

**TO ALL BOARD OF EDUCATION MEMBERS:**

A Special Meeting of the Board of Education of the Township of Union will be held on June 25, 2014 at 8:00 a.m. at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey.

A special meeting of the Township of Union Board of Education was held at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey on June 25, 2014 at 8:00 a.m., pursuant to notice sent to each board member.

PRESENT AT ROLL CALL: Mr. David Arminio, Dr. Guy Francis (telephonically), Mr. Thomas Layden (telephonically), Mr. Vito Nufrio, and Mr. Francis Perkins

ABSENT AT ROLL CALL: Mr. Richard Galante, Ms. Lois Jackson, Mr. Angel Salcedo and Mrs. Susana Vitale

Mr. Perkins called the meeting to order at 8 a.m.

Mr. Vieira led the board and audience members in the Pledge of Allegiance.

The secretary read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the secretary.

**COMMENTS FROM THE PUBLIC ON RESOLUTION ON THE AGENDA**

None

OPERATIONS COMMITTEE

Moved by Mr. Layden, seconded by Mr. Nufrio that the following resolution be adopted:

- O-1. APPROVE INTERLOCAL SERVICES AGREEMENT – TOWNSHIP OF UNION  
That the board approve Interlocal Services Agreement with the Township of Union in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

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

- P-1. APPROVE PERSONNEL ACTIONS  
That the board approve Personnel Actions in accordance with the information appended to these minutes.
- P-2. APPROVE SUBSTITUTE LISTS FOR 2014-2015 SCHOOL YEAR  
That the board approve Substitute Lists for the 2014-2015 school year in accordance with the information appended to these minutes.
- P-3. APPOINT INTERIM SUPERINTENDENT – TATUM  
That the board appoint Gregory A. Tatum as Interim Superintendent effective July 1, 2014 through the date a permanent Superintendent is appointed in accordance with the information appended to these minutes. (Mr. Tatum's contract has been approved by the Executive County Superintendent of Schools)
- P-4. AMEND LIST OF STAFF FOR EXTENDED SCHOOL YEAR 2014  
That the board amend list of staff for Extended School Year 2014 and related services in accordance with the information appended to these minutes.

## DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

## COMMENTS FROM THE PUBLIC

Ms. Lipstein said that she had sent an e-mail to all board members with questions regarding the process for hiring the new Superintendent and she asked if the board had answers to those questions. Mr. Perkins said that he announced the answers at the last board meeting. Ms. Lipstein said that she had specific questions. They were (1) Who made the decision to not hire an outside agency and did the board vote on it? (2) What experience do the Search Committee members have to hire a Superintendent? (3) How will the Search Committee actually work? (4) What qualities are they looking for? (5) How many candidates will be presented? (6) Will all board members see the resumes of all the candidates? (7) Will all board members interview all of the candidates? (8) How many people does the board plan to interview? and (9) Who will vet the candidates and will they be vetted prior to their interviews?

Ms. Lipstein said that she knew that two members of the board could not vote on appointing the new Superintendent but will those members still see the resumes.

Ms. Lipstein said that Mr. Perkins could answer these questions now or he could send her the information by e-mail.

Ms. Lipstein read an excerpt from the New Jersey School Boards Association page on how to do a Superintendent search. She read as follows:

*Criteria Development – A thorough Superintendent’s search begins with a close examination of the internal and external issues which the district will face in the next several years. The board reaches out to staff, parents and community members for input to establish a basis for both short- and long-term goals. Using the district’s identified needs as a base, the board catalogues its own strengths, and the strengths within the district and community, that will aid the new Superintendent in attaining these goals. This*

*enables the board to develop a profile which includes the experience and training, as well as the personnel and professional characteristics and skills, which are most appropriate for your district's new Superintendent.*

*The criteria established by the profile form the basis for your advertising and brochure, the initial review process and the interview questions. Time spent developing the criteria is analogous to the time spent designing a new building: success is more likely if the foundation is firm. Searches must also be grounded on a firm legal and ethical base, as well.*

*Who should do the search? A Superintendent search requires a large commitment of human resources as well as good personnel techniques and complete confidentiality. Boards whose members have the needed expertise and are willing to commit the time and confidential support staff resources to the search process may choose to do the search process themselves with guidance from their Association. Other boards may be more comfortable in using a search consultant to assist in the process.*

Ms. Lipstein said that this statement was taken from the New Jersey School Boards Association webpage. She would like to know the answers to her questions, in writing, from the President of the Board and she would like to know why it does not appear to her at this time that the district is following the prescribed procedure from School Boards Association on how to do a Superintendent Search. She said that she is not comfortable with the process from the little bit of information that she has received. Ms. Lipstein feels that the search is not being done in the procedure which is in the best interest of the district. She said that she also knew that Mr. Perkins asked for written comments from the public about what they are looking for and she said that she would e-mail Mr. Perkins a petition that has 211 people who have put ideas about what qualities they want in a new Superintendent. Ms. Lipstein said that she would also e-mail the statement that P.A.C.E. presented at the board meeting.

Ms. Lipstein said that she was comfortable at all with the information that the public has been given on how the Superintendent search is being done.

Mr. Perkins said that Education Foundation, which Ms. Lipstein is the President of, made written comments during the last Superintendent's search that was done in the district. He said that he announced that the board will follow the format used at the time, except for the fact that public comments are to be

submitted in writing and no "live" meeting will be conducted. Mr. Perkins said that the board will follow the procedures that the board followed when the consulting firm was used last time. Ms. Lipstein said that during the last two times Superintendent searches were done, an outside agency was used. She said that the search this time does not appear to be being done fully the way it should be done.

**MOTION TO ADJOURN**

There being no further business before the board, it was moved by Mr. Arminio, seconded by Mr. Nufrio that the meeting be adjourned.

AYE: Mr. Arminio, Dr. Francis, Mr. Layden, Mr. Nufrio and Mr. Perkins  
NAY: None  
ABSTAIN: None

**MOTION WAS CARRIED**

Respectfully submitted,

**JAMES J. DAMATO  
BOARD SECRETARY**