

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES – MARCH 8, 2016

Meeting held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on March 8, 2016.

The meeting was called to order by Mr. Nufrio at 7:05 p.m.

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

ABSENT AT ROLL CALL: None

ADMINISTRATORS PRESENT: Mr. Gregory Tatum, Dr. Noreen Lishak, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mr. Thomas Wiggins, Mrs. Kim Conti

Mr. Le led the Board and audience in the Pledge of Allegiance.

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

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

Mr. Nufrio asked Mr. Vieira to please identify the resolution to be voted on. Mr. Vieira stated the payment of bills – to be paid for timeliness. Mr. Nufrio stated usually we do this on a regular meeting because there are some that may be arrears or approaching the deadlines. Mr. Vieira stated correct.

Dr. Lishak stated we added P-8. Mr. Arminio asked if it would be voted on tonight. Dr. Lishak stated if you recall last month we approved a vendor to do our bio-psycho social assessment – so as per our policy when a student was sent out or tested for alcohol or drug testing – before they return here as per our policy, they have to have a second test. The vendor that we chose to use and I’m not seeing eye-to-eye with what they would like to do with our students and so I no longer want to do business with them. Ms. Hall reached out to other districts and they use this person and they are located in Union and I need to have it approved because at this moment we have a number of students who should have been going to the other place but I don’t want them to go there. Mr. Arminio stated so the answer is yes. Mr. Nufrio stated it is the long way to yes but thank you for the explanation and certainly the public has the right to comment on it.

Any comments from the public? Mrs. Hall stated this is a good decision and to move away from the other vendor. They were putting undue pressure on our parents. They were insisting to the parents that they go there for treatment as oppose to giving us another option. I understand they are a business. Mr. Nufrio stated they weren’t given many options as to how to follow-up. Ms. Hall stated they were able to get the assessment but they were expected to

follow-up at that location. Mr. Nufrio stated but limited to that location which means more revenue for them. Ms. Hall stated correct.

Dr. Francis asked what is the price difference between the two? Dr. Lishak stated they are the same; but we are getting more from this vendor than we were getting from the other vendor. They will do another urine test. Mr. Nufrio asked was there a chance that you could have possibly negotiated a better deal with them and kept it in-house or you simply prefer having other options? Dr. Lishak stated this vendor is giving us more than the other vendors. Mr. Nufrio stated we are doing away with that guy. Dr. Lishak stated right so now we are getting the same service and more using this one.

Dr. Francis asked this is in Union but out of Summit? Dr. Lishak stated yes, it is called Summit Behavioral. Ms. Hall stated they have four locations – one is right here on Morris Avenue. Mr. Nufrio stated Ms. Hall we trust your judgment as well as Dr. Lishak's. Hopefully we will get a better service. Ms. Hall stated and with the permission of the Board I would like to pursue other vendors so that parents have options to where they take their kids. I'm still in the process of getting other people on board and to get information from them so that we can provide more resources to our parents. Mr. Nufrio stated hopefully Mr. Tatum has been informed of this. Mr. Tatum stated yes.

Mr. Nufrio asked are there any other comments or questions from the public on those particular two items? None

APPROVAL OF BILLS:

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

COMMUNICATIONS:

Mr. Arminio stated we will discuss that in Personnel.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated coming up next week we will have one presentation next week from Franklin Elementary School – this was actually scheduled in January but the building principal took ill.

We have a couple of highlights from the language arts supervisor and teacher, Rafael Rio, along with some of the Union High School Graphic Novels class and we actually received a copy of this already of the presentation of Anne Frank: The Diary of a Young Girl.

We will also have retirement acknowledgements – some of which you will hear about tonight. That list will be amended next week. We have received some more retirements as late as today. I will also present all of the different highlights that are happening around the District and some of the good things that we have been doing as far as trying to develop opportunities for grants and we will hear a little more about that tonight and that will be in next week's Superintendent Report.

Mr. Arminio stated in the retiree acknowledgements where we are doing those certificates, last year we had invited retirees – are we going to do that again? Mr. Tatum stated we have played this back and forth and I think at the last meeting we talked about whether or not we were going to invite those people that are retiring for that month. I thought that we were going to on a monthly basis. Mr. Arminio asked have these people been informed. Mr. Benaquista stated I will be sending out an email and I did speak with people. Mr. Tatum stated so we will be ready with those resolutions. Do we have any other issues that need to be corrected. Mr. Benaquista stated I was going to give it to the Personnel Committee and they are going to give me feedback. Mr. Nufrio stated you can send it to David and the Committee and copy me as well.

Mr. Nufrio stated I have something on Communications – I asked Mr. Benaquista to please detail/define paid family leave, unpaid family leave and other particular paid or unpaid circumstances so that the Board understands as well as the public so they are not confused because as you notice on Communications – some are paid, some are unpaid and they seem to have the same language. He did say he would provide us with that and put it on the agenda. A simple definition – nothing too extravagant because circumstance dictates and the individual setting dictates as well as possibly your particular decision on the particular circumstance. Mr. Tatum stated yes.

Mr. Tatum stated we were supposed to acknowledge next week in the Superintendent Report the wrestling team; however, I am told we have a conflict. Mr. Arminio stated they have the Region III wrestling banquet. Mrs. Zuena stated that is just for the coaches. Mr. Tatum stated we want to acknowledge the coach as well. Mrs. Zuena stated he was the District Coach for the year – two years in a row. Mr. Nufrio stated he was also the County Coach and received two accolades. Mr. Tatum stated so we will do that in April. Mr. Nufrio stated you will notify them.

Mr. Monge stated I can say it but coming from you would mean more. We had the shows at Kawameeh and Burnet had a show as well. Those kids work really hard and obviously teachers and staff. Mr. Tatum stated I'm expecting next week when I gather the information from the principals – so that will be part of the District highlights next week.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

DISCUSSION:

Mr. Salcedo asked what is the Comprehensive Equity Plan for schools? Mr. Tatum stated it is a plan that we just started to do again recently – it outlines our curriculum and programs that they meet the affirmative action laws of the State of New Jersey and there is no gender bias as far as male/female and we can affirm that all of our policies and procedures that are in place are bias free. Mr. Salcedo stated it is based upon the programs offered at the school. Mr. Tatum stated and the facilities are also in compliance with the needs of the students and accessible to ADA.

Mrs. Regis-Darby stated this is good for two years – she asked if you could go in the 2018-2019 and make adjustments to what you previously stated for the 2016-2017 school year? Mr. Tatum stated I believe it is every two years. Dr. Lishak stated you don't make an adjustment to the plan but you are suppose to note in your plan what you marked off so when this comes up again you have it that you met whatever it is that you put forward. As we discussed in Education, it is part of what the Board would put together as their long-range facility plans and what they are planning on doing over a certain number of years.

Mrs. Regis-Darby stated for the movie for the high school – is accessible to the kids that are going to be in that class – how will they gain access to the movie when it is going to be a summer assignment? Dr. Lishak stated the ones in the other list of movies is happening during the school year – so we would show that. In E-6, Mrs. Darby made a great suggestion – we have summer school that runs for 22 days. During those 22 days, if you can go to the library for the book but you may not have access to the movie – during one or two of those 22 days we should show that movie so if you wanted to – it is a compare and contrast – read the book and see the movie, then we run it a couple of different times so that the kids can come to the high school and see it. Mr. Arminio stated the Union Library does have an extensive film/DVD and it may be available at the Union Library and that can be easily checked.

Mr. Nufrio stated my question was with E-6 and I called Dr. Lishak and that is the approval of both the reading materials and the films that would be selected for the approved different genre – horror genre – we approved it now I asked for a listing. There is a listing of some books and that is in the back-up of E-6 but Dr. Lishak is going to add to that and enhance it with a complete listing of the films as well and any other reading material that may have been overlooked. Dr. Lishak stated they will provide a short summary of each one and a checklist. Mr. Nufrio stated I looked at the list of the books and I don't see a problem with that myself but the rest of the Board needs to see what that whole list is and that should be provided to us by next week.

Discussion Items:

1. PBS Document UHSPAC. Dr. Lishak stated we were invited to participate in a PBS documentary series that they are doing. They chose theater programs that were award winning theater programs so our program along with Rahway and Summit – there are just a couple – they are going to do a day-in-the-life of the theater. It will be different excerpts and interview students. We have our media release but we need your approval to allow this to happen in the school and anybody whose parent doesn't allow them to participate in it – they won't be on film. Mrs. Zuena stated so this needs to become a resolution for next week.

2. 21st Century Grant. Mr. Tatum stated the 21st Century Grant – we are trying to apply for this grant and I know that Mr. Casey is here tonight and we met last week along with Ann Thompson who is very proficient in this area and she seems to think that even on a short timeline and we did have representatives that did go to Trenton about a week ago and take a hard look at the components of putting together a 21st Century Grant. I do have an appointment tomorrow with Mr. Sal Dovi of the Girls and Boys Club because if we do undertake this we will need a sponsor within the Town and both Paul and Ann gave me a number of suggested sponsors that we might be able to use as well other pertinent information last week.

Mr. Casey stated I wouldn't refer to them as sponsors – I would say partners. You would be the sponsoring organization if you chose to apply – you are the one applying for the funds to come through the District in order to potentially disburse them to partners that would be providing this service as written in the grant.

Mr. Tatum stated we got a chart and hopefully I provided it in the back-up and it explains the number of students that we have that would be eligible as well as the amount of funding we would get per child and it basically targets Title I children. We figure that this particular grant would target grades 4-12 and those schools that have the Title I program. I think we are going to target 4-8 based upon the models that we have right now. We do have a population in the high school and I don't know if we can really expand beyond the 8th grade or not. But in looking back and reviewing the schools that are eligible. We have a need to try to come up with different revenue sources to support programs for afterschool and summer. We would like to apply for this grant and it will cost us approximately \$3,000 to have it written and we would need to have a resolution next week in order to apply and the grant is due on March 31st. Based upon the information that we have, if the Board deems that this is something that we should have and move forward with, I would like to put a resolution on next week plus make the application and hopefully get the grant. One of the things that we were told last was that the grant opportunities are really limited but how it was explained there is one in each region of the State and that we have a pretty good opportunity because many of the districts that might be competing against us, they already have the grants and they may be in their second or third year and they are ineligible to apply this year so it might be a good time to get his feet wet and get it off the ground and hopefully able to secure some funds.

In terms of the award based upon the size and number of students that we have, it is a dollar amount per student we can work up which is based upon the number of Title I students in each grade and we need to figure out the number and then we would apply for it. Mr. Nufrio stated can we get an approximate number by next week so that we know that the number offsets the benefit. I'm sure it will. Mr. Tatum stated I would think if we are successful in getting it. Mr. Nufrio stated the cost is non-refundable. Mr. Tatum stated the person doing the writing for us and along with the team of people that I talked to, they are actually looking for other opportunities for smaller grants. In our planning meeting tomorrow night, I am going to work at some of the other opportunities we are trying to pursue. We are looking for grants not only for this year but moving forward.

Dr. Francis asked is this one big grant or different grants? Mr. Casey stated it is a five year cycle so you would apply for it this first year and then submit additional paperwork each year. Mr. Nufrio asked are there subsequent costs Mr. Casey. You pay the \$3,000 and each year thereafter is there an additional cost? Mr. Casey asked to the grant writer? Mr. Nufrio asked additional cost to the District – submitting the paperwork? Mr. Casey stated there is not a cost to the State. The \$3,000 is not a cost to the State – that is somebody to write that. Mr. Nufrio stated I know that, I'm asking – each year thereafter, you still need to prepare the paperwork – who is preparing the paperwork and how much is that going to cost? Mr. Casey stated once you obtain the grant, ideally the District is in a position to hire people to manage and implement and coordinate the program that you would be imposing. From that point on, the people that you hire

would submit the appropriate paperwork at the end of each year in order to get the fund grant for the following year.

Dr. Lishak stated the 21st Century Grant, as with all State grants, once the grant is submitted and you are awarded the grant, they will send you a separate release and you just update it, you are not writing the grant. Mr. Nufrio stated you are not rewriting or reapplying. Dr. Lishak stated you are in a sense reapplying just on the numbers and the information that they requested – but you are not rewriting the grant.

Mr. Nufrio stated what is the cost that Mr. Casey is alluding to? Dr. Lishak stated Mr. Casey is saying in order to get the initial draft, to actually write the grant, which is a very thick document and they ask for a number of things – so the \$3,000 is for the person who is going to actually complete that x-amount of pages. Mr. Casey stated when I heard the price I thought that was a bargain. Mr. Monge stated \$3,000 to write a grant is ridiculous. Normally, it is more of an in-kind expense for the next years because it really will be an internal cost - meaning that employees here, someone from the District, would be managing that grant on an annual basis.

Mr. Nufrio stated do we have any idea who that would be. Dr. Lishak stated we have a Title I person – if it is geared towards Title I – they would be a grant person for Title I. Mr. Monge stated you are going to be on the plus side anyway. I think this is good news and if we continue pushing for grants because we do need some money. When you usually put together a really good proposal, you are able to cut and paste a lot of that information into future applications. I think you have to get started to get going.

Mr. Tatum stated there is certainly issues that we can undertake – especially with the high school, pay for some evening programs that we have tried to get off the ground in previous years. I think when we put this together maybe there are some sub-components of the plan. I know we talked about this for a number of years, trying to make this happen, but it will never happen if we don't ever try and the time has come to start trying to do some of those things. Mr. Nufrio stated that is perfectly understandable but if you could provide, just so that we get an idea and the community gets an idea, what can we possibly achieve from this and possibly compare it to other districts similar in size and what they were able to obtain and how much they received and I know it is predicated on the number of students but just to get an idea.

Mr. Casey stated I applied for and received this grant for Garfield and I think it was 250 students and it was \$525,000 per year and there is a scale in the application document so you know that you have either x-amount of Title I students or students that are further receiving free or reduced lunch – so one of those two – so if you identified Burnet and Franklin and between the two schools you have 250 students then you can apply for that amount of money for this District. Mr. Tatum stated after I got the numbers that we have in the District and I think we exceed the percentage that you are giving me. Ann said that she thinks that we are a pretty good candidate to do this because our numbers are above that for all our schools.

Mr. Casey stated Ann runs a company called Laurus Inc. and they do grant writing and evaluations of grants so she would likely ask you to bring her evaluation services into the grant as well because one of the requirements of the grant that you have an external evaluator on hand

in order to evaluate the work that you are doing and give a report to the Department of Education. Mr. Nufrio stated they require a number of things. Mr. Casey stated and another thing, Newark, Paterson and Passaic – they all fall in the Northern region – Union falls in the Central region so the only places or communities that you are competing with are Perth Amboy, Plainfield and Elizabeth and they all have grants. Ann Thomson's grants, the last three years in row, scored the highest in the State. She is the right person.

Residency: Mrs. Zuena stated on March 4th, Mrs. Moses called a meeting for residency so it was myself, Mr. Monge and the residency officers and Mrs. Hubbard. We went over the information that was given to us which was very helpful and there was a few topics of procedures and home lists and investigators to make sure that everything was on board. At the end of the meeting, there are some different procedures that other towns are doing as to not just going after the person that is not living in the town, they are going after the homeowner that say they live in the home. There are a lot of towns that have procedures that Donna was going to find out but we haven't gotten the information because we just met as to if it is a cooperative thing between the board and the town and they are actually fining the homeowners on top of the people that they are saying they are living in the homes. Because if they are just saying they are living there and they are signing documents, they are falsifying documents. We have a State procedure that we are filing but we don't have a Board procedure as to different situations that the residency officers were talking about like when the people come in the beginning of the year, if they are missing a document – they are finding that some of the documents are being brought through and it is suppose to be 21 days and they are still doing investigations and we are in March right now.

Mr. Tatum asked how does a residency investigator know what documents are being turned in. Mrs. Zuena stated what is happening is that the secretaries in the schools are suppose to follow-up after 21 days and if they are not following up, than later on down the line, they are sending them. They are not privy to that information so I guess they are going back out for a second investigation once that is found out. Some of the assumptions that we came up with is do we put together some kind of board procedure or policy that everybody follows – the secretaries. Mr. Tatum stated that one procedure that should be in place that I am not hearing and I hope that this is still happening and I hope that they made this point the other day, when a residency investigation is done – it is initiated at a building level, it requires the principal's signature. We have a situation here where unfortunately sometimes our secretaries take it upon themselves to start sending people out and that should be initiated by the building principal. It should be signed and sent to this office by the building principal and then the actual assignment is given to one of the residency investigators.

Mrs. Zuena stated so what we are saying maybe that a little procedure needs to be put in place as the protocol comes from Central Office to the principal to the secretary and the different situations. Mr. Tatum stated we have those procedures and it seems like we like to divert from them and do our own thing a lot of times.

Mr. Nufrio stated is it somewhere already within our frame work. Mr. Tatum stated it may not be in your policy, but it is a procedure that has been set up and in place for a number of years and the principal is really suppose to sign off on this. Mrs. Zuena stated Greg and Annie

said that we follow the State policy. Mr. Nufrio stated the State policy – does it begin with the beginning or somewhere in the middle. Mrs. Moses stated it begins with the student, because the State says that if a student is presented in the school by the parent, the student's civil right is to attend this school. If the parent does not have all documentation, whatever documentation that they do have – they must give you that, they have 21 days. After 21 days and they do not submit, the school will forward it to Central Office. They have residency folders in their drawers, you know what day it is, the teacher is aware of the day and the day comes and the child's documents are not in school, you can't dismiss the child, you can't exit the child – so you have to forward it to the Central Office. Then the investigators will get their assignment and then they have to follow the procedures so that might take another week or 10 days. If that information is not given and we find that there is something there, then the process starts with the letter, a call saying that we will exit your child out because you don't have the documentation.

Mr. Nufrio stated Greg said what it absolutely should be – that is anything that happens in the building, it is the principal's directive. If the child says something to the teacher, the teacher has to report that. Mr. Tatum stated one of the concerns that I found when I was doing residency was a lot of times a secretary would pick up the phone and some unfairness because they don't get paid unless they work so it is rotational. If you start calling the same person all of the time – so we do that from here – we assign the cases and it should not be assigned unless the principal contacts us.

Mr. Monge stated I'll expand on the whole policy idea that we were talking about was if there was some type of notice – it is your responsibility, the staff, teacher, principal to report such situations because we are just putting it on the table that I really like Johnny as a student and I'll look the other way because he is a good kid and your heart bleeds for the kid and you are going to have that kind of stuff but the idea is to letting folks know that hey this is your responsibility as someone who works here in this District.

A couple of other things that we talked about was making sure that charter school students are annually checked on their residency. We have everything else covered but we didn't have the charter school kids being checked on an annual basis.

The other things was original documentation – when we were doing the residency checks, we were getting copies and one of the officers said that anybody can make a copy of something and tamper with it. Mr. Tatum stated I believe for re-registration we were accepting photocopies. But initial registration it should be original documentation – when they go into the office, the way it should play out is we make copies and put them in the folder and give the original back to the family.

The other thing we were talking about was having this re-registration, a big push that everybody identifies that there is a big push here and that we actually talked about doing the re-registration for a couple of years in a row. The other thing about the fines and really pursuing people - no one has been pursued and we thought that the property owners like Nancy said were a great target because if they are not playing with the game, then you stop having folks using their address and if someone, for an example, we can go after them and there was something we talked about as it pertained to giving them, before they sign the affidavit. Mrs. Moses stated they

do have an affidavit – if someone is living with me, I as the homeowner, have to sign an affidavit saying that they live with me. It is a legal document. We do have that in place. Mr. Tatum stated it has to be notarized. Mr. Monge stated we talked about having that updated because it seemed like the one we had we were going to try to get that updated. Mrs. Zuena stated we are doing the 6c's every year like we are supposed to be doing. Mr. Monge stated so it is old information. Mrs. Zuena stated isn't that what Donna said, we don't check the 6c's every year. Mrs. Moses stated no. Mr. Tatum stated you mean updating the 6c's? Mrs. Zuena stated the people that have 6c's actually live in the location that they stated they are there. Mrs. Moses stated are they still there is what you are saying. Mrs. Zuena stated are they still in that location. Mr. Tatum stated that is something that we may need to go to counsel on for one simple reason – a 6c is a legal document and the domicile law is very clear that once you have a person take someone to their home and they have a sworn statement, they are considered to be domiciled in the District. The one way to get around the affidavit as you are speaking about would be to do a re-registration and then you would not be singling them out – but you would be getting them all in one swoop as a student in the District who was allegedly domiciled. The reality of it all is that we can have a kid that is an affidavit student who is clear and have all paperwork in place and then you could have a student that did move and he is still using his address. I think that your idea if you are going to do re-registration will take care of the affidavit because everyone would have to do it.

Mrs. Zuena stated the issue is this – if you are going to do a re-registration that you want original documents – the secretaries in these schools are way too busy. I have a perfect example, I am friends with Bernadette, but over the summer when we did re-registration, she was up to 10-11 p.m. working at home because it is her job but they shouldn't have to work until 10-11 at night to get that paperwork done. Mr. Tatum stated this is the real issue, the re-registration right now that we have been doing has targeted grade levels – now if you are talking about doing the entire District and all students then what we are really talking about is massive – multiply what you saw Bernadette doing times all the grade levels in the District so there will have to be some money somewhere.

Mr. Monge stated when we shifted \$100,000 from the residency budget line item earlier this year, and I asked a question of what the budget is but I couldn't find it, with the thought that if there was a need to bring it back and then I heard the issue about we need money but we just shifted \$100,000 out and it seems that we do have a system that we can definitely improve and we talked about some other items that probably we can talk to Mr. Tatum about but it seems like and I think one of the investigators was talking about if they were potentially part of that process and having a centralized or however you go about doing it, and if there is money that is associated with it – we had a budget for it one and two is we started talking about what could happen if you actually found ten kids, it kind of pays for itself essentially at the end of the day. Especially with kids that we are paying for out-of-district alone so I think it is definitely well worth it and it ends up being something that we keep on talking about as a town and a lot of people whisper about issues that we obviously continue to find kids so if we were to step up our game here and especially going out and fining folks and the like and then I think people would start thinking twice about trying to take advantage of Union's district.

Mr. Nufrio stated Greg already indicated there may be legal questions surrounding all of this and if and when you develop this policy of procedure which certainly the biggest aspect of that is how it is initiated and whose signature should appear on that paper and it should be the principal and not a secretary. With that, I think once you put together some procedures, we have to show it to our Board attorney to be sure that we are not circumventing the State policy and then you have to think about there have been decisions lately that were rendered and I don't know if you guys get all the bulletins and you should be getting them. A person who is considered as being homeless can actually stay in the District for two years. Mrs. Moses stated they can stay in the District forever – but every year you need to find out because our homeless students, we need to always know that they are in a safe place. So at the end of every year we call the parents in and we talk with the parents on the level of are you still displaced, you don't say homeless, where are you, is all fine and then you are going to exit because they do after that conversation. That is why I was saying that it is very important that we hear when the investigators are going out that they have to have some empathy and sympathy in order to get the collateral and the honest information from people; other than that the defense mechanism will go up and families will try to protect them and all they know is to protect.

Mr. Tatum stated there is another point to make on homelessness too – you need to understand about investigation of homeless students – residency investigators should not be doing that. Residency and homelessness have to be separated. They are two totally different animals. There are State and federal laws that govern what can and cannot be done. So we have to be careful about that too. Mrs. Moses stated a person can be living with someone and that person is now exited out of that house but now they are homeless – so they can be on a 6c and then someone throws them out and now they are homeless.

Mr. Nufrio stated the objective is and everybody agrees is that we are trying to be as considerate as possible but at the same time we certainly want to be able to remove a student in the most legal possible manner.

Mrs. Moses stated we do look at all our homeless. Mrs. Zuena stated Maplewood does the whole district every year. They re-register their whole district. Mrs. Moses stated that is a different size district. Mrs. Zuena stated when we do our re-registration we have to come up with a way to show original documents.

Mr. Arminio stated I heard procedure/policy – if you want a policy to be changed, we have to look at the policy. Mrs. Zuena stated we don't have a policy. Mrs. Moses stated yes we do. Mr. Tatum stated we do. We have a policy and it is entitled “Non-Resident” and that is the reason why you probably didn't find it. We looked at it for the teacher's whose children attend school. It is in that policy there. The whole procedure about residency is in there.

Mr. Arminio stated policy comes from the Board in which we state the general overall goal of the Board of Education and then the Superintendent's office creates a procedure developed from that policy. So if you are asking for a new policy, we have to look at that first, get input from everyone on how that policy should adhere and be framed and then develop a procedure based on that policy. Let's not confused the two – the procedure comes after the policy. Mr. Nufrio stated a good portion of the procedure after the initial first or second step is

already detailed by the State. Mr. Tatum stated that is correct. Mr. Nufrio stated the initiation of it and the possible rechecking of residency.

Mr. Monge stated what do we have in the budget for residency – how does it compare to last years. Mr. Vieira stated next year I budgeted \$71,000. Mr. Monge asked what was it this year? Mr. Tatum stated we better also consider this too – Jeff that money he is talking about is basically for salaries for residency officers. It is not for any other stuff that we want to do. We will have to put more money in there. Mr. Monge asked what was budgeted this year? Mr. Vieira stated the original was \$109,000 – the current is \$88,000.

Mr. Monge stated my suggestion is that we would at least keep what we had this year if we are going to try to do something. That is my suggestion. The one thing where we left it off – was Ms. Hubbard was going to actually try to look at like size districts and see what they are doing and she was also going to give us some feedback on Maplewood. We were also going to talk to the Board attorney, whatever ideas came out of it, that we would talk to him and make sure we cross our t's and dotting i's and we heard that the previous Board actually were in discussions with the Town as far as trying to collaborate on fining these property owners and then those conversations stopped – they scratched the surface and then they stopped and then folks just forgot about it and life went on. My other question is if we want to fine someone, who is fining them, the Board or is it the Town.

Mr. Tatum stated I think what happened in the case you are referring to – there was suppose to be a prosecutor assigned to handle residency in the District. I was not involved in that meeting but I was in one meeting that took place and one of the things that they were looking for was (a) the prosecutor to be assigned by the Township and (b) for this group to have people that were referred to them to go out and to find – so what happened is we would have to go through all of what we go through procedurally and then if we had found that someone had falsified a document and once in a while we do come across a few of them, but then we would refer that information to the prosecutor and he would go after the person to recover the funds. We have gone to court a couple of times and we have been successful and we won but never got a dime. Mr. Monge stated is this property owners or the parents? Mr. Tatum stated property owners and going back to Nancy's point about a 6c – if that document is falsified, you have basically broken the law because you had a notarized document that you are saying a sworn legal statement which is how the law reads and says that person is in my home and they are being taken care of free of any monetary contribution from the parent. It can be very small the way the law reads but they are not taking care of them. If a homeowner says that they brought mom and child in and then they find that mom and child use that address but they are really coming from East Orange – that is when we would go after the homeowner. But we would have to have documented proof of that is where the person is coming from and they are indeed falsifying the documents. Mr. Monge stated there is obviously a way. So at the end of the day, I think there is going to have to be some coordinated effort – someone has to come out and tell us how they do it in other districts but it seems that at one point or another we are going to have to sit down with the Town and see how we can work together to recoup. Because at the end of the day, we want to have a stick.

Dr. Francis asked can we put a tax lien on the property? They owe us money. Mr. Tatum stated I don't know. Mr. Monge stated we can talk to the attorney.

Mr. Nufrio stated the other aspect of this whole process is that we can go through all of this and as Greg said we won and we still haven't gotten a dime because there are so many little loopholes and one of them is say the family is homeless and I was simply putting them up. It is no different than civil suits that you never recover the damage.

Mr. Monge stated at the end of the day – winning – it is not for us to collect money but really to try to prevent people from coming in. Mr. Nufrio stated it is a costly process. Mr. Monge stated it is a process that we have to go through. Mr. Nufrio stated I'm not saying we shouldn't but we all should be aware that it doesn't come free.

Mr. Tatum stated I should point out at something I pointed to a few months ago as well, when we exit students from the District, unless we have students come and are replaced by those students and normally we do, we actually lose that money. We are not getting anything – I want you to understand that and there is a principle point to all of this but we are really not gaining any money by doing that. I announced that we had done a list of actual revenue that we would lose if we don't have students. Our enrollment has been pretty steady. Mr. Monge stated there are two sides of that story and that is not a fair statement. I don't think that is a fair statement saying that we lose money because obviously on the other side there is obviously quality of life – I guess not life but education opportunities for our kids. If we have kids that we are finding that we are actually paying for their tuition out-of-district we are actually saving money there and also we are paying equipment and labs and whatever and I think it all washes out to the plus on our side. Obviously we have less kids in classrooms. Mr. Tatum stated I won't debate the issue because those are contingencies that may go along with it but dollar for dollar for what we get from State Aid and funding, October 15th of every year there is a count of the number of students that are in seats in the District and once those students are gone, they don't make up the count for the following year, you can't collect on those students. It is in the seat and it is no different Jeff than when we talked about bringing a student back who is out-of-district placement or sending the student out. Here is the other side – the other caveat, those students that we are now saving money on, we get three more of them and send them out and we are spending even more and our cost increases even more. Mr. Monge stated with all due respect, I don't know – so let's not do anything. Let's just let everybody in and I know you are not saying that. Mr. Tatum stated I think the Board needs to understand the full position. We are sitting here having a conversation, we are not arguing, we are not even disagreeing – I'm simply putting facts on the table so that when we talk about using our money, we understand where the money is going and how it is generated and I'm not making an argument at all, I'm trying to inform the Board as the person you employed here to ensure that things are being done and you are held accountable for it – you need to know the full story.

Mrs. Zuena stated it was a very informative meeting. Mrs. Moses presented a great package to us and it had great explanation of a lot of things I didn't know. Mrs. Regis-Darby stated in terms of a cut-off date when the funds per student will actually be kept in the District – is there a particular cut-off date? I think you said October 5. If the student is here until October 5th than the District gets to keep the funds but if they leave before October 5th does the funds

leave with the child. Mr. Vieira stated October 15th is a snapshot. Mr. Nufrio stated and then there is another review. Mr. Tatum stated but the count is based upon who is in the seat on October 15th. Mrs. Zuena stated so if they are not exited before October 15th, we keep the funds. Mr. Tatum stated if they are here and we put them out, we keep it for that year but it is the following year that we end up not being able to count on that student. Again that may be a wash because we may get another student or two.

Mr. Nufrio stated my final comment is this – if we can improve on the current process and avoid going to court because it is not free and it's not cheap than that is probably the best way to improve on what we currently have in place. If we have to augment it, which is a synonym for improve, meaning enhance possibly the staffing if necessary. You can't improve unless you look at the total picture and where it is going to go and who is going to deal with it. We need to do that and Nancy, you and Jeff will take the lead on that. Mr. Monge stated we are going to find out about a policy – what the existing policy is and take a look at it. Mr. Tatum stated if you look on the website under "Non-Resident" that is the policy. Mr. Monge stated I think what Mr. Arminio said, it is not for us to come up with the procedures, it is to come up with the policy and then come up with some goals and we will look for your leadership to be able to provide us with something to reach those goals. Mr. Nufrio stated the initial procedure is what we have control over, the rest is dictated by the State and you will see that when you read it.

Dr. Francis asked when is re-registration – in the summer time? Mr. Tatum stated we usually start that around April to June and people are still bringing in stuff during the summer months. Mrs. Zuena stated as they get to the older grades, if you don't have your re-registration then you can't make your classes for the following year. Mr. Monge stated we want people to know that we are not playing and we mean business. Mr. Nufrio stated we are showing that to some extent because we do exit kids. Mrs. Zuena stated we had this conversation the other day that we exited more at this point than we exited in the whole year last year.

Mr. Nufrio stated didn't you also want to suggest that you have a separate section for residency. Mrs. Zuena stated we discussed having a part of residency for the meetings because this way when we have our residency hearings we can discuss those policies at the meeting. Mrs. Moses stated because we have two cases that we need to talk about. Mr. Monge stated and then you will have consideration bringing back the budget to at least this fiscal year's numbers. Mr. Tatum stated I guess we will. Mr. Nufrio stated \$21,000 of what I recall. Mr. Vieira stated yes.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Dr. Francis stated F-12, do we have the updated? Mr. Nufrio stated we do. I asked Mr. Vieira to prepare the current billings. I also asked him to submit also for the Board to see and review what was originally appropriated, what was expended for the past three years and Mr. Vieira did so. The only thing is I don't know if everybody got it – some of you received it because I forwarded it. Jeff you received it. Can you procure it to those members that were not

in the Fiscal Committee because that is who I forwarded to Mr. Monge, Mr. Le, Mr. Salcedo and Mr. Arminio. Mr. McDowell had it also. Mr. Vieira handed out copies.

Mr. Nufrio stated what I was looking to see is where are we today. Mr. Salcedo stated we are about \$4,000 for the first month. Mr. Nufrio stated to try to even project as to whether it is going to be a recurring number and it is definitely going to fluctuate and just knowing that there are legal matters that are currently being reviewed that we will be billed for – let's say this – if we project even an average of \$6,000 a month which is currently higher than the \$4,000 that we currently were billed – in the year's end it is still a good number. There are many different things that they are currently reviewing as opposed to sending it to A, B, C – we are looking at a much more refined way of dealing with these matters and we will continue to do that as a Board and any recommendations that I or Mr. Tatum bring to the table with regard to the Board. We all approved the policy pertaining to part-time Board attorney. We are trying very hard to contain the number of calls, the number of communications with the firm and hopefully that will continue and we will be vigilant with that. At the same time there are matters that do need to be addressed and I will also present one later in the Executive Session which I would like to get some response and hopefully consent with proceeding with the Jefferson project.

Dr. Francis stated its says January 11th – office research; review of file. The ones that don't have names attached to it, how do we know who is requesting it. Mr. Tatum stated I don't have it in front of me but I don't know what they mean by RIF any way. Mr. Vieira stated I guess "reduction in force". Mr. Tatum stated we had an introductory meeting with them and they got to meet the Central office staff. Dr. Francis stated January 25th – office research preparation and review of file regarding administrative leave – is that coming from Noreen? Annie? Mr. Tatum stated I think this might be something that we gave him and he is doing it in his office – reviewing a file for a particular issue that we might talk about in Executive Session and he did some research for us. It might have come from Gerry to him and he is billing whatever research he is doing. He might have to send us an opinion letter. One situation that we will be talking about later on tonight in Executive Session; after we sent it to him, he prepared a written document with recommendations on it and sent it to us and I think that what he might be saying is – he prepared and he researched the legal references and he gave us the advice on the way we are to proceed. He is being very clear that he had a phone conference with me or attended a meeting, he is very clear about that.

Mr. Monge stated what I think he is saying is – this is with any legal – even some times we have a third party anyone does work, who is telling him to do work? I think that is what you are saying. Dr. Francis stated everything should be accountable for. Mr. Tatum stated we can request that when the bill is sent to us if they could be more specific. Mr. Monge stated I think the point is. Mr. Tatum stated you are monitoring this bill because you are looking at whether you are saving any money based upon having an in-house counsel; that is what I thought I understood what this whole process would be. If we are looking at this and you want to be able to identify and there are just a few of us that are able to call the attorney. Mr. Nufrio stated only you and I and possibly the Business Administrator/Board Secretary. Mr. Tatum stated I know that every time Gerry has to make a call, he comes to see me so you can technically say it is coming from my directive because it may be a situation again where we talked about a particular person or situation. Gerry may be doing a follow-up with Mr. Griggs the next day but Gerry is

coming into me saying Greg we need to call the attorney and talking to Mr. Griggs, he is going to send us back an opinion on A, B, C and D. But normally everything that Paul will send back, it might be to Gerry and a copy to me. If I initiate an email based on a conversation with Mr. Tatum, I also cc Mr. Tatum on the email. Mr. Nufrio stated but the policy we passed Mr. Benaquista to bring you back to focus, indicates mutual notification to Mr. Tatum and myself so it is a way of keeping tabs on it and I know you are not going to make frivolous calls and I notify you each time I have spoken with Mr. Griggs or I copy you on emails. I would only expect the same process to be reversed. Certainly I know you are not calling him for personal matters. Mr. Tatum stated understand this, when Gerry is making a call to him, most of the time it is about something that has been discussed with the Board. He is talking to me about the issue and I just say yes go ahead. The Board is fully aware of the fact what we may have discussed.

Mr. Nufrio stated just a final comment Dr. Francis – you can be sure that we are being as vigilant as possible. Mr. Tatum and I will be mutually notified by each other. Certainly there may come a day where he may not reach me or I can't reach him so another form of communication would be in order. I have taken all the steps to ensure that I am executing my end of the policy and I know that Mr. Tatum will as well. Just looking at the cost I am pleased.

Dr. Lishak stated for clarification, I had an issue last week so I went into Mr. Tatum and spoke to him and he said let's reach out to the attorney. Greg was aware that I was going to do it – so you should have been on the email? Mr. Nufrio stated no, he could have notified me that he authorized you. Dr. Lishak stated so he is not waiting for you to say it's o.k. Mr. Nufrio stated no, it is mutual notification. Mr. Tatum stated most of the time the things that you have to call for are the things that I'm talking to him about anyway. Mr. Nufrio stated mutual notification doesn't mean I can say yes or no to him. It is just mutually notifying because that is how we are going to keep better tabs on the expenses and just looking at this current bill, I am very pleased at this point in time because it is less than what we have been spending in the past.

Mr. Tatum stated let me just answer Dr. Francis question and maybe follow with Mr. Monge – are you saying that when we get their billing Dr. Francis, you would like to see specifically who was involved with the call in each of these. We can ask Manny if they would do it that way. Mrs. Zuena stated some of the phone calls have who they are with and some of them don't. Dr. Francis stated on the 19th of January it says “receipt and review of email from Diane Cappiello” – it even has Diane, don't you think it should have everybody. Mr. Tatum stated Diane probably sent out something that we needed to get to the attorney because of some discussion that we either had or we had with Vito. Mrs. Cappiello stated I think we needed a clarification on something. Mrs. Zuena stated I think he liked the fact that it has who the contact person specifically is and what the conversation is. Dr. Francis stated or let us not have it at all and just – we are not going to have everybody – they work for the Board. Mr. Tatum stated the answer is right here – when it is an employee or from my office or Vito as the President, unless he is in there preparing something that didn't initiate a call maybe he should say as per Board or something like that to make it clear that he didn't get a phone call from us but he is preparing something based upon blank-case that we gave him.

Mr. Nufrio stated these were the vouchers that I had asked Mr. Vieira to give me and I shared them with David – these are vouchers from the previous law firm. We are pretty much

confining and dealing with strictly Sciarrillo because they have a large complement of attorneys who have specializations and I will speak more about that in the private session with regard to what else – when I said I need your consent to have them do something which is imperative and it is necessary to continue with Jefferson situation. You can see here how they use to bill us. Mr. Vieira are we going to receive the same type of vouchers from Sciarrillo that we received from Appruzzee and DeCotiis. Mr. Vieira stated you do have the invoice. Mr. Nufrio stated these are the invoices you gave me from Appruzzee and DeCotiis. My question is are we going to get the same thing from Sciarrillo or just a listing of what they charged. Mr. Vieira stated the voucher copied the P.O. which is what Sciarrillo signs as part of our internal control. Mr. Nufrio stated but you are going to get that from him obviously. Mr. Vieira stated we have them. Mr. Nufrio stated you just listed them as I asked you to. Mr. Vieira stated yes.

Mr. Nufrio stated so if you want the same things, we can get Mr. Vieira at some point to give a copy of this and I will share it with you guys or you can simply give it to Jeff and he will sift through them because it might be more of a description or it might be less. Mr. Monge stated I think what Mr. Tatum said should suffice. It's just regarding per such and such. Because attorneys sometimes do work and they don't put who told them to do the work and obviously this all is a good price but sometimes on the flip side people make up work for themselves. Mr. Nufrio stated there is nothing wrong with having a failsafe. Mr. Monge stated absolutely. Mr. Nufrio stated and that is what we are asking.

Mr. Tatum stated this question goes to Manny – when Sciarrillo or any of those guys who call us, I guess they charge us for the phone call they are making to us as well. Mr. Vieira stated yes. Mr. Tatum stated so in other words, they bill and they may say phone call to G. Tatum so I guess I have to let Vito know that I got a call from Griggs or something like that to keep the communications open. Mr. Nufrio stated and I'm not insisting on that – I am simply saying mutually notification especially with the larger, lengthier discussions – I would think we would keep each other informed and I'm not calling about my personal legal matters. But at this point in time, no vendor should ever feel comfortable about billing us. We will look so no professional services rendered won't go unexpected.

Mr. Salcedo stated Manny, who does watch the bulk of this – I'm saying line item for line item. Jeff does. Mr. Monge stated I'm trying to retire from that job – if someone could help me out I would appreciate it. Mr. Vieira stated when we purchase goods, or even services, the requisitioner signs the receiving copy saying that the goods and services were received. With the professional services, like the attorney, it is a little different.

Mr. Monge stated F-1 – we have a line item transfer – Treasurer's Report - which was brought up during the Finance Committee - \$22,339. My comment to Manny was I thought that we said we were going to stop the money coming out of there – out of the Jefferson reserve. Mr. Tatum stated that is correct. Mr. Monge stated we have \$22,339 that is coming out of there. Mr. Vieira stated the \$14,000 expenditure was for the engineering services that were done for the Old Vauxhall Library. Mr. Wiggins stated for the preliminary work. Mr. Tatum stated I think to your point Jeff, we wouldn't make purchases off that. I think that money was committed. Mr. Nufrio asked why would that money come out of Jefferson. Mr. Vieira stated because it was the Old Vauxhall Library which we were contemplating turning it into a parking lot. That was part

of the Jefferson project. Mr. Monge stated it was an expense incurred before we had that conversation. Then what was the rest of it. Mr. Vieira stated and then there was \$4,000 for lighting in the parking lots at Jefferson. Mr. Nufrio stated which came around after the election question. Mr. Wiggins stated after the election we got that letter and then we moved forward on updating the lighting there because we had to borrow lighting from the Town. It was right after the election that we did that. Mr. Monge stated we did the work.

Mr. Nufrio stated it was stipulated I think in January that we would not proceed to spend any more money. Mr. Monge asked and what was the rest of it? It was only those two items. Mr. Vieira stated that was the \$22,000. Mr. Wiggins stated just to clarify everything. There are two bills outstanding for Masser which is another engineering firm for the parking lot. They are outstanding \$4,000-\$6,000 for work done. I am starting to get contracts together and I have those if you want to see them. I have not paid them. They are sitting there – there is a P.O. for \$40,000 for Masser. I did speak to Masser and they said that they are willing to just stop it right there and just pay the two bills that are outstanding. I think there was one for \$2,000 and one for \$4,000. Mr. Monge stated it is for what work. Mr. Wiggins stated that was for the parking lot – topographical. Mr. Monge stated and that was something that we talked about a couple of months ago and I said why do we still have this still budgeted in here and maybe we should stop. Mr. Wiggins stated and that is when I called them and said let's stop. I stopped those too but those bills we already incurred. They were getting ready for the bid documents and they were still moving forward at that point. Mr. Monge stated maybe if it is o.k. with the Board – if that could come to committee and the committee could review it. You can send it me via email. If you don't mind email it to the Finance Committee.

Mr. Le stated I'm just paraphrasing what I asked for. The committee moving forward just so that we are not surprised when we review F-1 to see what we have committed to last year all these purchase orders be prior to our conversation saying that we are not spending more money from the Jefferson project. If we could have the list of the open purchase orders that we were committed to last year prior to the conversation we had this year, at least we won't be surprised. Mr. Nufrio stated and that would be for goods and services received.

Mr. Monge stated in F-1 it ends up essentially a project, we beat this horse dead many times, the idea is that anything that comes and gets transferred out of that reserve that we have an opportunity to take a look at it versus trying to find it.

F-5 I had a general question – there was a purchase for an Apple computer and I asked the question, do we have a technology procedure or I don't even know if it is a procedure as much as it is a purchasing plan – for instance, is our technology platform going to be Apple? Is it going to be using this software versus that software? Because it seems to me every time that we go to the next person it is nilly willy – it is like someone says I need to buy this and I get a Chrome Book here but I have an iPad over there. Mr. Tatum stated I think the answer Jeff is Dell. That is the basic computer we have been using in the District. I can tell you that one of the reasons we haven't really moved to Apple is because we don't have the technology. Dr. Lishak stated we don't have the technicians. Mr. Monge stated we purchased Apple – there is one in there, that is why I asked the question. That's my point right, if we say this is the platform we are using, if we are going to use computers, if they are Dells – everybody should be getting Dells

but we are under a purchase agreement or whatever we negotiated - if you are going to update to Excel versus Quatro or Lotus or whatever the equivalent is to that on the design. Mr. Tatum stated I believe we use Apple for the Board such as iPads for the most part. I know that we purchased those because the administrators in class. I know we also purchased a few Apple laptops and that is basically administrators. As a rule, in offices and work areas for example, I have a Dell in my office, originally I was going for an Apple but we found out that the Apple computer wasn't compatible with our server so why would I need an Apple computer for and we sent them back. Dr. Lishak stated we didn't send them back. We sent both of those to the middle schools because they are able to use them there. Mr. Monge stated so the answer is that we don't have a technology standard as it pertains to software, hardware but I'm hoping that when we get this person in we can look at that.

Mr. Arminio stated I don't know if you were on the Board or not when we came to a decision as a Board that we were going to suspend purchases. Maybe one computer – but certainly we were going to wait until we had the IT Director person in place before any decisions would be made as to what would be purchased. I do have to say one thing, maybe at the high school it would be good and I know they do have an Apple classroom up there because some kids need to be exposed to not only Apple and also working with Dells so that they have the option of going with either one. Mr. Monge stated I'm not arguing one over the other, that is part of the educational program but if somebody says here's the standard and it may include different classrooms in the high school because of education wise or whatever, but it is something that is a coordinated effort and it seems like we don't have it right now but it is something that when this person comes in that would be something they would look at.

Mr. Tatum stated we talked about this – Mr. McDowell and I did meet with the technology head at Bed Bath and Beyond last week and they took a look at our audit that we are moving toward and getting that stuff standardized as we speak. We hope to have some feedback from them in the next day or so.

Mr. Monge stated we asked for an explanation of why F-14 was removed and at least we thought in our conversations it wouldn't be any harm in having that approved but I wanted to hear from you. Mr. Nufrio stated I took the initiative only because I wanted to give the Board an update on certainly what has transpired since we last talked and that it has to do with the Jefferson project and I didn't want anyone to be confused to see almost the full amount of what was in capital reserve has been appropriated for next year. Let's see what I get from Mr. Griggs then we can put it back on. At this point I will explain a little further in Executive Session on what he said. It wasn't anything to object to, it was simply not to confuse you and to give Mr. Griggs enough time to give me some response which I did and you have copies of those. Mr. Monge stated I guess in Executive Session we can have a conversation about it. Mr. Nufrio stated we are going to have a conversation about it and in all probability it is going to be re-inserted for next week's meeting. Mrs. Darby we are talking about capital reserve, the appropriations are almost the entire amount because we are hopeful to be able to retrieve the leftover money from the Jefferson project that will then replenish the capital reserve that we will have exhausted.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

Mrs. Zuena stated I have a question about the Burnet Parent Workshop – is that something that is through our District? The back-up said something about Warren County. Dr. Lishak stated it is just somebody that is sponsoring it – it is a free program. They are going to come in and set up for parents a children's room and then show parents all the places their kids are hiding their substance in plain sight. Mrs. Darby asked a question – because it is at Burnet but it is not a Title I program, it can be open to the District.

Mrs. Zuena presented the discussion items:

1. Request from Union High School Class of 1957 Reunion to tour Burnet Middle School (former Union High School), Tuesday, June 13, 2017 from 3:30 p.m. to 5:00 p.m. (approximately 85-125 attendees), in accordance with the information in the hands of each Board member.
2. Request from Union County Department of Parks and Recreation to use Kawameeh Middle School parking lot for Union County's 12th Annual Bio-Blitz Event from 5:00 p.m. on Friday, June 10, 2016 to 5:00 p.m. on Saturday, June 11, 2016, in accordance with the information in the hands of each Board member.
3. Request from The MAX of Springfield-Union to host a 5K which uses Board of Education property to raise money for Make-a-Wish New Jersey on May 21, 2016 from 9:00 a.m. to 12:00 noon, in accordance with the information in the hands of each Board member.
4. Hannah Caldwell traffic issues. Mr. Nufrio stated this will come off.
5. Request for use of Battle Hill School for Pasta Night Fundraiser on April 29, 2016 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund, in accordance with the information in the hands of each Board member.

DISCUSSION:

Mr. Nufrio stated I want to point out that the very first one will take place in 2017. It is not a mistake, it is correct. What discussions do we have on these if any.

Mr. Arminio stated on No. 1 – why not, they are graduates of Union High School, it is a Tuesday and it is after school. Why would we say no.

Dr. Francis asked what is the Annual Bio-Blitz Event? Mr. Arminio stated they are using the parking lot. It's the County Parks and Recreation – it is our County. Dr. Francis stated I just wanted to know what it was.

Mrs. Zuena stated The MAX is an organization in Town and they do a lot of fundraising. Mr. Arminio stated how much is it going to cost us? Mrs. Zuena stated I don't think much – Manny had information on it. Mr. Vieira stated it is a similar 5K run as the Mayor's 5K and the

same route. I spoke with Eileen Birch and she said the Police Department did approve it. Mrs. Zuena stated The MAX does a big thing with the Union County Sheriff's Department. Mr. Vieira stated our cost will be a custodian for the bathrooms. Mr. Wiggins stated on the Mayor's 5K we usually have 2-3 custodians here. Mr. Arminio stated but they won't have the tables set up like the Mayor's run. Mr. Wiggins stated they will definitely have to open up the bathrooms and clean up. They usually set up two tables on route for water. Mr. Nufrio asked why would you need 2-3 people? It doesn't sound like we need that many. Mr. Wiggins stated on the Mayor's 5K – we have to get ice, we have bagels. Mrs. Zuena stated they have their own insurance. Mr. Wiggins stated if you want to downsize it. Mr. Nufrio stated not saying downsize it – but you will be the one to determine and make the decision. Mr. Wiggins stated we will figure it out when we meet with the committee that is running it.

Mr. Nufrio stated just to clarify for the record – we are not dismissing the Hannah traffic problem, we are still waiting on the police department to come to us with a final solution. Because we are at their mercy anyway so there is not much more discuss until we hear from them.

Mrs. Sharp stated there is a police car that drives around the parking lot for the last two weeks every morning so when the busses come in and he is actually telling people to move on or park in a parking space. Mr. Nufrio stated that is good to hear but we are actually hoping to get a real resolution for the problem and to get some possible changes in direction. We are dismissing it for the record, we are still waiting for that and that is up to them to decide.

Mr. Nufrio stated any questions No. 5 – pasta night. None.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio presented the Personnel Committee agenda.

Mr. Arminio stated there are a number of retirements, resignations and once again how it is printed now thank you very much Mr. Benaquista it makes it so much easier and better to go through the names and what each one is. Mr. Benaquista stated we are going to be changing the last column on the retirements – just the year they started. Mr. Arminio stated on the right hand column under retirement it will be “date of start” rather than “date of retirement”. It will make it easier for Mr. Benaquista to count up the number of years of service which will help them with their pension and with their medical benefits. In P-1 there were three names removed and will be talked about in Executive Session.

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

P-8. APPROVE SUMMIT BEHAVIORAL HEALTH

Approve Summit Behavioral Health, 2780 Morris Avenue, Suite 2-D, Union, New Jersey, to provide bio-psycho social assessment and 15 panel urine drug screening at a rate of \$150 per assessment, in accordance with the information in appended to the minute.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Mr. Arminio stated is there an update on the SRO. Mr. Nufrio stated that will be discussed in Executive Session.

Mr. Nufrio stated just to let you know I was not getting a personal phone call, that was a call from Mr. Manzella and I will apprise you of what he said in Executive Session.

POLICY COMMITTEE:

Mr. Arminio presented the Policy Committee agenda – this is the first reading of Policy 4319.21 and we will approve it next week. It deals with conflict of interest – employment relationships. Our lawyer drafted the policy and it talks about relationships in a school where a supervisor and relationship with a subordinate within the school.

DISCUSSION:

Mr. Salcedo stated fraternizations? Mr. Arminio stated if you want to use that word. Mr. Salcedo stated we didn't have something in place before. Mr. Arminio stated no. Mrs. Regis-Darby asked is that the documentation that starts off with "close personal relationships"? Mr. Nufrio stated you have a copy of it because I know Diane put a copy in everyone's folder. Mrs. Regis-Darby stated "close personal relationship" did he put a definition to that? Mr. Nufrio stated we are all adults here. Mrs. Regis-Darby stated I am just speaking in terms of you can have a close personal relationship with a co-worker but it is not a "close personal relationship". I think it is a little ambiguous. Mr. Nufrio stated that is duly noted and it is a good thing to have two meetings. When I speak with the attorney tomorrow, I will make sure that your point is duly noted and ask him to possibly make it more clear.

Mr. Arminio stated in the second paragraph, I think it does define this "close personal relationship". When it says "no employee may initiate or participate in directly or indirectly decisions involving a direct benefit employment...promotion, salary, observations and evaluations, work assignments or other working conditions to those related by blood or marriage, membership in the same household, including domestic partners, or persons with whom an employee has an intimate relationship" – I think the definition is there in the second paragraph.

Mr. Monge stated so why don't you move the definition up. Mr. Nufrio stated we can make all the suggestions in the world but I think Mrs. Darby's point is addressed and I am going to rely on the attorney – unless we absolutely object – there is no point in spending more money. Mr. Salcedo stated I think the third paragraph. Mr. Nufrio stated the key element in this whole thing is conflict so that if it should pass then Mr. Tatum has the pleasure of hearing a situation or displeasure and then he can address it as a conflict more than anything else.

Mr. Monge stated when I first read that I just thought a really good friend not anything beyond that. Mr. Nufrio stated good friends are probably not the problems but that is what you get with the initial thing. I didn't put the two together. Mr. Nufrio stated if you feel like you absolutely need to make another recommendation, just bear in mind nothing comes free. Mr. Monge stated you don't want a situation where someone raises policy that points to you guys are drinking buddies and that is a close personal relationship and that is not what you were thinking. Mr. Nufrio stated we cited all the statutes.

APPROVAL OF BILLS

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

DISCUSSION:

Dr. Francis asked why are we paying our bills? Mrs. Zuena stated some need to be paid now. Mr. Nufrio stated some are in arrears or possibly approaching a deadline.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Mr. Nufrio asked if Mrs. Darby's name is placed correctly alphabetically? Mrs. Cappiello stated I do it the way that we do it in the school system, where "Regis" comes first so she is under "R". Mr. Nufrio asked or would you like "Darby". Mrs. Regis-Darby stated that is fine.

UNFINISHED BUSINESS:

Mr. Tatum stated the school calendar, as you know, we still have to make up a day for Union High School only. On the table once was a February break, the Union thought that was short notice so here are the options that we have right now. We have the possibility of doing Good Friday – it is a religious holiday and I think we will have a hard time selling that. The other day is Easter Monday and the problem with that is many people and I met with the UTEA yesterday, they have vacation – we may not get the attendance or whatever the case may be. I think Good Friday is off the table. The next thing is we set Project Graduation date for 23rd of June. A recommendation came to me today that did make some sense – meeting with the UTEA yesterday we talked about the possibility of extending that by one day to the 24th. However, I'm putting a call into the County about this, if we lock in the 23rd and have graduation – the students will not be able to receive diplomas until we had the 180th day which would be that Friday. I talked to one of the people on Project Graduation committee and they are locked into that date and can't get out of it. The items that we have left to get that day in and by the way it will be a 4-hour session and if it is June and with the heat and so forth that is another issue that we have in the District. So we have the possibility of Easter Monday or extending the school year just for that building – just for one day and having graduation and project graduation on the 23rd but have the building open for students on the 24th and therefore have a 4-hour session on that day but diplomas, and I will check on this again, will not be distributed until the 24th – the 180th day of school.

Mrs. Zuena stated all the kids that go to Project Graduation are not going to go to school so are we going to have enough in attendance? Mr. Tatum stated that is another question. Mrs. Zuena stated if the kids are at Project Graduation all night – they are not going to school. Mrs. Zuena asked how many seniors do we have? Mr. Tatum stated about 600. Mrs. Zuena asked so what is the percentage that we have to have in school. Dr. Lishak stated you have to be in the nineties. Mrs. Zuena stated so if you have 600 kids out of school that is not going to make the requirement. Can they on the half-a-day of school, when school is dismissed – can the high school stay for a second session? Dr. Lishak stated no, you can't make up a day of school in a regular day.

Mr. Nufrio stated what about revisiting the Memorial Day. You can't have it both ways. There has to be another option. Mrs. Zuena stated can they go on a Saturday? Mr. Tatum stated I think we can do a Saturday. Mr. Nufrio stated what teacher is going to show up on Saturday. Mrs. Zuena stated if they have to. Mr. Salcedo stated we are going to have trouble Memorial Day weekend – we are going to have trouble any of these days. Mrs. Zuena stated I don't think you are going to get any of them on Good Friday, the day after Project Graduation or Memorial Day. Mr. Tatum stated I think a Saturday is an option. Mr. Monge asked how do you incentivize them to come to school? Mr. Tatum stated we make it a pay day or something like that. Mr. Nufrio stated how about the following Friday after Good Friday so ending the recess one day earlier. Mr. Tatum stated that is possible. Dr. Lishak stated we did talk about that. Mrs. Zuena stated so anyone who is away is not going to be there. So what is the percentage? How many kids can we have absent? 10%? Mr. McDowell stated make Good Friday a half day. Mrs. Zuena stated nobody is going to come on Good Friday. Mr. McDowell stated pick a day. Mrs. Zuena stated the problem is whatever day you pick, if we don't have enough students it is going to be a wasted day. Mr. McDowell stated I think we have a better shot on Friday than another day. Mrs. Zuena stated I don't think so. Dr. Lishak stated I don't think Good Friday.

Mr. Tatum stated there are days that we are open during the week but I don't know who is going away. Mr. Monge stated I remember us coming back to school in the fall and I thought it was a wasted day but it was really to get my diploma in high school and we had to come in to get our diploma. How does it work here? Mr. Tatum stated I think they can get their diploma the same night but I did understand that there are a number of students who don't come back til the next day or following day. Mr. Monge stated so why not use that as a carrot to have them into school. Mrs. Zuena stated but that is just the seniors. Dr. Lishak stated you have to complete 180 days of instruction before you can do graduation. Mr. Tatum stated and that was what I was telling the young lady today on the phone. I don't think we can have the certificate in place until they met the requirements that they had attended all the days required by law.

Mr. Salcedo asked, the student doesn't have to attain 180 days? Mrs. Zuena stated yes they do. Mr. Salcedo stated what if they are absent one day. Dr. Lishak stated the school has to be open we have to have 180 days of instruction. You can't have graduation on Thursday and then say we will make that day up on Friday. Mrs. Zuena asked what does Project Graduation go til? If it ends at 4 in the morning, they are not going to come in at 7:30 a.m.

Mr. Tatum stated I guess what we are saying is we have to get that day in before June 24th. Mr. Nufrio stated the percentage of people that are actually going to be away, I think will not be excessive. Mrs. Zuena stated how many children can we have out. Dr. Lishak stated you have to have 95% of the students in that school in at any given day to have the day count.

Dr. Francis asked who made up that rule? Dr. Lishak stated the State. On any given day those numbers never reach 95% any way. I had called Karen Dunn and she had said 95% and you have to have all of your 180 days of instructions prior to graduation. When we had Sandy, someone started a rumor that the Commissioner would waive days – the regulation is 180 days.

Mr. Salcedo stated the fear on the 24th is that the whole senior class isn't going to attend. Mrs. Zuena stated not if they come home four in the morning. Mr. Monge stated I don't know where we are going with this – so if a 100% of the senior class, don't attend, what is the percentage. Dr. Lishak stated basically all the classes are even – so if everybody else came, you would have about 75% attendance in the school. Mr. Monge asked what are you going after – the senior class. Mr. Tatum stated probably half of them. Dr. Lishak stated you need more. On a given day that is a lot of kids that would be out so that really doesn't happen. Mr. Nufrio stated we can't assert graduation is the day of project graduation. We can't assert that they completed the requirements. It can't be the next day so end of story.

Mr. Salcedo stated everyone that goes to graduation is graduating. So if you are going to summer school, you can't go to graduation? Dr. Lishak stated that is right.

Dr. Francis stated why don't we just graduate them on that Sunday after. Mr. Monge stated here's another carrot, when do you give out cap and gown? Mrs. Zuena stated probably two weeks before. Mr. Monge stated why can't that be a carrot to get kids to come on a particular day. Mrs. Zuena stated that is 600 kids – we need 9th, 10th, 11th and 12th.

Mr. Tatum stated we will work on it and come up with a date. Mr. Nufrio stated hopefully next week Mr. Tatum will have the best solution that we can possibly have.

Mr. Arminio stated I went to Madame McCleod's Wax Museum at Franklin School and it was absolutely awesome. The 3rd graders all became wax figures for Black History Month and they memorized a little speech about the person and you had to press a button on their hand and they gave a little spiel about the individual and they were lined up around the whole gym. It was absolutely amazing. I hope that Mrs. McCleod when she talks next Tuesday – you can tell her to bring some kids and we can push the buttons and have them do their spiel. It was very good.

The Union County School Board Association every year has a recognition for unsung heroes of the school and I know that a lot of the kids are special ed kids. It is going to be March 16th. For the past couple of years we have not participated and all the Union County have kids represented and they talk and they give a little speech and last year I went and we didn't have a representative. Do you know anything about it? Mrs. Conti asked do you have the information? Mr. Arminio stated it is a little late for this year but for next year I will get it so we can have a person who represents Union High School.

I will be talking about the twirlers next week because they won a lot of competitions this year. The Burnet show last week was absolutely amazing. Mr. McDowell and I went to the senior citizen performance at 10:00 a.m. Mr. McDowell stated it was amazing and there are a lot of talented kids in our school district. It had been a long time since I had seen a play in middle school but those kids are very talented. Also the teachers behind it too did a great job. Mr. Arminio stated they did "Into the Woods" and don't forget this week the high school play starts this weekend and next week. Mrs. Zuena stated it is the 10th, 11th, 12th, 13th, 18th, 19th and 20th.

Mr. Arminio stated the last item is I sent a letter to Ms. Birch, the Township Clerk. I gave the letter to some of the Board members and it was about the lighting on Election Day in November. I waited several months to reply. I did go to all the schools that were discussed in the letter to us and in the letter to us she had said there was faulty lighting and Tom indicated that the lighting is fixed at Jefferson and I acknowledged the lighting was broken there. But at Washington School and the High School, it was not us at all. At the high school, there was a street light out and that made it dark in one area. We have no control over that. At Washington School, and this is what I think we need to talk about, there are two doors at Washington and the voters go in at one door and it is dark but there is another entrance closer to Washington Avenue that is lighter and it goes into the same hallway and it is only 20 feet away – possibly voters can use that entrance instead of the darker entrance. Mr. Wiggins stated we are putting in additional lighting and we are working on it as we speak. Mr. Arminio stated then I will send her another letter. Mr. Nufrio stated the next voting time will be June.

Mrs. Zuena stated the shared services will be talked about in Executive Session. Mr. Nufrio stated yes.

Mr. Nufrio stated I have one unfinished business and it is directed to Mr. Vieira. We have an employee whose health benefits were paid erroneously – has that reached the date of termination? Mr. Benaquista stated it was – we sent him COBRA. Mr. Nufrio stated so we are no longer paying for his benefits as of March 1st. Mr. Benaquista stated I will go back and check. Mr. Nufrio stated the meeting in February determined when we were going to do it. Mr. Benaquista stated Donna Carlin took care of that. Mr. Nufrio stated everybody heard that – unfortunately for quite a while health benefits that shouldn't have been paid – but it is what it is.

I had down here the possibility of an IT Director and I believe we are moving forward with that. Perhaps next week it will be finalized for advertisement. I think it should go and depending on what the Board wants and in my opinion it should be no different than when we advertise for major positions and it should be in the paper. You guys need to decide that.

Mr. Tatum stated Mr. McDowell and I did meet with the technology head of Bed Bath & Beyond last week. He not only looked at our audit, but he took a look at the job description that Gerry had been putting together to ensure that we had the appropriate attributes that we would look for in a candidate. Now they have also offered to come in and either send a rep or actually help us conduct interviews and also help us with any questions so that we have the right type of technology questions in order to find someone to come in and become the engineer for the District. Hopefully if we get back to them, we will have the job description for you for approval next week.

Mr. Nufrio stated a quick polling as to whether we advertise simply on the website or do we do the route that we did eventually with the Board attorney? Any comments? Mr. Monge stated I would put it out in the newspaper as well. Mrs. Zuena stated I would put it in the paper. Mrs. Darby stated put in the newspaper. Mr. Salcedo stated paper. Mr. Le stated likewise. Mr. Arminio stated it doesn't matter. Mr. Nufrio stated as much as we can advertise, let's do it and thank you Mr. McDowell for extending yourself in this. Mr. McDowell stated my pleasure.

Mr. Monge stated three items. Kawameeh had a show as well – which was fantastic. It was a collection of skits and the like. I don't know if anyone attended but it was disappointing that you couldn't hear all the kids because the mic system that they had to rent or they were able to get, just wasn't enough. We talk about STEAM and we talk about the arts here – it was very disappointing and I felt more disappointed for the kids than anyone else because you could hear some kids and the other kids you couldn't hear at all. I don't know if that is something that could be looked at and I started asking folks if there was equipment that everybody uses or is it just for the individual schools. How do you go about the process? Mr. Tatum stated they are rented for those shows. Mrs. Moses stated if they have the money they buy them. Mr. Monge stated they had a fundraiser and raised money and it wasn't enough and it is sad that you would have a situation where the show must go on but then they don't have the proper equipment.

Dr. Lishak stated both Jason Malanda and Ray Salvatore for the last couple of years have said that their gym – the audio system is just not there. Jason had someone in and I would have to go back to my notes, but the amount would be something like \$35-\$45,000 and that would be a little more for Burnet. Mrs. Zuena stated the gym or auditorium. Dr. Lishak stated the auditorium. The way that it is set up – like in Burnet, it is not just the auditorium, there is a balcony and they had someone come in to see what it would cost and Jason was hoping that he would be able to generate it within his own budget but that amount of money he doesn't have.

Mr. Monge stated I know they rent the mics and amplifier and this is not my area of expertise, but I would think that if we had centralized equipment that people could share for the shows. They rent it and spend hundreds and thousands of dollars to rent this equipment for this one time shot. Mr. Nufrio stated maybe we can suggest that they do some fundraising to help defray the cost. Mr. Monge stated they raised funds. Mr. Nufrio stated to get the better equipment and be able to share it District-wide. Mr. Monge stated I don't know if schools are open to sharing and stuff like that. Mr. Salcedo stated a lot of shows are happening at the same time. Mr. Monge stated it is a coordinated effort because we talk to talk so we have to walk the walk.

Mr. Tatum stated this is for Tom. It raises an issue especially of what I know about the Hannah Caldwell situation. The \$35,000 is it the internal mechanisms that you plug it into that needs to be fixed? Because we rent a system, in Hannah they borrowed a system from the other schools, and there was a couple of times the mic went out and when you had the Martin Luther King program – my question is you can have all the best equipment but what you plug it into is the problem so we could have real good equipment and still have problems. When we talk about capital improvements in the building, we seem to have that problem in a couple of buildings. Is that something we should look at? Mr. Monge stated in grant writing – people would sponsor –

you can go after Best Buy and someone like that but that is something that would be interesting to take a look at and see what the cost is. That goes to the arts, we talk about it, my son was in it and he was there forever and many times he went to go practice and the teachers put in all that time as well and then you have that and every show is like it.

The RFP's, if we can have an update on that and also with respect to the Bank RFP. Mr. Vieira stated the RFP's for the brokerage services, auditing, engineering, architectural – they went out and they are due back on March 15th. As far as the two new ones – the Team physician and the banking services – they are going out – I have to go to my office.

Mr. Monge stated while he is doing that – can we have an update on the Kean University. Mr. Tatum stated we did have a phone conference with Kean – Mrs. Moses and myself and we although the Dean was to come down with one of his people – the Director of Education came down with her and talking about some partnerships with them and they wanted to reschedule another meeting with us. We spoke about an hour. We are moving forward.

Mr. Monge stated we talked about breaking the ice/breaking bread type of thing and we would have a couple of Board members because I offered myself. Mr. Nufrio stated I would like to attend as well. Mr. Tatum stated we will approach that subject when they come back because I guess she didn't feel empowered because at the last minute he said he couldn't make it. That is something that we can approach with them once we get this going. I even said to her listen we will come to you but she came here.

Mr. Nufrio asked Mr. Vieira if he had an answer. Mr. Vieira stated the team physician and financial services is being advertised on March 17th with a due date of April 12th. Mrs. Zuena stated the team physician was Dr. Gallick. Mr. Nufrio stated yes. Dr. Francis asked are they looking for an orthopedic doctor? Mr. Vieira stated yes. Mr. Nufrio stated I understand that Dr. Gallick was a sports medicine guy.

Dr. Lishak stated these are the numbers from Kawameeh – the cost was \$36,000 to upgrade the auditorium – audio and video stuff and wiring and Burnet was \$60,000. Mr. Nufrio stated does that fall under capital reserve Mr. Vieira? Mr. Vieira stated yes.

Dr. Francis asked where are they posted Manny? Mr. Vieira stated the Star Ledger, the website and the Union Local Source. Mr. Nufrio stated the first deadline was March 15th and the second deadline is April 12th.

NEW BUSINESS:

Dr. Francis stated this is about Burnet and Kawameeh. Speaking to a couple of kids who play baseball and who I coach, they said that they don't get to play sports until the 7th grade and in particular baseball – you have two big schools but yet you only have about 18-19 positions and there are more kids that go out. I was suggesting maybe we should look into having two teams for baseball and the likes of any other sports to accommodate these kids. Mrs. Zuena stated most towns don't allow them to play until 8th grade in middle school. Mr. Arminio stated but you are saying have two teams in middle school. Dr. Lishak stated we use to have that. Mr. Arminio stated we had that for many years. Dr. Francis asked what happened? Mr. Arminio

stated when the schools went to middle school – 1985-1986, they decided that 6th graders should not go out for sports and it should be just 7th and 8th grades go out for sports and in the 90's they started to combined to one team for a couple of reasons. One was lowering of the number of kids going out for the team, save money was another issue and gym space. Dr. Francis stated they have their own gym. Mr. Arminio stated but you have girls and boys basketball. Mrs. Zuena stated I brought it up before. Dr. Francis stated that is chump change. Mrs. Zuena stated for coaches – how many thousands of dollars. Mr. Arminio stated money was the least of the issues.

Dr. Francis stated that is something that we should think about. Mr. Nufrio stated I think Mr. Tatum if you want to take up the task of looking into it and then reporting back to the Board as to what you recommend and certainly we would be receptive. Dr. Francis stated not this year but maybe the coming 16-17 school year and look at it as part of the budget. Mrs. Zuena stated it is hard enough – we only have one baseball coach. Mr. Nufrio stated I recall in my day, we use to have intramural teams and that might be a good way to get it started as oppose to having an actual team itself. Mr. Arminio stated 7th and 8th grade go out for teams. Mr. Nufrio stated I also remember those intramural teams sometimes the teachers took up the task of volunteering to coach them. You might want to look into it and it is always a good start for the kids anyway. They get some introduction to the sport.

Mr. Salcedo asked is it because we have a little league and it is so active at that age 11-13? Dr. Francis stated they either go onto teen league which some of them aren't – I think just like pop warner – pop warner has gone into defunct over the last several years that a lot of them are waiting to go out for football in middle school because it is less of a hassle and they want to compete.

Mrs. Zuena stated I know we discussed this and we have a policy naming fields and rooms and after different people. Mr. Nufrio stated we passed the policy last year. Mrs. Zuena stated I don't know how we go about this but our wrestling room, we discussed and we thought this could maybe be named after Jeffrey Bubnowski who was here. Mr. Arminio stated originally, the original wrestling room was named after Walt Shalcross – so do you change the room and then change the name and the throw the other name out. Mrs. Zuena stated it doesn't have a name now. Mr. Arminio stated it should be the Walt Shalcross Wrestling Room because if you go back in the minutes that was what it was officially named. Mr. Nufrio stated so that is still in place then. Mr. Arminio stated I suppose. Mrs. Zuena stated since I have been here it hasn't had a name and that is 20 years. Mr. Arminio stated I just saying what is – I don't care what we do but it was originally the Walt Shalcross since once they change the wrestling room when it was down at the other end of the building and then once they moved it around the corner – what happened when they moved it, I don't know, the plaque was never put up. There originally was a plaque for Walter Shalcross. Why it was not put back up, I don't know. I do know and I will tell you in private. Mrs. Zuena stated basically it could be named then. Mr. Arminio stated we can do whatever we want – we can change the name – that is up to us. Dr. Francis stated there is criteria. Mr. Arminio stated there is criteria in the policy. Would you do that to the Athletic Director/Wrestling Coach for 30 years. Dr. Francis asked who is Bubnowski. Mrs. Zuena stated he was a wrestler that passed away.

Mr. Nufrio stated Mr. Arminio is there any particular reason why you don't want to divulge why it occurred – confidential. Mr. Arminio stated yes.

Mrs. Zuena stated moving forward, if we still wanted to proceed with something like that, how would it be done? Mr. Arminio stated make a resolution. Mr. Nufrio stated and then we discuss, comment and vote.

Mr. Arminio stated one question and you are the only administrator who can answer this – Franklin PTA – I went to the Franklin PTA meeting and they wanted to know if they can do a “go fund me” fundraising to pay for their playground. Dr. Lishak stated a couple of people have asked Mr. Tatum about putting together a “go fund me” account. Mr. Tatum stated I think the PTA can do it but we can't do it. I don't think we can restrict the PTA committee because they have their own bylaws. The question came to me about Project Graduation and I was a little uncertain if we should be doing that as a school district. I don't think we have the right to say yes or no to them. Mr. Arminio stated it is for the playground. Mr. Tatum stated how they get the money is not our problem. Our problem is whether or not it is comingled with money that is in our school district and they keep their own books and that is why I think there is no problem. But it is problematic if we do it.

Mr. Arminio stated there is a group in Union called the Diamond Circle Club and it is a group of teachers in Union who have been teaching in Union for 25 years. In the past, many years ago, when it was legal, the Superintendent gave diamond pins to each person after they achieved 25 years of service in the District. There are about 150 to 200 members of diamond circle and twice a year there is a luncheon. This year coming up is the 60th anniversary of Diamond Circle and up until a couple of years ago there was one person who was there from the beginning and she was in her mid 90's and I forgot her name. She was in the charter member of the Diamond Circle from 1956. I am asking the Board if I put a resolution in next week that we have a proclamation saying congratulations on the Diamond Circle Club for turning 60 years and there may be some people here that may be eligible for Diamond Circle. It is for any employee who has been in the District for 25 years. There are active teachers in the Diamond Circle. I am asking for a proclamation from the Board saying congratulations on achieving 60 years.

Mrs. Sharp stated there were a whole group of teachers that never got the pin because the Board had to stop and there were a lot of people in the Diamond Club that never got their pins.

Mr. Nufrio stated the proclamation is just a piece of paper – are you going to prepare it? Mr. Arminio stated it is just a piece of paper and I will prepare it.

Mr. Arminio stated George Nazzario is very famous soccer player from Union High School who graduated and he is being inducted in the Seton Hall University Athletic Hall of Fame. He was probably one of the best soccer players that came out of Union High School and he has been the coach at the College of New Jersey for about 25 years. Mr. Nufrio stated he had an outstanding record.

Mr. Nufrio stated I had spoken to Julia about looking in the Local Source – there was a page that identified a federal program that President Obama had initiated which some of the

districts took advantage of – it was on page 14. I have a copy of it and it disappeared. I would like to resend it to you.

Mr. Nufrio stated you were sent documents and forms for Board members to complete self-evaluations and that is no longer an option, that is mandated. Everyone needs to do one. Mrs. Cappiello stated it was mailed to the Board members. Mr. Nufrio stated if you need another copy just ask Diane. With that package was the Superintendent Evaluation and I asked Diane to stipulate a timeline – prior to April 12th. Please get that done – it has to be done. It is not an option, it is mandated. The only ones that may not do it – is if anyone is conflicted. If you have family members that work in the District, that would be a conflict of interest.

I just want to remind everyone. If you didn't get the package please contact either Mr. Vieira or Diane and they will get it to you.

COMMENTS FROM THE PUBLIC:

Mrs. Sharp stated no comments but it was a very interesting meeting.

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. 10:4-2(b) personnel matters. The Board will disclose the discussion conducted during the Executive Session with notice to the public when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interest of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney-client privilege.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

The Board returned to public session.

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

O-3. APPROVAL TO ALLOW BOARD ATTORNEY TO SEARCH FOR AS-BUILTS
Approval be given to allow the Board attorney to search for and discover as-builts which coincide with the Jefferson School Project. Before beginning the search, the Board attorney will give an estimate of the possible cost of his search. The Superintendent and Board President will determine whether the estimate is reasonable.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mr. Salcedo, that the meeting be adjourned at 11:45 p.m. All present voting Yes. MOTION CARRIED.

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY