

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES – AUGUST 16, 2016

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, August 16, 2016 at 7:00 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083

Mr. Nufrio called the meeting to order at 7:10 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mr. Angel Salcedo

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Manuel Vieira, Mr. Tom Wiggins, Mrs. Ann Hart, Mrs. Sandra Paul

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. Monge led the Board and audience members in the Pledge of Allegiance.

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

COMMENTS FROM THE PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mrs. Zuena, that the following minutes be adopted: June 14, 2016 – worksession and executive session, June 21, 2016 – regular meeting and executive session, June 29, 2016 – special meeting and executive session.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

COMMUNICATIONS:

~~LETTER REQUESTING USE OF WASHINGTON ELEMENTARY SCHOOL~~

Letter from Kevin Russ requesting use of Washington Elementary School for the purpose of conducting a series of weekly community learning and education programs for at risk and/or under resourced boys and men.

LETTER OF RESIGNATION – SWINGLE

Letter of resignation from Shawn Swingle, math teacher-Union High School, effective August 31, 2016.

REQUEST FOR MATERNITY/UNPAID FMLA/NJFLA – SANTAMARIA

Request for maternity and unpaid FMLA/NJFLA from Maggie SantaMaria, 4th grade teacher-Franklin Elementary School from December 9, 2016 through April 3, 2017.

REQUEST FOR EXTENSION AND UPDATE OF MEDICAL/UNPAID FMLA – ASHRAF

Request for extension and update of medical and unpaid FMLA from Lisa Ashraf, school counselor-Kawameeh Middle School to a new return date of November 7, 2016.

LETTER OF RESIGNATION – ACOSTA

Letter of resignation from Mary Acosta, part-time service worker-Transportation Department, effective July 15, 2016.

LETTER OF RESIGNATION – CUNNINGHAM-ANGELO

Letter of resignation from Melissa Cunningham-Angelo, part-time elementary/AAP teacher-Battle Hill Elementary School, effective July 29, 2016.

LETTER OF RESIGNATION – GALANTE

Letter of resignation from Krystal Galante, elementary teacher-resource in class-Franklin Elementary School, effective August 1, 2016.

LETTER OF RESIGNATION – GORDON

Letter of resignation from Patricia Gordon, school psychologist-Burnet Middle School, effective September 1, 2016.

REQUEST FOR EXTENSION OF UNPAID MATERNITY LEAVE – PARSONS

Request for extension of unpaid maternity leave from Rosemary Parsons, school social worker-Battle Hill Elementary School to September 1, 2017.

LETTER OF RESIGNATION – FUGETT

Letter of resignation, for the purpose of retirement, from John Fugett, bus driver-Transportation Department, effective August 11, 2016.

REQUEST FOR UNPAID FMLA MEDICAL LEAVE – HUNTER-COVINO

Request for unpaid FMLA medical leave, from Lauren Hunter-Covino, paraprofessional- Battle Hill Elementary School, from September 1, 2016 through September 30, 2016.

LETTER OF RESIGNATION – GIBSON

Letter of resignation from Daniel Gibson, paraprofessional-Franklin Elementary School, effective September 1, 2016.

LETTER OF RESIGNATION – MUIA MASUCCI

Letter of resignation from Dolores Muia Masucci, paraprofessional-Livingston Elementary School, effective September 1, 2016.

DISCUSSION:

None

SUPERINTENDENT REPORT:

Mr. Tatum stated tonight's report reflects on some of the things that we have accomplished over the summer and information on upcoming events. I want to take this opportunity to introduce the new Director of Information and Technology – Mrs. Sandra Paul. She is already doing some tremendous things in the District and we are looking forward to a great deal of success. She is working on our network right now. We have some objectives that I will be talking about tomorrow night and Mrs. Paul will give an overview tomorrow evening on our advancement to the 21st century.

Mr. Nufrio stated I had the pleasure of meeting Mrs. Paul for the first time this evening and we did speak on the phone a few days ago. But I want her to know that she is not only welcomed but very welcomed in terms of what we hope to see accomplished in the technology department and we look to you for guidance and support in the endeavors. Thank you and welcome aboard.

Mr. Arminio stated I met her a couple of weeks ago and it is an accumulation of a couple years' worth of effort to get a Director of Technology.

Mr. Tatum stated on August 25 – all administrative staff will return to the District. Start looking to get the new school year underway and tomorrow night on some other activities coming forward. Just to announce the following:

New Registered Students ONLY Orientation

All District Elementary Schools in their Registered School Buildings

Wednesday, August 31st, 2016

10:00 am to 11:30 am

Jefferson (Central Five) School

Wednesday, August 31st, 2016

11:00 am to 12:30 pm

Burnet Middle School
6th – 8th Grade Orientation
Wednesday, August 31st, 2016
12:00 pm to 1:00 pm

Kawameeh Middle School
6th – 8th Grade Orientation
Tuesday, August 30th, 2016
9:00 am to 10:00 am

Union High School - Freshman ONLY
Wednesday, August 31st, 2016
8:30 am to 11:30 am

Grades 10th thru 12th grades
Wednesday, August 31st, 2016
12:30 pm to 1:30 pm

New Teacher Orientation
Monday, August 29th, 2016
8:30am – 3:00pm

Town-wide Meeting (All staff welcome)
Thursday, September 1st, 2016
8:15am at the high school

Staff Development
Friday, September 2nd, 2016
8:00am in home school

First Day of School
September 6th, 2016
Full Day Session for all Schools

Planning Session of the Board of Education
Tomorrow, Wednesday, August 17th, 2016
6:00pm – 9:00pm

Next Planning Committee Meeting
Tuesday, September 27, 2016
6:30pm in the Administration Building

At the last meeting we reviewed and reflected on all the accomplishments that we have put forth over this last year and we also talked about putting together a new list of priorities and some will come from the action plan that we present tomorrow night.

Mr. Nufrio stated unfortunately we have some very important issues to discuss in executive session and I beg your indulgence to the public sitting here but if you would kindly give us the opportunity to do our executive session and at which time we will return to public and then we will go through the rest of the agenda.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Le, seconded by Mrs. Zuena, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) personnel matters. The Board will disclose the discussion conducted during the Executive Session with notice to the public when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interest of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney-client privilege.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

The Board returned to public session at 7:55 p.m.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. APPROVE REIMBURSEMENT TO PARENT FOR TRANSPORTATION

That the Board approve reimbursement to parent for transporting their special education student to and from DCF Regional School, Essex Campus, 397-97 North 5th Street, Newark, New Jersey at a rate of \$35.76 per day for the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

E-2. APPROVE NJ DEPARTMENT OF CHILDREN AND FAMILIES REGIONAL SCHOOL TUITION CONTRACT AGREEMENT

That the Board approve the State of New Jersey's Department of Children and Families Regional School Tuition Contract Agreement, in accordance with the non-public information appended to the minutes.

E-3. APPROVE I&RS MEMBERS

That the Board approve I&RS members for the 2016-2017 school year, in accordance with the information appended to the minutes.

E-4. APPROVE REIMBURSEMENT TO PARENT

That the Board approve reimbursement to parent from July 1, 2016 through June 30, 2017 to and from the Gateway School, Carteret, New Jersey at a rate of \$23.00 per day, in accordance with the non-public information appended to the minutes.

E-5. APPROVE SCHOOL SELF-ASSESSMENT

That the Board approve School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2015 – June 30, 2016 for submission to New Jersey Department of Education by September 30, 2016, in accordance with the information appended to the minutes.

E-6. APPROVE ELIMINATION OF SELF-CONTAINED PRE-SCHOOL DISABLED PART-TIME PROGRAM – LIVINGSTON SCHOOL

That the Board approve Elimination of the Self-Contained Pre-School Disabled Part-Time program at Livingston School, effective September 6, 2016, in accordance with the information appended to the minutes.

E-7. APPROVE AMENDED DOCUMENTATION FOR SELF-CONTAINED BEHAVIORAL DISABILITIES PROGRAM – BATTLE HILL

That the Board approve amended documentation to provide updated information requested by the County for the approval of the establishment of the Self-Contained Behavioral Disabilities Program at Battle Hill Elementary School, previously Board approved at July 19, 2016 meeting.

E-8. APPROVE SCHOOL IMPROVEMENT PLANNING COMMITTEE

That the Board approve the School Improvement Planning Committee for the 2016-2017 school year, in accordance with the information appended to the minutes.

E-9. APPROVE CODE OF CONDUCT AND CORE VALUES

That the Board approve Code of Conduct and Core Values for 2016-2017 school year, in accordance with the information appended to the minutes.

E-10. APPROVE 2016-2017 CURRICULUM WRITING TEAMS

That the Board approve the 2016-2017 Curriculum Writing Teams, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated on E-10 – it says curriculum writing team – should it say unit writing teams. Mr. Tatum stated in speaking with Mrs. Moses they are going to be working on the unit plans but they are using the terminology curriculum teams because these are people who were pre-approved to actually do the work on the actual curriculum. If I understood it correctly, from that framework.

Mr. Le stated on E-8 – question on the School Improvement Planning Committee, which I don't think I have seen in years past. Mr. Tatum can you bring some context of what is it, what are their charges and how often do they convene? Mr. Tatum stated that each of the schools have their own planning committee and it is almost synonymous of what use to be site place planning in every school building and it really involves building objectives and we have a District team that functions in the same manner. It gives people input about the operations of the school building and each year this is reappointed because the principal may make an adjustment

for his/her planning team throughout the course of the school year. This has been around for a while. They just keep changing the name.

~~Mr. Monge stated the results of those meetings does it get to you or operations. Mr.~~ Tatum stated this would normally go to the individual area that has to be addressed. If there is something in a school building facility-wise – it would come through the Business Office and eventually to Tom. When the principal takes a look at their facility, and the staff can have input for that particular concern, they report to the appropriate administrator.

Mr. Le stated what is the composition of this committee and how are people selected for it. Mr. Tatum stated they are selected based upon volunteerism and then principals will select or request people of different expertise and parents have the opportunity to be on it as well. Mr. Nufrio stated it is all part of the concept of site based management.

Mr. Le stated if it is open as well to parents, how are parents and families communicated to see if they are a part or given the opportunity to apply or to be a part of that. Mr. Tatum stated there are notices that will go out and inviting parents to be on the committee. Imagine my districtwide planning committee on a building level that is pretty much what it is synonymous with. There are a number of stakeholders and there are a number of parents that come in now and say I hear that there is this committee that is going on – how do I get involved? I simply say here are some opened positions, let's see who represents what and therefore if we need to fill some of those gaps, we can go out and advertise. At the last meeting we identified that there was one school that was not represented because I want representation from everybody.

Mr. Monge stated E-6 and E-7 are associated with each other and maybe you can elaborate on them. Mr. Tatum stated E-6 is due to enrollment because I understand that the part-time program there are fewer students in there this year. I have a teacher in communication with me regarding that because in order to have an inclusive environment what you have to do is make sure the ratio of special needs students to regular students are balanced and I think that eliminating the part-time that is now going into a full-time class. E-7 on the other hand is a program that is being brought into Battle Hill and they are asking for County approval so it will become a self-contained class. Because we didn't have the room in one of the other schools, they moved it to Battle Hill because if you look at the reorganization of the District, there was more classroom space in Battle Hill because I eliminated a number of sections over there and so they were able to utilize that building.

Mr. Nufrio stated E-3 and I did speak with Mr. Tatum about it – originally the back-up material only showed some of the schools but not all with the exception of the high school and it had no members of the I&RS and that is a violation and they have to have an I&RS team – so it has been done.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated July 31, 2016 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated July 31, 2016 be accepted.

F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

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

/s/ Manuel E. Vieira

Manuel E. Vieira, Interim Board Secretary

Dated

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

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT-WIDE TRAVEL AND RELATED EXPENSES

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

F-7. APPROVE AMENDED 2016-2017 CONTRACT VENDOR LIST

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

F-8. APPROVE AMENDMENT TO 2016-2017 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

That Approval be given to amend the 2016-2017 out-of-district student placement list, in accordance with the information appended to the minutes.

F-9. APPROVE ACCEPTANCE OF DONATIONS:
Accept the following donations:

From	Amount	For Use By
Target	\$182.65	Connecticut Farms Elementary School
A&E Clothing Corp	\$613.60	Burnet Middle School

F-10. *For informational purposes only – vote not required.* List of legal services for the 2015-2016 school year, in accordance with the information appended to the minutes.

Mr. Nufrio stated a couple of things I notice on F-6 that should have been changed which had to do with individuals who no longer work in the District. We were going to pay for training for that person. Mr. Tatum stated we addressed this in the Fiscal Committee meeting. Mr. Nufrio asked if the changes were made? Secondly, you had everyone going to the Convention, I don't believe that may be so. Mr. Monge stated I saw that too. Mr. Tatum stated I think we put everyone in just in case.

Mr. Vieira stated it must have been updated because what you are referring to isn't there. Mr. Nufrio stated but all the members you originally had for the convention are still on. Mr. Vieira stated we probably include all nine Board members just in case there are changes. Mr. Nufrio stated we were all asked if we are going. I'm sure you have a response for every one of us. If in fact we are all not going those individuals that are not going should be stricken. Mrs. Zuena stated we were only told about the dates. Mr. Nufrio stated I received it. Mr. Monge stated he did too and responded. Mr. Arminio stated he did too and responded. Mr. Nufrio stated if you haven't recalled receiving and/or responding, Mr. Vieira please have Arlene send out a notice to those individuals that she did not receive confirmation from.

Mr. Nufrio stated another comment on F-10 is merely showing what we already approved in July. Mr. Vieira did not have ready for us the billings from the legal departments for them to be put on the agenda in time. Mr. Vieira stated for the August payments. We received some bills that will be paid in September. Mr. Nufrio stated they will appear in September and we will all get to see them. Mr. Vieira stated you asked for copies of bills that are unpaid for tomorrow's meeting. Mr. Nufrio stated if you are ready to put them in for tomorrow night, we will have them night. Are they complete? Or are they forthcoming. Have they all been received? Mr. Vieira stated whatever we have. Mr. Nufrio stated we keep doing it in parcels and I would like to see what we are paying and we decided long ago that all legal bills need to be delineated for the Board to see. So you will have it ready for tomorrow night. This list of F-10, we already approved that last month.

Mr. Le stated we haven't even seconded the resolutions yet. Mr. Nufrio stated I just want to clarify that. Mr. Le stated this is a point of order. Mr. Nufrio stated I wanted to clarify what is

there. Mr. Le stated it supposed to take place after a second. Mr. Nufrio stated I wouldn't allow a second unless there was a clarification on some errors.

DISCUSSION:

Mr. Monge stated F-1 – I pointed out in our Committee meeting that there was an outflow from the Jefferson line for the engineer Maser and the feedback that I received was that it was an outstanding bill from awhile back and we asked to see the invoice. My understanding was that there was supposed to be no payments coming out of that line item and if there were going to be any payments that it would be brought to the Board. I am assuming the payment has already been made. Mr. Vieira stated it was approved at the July meeting. Mr. Nufrio asked why are we seeing it again? Mr. Vieira stated because it is the July's Treasurer's report and it is approved at the August's Board meeting – which includes all the July disbursements and it was on the July's bills list. Mr. Monge stated we had decided about Jefferson was that we were going to stop any payments going out and if there was going to be a payment going out that we would know about it openly. Mr. Nufrio asked who was it to? Mr. Monge stated Maser Engineering for the parking lot work and I thought that was taken care of it and if it wasn't taken care of and we have to pay it, we have to pay it but I would like to see the invoice so that I can report back to the Board. Mr. Nufrio asked what was that work for Mr. Vieira? Mr. Wiggins stated for the parking lot across the street – the library. Mr. Nufrio stated that was a year ago. Mr. Vieira stated we never paid Maser. Mr. Nufrio stated Mr. Monge is correct we said that we weren't going to pay anything until we resolved the whole Jefferson issue. Mr. Tatum asked was there money encumbered? Because if there was money already committed to this before...Mr. Vieira stated yes.

Mr. Tatum stated I think if I understand this correctly and I follow what Mr. Monge is saying but the money that we are speaking about is the money that wasn't committed but any money that we will have as excess I think there was some purchasing going on at the school level and I think what happened was we said no more spending of that excess money, but this money was encumbered already – that means that money was already committed to that project prior to. Mr. Monge stated no this is the parking lot – we said no more on the parking lot as well way back when. Mr. Vieira stated subsequent to. Mr. Monge stated that is why I want to see the invoice – the point being made is that we said we weren't going to spend no more money and if we were going to spend money, then I think it would have been brought to our attention that we were spending money from the Jefferson line because we said we weren't going to spend any more money. If we owed it – it would have been something that had come to us and we would have said o.k. we owe them money and we pay the money. I'm asking for the invoice – it is a little under \$7,000. Mr. Nufrio stated that was to decide what possibly could be done. Mr. Wiggins stated Maser was our site engineer. Mr. Nufrio stated as Mr. Tatum said we kind of approved. Mr. Wiggins stated we definitely did approve. Mr. Nufrio said and the money was encumbered. Mr. Wiggins stated and they started the work on it. Mr. Nufrio asked and that was capital improvements? Mr. Vieira stated capital reserve. Mr. Nufrio stated not necessarily the Jefferson money. Mr. Monge stated it is the Jefferson money. Mr. Monge stated all I am reporting is that I am going to review it and if it is money that we owe and I'm not sure why we are paying it a year after, I will report to the Board that that is the case. Mr. Nufrio stated do you want to table this? Mr. Monge stated it is already paid out. Mr. Nufrio stated you paid it already. Mr. Vieira stated we paid it in July. Mr. Nufrio stated this is in the report but you said

you never saw the P.O. Mr. Monge stated yes and let alone we specifically said we weren't going to do. I'm just letting folks know and bringing it to people's attention and I will double check it and report back but in the future I would hope again we had already decided that no money should go out of there unless we are being told. Mr. Arminio asked do we know if there are any other encumbered money for the Jefferson project. Mr. Vieira stated I would have to check. Mr. Wiggins stated that was the end of the work. Mr. Monge asked Mr. Vieira to verify and let the Board know tomorrow.

Mr. Nufrio stated we will have a question or two on the Jefferson project later on which Mr. Griggs will address.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. REPORT RECEIPT OF BIDS

Report receipt of the following bid: Burnet Middle School Intercom System Replacement.

O-2. REJECT ALL BIDS

That the Board approve the rejection of all bids received for Burnet Middle School Intercom System Replacement for the 2016-2017 school year for the reason that the lowest bid substantially exceeds the Board's appropriation for goods or services.

O-3. APPROVE ARCHITECTS, EI ASSOCIATES, TO SUBMIT PAPERWORK

That the Board approve Architects, EI Associates, to submit all necessary plans and paperwork to the Department of Education concerning intercoms to Burnet Middle School to serve as an application to the Office of School Facilities and an amendment to the District's Long-Range Facility Plan. This is an "Other Capital" project and the District is not seeking State funding but will fund the project through the District's Capital Reserve Account.

O-4. APPROVE SALE OF SCHOOL VEHICLES BY HUNTERDON COUNTY EDUCATIONAL SERVICES COMMISSION

That the Board approve the sale of the following school vehicles by Hunterdon County Educational Services Commission: (a) Bus #4 2002 GM/MidBus 16-passenger (VIN #1GDHG31F521204126), (b) Bus #19 2001 GM/Girard 16-passenger (VIN #1GBHG31F011209211), (c) Bus #52 2001 International FE 54-passenger (VIN #1HVBGAAN6YA929372), in accordance with the information appended to the minutes.

O-5. ACCEPT PROPOSAL FOR LEGAL SERVICES - SCIARRILLO CORNELL ET AL

That the Board accept the proposal of Sciarrillo Cornell Merlino, McKeever & Osborne, LLC, 238 St. Paul Street, Westfield, New Jersey 07090, to provide legal services for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-6. Reserved. Agenda item tabled at meeting (Delta Dental).

O-7. APPROVE EARLY CARE/AFTERCARE CONTRACTS – YMCA

That the Board approve early care and aftercare contracts with the Gateway Family YMCA Five Point Branch for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-8. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN

That the Board approve School Emergency Management Plan for the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

O-9. APPROVE RENEWAL OF MEMBERSHIP – NATIONAL JOINT POWERS ALLIANCE

That the Board approve the renewal of membership to the National Joint Powers Alliance (NJPA), a public service agency providing cooperative purchasing solutions for education entities (co-op).

O-10. REPORT RECEIPT OF RFPS

Report receipt of the following Request for Proposal: Student Support Services – one (1) response, in accordance with the information appended to the minutes

O-11. Reserved. Agenda item tabled at meeting (Student Support Services).

DISCUSSION:

Mr. Monge stated O-6 – there were actually two proposals made – one was for the one that we have here 2 years with 0% increase and then we had one for 1 year with - 4% decrease – which is about \$40,000. I think we should take the 1 year option because we save \$40,000. I asked Manny what the increases have been over the years and they have been 3% or less. In order to lose out you would have to have an increase next year of 5%. The other thing is that BGIA would get commission for 2 years. That is 4% this year and 4% next year. I think we take the \$40,000 savings and basically things would have to go up double in order for us to lose out and also we are looking at various options any way. Who knows if we will be better off with commissions in the future. Mr. Nufrio stated if that is the case why wasn't this tabled? Mrs. Zuena stated I wasn't in the Fiscal Committee.

Mr. Nufrio stated Mr. Griggs we need a ruling on this since we already have a second. There are two proposals that the Board was not aware of other than Mr. Monge. Mr. Griggs stated I would table this motion and then tomorrow morning send all the Board members the two proposals. Mr. Vieira stated they have them in back-up. Mr. Griggs stated tomorrow night you can vote on it. Mr. Monge stated I would defer that to Nancy.

Mr. Nufrio stated Mrs. Zuena would you make a motion to table this and then we can revisit this tomorrow evening after the Board can clearly read the two proposals. Mr. Griggs stated make a motion to table it until tomorrow night, look at the two proposals and tomorrow night we will vote on it because Manny is correct, it is effective September 1st so you have to make a decision. Mr. Monge stated does she table it now. Mr. Nufrio stated yes now. Mr. Monge stated you are going to do it again – let me have one other one so we can do it one time. Mr. Nufrio stated we should do it individually.

Moved by Mrs. Zuena, seconded by Mr. Arminio, to table O-6 (renewal of dental plan with Delta Dental Group for the period of September 1, 2016 to August 31, 2018, with a 0% increase to current rates for two (2) years) until tomorrow evening's meeting for further review.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Mr. Nufrio stated you have a comment on which other one? Mr. Monge stated O-10 and O-11 – there was an RFP for Student Support Services. Manny is going to give us what the RFP consisted of and it may have been just a Notice like a lot of the RFPs were. The net is we only got one respondent and that is not competitive and we want to try to look into that. The respondents proposal was accepted at face value which is something that doesn't make sense. We would like to table that as well until we get additional information on that RFP and that process. Mr. Nufrio stated I was present in the Committee when they were discussing this and it does make sense because it is a considerable amount - \$80,000. I personally was curious as to the effective date of this particular service and I think there are questions that need to be addressed and answers that need to be provided to the Board. Mr. Monge stated we were going to find out about timing because we can discuss this tomorrow. Mr. Nufrio stated I don't think it will be done that quickly so we may have to put this off possibly the 29th or the September meeting.

Mr. Le stated it does say for the 2016-2017 school year. When would this actually take into effect? What would be the date? Mr. Griggs stated September 1st. What really has to happen is Mr. Tatum has to concur with Mrs. Conti in regard to this. Mr. Nufrio stated it is not general ed. Mr. Griggs stated it is part of it – she is involved in this. Mr. Nufrio stated not according to Mr. Vieira earlier. Mr. Vieira stated she told me they were all gen ed students. Mr. Nufrio stated since we are confused about who is actually the creator we definitely need to put this off until the 29th. Mr. Tatum stated I believe this is a high school program and I believe Dr. Goddard. Mr. Griggs stated it is not the straight general ed situation. Mr. Nufrio stated generally the Special Education Department may have its own services they provide. This primarily is for gen ed services. Mr. Vieira stated gen ed is all those students in the high school. Mr. Nufrio stated we need to know exactly what we are getting for this service and how effective

has it been or do we just keep repeating it year-after-year. Can you make a motion to table O-11. Mrs. Zuena asked to the August 29th meeting? Mr. Nufrio stated yes. Hopefully by then the Board will be informed better as to what exactly these services are all about.

Moved by Mrs. Zuena, seconded by Mr. Arminio, to table O-11 (accept proposal from Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support Services for the 2016-2017 school year) until the August 29th meeting.

DISCUSSION:

Mr. Le stated when we table this for the 29th and we don't come to a consensus, what happens from there. Mr. Nufrio stated I think we will have to come to consensus. Mr. Le stated there is a time crunch between the 29th and the beginning of September. Mr. Nufrio stated there will also be appointments made this evening. Mr. Griggs stated you just need to get a report. Mr. Nufrio stated whoever this entity is, is going to understand that we are not a Board that simply nods and only to one response.

Mr. Monge stated so we are supposed to get the Notice for the RFP and if there was more to it and then ask some questions. Mr. Nufrio stated there is no harm in doing what we are doing and it may render itself totally harmless all together.

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

NAY: Mr. Le

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated the motion has been carried and we are tabling O-11 for the August 29th meeting.

DISCUSSION:

Mr. Arminio stated O-7 – was there any contact with you from any other entity? Mr. Tatum stated no. Mr. Nufrio stated do you want to perhaps qualify that a little bit. Mr. Arminio stated as you recall we had the discussion and there were two presentations and I just want to know after seeing this resolution was there any pushback from the other. Mr. Nufrio stated I am going to ask you to clear the air a little bit as to what transpired. Mr. Tatum stated last Thursday I got back here from vacation for a meeting regarding the before and aftercare program. One of the things that we had identified was at the end of our meeting was that communications should be made to both entities prior to our making our final decision. We did attempt to make those contacts as per your request and unfortunately after leaving messages, we were unsuccessful in getting in contact with the entity that essentially said it would be all or nothing and not accept our proposal – we would try one more time because the recommendation was to use both groups and we would split the service throughout the District. In doing so, we did send out a memorandum to the committee to make you aware of the fact that despite several attempts on Friday, there was no response and with that the consensus was if indeed we didn't make contact, we would move forward the group that the Education Committee felt would be suitable for the next school year along with the necessary changes that we requested from myself and the Board

at the previous meeting. Therefore there was no further follow-up as far as I know and that is why I recommend this group tonight.

Mr. Nufrio stated I think this resolution is misplaced and it should be in Education Committee because you talked about how the Education Committee discussed the situation. I don't know why it is in Operations and we should make the change in the future before we are going to be doing this year-after-year and it is before and aftercare and education. Mr. Tatum stated we have been putting it under Operations only because there is a facility use. Mr. Nufrio stated what is your opinion Board members – stay in Operations or Education. Mr. Monge stated to split them. Mrs. Zuena stated keep them in one spot. Mr. Monge stated I would put it in Education. Mr. McDowell stated because that is the Committee that discussed it. Mr. Nufrio stated I think that is where it belongs. Mr. Vieira please make a note of that.

Mr. Tatum stated O-11, it was just brought to me that this is Dr. Goddard's program. Dr. Goddard has been in the District since 2005 because I started with him at Jefferson School when I was principal. What he actually did was he had a program that started in grade 5 and worked its way all the way up through the high school and he has stabilized himself there. This is not a brand new program. This is something that you have actually been approving annually. I don't know what back-up you would like to see regarding this just to clarify this but this is not something that is brand new. When I saw Trinitas – that is where he is from. I looked at the back up and I did see his name and Mrs. Hart brought this over to me and said this program has been around for a while.

Mr. Monge stated no one is questioning that – there was no answers to anything when we talked about it. If you have an RFP, it is supposed to try to create pricing competitiveness and for other folks to participate. We had an RFP and only one person submits and then their request is what we offer them and no discussion and we can't ask any questions – that generally is an issue. Maybe the best would be that we come back and say this is the price we want to pay because of “xyz” but as we are trying to change this whole competitive process and save some money for the District, I think it would be irresponsible of us to accept an RFP without questions. Mr. Nufrio stated as a point of order, the resolution was already passed that we will decide decisively on the 29th.

Mr. Tatum stated what I am asking is moving it to the 29th what do you want to see? Mr. Monge stated the first thing we talked about was when it went out and to who and we need to do a better job in order to make sure that we have more than one respondent. Mr. Nufrio stated and the second component had to do with the efficiency, the use, how useful has it been – we are talking about \$80,000 for only a few – I just heard Ann Hart say it is used extensively. Ann Hart stated the office was next to my office in the high school and kids having problems – there were a lot of kids in and/out. Mr. Nufrio stated this is something the Board should know and if it is a great thing than certainly we will be supportive. Ann Hart stated I think we would be remised if we didn't have it. Mr. Nufrio stated we are not talking about that. Mr. Monge stated it is about process. Mr. Nufrio stated it is about transparency. It is \$80,000 and now we find out he has an office over there so that is something new. Mr. Griggs stated it is usually a condition. You agree to provide an office. Mr. Nufrio stated I know Special Services go to Trinitas. Mr. Monge stated

it is about due process here. Mr. Nufrio stated nobody is questioning anything other than put the facts on the table.

DISCUSSION ITEM(S): *(For discussion only)*

1. Letter from Kevin Russ requesting use of Washington Elementary School (and that all rental fees be waived) for the purpose of conducting a series of weekly community learning and education programs for at risk and/or under resourced boys and men, in accordance with the information appended to the minutes.

Mr. Nufrio stated I questioned who is this gentleman, what is this exactly all about and there were no answers. Mr. Arminio stated there is a letter. Mr. Monge stated how do these get on agendas without verification. Mrs. Zuena stated it is not on the agenda it is a discussion item. Mr. Nufrio stated during the agenda review which I do every month with Mr. Arminio and Mr. Tatum and when I saw it I said we can't have this as any resolution because we want to talk about it. Mr. Tatum stated the question is how does it get on the agenda and the person who sends in the request and if it is something the Board needs to discuss, we put it on as a discussion item as opposed to just putting it on as resolution. Mr. Nufrio stated shouldn't it have gone to a committee to review that letter and asses its value. Mr. Tatum stated it is the assumption that when the agenda is reviewed and posted, it is given to the Board members to take a look at it at that point. We can't give them information until the agenda is complete. Mr. Nufrio stated here is the problem, we don't have worksessions in the summer. Mr. Monge stated that is a discussion for tomorrow. Mr. Nufrio stated we should talk about this tomorrow night. I don't think this is the appropriate time – so next month because we need more information. Mr. Monge stated sounds like a great mission here and to be fair to the mission and the gentleman, somebody should be looking into it and give the committee some feedback. Mr. Nufrio stated we need some facts. Mr. Nufrio stated we are passing over your recommendation Mr. Tatum. Mr. Nufrio stated especially when it is requesting it on a fee-waived basis. Mr. Tatum stated that is the reason it is coming before you. He is talking a little bit about your program and I don't know if he put something in through School Dude to get the building because that is a whole other process. I'm sure he left some information. Mrs. Zuena stated he might not even realize that he needs to be fully insured in order to be on School Dude. Mr. Nufrio stated there are many aspects of even considering this and that needs to be discussed and presented to the Board.

Mr. Tatum asked should we be asking this gentleman to come in and make a presentation to the Board because I don't feel comfortable speaking about his program and convince the Board that they should vote yes. If you are suggesting that we have him at our September meeting, we should call him and invite him to make a presentation and give an overview. Mr. Monge stated it is ultimately your recommendation. Mr. Tatum stated it would be my recommendation but you have to make a resolution. Right now it is not a resolution – it is just an item for discussion. Mr. Griggs stated you have to look at your Facility Use Policy and there are others that would want to do the same thing and they have to go over whatever anybody else goes through to do it. Mr. Tatum stated we have had situations in the past. Mr. Nufrio stated so is that your suggestion that he should be invited by your office to come make a presentation to the Board and do it for the worksession. Mr. Griggs stated send him a copy of the Policy.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Mr. Nufrio stated and that is with the understanding that the discussion of the resolutions that we will revisit that will be tabled.

PERSONNEL COMMITTEE RESOLUTION

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

Mr. Arminio presented P-1 through P-14 and stated P-2 a correction – the third name down on the Substitute List – Frank Senku is certified K-12 not just pre-k.

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

That the Board approve Substitute List(s) for the 2016-2017 school year, in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION

That the Board accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Acosta, Mary	Service Worker Transportation	Trans-	7/15/16	Resignation	
Cunningham-Angelo, Melissa	P/T Elem./AAP Teacher	BH	9/1/16	Resignation	
Galante, Krystal	Elem Teacher	Frank	8/1/16	Resignation	
Gordon, Patricia	School Psychologist	BMS	9/1/16	Resignation	
Swingle, Shawn	Teacher-Math	UHS	8/31/16	Resignation	
Fugett, John	Transportation-Bus Driver	Transp	8/11/16	Retirement	
Gibson, Daniel	Paraprofessional	Franklin	9/1/16	Resignation	
Muia Masucci, Dolores	Paraprofessional	Livingston	9/1/16	Resignation	

P-4. APPROVE LEAVES

That the Board approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Ashraf, Lisa	School Counselor	KMS	9/1/16-11/7/16	Paid Medical and Unpaid FMLA.	Change to previous leave. Originally: Maternity Leave and unpaid FMLA/NJFLA from 5/27/16-10/1/16. Now paid medical and unpaid FMLA from 9/1/16-11/7/16.
Parsons, Rosemary	School Social Worker	BH	Extension through 9/1/17	Unpaid Maternity Leave Extension	Non FMLA/NJFLA Org. Leave 9/1/15
SantaMaria, Maggie	Elem. Teacher 4 th Grade	Frank	12/9/16-4/3/17	Maternity and Unpaid FMLA/NJFLA	
Hunter-Covino, Lauren	Paraprofessional	BH	9/1/16-9/30/16	Unpaid Medical FMLA	These dates are tentative.

P-5. APPROVE SUMMIT SPEECH SCHOOL – AUDIOLOGICAL EVALUATIONS

That the Board approve Summit Speech School to provide Audiological Evaluations at the rate of \$285 per evaluation (CPT code 92557 and CPT code 92567). A more extensive evaluation of aided benefit will be billed at the rate of \$400 (CPT code 92626). Total expenditures are not to exceed \$2,000 for the 2016-2017 school year (Account #11-000-219-320-02-19).

P-6. Reserved. Agenda item tabled at meeting (Effective School Solutions).

P-7. APPROVE RODRIGUEZ NATIVO LLC – SIGN LANGUAGE

That the Board approve Rodriguez Nativo LLC, 114 Cornell Avenue, Rahway, New Jersey, to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (and then \$70/hr. (day rate) and \$75/hr. (after 5 p.m.) not to exceed \$2,750) for the 2016-2017 school year, in accordance with the information appended to the minutes (Account #11-000-240-890-01-54-0060).

P-8. APPROVE JILL HALL – HIB POLICY PRESENTATION

That the Board approve Jill Hall to give a presentation on HIB policy and procedures at the New Teacher Orientation on August 29, 2016 at the rate of \$40/hr. (for approximately 1.5 hours).

P-9. APPROVE CARE STATION – DEPT OF TRANSPORTATION PHYSICALS

That the Board approve Care Station, P.O. Box 352, Linden, New Jersey, to perform Department of Transportation physicals for the 2016-2017 school year, in accordance with the information appended to the minutes (Account #11-000-213-330-01-54-0060).

P-10. REAPPOINT RESIDENCY INVESTIGATORS

That the Board approve the reappointment of residency investigators for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-11. APPROVE CRISIS RESPONSE TEAM

That the Board approve the Crisis Response Teams for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-12. APPROVE AFFIRMATIVE ACTION OFFICERS

That the Board approve appointment of Gerry Benaquista, as Affirmative Action Officer, Benjamin Kloc, as Assistant Affirmative Action Officer and Annie Moses, as Affirmative Action Officer for classroom practices for the 2016-2017 school year at no cost to the District.

P-13. APPROVE EMPLOYMENT CONTRACT – BRENNAN

That the Board tentatively approve the employment contract of Gregory Brennan as School Business Administrator/Board Secretary, for the 2016-2017 school year, in accordance with the information appended to the minutes. This contract has not been approved by the Executive County Superintendent.

P-14. APPROVE EMPLOYMENT CONTRACT – BENAQUISTA

That the Board tentatively approve the employment contract of Gerry Benaquista as Assistant Superintendent, for the 2016-2017 school year, in accordance with the information appended to the minutes. This contract has not been approved by the Executive County Superintendent.

Dr. Francis presented P-15 through P-26.

P-15. APPROVE WASHINGTON ELEMENTARY SCHOOL VICE PRINCIPAL – ROOF

That the Board approve Laurie Roof as Vice Principal of Washington Elementary School, at a contractual salary of \$92,000, effective September 1, 2016.

P-16. APPROVE 12-MONTH DISTRICTWIDE SUPERVISOR OF SPECIAL SERVICES – BAKERVILLE-WILLIAMS

That the Board approve Kira Baskerville-Williams as 12-month District-wide Supervisor of Special Services at a contract salary of \$112,220, effective September 1, 2016.

P-17. APPROVE RESTORATION OF INCREMENT

That the Board approve restoration of increment for Employee #10306 for the 2015-2016 school year.

P-18. APPROVE INROADS TO OPPORTUNITIES – VOCATIONAL ASSESSMENTS

That the Board approve Inroads to Opportunities of New Jersey for vocational assessments. At the rate of \$100/per day (not to exceed \$1,500) for the 2016-2017 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

P-19. APPROVE SARAH McCULLOH AND VANESSA TUOHY TO ATTEND VARIOUS MEETINGS

That the Board approve Sarah McCulloh and Vanessa Tuohy, school social workers, to attend various meetings, at no cost to the District, for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-20. APPROVE KIM CONTI TO ATTEND MEETINGS AT MORRIS UNION JOINTURE COMMISSION

That the Board approve Kim Conti, Director of Special Services to attend meetings at the Morris Union Jointure Commission and UCASE, at no cost to the District, for the 2016-2017 school year.

P-21. APPROVE JOSEPH SEUGLING TO ATTEND MEETINGS AT MORRIS UNION JOINTURE COMMISSION

That the Board approve Joseph Seugling, Supervisor of Special Services, to attend meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2016-2017 school year.

P-22. APPROVE DR. BRIAN KAUFMAN AND DUTESCHE AINE TO ATTEND MONTHLY MEETINGS AT MORRIS UNION JOINTURE COMMISSION

That the Board approve Dr. Brian Kaufman, school psychologist and Dutesche Aine, school social worker, to attend monthly Traumatic Loss Coalition meetings and meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2016-2017 school year.

P-23. APPROVE STAFF DEVELOPMENT ON SUICIDE PREVENTION AND AWARENESS

That the Board approve two (2) sessions of staff development on Suicide Prevention and Awareness presented by Amy S. Jacob, LCSW, for the 2016-2017 School year. Each session will be two (2) hours in duration at the rate of \$400/per session (not to exceed \$800) (Account #7075/11-000-219-320-02-19).

P-24. APPROVE AMENDED RESOLUTION PROVIDING SALARY AND FRINGE BENEFITS FOR CENTRAL OFFICE STAFF

That the Board approve amended resolution providing salary and fringe benefits for all staff in the Central Office, for the period from July 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

P-25. APPROVE CHANGE OF SALARY CLASS

That the Board approve Change of Salary Class (effective September 2016), in accordance with the information appended to the minutes.

P-26. APPROVE WITHHOLDING INCREMENTS

That the Board approve withholding the employment increment and adjustment increment for Employee #10636 for the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

Mr. Arminio stated just a point of order P-17 and P-26 we will hold off on our vote until after executive session. When we come back from executive session we will vote on those. Mr. Nufrio stated we are not going to vote on those two resolutions until after executive session

DISCUSSION:

Mrs. Regis-Darby stated P-6 – what was the cost last year for 2015-2016 to have the students have the services out-of-district? Mr. Tatum stated that would be a Kim Conti question and I can certainly research and come back with that information. Mr. Nufrio stated we are talking about therapeutic mental health services – not the cost of out-of-district? Mr. Vieira stated for that particular vendor – they are new this year. Mrs. Regis-Darby stated they gave us the presentation here but I just want to know the cost of last year. Mr. Vieira stated I would have to check with Kim. Mr. Griggs stated you didn't do it last year. Mr. McDowell asked is this going to be in addition to what we got last year? I thought their purpose was to evaluate students that might be brought back in. Mr. Nufrio stated this is a new service and I don't think we have anything to compare to in the past because they are providing the service to help us in making the right decisions for those students who are placed out-of-district or returning from out-of-district.

Mr. Griggs stated they are presently in Cranford and Glen Ridge – they have great reviews and it is effectively bringing the children back into the district. We have another client that should have done it but didn't do it, because these people seem to be very good at what they do, and you really can't compare it to anything because in a year or two you can compare it to see how many people you are bringing back.

Mr. Monge stated this goes back to the worksession thing. We are getting this on Friday and all the back-up is this one pager which basically saying our attorney is going to review the contract, and if he is o.k. with it you already agreed to it. To me I think it is a little backwards. I think it is him reviewing the contract and giving us the feedback and then us reviewing the contract ourselves and having the ability to do so and voting on it. It is a lot of money and it can save us a lot of money but we have no backup and the resolution says you are going to agree on this and basically put it in Mr. Griggs' hands.

Mr. Nufrio stated when these individuals came to do the presentation, it was generated by Mrs. Conti because she felt that this service could potentially save the District quite a bit plus very potentially beneficial to the students and the families. With that we then left it for them to provide Mr. Tatum with what the cost factors were going to be – so are you asking to reassess the value of this service. Mr. Monge stated I would love to vote on a contract that I have an opportunity to see. Mr. Nufrio stated so you want to see the contract and I think we all should. The resolution basically reads yes to this contract that we don't see and assuming Mr. Griggs

reviews it and he is o.k. with it. We don't have the ability to look at it. We have given that task to Mr. Griggs.

Mr. Nufrio asked Mr. Arminio if he had any comment on this as the Chair of Personnel. Mr. Arminio stated we can table it but I don't know how harmful that would be to table it. Mr. Nufrio stated we can take it to the August 29th meeting.

Mr. Monge stated we all agree that it sounds promising. Mr. Nufrio stated I do agree with both of you that we really didn't have an idea of what the cost was going to be. It is quite a bit of money and I'm going to ask Mr. Griggs if he could possibly share his thoughts on the contract and since you do know of other districts that are using them can you asses that part and give it to the Board members for their final review. Mr. Griggs stated I need to talk to our special ed people. Mr. Nufrio stated that would help. Mr. Griggs stated if I can give you the contract – they had their own contract and I looked at it and made some changes. The only thing I did not like and it is not unusual, they will have in there a restrictive covenant in terms of employing any of their folks. In other words, the contract is done and then you employ their folks and do what they are doing and I thought that it needed a little more refinement in terms of exactly what he was talking about and that is why you see the thing conditioned upon the attorney review here because I haven't heard back from them.

Mr. Monge stated I did look this up and this actually came up – the same folks with a board of ed as it pertained to that and the resolution and the board wanted to be able to hire their folks to be able to implement the program so it was contrary to what they wanted. Mr. Griggs stated and that is not unusual. Mr. Monge stated I can send that around – I looked it up. Mr. Griggs stated with some districts they just sign the contract and the attorney doesn't look at it and they have no idea what they are signing. You are not going to open a business within 2 miles for 10 years that is absolutely unreasonable and not enforceable – it has to be “reasonable”. My sense is these folks just motor along until somebody has some questions.

Moved by Mr. Arminio, seconded by Mrs. Regis-Darby, to table P-6 (Effective School Solutions LLC to provide therapeutic mental health services through licensed professionals to students in public school district for the 2016-2017 school year not to exceed \$275,000) to the August 29, 2016 special meeting.

Mr. Nufrio stated at which time we will be provided with some clearer assessment.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Mr. Nufrio asked if there were any more discussion on the items we will be voting on?

Mr. Monge asked on P-16 can you give us some background? Mr. Tatum stated Ms. Baskerville is coming from the Newark school district and from what I understand use to be employed in Union. She does have a background in both instruction and child study team and

during the interview process, it came down to two finalists and one person is a current member of the Special Services Department and this young lady. After a second round of interviews with both Mrs. Moses and Mr. Benaquista, their recommendation was seconded by Mrs. Conti that Ms. Baskerville was the best candidate to fill that position. Mr. Nufrio asked with respect to the policy, has she been out of the District for at least five years. Mr. Tatum stated I believe she has been out of the District longer than that. Mrs. Hart stated she left in about 2000. Mr. Nufrio stated we don't want to violate the policy – unless he asks for a waiver and then we can do that.

Mr. Le stated P-24 – it seems like there were some additions and some changes. I can recall that we had a Director of Security which was a 10-month employee and now it is a Supervisor of Security for 11-month employee. Can you describe the nature why? Mr. Tatum stated the term “Supervisor” is a typo because it should be “Director”. We did not change his title. What came of the discussion here was the fact that we now want to employ that person for 11 months due to summer programs and the need for additional security.

Mr. Le stated P-24 – a few more questions. Either last month or two months ago we approved the job description for the Executive Administrative Assistant and parallel with P-1 I saw some shifting of positions and my question is would this result in an increased number of secretarial positions in Central Office or as a whole. Mr. Tatum stated it actually stays the same and it is somewhat of a reduction in one regard because we have one less secretary and Mrs. Paul is going to be involved in construction and technology and she is going to have the responsibility of dealing with purchase orders and all of the business functions. She will be dealing with confidential material. In the risk of going over this whole thing, I solicited people in this office regarding people who were working with individuals and in doing so what it amounted to was we selected the persons who had the skill set to be able to continue to do the type of work that she needs. Mrs. Moses who is now the Assistant Superintendent and will be dealing with all academics from grades K-12 moving forward in addition to Mrs. Paul will need to have someone who can be exposed to some of the areas that are of a confidential nature. It also includes collective negotiations, purchase orders, budgets, disciplinary reprimands that may be written and everyone can't have access to that information. What is really happening here is we are remaining status quo but we are actually, and I know this is not your question, running the District with one less administrator as well and that being the case, I looked upon Mrs. Paul as moving into a director spot where her salary will be derived from there and the appointment of the new Assistant Superintendent falling in line with the operations and administration end of the District and freeing Mrs. Moses to be able to spend more time with curriculum and an increased workload that she will be taking on. You have a total cost savings of \$31,595. My reorganization plan is costing us a total of \$11,000 and I have an additional \$21,000 which I am recommending that we establish a new line item and give it back to the students of Union because I would like to restore the middle school academy that we had a couple of years ago. I would like it to become a permanent part of the school budget and I think it is time for us to start taking a look at the moneys that we have and the moneys that we are saving and give it back to the children and that is my rationale behind what we are doing here tonight. Mr. Nufrio stated thank you for being so precise.

Mr. Le stated P-15 – a follow-up to a question that I asked a month ago and the rationale of vice principals at elementary schools and I thank you for your rationale – it is a point well

taken and I thank you Mr. Nufrio for your points well taken as well. To me, I still don't see enough compelling information to determine that we need vice principals at elementary schools. I go back to January there is this wonderful CAFR – Comprehensive Annual Financial Report which on page 2 shows us our average daily enrollment. Back about 10 years ago, 2005-2006 the Fiscal Year, we had 7975 enrolled students. Today we have 7505. For me I don't know how you can, on a numbers basis, rationalize that we have to increase the number of administrative positions in specific to vice principals at elementary schools increased the number of it while we have lower enrolled students in the school district.

Mr. Tatum stated first of all I find your commentary a little concerning because we have the same number of administrators that we had last year. We had a vice principal at the building last year and I think that I explained very candidly last month about the fact that the needs of the children are different than what they were when we had 7900 students. The responsibilities of the administrators are different than when we had 7900 students in the building. I have a building right now that has over 600 students and we have emergency evacuation drills, we have a lot of things that are going on that we didn't have back in the time you are talking about and I can say going into my 34th year I have spent in education – I have seen a great deal of change with the primary students and an increase in the special need students. We have multiple handicapped classes. This is a different world and if we are going to continue to try to operate this District the way we did 30 years ago – that is part of the reasons why we are in the circumstances that we are in now because it is time to change. It is time to change the whole imagine of what we have available for our students. In all actuality and it was echoed very clearly by the person who was here the last time that said I saw a change in having the second person there. If you noticed, this is on a priority basis and we added this based upon the enrollment in the schools and based upon the fact that school administrators have a greater number of observations that they have to handle at this stage of the game and our special needs classes have increased and the supervision of our special needs program is lacking right now. As the Superintendent of schools, I am making a recommendation based upon what I see as an empirical need in the District now, not what it was 30 years ago or 10 years ago. Currently and empirically today and that is my rationale behind this.

Mr. Nufrio stated Mr. Tatum has 34 years and I have 40 years and I can tell you that there isn't any aspect of his response that is false. In fact I think you understated it. Any administrator will tell you today that there is not enough time in the day, week, month or year to accomplish what they need to accomplish. Having said that when you are given the population that is anywhere over 450 most districts if not all have two administrators at the helm. I don't know what the basis is for your reasoning for this but I can say it is not educationally sound.

Mr. Le stated we are operating with a \$126,000,000 budget and it is a very tight budget and I am concerned in terms of the proper allocation of resources. Now what is the average salary of a vice principal of an elementary school. Mr. Tatum stated I have a great rationale for you. Tonight we have a \$24,000 reduction in salary from last year with the hiring of this vice principal. Mr. Monge stated as Chair of the Finance Committee and on the Operation Committee and we know that there are so many opportunities for us to save money in this District because things historically have been done without the crystal prudence that was needed. If you are going to talk about demographic changes, the reality of what is really behind those

demographic changes, I believe, is taking their kids out of District because historically how they have viewed the District to decline and we are trying to bring it back up – that is one.

Two is we have residential developments that we all know about that people have looked the other way and saying there is going to be no population impact to our schools – that is nonsense. Most of the time there are community impact studies that are done – there were no community impact studies done for any of those developments that have been coming down the pipeline thus far and lastly Union is changing. You have a lot of folks that are selling homes and the people that are here are young families and not school aged just yet. I think the demographic changes and based on what we are doing at the Board of Ed and based on anything I have said as far as development and who is coming in and buying homes, I think that population is going to actually go up as far as young kids. Mr. Nufrio stated it is about what we can do for the kids to give them the best opportunity possible and you can't do that without a co-pilot. I would like to reemphasize my experience in education – 40 years. I have seen four decades of changes. This is the most unique decade ever and if anyone on this Board wants to speak with me personally about it, I welcome the opportunity. I have spoken to you many times about that and I recall when we first initiated the concept of trying to address this absolute need to have an assistant administrator, I believe that you did not oppose it. Today, you are voicing something entirely different – I could be wrong. Mr. Le stated I don't know what you are referencing to – assistant administrator. Mr. Nufrio stated assistant principal. The point is we are not going to run schools with 600-700 kids with one administrator. As long as I am on this Board, I am going to keep asking Mr. Tatum to consider other elementary schools and I will go on the record to say that and I can be justified in saying that. With that I really don't wish to continue this any longer unless you want to say something.

Mr. Le stated my question has not been answered yet. What is the salary of a vice principal in an elementary school and how much on top of that are the benefits to it. Mr. Tatum stated are you talking with respect to this administrator? Or in terms of globally? Mr. Le stated this District. Mr. Tatum stated with the new contract that we have – the average salary now is probably about \$100,000 in retrospect. Mr. Le asked are the benefits included. What would be the cost to the District? Mr. Tatum stated it depends on what type of plan the person has. Mr. Griggs stated you should get back to him on this question. You want to give accurate answers. You can't give that answer – you need to talk to Manny and get back to Steve. Mr. Nufrio stated the point was well taken. Not with just the educational needs and the change in the educational profession itself. The number of mandates handed down by the State, the regulations that have been placed into our hands and his hand as the Chief School Administrator. Education is the most important thing we can give to our children. Are we going to understaff or are we going to give them the absolute necessary elements to be successful. Your question with regards to specifics, you can certainly address that to Mr. Tatum.

Mr. Le stated the reason why I asked that is if we truly move forward with having vice principals at every elementary school. How many vice principals in total? Six? Six vice principals in elementary schools – that would equate to around \$600,000+ of salaries and benefits. Who is going to fork over the bill for that? Mr. Monge stated that is not what we are voting on. Mr. Le stated I want to make my point, who is going to front the bill if this sets the reality of having more administrative positions at each of these elementary schools. It is going to

be the taxpayers at the end of the day and we are still a middle blue collar working class town where we don't have the incomes of a Summit or Westfield where we can afford drastic tax increases if this does hike up tax increases. I go back to the point of P-15 in terms of the position, I don't want that to set any precedents in terms of this will give an open door for more administrative positions that will increase the overall cost for a taxpayer, a resident here in town. We need to have resources for the children but how can families like ours in this Town have access to that if their taxes are up to the point where they can't afford to even have their children here because of increased property tax burden. That is my point to it and it is ultimately for me. A fiscally argument on my point and in some ways tied with education. Yes we want a lot of things for the children of our District.

We want as many resources for them as possible but how can you have access if you can't have affordability and that is key. Mr. Nufrio stated I want to clarify what I said. I didn't say we are going to have six more vice principals, I said I'm going to keep talking with Mr. Tatum and the Board to see how we can possibly consider down the road to give that necessary administrative support to those principals who are every day laden with extreme amounts of work and mandates and regulations. Mr. Monge stated Mr. Tatum stated this is a cost savings from last year. Mr. Tatum stated it absolutely is. Mr. Nufrio stated it certainly is because it is a vacancy that has occurred. Mr. Tatum stated there is one more point to be made and unfortunately Mr. Le is misrepresenting something here. There is no increase in the number of positions – we had a person work here and we are filling it with a lower salary than we had last year because of the last contract that was ratified. I hear what you are saying – future in terms of adding positions and so forth but let me just explain this to you. Every year there is an analysis of the personnel and we do it every single year. The two vice principals that you got last year, were based upon and was filled with money that already existed in the budget. I have not since I have been in this chair, increased the budget for new positions yet. Everything you have gotten through attrition has been through a career ladder for our staff and for more support for our students. Not one position has been put in this budget that is beyond that. We just hired Mrs. Paul last month and fortunately for us she is working under a salary that was occupied by another person at the time so what I'm doing is I'm adding on things basically using the same money and in some cases less.

Mr. Griggs stated as far as the future goes, that will be up to your future Boards. If he makes a recommendation and you don't like it you shoot it down. The other part is and nobody has talked about it is the liability exposure to the Board of Education for the respective schools as it relates to HIB, additional special needs children, the additional teacher assistants – there are a lot more liability in these schools – and that is the part you are not seeing and I can speak on that with another district I am involved in where they had like 1200 kids in a middle school with two administrators and I said you folks are out of your mind because you can't manage that way. What I think you should do is learn a little bit more about the schools and you will be amazed. I am not telling you what to do. Mr. Le stated I went to these schools. Mr. Griggs stated when you went to these schools was how long ago? Mr. Le stated not too far along ago. Mr. Griggs stated it is night and day – to teach in New Jersey and the evaluations but the liability is there and that is the problem.

Dr. Francis stated Vito your 40 years and Greg's 34 years – I think you know more than myself and I think and I'm a doctor. I come here and I listen and I learn as much as I can and try to add to the discussion and hope for the success of the kids in the District and I think I asked you last year, one of our previous Board members and saying that we had unbudgeted positions and I knew that wasn't true and I asked you for what the amount of money we actually saved from adding those two elementary vice principals and along with the attrition of other people who left – do you remember what the number was? Mr. Tatum stated I believe the number was somewhere in the neighborhood of \$79,000. I know we saved money. Remember what we did was we took money that we shifted from a supervisor that we did not fill and we took that money and split it among those two new vice principals along with their teaching salaries and we paid no benefits because they were already here and we saved the \$79,000 because their salaries were lower than the person who left.

Mr. Le asked who is responsible for the publication of the job descriptions onto the Star Ledger. Mr. Tatum stated it comes out of Diane's office. Mr. Le stated for me, regarding P-12, I realized when I was looking at the job description that we passed a couple of months ago that there was some discrepancies between the job description that the Board passed and in comparison the job description that was published. To me there was a discrepancy between the language we passed in specific to #3 and I will read it out "minimum of five years of experience in a central office leadership position and/or as a building principal" – this has the same language added on to the end of it "highly desired" and that changes the connotation. We as a Board pass this job description and when I read #3 out, it connotes that it is a requirement to have five years of experience in a central office leadership position and/or as a building principal. This now suddenly #3 has the connotation well it is highly desirable and it can give some kind of leeway and it may not be that required. I have some very much clear concerns about how this has gone out to public and how that kind of language was replicated onto other job listings such as Linked-In, Simply Hired and a lot of other job listing websites. Mr. Tatum stated I just don't have the answer to that. Mr. Nufrio stated you pointed out the wrong resolution – you said P-12. Mr. Le stated I'm sorry P-14. I give mention to #3 because I have clear concerns about the candidate that has been considered for this position. I don't think judging by reading that resume that that person has met.

Mr. Nufrio asked Mr. Griggs is this a legitimate question with regards to a current staff member? Am I o.k with allowing Mr. Le to in any way make comments regarding current staff members? Mr. Griggs stated if you are going to talk about personnel, you will have to talk about it in executive session. Mr. Le asked to table P-14 and have a vote?

Mr. Nufrio stated Mr. Armino, you are the Chair, my vote is no. Mr. Griggs stated you need a motion if you want to table it. Mr. Arminio stated he would like a motion that is fine. Mr. Le stated it is quite interesting because we entertain discussions in regards to certain appointments in public in the past. So suddenly now when this comes up...Mr. Arminio asked can you reference one? Mr. Le stated in April when we had our public meeting at UHS auditorium when we were discussing the appointment of the Supervisor of Special Services and there was discussion and I can pull up the minutes that there were some discussion in regards to whether or not that person was the best person for the job. Mr. Arminio stated I would like to see the minutes.

Mr. Griggs stated that is different because you are not talking about credentials – you are talking about personnel matters. You said not the best person for the job. Mr. Monge stated it was specific to a position. Mr. Nufrio stated which was clarified by the way. Mr. Monge stated please don't put words in my mouth. Mr. Arminio stated can I see a copy of it. Mr. Le stated I don't have a copy of it right now but I will say this, I don't believe this person is the best person for the District. Mr. Nufrio stated your right to vote "no" is your right. Mr. Tatum stated I do think he is the best person and I'm reorganizing the District and in a manner that is conducive to the needs of the District so I stand by my recommendation. I am the person that has to assess whether or not the person has the appropriate qualities to handle the amount of responsibility that I'm giving them. It is really that simple. I feel that is my responsibility to the Board and this community to be fiscally responsible and bring forth the candidates and a team of individuals who are going to carry out the mission of this District forward and that is my stance on this.

Mr. Nufrio stated and as the Chief School Administrator, all personnel matters are under his purview. We can only say yes or no. We can discuss but the final answer is yes, no, abstain, recuse or stay silent.

Mr. Arminio stated he wanted to make a motion. Mr. Le stated I will make a motion to table P-14. Mr. Nufrio stated do we have a second. Hearing none the motion is not going to be carried.

Mr. Le asked once a candidate has been appointed for this position, is that persons resume going to be OPRA-able? Mr. Griggs stated yes.

Mr. Monge asked can you provide some feedback on your recommendation? Mr. Tatum stated when Mrs. Paul was hired, it was on the record that I said that as we move forward with the administration in this office and we looked to reorganize, I would emphasize that more of the administrative and operations end of the Assistant Superintendent's position because I think I made it clear that I am tired of trying to manage two districts. We don't have an elementary and secondary district, we have a K-12 district. There is a need for continuity of instruction and process and unfortunately what we have had over the last couple of years, when we split the position of elementary and secondary director, we developed two different districts and two different philosophies. I am looking to bring in a philosophy to this District which supports my vision and also with working with individuals who also support that same vision as well. I think that where we have really lost some ground is with the lack of continuity for K-12 and with the lack of continuity in the CORE subjects. The adages have been the elementary and I don't know what is going on and in the secondary I don't know what is going on and that is ridiculous. The second piece of this whole thing – operations – I have a person who is trying to maintain the needs of parents, schools who support the building principals, support to community groups and what is happening is we are spending time doing a little bit of a lot of things and no concentration and no focus on the issues that matter.

When I first assumed the position of Assistant Superintendent in 2006, my job was operations and personnel and it was dealing with the supervision of the buildings and I'm trying to get back that because I think at that point, we were more effective. I think it was very clear

that people knew who to go to and they were getting the same answers not we do it this way and we do it that way. I don't want to manage a district like that. I want to manage a district that is a K-12 continuum, it has a purpose and that we are moving in the same direction. The other side is this, and I'm going to say it openly at this table, part of the assessment process when you hire someone is whether or not they are a good match, a good fit for the entire team – for the entire district. Whether or not they have the personality that appears that they are going to provide the appropriate service to our students, to our teachers, to our staff and to our families. Those are some of the things that I look for and then there is another thing that I look for – this is a person that I can work with. Because at the end of the day, you look for me as a Superintendent of Schools to ensure that things are being taken care of appropriately and if you want to believe that one man or one woman or any individual can run a school district big or small alone you are sadly mistaken and we made it clear even tonight in terms of a school that has an enrollment of 600 who come with presenting needs. I have two little boys at home and one is going in one direction and one is going in the other and then we have a third child and the point I am making to you is some of that behavior is brought to school and children need support – the appropriate support. As far as getting into all of this, the real question is whether or not the candidates that we bring forward are appropriately certified and whether or not they have the personality and experience that is going to help support the District. This is what it is all about.

Mr. Monge stated and there is a cost savings. Mr. Tatum stated absolutely. I will review this again. When we reviewed our tech audit, the tech audit suggested that we hire a person that has a pure technical background and is able to deal with the technical side of our infrastructure. When I found Mrs. Paul, she not only has that, she has an education background, she has a principal certification so we are getting more bang for our buck by hiring her. I say that in jest but the cost savings really come in the fact that because I'm theoretically eliminating a full position, a full directorship, she now comes in under that salary and that money that was supposed to be taken out of technology stays there for the support of children and you are going to hear me talk about this tomorrow night, a one-to-one initiative – we are finally fixing the infrastructure. All those things that are in that technology plan – that money we were supposed to take out now goes towards that. Again I think this is a fiscally responsible move on the part of our administration and our District.

Mr. Le stated I have a question for counsel. I don't know if I feel conflicted out of a vote in voting for the 2nd item under P-1. Just to give some perspective, I noticed that this is a spouse of candidate for the Board of Education in the fall and I don't know if I am in the right position to even vote yes or vote no and I should abstain because there is a perception of even me taking a vote. Mr. Nufrio stated can you identify the individual. Mr. Le stated the 2nd item on page 1 of P-1. Mr. Vieira stated Ms. Casey. Mr. Le stated it is a spouse of a candidate for the Board of Ed of which I am also a candidate for. Morally I don't know if I can vote for this. What is your take? Mr. Griggs stated my take would be that you are permitted to vote on it. If you feel as though you should not vote on it because of appearance or something like that then I would not vote on it but legally you can vote on it because the assumption is that candidates are running independently for the Board and one doesn't relate to the other. You can absolutely vote but if you don't feel comfortable doing that than I would say abstain. Mr. Le stated I don't feel comfortable voting on that and I will abstain. It could cause a perception issue and I think that

anyone that might have a relationship or in some way have a relationship with this individual should also abstain.

Mr. Monge stated obviously you can see where this is going. Mr. Nufrio stated I don't know anything that is obvious and the only thing I know is that we are spending quite a bit of time on. You can certainly vote by your own judgment. There is no legal ramification or entanglement here for anyone on this Board for whoever this person is simply by association – the ethics code does not cover that. Am I right Mr. Griggs? Mr. Griggs stated correct.

P-1

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

NAY: none

ABSTAIN: Mr. Le

MOTION CARRIED

P-2 to P-13 and P-18 to P-25

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

NAY: none

ABSTAIN: none

MOTION CARRIED

P-14

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

NAY: Mr. Le

ABSTAIN: Mr. Nufrio

MOTION CARRIED

P-15

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

NAY: none

ABSTAIN: Mr. Le, Mr. Nufrio

MOTION CARRIED

P-16

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

NAY: none

ABSTAIN: Mr. Nufrio

MOTION CARRIED

Mr. Tatum asked Mrs. Cappiello did the motion carry. Mrs. Cappiello stated yes, we had only one “no” on P-14. Mr. Nufrio asked Mrs. Cappiello to go over the vote. Mrs. Cappiello stated the vote. Mr. Tatum stated I asked that question for one reason – I would like to take this opportunity to introduce you to our new School Business Administrator – Greg Brennan.

Mr. Brennan stated thank you to the Board and Mr. Tatum. Mr. Tatum asked aren't you here tomorrow morning? Mr. Brennan stated yes.

The Board members welcomed Mr. Brennan. Mr. Nufrio stated we trust that, as we do with all the decisions that Mr. Tatum has made to this date, you will be an excellent addition to the staff.

Mr. Monge stated welcome and Mr. Tatum thank you for making the efforts to try to speak to the change that people talk about. Actions speak louder than words.

Mr. Nufrio stated you have already met Mr. Vieira and we look for a wonderful relationship. Mr. Vieira I would like to take this opportunity to thank you for all you have done as well. Mr. Monge stated absolutely. Mr. Nufrio stated it is not an easy job but you will learn quickly if you don't know yet and I know that you do know. But every district is different, every district has different needs, we just want all our kids educated with the best possible support mechanisms and in the most frugal manner.

Mr. Monge asked for a little bit of background. Mr. Tatum stated Mr. Brennan would you like to. Mr. Brennan stated I have been in education for 22 years. 19 of which were with West Orange as a Supervisor in Computer Services and also as an Assistant Business Administrator and the last three years have been the School Business Administrator in Green Brook. I also have corporate experience going back to the early 90's I was a computer programmer for a re-insurance company. I have a lot of technology in my background and I also have a degree in finance from Seton Hall and a Masters from Montclair State in educational leadership and I really look forward to working with everyone. Mr. Tatum stated Mr. Brennan forgot one thing that I need to point out and you are going to love this Mr. Monge, he also has a background in residency. Mr. Monge stated sold. Mr. Brennan stated my last two years in West Orange, I was given that task. Mr. Nufrio stated you forgot one other very important matter – introducing your wife to the Board. Mrs. Brennan welcome as well to the family. Mr. Brennan stated my biggest supporter right there.

POLICY COMMITTEE RESOLUTIONS:

Mr. Arminio stated I went through the four policies with Mr. Benaquista and we went line by line and if you go through the policies you will see things that are underlined and those are some of the changes. There are no changes really; one of the big changes was going from student to pupil. I don't understand the reasoning behind that. The other one is going from Superintendent to Chief School Administrator in all four policies. I think the NJSBA needs to know that they are needed by each of the school district at some time. I know we need them but the changes are absolutely minimal in all four of these. The one that I have to point out is Policy #5114 – suspension and expulsion – you see the policy that is here and which we talked about last year and I think we got something in writing – it was the procedure that we would follow upon expulsion of a student. It would have affected one student this past school year. We will get a follow-up to Policy 5114 when Mr. Tatum supplies us with the procedure that we would just simply add to the Policy Manual. You will notice in the Policy Manual, some of the policies have procedure right behind them. Mr. Tatum will tell you about the procedure that we discussed last year and we will get in writing.

Mr. Tatum stated what we do in an expulsion hearing and there are a number of procedures that we follow and many are rooted in terms of the rights of the students and due process and representation but what we are trying to do is implement an administrative discipline panel which is almost a pre-cursor to an expulsion and how it works is there is a referring administrator who would make a recommendation to me and based upon the facts that are presented and having it brought to our committee will determine whether or not this is something that rises to the level of it being a full pledged expulsion or if we would have a general hearing and talk about alternative measures of discipline rather than a yearlong expulsion from the district. This is something that school districts have done in previous years and they do it because no matter what we do with children, the district is responsible for educating the children and for the financial end of it and the strategies or procedures that we can put in place. For example, this conflict that we were talking about tonight. If indeed it was for a student that is a special needs student, it might be a situation that one of our recommendations would be to utilize the service of that particular individual or a Trinitas issue – it might be suspension with that kind of follow-up when the child comes back. Right now is what is our education/student discipline panel and the referring administrator and myself and I expect Mr. Griggs may be called in.

Mr. Nufrio stated Mr. Tatum and I talked about this years ago and I brought to the table my experience with administrative hearing committee. Things have changed radically since then, it was a little easier then to submit a recommendation to the Board once the committee hashed out and listened to all the parties, the allegations, the defense and many times the student and parent or guardian would actually bring in an attorney because it is their right to do that and in which case then the Board Attorney would need to be present because it is incumbent upon the Board Attorney to send the notification letter that an administrative hearing is being scheduled and you have the right to bring counsel. Hopefully we aren't going to even get more than one a year – hopefully none. The thing is we have to be prepared for it and the changes that have occurred, it is not that easy to expel a student any longer. Unless it is an extremely violent case - physical violent case or something to do with weapons which would involve the police anyway. Even that becomes shrouded in a whole different application. We need to be ready to do that and in order to do that we have to make sure we have a committee in place. Mr. Tatum will make the decision. We talked about this long ago that it should include a Director, a Special Services person, the Board Attorney, an administrator of his selection that he feels would be the leader of that committee and then the committee listens to everything, caucuses and comes up with a recommendation and most times the recommendations could be an extended suspension, it could be some remedial assistance if it is special ed.

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

POL-1.APPROVE UPDATE TO POLICY 4150/4250 – FAMILY LEAVE AND MEDICAL LEAVE

That the Board approve update to Policy 4150/4250 – Family Leave and Medical Leave (subject to approval of Board attorney), in accordance with the information appended to the minutes.

POL-2. APPROVE UPDATE TO POLICY 4211 – RECRUITMENT, SELECTION AND HIRING

That the Board approve update to Policy 4211 – Recruitment, Selection and Hiring, in accordance with the information appended to the minutes.

POL-3. APPROVE UPDATE TO POLICY 4231/4231.1 – STAFF DEVELOPMENT, INSERVICE EDUCATION/VISITATIONS/CONFERENCES

That the Board approve update to Policy 4231/4231.1 – Staff Development; Inservice Education/ Visitations/Conferences, in accordance with the information appended to the minutes.

POL-4. APPROVE UPDATE TO POLICY 5114 – SUSPENSION AND EXPULSION

That the Board approve update to Policy 5114 – Suspension and Expulsion, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Le stated I have two clarification questions. For Policy 5114 – the last clause was very interesting to me in regards to evaluating district data regarding short and long-term suspensions and expulsion and take measures as appropriate to ensure minority and male students are not disproportionately represented in detention suspensions and expulsions. I tried to read the previous version of this policy as well and I think it is a new clause. Can you elaborate why that clause is now there.

Mr. Tatum stated this District has been (inaudible) disproportionate number of students being suspended and especially minority males that are in special services. That was something that we actually gone through monitoring and I imagine the policy is amended to ensure that we are making every effort to ensure that there is no focus on a particular group of students and by the same token we are also looking at the needs of those students because many times and I can say as a school principal I was not a real big component of suspension – I would do it if I had to and I recommended students for expulsion when I had to but by the same token the easy part of a school administrator’s job is to put a kid out and the hard part is to keep them in and the bottom line is that the policy really is suggesting that we are going to make sure that (inaudible) because the one thing I will never do is suspend a child that someone doesn’t have control over. Mr. Le stated and I want to applaud you for putting that clause in.

My second question is just a clarification on Policy 4231/4231.1 – under the underlying section Achievement Gap and Inequity – “parents and guardians and other community members shall be invited to participate in the professional development training” and I think that is a great thing. My question in terms of tactical – how will they be informed and how do we ensure that they have the opportunity and they know of the opportunity to attend these professional development and trainings. Mr. Tatum stated website – we have an all call system and whenever there is a situation where there is something being sponsored by the District and the administrators that are involved want to get the word out and they will contact me and ask me and some of the building principal do their own reverse 911. Certainly we have an email system, we have a brand new Director of Technology and she is going to come up with all kinds of things. Two of my administrators attended a workshop not too long ago where they were talking about school districts now starting to tweet and they are starting to send out blasts of

information. We are moving to the information age and to move information a lot more swiftly and these are things in the District that we are unfortunately behind and we need to start expanding our horizons on this. I think there are many ways in which to inform parents and a lot of times we sponsor them through other organizations as well. Many times we ask our PTA's to make an announcement of something that is going on and I tried to announce it in my Superintendent's Report. Sometimes when even go to Channel 34 and ask that they put on a promotional blast.

Mr. Nufrio stated I would like to remind everyone at the risk of being misinterpreted, if we do go by way of tweet, it doesn't mean the Board members should do that - just a reminder. At the risk of being wrong and I don't mind being wrong, but I would like to take a shot at the definition of the pupil and student. The way I learned it when I came out of college and began teaching, a student applied to secondary level and a pupil was elementary. I don't know if that changed but the whole world has changed. If you said student it would only categorize a secondary level. They encapsulated both levels into pupil which could be an insult to students.

Is it the second reading? Mr. Arminio stated no, it is just an update. Mr. Nufrio stated if there are no objections, let's do a roll call.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTION:

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

R-1. APPROVAL TO AMEND LIST OF STUDENTS REMOVED FROM ROLLS

That the Board give approval to amend the list of students removed from the rolls [seventeen (17) students exited for the period July 1, 2016 through July 31, 2016 (six (6) from elementary, five (5) from secondary and six (6) from high school) or a total of seventeen (17) students for the 2016-2017 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None.

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

NAY: none

ABSTAIN: none

MOTION CARRIED

APPROVAL OF BILLS:

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

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Mr. Nufrio stated Julia, Mr. Tatum's secretary, sent out a memo asking Board members if you had any input that you wish to send and forward to Mr. Tatum for tomorrow night's planning session and if you haven't done so you still have time and you can always just bring it to the table. Otherwise, please forward it to Mr. Tatum.

I asked Mr. Vieira currently but now our new BA/BS if you would kindly follow-up on requests by the Board to present to us a clearer picture of legal fees that currently still may be legal matters and Mr. Griggs is in on this and you can communicate with Mr. Griggs what are still outstanding for both the general ed population, special ed population and/or any other category. So that you have an understanding that we want to know what legal matters were still unresolved, still pending and who is handling it. Just to let you know, the firm that Mr. Griggs works with has been handling many other aspects of the legal matters other than just being the Board Attorney so you can communicate with Mr. Griggs which is your right to do so.

Mr. Arminio stated Union's Got Talent approached me and asked if we would like to buy an ad as individual Board members supporting Union's Got Talent. We don't have to have it in until September 10th so between now and then if you want to let me know and I will collect the money from each individual Board member and we will buy an ad. It is also online. Mr. Griggs stated individual Board members can send you an email asking for information. Mr. Arminio stated we will put our money together and get one ad.

COMMENTS FROM PUBLIC:

Ann Margaret Shannon stated I cannot tell you how outstanding the news is that we are actually going to be one continuous pre-k to 12 district where curriculum is concerned. On behalf of 850 members, I am so excited.

Rich DiManzo stated September 17th the alumni of Burnet and Kawameeh Middle Schools – we have been having a charity softball game at Biertuemptel Park at 1 p.m. (no rain date). I invite you all if you can make an appearance. I will send an email. The fundraiser is for

the benefit of the Ed Foundation. Mrs. Lipstein's using the money for grants. The ROTC also presents the colors. I will reach out to the Township so the Mayor can come.

Bernadette Watson stated O-6 – I know you are tabling Delta Dental and you said it was a \$40,000 savings. Just remember the plan should be equal to or better than the services that we currently have. Mrs. Zuena stated it is the same plan – one is for one year and one is for two years.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Dr. Francis, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) personnel matters. The Board will disclose the discussion conducted during the Executive Session with notice to the public when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interest of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney-client privilege. All present voting YES. MOTION CARRIED

The Board returned to public session at 11:05 p.m.

Mr. Arminio stated as Personnel Committee Chairperson, I propose that we now vote on items P-17 and P-26. Mr. Le asked if we can bundle O-12 also which Mr. Griggs provided. Mr. Nufrio stated we have three resolutions – can we bundle them? Mr. Griggs stated you can bundle them.

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

O-12. APPROVE RELEASE AS TO CLOSE OUT OBLIGATIONS

That the Board approve the release to Potter Architects, as to Close Out Obligations of Patock Construction Company for Jefferson School Project.

P-17. APPROVE RESTORATION OF INCREMENT

That the Board approve restoration of increment for Employee #10306 for the 2015-2016 school year.

P-26. APPROVE WITHHOLDING INCREMENTS

That the Board approve withholding the employment increment and adjustment increment for Employee #10636 for the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

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

NAY: none

ABSTAIN: none

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Le, seconded by Mrs. Zuena, that the meeting be adjourned at 11:10 p.m. All present voting Yes. MOTION CARRIED.

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY