

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES – SEPTEMBER 20, 2016

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, September 20, 2016 at 7:00 p.m. at the Union High School Library, 2400 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:07 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mr. Angel Salcedo

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mrs. Sandra Paul, Mrs. Kim Conti, Mrs. Ann Hart, Mr. Barry Loessel

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

COMMENTS FROM PUBLIC:

None

APPROVAL OF MINUTES:

Moved by Mr. McDowell, seconded by Mr. Arminio, that the following minutes be approved: July 19, 2016 – regular and executive session minutes.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

COMMUNICATIONS:

REQUEST OF VAUXHALL HISTORICAL SOCIETY

Request of Vauxhall Historical Society requesting permission to use Jefferson Elementary School gym for the Veterans' Day Program – November 5, 2016 from 10 a.m. to 2 p.m. and request the waiver of fees.

REQUEST FROM LEAGUE OF WOMEN VOTERS OF UNION

Request from the League of Women Voters of Union to use Union High School Library for a televised Candidates Debate on either Monday, October 24, 2016 or Tuesday, October 25, 2016 from 7 p.m. to 10 p.m.

LETTER FROM SCIARRILLO CORNELL MERLINO McKEEVER & OSBORNE

Letter from Sciarrillo Cornell Merlino McKeever & Osborne.

REQUEST FOR PAID/UNPAID MEDICAL LEAVE – MATOS

Request for paid and unpaid medical leave from Maria Matos, paraprofessional-Battle Hill Elementary School, effective September 1, 2016 through September 30, 2016 (tentative).

SUPERINTENDENT'S REPORT:

Mr. Tatum stated this evening before we begin I would like to take this opportunity to publicly acknowledge the presence of two administrators in the Union Township Public Schools. We have a new Business Administrator, Mr. Greg Brennan. Welcome. Our second administrator, not new to the District but new to the position as Assistant Superintendent, Mr. Benaquista.

Tonight we have a special recognition – we have an 8th grade student from Kawameeh Middle School, Amahl Adams. Amahl was nominated and chosen to attend the Junior National Young Leaders Conference this summer in Washington D.C. This opportunity was offered through the Envision Program to students who demonstrate academic excellence and strong leadership potential. I would like to take this opportunity to recognize this young man for such a high achievement and for him to come forward and tell us about this program and we will present him with a certification.

Amahl Adams stated good afternoon Mr. Tatum, Mrs. Moses and the Board of Education. I would like to thank all of you. My experience from the Junior National Young Leaders Conference – the first night I was very nervous and because nobody knew anyone and that is not a good thing when you are a kid. Throughout each day you go to your leadership class as a group and each leadership class group is named after a President. In your classes you discuss the six main character traits of being a leader and you absorb lots of information for being a leader. Every day you visit either a memorial, a museum or a monument. Some places I visited were the Lincoln Memorial, the Capital and we sat in the House of Representatives and they spoke to us and the Smithsonian of American History.

During this conference we got a lot of information and friendship also. People you meet are from different states and they are different from yours. From this conference, I plan on absorbing every information to make my school great at Kawameeh Middle School by being the Vice President.

Whoever attends this conference like I did in the following years, I hope they keep on doing all their work and being the best they can be. Thank you.

Mr. Tatum stated Mr. Benaquista since you are here, please read the resolution. I would like Amahl's mom to come up too and I want to thank her for bringing this to our attention and please know that we are here to support every student that is here at the Union Township Public Schools.

Mr. Benaquista stated I am proud that you represent our school district for the Junior National Youth Leader Conference in Washington, D.C. We are very proud of you and congratulations.

Mr. Nufrio stated I would also like to extend the compliments of the Board and truly your son is a leader and will be a leader in the future. He is already exemplifying the criteria to be a leader – his pose, his demeanor and he was able to get through this even though we are all strangers to him with the exception of the ones that he does know. He did a fine job. Congratulations.

Mr. Monge stated I have known Amahl, he played in a little league team that we had. Beyond being an athlete, he is a solid kid. A good teammate and he walks, talks, quiet with a big stick and definitely congratulations.

In talking about public relations, this is the type of stuff we need to do to inspire other kids in our District.

Mr. Tatum stated recently we formulated a public relations committee in the District. The meeting was with myself and other entities and highlighting some of the activities that go on in the District. A development of a plan to create a more positive perception of our school district and the activities that we engage in and I would like to take this opportunity to acknowledge the committees that are here tonight. We will have more on this at our next worksession in October. Thank you for your hard work and efforts of the committee that is working with me.

Opening of Schools/ Enrollment Update: The Township of Union Schools opened their doors on September 6, 2016. A total of 7202, students are currently enrolled in the district as of today. This enrollment figure represents a decrease of 87 students over the total enrollment last year of 7289 in June. I think we have to keep in mind that enrollment continues throughout the course of the school year and I think this shows an indication that enrollment is pretty steady this year in comparison to last year.

This year we had a guest speaker, Mr. Ernest Morrell, who addressed the staff during our townwide meeting on September 1st. His message was centered upon reaching all children through interactions that promote a positive learning environment. Many thanks to Mrs. Annie Moses for securing this presenter.

Back to School Nights: Back to school nights are currently underway throughout the district. So far, all of the back to school nights have been well attended and informative. All of the back to school nights are been posted on our website for times and locations.

September 11 Commemoration: All district schools conducted activities commemorating September 11, 2001. The activities that took place this year were the:

1. PA Announcements of the 911 on the anniversary.
2. Students and staff observed a moment of silence
3. Students were asked to wear Red, White and Blue to commemorate and other activities that were planned throughout the course of the day.

Mayor's 5K Race: The Mayor's 5K race will be held this Sunday, September 25, 2016 at 9:30 AM. Registration for this event will begin at 7:30. The following registration fee structure Parents must register on site with the completed permission slips distributed at each school. Adults may register on line YMCAEUC.org. A link to this website is available at the Township of Union Public Schools website.

We are off to a good start with many positive things that are happening in Union Township Public Schools and we are proud of what is going on and the plans that we have established to move forward.

Mr. Nufrio stated Mr. Tatum asked me to reflect on the fact that we have an additional Central Staff member and this position has been filled by a very competent young lady, Mrs. Paul. Mrs. Paul came in this summer and I wanted to introduce her. She is our IT Director and we are looking for great things to come from her, her expertise and her hard work. We want to congratulate you again and wish you all the best.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. APPROVE CURRICULUM GUIDES

That the Board approve the following Curriculum Guides - 2016, in accordance with the information appended to the minutes:

1. Mathematics Grade K – Model Curriculum Frameworks Units 1 and 2.
2. Mathematics Grade 1 - Model Curriculum Frameworks Units 1 and 2.
3. Grade 2 Mathematics – Model Curriculum Frameworks Units 1 and 2.
4. Mathematics Grade 3 - Model Curriculum Framework – Unit 1.
5. Mathematics Grade 4 - Model Curriculum Framework – Unit 1 and 2.
6. Language Arts Grade 5 – Model Curriculum Framework - Units 1 and 2.

E-2. APPROVE DISTRICT STUDENTS ATTENDING NEW ROAD SCHOOLS – PROVIDED MEALS AT NO CHARGE

That the Board approve, pursuant to N.J.A.C. 6A:23A-18.5, that District students attending New Road Schools, Inc., be provided meals at no charge and in accordance with N.J.A.C. 6A:23A-18.5(20)(iii) authorizes New Road Schools, Inc. to include costs of meals provided with the annual tuition rate charged for the 2016-2017 school year, in accordance with the information appended to the minutes.

E-3. Reserved. Agenda Item Approved at September 13, 2016 (NJ Core Curriculum Content Standards – Technology).

E-5. APPROVE 2016-2017 DISTRICT MENTORING PLAN

That the Board approve Township of Union Public Schools 2016-2017 District Mentoring Plan, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mr. Griggs are we reserving E-4 (Settlement Agreement with L.R.) for after Executive Session. Mr. Griggs stated we are. Mr. Nufrio stated therefore we will not be voting on E-4 at this time. We need to convene to Executive Session to discuss this matter further.

VOTE ON E-1, E-2, E-5:

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

NAY: none

ABSTAIN: none

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Moved by Mr. Monge, seconded by Mr. Le, that the following resolutions be adopted:

F-1. ACCEPT TREASURER’S REPORTS:

That the (a) final Cycle 13 Treasurer’s Report dated June 30, 2016 and (b) Treasurer’s Report dated August 31, 2016 be accepted.

F-2. ACCEPT SECRETARY’S REPORTS:

That the (a) final Cycle 13 Secretary’s Report, dated June 30, 2016 and (b) Secretary’s Report dated August 31, 2016 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of August 31, 2016 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of August 31, 2016 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Interim Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

That the Board approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS AND/OR PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE AMENDED LIST OF 2016-2017 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2016-2017 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE LIST CONTRACTS AND/OR PURCHASES

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

School	Account/Department	Vendor/description	Amount
Union High School	International Outreach Club	Luntha Secondary School - donation to Luntha in Malani, Africa for student's tuition	\$2,670.00
Union High School	Yearbook	Lifetouch Publishing -- balance of Class of 2016 yearbook	\$12,427.70
Union High School	Key Club	NJ District of Key Club International -- 10/9/16 fall rally registration	\$2,000.00 (maximum)

Union High School	Key Club	Key Club International – payment of student registration (member dues)	\$4,000.00 (maximum)
Union High School	R.O.T.C.	Southwest Airlines – plane tickets for 2016 Raider Nationals in Molena, GA	\$3,362.80
Union High School	K. Brooks Field Trips	Township of Union BOE – bus payment for aquarium field trip	\$1,050.00
Union High School	Marching Band	Pine Forest Camp – 2016 Band Camp payment	\$15,170.00
Union High School	Athletics-Wrestling	NJSIAA-annual event-State Wrestling Tournament	\$12,000.00 (estimate)
Union High School	Athletics-Wrestling	UCIAC-reimbursement for State Wrestling Tournament	\$4,000.00 (approx.)
Union High School	Athletics-Football	NJSIAA-reimbursement to State for Football Tournament	\$4,000.00 (approx.)

F-10. APPROVAL TO AMEND 2016-2017 OUT-OF-DISTRICT

That the Board approve the amended 2016-2017 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPT DONATIONS:

That the Board accept donations from the following:

From	Amount	For Use By
Knights of Columbus	\$2,000.	UTBOE – Center for Educational Opportunity

F-12. Reserved. Agenda Item Approved at September 13, 2016 meeting (accept donation of backpacks/supplies).

F-13. *For informational purposes only – vote not required.* List of legal services for the 2016-2017 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE UPDATED SCHOOL HEALTH STANDING ORDERS

That the Board approve the updated School Health Standing Orders to add to the Medical Service Handbook, in accordance with the information appended to the minutes.

O-2. APPROVE RENTAL OF BOYS & GIRLS CLUB – 2016-2017 WINTER SWIM SEASON

That the Board approve the rental of the Boys & Girls Club of Union County for the 2016-2017 winter swim season for \$11,000, in accordance with the information appended to the minutes.

O-3. APPROVE CHANGE OF USE – WASHINGTON ELEMENTARY SCHOOL

That the Board approve the change of use for Washington Elementary School, in accordance with the information appended to the minutes.

O-4. ACCEPT PROPOSAL – WELLNESS MANAGEMENT SERVICES OF TRINITAS

That the Board accept the proposal from Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support Services for the 2016-2017 school year (subject to approval of contract by Board Attorney), in accordance with the information appended to the minutes.

O-5. APPROVE ORGANIZATIONAL CHART

That the Board approve the organizational chart for the District, in accordance with the information appended to the minutes.

O-6. APPROVE REQUEST FROM VAUXHALL HISTORICAL SOCIETY

That the Board approve request from Vauxhall Historical Society to use Jefferson Elementary School gym for the Veterans' Day Program – November 5, 2016 from 10 a.m. to 2 p.m. and request the waiver of fees (pending receipt of Certificate of Insurance).

O-7. APPROVE REQUEST FROM LEAGUE OF WOMEN VOTERS

That the Board approve request from the League of Women Voters of Union to use Union High School Library for a televised Candidates Debate on Monday, October 24, 2016 from 7 p.m. to 10 p.m. (pending receipt of Certificate of Insurance).

O-8. APPROVE EFFECTIVE SCHOOL SOLUTIONS, LLC

That the Board approve Effective School Solutions, LLC to provide therapeutic mental health services through licensed professionals to students in the public school district for the 2016-2017 school year (not to exceed \$275,000), subject to approval of the contract by the Board Attorney, in accordance with the information appended to the minutes (Account #11-000-219-320-02-19).

O-9. ACCEPT PROPOSAL FROM WILLIS TOWERS WATSON

That the Board accept the proposal from Willis Towers Watson to provide health and dental brokerage services (pending review by Board Attorney).

O-10. APPROVE UPGRADE TO COMCAST BUSINESS CONTRACT

That the Board approve upgrade to Comcast Business contract to expand internet access for the school district, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated O-6 - Vauxhall Historical Society has used Jefferson for years for the Veteran's Day program and I hope that we pass it and I hope that their Certificate of Insurance has come through or will be coming through because it is a wonderful program and I hope they continue to do it and the same with O-7 – League of Women Voters – they have been doing that for years. I hope we continue to have the televised debate. I think it is important for the citizens of the Town to get a chance to meet the candidates.

Mr. Nufrio stated my sincerest gratitude to the Committee which I assembled a month or so ago and it consisted of the Chairs of four different committees – Mr. Arminio, Personnel, Mr. Monge, Fiscal, Mrs. Zuena, Operations and Mr. McDowell, Education Committees. They went through a painstaking process multiple times to be sure that the selection of the broker for the health insurance and dental was done so meticulously and they spent countless hours. It was done according to the process, total transparency and this new broker will meet our requests for thorough services to help us in the future in getting the best possible rates for the staff and I just want to welcome them and hope that it will prove to be the right decision. I am sure that each of the four members when making that decision which was unanimously arrived at and as such I also want to thank Mr. Brennan, our Business Administrator and Mr. Benaquista for attending. Mr. Tatum and I communicated on this several times and so that there was no question as to what the selection process was and how it resulted and it was absolutely unbiased and no predetermination of any kind and it was based on all the criteria that the various companies presented to the Board. Thank you for doing such a great job.

Mr. Le stated with regards to O-9 – first I would like to thank those who served on the Ad Hoc Committee. From the way I observed it, it deviated from the usual process and I just want to ensure that the entire process is completely compliant for this kind of process and hoping that this can set precedence for the future. Mr. Nufrio stated it was my initiative to formulate a committee which was made up of the various committees. The input was essential because I wanted complete representation from the Board and I thought that those four Chairpersons would give their absolute best opinion and analysis of all that was presented. I absolutely have no regrets putting together that committee and I believe that should be the way and I did check thoroughly with our Board Attorney. I was not in any way crossing any bylaws or regulations. It is a Board decision. Ultimately they rendered their opinion and that is why it is in the resolution.

Mr. Monge stated this RFP came to the Finance Committee that Mr. Le and Mr. Salcedo is part of and although it was a majority and obviously it was not a complete majority, the decision was made to really pass this back and try to get other help essentially in reviewing the RFP's. We had the Business Administrator that was going to be selected so the recommendation was to have the Business Administrator selected and let him weigh in his experience. The Board Attorney obviously has experience dealing with brokers and the like and was once a BA so we

really reached out and me as a Chairperson of that Committee and coming out with a 2-3 decision, we said we were going to go back and I knew I was going to reach out for assistance and that collective group that Mr. Nufrio put together was the right thing to do. It was a big decision that we needed to make and it was a great opportunity to save a lot of money for the District.

Mr. Nufrio stated they did multiple reviews even as late as last night. It is dedication and the type of dedication that the Board members are absolutely to be complimented for.

Mrs. Zuena stated we can vote on O-6 and O-7 without the Certificate of Insurance? Mr. Tatum stated I would like to refer to counsel on that question. I know we were investigating that last week and Mr. Brennan was reviewing possibilities for the insurance. Mr. Griggs stated you can vote on it because it is conditional approval – subject to insurance. With regards to those certificates, I don't think you have received them yet. The one organization I suggested that they try to look to another organization to see if they could come under their umbrella and I don't know if they did that. I hope they did that because otherwise they will need insurance to come into your building because that is your Board policy.

Mr. Nufrio stated I do believe that one of the two organizations is probably fully insured. The other you gave a suggestion so Mr. Brennan please follow up. Mr. Brennan stated we did but we have not gotten an answer yet. We followed up with Ginger in Building and Grounds. Mr. Nufrio stated we have some time – even as late as the October meeting worksession.

Mr. Monge stated O-4 you provided a lot of detailed information on that program so thank you for that.

O-10 – I would love to try to get some clarity on what this means and what to expect from this expansion. It says approval upgrading the Comcast Business Contract to expand internet services in the school district. Mr. Tatum stated I believe we are doubling the bandwidth but again we have Mrs. Paul here and she can give you the specifics.

Mr. Nufrio stated this is the one resolution hopefully in the future, I believe I mentioned it last month, that we would have separate category for this and this would have been a perfect spot.

Mrs. Paul stated Mr. Monge it has to do with the internet access. Right at this present time, they are running internet access through 1 gigabit and we are operating it to 2 gigs. The other part of it is the widening the network which is what we connect and other buildings connect to the internet through the high school and that area right now is 1.8 gigs and we are just going to upgrade it to a complete 2 gigs. This is actually for us to be prepared for this PARCC coming up but there is a possibility that we are going to increase it more. Following the standards of the State of New Jersey, Directors of Technology, you are really supposed to have 1,000 kilowatts per student which when you look at it, you actually should have 7 gigs of internet access. At this time it is not a budgeted item and I don't know if at this time if we can afford it so I am doing it in increments as we go along.

Mr. Monge stated we should definitely look into it because if we need it you are not bringing us to the 21st century. Mrs. Paul stated especially if we move our services to the Cloud and start using our District services as a Cloud service we will be required to have more internet access and also have a bandwidth to do what needs to be done as students continue to move forward in the 21st century using Google and the Cloud – Google Drive. It will require a lot more bandwidth and as we slowly migrate to textbooks online and other things on line, the educational process is going to require us to have more bandwidth. Mr. Monge stated we will figure it out.

Mr. Nufrio stated how much is this going to cost and I'm not asking you for numbers at this time, but assuming that we are not going to be at 7. Mrs. Paul stated correct, we will not be at 7 gigs right now as I presented last time, it is a three-phase process and it matters on how quickly the Board wants to move, or how quickly the students need to move as far as additional curriculum and moving forward to the 21st century.

Mr. Nufrio stated you mentioned PARCC and before you know it it will be here. Will we be ready for it even though we may not reach that 7 standard that the State is expecting. Mrs. Paul stated yes we will be ready for it because one of the things that we are doing is building on the infrastructure of the building which will help both things. There are certain services and as a school district we have it internally in the district and there are certain services that are outside of the district. If we keep things internally and other buildings connected internally is o.k., then you have the ability of the bandwidth to do whatever you need to do. The problem is as you move out and start using other services outside and an example is the textbook companies are moving from the bounded book to an online system and because it will be online, the problem it is no longer in the building. The worldwide web is getting bigger and bigger and kids will be able to use and that is what we have to prepare for. For right now and what we are doing and after speaking to several engineers and our partners, I think we will be ready for the PARCC for this year but once we start moving towards one-to-one, we are definitely going to need more bandwidth.

Mr. Nufrio stated thank you for that and I think the public needed to hear a little bit more of an explanation.

Mr. Monge stated O-8 – I personally am having issues. I have been pondering this and I understand the benefits of course and I am more concerned on how we got here and that process and how we can potentially do better and one of the things that I would love for you all to consider and obviously Mr. Tatum these are your resolutions that you are presenting to us and you believe in them and that says a lot, but a mid-year report would provide me with a good picture of where this going. This is unique because there are no competitors for this. We obviously have an issue and I get the financial part of it and the benefits to the kids and the parents but it is definitely not going to solve the whole issue. I don't want to say a band aid approach but it is one of many things that happen in order for us to get where we really want to be.

Mr. Tatum stated I think that one of the things is we are looking to an entity that we have not done any work with before and we look at the possibilities but it is also taking a step away

from some of the normal things that we do in the District and we are trying to come up with those initiatives that will help keep our children in the District. I know this contract went through a review and Mr. Griggs had found it was sound and I also know that there were other concerns of yourself and other Board members and I know cost was one of them but to be able to say with conviction other than an analysis or something like that and how effective this has been or will be would really be premature. Our District is unique and has its own set of concerns and where it may be in another district it may be more effective or less effective – that is part of the idea when you bring something that is not what we normally do.

Mr. Nufrio stated just to conclude, just with any other initiatives that this Board considers, it is always hopefully to augment what we do currently have of the services we have and certainly there is always the possibility of having to revisit it and with your recommendation with a mid-year report. I would like to see even a monthly report. Mrs. Conti I believe that would be in your court and I think this Board could possibly welcome a monthly statement and what kind of progress there has been or anticipated progress. This too was very much vetted and presenters came not only once but twice at the request of the Board because we did have questions and it was a sizeable amount. We are just not handing out money. It is tax dollars. We are trying to be as frugal as possible but at the same time we can't disregard or dismiss the possibility of augmenting all of our services – just like we are doing with IT, Special Services, and regular education students as well. We are not just spending money.

O-1 to O-8 and O-10

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

NAY: none

ABSTAIN: none

MOTION CARRIED

O-9

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

NAY: Mr. Le

ABSTAIN: Mr. Arminio

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. Reserved. Agenda Item Approved at September 13, 2016 meeting (personnel actions).

P-2. Reserved. Agenda Item Approved at September 13, 2016 meeting (substitute lists).

P-3. Reserved. Agenda Item Approved at September 13, 2016 meeting (resignation/retirements).

P-4. Reserved. Agenda Item Approved at September 13, 2016 meeting (leaves).

P-5. Reserved. Agenda Item Approved at September 13, 2016 meeting (Agreement between BOE and UTASA).

P-6. APPROVE 2016-2017 HOURLY RATES LIST

That the Board approve the 2016-2017 Hourly Rates List, in accordance with the information appended to the minutes.

P-7. APPROVE CERTIFIED TEACHERS EMPLOYED THROUGH PROFESSIONAL EDUCATIONAL SERVICES, INC.

That the Board approve the following certified teachers employed through Professional Educational Services, Inc., 34 South Delsea Drive, Glassboro, New Jersey to provide bedside instruction for District students on an "as needed" basis for the school year 2016-2017 in the amount not to exceed \$20,000: Doreen Benesy O'Hare, Michael Castellucci, Anthony Galioto, Kevin Hoey, Alice Holler Dietz, Pamela Myers, Doreen O'Hare and Mary M. Yuknis, in accordance with the information appended to the minutes. (7693-11-150-100-320-01-19).

P-8. APPROVE LIST OF STAFF MEMBER SALARIES FUNDED THROUGH DISTRICT NCLB FY17 GRANT

That the Board approve the list of staff members whose salaries are funded in full through the District's NCLB FY17 Grant: (a) Tony McGowan – Title 1 English and (b) Fida Faress – Title 1 Math, in accordance with the information appended to the minutes.

P-9. Reserved. Agenda Item Approved at September 13, 2016 meeting (Interim Supervisor of Operations and Maintenance Department).

P-10. Reserved. Agenda Item Approved at September 13, 2016 meeting (principal/supervisor salaries).

P-11. Reserved. Agenda Item Approved at September 13, 2016 meeting (change of salary).

P-12. PERSONNEL ACTIONS

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

P-13. APPROVE AMENDED SUBSTITUTE LIST

Approve amended Substitute List(s) for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-14. APPROVE LEAVES FOR THE FOLLOWING STAFF:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Matos, Maria	Paraprofessional	Battle Hill	9/1/16 thru 9/30/16 (tentative)	Paid and unpaid medical leave	

P-15. APPROVE FIRST CHILDREN – BCBA CONSULTATION/DIRECT SERVICES

That the Board approve First Children, 330 South Avenue, Fanwood, New Jersey 07023 for BCBA consultation/Direct Services on a day-to-day basis at a rate of \$90/hour (not to exceed \$10,800.00) for the 2016-2017 school year (Account #11-000-216-320-01-19).

DISCUSSION:

Mr. Griggs stated on P-15 – you can delete from that motion pending negotiation of contract. I reviewed the contract today and changes were made so it is fine.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

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 the minutes and be ordered for payment.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated on the 17th of September there was a softball game at Beer Temple Park between the Alumni of Burnet against the Alumni of Kawameeh for the 4th Annual Rumble and Kawameeh was victorious 28-7. I was the unbiased umpire.

September 22nd – this Thursday at Union Library, the Union Township Historical Society is going to be making a presentation entitled “Made in Union” and it is going to be slide show

presentation and discussion by Tom Bisler who is leading expert on the history of Union and the geography of Union and he will be talking about all businesses of Union from the Smarties factory to many other businesses that are long gone from Union but have been a big part of Union for many years.

September 24th – the Union's Got Talent is here at Union High School at 7 p.m. and during the day, the Union Street Fair – part of the Mayor's Weekend. The Street Fair will be held between Morris Avenue and Vauxhall Road on Stuyvesant.

Mr. Tatum already talked about the 5K race on the Sunday that starts right here at Union High School.

Finally the Union Football Team defeated Plainfield last weekend 35-0 and this Friday night Elizabeth is coming to Union to play here at Memorial Field – 7 p.m. start. A big rivalry so come out and watch the game. Mr. Nufrio stated I predict a victory.

Mr. Tatum stated also the game is sponsored by UNICO and they usually have a half time presentation so members of that organization will be present. We look forward to this big event.

I failed to announce on next Tuesday evening (September 27th) is the Districtwide Planning Committee will be meeting at the Administration Building at 6:30 p.m. and all are invited to attend.

September 16th – last Friday, our Parent Advisory Group met at the high school in Room D244 and it was very well attended and I believe a lot of productive activities and discussions took place. I thank those who put that together and hopefully will continue to maintain that type of dialogue in the District.

Mr. Nufrio stated Board members are also welcome to attend the Districtwide Planning Committee but only four can be in attendance. Mr. Tatum stated I will be reviewing the action plan and I will be sharing it with the community and then seek input before we go back to finalize. Mr. Nufrio stated I would ask the Board members if you plan on attending, please send an email to Mr. Tatum and then I will communicate with Mr. Tatum to make sure that we are not violating any policy.

Dr. Francis stated Mr. Griggs will we be violating if we all came since it is not a meeting. Mr. Griggs asked will you be sitting in the audience? The key thing if you go to a meeting like this, you cannot discuss Board business at all so if you are in the audience and you are just a spectator that is o.k. but you need to be cautious to not discuss Board business because the public has the right to be present if you are talking Board business. Quite often meetings like this, you should air on the side of caution and the rule of thumb is you can't discuss Board business. It is like the Board going to a Planning Board meeting for an application that may be adjacent to a school. If you are just watching, that is fine but you have to avoid having any discussion about Board business. You have to be real cautious.

Mr. Tatum stated for your own edification Mr. Griggs, this is a stakeholders group that represents many of the entities throughout the District – parents, teachers, administrators, District facility staff members – a wide array of staff members come together. When you mention Board business, I talk about the District Action Plan which I will be sharing with this committee and I think it is Board business because normally when I get done with the input, I bring the information back to the Board for consideration so I think what I will be doing over the next meeting is Board business at its highest level. Mr. Griggs stated it can be Board business as a School Administrator, it is o.k. for you to talk about Board Business but it is not o.k. if the Board member is picking up on something you said and then start discussing it among themselves and the audience on what you said. You get comfortable and sometimes you don't realize you are there and you start having a discussion and it is not legal for a Board member to discuss Board business so that is the caution.

Mr. Nufrio stated I would pretty much say that we should be careful and if you wish to attend, maybe first come first served. Mr. Tatum stated there are two Board members sitting on that Committee right now.

Mr. Monge stated I mentioned this before and speaking with Mr. Tatum and it is a great topic, we are back at school and unfortunately it continues to stay the same and not necessarily changing but I think about our kids and my kids and our position as the Board of Education – the news has been just overwhelming and I keep on saying the same thing, but it will be great if we had a voice coming from the Board of Ed about unarmed, mostly black community members in the United States being killed and it just happened in Tulsa a couple of days ago and obviously police officers are being killed and bombing scares and actual bombings right in our area and the list goes on. As far as tolerance and the like and it is really easy to ignore having these conversations and I think probably more people do that than actually take on the difficulty of having this conversation. I don't have the answer and I just keep talking to my kids but I think as the Board of Education and especially in the diverse community that we are in and no matter how great the police officers may be in Union, we have to send our kids to college and our kids go here and there and outside of our vacuum of our great Town of Union and I wish that we would take some kind of a leadership position.

Mr. Tatum stated there are certainly topics that we have broached in small detail and I think in recent events it brings it more to the forefront and I do know that we talked about having discussions with our building principals regarding some of those issues and how we come together as a District. I can tell you yesterday, but things were kept relatively quiet in this District, regarding issues that did take place in one of our neighboring communities and we were mobilized yesterday as far as student safety. The three Central Office Administrators, the Director of Security, we did talk about these things. A lot of times when issues come about, one of the concerns is never to (inaudible) or put them in a position that they feel unsafe but we are always keeping the safety end of this at our utmost. We really remain on alert when things like that are going on. One of the reports that we got yesterday was that there was an active shooter and I thought it was in a school building and I know the administrator at that school very well and right away we started to mobilize and then we found out about a half hour later that it was not actually accurate and it was outside but in the same token all these issues that are brought to the forefront are from all issues that we can discuss and I think the cry right now is that there is a

greater need for us as a District to come together and Mr. Benaquista in our security plans, we talk about that and bringing together and all those pieces fit together as far as our preparedness.

Mr. Monge stated this is a tough conversation to think about not only our children of color but also our children of color with disabilities - sometimes they are non-verbal. You can just imagine and the list is out there and to prepare not only to have those conversations and open dialogue and help some parents to try to figure it out and maybe some of our professionals that would be awesome.

Mr. Tatum stated on that subject and I'm glad you mentioned it, the piece about students with disabilities because we had a Central Office briefing yesterday and I attended a roundtable and believe it or not emergency preparedness for students with disabilities was one of the topics that they were talking about at the County and State level so more information is actually coming out on that as we speak. We talked about even issues as far as compliance for students that are wheelchair bound. Those are things that we are talking about actively.

Mr. Nufrio stated my opinion is based on limitations of the Board may have in bringing these issues to the table. If you wanted to ask the legal opinion, certainly send a request to Mr. Tatum who will then run it by Mr. Griggs to see if it is within the parameters of the Board of Ed to discuss openly certain things. We do take all matters seriously. Just because we don't sit here and talk about it, really that is not our primary objective. Our primary objective is to prepare our kids in all different aspects to be sure that they are studying and living in a safe environment.

Mr. McDowell stated in our Town I think we have a very interactive police department. Just Sunday there was an event at Beer Temple Park - lots of police officers there not working but communicating with all the people in the community. They have had the Night Out and I think that was a great event also. Even the community basketball game at Vauxhall but the police are there and I think they are involved especially in light of what Mr. Monge said about what is going on in the world. I think our police officers are working towards this being part of the community. I think it is up to us to get to know them and I think that is one of the first things that may go out the window when a police officer is facing an unknown. The first thing he does is to go on the defensive. But if that police officer knows me, then I think there is a difference there. I do think that our community is, especially the police, they are making every effort and I think they are doing a good job and they are trying to be part of this community and not the police department and the community - they are the community. There were a few there on Sunday and I think everyone had a good time. We even talked about school business but we had a nice time talking to each other and people in the community and one of the things that I like now about Union, it is very diverse. There are all kinds of people and the more kinds we have the better for the community and the kids. Right now we are in a nice position and it can only get better. As far as the football game on Friday night, the Recreation Department is also sponsoring movie night that same night at Rapkin Park. Again lots of things are going on so let's get out and communicate with our community.

Mr. Monge stated like I said our police department in Union has been great and they try to make that effort. Once again our kids are not always going to be in the four walls of Union.

We may have kids that go to places that may not be like Union. Obviously Union is not perfect and there is always room for growth but I just want to make that clear that it is part of education.

Mr. Nufrio stated communication is the key element in having great relationship with the other services in Town. Having said that I checked with Mrs. Cappiello and still it is only Mr. Arminio and I that will be attending the communication workshop. Mrs. Cappiello stated yes, that is correct.

Mr. Nufrio stated just a reminder to the rest of the Board, if you wish to go, contact Mrs. Cappiello, it is on September 21st. Mrs. Cappiello stated that is tomorrow. Mr. Nufrio stated that is tomorrow night so if you want to go you can still let Mrs. Cappiello know before the end of the night. It is at 6 p.m. and it is dinner also.

Mr. Monge stated Mr. Nufrio, the high school ranking, can you mention that. Mr. Nufrio stated the high school ranking of course was an issue that was brought up last month at our meeting and the ranking improved by 40 which is notable and it is to be applauded but we are looking for more and more from each of our schools, not just our high school in terms of progress. They are to be complimented and it is an achievement that came as a very nice surprise. We thank the staff, we thank the students as being the main participants and all the people that go into bringing this type of progress to the District. This is what we are about. If it is a little bit here or there, a cumulative result is greater than no result. We are making progress and we continue to make progress and Mr. Tatum has done an excellent job in focusing along with his Central staff and I even posted a comment in response to one of the residents complimenting the Board and I said the first compliment should go to the staff, Mr. Tatum for his leadership, Mr. Benaquista, Mrs. Moses, the Directors, the Principals, and anyone who has played a part in bringing extra strides in the achievement category. They are all to be complimented. The Board, we just react to what the leader presents and hopefully we will continue to do that.

NEW BUSINESS:

Mr. Le stated there was a video clip that was shared on social media for the past week – one of our teachers was on the View – Mr. Ferroni and I watched a clip and it brought a smile to my face. A great ambassador of our schools, he allowed the cameras to record a short session in which he reversed the tables in terms of having a group of kids vote on certain initiatives and he turned that into an example of the lack of representation of certain groups in congress or the senate and he made that lesson very interactive and it was a creative way to bring a very teachable moment to the students and do it in such a way that promotes fun and creativity in the classroom.

When he was interviewed by Whoopi Goldberg, he was so humble and graceful about his remarks and saying he is not amongst the best but I think it is safe to say that he is a great asset to our school district and a great teacher to our students at the high school. I just want to applaud him and kudos for him for giving such a great image for our high school.

Mr. Monge stated September 15th to October 15th is Hispanic Heritage month even though it is always weird that it half one month and go into the next and the reason why for those

that don't know, it captures a number of Latin American Independence Days including El Salvatore and Mexico. This is definitely an opportunity to celebrate our heritage. This District is more and more increasingly Latino and I would love to get this on the calendar somehow and maybe at the next meeting we have and I'm not even sure if they even do that in schools but I think that is something that we really have to take notice and celebrate the people – the Treasurer of the United States and if you take out a dollar bill or you will see Rosie Rios who I had a pleasure of knowing. Obviously Justice Sotomayor from the Bronx and people like Roberto Clemente who not only a great athlete but more so a great person, a humanitarian and you see guys in the 21st century like Carmello Anthony. We want to try to take an opportunity to recognize the Hispanic Heritage month and our roots and indigenous European and African history roots.

Mr. Nufrio stated Mr. Tatum hopefully our schools do carry on the tradition and expectations of the monthly recognition. Mr. Tatum stated there is a monthly calendar of all the heritages. Mrs. Hall stated the social study department. Mr. Nufrio stated I would encourage Mr. Tatum to suggest to the principals that when they do their presentations that they show us what they do. Mr. Tatum stated you will have a surprise this year because you will see some other administrators in front of us that deal with curriculum and we have different plans for this year.

COMMENTS FROM THE PUBLIC:

Mrs. Monge stated on behalf of Elsie Conti, she couldn't be here tonight, but she sent me something to read. "I am sorry that I am unable to attend tonight's Board of Ed meeting but unfortunately my young son was hospitalized. I just want to take the time to thank the Superintendent, Assistant Superintendent and Special Services for the support of special needs parent group. To have packed house of parents on a Friday night is a testament to our commitment to our children and all children with disabilities. The parents shared their stories good and bad in relations to special services. The overall outcome is the importance of maintaining an environment of effective communication and collaboration between special services and the parents and also inclusion of children with disabilities within the Union community. In addition to working with the Superintendent and Assistant Superintendent and Mrs. Conti, we would like to have a liaison from the Board to ensure and maintain collaborative relationship with all entities of the Union Board of Education. Thanks, Elsie".

On behalf of myself, I would like to say this is a long time coming and it was a very positive meeting and we have had so many parents asking when the next meeting is going to be and it was a very emotional meeting where parents said wow there is so much support within our own community that they never had before so I think that this is definitely a positive thing and we are going to keep it going and we appreciate your support. We want to work collaboratively so if there is any way and if you can discuss it amongst yourselves and having a liaison or if someone can get back to me that would be absolutely wonderful.

Parent stated it was great to hear the reports and he appreciated the efforts of the Board. Also discussions to make sure that students are prepared for over summer and he was happy to see that there were programs like i-Ready and Camp Adventure. He appreciates all the work that the Board does.

He stated he was here a couple of times and that he has two daughters and his daughters wouldn't appreciate this but he believes that the students should have uniforms. He believes everyone would look nice in them and maybe start with the elementary schools and then middle school and then high school.

He stated he really appreciates the staff of the high school and he went through the whole building and that we need to do something about the building because there is no air conditioning in the school and the population of the school is over 2,000 and we need to plan something bigger and we need to make the atmosphere conducive for students and give teachers and staff what they need to give us better results.

He also stated the issue about our grading system, we combined special ed and general ed together.

Mr. Tatum stated I know that testing is segregated by subgroups in most cases and there are categories under the new testing system. Those testing systems are defined for us and we certainly and I have seen this done in previous years in the private district where that population is separated out and you see what the school would be but the score is determined by the way the State and federal government sets the formula and whether it will diverge from that. We are supposed to do it that way unfortunately.

Mrs. Moses stated it is exactly what you said and we are all about diversity but let us be clear about diversity. Diversity is in learning, culture and many things so we are to teach our children about diversity, we include all children because as adults and children in society no one should be labeled. That is correct what the State does – there are subgroups and we look at each individual child and each child is our mission to have them grow educationally, socially and emotionally. We give our kids a full spectrum of what lies ahead of them – the diversity of people.

Parent from audience stated he works in a school system and his point is when you talk about children with IEP, to him it is unacceptable because as students they are slow learners as a 12th grader they are at 8th grade level which means that is the goal that we should have for them. Those 8th and 9th graders who have IEP, we are not really teaching them based on their basic knowledge – we are teaching them what they need to know as a 9th grader even though they are on the 5th grade level. We can continually improve them based on their level to make progress.

He also stated we are in this country and we should talk about being American. Thank you.

Mr. Tatum stated I have said repeatedly that I am a firm believer in meeting kids where they are and attending to their individual needs. Those who are advanced, those who are below level, those who are on average – they all have presenting needs that come to us and for us to service them properly, we need to know where they are, what the instructional levels are and how we are able to handle a plan to help them improve their education.

I don't think there is anyone sitting up here along with me that does not acknowledge the hard work of our teachers and administrators and we want to provide them with an environment that is conducive for them to do great things here. I don't want you or anyone else think that we are ignoring the facility needs. We are attacking a number of issues that need to be improved in this District. You have never heard me sit here and say everything is picture perfect. We continue to assess and we are starting to see some movement at this point and we want to continue that momentum. We do realize that the facility and environment play a productive role and the effort people put in and we are committed and we talked in front of the Board in ways to improve those issues. We talked about how we will be generating our budget, how money can be regenerated to improve our facilities – they are not things that we are ignoring but we are working diligently to try to improve those things but you also have to understand that we are going to put all those things in front of you and try to get to them as we can not only from a financial standpoint of view but from a standpoint of what is the most necessary issue here.

Mr. Nufrio stated I personally visited the boiler room earlier with our interim Building and Grounds Supervisor, Mr. Loessel, which is of course an extremely expensive project but it is of course necessary and sometimes the logistics dictate what we can and can't do. The size of the budget dictates as well but as Mr. Tatum said, we are not disregarding anything that can possibly help our staff and the children and to get the best possible situation for both in climate, safety or in education. Rest assured this Board is not asleep at the wheel. The Board is dedicated and we just want to make sure that every tax dollar is spent wisely and of course there are priorities and right now we are addressing the biggest priority for this building is the heating system which required replacement.

Jill Hall stated just a couple of initiatives that the Board has put forward that I want to bring to the public's attention. Over the next month, all the schools in the District are conducting a food drive for the benefit of Connecticut Farms Food Pantry. A lot of the schools put a spin on this with a little bit of a competition either between grades, homerooms and all for the benefit of the food pantry. With some of the open houses coming, if you are listening parents and you want to come to the Open House you can bring some canned goods and mark your child's room or homeroom on it because if they are doing a competition they can get credit for that.

Second thing is she wanted to thank Mr. Tatum, Mrs. Moses and Mr. Benaquista for giving us permission to send out a flyer about a book drive that is being conducted by a foundation that promotes the idea that promotes reading as a gift and provides books as a birthday gift for students in low socio economic districts that might not otherwise get anything as a birthday gift and this way they are getting book and they are getting the idea that it is a privilege and a gift to learn how to read.

Kawameeh has already donated over 200 books and the flyer went throughout the District and again with Open Houses coming up, if anyone would like to donate a book, I will go to the different schools and pick them up and make sure they get delivered. She also wanted to thank Mrs. Mary Lewis who is a librarian at Kawameeh because she is offering an incentive for our students. If they buy a book at the book fair that is going to be donated, she will take 20% off the price of the book that is being donated and then she will keep those books to give to me so that I can bring them to the foundation. It is just another example on how we are looking to

promote that social emotional growth that Mrs. Moses was mentioning to have students learn that they can contribute by giving something to someone who doesn't have something. If anyone wants to donate a book, stop by and see me and I will make sure it gets into the right hands. It is for Grades K-5 and they have to be new books because it is the idea that it is a gift. A function was run last week and the books that we donated were on and the fellow who connected us to this is an anchor for Channel 2 News in Philadelphia so I am trying to convince him to work with the high school people who are going into journalism or communication. He was a Villanova graduate and he is the 6 o'clock news anchor.

Mr. Ramirez stated he was here to recognize Principal Hoyt. My son is currently a pre-k student and he has a speech delay and in the last week and half I noticed a significant improvement in his speech and how he interacts with cousins which prompted me to make sure that I would not miss the Open House. Upon attending the Open House, it was obvious that the working environment that Principal Hoyt has put together and his team, they have done a remarkable job. You walk into the school and it really infectious and so much so I signed up for the PTA. I wanted the public to recognize the Board of Ed and the great work you have done in securing the team members at Battle Hill and specifically Principal Hoyt. Thank you.

Mr. Nufrio stated the kudos would go directly to Mr. Tatum because he made the recommendation to the Board. Mr. Tatum stated I'm happy to hear that he joined the PTA. Thank you very much and it is a pleasure to hear that things are going well in our schools and that parents are satisfied.

Man in audience stated my daughter's initials are L.R. Mr. Nufrio stated I have to stop you sir and I know what this is about. We cannot discuss your daughter. It is prohibited. I will have Mr. Griggs our Board Attorney talk. I apologize for stopping you but let Mr. Griggs speak.

Mr. Griggs stated the Board of Education does not discuss pupil matters in public meetings even with initials. It is not permitted and it is not recommended and which if we discuss anything, it will be done in Executive Session but they don't discuss anything that deals with students in public with all due respect.

L.R.'s father stated I think you are closing the doors on her. Mr. Nufrio stated we are simply saying that the matter is being addressed. L.R.'s father stated that is why I have her here tonight. Mr. Nufrio stated I understand your hurt. L.R.'s father stated it is very hard as a parent to tell everyone here that when you have a child with a learning disability, there should be appropriate. Mr. Nufrio stated once again you are going into a field which I cannot permit you to continue. You have to trust us. It is what our attorney has indicated. If I allow you to continue I would be in violation and this Board would be too.

Mr. Griggs stated this is also a legal matter which we certainly cannot discuss with all due respect. L.R.'s father stated why would a Board Attorney tell me that I'm allowed to speak prior to the vote. Has it be voted for? Mr. Nufrio stated not yet. L.R.'s father stated maybe I should take it to the Star Ledger. Mr. Nufrio stated I'm sorry that you feel that way but we are bound by regulations.

L.R.'s father stated the Board Attorney told me that I was allowed to speak before it was voted on. Maybe I should call the Star Ledger tomorrow. Mr. Nufrio stated we have no reservations or regrets in what I just stipulated and that we cannot discuss your child or any child in the public forum. The Board will be addressing this matter shortly when we go into Executive Session.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Zuena, 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) students and 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,
Mrs. Zuena, Mr. Nufrio

NAY: none

ABSTAIN: none

MOTION CARRIED

The Board returned to public session at 10:15 p.m.

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

E-4. APPROVE SETTLEMENT AGREEMENT – L.R.

That the Board approve the Settlement Agreement for L.R., in accordance with the information appended to the non-public minutes.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

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

P-16. APPROVE BOARD ATTORNEY TO WRITE LETTER TO J. MONGE

That the Board approve authorizing the Board Attorney to write a letter to Mr. Jeffrey Monge outlining violations and potential violations of the Code of Ethics.

AYE: Mr. Arminio, Mr. Le, Mr. McDowell, Mrs. Regis-Darby, Mrs. Zuena, Mr. Nufrio

NAY: Dr. Francis, Mr. Monge

ABSTAIN: none

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board it was moved by Mrs. Zuena, seconded by Mr. Le, that the meeting be adjourned at 10:15 p.m. All present voting YES. MOTION CARRIED.

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY