required to file with the New Jersey Department of Community Affairs. The number of residential housing permits issued and CO's issued; there is also information about permits issued for non-residential commercial and those kinds of things. You can actually look at the number of permits and CO's issued by category and it goes back to about 2000; it is current and very good information.

After I did that determination, I did a grade level allocation. What I mean by that is how many students can we reasonably expect to get into different grade levels – K-5, 6-8 and 9-12. I have been doing this for about 20 years and I averaged over that period of time what percentage can we reasonably expect new developments to yield and I came up with a 70/20/10. Between grades K-5 – about 70%; about 20% get allocated to middle school and relatively few people move with children in high school. This is statistical analysis.

Not only did I do a districtwide projection – I did one for individual schools. Rather than show you the charts and tables that are in the full report, I did a summary on 2012-13, the current year 2017-2018 and then the projected 2022-23. When you look at these numbers it is only K-12 students – the 7,000 included everybody – self-contained, everybody – including pre-k. The rationale for K-12 students is the architects when they plan classroom space they need to know how much space they need to allocate for general ed kids so they can look at other programs and see where those programs best fit. An overall decline of enrollment of 2.97% - with the exception of Connecticut Farms which will see an increase of 1.6%, 2.7% for Franklin and 3.6% for Hannah Caldwell, then all the other schools have some degree of decline in enrollment.

The best case scenario if you go back to my first chart, you see a decline here but going out with the developments, it looks like the enrollment is pretty stable in the course of the years so any future planning that you are doing should have at least 5-7 years stability in terms of the enrollment projection.

These map out the attendance zone out with street ends and address ends and encapsulated streets. In this case I just dived in where the potential developments are on the map so you can get an idea of what schools will be affected. When you look at the individual maps you will get the numbers of units are shown and how they are going to impact the schools.

This is a dynamic map and I can download kids onto the map, see where they live – this is Jefferson and it is a five only school and you will see something that says assigned – meaning kids K-4 are assigned there.

Mr. Schieks stated basically you have the general capacity of the classroom within the DOE facility guidelines, enrollments and that is listed on the chart that was handed out. When you go through the enrollments on that chart, they change just a little bit – they don't change drastically.

As Mr. Haber stated there is an overall decline. Based on the capacity charts, they took within the capacities based on the formulas that we used to generate that. The current district attendance zones are the portion of the planned developments.

What does all this mean basically when you talk about the school capacity and why does it seem there is not enough room – there is a slideshow for the shrinking school which describes how education has changed over the years. Years back in the 60's you had one teacher that did everything. Now you have specialty teachers and rooms and special education rooms for students with needs and such. The same size school might hold the same amount of students but as you take spaces, it starts to take away from that as well.

Mr. Haber stated over the last 15-20 years the questions that I have gotten – I don't understand we had 92,000 students in our school district when I attended it and now you have 500 – how come we can't fit them in the buildings? What I came up with a presentation to clarify it and I called it the incredible shrinking school. Don't study this because it is not one of the Union schools – this is a generic school. We take a look at this school building which it was built in the 1965 and it was built to the capacity of 750 kids. The total number of classrooms in the building was 30. They dedicated an art room or music room – they ended up with an average class size of 28 – general education classes of about 27 students per class. That was a a building that every kid in the general ed classroom, art room, music room – no problems.

Now it's 1975 and we still have a capacity 750 students but now we have 30 classrooms; however, in 1975 we got a couple of mandates – so we want to keep our dedicated art room and music room – but now we are required to have dedicated special education room and even though that may be limited to six kids, we still need 850 square feet so we need to take a full classroom to do that. We need to have a resource room – a pull-out program.

Now that building is down to 26 classrooms and to keep everything going, our class size goes up to 29.

Now we move into 1985 – same building with a capacity of 750 students – you want to keep the art and music room, that is fine but we need a self-contained special ed, resource room and now we need a computer room so now our average class size is 30 students.

Now 2018 – same building with a capacity of 750 students – 30 classrooms, but we have ESL, we have OT/PT, world language, speech, resource room, computer lab, self-contained and we want to keep the dedicated art and music room. Now we are down to 21 general ed classrooms and 36 kids per class so to get back to the average class size in 1965 which was 27 which is above your required enrollment capacity now, the actual capacity now of this building is about 540. A building built in 1965 will have a true capacity of 540 in 2018. It is still an average of 27 students in a class but based upon kindergarten – you can't do that in this district

and that is one of the problems that you face even though your enrollment has declined a bit and leveling out but your mandates are so great that you really are going to drive to conserve space and I think that becomes the next phase of what we look at.

In my background, I was an educator, a principal, a teacher, a college professor and this is my second life.

Mr. Shieks stated just a couple of more slides and we go into what is the next steps – the capacity of the school might be fine but when you go through all the different components that are necessary, it starts to shrink down.

Next step is to establish/confirm district class size – is it 23 or a different scenario, what can be done, what are the limitations that can be based on any growth that happens. Review current building in detail. Are there any code issues not being addressed? Scheduling – some schools have five lunch periods. The district should compile the physical needs, academic needs and review them with the current attendance zones.

You would develop a plan on how you make the schools better and how do we get all the educational factors to go into that school and it might be reorganizing the school and simple reorganization of spaces and such – redistricting if that is necessary or possibly an addition onto the school if that becomes the issue even though the capacity isn't changing but the zoning and sending areas are changing.

Hamilton School is used for offices right now. What is the future use of that – go back to an educational scenario. You would identify any funding moving forward and then build timelines to put that together.

Mr. Nufrio stated when you gathered your data – attempted to offset the declining enrollment with new housing and other projects, which component or the component which relates to similar to the Superintendent and the staff when they are preparing a budget they take account some attrition so with this it would be children leaving the district perhaps not just the ones that graduate high school but also along the way for some reason or another there is always an exodus of children so what factor did you use. Mr. Haber stated it is built into cohort projection – the baseline projection. That takes into account every reason why a child leaves or comes into a school district over the course of the year. It takes into account entering kindergarten and graduating high school. It takes into account students that may move into the district but is balanced off by children who may leave midyear and that is what the cohort does and that is why you do it in a one year increment. You want the October 15th to October 15th because you want to see the consistencies are year-to-year. The cohort is the baseline that represents everything real. If I go to a principal and say what is your current enrollment month by month – that is going to reflect the change. If you equate housing sales with enrollment – so the number of housing sales in Union were pretty good but there wasn't any direct correlation between the sale of existing housing – students coming to school which tells me two things. One it tells me that people are staying longer and two people are buying houses maybe with kids but not in the school yet and so that is why you do that average birth to kindergarten enrollment. Not every child born in Union Township will become a kindergartener.

The second part of your question – how do you take that and look at how you are going to prepare a budget. You will see in your report two tables. The cohort survival table which has all the grades by school and projection and then you are going to see cohort plus new housing. What I did in that table is I tried to estimate based upon the average time between permit, final construction and see what the averages that you get on that so each year I pro-rated that over the course of the year. If you look at the table for 2018-19, you may want to look at the totals and say o.k. the enrollment is going to be up by 300% and that is how you can take a look at how I incorporate the housing data with the cohort survivor projection. It is the best of our ability. I try to average it over a five-year period. I make the assumption that every one of these developments will be done by the end of projection period.

Mr. Monge stated I never got the list of the developments from our meeting to review. Mr. Haber stated only because I didn't get the OPRA back until a week ago. Mr. Monge stated there is a development on Green Lane that affects Washington School as well but I still don't see that. Mr. Haber stated that is Vermella. Mr. Monge stated there is the one across the street from the (inaudible). There is two major developments in Washington School area – one in Green Lane and one across the street from the train station. Mr. Haber stated the numbers are in here it's the location of one of those developments I'm not sure about. Here's Vermella and that's Kean College – here's Green. I had this development over here and then the Town said I was wrong so that number may increase the number of kids by another 15. I have to double check on that. The original map had that but when I talked to the Town they said no, so I will talk to them again tomorrow. Mr. Monge stated maybe it would be helpful for the Board to have the list and addresses of what you have because you are definitely missing one there.

I understand what you are saying that you may possibly have it in the total number but not necessarily in the right place. The other one that we talked about and the original intention of the use was supposed to be short-term stay hotel but the reality is that is not what it has become it is essentially transitional housing. I don't think you have that on your list it is something that has been an impact. Mr. Haber asked that one is already occupied correct? Mr. Monge stated there was a question about how it was originally zoned. It was zoned as short-term stay hotel but it ended morphing into something else but we can go back to that again but that is one thing. Mr. Haber stated we should go back and look at that again. The second part of that is if there are kids already coming out of there, those numbers are already included. It could be a footnote that this development was.

Mr. Monge stated with home sales and what is happening in Union and I don't know if you saw this in the research, they are taking smaller homes and not tearing them down and they are blowing them up. A lot of that activity is happening on the Livingston Washington side and I saw your chart where it actually had increased numbers in Washington Livingston and then transitioning over to Kawameeh – when you mentioned increases I saw but I didn't hear that as one of them. Mr. Haber stated beyond being a really wild guess, I can't speculate on that kind of thing. Any home that has been expanded and occupied, those kids are already in the system. I can't really know. They require a building permit to expand. Mr. Monge stated they are developers, they are not homeowners doing that those are developers buying properties and expanding them. Mr. Haber stated they are buying single lots. Mr. Monge stated and selling

them to families – we are seeing it and experience it but it is hard to figure in the capture in this approach. Mr. Haber stated it is something that we are thinking about and I'm not sure actually how to predict that. If a developer goes tomorrow, the planning board doesn't know that until they get (inaudible). The two factual basis that we have – a cohort based upon long history which takes into account every reason and approve developments that are either partially constructed or will be constructed. I don't know tomorrow if someone comes to me and offers me money for my house – they might not have intended to move but the offer may be so good because they want this nice lot and want to build a mc mansion but there is no way to know that.

Mr. Monge stated one thing that you pointed out and I will look at the raw data like I said we didn't get beforehand might be that you did point out that there were increases in those two schools and if there wasn't a correlation between developments that haven't happened yet and those increases then something has had to happen which had to be the home sales. I understand the approach but it is something that I think needs to be duly noted because it can't be ignored. I understand the way you approach it but maybe it is a note somewhere in the report.

We talked about what do we do now. I am going to tell you right now unless we move from here to the PruCenter – the way we think about re-districting in this district. People are buying homes in certain areas to be able to be in certain places and then you shift the kid to a different school.

Mr. Haber stated I don't think you want to ever put the cart before the horse. Re-district, revisions, realignment – they are very loaded words. I think we really see what the actual needs are. You look at the numbers – the project numbers, look at all the considerations for example where is Washington now and where will Washington be when we have to add 63 more kids because of the two developments in that area. I think that these are something and there is a number of things that you can look at to relieve some of the overcrowding. Anywhere from a moderate redistricting to major redistricting to a grade level reorganization; comparing schools. There are a number of different ways that you can approach this that is not as disruptive to a school district. I am making a presentation next week in another school district and because of enrollment changes and shifts has the wackiest of grade level organization – two K-2 schools, one 3-5 school, one K-8 school – it is insane; however, because of stability they are becoming K-2, 3-5, 6-8 school district. It has created a tremendous amount of room for them; allowed them to get Art and Music off the cart. I'm not saying it is a solution for this district but there are many approaches.

Mr. Monge stated what I'm seeing here and great presentation is a number of things – one the shrinking of the school which is obviously affecting not only Union but other districts and that includes special needs kids which we have actually looked at the enrollment numbers and those numbers have gone up so if those numbers go up the space requirements are impacted. We talked about what is happening on the Kawameeh side of Town the increase in Washington and Livingston which feed into Kawameeh and then a lot of the developments that will impact those areas. Ultimately at the end of the day, when we talk about what to do here, this is my suggestion Mr. President and Mr. Tatum – we have been talking about the school enlargement – we have development that is going on in Town, there are no lead assessment as it pertains to the schools so we actually have tax abatements that are being provided to developers so we are not

increasing our tax base to help for our school district – essentially being subsidized and they are renters so they are not actually adding to the tax base it pertains to the real estate tax side for help to our schools. We have to try to insist and try to be part of this process – the Town should allow us to be part of this process because historically what has been done is that no impact statements have been completed from any of these developments there hasn't been one impact statement that we have received. Everything is not going to affect our schools but we know it is affecting our schools. We have to do something otherwise as taxpayers we are going to have to keep bridging that gap.

Mr. Haber stated I hope there are not developers in the room so I can get out of here alive – be very careful with developer assessments; especially the projections. They don't use the same methodology. They say that I overblow it. Between a higher number and a lower number, I will take the higher number because you need to plan ahead. Assuming that my numbers are reasonably correct, I think this is truly your impact statement. What that means on a dollar basis, that is what you guys have to deal with. How do they impact your budget – you have a 2% cap – you have this tax situation now in the State where we are living in what we can deduct and we are paying through the nose anyway so there are a number of things that you have to see. This is a very serious situation for school districts; 134 doesn't seem a lot but it is a lot when it impacts one school.

Mr. Arminio stated there are two in the Washington section – one is on Claremont Terrace and the other one is the Vermella on Morris Avenue. I think you said and I want to make sure – the first phase of the Vermella project on Morris Avenue – the units are 400 and some but some are one studio but I don't know if you included because it is supposed to be completed in six years but there are two other phases and it is going to be another 800 units in those two other phases. We are talking six years from now – there are going to be 1200-1400 units in that area. Mr. Monge stated he is talking about permitted development and not those planned which is a good point because there are many we read about that are in plan but have not been permitted. Mr. Haber stated if you get 800 more units, you need more schools. Right now there is no evidence that you need more schools. The only evidence we have now is about 134 more kids coming in based upon the units that we know. It is something to keep in mind, something to watch, something to go to planning board meetings, to look at the minutes and see what is being presented but at this moment this is what we got.

Mr. Monge stated what I'm hearing from the EI guys is if we are to keep the kids in the schools that they are in, we need to start doing some expansion, some reworking of our schools otherwise we are going to have the experience that we have now – overcrowding. Mr. Shieks stated it is utilizing how those spaces are utilized – what is in there, what is not in there, what is off to the side that really should be a bigger size – that is the next step the realign what you have there. You know the numbers now, you know what can happen, the numbers here are based on planned approved planning board communities not the ones that are future or coming. You want to start preparing ahead; you don't want to be taken off guard in that respect but that would be the next phase to go through – figure out where and how to make the school work. What are our goals moving forwarding. Maintaining the sending zones – for example that is a goal so what happens to achieve that goal – you need to start planning those steps out to make that goal happen.

Mr. Nufrio stated we in fact last year addressed these issues with the Town; there was a response given but I would like to know in your experience is it standard to indicate or is this the exception to rule that impact studies need to be part of the inclusion process. In your experience and I'm sure we are not the only district you represent, what is your take on that – do you know of districts that have a first-hand involvement or at least second-hand involvement in being part of the discussion.

Mr. Haber stated one of the districts I work closely with for the last 6-8 years is Monroe Township which is in Middlesex County and it is a monster in terms of growth. In terms of what is on the planning board charts, they can go through 3,000 units over the next 10 years. The schools are currently overcrowded. What is interesting is that the Township and the school board are really working hand-in-hand to control the situation, the environment, where the builders are building. My experience is where there is good cooperation with the Township and the school district – things go more smoothly.

Mr. Nufrio stated is it predicated simply on voluntarily accepting because I think Mr. Griggs can address the response that he received when asked about the impact studies. Mr. Griggs stated it was really no response. It essentially said that the law does not require it and does not enforce or require it and that was the position that was provided back to us. My experience in the years that I have been involved in this business as school administrator has been that Towns and schools work hand-in-hand. However the response I got from the Township was essentially no response frankly because it just referred me to the law which says it is not required and that is where we sit at this point.

Mr. Nufrio stated that is why I said was it voluntary because the law obviously does not mandate – is that correct? Mr. Haber stated one of the important things for any community to understand is direct relationship/correlation with quality of the schools and the value of homes. If you put in 1,000 more kids into this school district and don't do anything to expand the school district, the quality of the school district goes down and generally there is a correlation with the value of homes. The tax abatement laws have hurt the districts.

Mr. Monge stated this is some of the research I did and I shared with Mr. Griggs – while it is not mandated, when you talk about the creation of a planning board, it is recommended. You don't have to do it but the State does suggest that you do include the school board in your plan. Mr. Haber stated I would send them a copy of the enrollment projections to them. Mr. Nufrio stated I think that would be a good idea.

Dr. Francis stated I noticed in your projection that 2022 that the elementary school enrollment increased but Jefferson School, the two middle schools and the high school that the enrollment decreased – can you explain why? Mr. Haber stated it is cyclical. In the sense that at some point your elementary school enrollment will climb – as they go through the system, it will lower the grade that comes forth. If you have a low first grade, it will carry through the system so at one point the middle school numbers may decline but as the elementary schools increase, that number will start to push. We are doing a five year projection – I'm not doing a 7-9 year projection – some people say why not because the liability of projection just goes through the

ceiling after five years. The numbers after five years are really good. My suggestion is to do at least a two-year upgrade but not an annual for projections because it will take into account the changes.

Mr. Nufrio stated after five years it is almost like a guessing game because the number can't possibly continue.

Mr. Haber stated my statistics are really about 2% over 3 years and 3% over 5 years in terms of differential except in the year 2009 we got creamed because of what happened in the housing market in 2008.

EI presentation appended to minutes.

Mr. Tatum stated one of the things that we looked at is the long-term goal. Like you said before there may need to be some reconfiguration of some programs and grade levels and that is something that we talked about over the years and this particular study guides us to the point where we have some baseline to work from moving forward. One of the issues that we certainly undertaken is more of a hypothesis more than anything factual from our standpoint of view that there is some overcrowding and again some have declined in enrollment but at the same time and I think you brought it out nicely in your charts was the fact that things have changed in the course of the decades in terms of the use of space, implementation of programs, State mandates and all those kinds of things that we face as a district. Those are the things that are impacting our district and the need to take a closer look at programs and some reorganization.

Mr. Tatum stated student/staff Attendance: Student Totals 94.4%; Staff 93.2%

Monthly Highlights

- March 2nd elementary schools throughout the district participated in Read Across America with tribute assemblies to Dr. Seuss. Guest readers from the community came out to read to our students. It was an exciting day for all.
- Our Director of Special Services, Kim Conti, has been recognized as one of Union's "She-Roes" for Women's History Month; sponsored by the Township of Union. Congratulations on this recognition.
- Board Member, David Arminio, will be receiving the first ever Boy Scouts of America Springfield-Union Good Scout Award. Congratulations on this recognition.

Student Recognition

- 12th Grader, Jordan Everett was recognized this year as the unsung hero from Union High School in the 2018 Union County Student Recognition Program. Students considered for this award may have overcome difficult academic or personal challenges, modeled good citizenship, or exhibited a spirit and quiet strength that have inspired others. I am happy to say that I had the opportunity last week to attend that program – along with Mr. Arminio, Mrs. Darby and Mrs. Moses to salute our representative this year and I think next year we will be hosting that program.
- The Union High School Performing Arts Department received a \$10,000 RISE grant from NBC. This grant was awarded to only 50 high schools throughout the nation.

On top of this award the student of the UHSPAC were surprised by the cast and crew of the new series RISE. The students were able to view a prescreening of the first episode before it aired. I had a chance to go over when that took place last week and what a nice recognition. Congratulations always to our cast. One of the names that you will recognize is Rosie Perez who is a star of many TV series and movies and she and other cast members – we had the opportunity to meet them. It was a nice recognition and kudos to Mr. James Mosser and his cast.

Upcoming Events

- April 2nd is Autism Awareness Day. The district will recognize this day by wearing blue on this day. Several of the buildings will display a blue light in honor of “Light It Up Blue”. In addition, we have encouraged the schools to participate in the Selfie Sign that can be downloaded from our district website and share where they light it up blue on social media with the hashtag Light It Up Blue Union. (#LightItUpBlueUnion).

Mr. Nufrio asked don’t you have one more announcement? Mr. Tatum stated this went out when I left the room – as it always says “This is Mr. Tatum, Superintendent of Schools, informing you that tomorrow all Township of Union schools will be closed due to inclement weather. Please be safe tomorrow and as always the safety and the wellbeing of our students are the utmost for my consideration in making these decision. Thank you.” Mr. Nufrio stated didn’t we get a message that the Governor declared a State of Emergency for tomorrow so those of you that drive – remember a State of Emergency has certain conditions. Mr. Tatum stated the voice that you hear tonight will not be mine but you heard it live for the first time ever.

Mr. Nufrio stated Mr. Loessel for a quick update. Mr. Loessel stated it’s going to snow.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. AFFIRM SUPERINTENDENT’S RESOLUTION OF HIB

Affirm the Superintendent’s resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period February 1, 2018 to February 28, 2018, in accordance with the information appended to the minutes.

E-2. APPROVE USE OF BATTLE HILL ELEMENTARY SCHOOL AND HAMILTON BUILDING

Approve Battle Hill Elementary School (July 2018) and the Hamilton building (June 25, 2018-August 31, 2018) for Extended School Year Program (ESY), ESY services, CST testing and/or home instruction.

E-3. APPROVE CHILD OF EMPLOYEE TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #10081 to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

E-4. APPROVE CURRICULUM.

Approve the following curriculum: (1) Amistad Curriculum (K-12); (2) Holocaust Curriculum (K-12) and (3) Program Adoption Process, in accordance with the information appended to the minutes.

E-5. *Agenda item combined with E-2 above.*

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated February 28, 2018 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated February 28, 2018 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of February 28, 2018 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of February 28, 2018 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to

meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE LIST OF 2017-2018 STATE CONTRACT VENDORS

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	2072/Student Activities	Whitewater Challengers – Hiking Club's end of year trip	\$4,713.54
Kawameeh Middle School	40/Ski/Snowboard	Ski 93 – remaining balance due for trip to Killington, VT 3/23-3/25/18	\$5,472.00
Kawameeh Middle School	41/Musical Production	CMT Sound Systems – sound system for Alice in Wonderland 3/8-3/10/2018	\$5,250.00
Union High School	2012/Senior Prom	Posh Entertainment – prom DJ and photo booth	\$4,250.00
Union High School	2072/Hiking Club	Fundraising.com – chocolate sale	\$2,720.00
Union High School	2046/Key Club	Yankee Candles – Dcon for District Convention	\$1,959.53

Union High School	2071/Environmental Science	EF Tours – tipping for Iceland Trip	\$1,850.00
Union High School	2012/Senior Prom	Anderson’s Party – favors, decorations and supplies for prom	\$3,983.64
Union High School	2014/Special Ed	Fairview Lakes YMC – student cost to camp	\$3,295.00
Union High School	2190/Athletics	NJSIAA – estimate for ticket sale for girls semi-final State basketball game	\$3,000.00 (approx..)

F-10. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name	Date	Purpose
Relay for Life (Franklin Cancer Fighters)	March 16, 2018	To raise money for the American Cancer Society
Dine to Donate – Tiff’s Diner	March 21, 2018	To raise funds for transportation to/from airport and gratuities for the Iceland Trip (UHS-Environmental Science Field Trip)
Women’s Shelter Fundraiser (clothes donations)	April 2018-May 2018	To collect items to donate to a women’s shelter in time for Mother’s Day (UHS-Student Council)
UHS Cup Tournament	May 2018-June 2018	To raise funds for future UHS student council events
Powder Puff Game	May 2018	To raise funds for future UHS student council events
Spring Fling	April 6, 2018	To raise funds for the 8 th grade field trip (Student Council-Kawameeh)
Fly on the Wall	May 2018	To raise funds for the 8 th grade field trip (Student Council-Kawameeh)
Gertrude Hawk Chocolate Fundraiser	March/April 2018	To raise funds for the 8 th grade field trip (Student Council-Kawameeh)
Chipotle Family Dinner Fundraiser	April 27, 2018	To raise funds for the 8 th grade field trip (Student Council-Kawameeh)
Mr. Malanda Challenge Fundraiser	March 22-April 5, 2018	To raise funds for the 8 th grade field trip (Student Council-Kawameeh)
Talent Show Fundraiser	April 6, 2018	To raise funds for the Class of 2018 activities (UHS project graduation, senior trip and prom)
Scoring Points for Kids – Basketball fundraiser	April 13, 2018	To raise funds for UHS Project Graduation

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
UTEA	Burnet Middle School (yearbook donation) Student Activity Account	\$175.00

F-13. ACCEPT FUNDS – UHS SENIOR SCHOLARSHIP AWARDS

Accept funds for UHS Senior Scholarship Awards – (a) \$100 Geraldine Minieri Memorial Scholarship Fund, (b) \$335 Ellen Rever ESL Scholarship Fund, and (c) \$60,000 Margaret Fekete Memorial Scholarship Fund.

F-14. APPROVE DISTRIBUTION OF FUNDS – UHS SENIOR SCHOLARSHIP AWARDS

Approve distribution of funds from the following Union High School Senior Scholarship Awards: \$100 – Geraldine Minieri Memorial Scholarship Fund.

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RESOLUTIONS F-15 THROUGH F-20 CONCERN THE PROPOSED BUDGET FOR THE 2018-2019 SCHOOL YEAR

F-15. APPROVE GENERAL FUND TAX LEVY

Approve the General Fund tax levy of \$89,776,128 in the 2018-2019 school year (includes use of banked cap in the amount of \$321,359).

F-16. APPROVE WITHDRAWAL FROM CAPITAL RESERVE TO CAPITAL OUTLAY (FUND 12)

Approve withdrawal from Capital Reserve to Capital Outlay (Fund 12) in the amount of \$1,100,000 for the following projects, in accordance with the information appended to the minutes:

1. Bathroom renovations – districtwide	\$ 286,412.00
2. New flooring – districtwide	\$ 66,000.00
3. Auditorium (floor, seats, lighting, paint) – Washington	\$ 199,100.00
4. Brick Wall – Administration building	\$ 139,013.00
5. Paving – districtwide	\$ 136,400.00
6. Refinish gym floors – districtwide	\$ 68,200.00
7. Masonry – districtwide	\$ 103,400.00
8. Asbestos – districtwide	\$ 33,000.00
9. Ceiling, lighting – districtwide	\$ 33,275.00
10. Windows – districtwide	<u>\$ 35,200.00</u>
TOTAL:	<u><u>\$1,100,000.00</u></u>

F-17. APPROVE TRAVEL EXPENDITURE MAXIMUM

Approve Travel Expenditure Maximum (\$85,000), in accordance with the information appended to the minutes.

F-18. APPROVE ESTABLISHING A MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES AND PUBLIC RELATIONS

Approve establishing a maximum dollar limit for professional services and public relations (\$1,869,000) , in accordance with the information appended to the minutes.

F-19. APPROVE USE OF BANKED CAP

Approve in the proposed budget the use of banked cap in accordance with N.J.A.C. 6A:23A-10.3(b). The District has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$321,359 for the purpose of increases in negotiated salaries for the 2018-2019 school year.

F-20. APPROVE USE OF EXCESS SURPLUS FUNDS

Approve the Board of Education to include in the General Fund Budget \$1,455,646 of the Board of Education's excess surplus funds (@ 6/30/17 per audit) to help reduce the local tax levy.

* * *

F-21. APPROVE ACCEPTANCE OF GRANT

Approve acceptance of the NBC R.I.S.E. grant in the amount of \$10,000 awarded to the Union High School Performing Arts Company (UHSPAC).

F-22. APPROVE INCREASE TO P.O. 18-01213 – MARK FABER, MD

Approve increase to P.O. #18-01213 with Mark P. Faber, MD to provide psychiatric evaluation services for the 2017-2018 school year from \$5,500 to \$9,350 to meet the District needs, in accordance with the information appended to the minutes.

F-23. APPROVE INCREASE TO P.O. #18-01221 WITH CROSS COUNTY CLINICAL

Approve increase to P.O. #18-01221 with Cross County Clincial to provide bilingual evaluation services for the 2017-2018 school year by \$13,000 to meet the District needs, in accordance with the information appended to the minutes.

F-24. APPROVE INCREASE TO P.O. #18-01232 WITH ACES

Approve increase to P.O. #18-01232 with ACES to provide specialized evaluations (deaf or hard of hearing) for the 2017-2018 school year from \$1,800 to \$3,600 to meet the District needs, in accordance with the information appended to the minutes.

F-25. APPROVE LEASE PURCHASE – NEW COPIERS

Approve lease purchase of new copiers under State Contract Commodity Code G-2075 and State Contract A40467 for Savin Copiers districtwide from Atlantic Business Products, in accordance with the information appended to the minutes.

F-26. For informational purposes only – vote not required. List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

F-27. APPROVE SORENSON HOLDINGS, LLC – SIGN LANGUAGE INTERPRETERS

Approve Sorenson Holdings, LLC, to provide two (2) sign language interpreters for parent(s) during school play/musical of Peter Pan on March 24, 2018, in an amount not to exceed \$775.00.

DISCUSSION:

Mr. Monge stated I just want to report that we had a meeting with Mr. Brennan, Mr. Loessel and EI folks about F-16 and Mr. Brennan please jump in as necessary. There were a couple of concerns that I brought up over the last number of months as it pertains to how much money we have left in our capital reserves for projects and right now it is about \$1.5 million. The concern that I continue to have is making sure that we are spending the money wisely and knowing where we are going to get our money for the future.

I think we went over what we view as priority projects and there was about \$30 million worth of that so the millions that we dealt out the last couple of years so the biggest takeaway that I have so that Board members understand is that for the most part these are buckets. For instance bathroom renovations – districtwide – there could be two schools or all schools but the idea is we are only going to be able to do just so much and that is one bucket and we will have to evaluate that. Very specific ones like #3 – being Washington School auditorium – we have all heard the story as it pertains to that so what we did say and this is my recommendation Mr. Tatum is that we keep these buckets here and continue to evaluate that but if we are not going to take whatever we have left over from this year and dedicate it to replenishing our capital reserves, it would be a not fiduciary thing to do for us to spend the full amount of money and only leave ourselves with about \$400,000 next year in our reserves – the emergency reserves. I know we talked about trying to protect that money that we have and we are projecting so that is what I would say. If we have an opportunity to replenish it then this is much needed work for the district and I don't know Mr. Brennan you can probably speak to the bigger past that we have of \$30 million worth of priority one projects and what we have available to us.

Mr. Brennan stated as you said Mr. Monge, right now we only have the \$1.1 million which is budgeted. We have a Long Range Facility Plan that needs to be financed over the next five years and we will have to look at ways to go about doing that with the Board and with our architects.

Mr. Monge stated one thing that came up and obviously buzzing in every school throughout the United States is we have security considerations. That is something that was part of our budget in the past but now has created and escalated to a priority item or priority bucket that we need to consider. Obviously we need every dime and we just need to make sure that we spend those dollars appropriately.

Mr. Nufrio stated Mr. Brennan we spoke earlier with F-19 – I wanted the District to reach out to ask for a much clearer understanding of what a Bank Cap is – can you please do that. Mr. Brennan stated Mr. Nufrio asked me to explain what Bank Cap is really made up of. As you see in F-19 we have \$321,000 that is available to the Board to use towards this years' budget as revenue. Bank Cap has two aspects – one is as you go through each year in a budget, if you

don't go up to your 2% of the tax levy – say you went up 1% - you can take that extra percent and that will go and be banked for future years.

Also, in addition to that, there are allowable adjustments that is calculated by the budget software that the State provides and the adjustments are as follows: It can be adjusted to reflect increases in enrollment, it can also be adjusted to reflect increases in healthcare costs which we all know we are being hit with – approximately 15% increase and also certain pension contributions which are the public employee retirement system that the Board contributes to.

Those two aspects – each year there is a calculation and say you go for three years – there is a three-year window where those first of those three years is allowable to be used by the Board towards that particular budget year. You go one more year in the future, that first year of the previous three years falls off – it expires. Now you are in a different window of three years. That is how bank cap works. The Board has access to \$321,000 and based on our history, we have gone up to 2% for the last five years so that part of it is not built into the \$321,000. This is all for adjustments.

Mr. Nufrio stated I will also ask you to reflect on how that will impact the taxpayer. Mr. Brennan stated the way the budget is built right now, it is including the Bank Cap and the total increase for the average household in Union is \$74.97. The makeup of that \$74.97 is as follows: \$60.98 is from your general fund; the balance \$14.28 makes up the \$74.97. Mr. Nufrio stated the \$14 is due to the Bank Cap that we are going to approve if that is the case and that will add to the average additional cost for this coming year. Mr. Brennan stated which will be a total of \$74.97. Last year's increase without using Bank Cap – the straight 2% - it was \$82 for the average household so it was more than this year and that is related to the tax rate – which the tax rate last year was 2.09; this year it has come down to 1.86 due to the increase in the real property in Union and we have an increase of approximately \$4 million so that helps the tax rate of the equation – that is the denominator which is the property values and the numerator is the amount of money that you need to raise to run the school district.

Mr. Nufrio stated I hope that does help to clarify because it did for me. I do understand that the next time we can do the Bank Cap is next year for the following year? Mr. Brennan stated it depends on how the software calculates. Mr. Nufrio stated what we are capable of doing – not what we indiscriminately decide to do. Mr. Brennan stated you are correct with that.

Mr. Arminio stated F-20 – this relates to the upcoming budget in 18-19. Mr. Brennan stated that is correct. Mr. Arminio stated can you explain to me and I'm not against it but explain it to me and I know the tutorial is coming. Mr. Brennan stated April 26th is the budget hearing. Mr. Arminio stated can you explain that we are going to give this amount of money back to the taxpayer – is that what is going to happen? Mr. Brennan stated that is what is happening. This amount in F-20 - \$1,455,000 was our surplus at the end of June 30, 2017 so by statute that money goes back to the taxpayers to reduce the tax burden here in Union. It comes into the 18-19 budget and it is populated in the budget software on the New Jersey Homeroom Site and it is automatically populated as revenue for the upcoming 18-19 school year. Does that answer your question? Mr. Arminio stated no. Mr. Nufrio stated so it is not as I as a taxpayer is getting a check. Mr. Brennan stated no, it goes towards the revenue in the 18-19 budget. Mr.

Nufrio stated so it defrays and reduces what the proposed increase would be for the following year. Mr. Brennan stated yes, that is correct.

Mrs. Minneci stated we will get a tutorial when we come here. Mr. Brennan stated you are going to get a full presentation on April 26th which is the budget hearing and that is when you vote to adopt the budget formally. This is a proposed budget tonight.

Mr. Monge stated this from last year – we did have that slideshow tutorial – just not on the actual budget that we are going to be approving but just in general. Mr. Brennan stated workshops that I created? Yes I have those slides and I can send them out to the Board members. Mr. Monge stated why don't you do that. Also there is the New Jersey SBA actually has a workshop which we can get online. I thought that was helpful as well.

Mr. Brennan stated to further clarify Mr. Arminio's question, this money is in our audit from the 16-17 school year final audit and those numbers are in December and automatically uploaded into the budget software for the 18-19 school year and it automatically goes in as revenue, you cannot change it, take it out, you cannot do anything other than put it towards revenue for the upcoming budget. Mrs. Regis-Darby stated so it goes directly to our revenue so it reduces somewhat what we asked for the 2018-19 school year. Mr. Brennan stated that is correct.

Mr. Nufrio asked why couldn't we use it for the 17-18 school year because it was only realized in December correct? Mr. Brennan stated correct. Mr. Monge stated there is a definition for surplus and it is a calculation that pushes it off to the following year.

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

NAY: None

ABSTAIN: Mrs. Higgins (F-15 to F-20), Mrs. Minneci (F-8 #85992 only) MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-2. APPROVE AMENDMENT TO SRO AGREEMENT – 2017-2018

Approve amendment to School Resource Officer Service Agreement to include the terms of the 2017-2018 School Year, in accordance with the information appended to the minutes.

O-3. APPROVE ADVERTISEMENT FOR SALE – WEIGHT ROOM EQUIPMENT

Approve advertisement for sale of weight room equipment which has been deemed no longer serviceable, in accordance with the information appended to the minutes.

O-4. APPROVE INDEMNITY AND TRUST RENEWAL AGREEMENT RESOLUTION TO JOIN THE NJSIG – ERIC NORTH

Approve Indemnity and Trust Renewal Agreement Resolution to join the New Jersey School Insurance Group – Eric North for the period July 1, 2017 to July 1, 2020, in accordance with the information appended to the minutes.

O-5. APPROVE REVISED PROPOSAL FOR ARCHITECTURAL AND ENGINEERING SERVICES – EXTERIOR WALL REPAIR STUDY

Approve revised proposal for Architectural and Engineering Services for exterior wall repair study in the amount of \$12,000 (not to exceed), in accordance with the information appended to the minutes.

O-6. APPROVE REQUEST FROM THE MAX OF NEW PROVIDENCE AND SPRINGFIELD/UNION

Approve request from The Max of New Providence and Springfield/Union for use of Union High School Parking Lot and Track for the Max Challenge on Saturday, April 21, 2018 from 7:30 a.m. to 12:30 p.m. to raise money for Hope for Lauren Foundation (Certificates of Insurance to be provided by The Max and all food truck vendors), in accordance with the information appended to the minutes.

O-7. APPROVE REQUEST FROM NEW JERSEY INDIANS LION CLUB

Approve request from the New Jersey Indians Lions Club for use of high school or middle school for Musical Night on May 19, 2018 and requesting waiver of rental fees (Certificate of Insurance to be provided), in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Higgins stated we did get another quote on the architectural work to be done and I see that it is much more. Mr. Brennan stated yes. Mr. Monge stated I want to be fair to the other bid. The reality is that the bid was on a scope which was above and beyond what we requested. I am assuming that the guys took that into consideration and it was still recommended the bid that we have in front of us. Mr. Brennan stated that is correct.

Mr. Nufrio stated do we need to disclose the number. Mr. Griggs stated you can say substantially higher.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Brennan stated P-5 will be removed from the agenda. Mr. Nufrio stated as indicated by Mr. Benaquista and Mr. Tatum for further inquiries. Mr. Brennan stated that is correct.

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

P-1. *Agenda item approved at March 13, 2018 worksession (Personnel Actions)*

P-1A. PERSONNEL ACTIONS

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

P-2. *Agenda item approved at March 13, 2018 worksession (substitute lists)*

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Retirements

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences. (May include Substituting history)	Attendance to BOE meeting
Regeski, Annette	Part Time Bus Aide	Transportation	3/1/18	Retirement	09/03/2003	TBD
Soranno, William	Teacher of Science	UHS	6/30/18	Retirement	09/01/1974	N/A

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Redfern, Ryan	Social Studies Teacher	KMS	6/30/18	Resignation	
Rios, John	Part Time Bus Driver	Transportation	3/15/18	Resignation	
Zarinyan, Exavier	Part Time Café Aide	Liv	3/12/18	Resignation	
Jeter, Michael	Teacher of Mathematics	UHS	4/6/18	Resignation	
Savino, Mary	Paraprofessional	Franklin	3/24/18	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Leave of Absences

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Dos Santos, Cassiano	Health & Physical Education Teacher	CF	2/28/18-3/13/18	Unpaid Paternity Non FMLA/NJFLA	Correction to previous approval. Does not meet FMLA/NJFLA requirements.
Ford, Erian	First Grade Teacher	HC	Extension Return of 9/1/2018	Unpaid FMLA/NJFLA (Concurrently) Followed by Unpaid Non FMLA/NJFLA Maternity Leave	Original leave began 10/13/17. FMLA/NJFLA entitlement time up to 12 weeks.
George, Kristy	Special Education Teacher	UHS	2/28/18-Return 4/11/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Hutter, Lisa	Kindergarten Teacher	Liv	4/30/18-6/14/18	Paid Maternity Leave	Requested the use of sick days only at this time.
King, Nancy	Custodian	UHS	2/13/18-Return 4/26/18	Paid Medical Leave followed by unpaid FMLA leave.	FMLA entitlement time up to 12 weeks.
Nichols, Shirley	Elementary Teacher	Liv	Extension Through 4/30/18	Unpaid FMLA Leave	FMLA entitlement time up to 12 weeks. Original leave began 10/17/17.
Teixeira, Rosa	CST/School Social Worker	Jeff	4/13/18-5/28/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Wyckoff, Russell	Health & Physical Education Teacher	Franklin	Extension Return 4/2/18	Unpaid FMLA Leave	Original leave began 12/15/17. FMLA entitlement time up to 12 weeks.

Bullock, Dolores	Teacher-ICR	Liv	Extension Return 4/2/18	Paid Medical Leave	Requested the use of sick days only at this time.
Esposito, Maureen	10 Month Secretary	Frank	2/16/18 Return 4/23/18	Paid Medical Leave	Requested the use of sick days only at this time.
Iovine, Elise	First Grade Teacher	Liv	4/30/18- Return 10/15/2018	Paid Maternity And Unpaid FMLA/NJLA (Concurrently)	FMLA/NJFLA entitlement time not to 12 weeks.
Towers, Pamela	Special Education Teacher	KMS	3/5/18-3/9/18	Paid FMLA/NJFLA	FMLA/NJFLA entitlement time up to 12 weeks.
Ginlack, John	Custodian	BH	Extension Return 6/1/18	Unpaid FMLA	FMLA up to 12 weeks of unpaid leave. Org. leave began 10/16/17

P-5. *Item removed from agenda (approve change of salary class).*

DISCUSSION:

Mr. Arminio stated one of the retiring teachers, Mr. Sarano, he started his career in 1974 as a Science teacher at Kawameeh, coached cross country and track and has been an integral part of our District for 42 years now and we are certainly going to miss Mr. Sarano service for Union. Mr. Benaquista stated we will be recognizing him with all the other retirees later in the year.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) student exited from February 1 through February 28, 2018 (1 from secondary) or a total of twenty-five (25) students for the 2017-2018 school year] who are not domiciled in this school district and two (2) students who will be allowed to complete the 2017-2018 school year, in accordance with the information appended to the non-public minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #240575 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated the Chromebooks for Kawameeh and Burnet continue to run very smoothly. There is a parent google café workshop for parents on March 22nd at the high school.

APPROVAL OF BILLS:

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

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (vendor #85992 only)

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Nufrio stated I would like to read something that is essential – it is a combination of old and new. I wish to extend our compliments, especially mine, to all the Officers, Captain Perez, the Detectives, the County Officers, First Responders and all officials who were summoned by Police Director Zieser and Town Officials to provide a safe escort for those students who marched last Wednesday morning to Town Hall. I personally observed the professional assistance that they provided to our students in such a short notice. Thank you to all.

Mr. Arminio stated I just want to point out that Kiera Powell, a senior at Union High School, has been named second team all-state in bowling.

Mrs. Williams stated I would like to congratulate our kids on the amazing performance of Peter Pan. Mr. Arminio and I went on the same night. Emily was unbelievable at Peter Pan.

Her voice was unreal. The chemistry of the kids was just amazing and our very own Board member's daughter – Sherry Higgins – played Pooh – Liza and Curly – so they did a real phenomenal job and if you haven't gotten the tickets you still have opportunity to go out and see them.

Mrs. Higgins stated they did so well. They worked so hard and they work until 11:30 at night and they did a fantastic job.

Dr. Francis stated this is about the teacher's contract and I know not much can be said but I want to see if Mr. Tatum or Mr. Griggs can elaborate on what is the hold up of finalizing this contract. It has gone on for several months now. We need to have a sit down and finish this.

Mr. Tatum stated I have requested on a number of occasion to do that – the final projects of the clubs and organizations that we were supposed to sit down. Myself and the UTEA actually have mapped out some time to sit down and take care of that. The UTEA has informed me on more than one occasion that they were not going to withhold ratification pending that being completed. To answer your question, the one area we think was the holdup was not indeed the holdup. I am waiting for the business office and report from the schools as to exactly what is in place and what we are paying and whether those new club organizations that are (a) not functional and (b) not approved so we can move on.

Mr. Benaquista stated I do have most of that information. Miss Esposito gathered most of it that we needed today and I was going to bring it to your office tomorrow but obviously it will be either Thursday or Friday. Mr. Tatum stated I am available by phone tomorrow.

Dr. Francis stated can we at least get a sit down/formal date? Mr. Tatum stated I think we are actually supposed to talk about that today – there were three meetings simultaneously. I believe we rescheduled for Thursday if I'm not mistaken. Again my request goes back to 3-4 weeks ago but we finally got these answers in terms of what are the current organizations that are currently being paid for not necessarily those that were approved and that was the main issue we were trying to rectify but the UTEA on more than one occasion indicated to me that they will say that is something that we can complete after ratification. Mr. Griggs anything else on that? Mr. Griggs stated you are precisely accurate on how you explained it; that is exactly where we are at now and in terms of the finalization and ratification by the Board, you will need to have all those included in the approval so that is where we are right now. I am not involved in that part of the process that I deferred to Mr. Tatum, his administration in terms of what activities should occur in each of the schools as it relates to the budget and things of that nature and I don't have any knowledge about that at all but that is where we are at. I did receive an email a month or so ago from the union saying that we are just going to move ahead and ratify this and I responded - the document that I have that both sides sign is not complete – everything else is complete. We just need to finalize what Mr. Tatum talked about.

Mr. Monge stated where are we with Mr. Tatum's contract? Mr. Griggs stated I can't talk about that in public session. I have to talk about it in executive session.

Mr. Monge stated expanding on the march. I think first and foremost we have to totally complement our students at Union High School. They were quite amazing. I was there and I was blown away. Many of the parents that were there not only how they lined up at the football field which was quite amazing on how that was organized and in fact everything that I saw, I saw students leading students. We had some staff people there but it was students leading students and it was pretty amazing and then going to Town Hall – obviously kudos to our Union Police and the district security but the reality is they could have taken the day off. Those students were amazing and it was a blessing for me to be part of that with my son and walking all the way down to Town Hall and then leading to the speeches that many of the students provided and it was amazing to listen and that was the biggest message here. Not only civil liberties, they had the right to do that, but also they wanted to be heard and they were heard. They wanted to be talked with instead of spoken to.

One of the things that came out of that which was quite amazing as well was Mr. Lowery and Mr. Erdman – the support that they got for those kids and how they chanted bring them up. The kids expressed how much their leadership meant to this whole process. I think they should totally be commended for that. I think these students should be recognized. I think the Board, while this wasn't an official sponsored event going to Town Hall, the 17 minutes of silence and the coming back to class and doing what they said they would do was quite amazing.

The last thing I want to say about this was there was one student and I wish I had her name, she read a statement from one of the students that wanted to be there but couldn't be there. What is your name? Student stated Maria Fonseca. Mr. Monge stated so a lot of people were taken by that speech on behalf of her. One of the things that came, not only from that speech, but one of the things that she mentioned in her statement was that going through these drills and the fear of going through those drills in a wheelchair and I know that we have made it a point to make sure that our evacuation drills include the knowledge of where our kids are in each of our schools, but she made a great point – she said how about when there is a substitute? Again listening to our students because they are there; we can't tell them what they are feeling – they are the ones that are feeling that – that is something that we totally need to make sure it is part of our process and if we have a substitute aide or teacher that we understand that they know before they come to work what the drills are and maybe this is in place already but the statement was we actually have had based on the students some subs that didn't know what was going on. Mr. Benaquista stated or multiple employees that respond to the children that need the service. Mr. Monge stated that is something to hear and as we start talking about security measures and the like, I think it would be smart and intelligent for us to try to include some of the student leaders to participate and offer their two cents as it pertains to how we can better our security measures in our building.

Mr. Nufrio stated it was my intent to comment after I complemented all the police and the officials that I personally observed myself all the students on the field; it was very well done and I do extend that complement to you but I also believe that all the services that came for your assistance needed to also be complemented. You were well organized on the field.

NEW BUSINESS:

Mr. Nufrio stated under new business I would like to pass out these packets and then I will give a quick intro to what this is about. Mr. Tatum, Mrs. Minneci and I met yesterday with Officer Victoria Smith of the Union County Sheriff's Office. This has been something that Mr. Tatum and I and Mr. Griggs shared with Sheriff Corvelli – the newly elected Sheriff. It was his idea that he brought forward to me at the Town Hall last month when we recognized Board members that he wanted to offer an opportunity for us to take advantage of a particular specialist that he has in his office – Officer Smith. She agreed to meet with Mr. Tatum and his cohorts, which consisted of Substance Awareness Counselors and Central Office. It was scheduled a week earlier but due to the demonstration, it would have been difficult to try to meet with Mr. Tatum.

We scheduled it for yesterday and we had a really excellent meeting which included the SACs, Mrs. Minneci, myself and Mr. Tatum.

Mr. Tatum stated what we found pretty much rewarding was with this opioid epidemic and statistics that actually go along with a number of cases here in New Jersey as well as across the nation. It was an eye opener for both of us who are not as astute on some of the issues pertaining to the use and abuse of these substances and how they are actually impacting on our students and society as well.

One of the things that we talked about was how we actually infuse this program into our schools. Basically as an awareness program for our students and staff. We planned a second meeting where we will be sitting down with our middle school and high school SAC and planning schedules on how we can implement this particular program.

I will say this – Officer Smith was very encouraging. She really has the temperament that will go well with our staff and students. I know Mrs. Hall had heard her speak in another forum and was impressed with her. I don't think and it is important to the community that we will be mistaken by having her come into our schools and work with our students and staff because again what she presented to us was very eye opening and there is an old saying that as much as you think you know, you realize you don't know as much as you really think you do know.

Mr. Nufrio stated the information she shared with us was shocking. In the 21 counties she indicated our county was No. 9 in the number of instances that required the emergency services to assist someone who perhaps overdosed. That alone was alarming but when I asked the question on how many of those were children, thankfully we were relieved to hear that it did not involve children – mostly adults. It is incumbent on all of us to bring to you as much information that you can possibly absorb and certainly reflect on and this will be with the middle schools – 8th grade and the high school – all four grades. It is not designed for the elementary or 5th grade, they already have DARE. It is mostly for the 8th graders transitioning into the high school and of course all the high school students. She is going to work with Mr. Tatum to schedule when these presentations will occur and hopefully all students and parents, in fact, she also talked about parental presentations as well which she will schedule either during or

afterwards. It is a crisis. It is one that we obviously didn't know that it was that prevalent; but it is statewide and national. It is getting worse and that is all I have to say about that.

Mr. Arminio stated I have a resolution that is about five years old and if I can read it into the record:

Resolution: Request that the Auditorium at Jefferson School be forever named after Dr. Theodore Jakubowski and a plaque be placed at the entrance of the auditorium to commemorate the Board's Resolution;

Whereas, Theodore Jakubowski is a life-long resident of Union who spent many years dedicated to the education of our children and;

Whereas, Theodore Jakubowski began his career in 1969 teaching math at Burnet Junior High School and coaching wrestling and softball; and

Whereas, Theodore Jakubowski became a guidance counselor at Burnet Junior High School and a vice-principal of Burnet Junior High School; and

Whereas, Theodore Jakubowski became principal of Franklin Elementary School; and

Whereas, Theodore Jakubowski became assistant Superintendent under Dr. James Caulfield; and

Whereas, Dr. Theodore Jakubowski became Superintendent of Schools of the Township of Union Public Schools in 1995 and held the position for 15 years until his retirement; and

Whereas, Dr. Theodore Jakubowski was instrumental and under his leadership the reconstruction project of Jefferson School took place; therefore,

Be it Resolved, that the auditorium of Jefferson School forever and hereafter be referred to as the Jakubowski Auditorium of Jefferson School, and that a plaque to indicate such recognition be placed at the entrance to the auditorium in a conspicuous location, and that an appropriate ceremony take place at a convenient time at the location of Jefferson School, and that the Board of Education invite Dr. Jakubowski to attend the ceremony.

Moved by Mr. Arminio, seconded by Mrs. Minneci, that the following resolution be approved:

APPROVE RESOLUTION TO NAME JEFFERSON SCHOOL AUDITORIUM AFTER DR. THEODORE JAKUBOWSKI

Approve resolution requesting that the auditorium at Jefferson School be forever named after Dr. Theodore Jakubowski and a plaque be placed at the entrance of the auditorium to

commemorate the Board's resolution, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated I think I talked about this about five years ago with Mr. Nufrio and previous Board members and I think it is time. The auditorium at Jefferson is not named and I spoke with Dr. Jakubowski and he knows what I'm doing and even though he tried to resist a little bit I said too bad. I talked to Mr. Tatum and told him what I was trying to do and I talked to the principal at Jefferson and said what I was planning to do and she had no objection.

Mrs. Richardson stated I had my children in school when Dr. Jakubowski was Superintendent of schools and I did put him in high regard. He was a very good superintendent and did a good job. I agree he should have some recognition for what he did for the Union school district.

Mr. Nufrio stated the only thing I recall was 5-6 years ago, as you said, there was a resistance – it was posed and it had to do with the person still being alive. Mr. Arminio stated we changed the policy. Mr. Nufrio stated of course he is still alive and sometimes it is good to be recognized while you are alive. Mr. Arminio stated if you can recall there are a number of places in the Town – the administration building is the Caulfield building and that was named after Dr. Caulfield many years before he passed away. State Hubert Road was named after Dr. State Hubert, the former superintendent and that was named long before he passed away. The only thing I'm not aware of is there anything named after Dr. Hazard, he was a superintendent for a long period of time – the weight room possibly.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge stated I have two new business items – one is I made a request for greater elaboration on the legal bills. What I'm asking for is and it will be helpful for all Board members is as we have items that are listed on the legal bills that we understand what was the cause of those services. I gave an example that my name is on because Mr. Griggs and I had a discussion so it was noted. I would like to have that as part of the legal bills. I will assume that will not be an issue.

Mr. Griggs stated it is up to the Board and with one caveat and that is when we do bills, we are very aware of confidential information and attorney client privilege. Mr. Monge stated I understand that. Mr. Griggs stated other than that however you folks want the bills. They have been the same for two years. I'm fine just tell me if everyone is on board.

Mr. Nufrio stated that is something that I asked two years ago when I asked for specifics because it was nothing being itemized and certainly to identify the costs attached or what was attached to the cost is what I have seen for the last two years is certainly there.

Mr. Griggs stated just for clarification – if we do a letter to Mr. Tatum, what would you be looking for. Mr. Monge stated I will give you something specific – if you are being asked to write a resolution then it should state who is asking you to write a resolution. The second part of this is that I think we need to better define as a Board how we are using our Board attorney. I know that Mr. Arminio was canned from being policy chair and he got a letter from the Board attorney which could have been a simple conversation with him. We shouldn't have to pay.

Mr. Nufrio stated you are slightly out of order right now because you are talking about Board members and a letter which is constructed. Mr. Monge stated let me say it different – the Board attorney should not be asked to do things that is going to cost this District money that could be done in better cost effective ways. I think we need to look at that including which meetings he attends because my understanding of the Board attorney in the past when I first got on here, he was not at every committee meeting. The point here, ultimately at the end of the day, is about trying to save the District money. We actually made the change to go with an outside party to save money. Let's not take steps backwards and make sure we are using the Board attorney appropriately. Mr. Griggs I would appreciate it if and I think it is something you can do other than the special services issues. Mr. Griggs stated you are talking about the invoices, yes that is fine whatever you want – not you, the entire Board.

Mr. Monge stated the last thing is I would like to make a motion to open up negotiations with the Superintendent on his salary. Mr. Griggs stated first of all, he hasn't been riced. Any time you are talking about the superintendent or any other personnel – you need to rice a person. Mr. Monge stated you didn't tell me that when I spoke to you. Mr. Griggs stated you didn't ask that question. Mr. Monge stated I did Mr. Griggs I had a conversation with you about that but if that is the case then that is the case. Mr. Griggs stated what I suggest you to do and that is certainly a personnel matter and it should be discussed in executive session among the non-conflicted Board members. Mr. Monge stated I appreciate that but I did bring it to your attention at a worksession and you told me something different and it wasn't that he needed to be riced, you had an opinion on that. I just want to make sure and I will follow that but that is not what I was told when we had the conversation.

Dr. Francis stated can you elaborate as to why Dave Arminio is no longer the policy chair. Mr. Nufrio stated again that is something that is not to be discussed. Mr. Griggs can you comment on that. Mr. Griggs stated under your Board policy, the President selects the members committees. Mr. Monge stated selects but doesn't necessarily remove. Mr. Nufrio stated it is not to be disclosed publicly – that's the policy. Mr. Griggs stated if you review the policy, it states that he appoints the committee and obviously he can appoint a chair person to the committee. Obviously, he wants to change the chairperson of that committee, he can do it. Once again it is your Board policies. If you want to change that, you should revise your policy.

Mr. Monge stated even if one would read it that way which I can see the process, have you ever been directed by a board president in that manner? It is beyond me. You are the lawyer and should make the money. If someone tells you to do it, you make the money. Mr. Griggs stated I would take exception to we make money. Mr. Monge stated you do services. Mr. Griggs stated we provide services like we do in a lot of districts and that is the contract we

have. Mr. Monge stated that's the point, you are right. Mr. Nufrio you don't have to answer – so the question to you is why could you have simply used your power to be able to remove him without having to go to a lawyer to write a letter and we have to pay for that when you could have simply taken him to the side.

Mr. Nufrio stated at the risk of crossing into lines that you are not privy to because there was communication between Mr. Griggs and Mr. Arminio which precipitated the follow-up and that is all I will say about that.

Dr. Francis stated as a Board member I think we all have the right to know. Mr. Nufrio stated that is all I'm going to say about that Dr. Francis. You are out of order – Mr. Griggs. Mr. Griggs stated Dr. Francis you are out of order. You may have an opinion. Mr. Nufrio stated it is not for public discussion. Mr. Griggs stated it is up to the President. If you put somebody on the committee as the chairperson and if that person becomes ill or something like that, he has a perfect right as a board president to put somebody new there like yourself on that committee. By way of example, if they are ill, not able to do the job, whatever reason, the board president can replace that person and put a new person in or a different person in and serve as chairperson and that is not unusual. Dr. Francis stated I'm not asking if he has the right, we know it is in the policy, what his role and what he is allowed to do, but just as a Board member I'm hearing for the first time that he was sacked. Mr. Nufrio stated once again you are out of order.

Mr. Griggs stated you are out of order – obviously if he doesn't want to respond to you, he doesn't have to respond to you. Dr. Francis stated listen I heard... Mr. Nufrio stated Dr. Francis once again I'm asking you to stop. I don't think Mr. Arminio needs an agent or an advisor, he can reach out to me very easily as it could have happened before. There will be no more discussion on this. Any discussion will take place between myself and Mr. Arminio. I ask that you not make those comments because the public out there will hear it as well.

Mrs. Regis-Darby stated to change the topic – we know how it is for early education and early intervention so I'm going to ask the Superintendent for the 2018 school year to think about starting an all-day pre-k. Mr. Tatum stated we are taking a look right now at the enrollment of our pre-k in each of the buildings. There are some enrollments in some buildings. There are at least two buildings that may be possible and Mrs. Moses and I will talk more about this when and where the possibility but it is something that we had looked at as an idea even last school year. Again, with the consolidation of some of the classes last year and the timing was not possible. We will take it under advisement and look at it as a possibility as we study enrollment in each of the buildings.

COMMENTS FROM THE PUBLIC:

Mr. Nufrio stated based on one of the visitors last week that declined to give the address, you can certainly do that as well.

Maria Fonseca stated thank you on behalf of all the organizers. We were so happy with how the march went and thank you for the Board members that did show up. I would like to note something. Several witnesses came up to us saying that they saw and heard a particular Board member speaking during the 17 minutes of silence quite loudly I might add because I

heard a voice from the bleachers where I was standing with all the other organizers. Other than that, thank you to everyone who came and remained silent.

Cathy Arminio stated parents and other supporters should be so proud of our Union High School students. They joined the thousands of other schools in our nation to let their voices be heard in protest of school gun violence. Hundreds of students lined the high school field and stood in complete silence for more than 17 minutes. They walked respectfully to Town Hall to speak. I am so proud of my former students and those that were not my former students. People of my generation protested the Vietnam War. We cannot diminish what you did by comparing it to our protest. We were protesting a war but you are protesting a war where you are the victims. You are speaking because the children of Sandy Hook were too little to speak for themselves. You are speaking because you want a future - the future that the Sandy Hook children do not have. I hope because of your voices progress will be made to control assault weapons and keep all of our children safe and secure. If you could have walked with them and witnessed our students, you would have been so proud of them. They were terrific. Thank you.

Sienna Boku stated like someone said during the meeting, we don't exactly know what we don't know or we think we know more than we do. I went through a lot of Board policies which I have here and highlighted all of it. If you were there you heard me talk about mental health and what I believe can be implemented. To read a couple of statements from Board policies – the Child Abuse and Neglect – File Code 5141.4 – it says the Township of Union Board of Education believes that a child's physical and mental wellbeing must be maintained as a pre-requisite through the formal education process. Next, Student Suicide and Prevention and Crisis Intervention – File Cod 5141.5 – it says the Township of Union Board of Education recognizes that depression, self-destruction or possible harm to others are problems of potentially increasing severity among children and adolescence. A student under severe stress cannot fully benefit from the education program and may pose a threat to their self or others. We have the definition for the SAC – this is in substance abuse and is File Code 5131.36 and it is Substance Abuse Awareness Coordinator/Student Assistance Counselor. I have a little hesitancy with that because I feel that should be two jobs. The substance awareness coordinator and the student assistance counselor – it is all good policy but it is not a one person job. It is kind of helpful to have demographic presentation he shows the student numbers that we have in this building. If you do it by the budget – it's projected not actual – if you do it by pupil cost, the student support services is about 10% but those services are allocated necessarily or unavailable to the entire population just because of the access and functionality. If we are going to talk about budget specifically, the non-distributed part of the budget, guidance plus the child study team – if you add those funds together and then divide them by our total budget, it is about 3.977% of the budget for all of your students and I find that is a challenge when national statistics tells you how those services should be utilized and used throughout the district. It is 1 in 5 affected by mental illness which is 20% and you have 4% of your budget allocated to those resources and those are all of guidance so college readiness – your child study team, you can't use those unless you are suicide risk or crisis intervention so you are getting sent out so you can only use those services if you are being sent out and that narrows the population that can use that. So you basically are deferred to the SAC and we only have two of them in the high school. If you use the national statistic of 1 in 5 and how many students in the building, we would have 453.8 students within the high school group that is affected by mental illness in accordance with the national statistics

and I'm getting them from the National Alliance on Mental Illness so they are well vetted and founded statistics. If the SAC did not have to do all the things that are within this book, but with counseling services that are offered in the high school which includes group counseling, crisis intervention and other number of services, if they only did individual sessions and they saw nine students a day which would be one per period not counting that they would have a lunch, they would only be able to see 90 students every two weeks if they did that two weeks straight without having any other things to do like the opioid crisis, getting pulled out to the Board Office and not being able to be with students that need them, not doing group counseling when they get sent out and go with them. I think that we should have more SAC and their job should be very specific so they can perform it. There is a lot of stuff that they are responsible for and there are only two people in the building. So that is something that I'm asking from you. I would like more SAC if that is not a possibility we have two positions in the high school that have to do with ISS office so I feel that those people should be trained and go with students that are sent out because when you can't get the parent, they need to be sent out so why would it be SAC that would have to cancel two groups and individual sessions when another faculty could go out. It actually would be a little restructuring but I wanted to bring that to your attention because it is something that I'm going to look into and I'm going to hold you guys to it. This stuff is tangible.

Mr. Nufrio stated thank you for doing your homework on this. Mr. Tatum this is your ground. Mr. Tatum stated one of the things that I want to say is I don't toot my own horn because it is not my style – I'm far from that and I'm the type of person who tries to come up with solutions.

I want to talk about something that happened three years ago when I became Superintendent I took a look at this District as a whole and held a meeting with a select group from around the District representing all levels and I started my meeting by asking that question – what is wrong with this place? And that is how it started. One of the things that I recognized two years ago is that there was an issue at Union High School where there were a number of students that did need additional assistance. That second assistant coordinator you have was just put in this high school about a year and half ago and I'm going to take credit for that for a change because that came from me. I'm listening to what you saying and I'm shaking my head yes and one of the things that I'm going to credit myself for is taking the resources that we have in this District and repurpose them and reutilizing them to assist children and this what it is all about. Despite the fact the way some people may feel about some of the things that I have done in this District but it is all about you guys. Let me say something else to you too. Sometimes I don't always wear an eagle on my shoulder as the Superintendent of schools because I don't look at this job as a procedure, I look at it as a calling if you will.

The other day when I was standing on the bleachers and I watched the students gather on the field, I learned something – I learned something very valuable. What I learned was I am responsible for all this and it hit me just on that day – you are the Superintendent of Schools and you are responsible for all of this. Let me say this to you, I take nothing that anyone says lightly in terms of responsibility of being the Superintendent of Schools and certainly those issues that you bring forward are issued that I have been fighting for for a long time before I became Superintendent of Schools. So continue to bring your concerns to this Board and me and however we can repurpose it and making it better for you, you have my support 100%.

Abby Higgins stated I like to first start by thanking Mr. Monge for being very supportive on the whole walkout and march to Town Hall. I do appreciate him bringing up the lack of training when it comes to substitute teachers as well as every faculty members when it comes to lockdown drills and other security protocol. File Code 5142 – Student Safety – Safe Education and Training states all teachers shall be familiar with the provisions of this program that particularly concern them. The Superintendent shall inform all newly employed staff of school safety rules and regulations within 60 days of the effective day of their employment. All district employees will receive the appropriate in-service training to recognize and respond appropriately the safety concerns including emergencies and crises in accordance with the district's plans for teachers and mechanisms. Apparently that has not been done because there are staff members employed in our school district that do not know the protocol for these different emergencies and crises. I ask that being taken care of as soon as possible because we have had lockdowns, real lockdowns – I was in the cafeteria for a lockdown when there was rumor of a gun being in the school and it was scary because we know that probably can happen. I think that is a very relevant issue that needs to be addressed.

Also I would like to talk about school security safety. My main concern is with identification in schools. As students we are required to wear ID's and I'm not going to hide it and lie, we all take them off as soon as we get into school and I don't think that is o.k. I think that in the future we should implement scanning. At the Union County Vocational Technical School, the students are required to scan into school every single day. If they do not have their ID they are given a temporary ID and we do that here at Union High School which is good because we register the students in the system and if they are in the system they are given a temporary ID and they are allowed to go about their day in class.

I think that this scan which will definitely cost money and definitely we can't implement tomorrow but it will let us know who is in the building at what time and exactly who is where. I think this is important because one it will help with attendance tremendously but also security and that is my main focus today.

Students understand the weak spots at schools, we know the ins and outs, we all know how to penetrate the building, you can't lie, students walk out of school and that happens once in a while. We know there are flaws in the system and I think that it is important that as a Board and as a District that we address the flaws in the system and the schools and we need to really focus on these flaws and starting with the IDs.

Student Julia mentioned to me that two days in a row her ID was not checked. She could have been any random person walking out from the street and she was in our school for two days and not identified as a Union student. The fact that it happened is scary because knowing that someone I trust and I know can enter the school without identification means that someone I don't know and I don't trust, that we can't trust and we don't know as a District can enter the schools so that is something that needs to be addressed and that starts with just making sure that security personnel and administrators are checking ID's because there are security guards and chatting and not really checking ID's which is helpful if you don't want to get a temporary ID and getting detention after having five of them but I don't believe that is o.k. either. You are

more likely to get caught for breaking the dress code than for not having your ID. You can slide by without an ID more often than you can slide by without ripped jeans and there should be a priority check and that is definitely number one.

Mr. Tatum stated Mr. Benaquista will need to address a couple of concerns that Abby spoke about. You may have been a fly on the wall at a meeting I was at today because most of what she said was things that we did cover. Also the personnel piece of that.

Mr. Benaquista stated I have to say that every employee is trained. As far as the carryout and the implementation of it, that is another story that we will have to investigate but I can reassure you that monthly before any one starts work, they are trained – substitutes and new employees.

Second, like Mr. Tatum said we did meet with the local PD today to also address many concerns that they wanted to meet with us about. We are working jointly. One of the things that the police granted us today is that they are going to be doing within their zones, they will be making routine stops at schools – to walk through the building, to check the outside. The local PD do not have to allocate resources to that. We approached them and we think it is a good idea. They can't afford to put someone in place at our schools but we are also talking about stuff like that for the future as well. This allowing our local PD to be comfortable in checking into a building like any other person and walking the building and seeing the perimeter and making sure that they don't notice anything. Again it is for the safety of all people – students, employees.

As far as some of the other things, I did jot down some notes, I will address the security things, the ID thing you brought up. I would love a scanning system – it would document where people and when they entered and when they left. That is another thing that we brought up today. I can reassure you that our relationship with local PD is excellent. The Board just supported close to half million dollar project to replace the radios because the Town had to upgrade their radios and that is for our schools to have direct 911 and local PD is there. If you dial into 911, you don't know where that call is going. By the time it gets to local PD, the response time could be minutes and we know that minutes can save a lot of lives. The Board supported that effort because the Town was and we said we weren't going to go without these radios. Mrs. Moses, myself and Mr. Tatum met with all our principals and Mr. Ardito from security and what are your security concerned in your buildings and I am putting together a presentation for the Board that these are our concerns. Whether money is now allocated to those projects, I want to put together a more accurate and recent plan of where we think our concerns are for building security and for our students. We are not stopping here and there is a lot going on and every day you hear new incidences and I can reassure you that we talk about it all the time and we are constantly trying to plan and like Mr. Monge said we do drills all the times. We do drills with local police, county and we are always trying to get better.

The police has a test course just to enter the building if something should happen. A lot of resources are going into it and we are not going to stop talking about building security and I will talk to Mr. Tatum because maybe in the near future I will come down to the high school and get a group of students and talk to them about what they feel and what their concerns are and of

course with the support of Mr. Tatum – just to hear what you feel because I do take everyone’s perspective into it.

Mr. Tatum stated look forward to seeing publications coming out on what we are talking about tonight regarding the Union Police Department and the school district partnering together for safety purposes – that is forthcoming and I expect our public relations group to work with the Union PD along with their public relations person and put out a joint statement that this is the direction we are going in. We are also talking about revamping the type of officers present in our buildings; it something that has been going on for a while now and we held discussion about that and I want you to understand that none of this is being taken lightly. We take very seriously the security and safety of our students. It is one thing to talk about it but it is another thing to act on it. I was the one that made a statement about sometimes you think you know stuff but you don’t really know at all. Every day we continue to learn and we continue to look at options to make your day at school that much safer and our staff as well.

Mr. Nufrio stated there is something that both yourself and the young lady – Mrs. Minneci and I had a discussion yesterday and it was after we spoke with Officer Smith – I will let Mrs. Minneci relay to you what her thoughts were and we haven’t yet brought it to Mr. Tatum but this is a good time as any because it really does belong tonight being both of you have spoken about specifics that we need to look at and yours more so for safety and the other more so for mental health and all the personnel that Mr. Tatum and his staff because again personnel – the assignments in personnel – that is all Mr. Tatum’s office. We still say aye or nay as to his recommendation. Mrs. Minneci can you just elaborate on what we were going to relay to Mr. Tatum’s office.

Mrs. Minneci stated in the last week or so with everything that has been going on and I taught for 39 years in high school and went through evacuation drills, the lockdowns and everything and I thought about it and I thought maybe this would be a time to try to get a group together – Mr. Tatum, Mr. Ardito, Mr. Nufrio, another Board member, students, parents, PTA President or whoever to get together to brainstorm and to come up with some ideas. You are at the school and you know how you feel and bring that to us and Mr. Tatum, Mr. Benaquista – come up with a plan, an idea, something that we can all work together to make everybody feel safe. My kids graduated from here in 2005 and 2006. Some of the things that you guys brought to us last week upset me. The fear that somebody can come in any door and we all see what goes on. So this was an idea that I came up with and shared it with Mr. Nufrio and I thought maybe we can do something like that – a round table or whatever you want to call it but involve everybody, especially you guys because you are a big part of this. You know the happenings every day in the schools – the teachers, the principal – come together as a group with some good ideas and how we can make you safe and the community safe.

Mr. Nufrio stated you have some very serious concerns and I think if Mr. Tatum decides to and perhaps put together this group of individuals to brainstorm and it is really about brainstorming and bringing to him ideas and obvious concerns that you may have had and still have – like checking the IDs etc.

Mr. Tatum stated three years ago I put together a group called the districtwide planning committee and in doing so Board members, parents, students if need be, community members are all welcome to come. We were meeting every month on a Tuesday at 6:30 p.m. in the Administration Building. If indeed this is something that students want to proceed with it is certainly something that I would entertain right in that forum where the groups of people who are concerned can come and sit and talk with me about those concerns and with the administration. Mrs. Moses was part of that committee, some of the community members and some are here tonight – some of the Board members and parents. I don't think we have to recreate anything, I think we have a forum if indeed people take advantage of it, we certainly can talk about those issues. The whole purpose of that committee is how to correct what is wrong with that place and that was the whole purpose of it was. After a while when you discuss many things and what we talked about tonight about the needs in the District – the demographic study for the enrollment studies – all that evolved from discussions that we had at that particular level. This may be another one of those areas where we may need to discuss and those that are interested in having those discussions, I'm available on the 4th Tuesday every month – 6:30 p.m. in my office – so the invitation is there.

Mr. Monge stated one thing that I failed to mention in our conversations yesterday when we started to talk about security measures and I said we know and we don't know and while these concerns especially the inside of the school, my suggestion to the EI folks is there are security consultants that come in and evaluate your building and talk about where your gaps are, security vestibules and talking about some schools that you enter is a huge hallway – and we are saying take a step back and have someone come in here and assess our schools and look at the best way to execute but also what is the most feasible way to spend our money to be able to get to the best solutions.

Mr. Benaquista stated every year we get a security grant – not big but sometimes we are spending on maintenance, cameras and stuff like that and this year we did hire, and you guys approved, a company to come in and the first part is looking at our Districtwide Emergency Plan – updating that and with that they will give suggestions. When me, Mr. Tatum and Mr. Ardito met with them we spoke about Phase II already – getting them in here to do exactly that – giving a harder look at our buildings, the layouts of our buildings and things that we can do. But there is someone who has already started that process of doing that and it is an outside company that has good marks as far as doing this for other districts.

Mr. Monge stated we need to share that because that really didn't come out of that conversation and we are talking about direction on what we are going to do and I think we need to make sure we have the right people and no disrespect to any of our folks but just making sure that we have the best people being able to direct us in the best possible way to offer the best safety.

Susan Lipstein stated I am really glad to see that the Board is taking seriously our students. I was at the 17 minute ceremony and I walked to Town Hall with them and I'm really glad that what you are doing tonight is listening to them and what you are planning to do in the future. I was thrilled tonight to see the report about our progress in technology and I just want to go through a quick history on how we got there because I don't know if everyone knows.

As of 2013, we really didn't have any kind of technology plan. It was hap-hazard. Each principal was trying to squeeze out their own technology – nothing fit. 2014 started a change and I don't think it was a coincidence because that is when Mr. Tatum was made Superintendent and we also had an election that Mrs. Zuena, Mr. McDowell and Mr. Nufrio got re-elected and that is when we started to talk about doing an audit and from the audit we went to we need to hire somebody to be in charge and that was Sandra Paul and then we found the money and I don't think that was a coincidence and that happened around 2015 when Mr. Monge got on the Board because we were constantly told but it wasn't but there actually was and he might want to explain how that happened but it happened. As a parent I had been asking for 15 years and I have been going to these meetings for 25 years and I probably have the longest history of anybody here because I always wanted a better district and a better school system for our children. Education is a passion in my family and I said I would put two and half cents in but nobody was listening to me. I hope you do listen a little bit to me and to the adults as well and that is what happened. Mrs. Regis-Darby knew how to do what you needed to do with technology and education. The stars aligned. We had a good board that was very cognoscente of the need for technology. We did it professionally. We hired professional people. We went from 2014 to 2018 being a bronze being applied and I want to complement all of you who did that. We can't go backwards and everybody needs to educate themselves on how we use technology. Annie Moses who knows curriculum inside and out and knows how important it is and we have teachers here pushing it. We were always getting applications from our technology in my persona as President of the Township of Union Board of Education Foundation.

I do have a concern that I have to bring up and it's the concerns I heard tonight about the policy committee and the fact that someone with a great deal of experience, who I respect because I watched this man and also we didn't have policy, they weren't updated, they weren't online you couldn't find them, it was a big mystery. Mr. Arminio got on and he worked like the devil on those policies and he is very professional and he moved us very quickly. Right now I took a quick look to see who is on the Policy Committee – I'm not saying anything against these people but they don't have the experience. Mr. Nufrio stated please don't because you will be out of order once again because you are talking about board members. Mrs. Lipstein stated I think it is public information that I'm talking about. I think Board members are public figures they are not personnel. Mr. Nufrio stated your comments about Board members on that policy I would ask you to refrain from doing that. Mrs. Lipstein stated I did send you an email Mr. Nufrio because you did send me an email that you respected my opinion and you wanted to hear my opinion and I appreciate that but one of my concerns was about the imbalance of the committees and the fact that we had a lot of inexperienced people on a lot of committees – that is a public comment.

Mr. Griggs stated that was so noted a couple of meetings ago. I believe in the worksession. Mrs. Lipstein stated board members are public figures I don't think they are anonymous so that is my particular concern that we need to make sure people are experienced. Thank you very much and hope everyone stays safe. As the Ed Foundation President I want to thank everyone who supported the pizza.

Antoinette Thompson stated I am going to voice my opinion and thank you for allowing me to do so. Early education is a very important part of my belief and I am now been living in Union for the past 6 years. I have two young children and I also have a son who is attending Union High School. The point that I'm trying to make tonight is I think we should really consider having all-day pre-k in our Township. My daughter is currently attending a school outside of Union and I do believe strongly in community and I think when you consider parents' needs, maybe one of the reasons why and I know you said numbers are low in enrollment for pre-k but one of the things that I thought about is it because it is half days and parents have to consider now sending their students to schools and then whether it is leaving work or whatever it is to find ways to picking up their students to bring them somewhere else. I am really asking the Board to consider having a trial period for pre-k in one of the elementary schools that is all day because I do believe that having children and being part of the community, they should stay with their community. They should stay within their community to build their togetherness of community. They are learning from each other and when you take them out, it is a difference and I really would hope that the Board will consider thinking about an all-day pre-k in our schools.

Mrs. Regis-Darby stated the social-emotional part that we want to make sure our kids get and how important it is and start that right at an early age. Research has shown that when the kids are actually involved in the community, it helps them balance the social-emotional part that we as Board know how important that is. I am going to fight with Mr. Tatum but I don't think I will have to. I am pro having an all-day pre-k and I'm not going to stop. Mrs. Thompson stated I learned from research – when we look at the outskirts of other communities they do have it. Not saying that it is impossible but even in New York they have the pre-k for all and we are changing and we are going in a different direction and I think we should consider that. Our students and our children are very intelligent and the things that they are doing with social-emotional, with educational, it is phenomenal and I think we do need to give that to our community – a fighting chance – we don't want our children to go outside because this is not there.

Mr. Nufrio stated the all-day pre-k has been a topic of discussion for a couple of years and certainly we appreciate your support of that. The Board has often discussed the possibilities but everything emanates from what can be done, fiscally responsible and also whether the accommodations would permit it. As you saw the presentation earlier, there is also a question of space and the increased population that we are expecting. Mr. Tatum has been at least considering all possibilities of how to make this happen.

Mr. Tatum stated Mrs. Darby mentioned that she may want to fight me on this issue but all I can say Mrs. Darby you probably won't have to fight me but you will have to stand in line because there are a lot of people these days. It is noted that this is something we should take a look at in our district. Location is going to be very important because of the enrollment because as you saw some of our buildings have very high enrollment. So a pilot program – we did look about two years ago in one of the buildings in particular because enrollment was low. If you go back 3-4 years or longer a number of classes had been collapsed due to the low enrollment in pre-k but I will say from the transportation end there have been many times parents will request can you have my child transported to a daycare in the afternoon because they need to have half-

day daycare because they can't leave work to pick up their children. I agree with you that there are some needs out there but again looking at the resources and our actual assessment of pre-k as it stands right now, there is a good possibility that it could be under consideration depending on what numbers we generate. Mrs. Moses may have already opened up for pre-k registration. Mrs. Moses stated we started that. Mr. Tatum stated we should have some preliminary numbers soon. Unfortunately people move in over the summer and the numbers change. We will have preliminary information to take a look at.

Julia Cortello stated I wasn't planning on speaking but this subject has pulled me to speak. I want to mention the lack of security. I was that student who had my ID but did not have it checked. It is disappointing to me because you can walk in a crowd or you can see security guards chatting with other faculties behind the desk. There are a multiple security guards there but all chatting with other students or faculty and it is unprofessional in my opinion. It is upsetting as well because I see it every day and I noticed last year I had worn long pants that covered my sandals and they paid more attention to the fact that if I had backs on my sandals and they have not checked my ID. Today I wore this to school and they didn't bother me about that either. It is a thing that they pay more attention to dress code than ID.

Also I have a problem with security fitness because there are certain security guards in my opinion are not fit and not able to do their job God forbid something were to happen. I personally don't trust them and I have had to actually plan out situations God forbid a school shooter were to come into my school. I had to plan out how I would act because I don't have security guards and their fitness.

Also these temporary IDs, it is helpful but when security is not paying attention and IDs are not being checked it is not helpful. I know of students ripping them off their wrist which is not a good thing so that is basically pointless in a sense.

Also the location of the attendance office; I understand that we talked about the layout already but I have spoken about it with Sienna as well, it is terrible and it is easy – I can say if I forgot my ID I would walk to attendance but technically I wouldn't walk there because nobody turns around – I have witnessed it – no security guard makes sure the student goes in the office and I can walk on with my day and not have any repercussion or anything like that.

I also noted today a security ratted on a student for copying homework which in my sense was definitely not needed and it was just not their concern in a sense because they should be focusing on other things such as student safety and school IDs. I would like to end a note with “actions are welcomed but words are not” and Sienna Boku also wanted to give recognition to Mr. Sarino.

Makai Rivers stated so I just wanted to thank everyone again who helped in the march to Town Hall and all of those who supported us. It meant a lot to the students. I personally and other students, this movement was bigger than why we marched. It changed the dynamic of the entire school. For once they were proud to be a Union High School student. A lot of staffers who were proud to be Union High School staff member at the time. Thank you again for all of you who supported us.

I'm going to talk on another issue tonight. Each and every one of you tonight, I would like to see you in the high school, in the classrooms, being proactive with the students so that they actually know that you care about the students. I can speak for myself when I say this is I feel more comfortable now speaking with you guys and knowing your faces set aside from Mr. Tatum and Mr. Lowery being the ones that are in charge. The students would like to see your faces in the classroom and having assemblies and talking about the issues and what are you guys doing to move the school forward and how we are talking about college and jobs – we would like to see more of that from the Board of Education because a lot of times students hear about the Board of Education and they don't know any of your faces. I didn't but it would be very nice and I think it would also change the dynamic of the school if they knew the faces and had conversations and knew that you guys cared about the students. I think that plays a big role and the leadership to students and leading by example and listening to the students and showing the respect to the students and showing respect to each other plays a big role with our students on how they should interact with each other – believe it or not. Students do look up to you and I look up to you guys and I see a professional group of educated people who have a high authority and when you see that and you see how you guys interact with each and I would hope that the leadership becomes a little bit better with interaction with one another so that the students will also do that and interact better with each other. Once again I would really like when I leave Union High School the dynamic of the school to change and have the perception of the school change so you focus on the safety, dynamic of the school changing and having a peaceful school. When you hear people talk about Westfield High School and Millburn High School – it is all so great. When you hear Union High School sometimes, it is sometimes negative. I would like that to change and I'm graduating as a senior so it is not going to change for me right now but for the students from 7th grade, 5th grade and 8th grade coming into the school, they should be able to say I go to Union High School and feeling proud to go to Union High School. The leadership of you guys and the help that you can give to the students by being interactive and proactive with the students in the classrooms and I'm very proactive in my school – just starting with a good morning, a hello, can I help you with anything – that plays a big part. Being in a peaceful school and once again just changing the school as a whole can really make a difference believe it or not. I know my team and everyone behind me right now is open to making it better because that is why we are here for and always remember that the Board of Education is for the students and your job is to make sure that pre-k – to have an all-day pre-k and all the way up to high school – that we are focusing on the students and making what is best for the students and that is all I have to say. Thank you.

Mr. Nufrio stated you made a comment that it is not going to impact you – I want to say just the opposite. I believe you already have impacted the perception. The students that spoke last week and this evening. It is refreshing to see how you have taken the role of being a part of the change. You should pat yourself on the back for being part of that. When you walk away after commencement, feel proud for yourself and fellow students. Even those that did not participate in the march, they stood out there with you. Those that did not go outside, I'm sure they memorialized the situation as many others did. The fact that you have such passion is going to bring you to greater heights, wherever you go – that much I know.

Dereck Watkins stated I coach basketball at Holy Spirit in Union and I just want to thank the Board for their support this year. It really means a lot to the kids and we had a very successful season. We are the CYO County Champs. I wanted to say thank you – I did bring the trophy.

Maureen Dreyer stated I don't live in Town – I'm an English teacher working in the District for 23 years. I am a UTEA member and I'm also the grievance chairperson for the UTEA and I have been working with some members since the beginning of the year with a salary issue that they have been dealing with and I actually came here this evening to thank you on their behalf for finally resolving the salary issue and then I find that P-5 has been pulled from the agenda and I am absolutely dumbfounded that it has been pulled from the agenda. At first I don't know why because it was not communicated to me – I am the grievance chairperson – I didn't learn until tonight and second these members were so happy that it was finally resolved and I don't know what to say to them. I am embarrassed. I would like to know why it was pulled.

Mr. Tatum stated Mr. Griggs will you be so kind as to respond to Mrs. Dreyer. Mr. Griggs stated prior to the meeting there was a Personnel Committee meeting and of course the agenda had already gone out and that was the first time the committee was discussing what you are talking about. There were some questions about it so we thought it would be better to provide the committee with more clarity going forward rather than take action on it and that is why it was pulled from the agenda.

Mrs. Dreyer stated these staff members have been meeting off and on with the administration and have been promised that this will happen – they met several times. I'm dumbfounded and I think it is so unfair to them. To me it demeans the importance of what they do for our district. Some of these members are key members of our Town. I am beyond words. Is it going to be on your next agenda? Is it done? They were told. Mr. Benaquista stated the Personnel Committee requested further information that will be provided and we will discuss next month at the personnel meeting before the worksession the direction that this is going and as soon as we can give you more information. Nothing has not been transparent with all the members. Unfortunately this is the process. We will follow the process and until the process is voted on, unfortunately they cannot get that class change – the members requested information – I will provide them information. Once they get all the information, we will bring it back to the Board.

Cathy Sharpe stated I'm speaking tonight once again as the co-chair of the negotiating team. First of all I would like to thank Dr. Francis for bringing the subject of negotiations up. I also want to thank Mr. Tatum for setting time aside to speak to me and Mr. D'Avanza, my co-chair, and our president on a lot of things but he said he would speak about the sports issue and I appreciate that. What I don't appreciate is that I sat here last week til midnight to get a chance to talk to you and to tell you the feelings that we have – we meaning the staff – from December til now, even though every member on the negotiation team on the Board side, signed off on the Memorandum of Agreement. We sent you the salary guides which we do every contract. Til this day neither Mr. D'Avanza or I have heard officially by letter, mail, phone call, text – I don't care how you do it but nobody had the courtesy to let us know. Are you accepting the salary

guides or not? Is there a problem? Come and tell us and I am very disappointed with the misinformation that was shared tonight about the clubs.

On December 5th both sides agreed to address the clubs in the spring. We said both sides agreed that we can settle this. The clubs did not have to be part. If you look and I'm sure you received from your negotiating team the Memorandum of Agreement that was signed by everyone – the last paragraph states that the clubs will be discussed by committee of the Board, the Association and the administration. Our teachers have been working without a contract. They did not walk out on strike because we felt we were making progress but now you are making fools out of us. We have been waiting to hear. What is your problem? Send us a letter, call me, tell me off the record. I don't care. If there is something wrong with what we submitted let us know but as far as we're concerned, when your team signed off they agreed with everything. Please show us the courtesy that we deserve. We are your staff. We are the people that are educating these fantastic students that stood here this week and last week and made me very proud that I am a staff member and also a mother of a high school graduate from Union High and he would be very proud of every one of you because when he went through you could not get students to sit up here and talk like these people did. It is a credit to them. It is a credit to their parents but it is also a credit to your staff who put in a days' work every day to make these children what they are today. They are not children, they are young adults but your staff brought them to this point and I would like you to give your staff the consideration of getting this contract signed and getting these people to know that you value what they do – day in and day out.

Mr. Monge stated obviously the public doesn't know – not every Board member is part of the process. Maybe it would be great for folks to understand how this process works. Mr. Nufrio stated I can give you a general overview and I think Mrs. Sharp probably knows that the negotiation committee was assembled last year by Mr. McDowell, the former president. Whatever occurred of course is brought forward to the Board eventually certainly ratification is part and parcel of the process but as far as the rest of the Board, those of us who are conflicted like myself, Mrs. Minneci and Mrs. Higgins would have absolutely no part of any vote, ascension or otherwise. It would be up to the six Board members once it is brought to the full Board. There is something that I will clarify but I think the both of you know is that you are not working without a contract. The contract is in concept there. Mr. Griggs stated correct. Mr. Nufrio stated it is a matter of whatever needs to transpire in terms of those leftovers – things that may have been agreed upon by the negotiations committee. Other than that Mr. Monge is absolutely correct there were four members on that committee but the rest of us are sitting and waiting just as you are obviously. Three of us will not be able to vote by law. Whatever has already be said to you by either Mr. Griggs or Mr. Tatum is get that final consensus – meeting of minds which of course would be spearheaded by Mr. Tatum and the committee and then it comes to us – those who are not conflicted. There are six people that are non-conflicted. We should at least have no problem addressing the resolution that will be brought forward.

Mr. Griggs stated to be clear again – I had the impression from the NJEA field representative who participated with the local group that he thought simply that the Board should ratify the Memorandum of Agreement without finalizing specific information to deal with co-curricular salaries. That in my years of experience, is not the way to approve an MOA. It is

either right or it's wrong. I would point out that there was some questions about balancing activities between your middle schools and there are also questions about the budgetary ability of the Board of Education to fund those activities. Those activities are part and parcel of what was proposed by the UTEA. Deferring to Mr. Tatum, that is the part that needs to get closure on and it would never be my recommendation to this Board to approve a MOA without the final MOA having everything in place. It is a big mistake. I have been to too many arbitrations where you approve something and then somebody disagrees and now we are back opening it up or in court having an argument about something; that is not the way to do it. Once there is closure on this, then we are done.

To my knowledge that is no issue on the salary guides but that is not the point. Again I did receive an email from the NJEA representative who feels simplistically that the Board should just move forward and then approve the salary guides and worry about the balance of the contract later. That is not the case. You are talking about money, budget and what this Board will approve or not approve and that is where we are right now.

Cathy Sharp stated I'm listening to what you are saying now. If I'm not mistaken and I was at every meeting – you were there – when the Memorandum of Agreement went around for signatures, you were there. When we put in the final clause about the clubs, you were there. You never mentioned that this should not be signed off on until the clubs. All of a sudden now you are saying it should never have been done that way so then to me it should have been told to us before your team and my team sat there and took each others words that what was in that Memorandum of Agreement were agreed to by both sides. You never said anything about the clubs not being able to be handled at another time and that is why it was written in there so we knew it could be handled at another time.

Mr. Griggs stated I will continue my position that I can't recommend to this Board that they approve a MOA where there are items with no money affixed to it. It doesn't work that way. Mrs. Sharp stated I think that it would have been nice if you said something to us the night we all sat at the table and all signed off on this Memorandum of Agreement and shook each others hands and said what a great job we all did. I don't feel that you did a great job that night. I feel that you failed us because you did not let us know this legality that you are talking about now.

Anne Margaret Shannon stated President of the UTEA – I think everyone knows that the vast majority of the employees of this District are UTEA members – over three-quarters. Without the UTEA, this District simply does not exist. I had not planned to speak tonight. I came here very excited like Mrs. Dreyer. I am so disappointed in this entire meeting. I can't even begin. As far as a little clarification about the contract – we are not working with a contract. We are working with an expired contract and for someone to suggest that is not different, tell that to the people that didn't get a raise for the past six months. There is a difference in an expired contract. There is no salary increase among other things. You heard Cathy speak about the contract and I'm not going to bore you with all the mistakes that have happened in the payroll department. I know Mr. Tatum tries very hard with his schedule and I'm not going to tell you how many times meetings are changed and I understand it and we sit and we take it. I really have come to my wits end. I just really have one rhetorical question – are we

working together or not? Because tonight I heard some good information – some new initiatives; why isn't the UTEA an integral part of new initiatives. For instance it was great to hear about the future ready schools. I wish the UTEA was part of those plans. Many time going back to Dr. J with differentiation where he said we need to do this and I would say why didn't you get us involved in the beginning then we can help to make the roll out that much better. We always feel that everything is top down and then we get so angry and if we had been included we would be able to roll out this future ready schools instead of you guys just saying we are doing this. We want to be partners with you; we want to be part of discussion.

Also the District utilization of the demographic study and that was interesting too and I noticed on one of the screens that there was a principal survey which is important but I'm wondering if you consider that the UTEA should have had a place in that as well. We work with these students every day, don't you want to know how we feel about the buildings. Don't you guys want any information from us? I want to work as partners.

Recently Mr. Tatum allowed Rich D'Avanza and I to go to Rutgers University – the Labor Management School for a seminar on collaborative working relationships. I hope to speak with all of you at another time on that. This weekend Rich and I went to Chicago for the NEA – a similar collaborative workshop.

I am asking that the Board and the central administration include the UTEA at the beginning stages of all these initiatives because we can help make this place better. We do talk to each other but I'm not sure that we work together and I really want to make a change just like the students want to make a change. I want to support a real collaborative partnership so that we can depend on each other and we can help each other. I ask you to consider that. In the future we can get together, get involved in the beginning of all these wonderful initiatives.

Mr. Tatum stated you mentioned about meetings having to be canceled. There is some good news tonight – did you know that there was a commitment that I finally made an agreement to handcuff myself to the UTEA every third Wednesday at two o'clock. We decided that would start in April so we are forging that. Ms. Shannon stated I really appreciate that.

Mr. Tatum stated I want you to share something else with the public that there are times when there are impromptu issues that come up and you guys walk in unannounced and without an appointment and you get to see me so let's make sure that we share that.

Mr. Nufrio stated I know you are addressing the entire dais here but just as you know and I'm sure you don't need to be reminded but for the benefit of those that don't know, the Superintendent and his staff make those decisions as to involving Anne Margaret, those may be discussed in education committee – whatever is decided it is not the Board's action. It may be a recommendation or maybe it was something we were part of the discussion but we don't dictate. We can't dictate who should be and this has to be. We can say possibly and certainly the CEO is Mr. Tatum and I'm not deflecting here I'm just stating a fact so that the rest of us are not – the projection is that we all have a say in this – technically we do but we don't.

Ms. Shannon stated I was leaving on a good note but now I'm getting angry again because the Board certainly has a direct relationship with the UTEA on the contracts and I'm really tired in these last couple of months and hearing everybody dump on Mr. Tatum because yes he is in charge but everyone in this District has a hand in it. That is all I'm saying and it should be collaborative.

Mrs. Rivers stated these students – I'm super proud of them. What carried me throughout the week (inaudible) the word disruptive just boggles me. I must say it was such a peaceful march. My son who spoke and he said that they would drift off into the 7-Eleven or we wouldn't return to class. His speech was impeccable and I'm so proud of him for doing that. Sienna Boku please run for the Board. You deserve this. Mr. Tatum spoke on a calling – this is your calling. You are supposed to be up here. I challenge you all to be a parent first so I have been out of the house since 5:45 this morning and I tell people all the time. I am a parent first, I am a mother first, before I am anything and I am proud of that and you were extremely – I never met you before Mr. Nufrio and you were extremely negative last week and it bothered me that the children that come behind them have to follow that. I just hope that they have encouraged you to do better and to move forward and at least listen to them. Like my son said get into the schools, bring EMS into the school. There was a shooting today in Maryland – no fatalities but there were three students that were shot. Bring in EMS, the fire department, the police department, the Mayor, have an assembly as opposed to having a closed door with four students. Make them feel safe. I think that is your duty or Mr. Tatum – I think those assemblies need to be implemented and it is important to the children – sorry young adults, they are speaking up and I was leaving work today and I said I have a disabled sister and this this and the other to do today and I said I have to go to the Board meeting because Makai's going. Somebody said to me your son is going to the Board meeting for what? I think that is so stand-up of these young adults. Take note from them, they are on their way and they are so passionate. They changed my life. Makai said to me you should see the morale – it has changed in the school and I think that is awesome. I commend you guys and I thank you whole heartedly and I thank the Board for listening. I met some great people. My son started here freshman year and just last week at the march I met some great people and I'm so happy about that. I intend to stay here and I plan on coming to the Board meetings even when he goes off to Montclair State. Thank you.

Paul Casey stated the day after the march it was recorded and I was able to bring that back to my home. I asked my son if he wanted to be taken out of school to participate in the march and he said no and he didn't. His building principal had taken a lead from you Mr. Nufrio and that principal told the school that students who walked out would be punished. Later that evening we found out that wouldn't have happened. In any event, my son said to me after watching the recording of all the speeches given by our high school students that he said you have been telling me that children can change the world and I'm not sure that I really believed you when you told me that but when I watched the video of the students, now he believes it. After that Makai's mom offered Makai to be a mentor for some of the young men in our community and my son's probably home watching this now and my wife texted me during the meeting and said is that Makai because Shawn is really excited now. He is the older of the two Casey boys and he doesn't have the older sibling other than his father to look up to. He is the oldest grandson so all his cousins are younger than him. The opportunity to look up to these young men and women who are representing our district is one that speaks way beyond anything

that happens in this room tonight but will impact a life that will go on for a long time. The influence that you have not just on the culture of high school, it goes out to the other district and students in the younger grades too. Congratulations to all of you.

We really need to take a lead from that. When I first got involved in coming to these Board meetings I was looking at the individuals in front of me at the time and the way they worked with one another was disheartening and the way their leader spoke to the people and the community was also disheartening and there was no transparency and no communication and that was really frustrating. I was nervous that is where we are going again.

Early in a conversation Mr. Nufrio you said you don't dictate but without getting into specifics – but I will give one specific – the resolution, was an attempt to dictate to the Superintendent and the building principal of the high school to punish the students. Mr. Nufrio stated it was not. We can agree to disagree. Mr. Casey stated you are not coming across as a leader who is inclusive of the rest of your Board. I think that is really unfortunate and I would encourage you to take leadership from the students in the room who are inclusive of everyone in their school and led in a way that is collaborative and transparent and respectful and I think you could really learn a lot.

Mr. Nufrio stated what we have here is failure to communicate because if you read that resolution correctly, thoroughly, it was not an attempt to dictate. Mr. Casey stated you said we agree to disagree I don't need to hear anything else from you. Mr. Nufrio stated I do have a right to say something. The resolution stood for what it stood for and that was a declaration of what the statutes are to make sure that the students understood that there was no attempt to stop them from doing a 17 minute memorial. This is why they get a perception that I'm the dictator. There is rule and order that has to be followed and decorum and I have a right to respond to you. I am going to say here is what we have is a failure to communicate and I urge you to read that resolution correctly and thoroughly. No more talk on this.

Mr. Monge stated for a point of information Mr. Griggs is that an appropriate thing because the resolution was not based only on statute at all. Mr. Nufrio stated it was a submission just like Mr. Arminio this evening that he did not also consult everyone.

Mr. Griggs stated you are in the public comment section of the meeting. Mr. Casey has the right to make a public comment and he is just responding to it but it is just a public comment part of the meeting. It is not Board business.

Mr. Casey stated your first comment we can agree to disagree so that is why I left. The kind of comment that you just made is exactly what I'm talking about. I read the resolution multiple times. I am a capable adult who has a higher degree of education so your comment is very insulting. To indicate that I am like somehow unable to read – the fail to communicate was fine but sometimes saying more really you should focus on saying less. Respectful dialogue is what I'm looking for; to begin to insult people that is not necessary.

Pause in meeting while CD is changed for video recording

Man in audience stated he stated he was at last week's meeting and tonight and looking at the reaction from the Board members. He asked that the Board work together. He appreciates all the students here tonight and a wonderful presentation last week and today. He stated he would be a voice of descent tonight. He stated he looked at the school handbook online which doesn't allow the students out of the school without permission. They have the right to protest and leaving the school premises, the Board should approve and that is his opinion. He stated he supports what they are doing but it could be done after school it would have the same effect. It is a symbolic gesture. He believes that they can make better choices. He stated symbolic gesture – we have protest in this country – a couple of months ago it was about kneeling – it didn't do anything – nothing changed. It is just symbolic. He stated they have a right to good education and that is what they did tonight. He stated somebody can come tomorrow and ask to walkout for Maryland where there was a shooting today. He stated the budget and increasing our taxes and he always talks about doing more with less. He stated the laptops to all students – not the best way to manage our funds not all students need to have one. He said that we should not be responsible for paying for PSAT for 10th graders.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Mr. Arminio, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Student confidentiality.

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

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

NAY: Dr. Francis

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:55 p.m.

Moved by Mr. Monge, seconded by Mrs. Richardson, that the following resolution be approved:

APPROVE CONTINUATION OF LONG-TERM SUSPENSION OF STUDENT

Approve continuation of long-term suspension of Student No. 190846 until the April 2018 regular Board of Education meeting.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Griggs stated Mr. Tatum you will need to waive a RICE notice. Mr. Tatum stated he waived.

Mr. Tatum, Mrs. Moses, Mr. Benaquista, Mr. Brennan, Mr. Nufrio, Mrs. Minneci and Mrs. Higgins left public session.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mr. Monge, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

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

All present voting YES.

MOTION CARRIED

The Board returned to public session at 12:20 a.m., March 21, 2018.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 12:20 a.m. March 21, 2018. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY