

UNION TOWNSHIP BOARD OF EDUCATION  
SPECIAL MEETING MINUTES – AUGUST 29, 2016

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

A special meeting of the Board of Education of the Township of Union was held on Monday, August 29, 2016 at 5:30 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083 pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 5:35 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Franis (via phone), Mr. Steven Le (via phone), Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mr. Angel Salcedo

ABSENT AT ROLL CALL:

Mr. Ron McDowell, Mrs. Nancy Zuena

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

COMMENTS FROM THE PUBLIC ON RESOLUTIONS:

Anne Margaret Shannon stated P-1, page 7-7, the last two positions – was the job description adjusted at all because when I read the job posting it was more for the administrative role and I wasn’t sure if it was adjusted or not. Mr. Tatum stated I did speak with Mr. Lowery regarding this and I did explain to him that the perimeters that he and I talked about originally is what that job description would have to entail. The day he was in my office I showed him that there was no supervisory responsibility involved and this really is to support the teachers and those students who need additional academic support in the INS programs. We also talked about adding in socializing learning piece for students to hopefully keep those students in school rather than sending them out. Those duties to also provide office support so that the administrators will be able to get out and do more supervision because we certainly have a need for that.

Mr. Nufrio stated just to add to the record, Mr. Tatum and I discussed this at length both this evening and prior occasions so that the Board is clearly with the understanding that these

people will have a teaching schedule and then Mrs. Moses brought something to light which I would ask her to talk a little bit about with regards to the SEL.

Mrs. Moses stated SEL is a program that is implemented in schools throughout New Jersey and it is available for view on the State Department of Education's website and the State is moving this forward and what the program is about it adjusts the suspension from school and where the teacher incorporates all the CORE academics in the area when the kid is in in-school suspension. Not only address and supports the child in the academics but you also support the child in a social and emotional learning which has caused some of the problems in the situations that have occurred that led the child into suspension.

Mr. Tatum stated I believe in our last planning committee meetings, Jill Hall had graciously volunteered to spearhead a committee to discuss this topic and plus to really be able to develop a more intense program in that area – not just in the high school per say but something more on a districtwide level; especially at the middle school level where more and more support is needed for that age level. I think that is something that will go hand-in-hand with us trying to develop this program this year. We will hit some pitfalls and trials and errors but I'm expecting it to be something that will serve more as a deterrent from having to put children out of school.

Ann Margaret Shannon stated I have a friend in Atlantic City who does something like that as an in-school suspension in middle school and if I can get hold of him and get my hands on it I will forward it to you. Mr. Tatum stated absolutely.

Mr. Nufrio stated all districts and communities are always asking the same questions – what purpose does suspension serve and in most times it is more punitive than anything else. In-school suspension is not a novel idea. We are simply tweaking it and actually making sure that there is an academic component and constant. Meaning that it is not going to be busy work, it is going to be as you and Mrs. Moses indicated that they will be addressing the very same CORE standards and curriculum that are done in the classroom. Of course there will be some limitations unless the room is fully equipped to handle what a regular classroom does have, I strongly support the notion of the in-school suspension. If it reduces the out-of-school suspension by a small percentage, that is still a lot of kids and it is what the community has been asking for. Parents are constantly asking especially when they are repeat performances. I was going to initially table this particular appointment but in light of what I heard from Mrs. Moses and more information is coming from Mr. Tatum, I think it is worth a shot at seeing how it runs and of course, this Board, is always looking to be sure that we are vigilant that the program is not just something that is fluff and that these kids are actually going to learn under a different environment – all be it possibly a more strict environment, which it should be. We have tried different things, why not this. Ann Margaret if you come up with something that is relevant for middle school, by all means bring it to the Board and the Superintendent. At this point in time, I am of the notion to go ahead with this because ultimately if it doesn't work, we will know right away and we can revisit it. Nothing is forever and certainly it is reviewable.

Mr. Tatum stated when a student is suspended from school they are afforded the opportunity to make up the work. If they are out of the student population but they are still given the opportunity to stay caught up rather than playing catch up which I think is another

component academically that we are working on in terms of keeping students on their academics instead of sitting home for 3-4 days and then they are playing catch-up and then we have to start them on home instruction and that is on a small teacher/student ratio. At some point there will also be some support for special education students as well. Mr. Lowery and I talked about that this morning as another component. We are going to try to put something in place.

Mrs. Regis-Darby asked will it help support the ELS? Mrs. Moses stated yes.

Mrs. Macki stated I want to talk about resolution P-2 – Effective School Solutions. What is the rationale of bringing this program into the District?

Dr. Francis disconnected from call and arrived at meeting at 5:45 p.m.

Mr. Nufrio stated we are going to table that this evening and Mr. Tatum, Mrs. Moses and all of us that have spoken about it feel that the Board needs a little more time to absolutely dig in. We have Mr. Griggs working as well on this. If we are going to do something which is somewhat costly and it is quite prohibited.

Mrs. Macki stated resolution O-1 – the Wellness Management Services. What is your success rate of this program? Is it successful, is it beneficial and is it only for special services? What capacity are we using it? Why do we have it? Do we have success rates with this program? Mr. Tatum stated I will ask Mrs. Conti to address your questions but I just want to say that this is a program that began at Jefferson Elementary School some years back. At that time it was a grant funded program. My knowledge goes back to this because at the time I was the principal of the building when it was brought in. The goal was to take this program and to provide support to students for success in academics and over the course of the years it has found its way to be implemented at the high school. Other programs have spiraled themselves from this particular program. As far as the actual success rate of this program that is where I will go to Mrs. Conti because it is sponsored out of her department.

Mr. Nufrio stated is this the same one that we spoke about and if I am correct it also addressed general ed.

Mrs. Conti stated I heard you say that it addresses special education students – it addresses all students. It is not just special education students and as Mr. Tatum had said on how it did begin and had its early beginnings in Jefferson School, we also ran with it with coordinated early intervening service fund which was designed through an IDEA grant to target at risk students. And with that, the State had asked and this is a number of years ago so I would have to go back in files but the contingency with the State was that we had to provide specific data that they asked for. The State would ask for certain things and I would have to provide that information to the State. As it began to be well received by the parents and students, after it became outside of my department, it really went to Mr. Gibbons when he was there and he began to oversee the program because it was in his building. They could tailor and do things specific to whatever the needs were because they were right in-house and right there with the students. Therefore, I would have to turn the rest of it over to Mr. Lowery and certainly Mr. Lowery and I had transitions and I know when Mr. Kloc was there as well and that is how it began from

Jefferson then through the coordinated early intervening funds and the State would ask for specific data and now it is resting in the high school. We start a lot of initiatives in our department that do go on and become under the wings of a specific building after we get it on its feet.

Mrs. Macki stated so now it has transitioned over to the high school – who is responsible? Mrs. Conti stated Mr. Lowery. Mrs. Macki stated do we know that this program is beneficial to the students?

Mrs. Moses stated now we know where it started from and where it is now. What we don't have is the data. I strongly believe that we need data for everything. Why we do what we do, why we need to do more or why we need to stop doing what we are doing based upon the data. If we don't have the data now and we have the program in place now, we need to start to collect and we need to get all the evidence that we need so when we have conversations like this we can back it up.

Mrs. Conti stated we would need to speak with Mr. Lowery. Mrs. Moses stated we will. We will collect data on all the information. This is a program where kids go to for help for resources. We want to know who is coming in, leaving out, where they are. Mrs. Conti stated you want the referral rates. Mrs. Moses stated we need to know all of that because if we don't have x-amount of kids using this program. Mrs. Conti stated we did discipline referrals, grades and I understand what you are asking for now. Mrs. Moses stated from Mr. Lowery.

Mr. Monge stated do we reserve our questions and comments. Mr. Nufrio stated yes. Mr. Tatum stated just one other point to be made to the question of the parent. From what I have seen, a lot of what has happened with this particular program at the high school level has been part of the intervention referral services. Many times when children have that IRS plan, this is one of the intervention steps where there is a counselor and they will meet with them at certain times during the course of the day/week. In fact many parents that I have met with from the high school have spoken very highly of the person that is on staff and who has worked with their children. That is feedback from those parents; that is not the big test we are talking about. But I think that moving forward, as Mrs. Moses said and hearing what Mrs. Conti said, there are a number of areas and subcategories within this that we need to have more specifics to deal with.

Mrs. Macki stated since the proposal is on the table, I think we need more time. Mr. Nufrio stated it is actually a renewal of what has been happening. But what Mrs. Moses said, rather than just renew, we need to review. Mrs. Macki stated that is my whole point.

Mr. Nufrio stated let's get the data and like anything else that the Board approves or disapproves, it can always be revisited. It is important to know how successful, the number of clients are being handled and I think just dismissing it as unnecessary would be inaccurate and we want to provide as much for the kids especially those that are at risk. We are going to table it for the worksession meeting.

Mrs. Regis-Darby stated so we are tabling O-1 and P-2? Is that correct? Mr. Nufrio stated correct. Is that o.k.? Mr. Monge stated I just feel that folks have said everything and I

have my notes here. Can I say something since it is tabled? Mr. Nufrio stated why don't we hold off until we have more data in front of us and we can talk more constructively about what the effect and value or its purpose. Mr. Monge stated o.k.

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COMMUNICATIONS:

Mr. Arminio stated there are some people resigning, out sick and retiring. All will be discussed in P-5 and P-6.

LETTER OF RESIGNATION – BROWN

Letter of resignation from Rachel Brown, transportation service worker, effective August 17, 2016.

LETTER OF RESIGNATION – SOUSA

Letter of resignation from Louis Sousa, paraprofessional Union High School, effective September 1, 2016.

LETTER OF RESIGNATION – MALBON

Letter of resignation from Lashaune Malbon, transportation bus aide, effective August 15, 2016.

LETTER OF RESIGNATION – TORR

Letter of resignation from Marissa Torr, paraprofessional Franklin Elementary School, effective August 17, 2016.

LETTER OF RESIGNATION – SPRUILL

Letter of resignation from LaVerne P. Spruill, transportation bus aide, effective September 1, 2016.

LETTER OF RESIGNATION – MANDERICCHIO

Letter of resignation from Anthony Manderichio Sr., paraprofessional Kawameeh Middle School, effective August 18, 2016.

LETTER OF RESIGNATION – VEIGA

Letter of resignation from Anthony Veiga, paraprofessional Jefferson School, effective August 24, 2016.

LETTER OF RESIGNATION – WIGGINS

Letter of resignation from Thomas Wiggins, Supervisor of Building and Grounds-district wide, effective August 31, 2016.

REQUEST FOR EXTENSION OF UNPAID FMLA/NJFLA – POLIZZI

Request from Abby Polizzi, teacher Battle Hill Elementary School, for extension of unpaid FMLA/NJFLA leave to December 1, 2016.

REQUEST FOR PAID SICK LEAVE – LOGUIDICE

Request from Diane Loguidice, 12-month secretary Union High School, for paid sick leave (non-FMLA) effective August 31, 2016 with a tentative return date of September 24, 2016.

LETTER OF RESIGNATION – MITCHELL

Letter of resignation, for purpose of retirement, from Lillie Mitchell, transportation aide, effective August 15, 2016.

LETTER OF RESIGNATION – BADALI

Letter of resignation, for purpose of retirement, from Regina Badali, teacher Burnett Middle School, effective January 1, 2017.

LETTER OF RESIGNATION – DENNIS

Letter of resignation from Michael Dennis, paraprofessional Jefferson School, effective September 1, 2016.

REQUEST FOR PAID SICK LEAVE – HIGGINS

Request from Kelly Higgins, teacher Connecticut Farms Elementary School, for paid sick leave effective September 1, 2016 through October 14, 2016.

REQUEST FOR PAID SICK LEAVE – MILLER

Request from Jean Miller, security Kawameeh Middle School, for paid sick leave effective September 1, 2016 to October 24, 2016.

LETTER OF RESIGNATION – DOOLEY

Letter of resignation from Brian A. Dooley, custodian Union High School, effective date September 1, 2016.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Dr. Francis, seconded by Mr. Monge, that the following resolution be adopted:

E-1. APPROVE UPDATED COMPREHENSIVE EQUITY PLAN

That the Board approve updated Comprehensive Equity Plan for School Years 2016-17 through 2018-19, previously approved at the March 15, 2016 Board meeting, in accordance with information appended to the minutes.

DISCUSSION:

Mr. Monge stated I don't know if it was supposed to be this way or a mistake, a lot of the policies that they are being re-adopted say they are being adopted on 9/29/16. Mr. Benaquista stated it should be 8/29/16. They are being approved tonight. If you look at the back-up it says 9/29/16 versus 8/29/16. Mr. Nufrio stated that needs to be corrected. On the cover it says so that should have been updated. Mr. Benaquista stated when all the districts sent in their Comprehensive Equity Plan to the County, the County noticed that these Board policies weren't updated. There are two companies that mainly update Board policies. We use School Boards. The districts ended up contacting School Boards and School Boards had their attorneys update all these policies and sent them back to us. Mrs. Moses spoke to a woman at the County and I'm

actually going to bring their plan to them prior to September 1<sup>st</sup> because they gave districts extended time to update these policies and that is why we were waiting because this would have been done earlier but we were waiting on School Boards to get them to us so we could bring them to you to approve. These are all the ones that were affected through the Comprehensive Equity Plan which is predominately affirmative action.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated the discussion item: Changing high school required graduation credits from 10 to 5 to meet State standards. Is that per course? Mrs. Hart stated for a full-year course here in Union we give them 10 credits and for the majority of the State plus NJ Smart a full-year course is 5 credits. What we want to do is just to adjust ours so we meet the standards. Mr. Arminio stated this goes back to when we had trimesters. When we came off trimesters back to semesters to full-year courses, they never changed the credits back to 5. This started happening 2 years ago when we were changing the policies. Mr. Tatum stated one of the issues is that we far exceed the number of credits that we award – only if you look at the numbers. Mrs. Hart stated it will get rid of confusion and it was never a big issue until I had to start updating everything into NJ Smart because I had to remember to take that column and cut it in half. Mr. Nufrio stated it is a big issue when transcripts go out and it confuses the admission departments. It is about time that we do it. Mrs. Hart stated I contacted the State and I contacted everybody I could think of and the State stated all we need is for the Board to approve it and the best way to do it was to start now so it may be confusing but they will have to work their way up because we can't go back to last year and make everything five because then we would have to go back for 30 years.

Mr. Nufrio asked should we change this to a voting resolution so we can get it done tonight? Unless we have some objections. I would propose that this discussion item become a resolution to be voted upon so that we can get it going. Technically it is the right thing to do. Mr. Monge asked Mr. Nufrio is this something that you would do right now? Mr. Nufrio stated I recommend that. Mr. Griggs stated you can do it right now. Mr. Nufrio asked Dr. Francis to recommend a motion to make this a voting resolution. Dr. Francis stated I recommend that the item discussion changing the high school requirement requiring graduation credits from 10 to 5 to meet State standards be changed to a voting item.

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

**E-2. APPROVE CHANGING HIGH SCHOOL REQUIRED GRADUATION CREDITS**

That the Board approve changing high school required graduation credits from 10 to 5 to meet State standards.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. Reserved. Agenda item tabled at meeting (Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support).

O-2. APPROVE URBAN RENEWAL.ORG TO REMOVE/DISPOSE OF EQUIPMENT  
That the Board approve Urban Renewal.Org to remove and dispose of broken/obsolete Dell PC's, laptops, monitors and TVs, in accordance with the information appended to the minutes.

O-3. APPROVE CONSULTING AGREEMENT WITH E-RATE CONSULTING, INC.  
That the Board approve Consulting Agreement with E-Rate Consulting, Inc. for services in connection with the E-Rate Program, in accordance with the information appended to the minutes.

O-4. APPROVE ACCEPTANCE OF CIVIL ENGINEERING PROPOSALS  
That the Board approve the Acceptance of proposals to provide civil engineering, as assigned by the Superintendent of schools for the period of July 1, 2016 to June 30, 2017 to (a) The Reynolds Group, (b) Suburban Consulting and (c) LAN Associates.

DISCUSSION:

Mr. Monge stated O-3 – I just want to get a clarification of the services and are they our current contract. Mr. Tatum stated they are a reimbursement. Mrs. Paul stated that E-Rate is what the Federal government gives back to school districts for their telecommunication bill and it is based on your Free and Reduced Lunch numbers. E-Rate recently changed where they are actually assigning \$150 per student and also they are paying for some of the networking equipment and wiring. E-Rate Consulting, I have previously used them for many years and when I got audited by the Federal government, they were right there and they had all the answers and they were able to defend us and it was a paper audit and they were able to give us all the answers because they did all the filing. It is a lot of money and if we don't file for it, it goes to another school district. It is according to who files for it and you file as much as you can and take whatever you can get. We should be getting back about 50% of what we paid for telecommunications for the District.

Mr. Monge stated but we don't have them today. Mrs. Paul stated no. Mr. Monge stated the question is why do you think 2 years because there is a 2-year agreement. Mrs. Paul stated the reason being is if you ever get audited. If the School Libraries Association calls you which is where the E-rate comes from and calls and wants to run an audit on you, you need to have them on board to defend it for you.



Mr. Monge stated I did go online because I didn't know what e-rate was I looked it up last night.

Mr. Le dropped off call at 6:05 p.m.

Mrs. Paul stated it is an extra charge on our bill but it helps to pay for the school districts throughout the nation. Mr. Monge stated the target is about 10 million students a year – 21<sup>st</sup> century - \$5 billion. One of the things I saw is that they offer a first step to understand where your organization is today and what direction you are heading and there is no cost in connection with this discovery process and information gathered will be used to define our arrangement. Have they done that verbally? Mrs. Paul stated yes I have been talking to him about certain things that I have in the District and he has actually met with me. I have shown him some of the bills that we have and he has been giving me advice on how to be able to pay cheaper but at the same time how to get more money from the Federal government.

Mrs. Regis-Darby asked is there a deadline when we are supposed to file for the E-Rate. Mrs. Paul stated the application comes out in September and your deadline for your 470 Form is November, in February you have to file the 471 which is where you have to tell them exactly who you are going to contract with, then you will be an o.k. or not o.k. in March or April and then you have a 478 which is a bear and then when you file that what they do is then they o.k. whether or not you get the money. They have to verify the information that you give and when you file it, for instance we file with Verizon, Verizon refers back and they go through their bills and say o.k. yes, we charged Union Township Schools this much money so far. It is a verification of what we paid versus what they have to investigate. It is an investigation that is done by the Federal government to ensure that we are actually on board and doing what we say we are doing. Mrs. Regis-Darby stated we only get this e-rate based upon the FRL. Mrs. Paul stated right.

Mr. Monge stated just a point of information for Mr. Brennan – with O-4 the idea is that we went through RFP's and selected the top three and the idea is to work with the top three with bids for work for this service in the District instead of selecting one person and you are sitting there with just one bid – the idea is to take the top three groups that we would like to work with and those three work on the best prices. Mr. Nufrio stated and that is a smart way to go.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Zuena called in at 6:10 p.m.

#### PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio stated P-1 and you just received the addition to P-1 – additional teaching positions and playground assistants/greeters.

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

P-1. Personnel Actions be approved, in accordance with the information appended to the minutes.

P-2. Reserved. Agenda item tabled at meeting (Effective School Solutions to provide therapeutic mental health services).

P-3. Approval of Perkins Grant Positions for 2016, in accordance with the information appended to the minutes.

P-4. Approve update to appointments for Affirmative Action Officers (previously approved at Board meeting of August 16, 2016) as follows: Gerry Benaquista, as Affirmative Action Officer, Annie Moses as Assistant Affirmative Action Officer and Benjamin Kloc, as Affirmative Action Officer for classroom practices.

P-5. Accept letters of resignation/retirement from following staff:

**Resignations**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Brown, Rachel	Transportation-Service Worker	Transp	8/17/16	Resignation	
Manderichio, Anthony Sr.	Paraprofessional	KMS	8/18/16	Resignation	
Malbon, LaShaune	Transportation-Bus Aide	Transp	8/15/16	Resignation	
Sousa, Louis	Paraprofessional	UHS	9/1/16	Resignation	
Spruill, Laverne P.	Transportation-Bus Aide	Transp	9/1/16	Resignation	
Torr, Marissa	Paraprofessional	Franklin	8/17/16	Resignation	
Veiga, Anthony	Paraprofessional	Jeff	8/24/16	Resignation	
Wiggins, Thomas	Supervisor of Building and Grounds	DW	8/31/16	Resignation	
Dennis, Michael	Paraprofessional	Jeff	9/1/16	Resignation	

**Retirements**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date: (Noted on letter)</u>	<u>Reason</u>	<u>Date of Hire Not including leave of absences.</u>	<u>Attendance to BOE meeting</u>
Mitchell, Lillie	Transportation Aid	Transp	8/15/16	Retirement	9/1/2007	TBD
Badali, Regina	Teacher-Mathematics	BMS	1/1/17	Retirement	9/1/2001	TBD

Dooley, Brian A.	Custodian	UHS	9/1/16	Retirement		
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P-6. Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only	Notes/ Corrections
Loguidice, Diane	12 Month Secretary	UHS	8/31/16-9/23/16	Paid Sick Leave	End date subject to changes. Based on 2-4 week possibility.
Polizzi, Abby	Teacher-Elementary	Battle Hill	5/23/16-Extention through 12/1/16	Unpaid FMLA/NJFLA	Extension to unpaid FMLA/NJFLA Org. leave began dates: 5/23/16-10/17/16. Ext. through 12/1/16.
Higgins, Kelly	Teacher	Connectiut Farms	9/1/16 through 10/14/16	Unpaid sick leave (non FMLA use of paid sick days)	
Miller, Jean	Security	Kawameeh	9/1/16-10/24/16	Use of paid sick days	

P-7. Approve amended Substitute List(s) for the 2016-2017 school year, in accordance with the information appended to the minutes.

Mr. Le phoned back into meeting (6:12 p.m.)

DISCUSSION:

Mr. Arminio stated P-1 – I don’t know when we passed it but the job description responsibilities for the ISS teachers – does that automatically become null and void because of what was said earlier. Mr. Tatum stated absolutely. Mr. Arminio asked do we have to vote to dispose of that. Mr. Tatum stated what you saw was a draft and because the job description came when you gave us permission to post for it but I don’t actually know if we formally adopted that job description. I think it was a work in progress and that is why I said that it would be something that we would revisit. It really has to involve teaching more so than the attributes that were actually in the original posting. We had a posting but everyone involved in this will be teaching and not in any supervisory capacity. They are there for student support.

Mr. Salcedo stated P-5 – Mr. Wiggins, I want to wish you the best of luck and thank you for your service.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Le abstained on the last item on page 9 for P-1.

**POLICY COMMITTEE:**

Mr. Arminio stated these are all updates and I sat with Mr. Benaquista and I would suggest and I don't know if these were on the website. Mrs. Cappiello stated yes. Mr. Arminio stated were they posted the way they should be posted. Mr. Benaquista stated yes. We only posted the clean copy. Mrs. Cappiello stated the blacklines were emailed to each Board member. Mr. Benaquista stated because we are approving the clean copies.

Mr. Arminio stated nothing was changed in any of these. Mr. Nufrio asked can we vote on this. Mr. Arminio stated it doesn't have to be voted on now if you want to postpone. Mr. Benaquista stated we actually have to approve it because the plan has to be filed by September 1<sup>st</sup> otherwise we have to do a Corrective Action Plan. If there are no objections, these were minor revisions and I thank Mr. Arminio for doing this singlehandedly because I was not available. If we don't have any objections, we can vote on this this evening.

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

**POL-1.APPROVE UPDATE TO POLICY 2224**

That the Board approve update to Policy 2224 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

**POL-2.APPROVE UPDATE TO POLICY 4111**

That the Board approve update to Policy 4111 – Recruitment, Selection and Hiring, in accordance with the information appended to the minutes.

**POL-3.APPROVE UPDATE TO POLICY 4111.1/4211.1**

That the Board approve update to Policy 4111.1/4211.1 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

**POL-4.APPROVE UPDATE TO POLICY 4131/4131.1**

That the Board approve update to Policy 4131/4131.1 – Staff Development; Inservice Education/ Visitations/Conferences, in accordance with the information appended to the minutes.

**POL-5.APPROVE UPDATE TO POLICY 5145.4**

That the Board approve update to Policy 5145.4 – Equal Educational Opportunity, in accordance with the information appended to the minutes.

POL-6. APPROVE UPDATE TO POLICY 6121

That the Board approve update to Policy 6121 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

POL-7. APPROVE UPDATE TO POLICY 6142.2

That the Board approve update to Policy 6142.2 – English as a Second Language; Bilingual Programs, in accordance with the information appended to the minutes.

POL-8. APPROVE UPDATE TO POLICY 6142.12

That the Board approve update to Policy 6142.12 – Career and Technical Education, in accordance with the information appended to the minutes.

POL-9. APPROVE UPDATE TO POLICY 6147

That the Board approve update to Policy 6147 – Standards of Proficiency, in accordance with the information appended to the minutes.

POL-10. APPROVE UPDATE TO POLICY 6172

That the Board approve update to Policy 6172 – Alternative Education Programs, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Tatum stated I just want to reiterate my well wishes to Mr. Wiggins who will be moving on to another position very shortly. Tom, you and I have had the opportunity to work together for a couple of years now and we will miss your input in the Central Office briefings and your seriousness to calls when it comes to emergencies in the District and I certainly think that over the years you have proven to be a vital member of our group here and we wish you nothing but the best on behalf of the Central Office staff and all your colleagues here. You are welcomed back for a cup of coffee and barbecues if you are in the neighborhood.

Mr. Nufrio stated speaking for the Board, I have known Tom for five years and we are definitely saddened by your departure. We wish you well and good luck. Thank you Mr. Wiggins and the best of luck to you.

COMMENTS FROM THE PUBLIC:

None

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio, seconded by Mr. Salcedo, that the meeting be adjourned at 6:20 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Respectfully submitted,

GREGORY E. BRENNAN  
BOARD SECRETARY