

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – SEPTEMBER 19, 2017

NOTICE OF MEETING:

TO ALL BOARD MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, September 19, 2017 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

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

Mrs. Regis-Darby 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.

Mrs. Regis-Darby read the Mission Statement of the District.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mr. Nufrio, that the following minutes be approved: July 18, 2017 regular meeting and executive session.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

COMMUNICATIONS:

LETTER OF RESIGNATION – WALSH

Letter of resignation from Alison Walsh, paraprofessional-Washington Elementary School, effective September 1, 2017

REQUEST FOR MATERNITY LEAVE – BALLARD

Request for maternity leave followed by FMLA/NJFLA from Katie Ballard, 3rd grade teacher-Hannah Caldwell Elementary School from September 16, 2017 with a return date of February 26, 2018.

REQUEST FOR CONTINUATION OF LEAVE – HUNTER COVINO

Request for continuation of paid non-FMLA medical leave from Lauren Hunter Covino, paraprofessional-Battle Hill Elementary School, with a return date of October 2, 2017.

LETTER OF RESIGNATION – GORSKI

Letter of resignation from Agata Gorski, leave replacement-Kawameeh Middle School, effective September 1, 2017.

REQUEST FOR EXTENSION OF LEAVE - HAMPP

Request for extension of unpaid FMLA leave followed by unpaid non-FMLA/NJFLA maternity leave from Jennifer Hampp, resource room teacher-Battle Hill Elementary School, through January 31, 2018.

LETTER OF RESIGNATION - JENKINS

Letter of resignation, for the purpose of retirement, from Larry Jenkins, full-time bus driver-transportation department, effective October 31, 2018.

UPDATE TO REQUEST OF LEAVE – STABLER

Update to request for maternity and FMLA/NJFLA leave from Danielle Stabler, Science teacher-Kawameeh Middle school, new return date of December 1, 2017.

LETTER OF RESIGNATION - PHILLIPS

Letter of resignation from Jalessa Phillips, paraprofessional-Jefferson School, effective September 1, 2017.

REQUEST FOR MILITARY LEAVE – PATEL

Request for military leave of absence from Pooja Patel, paraprofessional-Union High School, from September 18, 2017 through February 7, 2018.

LETTER OF RESIGNATION - TERREZA

Letter of resignation from Nancy Terreza, greeter-Hannah Caldwell School, effective September 1, 2017.

LETTER OF RESIGNATION - MARTENS

Letter of resignation from Melissa Martens, paraprofessional-Battle Hill Elementary School, effective September 1, 2017.

REQUEST FOR EXTENSION OF LEAVE - MARSHALL

Request for extension of current unpaid FMLA from Gary Marshall, custodian-Burnet Middle School, tentative return date November 1, 2017.

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation, Inc. listing grants which were made to teachers for the 2017-2018 school year.

LETTER OF RESIGNATION - JAWAHIR

Letter of resignation from Natasha Jawahir, paraprofessional-Kawameeh Middle School, effective September 1, 2017.

SUPERINTENDENT'S REPORT

Mr. Tatum stated good evening and welcome back. Tonight we have a presentation by our ESL Supervisor, Yvonne Lorenzo.

Also our architects are here tonight to talk about the Long Range Facility Plan – EI Associates. They will follow Mrs. Lorenzo and then yours truly will give a presentation on the current administrative positions in our school district, specifically about the costs of those positions and I will conclude with District highlights and where we go from here.

Mrs. Lorenzo is also Supervisor of Career Ed and foreign language. In an effort to fiscally manage the District, Mrs. Lorenzo performs the functions of three individuals and thank you for all the hard work you do for us.

Mrs. Lorenzo stated there are eleven ESL teachers in the District. We have ten schools throughout the District and four of them are here with me tonight from Franklin, Washington and Battle Hill Elementary Schools –all spoke in other languages.

Mrs. Lorenzo stated the teachers will give you a sampling of what they do in the classroom with their ESL students to get them to understand what we want you to understand. The ESL teachers spoke in different languages.

Mrs. Lorenzo stated in their classrooms they utilize iPads and extensive use of the SmartBoard. The students have their own iPads and we have been increasing the purchases so we can have one for each student. They use all kinds of apps and a lot of props.

Many people don't realize how many languages are spoken by our own ESL students. Our ESL students come to us from all over the world and many educators from other districts said to me all you need is one that speaks Spanish. I think we have shown you right now that is so totally not true. There are students that speak many languages in our District. I always marveled at the ability of my teachers to go into those classrooms, watch those kids grow. A child comes in the first day of school and does not know any English – by the end of October the child was reading in English, speaking and communicating and felt very at home in this school. Our students are scared when they arrive in this country. Martha was one of our ESL students. Catalina who is new to us is from a small town in Palermo and she will be a United States citizen on October 5th.

When you see our ESL students do not assume that they are academically challenged because they cannot answer your question. Do not assume that they are not following rules because they are not wearing the right clothing – they just don't know. They feel like fish out of water and that is the best way to describe them. As a community of teachers and educators, we need to make sure that all these kids feel at home. Our teachers are always willing to help. We have push-in programs as often as we can. One of our issues is that we are growing exponentially throughout the District and at the end of September we will have a huge surge of students and in January another surge of students. Unfortunately, due to the debacle that occurred because of the hurricanes, we will have an unusual surge of students. Last year our ESL enrollment in May was 259 students. Today the paper you have before you only represents

students that have already been tested, it doesn't represent anybody new to our District and we are already at 294. Thanks to Mr. Tatum, he always listens to me and now we actually have a teacher in almost every building. The reason is because the POE students are pulled out of class two times and regular students are pulled out for one time and then we do a push in so they can go in and communicate with teachers and help the kid in the environment and with their other friends and it is great help with scheduling. You cannot pull ESL students out of physical education. You can't pull them out of music or any of the subjects that they get as a special. When you are between two schools it is tough to balance it but they do the best they can and we are really lucky that we have been able to grow as we have.

When we have our meetings – two or three times a year with the ESL community, we have discovered that they are excited to be part of our community as we are. It does take a village and that village is throughout the entire community. They want to go into their children's school and say how can I help out and be involved in my students' education. Martha always hooks us up with the librarian and she comes in and they learn how to do things that we take for granted – like getting a library card. They offer different classes and things like that. We are looking for ideas so if anyone has any ideas to help us help them, we totally appreciate them.

We are extremely proud to say that after learning the language, we have had students that have entered the gifted and talented program in our District. When they graduate high school, they go to college and we have students that have made it into Ivy League colleges. Not learning the language, not being able to speak it, is not a hindrance in Union, because we have the best teachers and the best community. Thank you for these wonderful people.

Mr. Tatum stated Mrs. Lorenzo and your group, thank you so much for sharing with us tonight. You have really illustrated something that I have been trying to illustrate as a Superintendent for a long time and that is as the District's needs change, so much we change. When Mrs. Lorenzo comes and speaks to me about the needs, I think we are trying to respond to the needs of our community has and I appreciate that we are moving in the right direction. Please continue to do the work that you are doing and I'm sure we will be speaking again soon. When we had a need in this District about two years ago for elementary Spanish teachers, we accomplished that – it was another feat that we did in terms of the language.

Last point, we are currently talking about the possibility of having something for us and you mentioned the language population and one of the long-term business that I have and I have shared with Board members, is we may be looking at our evening program to be expanded where it helps adults and students who would like to get their GED – so we will extend that program beyond where we are right now. Don't think that is something that we have not had discussion. I think it is time to maybe talk a little bit more about what the population looks like.

Mr. Arminio stated I applaud you and your teachers coming out on a weeknight and thank you for giving up your evening to be here to help with the presentation. I happen to be part of an organization called Friends of the Union Public Library and I'm President of that and we raise money for programs that the library puts on and I think this is something that we can work together and have something, whether going along with the evening program or with the kids themselves in the summer where they can go to the library. There must be something that

we can set up; whether books in their native language or something that would help them adjust. I think it would be a wonderful program. We need to talk about that.

Mr. Monge stated thank you for your work. I came here from Puerto Rico and when I went to grade school I didn't know any English and it is such a daunting thing and back in the days it was a stigma with ESL. If you took ESL you were essentially assumed to be a grade behind so to hear how far we have gone and what we are doing here in Union is wonderful and thank you for your work.

Mr. Nufrio stated thank you for your presentation. I too immigrated from Italy and there is no such thing as small village in Italy. I too came when I was eight years old and did not know a word of English. At the time, ESL wasn't even a program so I was forced into learning English as fast as possible before I got into trouble. There was no help and we were not regarded as part of the community until we learned the language. It is a noble cause to begin with and I'm impressed by the number of languages. Congratulations and have a great year.

Mrs. Minneci stated one of technicians mentioned she lived in Union and her children when they entered Washington School didn't speak a word of English – just Polish and she raved about the program so congratulations.

Mr. Tatum stated we will call EI Associates, our architects forward and they will make a presentation on the Long Range Facility Plan.

Michael Wazny stated I am the Director of educational projects. Our team members are Richard Schipe – he is also an architect and one of our senior project managers. He is responsible for putting together the long-range facility plan that we are going to present to you this evening. Joe Donnelly is a former educator and he is our in-house educational specialist and Ralph Nashed – he is a senior project manager of EI Associates and he has been running several of the projects that we implemented for you this past summer, including the lighting and ceiling replacement.

I will do a quick introduction of this report and then pass it on to Rich. This was a comprehensive facility assessment and it is three large binders. The first binder was the elementary schools, including Jefferson, the next binder was the two middle schools and the high school and the third binder is your ancillary buildings, including the field house, Hamilton School, administration building, maintenance building and storage facilities.

We put together the report and do a two-prong approach – one being our architects and engineers being led by Rich and looking at all the buildings and at the same time Joe Donnelly going through and talking with the educational administrators and looking at its educational adequacy of the space.

The reports are based on 10 categories – buildings – roofs, masonry work, doors and windows, building interiors – which are the finishes, furniture and equipment, elevators and lifts, foundations, structural work, hvac – mechanical systems – heating, ventilation and air

conditioning, plumbing, electrical, site work – which includes playgrounds, ball grounds, play areas, parking lots and the educational adequacy section.

Joe Donnelly stated the purpose of this comprehensive education facility assessment is to assist school districts in developing long-term goals in meeting the facility needs and looking at educational program goals.

We talk about educational adequacy which is really important. We are not evaluating the programs. I spent a great deal of time with Mr. Tatum, the Assistant Superintendents, the curriculum people, all the building administrators, child study team, technology team – all the people that are focused at looking at the vision of education over the next 5-15 years. What we are looking at is what kind of facilities will we need to support these visionary programs. There are a lot of things that the District is looking at – obviously technology. We are looking at the facilities not just the bricks and mortar but also the educational assessment.

The goals for the assessment are self-explanatory. It is really something that will provide the District with the framework, a plan of action to physically put in a plan that meets the needs of the future – whether new roofs, new windows, etc. or looking at technology and how to expand the STEM program.

One of the ancillary things is all districts in the State are mandated to update their long-range facility plan every five years. It takes a little longer for Trenton to do this – it is not a 5-year cycle, it is more a 8-1/2-9 year cycle. They are in the process of updating their software. This 3-volume report will be updated as soon as the software is available. The district will have all these things in place in case there is a plan to move on any of these things. If it isn't in your long-range facility plan, it doesn't exist. We will make sure that all these things are in the long-range facility plan.

One of the things in terms of the education piece, Mr. Tatum and the principals and Assistant Superintendents said they want to move into the 21st century. It is hard to define 21st century because everything is happening so quickly. Here are some of things that we look at all the time for the future of learning and teaching. Information, communication skills, thinking problem solving, personal and self-correctional skills are very important in terms of the workplace readiness. People need to communicate and have the ability to get along and be able to collaborate. 21st century tools to develop learning skills. Teaching kids how to learn - how to interpret things and how to implement things and how to make decisions. Visual technology communication tools to assess, manage, integrate and evaluate information. Learning academic content with real world examples; live event learning; problem-based learning – real world applications.

Some of the 21st century learning - they define as visual aide literacy, inventive thinking, affective communication and high productivity and all of those subcategories. It is really thinking, managing information, finding information and decision making. We look at all of those things into account as we looked at the educational piece.

We are going to give you a quick overview of some of the facility needs and educational adequacy needs.

Rich stated the 3-volume report consisted of surveys throughout the District. We walked through all the buildings, talked with all the custodians, with Barry and compiled a report with all the information. The report is broken down into categories. There are pretty typical scenarios throughout the District and one of the biggest scenarios is repointing and getting some of masonry repairs. I know the District has been doing some updates and periodically doing some repairs as well but there are some window replacements that will be necessary at some point along the way and roof replacements throughout the District; also some of your entryways.

Next category was interiors – ceilings, lockers, facilities that may be functioning and some not functioning at all and things that need to be replaced, updated or repaired.

One of the big issues seems to be barrier free throughout the District. This is a ramp at Washington that needs railings. ADA hardware, fixtures and things of that nature and one of the biggest items is entry into the buildings. Some are addressed but typically not 100% the way they need to be.

Our engineers looked at the MEP systems – chemical, exhaust systems – there are new boilers that have been done but some still need to be replaced – fire alarm systems some upgrades are needed on that as well. Plumbing upgrades are need as well – bathroom fixtures, ADA drinking fountains.

Electrical – the biggest scenario was the distribution within the schools. Things have been added, in most places the air conditioning, smartboards and things of that nature. Some schools needs updating on the AMP service and some could use a lift because of technology.

Lighting throughout needs to be upgraded; some corridors are dark as well as outside lighting.

Site work – some tie into ADA as well but access around there are a lot of difficult ways getting into the buildings. Most of the parking lots except for one or two need attention – major repairs or replacements need to be done; sidewalks as well; front entries, staircases and I believe the District has started replacement to the staircase at Kawameeh which were a disaster.

Mr. Donnelly stated there are about half dozen of general categories; basically space is an issue throughout the District especially elementary schools – very crowded conditions. No space for any new program initiatives and at the middle schools. General classroom space and small group instruction space was an issue.

Library media center was another major concern. It is spacious library but not meeting the needs for 21st Century learning. Libraries of today have a whole different function. They really are places with multiple learning areas. Many of the administrators and teachers I spoke to really want to repurpose our existing library media centers to meet the 21st century needs.

Existing classroom space being utilized – for the most part there are really unique things happening in this school system. Energetic, well-trained, motivated teachers – but many of the classrooms are set up physically for large group/whole class instruction. It is not that teachers don't want to do things differently and they want to have collaborative groups but the space is determined by the furniture and so forth. One of the things that we spoke about for future purchases is looking at more flexible furniture that will allow teachers to create much more flexible, collaborative learning spaces for learning activities that take place simultaneously.

Some of the core facilities were tight. Several of the elementary schools the gymnasiums were small, crowded, had multiple classes in there and it was difficult. It creates a congested situation so that is an issue. The universal one that we see in every district is storage; classroom storage as well as building storage.

At the high school, the higher priority ones are, classroom space, inefficient library/media center, locker rooms, band room could use a revitalization. Staff planning areas was another one in almost every building – not just where people can go hang out, it is really about collaborative learning – integrated learning experiences – we talk about this for students but we are talking about the same thing for teachers. They all have time for collaborative planning but there is no place to do it effectively. In the middle schools you see a similar type needs. Even though some of the labs were recently done and they are beautiful, there are some that still need to be upgrade. We are recommending these in a more flexible manner. In the way education is going, we need to look at it in a more flexible light.

Some of the classrooms are set up for full class instruction even though they move the kids to little groups. There is space available and we think it can be transformed beautifully into some great learning areas. Burnet has a large storage area that was converted to a science area this year but in the future it could be a great STEM area for robotics.

Elementary schools – generally the same thing. Space issues in particular Franklin, Hannah Caldwell, Livingston, Washington. All the buildings could use a look at. A lot of the library media rooms is room with stacks of books and that is about it. There is really no place for kids to do work and that is a space issue. So if we can take a look at that and repurpose some things. The nurses room on the second floor – a long distance from the main office. If a parent comes to pick up a sick child they have to go through the whole building. We have some recommendations to move some things around.

The annex at Connecticut Farms – that is great area which can be repurposed.

At Hannah Caldwell we noticed that there is very little use of outdoor educational opportunities. Most of the elementary schools have blacktop, no grassy areas. We recommend some soft space out there and bringing some learning outside.

Rich stated there are four charts of all the surveying and cost estimates that were put together based on information we collected and compiled for each of the schools. The charts list all the schools, all the various categories, what the different elements were compiled for that – total for each school and then total for the District. We also did a priority report where things

were ranked 1, 2 or 3 as far as we felt should be done right away or it can wait a little bit. A lot of the comparisons between the elementary schools and the middle schools/high school and cost of upgrades were about the same dollar values.

Mr. Arminio stated on the bottom of page 26 – when you said costs do not include 3% escalation per year for construction. Has that been an ongoing increase in costs? Michael stated we are very cautious whenever we present any cost in public. You have to understand that these are conceptual in nature because we are just identifying a deficiency and we haven't started any design. We have a couple of notes on the bottom – where it says we provided a 25% soft-cost and that means those numbers include not just the construction cost would be and then we would have additional 25% included which would cover everything else that is associated with the project – including design fees, construction oversight, bidding costs, testing fees – all that is included. The three things that we identified that are not included are abatement costs, those have to be identified separately. The soft costs also have a 10% contingency fee.

We don't know when you are going to accomplish these projects so basically are through next year – 2018. If you do projects beyond that you really have to account for inflation so we recommend that you budget 3% on top of that for inflation. The other thing that is not in there are cost indicators that we should be cautioning the school districts about are increased construction costs due to the disasters that took place in Florida. Every time you see a wave of disasters like that come in you can see construction costs go up 10-20% in materials. These numbers are conceptual in nature and once you decide to implement a project we go to a schematic design phase where we really firm up detailed scope of work and detailed cost estimates and then we send it down to the Department of Education.

At this level it is just a general comparative measure and to help you prioritize and budget this. The numbers are very large and we identified everything. Most districts may prioritize the most important 25% of them and accomplish that in the next 5-10 years.

Mr. Monge stated when we first started looking at this and we looked at the old one and we had a lot of questions and this is very important. You have to understand where your deficits are; prioritize them and then fiscally approach them and tap on them one-by-one. We have very big numbers here - \$35,000,000. We have to be very diligent about the approach we take and trying to make sure that we tackle these needs because they are needs. The other thing I came away with was the over crowdedness because there is always a buzz as it pertains to the population here and we have had a lot of residential development with no community impact study – but which we are doing now which is fantastic and ultimately we will understand what those needs are. Based on what you are saying, it is beyond the number of students, it is about how the space is being used or lack thereof; is that correct? Rich stated that is correct and I think Joe did a good job explaining how we looked at how the space was being used and made recommendations as to repurposing.

Mr. Monge asked how do you normally see other districts tackle executing their plan? I have been on the Board a couple of years and I heard about this software not being ready at the State. We can't wait for them to be able to manage our own affairs so what would you suggest? Rich stated this document at some point will get uploaded to the DOE website. What you should

be doing in the meantime is prioritizing and planning ahead. You did quite a bit of work this summer and the schools are generally in good shape. What we tell districts to do is plan ahead and for next summer you should be really deciding on what you want to do next summer. A timeline – we did some things this summer but we got a late start. What we would like you to do is authorize to do things in the fall and go out for bid in January/February so you can get the best pricing. When you award to a contractor, they are not ready to start work on a school for a couple of weeks. They have to make submissions to us as architects/engineers and all those submission of exactly what they are going to do and we have to improve and it is basically shop drawings and that is a whole process which could take a month or so and they won't order materials until we approve those shop drawings. Summer projects you want to award those contracts in March at the latest to have a successful project completed.

Mr. Nufrio stated I appreciate the fact what you clarified because it is not a simple process especially since there are certain deadlines that we must meet to prepare the budget and you can plan and those plans can easily be changed – you may not have noticed one thing that was not in need of repair and now it is. I think the public needs to understand that this is a view today. Next year it can be even greater. It won't get better, it might get worse. Unless we hit the lottery and I don't think we can use tax dollars for that and I know we can't, these numbers are out of this world. As it is we are playing with pennies when dollars are needed. Although we have a better understanding of where the district schools are at it is mind boggling. In order to be frugal about the tax dollars that we appropriate to capital improvements, that may not be the only answer. Maybe the state will be generous and give us some money. It is the federal government, I don't think so – they have their own problems. It is not an easy answer but I do appreciate the fact that you indicated that this is not something that you just plan and execute. There are deadlines with the State, file forms, do this before you do that – it is an ever changing process.

Presentation appended to minutes.

Mr. Tatum stated thank you. I wanted to take this time and begin this school year to dispel a myth about the planning that has been going on as far as the administrative positions in this District. I think if you know me and how I operate, basically it is about responding to needs of the District and the community and also trying to do it in a fiscally responsible manner.

You heard Mrs. Lorenzo say a few moments ago about responding to the needs of children as far as trends are concerned and that is the same thing that happens when we talk about administrative positions.

The first slide shows three retirements/resignations for the past school year - one was our social studies supervisor and two confidential administrative assistants. That total amount of money came up to \$266,051. The first position that was created was for the Personnel Manager and one of the things that we talked about in this community is that we do a lot of good things in our schools but unfortunately the perception beyond the boundaries of our buildings are sometimes not the reality of truly what goes on. Tonight was a perfect example. Mrs. Minneci met someone today who was speaking very highly of our program.

What we did was we took a teacher and we collapsed a position that existed due to the fact that position was no longer needed. That person had a salary at a 10-month position of \$76,040, the salary of the new manager for 12 months – a full year – was \$91,248 for a difference of \$15,208. Instructional technology – we had a technology audit about 2 years ago and part of the audit spoke to the needs for a change in staffing. The position you see here – technology specialist is a person who works on the education side. There are two sides of technology – one is the technical side and the other is the education side. The education side requires someone who is capable of training our teachers on the hardware we bring in and the new programs – like we are moving to Google Classroom and as we moving into the ChromeBook through the district. As we are doing that systematically – starting at the high school, moving into the middle schools. That position also enabled us to collapse a position with a salary of \$71,634 – the new technology specialist is making \$92,500 with a difference of \$20,866.

The capital projects manager – we have not currently filled and which is really the former assistant supervisor of buildings and grounds - \$90,203. The projected salary for the new project manager is \$90,000 with a savings of \$203.

The most important one is Director of Instruction and Funded Programs – in 2010, back when I assumed this chair as the acting superintendent of schools for 7-8 months, the District failed the Title I audit. During that time our Title I funding had been frozen. About 2-3 months ago and I'm happy to announce that the Title I funding has been released. I remember when the person came to us from the State and he stated I remember you, you were the guy that took over right at the time this happened and of course since then I have been the Superintendent of Schools but the point I'm getting to is right now and for the past year or so we have had approximately \$1 million in abeyance – that \$1 million could be spent more prudently on this District. However, after that 2010 period, we had a person who use to manage the Title I program but when that person left, that position went to a part-time person – just to write the grant. There is very little oversight when it comes to Title I which encompasses a number of programs that we have in the District and many more than we can have.

What people don't realize is that we talked about being fiscally responsible and well we have been fiscally responsible in terms of that program because we now meet the criteria to increase and possibly go what they call schoolwide. Meaning that children that are in the public schools – everyone will be able to partake and advance from the use of those funds. That has an impact on your total budget in this community. We accept criticism for creating these position but let's talk about how the position is being graded. We had the retirement of our social studies supervisor who was making \$119,750. The going rate for a director of programs that is 12 months is approximately \$130,000-\$140,000. I will take the higher end number of \$140,000 and say the difference to hire this position from the former position is approximately \$24,750 and that is if we go to \$140,000 and it can be less than that.

Let's take a look at the real numbers – Manager of Personnel \$15,208, Instructional Technology Specialist - \$20,866, Capital Project Manager - \$203, Director of Instruction and Funded Programs – the high level of \$140,000 and I want to preface the next figure - \$45,000 part of that money can be used from Title I funds to have a director in this District which then

reduces the amount of money that we project of the \$140,000. Let's take a step further, when those high level administrative assistants retired, we did a replacement in the technology department because that is where the person retired from and that person was making about \$74,000 and we reduced that to \$45,000 and the Instructional Technology Assistant comes to us at zero cost because we looked at the fact that we are paying the technology assistant \$45,000 and we used \$45,000 out of the Title I funding and we have a total wash of that position.

Finally if you look at the bottom numbers down here – we started with the original \$266,051 of those positions and we will be using \$175,871 – right now there is a difference of \$90,180 that has not been expended. If we replace the assistant in the business office, we have set a cap of \$60,000 maximum and it could be lower than that to replace that position. That would give the District, if that position is filled, a savings of \$30,180. When I find money like that I give it to children; that is what I do with money that I find – it goes to the children. When I find money in my office, it goes to the students – it goes to the needs of the children in this District. I am not going to sit here as Superintendent and accept what has been said when it is not fact.

Presentation appended to minutes.

If they have an issue of me, whether they come to my office or publicly, if I don't have the answer in front of me, I will get it for them. What I'm saying to you tonight is proven, it can be proven by fact and numbers in the budget.

Mr. Nufrio stated I would like the public to understand a little better. When you indicated that there is very little oversight, let's be sure that the public understands that – meaning that there should be better oversight which did not exist during the years that you indicated and in fact when you said that there was someone who oversaw the Title I funds did a lousy job because we could have had more money coming into the District and better management of the money and thank you to the person who left. The fact that the oversight was not our fault, meaning the District's fault, it was the fault of whoever was assigned by your predecessor. One set of numbers that you did not include in here was the potential of how much more money could be brought in through Title I if the oversight was better and you have a director who knows what to do. (microphone malfunction)

When I came onto the Board in 2011, one of the first questions I asked the former superintendent was do we have a director to Title I and the answer was I don't know. I said how can a district operate without a director who could bring in potentially millions of dollars and I was very persistent that the entire program was not being handled properly and that we were losing a tremendous amount of potential funds from the federal government that we could have had in the District and who knows how much more services we could have given to the students that were entitled to Title I funds. You are absolutely right, you saw the problem, we attempted to fix it and now we get criticized because we are creating new jobs. Anyone that doesn't understand that, call me personally and I will explain it to you better. If not me, call the Superintendent because you have to spend money to get money and this is not a cost factor because you already explained that there is a tradeoff. We would be totally remised and we have to hide our heads in shame if we didn't do this.

Mr. Tatum stated the other thing I would like to add to this presentation and Mr. Nufrio picked on part of it. The title is really instruction and funded programs which means you are going to get a lot of bang for your buck with this position as opposed to a position that we just fill with another staff member because we talked about a person overseeing Title I and you talk about that person being able to oversee the grant that comes into the District and a person to oversee all the programs that come about in Title I. You are talking about this person being responsible for supervising all of the teachers that teach in the Title I programs.

When we talk about funding programs, we are also talking about grants and that is something that we have been trying to accomplish for the last few years. We said we wanted to start being able to look at alternative funding sources and that is one of the charges given to this person. We talk about moving forward to the 21st century. We also have to be reminded that when we look at districts at our size and I worked for a district half this size and we had a person who oversaw that program on a full-time basis and did exactly what I'm saying can be done here. Once again at an actual cost savings of at least \$30,000; that will relieve some of the extra work responsibilities on some of the staff members who are now dealing with programs that they have been given and that is with principals as well. When we lost the director, the principals have to take over the supervision of that department.

When we lost our supervisor of physical education, our principals had to take over the responsibility of supervising the phys ed teachers and we can go on and on and on about the workloads that we have given our administrators and also in light of the fact that we continue to get state and federal mandates that don't come to us funded. We take the money that we had within the 2% budget cap, we utilize that money to the best of our ability for the students and we cannot pass on an increase to taxpayers and I'll end this portion of my presentation by saying this – we have increased a number of programs with the children both before, after school and during school and also during the summer time and I'm pleased to that we reinstated the summer bridge program this year – something that is essential when students transition from one grade level to another and that is many times students go into a new setting and fail or they can't adjust because it is an overwhelming experience. As educators we learn very early that you are supposed to tailor programs to the needs of the age level to develop milestones of children and unfortunately sometimes we forget those are the things that are important about educating our students. I don't forget that and one of the reasons we have done what we have done is because we want our students to have the best chance possible to succeed in school. I have a proposal that I will bring to the Board shortly that will enhance that program for next summer.

Dr. Francis stated I'm glad Mr. Tatum that you brought this up because this was an argument used a year or two ago concerning the unbudgeted positions and when our previous superintendent left and you were hired, the salary was less than our previous superintendent use to make and that was done at the principal level at the high school, our assistant superintendents – every time someone was hired, they were making less and it came in under what the person who left or retired made. We are saving money and those people brought their benefits with them so we didn't have to pay for them because they were already receiving benefits at their previous position. My point is if you are going to make up a story and not tell the truth about the positions that we filled – there was always a cost savings; there wasn't an added cost to the

district. I'm glad you came out here and said this for these other persons because a lot times people come in and tell a lie and they don't tell the truth.

Mr. Tatum stated any time we do anything, or I do anything, it is done with thought and planning and with collaboration of the administrative staff, the personnel committee and the entire Board because everything we do is with full disclosure to the Board prior. Sometimes we are questioned by the Board members why are we doing this now and sometimes it is a last minute decision and there is also a rationale behind it and ensure everyone that we are doing the best we can for children. Let's move forward.

We opened last week on the 7th of September and last week I gave an enrollment figure but that enrollment figure changed and as of today the actual enrollment is 7199 of students are on record in the district. This figure also represents 57 students that have not reregistered. It also includes new students enrolled. I will provide an updated figure on the district's student enrollment next month. We are just around the 10-day period right now and we will take a look at our student population and those that are considered non-reported which we talked a little about last week that non-reported time period is 10 days before we have to drop students but we also have to make sure we have everything except their whereabouts.

Back to school nights are planned for the month of September. All of the back to school night programs are posted on our website. Those that have had them – Union High School had back to school night and it was very well attended. Myself and the Assistant Superintendents were all there. Burnet and Kawameeh will be on September 28th at 6:45 and 6:30, respectively. Jefferson School will be on the 27th at 7 p.m. Battle Hill was last week on the 13th – 6 p.m. Connecticut Farms will be on the 26th at 6:45. Franklin was last night at 6:30. Hannah Caldwell is tonight and so is Washington and Livingston School was last night.

Early on in the school year is the September 11 Commemoration and we do this every school year. We continue with various activities.

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 we continue not to forget and there are a lot of memories that go with that time period and I'm sure everyone in some way, shape or form has been touched by that personally.

Upcoming Events – this Sunday, September 24, 2017 at 9:00 AM – the Mayor's 5K race. Registration for this event will begin at 7:45 AM for adults and 7:30AM for students. The run for adults will begin at 9 AM and 9:10 for the children's' run. Registration can be completed on line at unionchamber.com.

The district-wide planning committee meets on Tuesday, September 26, at the administration building at 6:30 PM. There are a lot of initiatives that we need to talk about and one thing is the goals that we set with the Board of Education and we will be talking about

undertaking the action plans and brainstorming another list of needs as we begin the 2017-2018 school year.

Mrs. Minneci stated I was at the Hannah Caldwell open house and I was impressed at the amount of people that were there and it was very well received. Mr. Tatum stated I was at that school last year and it was equally well attended and I had a chance to reacquaint myself with people I hadn't seen in a long time – former teachers and students of mine.

Mr. Arminio stated Franklin's open house last night – the auditorium was packed. Mr. Tatum stated everyone is doing a great job.

Mr. McDowell stated thank you for your presentation and how these positions have been clarified and happy that it is not going to cost us any money and we are getting highly qualified people and this is all for the kids.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. APPROVE CURRICULUM GUIDES

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

1. Science Grade 1
2. Social Studies Grade 1
3. Science Grade 4
4. Gifted and Talented – Grades 6-8

E-2. APPROVE STUDENTS ATTENDING GREEN BROOK ACADEMY TO RECEIVE MEALS AT NO CHARGE

Approve, in accordance with N.J.A.C. 6A:23A-18.5, the District's students attending Green Brook Academy, Green Brook, New Jersey, be provided meals at no charge and in accordance with N.J.A.C. 6A:23-4.5(a)20 authorizes Green Brook Academy to include costs of meals provided with the annual tuition rate charged for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-3. APPROVE PROFESSIONAL SERVICES CONTRACT – BHARATI MULLICK, M.D.

Approve Professional Service Contract with Bharati Mullick, M.D., as Chief Medical Inspector pursuant to N.J.S.A. 18A:40-1 for the 2017-2018 school year at an annual fee of \$20,000, in accordance with the information appended to the minutes.

E-4. APPROVE USE OF SD GAMEDAY, LLC – SUBSTITUTE ATHLETIC TRAINING SERVICE

Approve the use of SD Gameday, LLC, substitute athletic training service, for additional coverage or when Athletic Trainer is not available, in accordance with the information appended to the minutes.

E-5. *Agenda item approved at September 12, 2017 worksession (Settlement Agreement).*

E-6. APPROVE ELIMINATION OF BEHAVIORAL DISABILITIES PROGRAM – BURNET MIDDLE SCHOOL

Approve the elimination of the Behavioral Disabilities Program at Burnet Middle School, effective September 20, 2017, in accordance with the information appended to the minutes.

E-7. *Agenda item approved at September 12, 2017 worksession (Contract with Irvington Board of Education).*

E-8. APPROVE CONTRACTS – STUDENT T.C.

Approve (a) NJDOE mandated Tuition Contract and (b) Contract for Professional Services for TC, in accordance with the information appended to the non-public minutes.

E-9. APPROVE DISTRICT MENTORING PLAN

Approve Township of Union Public Schools 2017-2018 District Mentoring Plan, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge stated F-11 – approval of additional State Aid that we received for the 2017-2018 school year for approximately \$213,000 – that is State Aid that is provided to the District because they identified us as an underfunded district. Because of that we were able to get additional dollars.

The other piece I wanted to highlight F-12 – the appropriation of surplus generated from State extraordinary aide and essentially we had a long discussion from our worksession last night and on an annual basis there is consideration from the State as it pertains to the amount of dollars we spend in special services and based on calculation and based on their consideration we were able to receive about \$1.5 million. This is an appropriation from those dollars that are going to be reappropriated for special needs department.

F-24 should that be put into personnel resolutions? Mr. Griggs stated it is appropriate for Fiscal.

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

F-1. ACCEPT TREASURER'S REPORTS

That the (a) final Cycle 13 Treasurer's Report dated June 30, 2017 and (b) Treasurer's Report dated August 31, 2017 be accepted.

F-2. ACCEPT SECRETARY'S REPORTS

That the (a) final Cycle 13 Secretary's Report dated June 30, 2017 and (b) Secretary's Report dated August 31, 2017 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, 2017 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, 2017 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

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

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

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS

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 STATE CONTRACT VENDORS

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

F-9. ACCEPT DONATIONS:

Accept the following donations:

From	For Use by	\$/Item
Bob's Discount Furniture, LLC	Union High School	\$2,500.00

F-10. APPROVE AMENDED OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approve the amended the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE ADDITIONAL STATE AID RECEIVED FOR 2017-2018

Approve the additional State Aid received for the 2017-2018 school year in the amount of \$213,348 to be used for unbudgeted needs of the special services department (Account #11-000-100-566-01-19/7006 – private special OOD tuition).

F-12. APPROPRIATE SURPLUS GENERATED FROM STATE EXTRAORDINARY AID

Pursuant to N.J.A.C. 6A:23A 13.3 section (d) appropriate surplus generated from State extraordinary aid excluded from the excess surplus calculation in the prebudget year in the amount of \$800,000, the unbudgeted special education appropriation shall be used as follows: (a) \$400,000 - Account #11-000-100-566-01-19 – private special OOD tuition and (b) \$400,000 – Account #11-000-270-518-01-19-0060 - contracted transportation.

F-13. *Agenda item approved at September 12, 2017 worksession (Change Order for mechanical and electrical work).*

F-14. APPROVE TRAVEL AND RELATED EXPENSES

Approve travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-5.8; 5.9 for the NJSBA Workshop convention in Atlantic City, New Jersey for Board members and Central Office Administration.

F-15. APPROVE APPLICATIONS TO PLAY UNIFIED GRANT

Approve the school based applications to the Play Unified 2017-2018 Grant, Special Olympics for the following schools: (a) Union High School, in accordance with the information appended to the minutes.

F-16. *Agenda item approved at September 12, 2017 worksession (UHS Student Activities account).*

F-17. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

F-18. APPROVE STUDENT ACTIVITY ACCOUNT – FRANKLIN ELEMENTARY SCHOOL

Approve opening the “Franklin Elementary School Student Activities Account” at ConnectOne with the following signatories: Latee Walton-McCleod and Yolanda Wright.

F-19. APPROVE STUDENT ACTIVITY ACCOUNT – LIVINGSTON ELEMENTARY SCHOOL

Approve opening the “Livingston Elementary School Student Activities Account” at ConnectOne with the following signatories: Benjamin Kloc and Diane Lupo.

F-20. APPROVE STUDENT ACTIVITY ACCOUNT – HANNAH CALDWELL ELEMENTARY SCHOOL

Approve opening the “Hannah Caldwell Elementary School Student Activities Account” at ConnectOne with the following signatories: Kathryn DiGiovanni and Cathy Costello.

F-21. APPROVE FUNDRAISERS

Approve the following fundraisers:

Event	Date	Purpose
Districtwide Dress Down Day	09/29/2017	Raise money for UHS JROTC trip to George for physical activities competition (4-day trip)

F-22. APPROVE STUDENT ACTIVITY ACCOUNT – BURNET MIDDLE SCHOOL

Approve opening the “Burnet Middle School Student Activities Account” at ConnectOne with the following signatories: Tommy Harrell, Sharon Drayton & Joann Gentile.

F-23. APPROVE RENAMING OF STUDENT ACTIVITY ACCOUNT – JEFFERSON SCHOOL

Approve renaming the ConnectOne account – “Central Five Jefferson School” to “Jefferson School Student Activities Account” with the following signatories: Laura Damato, Gina Calderone and Debbie Murphy.

F-24. APPROVE PROPOSAL – PETER B. FALLON, ESQ.

Approve proposal from Peter B. Fallon, Esq. to provide services for an independent investigation of affirmative action complaint at an hourly rate of \$165 per hour (not to exceed \$5,000), in accordance with the information appended to the non-public minutes.

F-25. APPROVE LIST OF CONTRACTS AND/OR PURCHASES

Approve the below 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	2033/Music	Pine Forest Camp – band camp 2017 (marching band)	\$12,505

Union High School	2033/Music	Youth Education in the Arts – 2017-2018 US Bands Membership Fee (marching band)	\$450.00
Union High School	2033/Music	Youth Education in the Arts – registration fee for 2017 New Jersey State Championships (marching band)	\$450.00
Union High School	2033/Music	Youth Education in the Arts – registration fee for 2017 A Class National Championship (marching band)	\$725.00

DISCUSSION:

Dr. Francis stated F-18, F-19, F-20, F-22 – for the signatories, are we doing all the schools? Mr. Tatum stated we are updating as warranted. Mr. Brennan stated we had all the principals in last Wednesday and went over the policy for the student activity account because we use to have training in the District years ago with all the principals and with the previous Business Administrator would go over the process of maintaining a student activity account which is building based and the responsibility lies with the principal of each school for that account. We have a lot of new principals over the last couple of years so we wanted to set the foundation at the first meeting and then we will have subsequent trainings every other month throughout the year.

Dr. Francis stated Battle Hill, Washington, Kawameeh – I don't see them there. Mr. Tatum stated one thing that happened with student activity accounts was that previous administrations have developed a Fund 20 line which had different regulations than the student activity accounts and some schools have transitioned into that Fund 20 line but right now we have done a full district audit and based upon the recommendations of that audit, we are responding to those individual needs of those buildings. I shared that with the Board and they spelled it out.

Dr. Francis stated my question was the other schools? Mr. Tatum stated I think that may be that they have the Fund 20 lines. Mr. Benaquista stated the schools that aren't listed here have student activity accounts and already have people of record that have been Board approved. These schools did not have a student activity person except for Burnet Middle School had a change in the leadership. The student activity account which is tied into what Mr. Tatum was saying of the Fund 20 – each school is supposed to have its own student activity account but now they all have people named and Board approved for their record keeper for their accounts.

Mr. Monge stated is there a particular reason why Burnet only has three versus two in the other schools? Mr. Benaquista stated it is the size of the building.

Mr. Nufrio stepped out of meeting

AYE: Mr. Armino, Dr. Francis, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: none

ABSTAIN: none

MOTION CARRIED

F-8 – Vendor 27

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

NAY: none

ABSTAIN: Mrs. Minneci

MOTION CARRIED

Mr. Nufrio returned to meeting.

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE PROPOSAL EI ASSOCIATES – DEMOGRAPHIC STUDY

Approve proposal from EI Association for professional architecture and planning services for districtwide utilization and demographic study, in accordance with the information appended to the minutes (subject to review/approval by Board Attorney).

O-2. *Agenda item approved at September 12, 2017 worksession (request from Maranatha Christian Fellowship).*

O-3. *Agenda item approved at September 12, 2017 worksession (Multicultural Day Fundraiser).*

O-4. APPROVE ORGANIZATIONAL CHART

Approve organizational chart for the District, in accordance with the information appended to the minutes.

O-5. APPROVE ANNUAL INTEGRATED PEST MANAGEMENT NOTICE

Approve Annual Integrated Pest Management Notice for 2017-2018 school year, in accordance with the information appended to the minutes.

O-6. APPROVE AGREEMENT – BOYS & GIRLS CLUB OF UNION

Approve the agreement with the Boys & Girls Club of Union County for the 2017-2018 winter swim season for \$12,000, in accordance with the information appended to the minutes (subject to review/approval by Board Attorney).

DISCUSSION:

Mr. Monge stated a follow-up from last week and I had the opportunity to talk to Mr. Griggs about O-6 – the Boys & Girls’ Club Agreement and we had the date and cost schedule

dates differ so he was going to look into that. Mr. Griggs stated we will take a look at it and we need to line up the amount of money and the dates. What I would suggest is a friendly amendment that states subject to review and approval by Board Attorney and tomorrow I will take a look at it.

Mrs. Zuena you agree to amend your original motion and reflect that language and Mr. Monge will agree to second it.

Mr. Monge stated I did speak briefly with Mr. Brennan as it pertains to the deliverable of the raw data in a month’s time – there was a question as it pertained to making sure that their report and the folks that we approved last month – Ross Habber Associates – we have one report and collaboration of the two findings into one, I think the question was whether the demographic folks would sub to them or they were going to work together as they planned anyway and put together one report so I would ask Mr. Griggs to look into that and make sure we have the appropriate language in there to make sure we have one comprehensive report and that we have that raw data by next month as they had promised.

Mr. Arminio stated just for the record you are discussing O-1.

Mrs. Minneci stated O-2 – I know we approved it but did we look into the security? Mrs. Zuena stated it was approved as long as they agreed on the security. Mrs. Minneci asked if we heard. Mr. Loessel stated we are still in the process with the police department to get a police officer there but we already got the security permit. It will be approved by them.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. *Agenda item approved at September 12, 2017 worksession (Personnel Actions).*

P-1A. APPROVE PERSONNEL ACTION

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

P-2. APPROVE AMENDED SUBSTITUTE LISTS

Amend Substitute Lists for the 2016-2017 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT RESIGNATIONS/RETIREMENTS

Accept letters of resignation/retirement from the following staff:

RESIGNATIONS

Name	Position	Location	Eff. Date	Reason	Notes/ Corrections
Walsh, Alison	Paraprofessional	Wash	9/1/17	Resignation	
Gorski, Agata	Leave Replacement Teacher	KMS	9/1/17	Resignation	
Phillips, Jalessa	Paraprofessional	UHS	9/1/17	Resignation	
Terrezza, Nancy	Greeter	HC	9/1/17	Resignation	
Martens, Melisa	Paraprofessional	Battle Hill	9/1/17	Resignation	
Jawahir, Natasha	Paraprofessional	Kawameeh	9/1/17	Resignation	

RETIREMENTS

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences. (May include Substituting history)	Attendance to BOE meeting
Jenkins, Larry	F/T Driver	Transportation	10/31/18	Retirement	02/01/1987	TBD

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Ballard, Katie	3 rd Grade Teacher	HC	9/16/17 Return 2/26/18	Paid Maternity And Unpaid FMLA/NJLA (Concurrently)	
Covino-Hunter, Lauren	Paraprofessional	BH	Extension through 10/1/17 Return of 10/2/17	Unpaid Non FMLA paid medical	FMLA time exhausted
Hampp, Jennifer	Resource Room Teacher	BH	Extension through 1/31/18	Unpaid FMLA and Non FMLA Non Paid Maternity	Org. Leave began 2/27/17
Stabler, Danielle	Science Teacher	KMS	Update to Return Date Return 12/1/17	Maternity and FMLA/NJFLA- (Concurrently)	Org. Return 12/18/17

Patel, Pooja	Paraprofessional	Jeff	9/18/17-2/7/18	Paid and partially Paid Military Leave	Payment to reflect our Military Leave Policy 4151.9/4251.9
Marshall, Gary	Custodian	Burnet	Extension through 11/1/17 (tentative)	Unpaid FMLA	

P-5. APPROVE PRINCIPALS AND SUPERVISOR SALARIES

Approve principals and supervisor salaries for the period September 1, 2017 through August 31, 2018.

P-6. APPROVE HOURLY RATES LIST

Approve the 2017-2018 Hourly Rates List, in accordance with the information appended to the minutes.

P-7. APPROVE STAFF SALARY FUNDED THROUGH ESEA FY18 TITLE IIA GRANT

Approve the following staff member whose salary is funded in full through the Districts' ESEA FY18 Title IIA grant: (a) Kelly Piano, Jefferson School, \$68,106, Title IIA (CSR) Math.

P-8. APPROVE STAFF SALARY FUNDED THROUGH ESEA FY18 TITLE I GRANT

Approve the following staff members whose salaries are funded in full through the Districts' ESEA FY 18 Title I grant: (a) Michael Jeter, Union High School, \$66,449-Title 1 Math and (b) Peter Chantzis, Burnet Middle School, \$65,322-Title 1 Math.

P-9. *Agenda item approved at September 12, 2017 worksession (Change of Salary Class).*

P-10. APPROVE AMENDED LIST OF CENTRAL OFFICE EMPLOYEES

Approve amended List of Central Office Employees appended to the resolution providing salary and fringe benefits for all staff in the Central Office for the period from July 1, 2017 to June 30, 2018, in accordance with the information appended to the minutes.

P-11. APPROVE CHANGE OF SALARY CLASS

Approve additional Change of Salary Class (effective September 2017), in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

POLICY COMMITTEE:

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

POL-1.FILE CODE 3570 – DISTRICT RECORDS AND REPORTS

File Code 3570 – District Records and Reports – Policy, Regulation and Legal References, in accordance with the information appended to the minutes (final reading).

POL-2.FILE CODE 4116 – EVALUATION OF TEACHING STAFF MEMBERS

File Code 4116 – Evaluation of Teaching Staff Members – Policy, Regulation and Legal References, in accordance with the information appended to the minutes (final reading).

POL-3.FILE CODE 5111 – ADMISSION

File Code 5111 – Admission – Policy and Legal References, in accordance with the information appended to the minutes (final reading).

POL-4.FILE CODE 3542.2 – SCHOOL MEAL PROGRAM ARREARS

File Code 3542.2 – School Meal Program Arrears, in accordance with the information appended to the minutes (final reading).

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

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

R-1. APPROVE AMENDED LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) students exited from August 1 through August 31, 2017 (one from elementary) or a total of four (4) students for the 2017-2018 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2017-2018 school year, in accordance with the information appended to the non-public minutes.

R-2. APPROVE REMOVAL OF STUDENT 298178

Approval to remove student #298178 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

Recorder malfunctioned at 1:50 hours into meeting

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

TECHNOLOGY COMMITTEE RESOLUTIONS:

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

T-1. APPROVE DISPOSAL OF CISCO SWITCHES FROM DISTRICT INVENTORY

Approve the disposal of Cisco switches from the District inventory, in connection with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated that the switches are old and we will recycle – potentially to auction.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mrs. Zuena, 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. Armino, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: none

ABSTAIN: none

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated October 6th – Westfield v Union High School; girls soccer – 4-1; October 7th – Biertuempful Park – Kawameeh vs Burnet –softball game; October 7th – Union’s Got Talent – over 50 tried out – money raised is for UPAC; September 10th at VFW – Union residents put together 1500 backpacks with shampoo etc. and were packaged and sent to Texas to the hurricane victims. Mayors 5K Race – kids run – first 100 register get half of entry fee paid which is being donated by an individual from Town – the money raised helps families with medical bills. October 28th – Suburban Country Club – 350th anniversary of our community – Connecticut Farms established 1667 and then it became Union in 1808.

Mr. Monge asked the status on the traffic issue at Connecticut Farms and the off ramp of 22 and relocating the parking lot. Mr. Benaquista stated he spoke with Sergeant Tims. Target to start in January and need to look at traffic situation and need a plan – traffic study.

Recorder restarted at 2:00 hours into meeting

Mr. Monge stated seeing the difference here and it was an amazing job here in a short period of time and it was all hands on deck and the Town also helped out with the permitting and making sure that it happened. Kudus to Barry and Mr. Brennan and the team in making sure that it happened.

NEW BUSINESS:

Mrs. Williams stated I just wanted to announce that the William Paterson University foundation is going to be performing at the Farmer's Market on September 28th and what they decided to do is donate a portion of their fee as a scholarship for a student that is interested in matriculating into the William Paterson Jazz Program next fall. The presentation will take place next Thursday at 6 p.m. at Town Hall. They are inviting the Board of Education to be there and they are also asking for the music program of the high school to get involve and help decide who this lucky student is going to be. I believe media is going to be present and I think it is a great opportunity for us to participate.

Mr. Monge stated I just want to acknowledge that it is Hispanic Heritage Month and this is a time that we celebrate the history that we have, the traditions and all the Latinos that have contributed to helping to build this wonderful country that we have. A lot of times in the news you hear a lot of negatives so it is a great opportunity to celebrate.

There is also a Hispanic Heritage celebration that is on September 30th from 2 p.m. to 7 p.m. in front of Town Hall – the “Rhythm of the Beat”.

There is a question on the PARCC and I'm going to give a shout out to my son – 9th grade and it is the first time he took PARCC and we got grades based on last years' scoring and would have him pass the level that he needed for graduation. That was last years' scorecard and it is my understanding that the State has yet to release the scorecard for this year. A huge concern of mine – the State and many others prior to rank us/grade our teachers and the like on PARCC scores now as one of the criteria. My son as a 9th grader, if he passes his requirements, why the heck would he want to take PARCC tests in 10th, 11th and 12th when he has already passed his requirements; and if he does take them, do you think my son and other kids that have already met those requirements would really be focused to do the best that they can. We are talking about teenagers. This is something to think about. I view that as a concern. One of the counselors said yes that is an issue but we need your son's score for the future years because that is part of the ranking of our teachers in our schools.

COMMENTS FROM PUBLIC:

Susan Lipstein stated I would like to make a statement first and I would like Mr. Griggs to update the public on the BGIA lawsuit and the suit that Mr. Le filed against the Board of Education.

This statement reflects my own personal views and opinions. I'm a taxpayer and resident for 34 years and I'm considered an education advocate and have a lifetime membership from PTA at Hannah Caldwell and 2010 I was honored by the Union County Committee on the Status of Women. I moved into Union because of the excellence of the schools.

When my son was in Hamilton I volunteered to be the liaison to the Board of Education for the PTA. I know what happens here affects the education of all the children not just mine and it affects the Town and the property values. I did this for 14 years – reporting back to the schools and the needs of the schools to the Board. I learned a lot about the Board of Education.

I continued to attend meetings even after they were out of the school and because of the academic cuts I saw happening, 17 years ago I helped start the Union Education Foundation which has donated \$200,000. I'm not talking as the Education Foundation liaison I'm talking only as myself.

Unfortunately, going to those meetings I saw a lot of things that I didn't like. The Board hired Dr. Bonbardo who was a very qualified Superintendent to replace Mr. Caulfield. I was happy that they hired him and was very surprised months later after the Board election, the new Board gave the job to a Superintendent who was a little more pliable. He didn't have the same experience and I soon learned and this is my opinion the Board was filled with a lot of political friends of the new face in Town – Joe Cryan and the new Board, their priorities were not always for the good of the schools. The Board of Education is not supposed to be politically controlled.

The New Jersey School Board Association and the New Jersey Commission of Education states unequivocally that Board of Ed elections are supposed to be bipartisan and no political involvement. The loyalty of the Board members should be for the children. If they are politically connected it is problematic because with loyalty they end up having to go to the political party controlled by the political board. It is just the way it is and the way it was. In my opinion, the schools did not fare very well.

In 2014, to me a miracle happened because people woke up to the problem and they got mad and the voters voted wisely, in my opinion and they elected Vito Nufrio, Nancy Zuena and Ronnie McDowell. Two people were not supported at all by politicians. Mr. Nufrio was always an independent. There was no way he was going to go along and do what someone else was telling him and the progress has been remarkable. There is no way I can tell you how much progress I have seen and I have been coming to this Board meetings for a long time.

I hope that these candidates will tell you how much progress that we have had. The Board looked at everything, contracts, bidding process – members would not vote on anything unless they understood everything about it. Worksessions starting going until midnight – meetings were going longer and longer.

The Board members didn't just talk the talk, they walked the walk. There are three people running for the Board and I would like to think that they have spent a lot of time deciding on whether to run or not. I am going to ask this as politely as possible – where have you been?

They haven't been at Board meetings. One came to the August meeting but missed the two-hour planning session where the Board established positions for schools and plans for the next year.

I don't think that sitting at Board meetings two month before the election is the way to get the experience.

Brian Casey stated three years ago I made a decision to take our children out of district and when Mr. Tatum comes out that you had what was going on in-house but since we believe in him we decided to bring our children back to District this year and I can promise you already in one month and what we are seeing and excited about. I also want to give a shout out to Jefferson PTA.

As a self-appointed community access – the elections are upon us and everyone is working for the children and I want to remind everyone that the children are watching our behavior and we want to be a shining example of their community activism in the future and we should conduct ourselves accordingly on both sides and we look forward to seeing everyone in November. God bless you. Go Farmers!

Paul Casey stated I am here as a founder of "Parents for Change". Parent for Change is a non-political organization fighting to ensure that our school system is strong and to support all children in Union receive a quality education and also to make sure that politics don't into what we are trying to do.

When we started Parents for Change, we really wanted to make sure that every person in Town had a voice and was able to use their vote and voice in order to make sure that the best people are representing our children in the Board of Education.

This year we met with a group called "Represent Us" and who has worked across the nation in order to try to remove money from politics and make sure that people on the local level have a voice and the ability to influence the outcomes that we see in our communities.

Parents for Change for the 2017 election is asking that all candidates this year and beyond consider signing a pledge to that very fact. I am going to read a pledge to the audience tonight in that effort:

"Pledge Supporting Campaign Finance Legislation and
Non-Partisan Township of Union Board of Education Elections

WHEREAS, **Parents for Change** is not a political organization, but a parent advocacy movement that supports the Union Public Schools and ensures the highest commitment to academic excellence through a culture of transparency, collaboration, and respectful communication.

WHEREAS, a Supreme Court ruling made in January 2010 prohibited the government from restricting political payments from corporations; and

WHEREAS, the Township of Union Board of Education is subject to the provisions of N.J.S.A. 19:44A-20.4 et seq., the New Jersey Local Unit Pay-to-Play (Law); and

WHEREAS, the influence of a limited group of donors on the political process has expanded to the point where it can have the effect of marginalizing the views of ordinary citizens; and

WHEREAS, full transparency of all political money is necessary for the growth of an educated and informed electorate and the continued success of the School System; and

WHEREAS, Super PACs (Political Action Committees) and other Special Interest groups have emerged as a serious concern to voters in the presidential and state elections and both political parties in the New Jersey State Legislature, local township committee and non-partisan local school board elections; and

WHEREAS, political parties, accountable and regulated, should be integral to our electoral system and represent a broad swath of the public rather than special interest or super-wealthy individuals looking to financially gain from controlling the Board of Education through contract opportunities, employment promises and other pay to play activities; and

WHEREAS, State law requires that school board candidates appear on the ballot without party affiliation and are non-partisan elections; and

WHEREAS, in contrast, the local political candidates' Super PACs, other special interest groups and politically tied high net worth individuals and companies donations to School Board Election Campaigns have increased since 2014 to an average of more than \$54,000 a year to Township of Union school board elections totaling over \$160,000 in the last three years; and

WHEREAS, in what are intended to be Non-partisan School Board Elections, political candidates for Township Committee have donated \$35,000 in 2015, \$19,000 in 2016 and a political candidate for Sheriff donated \$8,200 in 2014 to School Board Election campaigns; and

WHEREAS, Township Committee candidates have shared unaccountable campaign resources with School Board candidates since 2014; and

WHEREAS, concerned citizens and the Parents for Change movement are asking Township of Union Board of Education candidates to pledge to ensure that all school board elections be non-partisan, control campaign financing, limit the influence of unregulated donors, promote transparency and fairness throughout the election process, and ensure a government and school board that is responsive to the needs of all the people,

BE IT FURTHER RESOLVED that Parents for Change movement is requesting that all current and future School Board candidates for Township of Union Board of Education to pledge to keep School Board Elections non-partisan and to NOT accept any school board campaign contributions from politically motivated groups or individuals and NOT accept any campaign contributions more than \$300 from an individual or group and formally ask ALL candidates to sign to confirm this below.”

You can contact Parent for Change by visiting our website or our FaceBook page.

Man from audience stated I would like to know what Mr. Griggs has to say with regards to the lawsuit by Mr. Le who is also in our audience today.

Mr. Griggs stated the status of the litigation lawsuit which was filed by Mr. Le. The initial complaint was filed in Superior Court in Elizabeth and that complaint was withdrawn because that court lacked jurisdiction – it should never have been filed there in the first place.

The identical legal pleading was filed before the Commissioner of Education. The way it works it goes before the Commissioner and then it is sent to the Administrative Law in Newark. A judge is assigned to hear the case. The case was heard a couple of weeks ago and it was also dismissed on the basis of it was filed too late; it should have been filed by April 24th or thereabouts – there is a 90-day period from whatever Board action you are complaining about. You have to file your complaint. The court also noted that it favored the Board of Education – the Board had entered or issued approximately 18 purchase orders committing funds for construction projects in the schools – the largest one being \$3.9 million for work at the high school so that case was dismissed.

That judges decision now goes back to the Commissioner of Education and the Commissioner of Education can affirm it, reject it or modify it. The Commissioner has 45 days to do that and frankly it will be a moot point because most of these projects are completed and most of the contested funds have been expended so that has been dismissed so those cases – the one in Superior Court should never have been filed in the first place – that was voluntarily withdrawn by the plaintiff Mr. Le – the one filed with the Commissioner was too late and also the equity favored the Board of Education in terms of where they were with the projects. Also, they followed the advice of not one but two school auditors – and the action they took, spending all the bond proceeds, state aid and the remaining funds was capital reserve funds and that is precisely what the Commissioner of Education prescribed with regards to excess funds of the capital projects. That is where we sit now. To date and I don't think we have submitted any bills but the legal fees were approximately \$7,000.

With regard to going to the Commissioner in the initial decision, Mr. Le's attorney can file an exception to the judge's decision. If they do that we will file a reply to his exceptions. Other than that we have done nothing further and that is where we are today.

Personally, the buildings are open and the work has been done and we are going forward but the initial concern was in Elizabeth with Judge Cassidy, there were some substantial projects in the works which were committed to by the Board by the issuance of a purchase order and awarding a contract and out for bid and they were pretty far down the road and the concern was opening the school. That was not the basis of what occurred down there. It was a voluntary withdrawal because that court did not have jurisdiction. The only person who has jurisdiction to settle controversy with regard to "school laws" is the Commissioner of Education and that is where we are today.

The man in the audience stated one final question and I will address it to Mr. Tatum – the \$7,000 in legal fees what would \$7,000 do in our school district to help our students? Mr. Tatum stated I can't give you a specific but it could enhance programs that we have in place and certainly buy supplies if nothing else – technology support.

Mr. Nufrio stated I will direct this to Mr. Griggs – the \$7,000 is only the base value of the legal fees – it is an approximation right? There may be more coming if it should go further. Mr. Griggs stated it is an actual number but there will be more coming.

Mr. Nufrio stated isn't it true that the same attorneys that represented BGIA are the ones that are currently representing the suit that was filed? Mr. Griggs stated that is correct. Mr. Nufrio asked what did that cost us? Mr. Griggs stated I think that lawsuit was \$12,500 maybe. Mr. Nufrio stated more supplies Mr. Tatum. In essence that lawsuit was also moot because the Board acted properly, so you and the public knows, in deciding who the health broker was going to be. For years we were paying a \$250,000 for a health broker. We then did due diligence and we followed the process of fairness and allowed all bidders to come to the table which they did. They convinced the Board they were the ones to choose. Ultimately the Board had no choice to select the one that was going to save us over a \$150,000 a year. These are the things people should know because somehow it gets lost in the shuffle. Add that up over 10 years and it is over \$1 million; yet we have to endure these challenges and accusations that are baseless. I want to thank you for bringing that to the floor.

Man in audience stated I find it upsetting that even speaking to the candidates for the school board re-election, there are those that are not standing on the Board right now that are running for election and are represented by the same people.

Mr. Le stated the first thing that I want to observe is that I was also part of the ESL student – thank you.

The second observation that I want to make as well is the presentation in regarding the administration position. I also noticed in the math that was done that there was three positions that retired and if I recall five new administrative positions. One thing that was not incorporated which I saw was the cost of benefits. Obviously if you are going from three positions to five positions – there is a cost for two positions. I feel that analysis was incomplete.

What I wanted to come here tonight is in regard to following up on the issue as Union School officials remain quiet on the high school burglary. Since June 29th, the Board has not provided a statement or answered any questions regarding the high school burglary. Three months later I believe the public is entitled answers to present questions regarding the incident that many residents are questioning the management of this issue. My first concern is in regards to District policy – Policy 3450 entitled “Money in School Buildings” states “in no case shall money be left overnight in schools except in the school safe...” Tap into Union, RSL media, Local Source and News12 New Jersey all stated that the burglary took place at approximately 1:30 a.m. on June 29th. It is noted that these money were stored in a desk drawer and not in the school safe. In addition, News12 New Jersey reported that \$26,000 supposedly from prom and yearbook collection. The prom was June 1st and that would mean the moneys were in the school for at least 28 days. For me this brings a few questions – first will this Board confirm that Policy 3450 was violated. Second which is on the minds of many residents out there was “what was \$26,000 cold hard cash lying around in a desk drawer in the high school?” Third citing a potential storage of money in the safe, why wasn't the money put into a safe? Not just overnight but for at least the 28 days between the prom and the burglary itself. The nearest Union bank literally a three-minute drive. What is the excuse of not going to the bank to deposit the money in the first place? My other concern is accountability. Policy 3450 also states “lost money shall be replaced by the person responsible” eluding to the employee or employee responsible for the receipt and deposit of all funds collected as well as the administration.

Three months afterwards there hasn't been any update with regard to if the money has been recovered. If the money is not recovered, has the employee or employees responsible for upholding this policy replace the \$26,000 – if not, why not? For me so far it appears the facts have showcased the appearance of gross negligence by the employee or employees responsible.

Mr. Griggs stated you are talking about an employee and it is obvious of who you are talking about. You are talking about personnel and this Board will not listen to a discussion about a specific employee. You are welcome to make your statement. I would highly recommend to the Board that they just listen to Mr. Le but do not respond because this case is still being investigated by the authority and we will have no comment whatsoever.

Mr. Le stated this community was shocked to hear and with shock comes sheer disappointment and outrage with zero statements and zero response so far in regards to this matter. Hoping that it will fade away but it won't. When will this Board actually answer questions and give a statement into this and when will this investigation be completed. If this Board is fully embracing of the values of accountability and transparency – why won't they do it now?

Mr. Tatum stated Mr. Le once again comes up with something that is really a valid statement but there is already an answer. Every one of those positions already had a benefits package so technically we saved that money too so thank you for bringing that up to me. Right now we have not fulfilled the capital project managers but at the same time there were benefits that went along with that position and it is still in the budget and every one of those positions that we created has a benefit package because people that have moved to those position also had a benefit package that they brought with them. Because we have utilized those people who are actually employed by the District and they bring that with them.

Mr. Nufrio stated Mr. Griggs I think it is important that the statements made that you said not to directly respond because it involved an employee and status of the investigation but I think you need to at least explain that when an investigation is ongoing and it is within the jurisdiction of the police that it cannot be discussed just as the initial statement that is read before the meeting begins that no discussion of employees shall take place here and once the investigation is concluded Mr. Tatum and this Board will adjudicate the recommendation of those that are investigating the situation and not before than because it would be a violation of all that covers that area. Am I correct? Mr. Griggs stated you are absolutely correct. The reality is there is a criminal investigation and this matter is with the Union County Prosecutors office and this Board can make no comment whatsoever with regard to that. Secondly, it is a personnel matter – we can't talk about personnel matters in public so to suggest that the Board in a 2-month time should come forward with a statement with regards to what has obviously been reported in the newspaper, and I don't see any reason for that, but the reality is you can't do it. Anything to deal with personnel is through the recommendation of the Superintendent, it can only be addressed in executive session unless that employee wants to talk about it publicly and that is highly unlikely. The Board cannot do anything at this point. They cannot issue any statements. It is no different than any other school district which you read about in the paper that an employee has been

arrested or some type of charge that students have been involved in something, you can't discuss it. It is as simple as that.

Mr. Nufrio stated I'm frankly amazed that the media is dismissing all of that when they know full well some of these regulations but I guess they go to deaf ears.

Mr. Arminio stated point of order – just point out that any statement by the Board of Education comes from the Board Attorney, the Superintendent or the Board President or the Board President's designee. The Board members unless designated by the President and the Board Attorney and Superintendent shall not make any comments. Mr. Nufrio stated we are subject to regulations and that is the end of that story.

Carol West stated I have a compliment and I thought I would bring that to the Board. My son is enrolled in Burnet and he has been part of the ESS program since last year. I would like to say I would advocate for the expansion of this program to the rest of the District. It has been wonderful for him and he has really benefitted. I am in touch with his case manager on almost a daily basis. She is checking in with his teachers, his one-to-one aide, the school psychologist – she is fantastic and she is new to the District this year and he had a different case manager last year but she left and she was fantastic too – so if she has an opportunity to come back if she desires to, please hire her back. I would love to see this program expanded so that others in the District can benefit from it. It was at pilot stage at the Title I school but I hope you can find it in the budget with this new money for special services to expand this program to make sure that all the children benefits from this program. Keep up the good work.

Anne Margaret Shannon stated with respect to Mr. Monge comments – the entire math department is very concerned about the State's requirement with the PARCC. Once a student passes the PARCC, I doubt they would take any other tests. It is a cause of concern and I thank you guys for being aware of that.

The architects presentation – I would love to comment on the collaborative planning and he did say we do have that in all the schools – I think he implied that but we don't so I just hope in this planning that remember to try to get those planning in the high school because I know we would benefit from that.

I really enjoyed Ms. Lorenzo's presentation on ESL but I want to make sure that everyone knows it is not just ESL teachers because as a math teacher, I can speak enough French to help a student in French but for the first time I do have a student speaking Aramaic from Jordan and I went down the hall to Peter Botros and he came down and spoke to the student and no problem and back to school night the parents told me because the student told them about Mr. Botros and so the parents went to see Mr. Botros and he spoke with them. The system works very well across all lines.

MOTION FOR EXECUTIVE SESSION:

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

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

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

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

NAY: none

ABSTAIN: none

MOTION CARRIED

The Board returned to public session at 11:35 p.m.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio, seconded by Mrs. Darby, that the meeting be adjourned at 11:35 p.m. All present voting YES.
MOTION CARRIED

Respectfully submitted,

GREGORY E. BRENNAN
BOARD SECRETARY