

UNION TOWNSHIP BOARD OF EDUCATION  
WORKSESSION MINUTES – MARCH 11, 2014

Meeting held at James M. Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on March 11, 2014.

PRESENT AT ROLL CALL: Mr. David Arminio, , Dr. Guy Francis, Mr. Richard Galante, Ms. Lois Jackson, Mr. Thomas Layden, Mr. Vito Nufrio, Mr. Francis Perkins, President, and Mr. Angel Salcedo

ABSENT AT ROLL CALL: Ms. Susana Cooley

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

Dr. Francis led the board and audience in the Pledge of Allegiance.

Mr. Damato read the statement required under the "Open Public Meetings Act" a copy of which is on file in the office of the Secretary.

APPROVAL OF MINUTES

Mr. Perkins said that the minutes will be considered for adoption at the regular meeting. He asked that the board review the minutes and if there are any changes, alterations or corrections they should be made known before the meeting.

COMMUNICATION:

Mrs. Ditri stated that there will be some additional teacher resignation/retirement letters which will be put on the agenda for the regular meeting.

PRESENTATION - Sergio Panunzio, Superintendent of Public Works regarding food recycling program at Livingston School – Mr. Panunzio called to say that he would be unable to attend the meeting tonight.

SUPERINTENDENT'S REPORT – Dr. Martin was not present at the worksession and no Superintendent's Report was given at this meeting.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Dr. Francis said that the committee met earlier in the evening and he presented the agenda items.

Mr. Arminio said that at the last meeting he requested that the vote to approve the school calendar for the 2014-2015 school year be tabled for further discussion and that request was approved. He said that most of the make-up snow days fall at the

end of the school year and if possible, he requested that some of the snow days be imbedded into the calendar. Mr. Arminio said that there would be many options on how to give the days back to teachers and secretaries, but this would allow the district to keep the days before state testing.

Dr. Lishak said that many options were discussed but the one that was found to be the most beneficial was that the school year would start with the Townwide Meeting, the next day would be a full day of Professional Development for teachers. She said that the remaining two Professional Development Days would be taken out of the calendar and substitute five half days where students will attend a half day of school, which meets the academic requirement and teachers would have a short break for lunch and return to their building for Professional Development. Dr. Lishak said that by having five half day sessions, the district would more than meet the 15 hours that are contained in the U.T.E.A. contract. She said that if the Tuesday after President's Day is also taken away, the district will now have made up three days in the academic calendar. Dr. Lishak said that if the days are not used, the three additional days would be used around Memorial Day. She said that the official 180 days of school would end on June 16<sup>th</sup> and graduation would be scheduled for June 19<sup>th</sup>. Dr. Lishak said that if there were more snow days than are built into the calendar, graduation could be moved and there would be many days before the end of June to make up days.

Mr. Nufrio said that he had expressed his concern about the wording "holiday recess" which is on the calendar. He said that traditionally this has always been Christmas Recess. Mr. Nufrio said that the Jewish holidays are stipulated in the calendar and yet Christmas has been deleted from the calendar. He said that he would like the board to reconsider reinstating the word "Christmas". Mr. Perkins said that if there is no legal prohibition, he did not have a problem with it.

Dr. Lishak said that if the board was in agreement with the changes that she listed tonight, a new calendar will be created and provided to the board to be voted on next Tuesday.

Mr. Perkins said that one of the reasons that he was so gracious with Mr. Arminio was because he really thought that Mr. Arminio had to say and the conversation had not been completed, particularly about the days that are tacked on at the end of the school year and the inactivity that occurs in the schools.

Mr. Nufrio said that he was not opposed to Dr. Lishak's recommendations but he wanted to know if Dr. Lishak had brainstormed with others before coming up with the calendar. Dr. Lishak said that she met with Mr. Arminio and Mr. Malanda to discuss the issue and looked at a number of different districts' calendars. She said that she did have the opportunity to meet and discuss the calendar with Dr. Martin and he indicated that he did not have issue with it and to present it to the board at the worksession.

Dr. Francis said that during the education committee meeting the issue of Union High School study hall and early release was discussed. He said that Dr. Lishak would expound on this issue shortly.

Dr. Francis also stated that a program at Jefferson School which is called the "Peaceful Playground Program", which is a recess program that addresses conflict resolution. He said that Dr. Lishak would also speak about this program because it involves painting something on the playground at Jefferson School which would be a permanent fixture to the property and Dr. Lishak felt that the board should, at least, look into whether that would be an issue with any board member.

Mr. Arminio asked how much money the early release program would save the district as far as salaries and how would it affect the credits for the high school students who would opt for this program. Dr. Lishak said that there will be a criteria which would have to be approved. She said that the program would only be available to Seniors who have already met the graduation requirements and they have a certain Grade Point Average (GPA). Dr. Lishak said that if this program was implemented in September, she did not expect there would be a huge savings because it would take about a year before students begin to understand how the program works. She said that for every 100 students, it will save approximately \$20,000. Dr. Lishak said that with 2700 students, the high school will probably be able to early release about 100 to 150 students. She said that the study hall would be available to Juniors and Seniors that meet the criteria, that have a certain GPA and that are not short on credits. Dr. Lishak said that this would also generate a savings to the district.

Mr. Arminio asked if the early release program would be a part of the Co-op program. Dr. Lishak said that the Co-op students are on early release, but they are gaining credits; this is a different program all together. Dr. Lishak said that the early release program would allow students to leave rather than stay for the nine periods of the day and take classes that they may not be interested in and are struggling to get through. Mr. Nufrio asked if the district is going to seek community input into this program. He said that as a parent, he would like to have a voice in what his child's day will be. Dr. Lishak said that by law a student would not be allowed to do an early release without a signed release from their parent. Mr. Nufrio asked if Dr. Lishak has had any conversations with community members or the PTA's regarding this. Dr. Lishak said that she could have a meeting or hold an assembly and request feedback into a survey. She said that she could do that between now and the next board meeting. Mr. Nufrio asked if it had to be done now. Dr. Lishak said it would have to be done relatively soon because class scheduling has already begun for next school year.

Mr. Perkins asked Mr. Damato if a program like this would expose the district to any legal liability. Mr. Damato said that he did not think so. Mr. Nufrio said that parental input would help to alleviate any liability.

Dr. Lishak said that the Peaceful Playground program in itself is not in question. She said that the program deals with conflict resolution and students learn how to speak with one another, solve problems, and use the "I Feel", "I Believe" format. Dr. Lishak said that the program asks the district to take a portion of the playground and paint the "I Feel" messages on the ground. She said that the area involved would be about the size of a "Four Square" game area. Dr. Lishak asked if the board would review this proposal not for the purpose of budget or program, she was asking just because Jefferson is a new building and this would be something that would be painted on the playground. Mr. Perkins asked what the messages that are painted on the playground are. Dr. Lishak said they are "I Feel", "I Believe" and it would be used if students were having a conflict, a student would stand on the "I Feel" box for example and say "I feel \_\_\_\_\_ when you say this to me."

Dr. Francis said that the education committee also discussed the middle school AAP program. He said that this was to address the percentage of the present sixth graders that are reading at or below the sixth grade level. Dr. Francis said that this would give these students some help to achieve the level of reading they need to achieve. Dr. Lishak said that right now, in sixth and seventh grade, the students have cycle classes, which are six week courses. She said that she would like to identify students that would fall within the AAP category and have AAP be one of their cycles so that they would receive help in language arts and math everyday for the course of six weeks. Dr. Lishak said that if the student is unable to move to the next level, the student would be put into the next cycle of AAP and remain in that program until they reach the level they need to reach. She said that the AAP program requires that a letter be sent to the parent and if the parent does not wish to have their child in the program, they have the option to opt their child out.

Dr. Francis said that the education committee also discussed the high school assemblies which had the Union Police Department addressing each grade level of students about consequences and discipline issues. Dr. Lishak said that there have been a few incidents at the high school where students have brought what was thought to be a weapon, such as an air gun, and a plastic. She said that the truth is some students understand the consequences as far as being suspended from school but students truly do not understand that when they bring in something that looks like a weapon, the police will treat it as if it is a weapon. Dr. Lishak said that when the student is disciplined and taken away by the police, the other students in the building have no idea what has happened. She said that it would be a beneficial program to have students grades 9 through 12 meet in an assembly; have the administration go over the consequences in the code of conduct and that the Union Police Department also explain the consequences for when you do something like this. Dr. Lishak said that she finds that when students bring something to school, they are in the main office crying, they truly don't understand that this has a consequence to it that goes far beyond a suspension from school. Mr. Perkins thought that this was a good idea. Mr.

Arminio said that if this is going to be an assembly program at the high school, why does the board need to know. Dr. Lishak said that the reason she brought it to the board's attention is because when the high school has the assemblies at the beginning of the school year to discuss the code of conduct and all students are told about the handbook and what is expected of them. She said that there are students who have no intention of bringing in anything that remotely resembles a gun but they will still have to sit through the assembly and understand that this is what could happen. Dr. Lishak said that board members may receive some feedback from parents who feel that their child had to sit through this assembly and they were never going to do anything like that. Mr. Nufrio asked if it was imbedded in the code of conduct. Dr. Lishak said that the district's consequences are imbedded but what she is finding that the students don't understand that they can be arrested for their action. Mr. Nufrio asked why that those consequences cannot also be included in the code of conduct language. Mr. Damato said that he thought there was something in the code of conduct that said that law enforcement will be notified under certain circumstances. Dr. Lishak said that there is such language but the students do not understand. Ms. Jackson said that the reinforcement of the police speaking to the students might be necessary. Mr. Nufrio said that he did not believe that high school students did not know full well the consequences of even bringing a plastic gun. He said that he was okay with what Dr. Lishak was saying but he was not buying the theory that the students "cry" because they don't know.

#### DISCUSSION ITEMS:

Review of School Self-Assessment for Determining Grades under Anti-Bullying Bill of Rights - Dr. Lishak said that she needed to discuss the grades that were received from the State on the district's self-assessment. She said that the State asked the district to do a self-assessment on how it was doing with programs, assemblies and training for staff. Dr. Lishak said that the district has received relatively good grades; she said that the district received a 63 out of 75 and she was not asked by the State not to equate this to a letter grade. Dr. Lishak said that the State has asked that the district take a look at any area where it thinks improvements can be made. She said that she has done that. Dr. Lishak said that she is meeting with the Anti-Bullying Specialists in each building. She said that the area that the district needs to focus on is having the student population understand HIB in social media. Dr. Lishak said that the district has gotten students to understand the importance of how they should behave in school and using proper language but students don't seem to connect, once they leave school and send or post something on social media, it can be brought back into school and it is also a form of bullying. She said the concentration for the next school year will be finding ways to improve this. Dr. Lishak said that she will also be looking for community involvement as far as programs or assemblies to enforce that using social media and HIB are connected.

Demographic Study prepared by Whitehall Associates, Inc. – Mr. Tatum said that approximately one year ago, the board started talking about the long term facility use of Hamilton School and one of the things that the board was trying to determine was whether or not the district would actually need that building down the road. He said that it was determined that for a number of years there had not been a demographic study conducted in the district and, therefore, it was time to have one done and take a close look at enrollment projections. Mr. Tatum distributed copies of the demographic study to the board members. He said that he realized there were a lot of numbers contained in the report such as a five year projection that was done by the consultant. Mr. Tatum said that first of all the numbers appear to be pretty much "flat" across the board in the five year enrollment projection. He said that the district goes down about 62 students across all grade levels each year however one of the trend that this study did recognize was the fact that there are "spikes" at the elementary level; middle school stays pretty much "flat"; the district starts to see some trends of enrollment dropping off and then the trend goes a little bit deeper when the students get to high school. Mr. Tatum said that the problem is the study is great in terms of "how things used to be structured in the district" in terms of the number of classrooms and amount of space that was needed. He said with the influx of special education population and the number of programs that the district is currently conducting, the district still finds some overcrowding in some of the buildings. Mr. Tatum said that one of the things that prompted this issue is that it was noticed that in two of the elementary buildings, Washington and Hannah Caldwell Schools seem to have a higher level of enrollment consistently over the past few years to the point where Livingston School has space and more students can be placed there. He said that he unfortunate part of this is that the district continues to see those sections go up each year for example, Washington School has six of most of the elementary grades along with the special education programs and a few programs have had to be moved from that building to other buildings in the district to accommodate those programs that have been brought back into the district.

Mr. Tatum said that the thing that the district has to consider very carefully is whether or not it wants to use the current facilities that it has to alleviate some of the potential overcrowding in some of the buildings or whether the board wants to take a look at redistricting where students attend school so that all of the schools are balanced in terms of students that attend each elementary school.

Mr. Tatum said that with regard to the secondary schools, Kawameeh Middle School does not have as high an enrollment as Burnet Middle School but then every student's flows into one high school. He said that there are some classes at Franklin School are a little smaller but at the same time, Battle Hill School is pretty much where it needs to be. Mr. Tatum said that the board needs to take a look on how it wants to address the needs of the district and not so much worry about the 62 students within a five year period may fall off the rolls. He said that the board must decide how it will address the programs and the needs of the current student population in the district.

Mr. Tatum said that the report has been discussed among the Central Office Administrators. He felt that in some point in time, the board will have to address how the district handles the issue that there are two buildings at the elementary level that seem to be spiking in terms of enrollment even though the district is on a decline in terms of the total enrollment over the next seven years. Mr. Tatum said that he did not know what programs might be coming into the district in the near future.

Ms. Conti said that the special education department often does a little adjusting as it goes along. She said that the board approved the establishment of an Autistic class at the middle school level and she was able to find room to accommodate that new class. Ms. Conti said that maybe next year she will be looking to "push in" some reading support classes which might open up some class space. She said that it does not look like the special education department will be able to expand much more in terms of "self-contained" programs because of the space factor that is an issue. Ms. Conti said she has all of the LLD self-contained classrooms located at Battle Hill School which allows all of these students to stay at Battle Hill through fourth grade. She said that she would like to do this for other programs such as the Autistic classes.

Mr. Tatum asked Ms. Conti to give the board an idea of what the average class size for some of the programs that her department runs. Ms. Conti said that in an average Autistic class has six students; a behavioral disabilities class has approximately twelve students; LLD can go from twelve to sixteen students. She said it depends on what the disability category the class is that governs the self-contained classroom. Ms. Conti said that it is all according to classification category, elementary or secondary and how many aids there may be in the classroom. Mr. Tatum said that the co-teaching classes are also kept a little smaller as well just in case other students become classified during the school year.

Mr. Tatum said that he was trying to illustrate that long gone are the days that the district can say that every classroom in the district will have 25 students. He said that as the district has to accommodate the needs of students, there is also an enrollment trend spike at the elementary level and the board may need to consider how the district balances enrollment.

#### FISCAL AND PLANNING COMMITTEE

Mr. Perkins asked Ms. Jackson to review the resolutions and that Mr. Vieira will be giving a more comprehensive review of the resolutions regarding next year's budget.

Ms. Jackson presented the first nine resolutions for consideration by the board at the regular meeting.

Mr. Layden presented resolutions F-10 through F-16 which dealt with the 2014-2015 school budget.

Mr. Nufrio said that with regard to resolution F-13, when the district did the air conditioning in the cafeteria at the high school, wasn't the auditorium also done. Mr. Wiggins said that the high school auditorium was done two years prior to the cafeteria. Mr. Vieira said that F-13 concerns work that is going to be done at Washington School. Mr. Arminio said he thought that the air-conditioning at Washington School was done last year. Mr. Wiggins said it was not.

Mr. Wiggins said that the Washington School air conditioning project and the Union High School rewiring are ROD projects and the district will receive grant money to cover approximately 40% of the total cost of the project.

Mr. Wiggins said with regard to the Washington School air-conditioning, it was never engineered properly and the compressor in the basement is totally shot. He said that it has not been able to be repaired and it must be completely re-engineered.

Mr. Vieira distributed budget binders to all of the board members. He said that within the binder there is a summary page which summarizes the 110 pages of detail within the budget document. Mr. Vieira said that revenues and appropriation summary compares the current year budget with the proposed budget and it is broken into three funds: The General Fund, The Special Revenue Fund and the Debt Service Fund. He said that the General Fund and the Debt Service Fund is what impacts the tax levy. Mr. Vieira said that for the General Fund the tax levy will be increased 2% which is the "cap" amount and the 2% increase means a \$75 increase in the average household's tax in the Township. He said that the total proposed General Fund is \$123,000,000.

Mr. Vieira said that the left side of the summary page is the revenue and the right side is the expenditures. He said that top right side is the expenditure groupings which are the Department of Education groupings and on the bottom of the right side, he summarized it further into the different groupings. Mr. Vieira said that these summaries compare the current year 2013-2014 to next year's proposed budget.

Mr. Arminio said that the first line of regular programs and instruction, Mr. Vieira is proposing \$177,000 less in regular programs. Mr. Vieira said that was correct. Mr. Arminio asked what athletic instruction was. Mr. Vieira said that covers the athletic department's salaries, stipends, supplies and equipment.

Mr. Vieira said that the only area that has increased significantly was benefits, which the board was aware of and that is listed under employee benefits on the summary sheet.

Mr. Perkins stated that the board would not be voting on the budget resolutions tonight and if any board members had further questions, they could contact Mr. Vieira before next Tuesday.



Mr. Vieira said that there were 110 pages of the Department of Education detail that was also included in the budget binder; this is the exact budget that will get submitted to the County for approval. He said that the board will approve submission of the budget on March 18<sup>th</sup> and the budget must be to the County by March 20<sup>th</sup>. Mr. Vieira said that the County will review same and he will be contacted with any changes or suggestions. Mr. Vieira said that the County has until April 24<sup>th</sup> to approve the budget.

Ms. Jackson asked who approved the tax levy. Mr. Damato said that when the board votes on the fiscal resolutions, the board is approving the tax levy. Mr. Vieira said that the district no longer has to have the voters approve the budget as in past years.

Mr. Nufrio said that under support services there is general administration and school administration, he asked for an explanation. Mr. Vieira said that support services/general administration would be the Superintendent's Office, the Directors and it also includes all insurance premiums and legal fees and the support services/school administration would be principals' salaries. Mr. Nufrio asked if the decrease was due to attrition. Mr. Vieira said that in order to balance the budget, 29 positions had to be eliminated; of the 29, fifteen are teacher positions, seven are teacher assistants and seven are support. Mr. Arminio asked what support positions were eliminated. Mr. Vieira said that support includes maintenance. Mr. Nufrio asked why that was listed under school administration. Mr. Vieira asked if Mr. Nufrio wanted to know what salaries get charged to general administration; he said that is was Superintendent's Office, all Superintendent support, Board Secretary, all insurance premiums other than health insurance. He said that it was overhead costs. Mr. Vieira said that school administration were costs in the schools such as principals, secretaries, supplies, etc. Mr. Arminio asked who else was included in the seven support positions. Mr. Vieira said that there was one maintenance employee, four secretaries and two child study team members. Mr. Arminio asked what line in the budget those positions would be on. Mr. Vieira said they are through different lines. Mr. Arminio said that the maintenance department budget went up about \$100,000. Mr. Vieira said that also included on the maintenance line are utilities, supplies and purchased services. Mr. Arminio said that there were 15 teacher positions. Mr. Vieira said that throughout the district there have already been 15 teachers that have retired. He said these 15 positions will be eliminated through attrition and no present teachers will lose their jobs. Mr. Vieira said that he worked with Dr. Lishak and Mr. Tatum and they could give the board the details on this.

Dr. Lishak said that on the secondary level in the high school, she was able to not replace teachers who were retiring because she can absorb a teacher and add students to classes with a sixth period. Mr. Nufrio asked if that was the same at the

middle schools. Dr. Lishak said that she was able to absorb any teachers at the middle schools because the scheduled is "blocked". She said that she has one retirement at the middle school that must be replaced, but it will be replaced with an existing teacher who has the same certification.

Dr. Lishak said that she has three teachers that because of low enrollment numbers of two world language courses at the middle schools. She said that she will still be able to offer three languages - French, German and Spanish - using two less staff members. Mr. Nufrio asked if these teachers were tenured. Dr. Lishak said they were not. She said that she also has one more person at the high school whose position can be absorbed within the business department with a sixth period. Dr. Lishak said that there will be three non-tenured positions that will be eliminated.

Mr. Nufrio said that at the last meeting, he requested that Dr. Martin submit a reassessment as to each department and what the respective directors were recommending. He asked if Dr. Martin executed this request. Dr. Lishak said that she went to each Department Supervisor, all of them were consulted and they are able to absorb the positions with little or no effect on the amount of students and increase of class size. Mr. Nufrio said that the only individuals who are impacted were the 14 non-professional positions. He asked how that helped the district meet the deficit that it was anticipating. Dr. Lishak said that with the non replacements, all of the salaries and benefits were absorbed as well. Mr. Vieira said that the retirees are the higher salaried people in the district.

Mr. Nufrio said that part of his request to Dr. Martin was that there was nothing shown with regard to Central Administration as to any recommendations by him. He asked if anyone knew if this was done. Mr. Vieira said that there were four secretarial positions that are being eliminated. He said that the proposal was two secretaries in special services, one central office and one at Union High School. Mr. Nufrio said that this was new since the Saturday meeting. Mr. Vieira said that there have been several meetings among Central Office Administrators since that meeting. Mr. Nufrio asked if Dr. Martin approved these changes. Dr. Lishak said that she worked on it together with Mr. Tatum, Mr. Vieira and Mr. Damato and Dr. Martin did review the proposal and he seemed to be fine with it and allowed it to be presented at this meeting.

Mr. Arminio asked how the seven teacher assistant positions will be dealt with. Mr. Tatum said that he was trying to maintain some level of support in the kindergarten classes. He said that there are students in the district that have particular needs and in order to maintain those students in a regular classroom environment, an assistant may be necessary. Mr. Tatum said that all classroom assistants are pretty much under the same umbrella and if indeed five positions must be eliminated. He said that there may be a 1:1 assistant that may be let go at the end of the school year because the student

has graduated high school or the student no longer needs the support. Mr. Tatum said that this may be one elimination but those people who have seniority will be able to assume other positions so that the student or group will never be without the support they need. He said that he will be taking a hard look at programs, seniority and student needs. Mr. Tatum said for example there are only 16 students in a kindergarten class that class may be able to be serviced with a shared aid. He said that the district is not mandated to have an aid in the classroom until there are 25 students in a classroom at the kindergarten level. Mr. Tatum said that there are an abundance of teacher assistants in the district and positions will be realigned so that there is sufficient coverage.

Mr. Nufrio said he hoped that the district was being mindful that special education, classified students' IEP's must be met. Mr. Tatum said that would be done and that is the priority.

Mr. Salcedo asked when the budget would be sent to the County. Mr. Vieira said that it will be approved next Tuesday at the meeting and it will be sent to the County on Wednesday. He said that the County has until April 24<sup>th</sup> to approve the budget. Mr. Vieira said that on April 29<sup>th</sup>, there will be a public hearing on the budget at the high school library.

#### DISCUSSION ITEM:

Review of findings from Office of Fiscal Accountability and Compliance regarding Free and Reduced Lunch Applications – Mr. Vieira said that an anonymous letter was sent to OFAC (Office of Fiscal Accountability and Compliance) and it was alleged that the district had a student who was receiving free lunch and was not eligible for same. He said that OFAC contacted him and he had a meeting with two representatives of OFAC and Meg Berry, who manages the Child Nutrition Program in the district. Mr. Vieira said that it was proved to OFAC that the child in question was not receiving free meals and, in fact, the child's parent never even completed a meal application. He said that OFAC indicated that they had to investigate the matter, write a report and the district was required, by law, to discuss the OFAC visit with the board.

#### OPERATIONS COMMITTEE

Mr. Layden said that he met with Mr. Wiggins earlier in the evening and he presented the agenda items.

Mr. Arminio said that once Washington and Livingston Schools have boiler replacements, how many more schools have boilers that need to be replaced. Mr. Wiggins said that there are still be four or five schools that will have to be done.

Mr. Arminio said that the amount of money indicated in O-9 was huge. Mr. Wiggins said that this was money that would be coming back to the district. He said that was money in the project budget to be used for change orders and unforeseen occurrences. Mr. Salcedo asked if it was money coming back to us. Mr. Wiggins said that it is money that is in the "pot" and he believed that this money would go back to the capital reserve account.

Dr. Francis asked how the board selected Potter Architects. Mr. Perkins said that architectural services are "professional services" and the district is not required to go out to bid on the services. He said that background, qualifications and experience of a firm can be considered when choosing such a service. Mr. Perkins said that the Potter architectural firm has done work in the school district for many years and they know the schools well. He said that a professional service is one that is acquired from a person or entity which requires a license to operate. Mr. Arminio said that in June, all of the services are approved by the board. Mrs. Ditri said that proposals for professional services are solicited from firms and RFP's are advertised on the district website. She said that all of the submissions are given to the board and the board decides which firms they want to hire for the upcoming year.

#### PERSONNEL COMMITTEE

Mr. Galante said that the personnel committee met and he presented the agenda.

Mr. Salcedo asked why there was such a large increase in the purchase order listed in P-9. Ms. Conti said that this purchase order is for nursing services that are required for students who have medical needs and the reason that it was raised was because when the purchase order was originally set up, she was checking into whether this vendor was a government contract agency. Ms. Conti said that it was determined that this was so and the district was able to increase the purchase order above the bid threshold. She said that is why she started out with the lesser amount to get services to the students immediately while all of the other investigatory work was done. Ms. Conti said that she had another nursing service doing some work prior to this vendor being approved and she is now going to switch much of those services over to this purchase order. She said that the original nursing service backed out on the services that they had promised. Mr. Salcedo asked if all of the nurses were R.N.'s. Ms. Conti said R.N.'s were required. She said that this new vendor has been very good to the district in getting nurses.

Mr. Nufrio asked if the list of personnel reflected in resolution P-1. Mr. Vieira said that P-1 only covers the current school year.

Mr. Nufrio asked who selected the curriculum writing teams that were being approved. Dr. Lishak said that it depends on what curriculum is being written. She said that the jobs are posted within the department. Mr. Nufrio asked who made the final decision. Dr. Lishak said that the department supervisors make the final decisions and then the names are submitted to her.

Mr. Arminio said that when he first came on the board, he asked that the Superintendent send a note to individuals who are retiring from the district. He wanted to know if that was still going on this year.

#### POLICY COMMITTEE

Mr. Arminio said that he and Mr. Damato went through the policies that were on the agenda for approval. He said that these were all changes that were required by the State and they are all mandated policy changes.

Mr. Damato said that with regard to Policy File Code 4119.26/4219.26 -- Staff Use of Internet Social Networks and Other Forms Electronic Communication, Mr. Arminio wanted the staff to be aware that "friending" students on FaceBook and MySpace and sites of that nature were inappropriate. He also said that posting pictures from teachers' classrooms or in the school about students on their FaceBook page or other social media is inappropriate. Mr. Damato said that this policy provided the district with the means to conduct disciplinary action or other forms of instruction for the staff. He said that this is one of the things that will be dealt with as the administrative group is part of the training for new teachers and maybe even again as part of the Townwide meeting at the beginning of the school year.

Mr. Perkins asked if the language in the proposed policies from School Boards in every case, including the cell phone policy. Mr. Damato said it was. Mr. Perkins said that the Internet policy is one that he has significant questions about and would love to discuss particularly the relationship between teachers and students in texting where individual communications may be appropriate and may further the educational effort of the teacher. He said that there are places where communications which otherwise appear to be prohibited by this policy, would be in the best interest of the student and the educational effort and this policy assumes that the student has the ability to text and has a cell phone. Mr. Arminio said that the policy was discussed and he said that teachers can use the school e-mail to send messages to parents. He said that this policy is specifically for the social networks such as FaceBook. Mr. Arminio said that the committee also discussed the instance of a coach calling a practice off or calling for a practice can e-mail players. He felt that these were situations when communication was acceptable. Mr. Perkins asked acceptable to whom. Mr. Arminio said that they were acceptable to the policy.

Mr. Perkins said that there is a provision in the policy for the destruction of e-mail messages after a period of time and one of the things that the board will talk about is the

lack of e-mail records in certain matters. He said that there is a requirement that in the development of public records or potentially evidential records be preserved. Mr. Perkins did not know what research the committee regarding that issue. He said that this is really a difficult area and he would like to spend some time between now and next Tuesday to speak to Mr. Arminio and Mr. Damato about the questions he raises. Mr. Nufrio asked if the State had made changes recently in the policy. Mr. Arminio said that the policy comes right from New Jersey School Boards Association. Mr. Damato said that this policy is from the School Boards Association Reference Manual. He said that School Boards drafts model policies and sometimes the district uses that framework, sometimes the district modifies it slightly and sometimes the district modifies it to a great extent. Mr. Damato said that sometimes the policies are completely changed. He said that in most cases, New Jersey School Boards Association legal department does a fine job with drafting policies. Mr. Damato said that he has an association, sort of a think tank, where school lawyers can coordinate or get together to assimilate all of their thoughts on policy and other matters. He said that many times this is the way things like this evolve. Mr. Nufrio asked if there was an alignment with any State policies. Mr. Damato said that all of the State laws and codes are in alignment with the policy. Mr. Arminio said that the policies develop from the Administrative Code. Mr. Perkins said that there is always a considerable amount of latitude of the interpretation of what the statute and/or the regulation means. He said that there may be times when it is appropriate for a coach or a teacher to text an individual student and this policy absolutely prohibits such communication. Mr. Nufrio said that the difference between calling and texting an individual student would be that the security factor is not 100%. He said when you speak on the telephone directly to the student or their parent that is more secure. Mr. Damato said that there is no urgency to adopt the policy next week. He said that the district has been without a specific policy and he has given Administrative Directives about what is contained in this policy. Mr. Damato said that if it is the wish of the board to have further discussions or further committee discussions, the policy can be taken off the agenda for approval next week. Mr. Perkins said that he thought this should happen.

Mr. Perkins said that he did not have any problem with any of the other policies that were proposed for approval and he thought they were consistent with what he thought the law to be, except for POL-8 which deals with Family Leave Act. Mr. Damato said that many years ago, Mr. Perkins made a point about "why does the district need policies to re-recite the law right out of the Administrative Code." Mr. Damato said that he did not know why the district needs policy to do that but there are policies that say the district's administrators and others are charged with the knowledge of knowing what all of the policies are. He said that it is a way of bringing more attention to an issue by adopting a policy and hopefully the policies educate people. Mr. Perkins said that when the district does something in policy, that the exact language of the statute or regulation, which is the basis for the policy be in the policy and the reason for that is the language is more than likely been interpreted and the form of language does not have to be re-litigated because someone else has done that in many cases. Mr. Damato said a good example of this is the HIB policy which contains language which is "right out of the

statute". Mr. Nufrio said that the problem with statutes is that they are not like the ten commandments; the ten commandments are easy to understand. He thought that having a policy was a way of simplifying the language so that it can be understood and a teacher or an administrator does not need a thesaurus to understand what the policy says. Mr. Perkins said that the other side of this is that the person who is simplifying the language himself is now interpreting the statutory language.

#### APPROVAL OF BILLS

Mr. Perkins said that the bills would be approved at next week's meeting.

#### UNFINISHED BUSINESS

Mr. Arminio gave a report on Union County Educational Services Commission meeting that he attended last week. He said that on March 20<sup>th</sup>, if anyone was interested, there will be a tour of all five schools; he said that this will be a guided bus tour hosted by the Superintendent. Mr. Arminio said that Mr. Laudati, the president of the board of education in Kenilworth will be calling a Presidents' Meeting for all presidents of all districts that the Union County Educational Services Commission serves.

Mr. Arminio said that there was a special presentation on "Janet's Law". He said that this is a new law that is going into effect in September of 2014. Mr. Damato said that essentially, this is something that has been done for quite some time. He said that it is the installation of automatic, external defibrillators in the schools in various locations. Mr. Damato said that this law spells out the geographic location in general terms where the defibrillators should be located. He said that it is probably a good idea to have them in other locations that are more accessible. Mr. Damato said that the district must survey all of the buildings and go through it with someone who really knows to figure out if the district needs a few more defibrillators and if coaches need to take them to away games or does the district depend on other school districts to provide those things and should those details be worked out in advance. He felt personally that it would be wise for coaches to call ahead to see what the other coaches are doing; is there a defibrillator on the field and is the defibrillator available to everyone. Dr. Lishak said that the district has purchase five units for sports teams to take with them to away games. Mr. Damato said that the one thing that the district has to work on is signage for where the defibrillators are located. He said that there is some signage in the buildings but not as much as there should be. Mr. Damato said that as long as the district complies with whatever is in the law, the district would be covered by the Good Samaritan Law so if someone were to use a defibrillator and somehow hurt the person by doing that, as long as all of the instructions and the law were followed, there is immunity under the Good Samaritan Law

that the district would not incur any liability. Mr. Arminio said that the biggest decision the district has to make is (1) only to have personnel that are trained use the devices or (2) the district can go in the direction that anybody can use the device. Mr. Nufrio said that all administrators, nurses and guidance counselors must be trained on how to use the device. Mr. Arminio said that there are two types of devices, one that is not as explicitly directed as others and one that anyone could easily use.

Mr. Arminio said that there will be Pasta Dinner Fundraiser on Friday, March 28<sup>th</sup> for the Marissa Caruso Memorial Fund. He said that Marissa Caruso was a teacher at Hannah Caldwell School and she went through the Union School System. Mr. Arminio said that Ms. Caruso passed away a couple of years ago and a memorial garden was started at Hannah Caldwell; this fund is to perpetuate that garden. He said that the fundraiser will be at Hannah Caldwell School.

Mr. Arminio asked how the formation of the Ad Hoc committee was going. Mr. Perkins said that the committee has been formed but it has not met to the best of his knowledge. He said that the committee consists of Ms. Cooley, Mr. Layden and Mr. Galante.

Mr. Arminio requested that Mr. Perkins allow him to present a resolution regarding the school liaisons. Mr. Perkins said that any board member is free to go to any school but as to making a requirement that it be done, Mr. Arminio knew his feelings about that. Mr. Arminio asked if that meant he could not propose the resolution. Mr. Perkins said not at this time.

Mr. Perkins said that the board will recall there was a discussion in November as a result of an inquiry by an organization which runs the North-South Football game and it was discussed the fact that this organization wanted to use the high school football field for the conduct of that game because the Kean University field which they previously had used on a regular basis was not available. He said in November it was determined that it would be a conflict with graduation, the discussion was short and Mr. Wiggins made brief input regarding the use of the field. Mr. Perkins said that he received a telephone call last week but the issue again came up. He said that the Kean University field was not available and because of the district's snow days, there would now be no conflict with the use of the field for their game on June 23. Mr. Perkins said that he met yesterday with Ms. Ionta, Mr. Gibbons and the football coach to discuss this matter. He said that his challenge was "What's in it for the district?" and "How much is it going to cost?" Mr. Perkins said that if the district agreed to allow this group to use the field, it would have to be done with a written contract which would cover things like security, etc. He said that the group wanted the district to pay for port-a-johns and they said that they would clean up the field after the game was over. Mr. Perkins said that he was advised several hours



ago that the sponsors of this game did not want to enter into a written contract with the district and for him, that was the end of the discussion. He said that he was reporting to the board because he felt no assets of the district should be used without putting them under contract so that everyone understands the all of their obligations.

#### NEW BUSINESS

Mr. Galante said that there would be a fundraiser held for Jessica Piano Petty; a product of the Union School System who recently contracted leukemia. He said that because of the treatments and the chemo, she lost a child and the chances of her having another child are not very good. Mr. Galante said that the medical bills are astronomical and three organizations in town: Union Chapter UNICO, the Columbia Italian American Club and the Michael Kelly VFW will have a fundraiser on April 26<sup>th</sup> at the VFW Hall. He said that tickets are \$35 for a comedy night which will consist of three comedians and D.J. music. Mr. Galante said that it will begin at 7 p.m. and if anyone needs tickets they can see him. He said that 100% of the profit will go directly to Jessica.

Mr. Perkins said that there has been some discussion with Dr. Martin with regard to the revision of the current school calendar as it is written with respect to Monday, April 14 being a school day. Dr. Lishak said that because of the weather conditions that have been experienced this winter, the district has now exhausted all of its snow days and according to the existing calendar, the district will have to open school on April 14<sup>th</sup> and it will be closed for the remainder of the week and the following Monday for spring recess. She said that both she and Mr. Tatum have received a number of personal day requests and at this point she has 32 and Mr. Tatum has 31. Dr. Lishak said that it is her understanding that some of the teachers are waiting to see what the response is before they hand in their personal day requests and she is assuming that the number of requests will be doubled. She said that if school is opened on April 14<sup>th</sup> she expects there to be over 100 teachers absent and each teacher that is absent will cost the district \$110 a day to provide a substitute teacher. Dr. Lishak said that Dr. Martin contacted her last week and asked her about opening up the school on June 27, the very last day that school can be opened, but keep the school closed for the existing spring break in the calendar. Mr. Layden and Mr. Nufrio said that it sounded like a good idea. Mr. Perkins asked if this has to be approved by the board. Mr. Damato said that it would have to be approved because the board approved the original calendar. Mr. Perkins requested that a resolution be put on the agenda for next week.

Mr. Perkins said last week there was an incident at Kawameeh Middle School with regard to the electrical service when several of the maintenance department employees performed outstanding service literally overnight. Mr. Wiggins said that there was a situation in the High Voltage Room at Kawameeh Middle School where a conduit filled up with water caused by a damaged pipe. He said that water was trickling down and going onto the circuit breakers which were arching, burning up and melting away. Mr. Wiggins

said that the lead custodian called him and he got in touch with Dale Costleigh, one of the district's electricians, who raced over to the school, de-energized the panel and found a way to avert the water from further damaging the panel. He said that this was a very dangerous situation because water and electricity don't mix and someone could have gotten seriously hurt or the panel could have blown up causing a fire. Mr. Wiggins said that the district was very lucky that people were attentive enough to visualize the problem and have someone respond so quickly. He said that all of the circuit breakers had to be replaced and there was a lot of rewiring that had to be done. Mr. Nufrio asked how the fire department responded to this. Mr. Wiggins said that the fire department did not respond because it did not get to that point yet. Mr. Nufrio said that anytime there was an electrical issue, the fire department should be called. Mr. Salcedo asked if the employees would be recognized at the regular meeting next week. Mr. Wiggins said that Mr. Costleigh was the main person who assisted and he has been recognized by Dr. Martin. Mr. Wiggins said that there were a number of other employees that assisted the next day but it was Mr. Costleigh who put out the extra effort.

#### COMMENTS FROM THE PUBLIC

Ms. Sharp said that it was proposed that half days would be put into next year's calendar. She wanted to know how they would affect the support staff because they will be used for professional development. Dr. Lishak said that support staff can always participate in professional development if they would like to or it will be decided whether or not they will be dismissed half a day. She said that support staff is not required to attend professional development. Ms. Sharp said that she was sure many support staff members would attend professional development but a lot of times what is in professional development, support staff cannot use. She said that if someone could reach out and find some professional development programs for them, it would be appreciated. Dr. Lishak said that she would discuss this and if it is determined that the support staff would like to be part of the professional development on every date, she would find some programs.

Ms. Cornacchia said that she was a teacher's assistant at Livingston School in the special services department. She said that Mr. Tatum stated that teacher assistants will possibly be cut by seniority. Ms. Cornacchia said that assistants have no seniority. Mr. Tatum said that after year three, they do. Ms. Cornacchia said that if this is the case years ago when teacher assistants were pink slipped, seniority did not come into play. She said that if this is the case, it should also be determined that seniority determines the pay scale and that is not the case. Ms. Cornacchia said that someone who has been in the district for say 26 years they are under the contract for being paid for 26 years but the performance levels are not under contract so someone new gets a pay raise, but there is no seniority. She said that assistants have no tenure and can be let go at the discretion of the district. Mr. Tatum suggested that he and Ms. Cornacchia meet to look at the terminology that is in the contract because according to what he has read, after year

three, it runs parallel with the teachers' scale. He said that for budgetary concerns, the district was looking at anyone who were in years one and two and after they have achieved year three, they would have seniority over those individuals who are beneath them. Ms. Cornacchia said that Mr. Tatum stated that seven teacher assistant positions that were being eliminated and there are not that many who fall under the one and two year. Mr. Tatum said that if the district was talking about the elimination of thirty positions he probably would agree but there are a number of elementary openings that will exist as of right now and many times when the district has been hiring, many of the classroom assistants are certified teachers and they are considered as candidates for teaching positions. He said that realistically assistants will be brought back into positions that become vacant. Mr. Tatum said that it is the district's goal to do everything it can to retain as many of the present employees as possible.

Ms. Cuccinello said in reference to the addition of June 27<sup>th</sup> that is being considered by the board; she believed that there is only one day left to close school. She said that last year there was the same situation and it made it very difficult for the secretaries to close the school. Ms. Cuccinello said she hoped the board would take that into consideration.

Ms. Cuccinello said that she wanted to thank the board for hearing the employees at Burnet Middle School and instituting the "door greeter" position. She said that it was very strenuous for the main office to check ID's, cranky parents, etc.

Ms. Cuccinello said that she had come to a previous board meeting and submitted a petition with 80 signatures regarding the updating of the teachers' lounge at Burnet Middle School. She said that it has been brought to her attention that the fireplace will be reinstalled at some point in the future. Ms. Cuccinello said that she was very concerned because the principal wanted to revitalize the front of the building and the teacher who is also involved with the teachers' lounge issue, came to the board asking that the bushes be put back and over ruled the building principal. She said that again, that same individual came to the board when the principal and a special education teacher received a grant and wanted to revitalize the courtyard and again concessions were made regarding the courtyard. Ms. Cuccinello said that she felt this individual has again come to the board wanting the fireplace restored in the teachers' lounge and the room to be maintained as is. She said that there is no room for the fireplace in the lounge as it is a very congested area and the staff at Burnet does not understand how this former teacher has so much power over the building principal. Ms. Cuccinello said that there are still other issues involved with other items that are in the teachers' lounge that the staff would like to get rid of and the staff would like to have a mural painted in the lounge. She said that she believed all of these things are based on memories; she said that memories are in your heart and in your mind. Ms. Cuccinello said that if this individual wants memories,

why not have the fireplace put in the building where he is located now. She said that the staff at Burnet is asking that the lounge area be able to be renovated. Ms. Cuccinello said that there are so many other things that need to be done in the building and this is such a frivolous thing.

Mr. Capodice said that on January 6<sup>th</sup>, there was the unfortunate situation of having to close school because of a power failure. He said that during that day, when school was shut down, there were several members of the Association that remained at work and they have not been compensated. Mr. Capodice said specifically there were security officers and central office secretaries that were present and put in either a couple of hours or a full day. He said that the Association is asking that they be compensated for their time.

Mr. Capodice said that with regard to next year's school calendar, he wanted to thank Dr. Lishak and Mr. Arminio for exploring other avenues for the school calendar. He said that the last two years in particular were very difficult for everyone and just exploring options was a smart move and he appreciated efforts for the discussion.

Mr. Capodice said that with regard to the present school year calendar, he said that Dr. Lishak mentioned a proposal. He said that he was thinking that maybe it would be possible to "switch" the Mondays and instead of going to school on April 14<sup>th</sup> have school open on April 21<sup>st</sup> instead. Mr. Capodice said that fiscally to open the school for one day and shut it back down again; any maintenance work that was scheduled for that week could also not be done; firing up everything over the weekend to have it up and running only for Monday and shut it back down again would not behoove the district as a whole. Mr. Capodice said that if this is not an option, he would like the board to consider an alternative plan and consider the same options that were in effect last school year. He said that last year there were alternate plans made during Hurricane Sandy to open school with substitutes. Mr. Capodice said that the board allowed employees who already had pre-arranged plans for teachers convention weekend last year to go either using a "no reason" personal day, a personal day if it was contractually allowed, or take a day without pay for the day they could not attend work. He asked that the board take this into consideration again.

Ms. Taylor asked for a status report on the Middle School and High School Academy program. She wanted to know when it would start and all details regarding this program. Mr. Perkins said that Dr. Martin has not submitted anything to the board for the conduct of the Academy. Ms. Lipstein asked if Mr. Perkins had asked Dr. Martin about the Academy. Mr. Perkins said he had not. Ms. Taylor asked if there was a reason why this had not happened. Mr. Perkins said that Dr. Martin had been out ill. Ms. Lipstein said that Dr. Martin would have made a request before this. Mr. Perkins said that he has not had a discussion one way or another regarding the program.

Ms. Lipstein asked if the nursing care indicated in the agenda was for individual students. Ms. Conte said that these nurses will be used for multiple students. She said that it is brought to the district's attention that a student has medical needs, the request is reviewed by the district's doctor to get it approved and service is given to individual students as required. Ms. Lipstein said that the resolution was for a considerable amount of money and she said that she knew there were nurses in each school building. Ms. Conte said that the school nurses have to remain in the buildings. She said that these nurses assist students in outside situations.

Ms. Lipstein said that resolution P-15 provides for a teacher to do home instruction on an as needed basis. She said that usually there is a cap on how much is spent and she was curious why there was no cap on this resolution. Dr. Lishak said that for home instruction there is not a cap. She said that this person is being approved so that in the case of a student who needs home instruction, there is someone available. Mr. Tatum said that the cap which Ms. Lipstein was referring to was for a specific individual or a specific program. He said that the one thing about home instruction is that the district never really knows who will need home instruction. Mr. Tatum said that a student may go on home instruction because of a suspension but the district does not know when that will happen. He said there may be a situation where a child has an accident.

Ms. Lipstein stated that she did not know there was an emergency meeting on Saturday and she assumed that it was about the budget. Mr. Perkins said that it was not an emergency meeting, it was a special meeting and it concerned the budget.

Ms. Lipstein asked for an explanation of the early release program which sounds to her like a very big change in how the district looks at education. She said that this is the first that she has heard about it. Ms. Lipstein said that she would have thought that if it had been on the back burner, it would have been discussed prior to implementation of it or voting on it in a week. She asked Dr. Lishak to explain what the district was doing. Dr. Lishak said that if students have earned, as a senior, enough credits to graduate and the student so chooses, that student can be in the early release program. Ms. Lipstein asked what time the students would be released. Dr. Lishak said that the students would have to stay until at least the end of 4<sup>th</sup> period which is approximately 11:20. She said that the student would have to take gym, English, one other class and have lunch before they are allowed to be released. Ms. Lipstein said that she was flabbergasted that the district was considering such a program. Dr. Lishak said that Union is one of the only high schools that do not have this program. Ms. Lipstein said that she did know of schools that do this but they have students do independent study. She said that the students need to be accomplishing something educationally. Ms. Lipstein said that for the entire senior year, the student will be dismissed from school at 11:20 and the district is asking parents to pay a "full" tax amount when their students are getting a "partial" education. Dr. Lishak said that it is the parent's choice. Ms. Lipstein said that she could just imagine what a parental

battle she would have had with her son if this program had been offered when he was at the high school. She said that there is no way she would have told her son that he could get out of school at 11:20 each day during his senior year. Ms. Lipstein said that Dr. Lishak is saying that electives are fillers, but she personally did not think that. She asked Dr. Lishak how she could say that the district had a wonderful, comprehensive high school but it will let seniors go home at 11:20 because they are bored and don't want to be in school anymore. Ms. Lipstein said that she was really "hot" on this issue. Dr. Lishak said that Ms. Lipstein did not understand the amount parents that come into the high school and request their student to be dismissed early. Ms. Lipstein said that if the student needs to work for financial reasons, she could understand but to offer this as an option, she thought there would probably be a lot of parents who would not be in favor of it. She said that she felt it was not the best thing to bring up this matter at a board of education meeting on March 11 and say that a survey would be completed in one week. Dr. Lishak said she did not say that. She said that she would be doing the survey and the matter would be discussed again at the April meeting. Ms. Lipstein said that Dr. Lishak needed to get feedback from parents and the PTA's. She felt that this proposed plan was not related to education but it was related to budget. Ms. Lipstein said that she did not know how the district can say to seniors "you have met the minimum requirements and you can go home". She said that in a world of stiff competition, where everyone is talking about extra school she did not understand how this program could be considered. Ms. Lipstein said that Dr. Lishak really needed to explain the options to parents. Dr. Lishak said that the parents do have the option to have their student stay or be in the early release program. Ms. Lipstein said that students should not be given the option.

Ms. Lipstein asked who was in charge of technology in the district. She would like to make an appointment to speak to that person. Mr. Arminio said that Ms. Hart was the supervisor of technology. Ms. Lipstein asked Ms. Hart who decided the budget in the technology department. Ms. Hart said that she worked with Mr. Vieira to figure out the budget. Ms. Lipstein said that she would like to make an appointment so that she can understand where the district was going with technology.

Ms. Lipstein said that she wanted to know why no board member asked Dr. Martin what happened to the Saturday Academy and the Middle School Academy. She said that there were hundreds of parents that have been sending their children to these programs and there were hundreds of people who complained when the Middle School Academy was almost cancelled.

Mr. Perkins told Ms. Lipstein that she had more than enough time to speak to the board and he asked that she end her comments or questions at this time.

**MOTION FOR EXECUTIVE SESSION**

Moved by Mr. Galante, seconded by Mr. Nufrio that the Board go into Executive Session to discuss personnel matters without the presence of the public in accordance with the provisions of *N.J.S.A. 10:4- 2b*. 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, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

THE BOARD RETURNED TO PUBLIC SESSION 11:30 P.M.

**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. All present voting yes.

Respectfully submitted

JAMES J. DAMATO  
BOARD SECRETARY