

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING AGENDA – May 15, 2018

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, May 15, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:05 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mr. Jeffrey Monge

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mr. Craig Wojcik

ALSO PRESENT:

Mr. Paul Griggs, Esq.

The ROTC led the Board and audience members in the Pledge of Allegiance.

Col Alvarado stated that you have the best ROTC program in the State of New Jersey and top 10 in the whole country and evidenced by many accomplishments by cadets in the program but it wouldn't be possible without the support of the parents and the Board of Education. I would like to recognize these three cadets who led an effort in collecting \$5,700 for relief operations in Puerto Rico. Every cadet was involved and their efforts were able to support Operation Puerto Rico. A tremendous accomplishment not only for the core cadets but also for the schools; they were able to give and learn a valuable lesson about selfless service. Francisco Estrada, Mariah Gordon, Deyton Adekoya were presented a Certificate of Appreciation and Recognition from the Township of Union Public Schools – May 15, 2018 – for funding raising efforts and ROTC to benefit the hurricane victims of Puerto Rico – signed by Mr. Tatum and Mr. Nufrio. Congratulations.

Mr. Nufrio stated our ROTC program every year does us proud and is one of the most successful ROTC's that I have known. The cadets and the Colonial and staff do a wonderful job. It is something we should all be proud of.

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

Mrs. Richardson read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Nufrio, seconded by Mrs. Minneci, that the following minutes be adopted: (1) February 27, 2018 – planning session and (2) March 10, 2018 – worksession.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM CONCERNED CITIZENS OF VAUXHALL & VICINITY CIVIC ASSOCIATION REQUESTING USE OF JEFFERSON SCHOOL

Letter from Concerned Citizens of Vauxhall & Vicinity Civic Association requesting the use of Jefferson School to hold a Job Fair on June 2, 2018 from 9 a.m. to 1 p.m. and requesting waiver of fees and certificate of insurance requirement.

LETTER FROM TOWNSHIP OF UNION REQUESTING USE OF THE JEFFERSON SCHOOL PARKING LOT

Letter from Township of Union requesting use of the Jefferson School parking lot for the ceremony dedicating the Vauxhall Meeting Room to the late Congressman Donald M. Payne Sr. on May 19, 2018.

LETTER FROM UNION TOWNSHIP CHAMBER OF COMMERCE FOR USE OF UHS FACILITY

Letter from Union Township Chamber of Commerce requesting use of the Union High School facility site for the Chamber’s 8th Annual Mayor’s Day 5K Run, September 23, 2018.

LETTER OF RESIGNATION – MARSHALL

Letter of resignation from Gary Marshall, custodian-Burnet Middle School, effective May 2, 2018.

LETTER OF RETIREMENT – MURPHY

Letter of resignation, for purpose of retirement, from John Murphy, English teacher-Kawameeh Middle School, effective July 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – BOGNER

Request for extension of unpaid medical leave non FMLA from John Bogner, special education teacher-Hannah Caldwell Elementary School, new return date June 1, 2018 (tentative).

REQUEST FOR LEAVE – GLENN

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Melissa Glenn, teacher-Hannah Caldwell Elementary School, from September 3, 2018 and with a return date of January 3, 2019.

REQUEST FOR LEAVE – GLASER

Request for unpaid maternity FMLA/NJFLA from Joanna Glaser, teacher-Washington Elementary School, from September 4, 2018 and with a return date of October 15, 2018.

REQUEST FOR EXTENSION OF LEAVE – RICCIARDI

Request for extension of unpaid maternity non FMLA from Dianna Ricciardi, teacher-Battle Hill Elementary School, with a new return date of September 1, 2019.

REQUEST FOR EXTENSION OF LEAVE – ROSA

Request for extension of paid maternity and unpaid FMLA/NJFLA (concurrently) from Lisa Rosa, special education teacher-Battle Hill Elementary School, with a new return date of September 4, 2018.

REQUEST FOR LEAVE – SHAW

Request for paid medical leave from Heather Shaw, 10-month secretary-Union High School, from April 24, 2018 and with a return date of June 18, 2018.

REQUEST FOR EXTENSION OF LEAVE – WEBER

Request for extension of unpaid FMLA medical leave from Patricia Weber, teacher-Franklin Elementary School, now through June 30, 2018.

REQUEST FOR LEAVE – VEGA

Request for unpaid paternity FMLA/NJFLA (concurrently) from Cesar Vega, health and physical education teacher-Union High School, from June 1, 2018 to June 22, 2018.

REQUEST FOR LEAVE – BUSCH

Request for paid medical leave from Margaret Busch, paraprofessional-Hannah Caldwell Elementary School, from May 3, 2018 to June 15, 2018 (tentative).

LETTER OF RESIGNATION – DAY

Letter of resignation from Isis Day, café aide-Washington Elementary School, effective May 18, 2018.

REQUEST FOR LEAVE – GEORGE

Request for paid medical leave followed by unpaid FMLA from Kristy George, special education teacher-Union High School, from April 30, 2018 to June 22, 2018.

LETTER OF RESIGNATION – JORDAN

Letter of resignation from Brandi Jordan, paraprofessional-Jefferson School, effective May 14, 2018.

REQUEST FOR LEAVE – GEORGE

Request for unpaid FMLA from Sheren George, paraprofessional-Burnet Middle School, from April 23, 2018 to May 18, 2018.

REQUEST FOR EXTENSION OF LEAVE – ROSA

Request for extension of paid maternity leave and unpaid FMLA/NJFLA (concurrently) from Lisa Rosa, special education teacher-Battle Hill Elementary School, with a new return date of September 4, 2018.

REQUEST FOR LEAVE – PETRAS

Request for paid medical leave from Larry Petras, teacher-Kawameech Middle School, from March 26, 2018 and with a tentative return date of June 1, 2018.

REQUEST FOR LEAVE – SOBREIRO

Request for unpaid FMLA/NJFLA maternity leave (concurrently) from Gabrielle Sobreiro, English teacher-Union High School, from September 1, 2018 to October 15, 2018.

REQUEST FOR EXTENSION OF LEAVE AND INTERMITTENT LEAVE – WALKER

Request for extension of leave and followed by unpaid intermittent FMLA leave from Jeannette Walker, special education teacher-Battle Hill Elementary School, tentative return date of May 16, 2018.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated Mrs. Bridges will recognize a student tonight.

Mrs. Bridges stated it is my honor to present the UCStep program as part of the Union County Student Training and Enrichment Program. We have participated in the high school in this initiative for many years and without fail our students have come back very changed by their participation with students from all over Union County high schools that they represent. This year we had the honor of having one of our own as part of the winning team. Syndee Alava was charged by the Union County Freeholders to be able to begin initiatives that will change the matrix of our District as far as anti-bullying and bullying prevention strategies. She will continue to initiate those initiatives by speaking here about her experience and will be heard and supported by our District, the Board of Education and the Administration.

Syndee Alva stated the program was changing to me. It was different from any other day from school. It helped me to reach other kids from schools and you can just speak up and sit in the corner and think whatever you want. They taught me to be a leader for what I believe in and not let other people take charge. Our group idea to have a tree in every district and everyone could get a fake leave that you can put a complement on – to make anyone feel nice and we would allow people to take them as you want. If you are feeling down one day, take a leave and

it will make you feel better. We would also have pamphlet at the bottom – so if you are depressed or upset, there are hotlines for you to call and help you. I also had to fundraise and the Township didn't approve anything because it was late notice and it was hard. We are trying to make you aware to next time be a little more lenient because we are doing this Countywide and be a little more understanding on what we are doing and we are just trying to be aware of the problems. It is not just the high school, there are also problems in the middle school.

Mr. Tatum stated I think Mrs. Bridges, myself and Mrs. Minneci can get together and talk about this more. You came to the office and you had a plan that you put together. I thought it was supposed to be ongoing. You will have support from my office and we can set up a time to meet and talk about her plans.

Mrs. Bridges stated it was necessarily because our disapproval that the initiatives didn't go forward, they did not give us much time and with the Board's meeting agenda and timing we really didn't get to present it in the way that we wanted to. So that is one of the reasons why it didn't go through. Mr. Tatum stated we will bring it back and get it going. Mrs. Bridges stated thank you. Mr. Tatum stated congratulations.

Next on our list is Mrs. Conti and she will present Project Unify. Mrs. Conti stated as you know the Board of Education approved the Project Unify Grant and it now includes intermural sports teams and the District had its first Unified Team which was bowling and I would like to thank Ms. Pielech, who has been incredible and instrumental in Project Unify in its expansion and where we are today; also the students who made it happen. We also want to thank the coaches Ms. Fiordilino, Mr. Castaneda and Sue Langan. What you are about to see and I had the honor and pleasure of seeing it already and it is very moving and you will be amazed on what the students have accomplished. What they give to our schools and community and no doubt they will give to our future. In their own words they will tell you about Project Unify.

Diana Pielech stated this is the 4th year implementing the special Olympic's champion school in the background. As a District we continue to grow each year. This includes an environment that has provided opportunities to our students and community. I have had the opportunity of being with a couple of our athletes here today and our club at Burnet has over 100 students who participate throughout the year. We have different activities such as respect week along with unified sports after school and it continues to grow each year. We have a program at Jefferson, Kawameeh, Burnet and now Union High School. What we are going to share with you today is our respect week video. I'm just the person who films it throughout the year. My kids have the image each year and they put it together and that is what we are sharing with you today. Video presented.

Ms. Pielech stated the students standing up here with me especially my 8th grade students – it has been an honor to be with them for the past three years. What you guys get to see there – we actually travel all over. We have been to Randolph High School, Paramus High School – you actually saw Loretta Clayborn in that video – she is the most famous special Olympic athlete ever and they filmed the 50th anniversary video for special Olympics and Burnet will be a part of that and it will be aired nationally in late summer.

Burnet will also be recognized nationally as a Unified Banner Champion School. It is all about the kids – they worked so hard.

Thank you not just to Mrs. Conti but all of special services, Mr. Seugling, Ms. Jenkins – their support for us – I can't thank them enough and Ms. Ionta, if we didn't have Ms. Ionta to help us with this and provide us the buses and the uniforms and the support that she has given us has been instrumental in getting us to where we are now. I am extremely proud of my students and hopefully we can continue to grow and do even bigger things here in the Township of Union.

Mr. Tatum stated Mrs. Pielech take a bow – you don't take enough credit. Mrs. Conti stated you are definitely amazing and I call Ms. Ionta our can-do person.

Now we are going to recognize the students and give out certificates. Mr. Nufrio stated teachers are always thought of being the most crucial, other than parents, that touch the lives of our children. It takes special people like you who touch the hearts of these kids. You are special. Thank you.

Mrs. Pielech announced the names of the students receiving certificates: Chantel Williams, Ernestine Sanchez, Ana Zeballo, Melanie Rodriguez, Shaniya Samuels, John Munoz, Joshua Oliveira, Natalie Aguiar, Torri Powell, Ian McGee, Joshua Smith, Wilbert Jones

Mr. Tatum stated I would like to thank all the students and parents that came out tonight to recognize those students that participated in the programs.

Student attendance – 93.5%; staff attendance 94.15%

District Recognition – Union High School Performing Arts Center has been nominated for twelve Rising Star Awards, more than any other school in the State. Our students will have the opportunity to perform on the Paper Mill playhouse stage to showcase their work on June 4, 2018.

UHS Rising Star Nominations:

- Best overall production
- Outstanding performance in a featured role - Marc Andrew Duvelson as Smee
- Outstanding performance in a featured role – Alyssa Carbonell as Tiger Lily
- Outstanding performance by a featured group – the Indians
- Outstanding performance by a featured group – the Lost Boys
- Outstanding performance by a Chorus
- Outstanding performance by an Orchestra
- Outstanding director-James Moser
- Outstanding musical direction – James Mosser and Laura Muller
- Outstanding Choreography – Jennifer Williams
- Outstanding scenic achievement – Kent Homchick
- Outstanding lighting achievement – Coby Chasman-Beck

We are always proud to receive those nominations because they do such a tremendous job here at Union High School.

Upcoming Events:

- Track and field day – May 17th
- Union High School Awards Ceremony – May 21st
- Relay for Life – June 2nd
- High school prom – June 7th
- High school graduation – June 22nd and projection graduation will begin right after the ceremony

A reminder there are also graduations coming up for the month of June for our kindergarten program and 5th grade moving up ceremony and will be posted on our District website.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. AFFIRM SUPERINTENDENT’S RESOLUTION OF HIB

Affirm the Superintendent’s resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period April 2, 2018 to April 30, 2018, in accordance with the information appended to the minutes.

E-2. APPROVAL OF 2018-2019 CALENDARS

Approval of the 2018-2019 calendars, in accordance with the information appended to the minutes.

E-3. APPROVE CHILD OF EMPLOYEE #9461 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #9461 to continue to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

E-4. APPROVE CHILD OF EMPLOYEES #9515 AND #10017 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employees #9515 and #10017 to continue to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

E-5. APPROVE CHILD OF EMPLOYEE #9259 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #9259 to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

E-6. APPROVE RESOLUTION/AGREEMENT FOR COORDINATED TRANSPORTATION SERVICES – UCESC

Approve resolution/agreement for coordinated transportation services for the 2018-2019 school year for special education transportation between the Township of Union Board of Education and the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-7. APPROVE DISTRICT PROFESSIONAL DEVELOPMENT PLAN

Approve District Professional Development Plan, in accordance with the information appended to the minutes.

E-8. APPROVE EDUCATION INC. – BEDSIDE INSTRUCTION

Approve teachers employed through Education Inc. to provide bedside instruction for District students on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$8,000.00 (Account #7693-11-150-100-320-01-19), in accordance with the information appended to the minutes.

E-9. APPROVE SILVERGATE PREP – BEDSIDE INSTRUCTION

Approve teachers employed through Silvergate Prep to provide bedside instruction for District students on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$8,000.000 (Account #7693-11-150-100-320-01-19), in accordance with the information appended to the minutes.

E-10. APPROVE CURRICULUM GUIDES

Approve the following curriculum guide(s), in accordance with the information appended to the minutes: (a) Advanced Placement European History – May 2018.

E-11. APPROVE ALL DAY PRE-SCHOOL PILOT PROGRAM

Approve all day pre-school pilot program in three elementary schools for the 2018-2019 school year (fees and locations to be determined).

E-12. APPROVE COURSE TITLE CHANGE

Approve course title change from “Computers” to “Computer Literacy Application and Programming” for grades K-8, in accordance with the information appended to the minutes.

E-13. APPROVE DISTRICT STUDENTS ATTENDING THE ARC KOHLER SCHOOL BE PROVIDED MEALS AT NO COST

Pursuant to N.J.A.C. 6A:23A-18.5, approve District students attending The Arc Kohler School be provided meals at no charge and in accordance with N.J.A.C. 6A:23-4.5(a)20 which authorizes The Arc Kohler School to include costs of meals provided with the annual tuition rate charged for the 2018-2019 Fiscal Year, in accordance with the information appended to the minutes.

E-14. APPROVE PROFESSIONAL DEVELOPMENT WORKSHOP SERIES – DISTRICT ADMINISTRATORS

Approve professional development workshop series in mindfulness, resilience, emotional intelligence and compassionate communication for District Administrators, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Williams stated E-14 – thank you very much to our Superintendent and Assistant Superintendents. Mr. Tatum and I had several conversations about mindfulness and the benefits that it can bring to the District and I'm really happy to see this on the agenda. Mr. Tatum stated there are some programs in effect right now so this is unifying what we have.

Mr. Nufrio stated NJPSA – they use to do some workshops and followed by District workshops so I'm assuming it is following that. I will check to see if they have additional workshops. Mr. Tatum stated we have a variety of workshops and topics and one that we have been dealing with is the emotional, social, learning piece. Mr. Nufrio stated get familiar with the topics but leave it up to the district to pinpoint the exact areas that they need.

Mrs. Regis-Darby stated E-11 – the all-day preschool pilot program. For the past 12 years I have been going back and forth to have this District to have an all-day pre-k program and a lot of the parents wanted to have this and I am so happy to finally see it for the 2018-2019 school year.

Mr. Nufrio asked do you have an idea on the location? Mr. Tatum stated I do have some ideas but it will not be revealed tonight.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mr. Arminio (E-6 only)

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER'S REPORT

That the Treasurer's Report dated April 30, 2018 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated April 30, 2018 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 April 30, 2018 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of April 30, 2018 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. *Agenda item approved at May 15, 2018 (pre-approve districtwide student field trips).*

F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE LIST OF 2017-2018 STATE CONTRACT VENDORS

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

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

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

School	Account/Department	Vendor/Description	Amount
Union High School	2077/UHSPAC	UHS Senior Awards – Senior Award Recipients – 3 @ \$350 each and 2 @ \$150 each	\$1,350.00

Union High School	2030/NAHS	UHS Senior Awards – Senior Award recipients – 1 @ \$400 and 2 @ \$100 each	\$1,000.00
Union High School	77/Theater	Audio Inc. – main audio rental for Peter Pan	\$8,044.34
Union High School	2012/Senior Prom	Eggstotic Events – senior prom décor	\$3,500.00 (not to exceed)
Union High School	2222/League of Extraordinary Women	To raise funds for end of year field trip	\$1,041.41
Union High School	2018/Senior Awards	Khalid Shahid Memorial – Student TBD	\$2,500.00
Union High School	2018/Senior Awards	Khalid Shahid Memorial – Student TBD	\$2,500.00
Union High School	2025/Counseling Dept	College Board – AP exams	\$22,000 (not to exceed)

F-10. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. REPORT RECEIPT OF RESPONSES TO RFP/RFQ

Report receipt of responses to Request for Proposals/Request for Qualifications for professional services as follows:

Professional Service	# of Responses	
Financial/Banking:	Three (3)	BCB Community Bank ConnectOne Valley National Bank
Casualty/Property/Worker’s Comp Insurance	Three (3)	Fairview Insurance Agency/Acrisure, LLC CBIZ Brown & Brown
Auditor	Three (3)	PKF O’Connor Davies Suplee Clooney & Company Nisivoccia LLP
Legal Services	Nine (9)	Cleary Giacobbe Alfieri Jacobs LLC Sciarrillo Cornell Merlino McKeever et al Inglesino Webster Wyciskala Taylor LLC Scarinci Hollenbeck Florio Perrucci Steinhardt & Cappelli LLC Weiner Law Group Schenck Price Smith & King LLP Capehart Scatchard Adams Gutierrez & Lattiboudere LLC
Healthcare	Five (5)	Fairview Insurance Agency/Acrisure, LLC Brown & Brown Doyle Alliance Group Centrics Benefits Consulting Willis Towers Watson

F-12. ACCEPT DONATIONS

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
PBC Bottling Group LLC	Union High School	\$471.39

F-13. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Pizza & Water Fundraiser	June 1, 2018	UHS/German Honor Society – raise funds for October 2018 fall field trip
Applebees Dine to Donate Fundraiser	May 17, 2018	UHS/National Spanish Honor Society – to raise funds for scholarships and event fundraising
Chipolte Dine to Donate Fundraiser	May 27, 2018	UHS/National Spanish Honor Society – to raise funds for scholarships and event fundraising
Shoprite Bagging Fundraiser	May 26 and 27, 2018	UHS/National Spanish Honor Society – to raise funds for scholarships and event fundraising

F-14. RESOLUTION TO WITHDRAWAL UNDESIGNATED FUND BALANCE

Approve resolution to withdrawal undesignated fund balance in the amount of \$350,000, for the purpose of increase in health benefits.

F-15. APPROVE TUITION RATES FOR THE 2018-2019 SCHOOL YEAR:

Approve the following tuition rates for the 2018-2019 school year:

Pre-School (half-day)	\$ 7,163.00
Kindergarten	\$14,326.00
Grades 1 through 5	\$15,321.00
Grades 6 through 8	\$15,565.00
Grades 9 through 12	\$16,131.00
Cog-Mod	\$23,970.00
LLD	\$18,167.00
M.D.	\$27,020.00
B.D.	\$23,503.00
Autism	\$30,365.00
Part-time Pre-School Handicapped	\$12,518.00
Full-time Pre-School Handicapped	\$35,592.00

F-16. APPROVE INCREASE TO P.O. #18-01234 – CEREBRAL PALSY OF NJ

Approve increase to P.O. #18-01234 with Cerebral Palsy of New Jersey to provide augmentative and assistive technology evaluation services for the 2017-2018 school year by \$3,980.00 to meet District needs, in accordance with the information appended to the minutes.

F-17. APPROVE DR. ISABEL CAROTENUTO – NEURODEVELOPMENTAL EVALUATIONS

Approve Dr. Isabel Carotenuto to provide neurodevelopmental evaluations at the rate of \$450.00 per evaluation not to exceed \$9,000 for the 2018-2019 school year (Account #11-00-219-320-01-19), in accordance with the information appended to the minutes.

F-18. APPROVE INROADS TO OPPORTUNITIES OF NJ – VOCATIONAL ASSESSMENTS

Approve Inroads to Opportunities of New Jersey for individual vocational assessments at the rate of \$600.00, not to exceed \$1,200 for the 2018-2019 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-19. APPROVE SUMMIT SPEECH – VARIOUS EVALUATIONS

Approve Summit Speech to provide acoustic evaluations at the rate of \$450.00 for grades K-5, \$600.00 for grades 6-12; audiological evaluations at the rate of \$325.00 (CPT code 92557) and Tympanometry at the rate of \$75.00 (CPT code 92567); a more extensive evaluation of added benefit will be billed at \$400.00 (CPT code 92626), staff training at a rate of \$200.00 per hour, not to exceed \$3,000.00 for the 2018-2019 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-20. APPROVE JERSEY BEHAVIORAL CARE LLC – MENTAL HEALTH SCREENING

Approve Jersey Behavioral Care LLC to provide mental health screening at the rate of \$120.00 per evaluation not to exceed \$7,920.00 for the 2018-2019 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-21. APPROVE ASSISTIVE TEK – ASSISTIVE TECHNOLOGY

Approve Assistive Tek to provide assistive technology as follows: (a) evaluations at the rate of \$1,100.00; (b) consulting at the rate of \$200 per hour (2 hr. minimum); (c) training \$1,500 full day/\$750.00 half-day; not to exceed \$3,700 for the 2018-2019 school year (Accounts #11-000-219-320-01-19 and 11-000-219-320-02-19).

F-22. APPROVE CEREBRAL PALSY OF NORTH JERSEY – VARIOUS EVALUATIONS

Approve The Cerebral Palsy of North Jersey to provide assistive technology and/or augmentative and alternative communication evaluations at the rate of \$995.00 per evaluation and combined assessment of assistive technology and augmentative and alternative communication at \$1,500 per evaluation and communication training at \$200.00 per hour for the 2018-2019 school year, not to exceed \$5,480.00 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-23. APPROVE MARILYN KUBICHEK, MD, FAAP – NEUROLOGICAL EVALUATIONS

Approve Marilyn Kubichek, MD, FAAP to provide neurological evaluations at the rate of \$575.00 per evaluation for the 2018-2019 school year, not to exceed \$21,850.00 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-24. APPROVE ACES – DEAF AND HARD OF HEARING EVALUATIONS

Approve Assessments Counseling and Education Services (ACES) to provide deaf and hard of hearing evaluations at the rate of \$900.00 and assistive technology evaluations at the rate of \$1,200.00, not to exceed \$6,600.00 for the 2018-2019 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-25. APPROVE FIRST CHILDREN – BCBA CONSULTATION and ABA THERAPIST

Approve First Children for BCBA consultation to District student and staff at the rate of \$100.00 per hour and ABA therapist at the rate of \$45.00 per hour, not to exceed \$205,000 for the 2018-2019 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-26. APPROVE FAMILY CENTER AT MONTCLAIR – MENTAL HEALTH SCREENING – PSYCHIATRIC EVALUATION

Approve The Family Center at Montclair for mental health screening at the rate of \$100.00 per screening and \$600.00 for a psychiatric evaluation not to exceed \$7,000.00 for the 2018-2019 school year.

F-27. APPROVE MAXIM HEALTHCARE SERVICES – NURSING SERVICES

Approve Maxim Healthcare Services Inc. to provide nursing services at the rate of \$46.35 for RN and \$39.14 for LPN, not to exceed \$60,000.00 for the 2018-2019 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-28. APPROVE INLINGUA – TRANSLATION AND INTERPRETATION SERVICES

Approve Inlingua to provide translation and interpretation services for the 2018-2019 school year, not to exceed \$3,000.00 (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-29. APPROVE ATC – NURSING SERVICES

Approve Around the Clock Healthcare Services Inc. (ATC) to provide nursing services at the rate of \$60.00 for RN and \$42.77 for LPN, not to exceed \$360,000.00 for the 2018-2019 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-30. APPROVE CROSS COUNTY CLINICAL AND EDUCATIONAL SERVICES – BILINGUAL EVALUATIONS

Approve Cross County Clinical and Educational Services to provide bilingual evaluations at the rate of \$850.00, not to exceed \$21,250.00 for the 2018-2019 school year (Account #11-000-219-320-01-19).

F-31. APPROVE MORRIS UNION JOINTURE COMMISSION

Approve Morris Union Jointure Commission to provide: (a) physical therapy - \$210/hr., (b) occupational therapy - \$190/hr., (c) speech therapy - \$220/hr., (d) personal aides for ESY - \$10,635.00 each, and (e) personal aides – 10 months - \$70,900.00.

F-32. APPROVE MARK FABER, MD – PSYCHIATRIC EVALUATIONS

Approve Mark Farber, MD to provide psychiatric evaluations at the rate of \$550.00 per evaluation for the 2018-2019 school year, not to exceed \$11,000.00 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-33. APPROVE PHOENIX ADVISORS

Approve renewing agreement with Phoenix Advisors to manage secondary market disclosure obligations for continued compliance with disclosure requirements for the 2018-2019 school year, in accordance with the information appended to the minutes.

F-34. APPROVE UNITED THERAPY SOLUTIONS – OCCUPATIONAL-PHYSICAL THERAPY

Approve United Therapy Solutions, Inc., formerly Tiny Tots Therapy for occupational and physical therapy at the rate of \$65.00 per half hour, not to exceed \$6,000.00, for the 2018-2019 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-35. APPROVE RENEWAL WITH SCHOOLBOARDNET SERVICES – PAPERLESS AGENDA

Approve the renewal with Schoolboardnet Services for the paperless agenda at the annual rate of \$1,888 (no increase from last year), in accordance with the information appended to the minutes.

F-36. APPROVE EPIC HEALTH SERVICES – NURSING SERVICES

Approve Epic Health Services Inc., to provide nursing services, at the rate of \$50.00 for RN and \$40.00 for LPN, as well as provide nursing transportation services at the rate of \$115 per trip, not to exceed \$190,000 for the 2018-2019 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-37. For informational purposes only – vote not required. List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

F-38. APPROVE REVISED APPLICATION AND CERTIFICATE FOR PAYMENT – C. DOUGHERTY CO. INC.

Approve revised Application and Certificate for Payment #2 from C. Dougherty Co. Inc. for the UHS Media Center HVAC Upgrade, in the amount of \$52,725.00, in accordance with the conditions and the information appended to the minutes.

DISCUSSION:

Dr. Francis stated F-16 to F-32 and F-34 to F-36, I know Mr. Monge stated we should hold off on these because of his concern on the actual dollar amounts. We wanted to know if these numbers can be changed or are they locked in place.

Mr. Tatum stated I will defer to Mr. Griggs. Mr. Griggs asked what do you mean, the total amount? They may or may not be. As I mentioned at the last meeting, these resolutions simply provide authorization to spend the money. The money has not been spent yet. If they are

not adequate, then whoever is requesting the funds would need to come back to the Board for approval.

Dr. Francis asked but the moneys that are there, can they be moved or transferred out of those lines? Mr. Griggs stated you are asking whether money which has been budgeted to a certain budget account, can that be transferred to another account? Dr. Francis stated yes. Mr. Griggs stated that can't be done without the approval of the Board of Education and as I understand it there is going to be strong due diligence to make sure where the money is budgeted, it does not get transferred to another account. In order for it to be transferred, the Board will have to approve it and go through the Superintendent also.

Mr. Nufrio stated the Personnel Committee met with Mr. Tatum and Mr. Benaquista earlier and what Mr. Griggs is referring to is something that the Board should consider for discussions so as to prevent in the future what has occurred in the past and caused some of the deficit that we have had to confront with. I suggested to Mr. Tatum and the committee, and may as well disclose it now, in the future, money that is appropriated for special services should not be in any way transferred to other needs throughout the year because the needs change and this results at the end of the year with a shortage. Even if you appropriate a million dollars and that is just a number, it doesn't mean that all of the services that we have to provide for our special needs programs is going to be satisfied by a million dollars. The unfortunate thing is nit-picking at these resolutions is what I perceive to be micromanaging. The Board is not to do that; that is specified in our mandates. We simply approve or not approve the resolutions. We are not here to nit-pick as to whether a doctor gets paid \$10 or \$15. That is why the special services department has their director, their supervisors – we pay them salaries to do the proper vetting of the individuals that they are going to bring to the Board and recommend to the Board for services. Had I been there last week for the first hour, I would have said the same thing. It is becoming a repetitious act and it is an act that is very borderline micromanaging.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (F-8-Vendor 85992 only)

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson stated O-2 – we did receive the contract and I want to ask Mr. Griggs to explain to the Board if there were any changes or were there any addendums. Mr. Griggs stated in 2014 you received the original contract and as I mentioned last week, this is a typical food service agreement and pretty much controlled by the State of New Jersey in terms of forms, increases and things of that nature. The original contract was by a Request for Proposal back in 2014-15. The contract is renewed annually; it cannot go beyond five years. There is a lot of due diligence and oversight by the State.

The resolution on the agenda is to approve it one more year with the same controls I'm talking about. As an aside, with this contract, there is a guarantee that there is no cost to the Board of Education to run the food service program; but also any surplus funds that may be acquired in the food service account can only be spent on food service – for example equipment.

It cannot be used in your general operating budget. It is controlled by the State of New Jersey. This is overseen by the Department of Agriculture. The increase you see here for this year is what is prescribed in the original contract. My recommendation at this late time, I don't know if you use their service in the summer, I would recommend that you renew the renewal for one final year and the Board goes back out for proposals in March-May 2019 – which would give you adequate time for proposals to come in. You will probably get two or three – there are only so many companies that can handle districts this big. It will also give you the opportunity to talk to them about their proposals. It is not something that you can bargain. I don't know where you save the money. Some will say you can impact the costs to the students. The normal practice with any school board is trying to balance with what the costs is and keep on the quality of food – that is not unusual complaint in the various districts that we have. I would strongly recommend that any concerns be addressed to the district representative for the food service company. Going back to this agreement, I would recommend you approve it. It is too late in the game and the increase is prescribed by the original contract.

Mrs. Richardson asked so the additional cost wouldn't go to the school district, it goes to the student? Mr. Griggs stated it goes to the overall program – commodities for the State of New Jersey, the revenues from the parents/students and they show their expenses too. Mr. Brennan stated Mr. Vieira and I had a meeting with Deb Smith of Aramark, the regional manager. We did bring your concerns to her and she would like to meet with the Board at the next Board meeting in June. She will address any concerns that the Board has. Mrs. Richardson stated we were hearing from parents about the service and we want to do what is right for the district.

Mr. Nufrio stated it's really the quality, not the amounts or prices. It is regulated by the State. It would be hard to find a food service that is going to undercut what they charge another district. Mr. Brennan stated this is regulated by the State and it can only increase so much. Mr. Nufrio stated what we as a Board can expect from our Central Office staff is that you are doing the very best to ensure that our kids are getting quality food and delivery. Mr. Brennan stated absolutely and that is what the food service department, Aramark, is required to do by statute/law. Mr. Nufrio stated this isn't a plug for Aramark, it can be any company; they still would have to bring the right quality to our students so that our students don't go home and tell their parents their sandwich was stale. This is where we come in and just expect the highest quality. We are not here to nit-pick about whether we can save a nickel – that is the job of Central Office – the Business Administrator and his staff. Yes can we raise our standards or expect them to raise their standards – absolutely.

Mrs. Richardson stated I don't want to be misunderstood – I wasn't looking for a lower price, I just wanted to reiterate what he had said. Mr. Nufrio stated that was the intent and not from you specifically. When I came into the meeting late last week, all I heard was can we find another organization with better pricing? First you have to understand on how this all works before you comment on it. I wasn't going to get into a debate but things must change even with this Board going forward.

Moved by Mrs. Richardson, seconded by Mrs. Higgins, that the following resolutions be adopted:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-2. APPROVE RENEWAL OF CONTRACT WITH ARAMARK

Approve proposal for renewal of Board's contract with Aramark and lunch prices for the school year 2018-2019: The Board of Education finds that ARAMARK services are being performed in an effective and efficient manner. The price increase does not exceed the Index Rate and the other terms and conditions of the contract shall remain substantially the same. This information is in accordance with the information appended to the minutes: (1) one hundred seventy-five (175) service days for all schools and staff; (2) current enrollment is 7,331 students for the 2018-2019 school year; (3) there is no change in state or federal reimbursements; (4) continued availability of government food commodities at the same quantity, quality and variety as for 2018-2019; (5) there is a \$0.10 price increase for paid breakfasts and \$0.10 for paid lunches at all grade levels. This increase is in line with the guidance issued by the Department of Education; (6) increases in food costs average 3% due to current market trends, increase in dairy products and decreased availability of government commodities rebate and processing programs; (7) increase of 3% (average) in payroll costs to keep in step with the competitive labor market and the local prevailing wage scales in the food service industry; (8) increase in ARAMARK's administrative (\$0.1443) and management (\$0.0553) fees due to CPI being 3.0%; (9) to recommend to the Board of Education of the Township of Union School District to reappoint ARAMARK for the food service management for the 2018-2019 school year as permitted by law; (10) an unlimited guaranteed return of \$252,413 as per section 16F, in accordance with the information appended to the minutes.

O-3. Agenda item approved at May 8, 2018 worksession (request from Township to use Jefferson School).

O-4. APPROVE REQUEST TO USE JEFFERSON SCHOOL

Approve request from Concerned Citizens of Vauxhall & Vicinity Civic Association requesting the use of Jefferson School to hold a Job Fair on June 2, 2018 from 9 a.m. to 1 p.m. to be conditioned upon the payment of any fees and the provision of a certificate of insurance as required by Board policy, in accordance with the information appended to the minutes.

O-5. REQUEST TO USE UNION HIGH SCHOOL FACILITY SITE

Approve request from Union Township Chamber of Commerce requesting use of the Union High School facility site for the Chamber's 8th Annual Mayor's Day 5K Run, September 23, 2018, to be conditioned upon the payment of any fees and the provision of a certificate of insurance as required by Board policy, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated I understand that there is a State regulation in terms of pricing so there will be an increase in the 18-19 school year? Are the services being performed in an effective and efficient manner? Have we ever done a survey with the students to confer that the

services are efficient and effective? Mr. Tatum stated to my knowledge I don't think a survey has been done. Last week at the worksession we talked about that being part of the vetting process. I know in previous years there have been some concerns and there were corrections that had taken place. We spoke last week about a plan moving forward - surveys for parents. Of course, the group that meets the best quality of service we need for our students.

Mr. Brennan stated I brought up to Deb Smith that the Board wants a survey done, preferably by the administration, however, the company itself has done their own survey and they would like to share those results at the June meeting as well.

Mrs. Regis-Darby stated I understand the State regulations but some of those increases are going to be passed onto the students. Mr. Brennan stated I believe the increase is ten cents. Mr. Nufrio asked is the ten cents in its entirety be passed on or can the district absorb some of that? Mr. Griggs stated I'm not sure but there is a guaranteed return of about \$252,000. It would seem to me that guaranteed return can be discussed relative to food service prices. Probably what would be helpful to the Board is to see a list of the food service prices and what they are going to be next year. It should be looked at from the committee level. I don't think your Board approves the food service prices. Some districts do and some don't.

Mr. Arminio stated O-4 and O-5 – we have to be careful as a Board about making sure that these organizations, not just these two, but going through the whole year when different organizations use our facilities. When it says be conditioned upon payment of any fees and the provision of a Certificate of Insurance, which I agree with 100% as required by Board policy. We have to be careful that our Board policy says one thing but a lot of these organizations do things in a charitable way and we can require they pay a fee, but the rental fee can be waived and I just want to make sure that we know that an organization that is doing something charitable, who is going to ascertain the waiving of a fee as a rental, I'm not talking about custodians or security which would cost us dollars, but the rental of a building is found money and if it a charitable event, a portion of the money goes directly to an individual in Town as a charity to help them defray costs. It would be less money going to them if they had to pay a rental of the football field. I'm not saying not to charge them the fees that need to be charged but we have to be careful of who is going to do the waiving of the fees and who gets to pick and choose when the fee should or shouldn't be waived.

Mr. Nufrio stated we touched on that last week and my opinion is that is what we pay our Central Office to do – that falls under your domain Mr. Brennan. Is there a category of charitable organizations that are acknowledged as so and as such then it would be an easier process and we can say that is a charitable organization and we can do a waiver. Ultimately the Board gets to say yes or no. You can vote no if you don't agree. If it is coming down from the guy who is supposed to be reviewing and assessing the requests, are we becoming also the purveyors of that because we don't get paid as it is and I certainly don't want an extra job. Mr. Brennan stated that would fall under my office and also the facilities department which has been currently handling it at this point. We can get together and make that determination and keep the Superintendent in the loop. Mr. Nufrio stated and ultimately the Superintendent makes the recommendation.

Mrs. Richardson asked do you think it would be more efficient to have a policy. Mr. Arminio stated we do have that and we have a list of the rates. Mr. Nufrio stated this district can actually get a list that is constructed and actually acknowledges and recognizes the organizations that are legitimate in the sense that they are charitable and that should be an easy task. The Board has in the past as other Boards, they do waivers, depending on the circumstance.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: Dr. Francis (O-2 only), Mrs. Regis-Darby (O-2 only)

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Marshall, Gary	Custodian	BMS	5/2/18	Resignation	
Day, Isis	Café Aide	Wash	5/18/18	Resignation	
Jordan, Brandi	Paraprofessional	Jeff	5/14/18	Resignation	Last working day 5/11/18

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. (May include Substituting history)</u>	<u>Attendance to BOE meeting</u>
Murphy, John	Teacher of English	KMS	7/1/18	Retirement	1/1/1980	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Leave of Absence

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Bogner, John	Teacher of Special Education	HC	Extension - Return 6/1/18	Unpaid NON FMLA Medical Leave	FMLA requirements not met. Org. leave began 11/14/17. 6/1/18 is a tentative return.
Glenn, Melissa	First Grade Teacher	HC	9/3/2018- Return 1/3/2019	Paid Maternity and Unpaid FMLA/NJFLA Concurrently	FMLA/NJFLA not to exceed 12 weeks.
Glaser, Joanna	First Grade Teacher	Wash	9/4/2018- 10/12/2018	Unpaid Maternity FMLA/NJFLA (Concurrently)	FMLA/NJFLA not to exceed 12 weeks.
Ricciardi, Dianna	Elementary Teacher	BH	Extension Return 9/1/2019	Unpaid Non FMLA	FMLA time exhausted. Original leave began 3/20/2017.
Rosa, Lisa	Teacher of Special Education	BH	Extension Return 9/4/18	Con't Paid Maternity Leave and Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA not to exceed 12 weeks.
Shaw, Heather	10 Month Secretary	UHS	4/24/18- 6/15/18	Paid Medical Leave	
Weber, Patricia	Grade 3 Teacher	Frank	Extension through 6/30/18	Unpaid FMLA Leave	FMLA not to exceed 12 weeks. Original leave began 3/26/18.
Vega, Cesar	Health and Physical Education Teacher	UHS	6/1/18- 6/30/18	Unpaid Paternity FMLA/NJFLA (Concurrently)	Updated to reflect 6/1/18.
Busch, Margaret	Paraprofessional	HC	5/3/18- 6/15/18	Paid Medical Leave	Return date is tentative.

George, Kristy	Special Education Teacher	UHS	4/30/18-6/22/18	Paid Medical and Unpaid FMLA	
George, Sheren	Paraprofessional	BMS	4/23/18-5/18/18	Unpaid FMLA	
Rosa, Lisa	Teacher of Special Education	BH	Extension Return 9/4/18 (start of school year)	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	Org. Date began 3/6/18.
Petras, Larry	Elementary Teacher	KMS	3/26/18-5/31/18	Paid Medical Leave	Tentative Return of 6/1/18.
Sobreiro, Gabrielle	Teacher of English	UHS	9/1/18-10/15/18	Unpaid Maternity FMLA/NJFLA (Concurrently)	
Walker, Jeannette	Teacher of Special Education	BH	Extension Return 5/16/18 Followed by Intermittent Leave	Unpaid FMLA leave through 5/15/18. Followed by Unpaid Intermittent FMLA	Total FMLA entitlement not to exceed 12 weeks.

P-5. APPROVE REAPPOINTMENT OF DEBRA CYBURT – TREASURER OF MONIES
 Approve the reappointment of Debra Cyburt as Treasurer of School Moneys for the 2018-2019 school year at an annual salary of \$4,700.

P-6. APPROVE AFFIRMATIVE ACTION OFFICER – AWARDING CONTRACTS
 Approve reappointment of Gregory E. Brennan as Affirmative Action Officer for awarding contracts for the 2018-2019 school year under P.L. 1975, c. 127, at no cost to the District.

P-7. APPROVE REAPPOINTMENT OF CUSTODIAN OF RECORDS - BRENNAN
 Approve the reappointment of Gregory E. Brennan as Custodian of School Records for the 2018-2019 school year, at no cost to the District.

P-8. APPROVE RESIDENCY INVESTIGATORS – SUMMER 2018
 Approve residency investigators to work during summer 2018, as needed, as follows:

Residency Investigator	
Maria Schmidtberg	50 hours not to exceed 70 hours for July and August (\$25/hr)

Thomas Sheridan	25 hours not to exceed 50 hours for July and August (\$20/hr)
John Matos	25 hours not to exceed 50 hours for July and August (\$22/hr)
Dan Hodge	25 hours not to exceed 50 hours for July and August (\$15/hr)

P-9. APPROVE ATTENDANCE AT MEETINGS AT MUJC

Approve Kim Conti, Director of Special Services, Joseph Seugling, Supervisor of Special Services, Latesha Jenkins, Supervisor of Special Services attendance at meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2018-2019 school year.

P-10. APPROVE ATTENDANCE AT AUTISM SYMPOSIUM AT MUJC

Approve Dr. Brian Kaufman, school psychologist, to attend Autism Symposium meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2018-2019 school year.

P-11. APPROVE ATTENDANCE AT TRAUMATIC LOSS COALITION MEETINGS AT MUJC

Approve Dr. Brian Kaufman, school psychologist and Dutesche Aine, school social worker attendance at monthly Traumatic Loss Coalition meetings and meetings at the Morris Union Jointure Commission, at no cost to the District, for the 2018-2019 school year.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mrs. Richardson stated I gave Mr. Griggs some policies. Mr. Griggs stated I gave you a summary of the policies. I need to talk to Mr. Brennan because the policies are moving to the Business Office in terms of preparation. Mr. Nufrio stated perhaps at the next worksession we can have something.

RESIDENCY COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolution be adopted:

R-1. APPROVE LIST OF STUDENTS TO COMPLETE 2017-2018 SCHOOL YEAR

Approve three (3) students who will be allowed to complete the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated Ms Hall and the IT Department are having a parent workshop on internet safety on May 24th. It will cover cyberbullying and social media. It will be streaming live so parents at home will be able to watch it as well.

The IT Department as well as Mr. Benaquista are going to formulate a strategy for overall school security initiative.

Mrs. Regis-Darby asked where are we now on becoming future ready and what progress have we made so far. Mr. Tatum stated Mrs. Moses, who is not here tonight, would have more information on that. They continue to move forward and have had several meeting with Mr. Wojcik.

APPROVAL OF BILLS:

Moved by Mrs. Richardson, seconded by Mrs. Williams, 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, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (Vendor #49500 only)

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated the baseball team and track team have been doing very well. Last year I attended a poetry slam at Union High School. It was the first time it was combined with Kawameeh, Burnet and the high school. It was wonderful to hear the students' original poetry. There is one student who is represented by all the beautiful poetry read that night – J'Neil Hill and I would like to invite him to the next public meeting in June to read the poem. Mr. Tatum stated certainly there is a welcome invitation and we will have him on the agenda for next month.

June 23rd there will be a ceremony at Jefferson School for Dr. Ted Jacobowski – dedicate an auditorium in his honor for all the years of his service to our District.

Relay for Life – June 2, 2018 – our Board team is a little over half way to our goal. Hopefully we will make our goal before June 2nd.

John Murphy taught at the high school for years and then he moved over to Kawameeh and we are certainly going to miss his creativity and the students just love Mr. Murphy. We are certainly going to miss him here in Union. Good luck and enjoy your retirement.

Our two Assistant Superintendents and the President of the Education Foundation are going to be honored by the Rotary Club on June 6th for their contributions to education in Union – so congratulations to you.

Mrs. Higgins stated on May 24th the high school has their string concert. Also the high school theater students every year they put on their own play and do everything themselves – the choreography, the lighting – this year it is Avenue Q – June 17th.

Dr. Francis stated I would like to congratulate the high school student, Paulina Markowski and Union High School history teacher Nicholas Feroni for winning the nationwide sock design contest. The organization using special socks design to partner with charities to raise awareness for issues including autism, cancer and more recently gun violence. Paulina and Nicholas were the winners for 2018 – I just want to congratulate them both. Mr. Nufrio stated the Suburban had that on the front page.

Mrs. Regis-Darby stated I just wanted to give a big shout out to the 6:15 bus supervisor from transportation who not only looked not once, not twice but three times to find a wallet that was lost on Friday when the track team went on a bus for a track meet and at 6:15 a.m. he was on that bus looking for that wallet.

Mr. Nufrio stated I know this day was two days ago – to all the wonderful mother's out there I hope you had a wonderful day and you deserve it and I hope you enjoyed the entire day and the rest of the year as well.

NEW BUSINESS:

None

COMMENTS FROM THE PUBLIC:

Women in audience stated today I stand before you as a concerned mother of three boys that currently attend the public schools. Two hundred notices of non-renewals have been sent to non-tenured school personnel is extremely overwhelming. The thought of my boys' education experience being hindered by these anticipated layoff is incredulous. I urge you to continue to work on resolutions to address our budget deficit that does not involve any school personnel layoff. Teachers are those special people that light that fire; that raise our children's expectations for themselves and never give up on them no matter how challenging the situation might be. All here tonight at some point were touched by those teachers. As a public school teacher myself of the Jersey City School District, we too recently faced a deficit. Our Board members, mayor and community involvement were able to resolve our deficit without absolutely no layoffs. I urge you tonight to do the same. Every teacher matters.

Laura Detjen stated I was at the budget meeting and watching the presentation regarding the budget and the first thing was technology was going to be maintained. The slide shows went

on to talk about the programs that we are going to be continuing. I was disappointed that World Language wasn't listed on there. I know that World Language is mandated but when I asked about it perhaps since enrollment was down in German and French, perhaps they would be eliminated at the middle school level and that disappointed me.

I'm fine with teaching whatever you ask me to teach. I have given my life to this District and seven years ago when the block scheduling came in, it was the World Language teachers and certain electives were moved to the high school and electives were decreased – World Language was the only elective however that was devalued in the sense that we lost our rooms. Every other elective area has its own room. At that time we also lost one elective in middle school.

I am not proposing changing AP schedules for English or math or one elective be valued over another but the fact that French and German are down is not due to lack of interest or lack of enrollment and some of the people of the Board and administration might not realize it but I need to clarify that World Language was forced to decrease, not as a result of interest, because the block schedule came in and students were forced in 8th grade to choose one elective which to me is very sad. In the 7th grade level it is only Spanish. You can no longer play an instrument and take a language and get on that AP advance track and that is fine if you need to cut. I would just like a clarification – it adds insult to injury when you say that enrollment is down. It is not due to lack of interest, it was forced upon us. Thank you for your time. I will be the first the first to volunteer as a World Language coach. The kids are still interested in it and I think they deserve more choices. Mr. Nufrio stated the term World Language coach I'm not familiar with that. Ms. Detjen stated not every district has them but they are in districts that value World Languages in a global world to promote choices in more than one language and a supervisor's assistant perhaps within that domain. I believe some are teaching World Languages.

Mr. Tatum stated we are not going to come out and tell you what is going to be cut because it is under study as we speak right now. Let me comment on the letters that have gone out on non-renewals. Despite the fact there is a feel out there we are eliminating 200 positions, it is certainly not what we are doing. I made it clear on more than one occasion that the number that was originally presented to us was over 149 positions – we can certainly not survive without that personnel. When we talk about those notices that have gone out, it is standard practice in most school districts. It is a safety net because there are legal requirements and by today, May 15th people are notified but it doesn't necessarily mean that everyone is eliminated. I wanted to thank those who wrote in the paper last week because they captured what we were trying to say – they quoted both myself and Mr. Benaquista – that the idea is to call people back and we continue to scrape the budget and comb different areas and try to find as many resources to maintain the programs that we currently have. In terms of the World Language piece, you are talking about a program based upon the current schedule. One of the things again is we are revamping those schedules and maybe it will change the interest of the World Language program but at the same time, we can't make that assessment until the schedules are changed and we are at the phase where everything is under study and everyone will be notified at the appropriate time so that they will know what positions we are able to maintain and what will be eliminated. Because of the tenure and non-tenure regulations, all tenured teachers have to be placed in positions first. Once they are all placed, then we will start to work on the non-tenured call back list.

Let me address another issue – we have been back and forth with our paraprofessionals and we have heard a lot about losing our paraprofessionals and the fact of the matter is one of our top priorities that we have is to maintain those paraprofessionals because they are IEP based and they are mandated by the State of New Jersey so that is one area that we are working hard at to ensure that we have the appropriate personnel to meet the needs of the special needs population. I think sometimes information goes out and unfortunately it is more speculation and we are looking at all those positions and I can tell you and I have said this to the Board of Education – we don't want to lose anybody. I did a quick study and I shared it with the Personnel Committee tonight on our State funding – about money that was lost many years ago and budgeting practices that we have undertaken to maintain our programs. Our increases continue and needs of our children. Five phone calls came into my office – I personally spoke to incoming parents from New York City and other areas of New Jersey and all are with special needs so that is a growing population. We are going to do our very best to maintain as much of our programs for our students.

Mrs. Detjen stated regarding special education – the exploratory World Languages are wonderful for the entire population – we teach the entire class and we don't have a special education teacher teaching with us. Some of the very special need students do have an assistant from time to time and a lot of times I have gone to IEP meetings and I am the only regular ed teacher of that special needs student who has an exploratory cycle. It is new to them and some have never had before and most of the time I think they enjoy it.

Chasity Santana stated unfortunately I was not able to make the budget meeting but the first thing I want to say is that I feel our special services department got a huge backlash from what I heard. One of the things that I do want to point out with special services, I have seven children and unfortunately it took me a very long time to understand and know what it is to be on this special services bandwagon – my first six children are general ed. I was very ignorant and arrogant – then my seventh child came aboard and I came into this special education world and at first what I noticed it is sometimes like a scarlet letter. What I tend to do and I wouldn't break anybody's confidentiality but I take all the skeletons out of my closet and I scream transparency. Yes I have a child who has an IEP and then I found out one of my children is a diabetic and he has a 504. In one year it was a double punch. What we must understand is that we don't put our children in the attic, the basement, the corner – what we do is give them their right to service them. A child with an IEP can be everyone's child and it is everyone's child. You never know who you will have – a child, a grandchild, a nephew or somebody – who is touched with somebody who needs special services and has an IEP. IEP's are not given out like free sheets. I don't know the last time anybody was at an IEP meeting, but we have to qualify for these services. It is very difficult.

Unfortunately it is not very difficult to get an IEP when you need it. It is very easy. What we hope is that our children don't need IEP's. What I'm talking about – let me reel it back in – it's money and it is budgeted. From what I have seen the statistics show that our community, our children that need special services, it is only getting bigger. That means we are going to need more money – we will have to learn or do what we have to do to accommodate all our children with IEPs. As far as Ms. Conti as Director of Special Services, trust me she says

“no” a lot. For the services that we need, we have to have the money for it. I don’t know where to tell you to get it from. I can’t tell you that it is at the local level, but if I have to go local, county, state level – if I have to go to the planetary galaxy, we need this money for our children. My son has a one-on-one and she came up to me and said I got this letter and all I can tell her as I tell every single parent that came to me, fight – you have to fight for what you need and we will continue to fight and I will fight for her because my child needs her. Where do we go from here? Our children – the population is getting bigger and larger and we have to come together as a community and learn to know that our general ed needs and our special ed needs are under one umbrella and the way the money is dished out, it has to satisfy everyone.

My other concern is – my home school is the Washington School – I have noticed that our teacher assistants at the kindergarten level – I was doing the research as far as all of our elementary schools and I’m not saying that I want any cuts in any building but I’m talking specifically about Washington – for what I know they are constructing new apartments at Merck and some will be going into Washington School, an overcrowded elementary school, and you are taking away our kindergarten teacher’s aides so now you are going to have one general ed teacher in a room with 20-21 5-year olds. I am screaming; I don’t know how that is conducive to proper education at the kindergarten level. In all kindergarten’s our assistants need to remain, especially in Washington because the children are going to come to school. If you continuously construct, you have to enforce our education and enforce it properly because you are going to have overwhelmed teachers and that is not what anyone wants.

Mr. Nufrio stated what you pointed out is an enormous issue and we as a Board look to our Central Office to find the fix and that is why I recommended earlier that you can begin with making the appropriated funds for special services, make them untouchable – so if you start with a million, you still have a million at some point at the end of the year and you may need to add to that. Unfortunately past practices in many districts, the line item transfers, that is usually one area that they take a little bit and put it over here and when you go to take it back, you have a problem. Making those funds untouchable I think is a good way to start and I know Mr. Tatum truly favors that and I hope we implement that in the District.

Natalie stated O-2 – you talked about the school lunch and I will give you the reality of it from a student perspective. The school lunch, we don’t complain about the price, we complain about the quality and the quantity of the food – does not meet the price. You say you don’t want us to go home and say our food is stale, but it is. I got food today and it was not that good and I had to throw it away. The juice we get is half the glass you have for water and most of it is filled with ice.

Elsie Mackie stated Mrs. Santana really took my ideas. At last week’s worksession meeting, I just want to apologize if I came across as though you didn’t care about special services. Often I get very passionate and that wasn’t the intent. We all work together really hard to be awareness to special education and to the parent to be a resource. We have a great relationship with special education. What I was trying to relate to all of you was special services took a beating at the budget meeting and what I mean is you have to be in a role of parent, a paraprofessional and a teacher to hear the words being tossed around that special services – the perception was we are responsible for the fiscal rules that you have and that is not the case; that

is what you have to work on. There is a responsibility to each of you to communicate with the community because people that don't understand, they are ignorant to the cause of special education and you won't get it unless you live it or work in mental health, in special education – is the only way to truly understand what we deal with on a daily basis. When people hear that special education is the reason why we have all these issues and teachers are getting laid off, immediately what we were faced with was “why are we spending money on these kids – what do they have to offer society”. Watching Project Unify – my child makes a difference. They are productive members of society because of everything we do collectively to make it happen. What I'm asking is – we have teachers that are afraid, we have parents that are paranoid, I'm nervous because my child's aid is in here. I ask you to be mindful when you are explaining to the community because they don't understand if they don't live it. Explain it – mandates, how the funding happens, what is the rationale behind it, no our tax money is not being wasted because our children do make a difference in this society. No parent like myself goes pregnant for 8 months, feet swollen, tired, to give birth to a child with a disability. When it happens, you become a fighter and push forward. You are the gatekeepers of our kids. Communication is key and communicate effectively. We work so hard to be open and to sit here and talk about being a mother of a special need – you want more parents to do that because we have a community that just sees dollars.

Tom Kemps stated my daughter took French this year and it was one of her favorite classes so I think it would be truly ashamed to get rid of French, German – she is an excellent teacher. It is nice to expose the kids to those things that may not get a chance to be exposed to. My son goes to Magnet and they only get Spanish. It is nice that the kids in Union get a little more.

I would like to congratulate the varsity baseball team for making it to the semifinals of the County tournament. They did a great job. There was a couple hundred people there and it was nice to see everyone out supporting them.

Our softball team, last place – Benedictine – it is a shame, it is not fair to our girls. Our girls are not getting the opportunity to thrive and succeed. They are not being given a fair chance. How can a Group 5 school be behind Benedictine Academy? It is crazy. Something is wrong and we need to fix it. One year ago I sat here and you said well maybe we will have a review board and review the coaches. Are you going to review coaches? The athletic department is run by one person and she is buddy with the coach. Mr. Griggs stated you are going down the personnel route. Mr. Kemps stated you need an independent review. It is nepotism if you are reviewing your best friend. How can you fire a friend that you go out to dinner with? Mr. Griggs stated Mr. Tatum I would suggest that you not respond to him. They are not going to answer your questions, you have the right to give public comment but you have no right to comment about personnel. You have done this before and you know it. We will give you a chance for your comments – we appreciate that. Mr. Kemp asked are we putting in a review Board in place beyond one person. Mr. Tatum stated there was a committee put in place last year and the purpose of that was to interview coaches and it was comprised of the administration, athletic department, a Board member, as well as parent groups, and as well as a student. So that was what was put together and that is an operational group when we have vacancies. Mr. Kemp asked why aren't we creating a vacancy? Mr. Nufrio stated that is a

personnel matter and it is not that we don't respect your comment, you need to limit. Mr. Kemp asked why can't we fix this program. It is broke. Mr. Tatum stated your comments are well taken. Mr. Kemp stated two months ago you said you were going to meet with the girls on the team – have you done that? Mr. Tatum stated the girls declined. There was an offer and there was a gentleman that came in and sat with me and that meeting did not take place because they said the meeting was not necessary. We did reach out. Mr. Kemp stated something needs to be done. The middle school team has one loss.

Mr. Nufrio stated these again are personnel matters. It all falls under the auspices of the Superintendent. He has a staff that has the proper oversight and your comments on where the district is – is fine. Do we all want to see improvement? Absolutely – I for one can totally applaud that. Mr. Kemp asked so what are you going to do about it? What is Mr. Tatum going to do about it?

Carol West stated I'm speaking as a private citizen. This is not the first time I came in front of the Board to talk about my son. He has hyper diabetes, related stomach, general anxiety disorder, ADHD and autism spectrum disorder – which is a lot. Last year was his first year in middle school and it was a year from hell. My son suffered, his grades dropped, his lighthearted attitude disappeared. The stress caused complications that will lead to long-term health consequences. He called me crying 3-4 times a week. He would frequently vomit or pick his skin until it bled from the anxiety. We dealt with IEP non-compliance and questioning of his diagnosis from the teachers. We have seven IEP meetings last year – trying everything we could to help him cope. Towards the end of the year, it was suggested that he join the ESS program at Burnet. The rest of the year it was still a struggle but we had more support. Then at the beginning of the year there was a new director of ESS at Burnet and things began to turn around. The clinicians at ESS as well as his new paraprofessionals have made an incredible difference in my son's ability to regulate himself and get through the day. Both ESS clinicians work wonderfully together and you can tell they have a strong and trusting bond with the children in their professional care.

I can count on my hand how many times this year he has called home. I had two IEP meetings so far and one was to remove some supports and accommodations because my son has made so much progress through the course of this year. I can tell you with all certainty that this would not be possible without the clinicians from ESS and without his aide. I know budget issues are difficult. People see the portion used for special services and the rumors start about wastefulness and cuts. I do believe that all school budgets should be periodically audited, including special services, however, these children are entitled to free and appropriate public education and there is plenty of research that early and frequent intervention and support helps our children to become more independent and adjusted as adults. So many people aren't seeing the forest through the trees in this matter. You can support our kids now to receive an appropriate education or possibly support them through different agencies in much of their adult lives. As for me, I will be getting my son out-of-district by any means necessary if support like his one-to-one aid and school clinical counseling provided by ESS are reduced or removed. I have spoken with other parents at Burnet who feel the same. I know ESS was intended to bring students back into the District and I feel with Mr. Harrell at the helm of Burnet and with the support of ESS that will all be possible in the coming years. I'm sharing my story today to help

raise awareness of what our children are legally entitled to. I hope that the upcoming hard decisions are made in a way that doesn't affect those who are the most vulnerable so those that are most vulnerable among our students don't endure a disproportionate amount of the burden.

Libby Galante stated I had not come tonight to discuss the budget. What I am asking with the layoffs that have occurred – I know it was done with a heavy heart. I know it gives you no pleasure to send those notices out but with that being said when you are in your offices now doing your creative work and pushing names back and forth and who to move where, I want you to remember what young teachers do for a district. They bring vitality and newness of what is out there in education and they really wake up their building. All of our seasoned teachers provide guidance for our young ones but yet our new teachers look in there and wake everyone up and they wake the building up and the students up and the vitality we can't ignore. I urge that you try to bring back as many of our young teachers as you can because they are vital to the district.

When you are bringing them back, I remember years ago getting these notices, it is very upsetting. I ask that if you are going to bring back one or all the teachers, try to do it as quickly as possible because with the 5-6 weeks of school left, they should be devoting all of their energy to the children and not just worrying about do they really not have a job or should they be looking for a job. So if you could look into that and do it as quickly as you possibly can.

As far as the classroom assistants, they are vital to classrooms. Not just the personal one-on-ones that are connected with the special ed students. With the students in a kindergarten, for one person, and I don't care how wonderful of a teacher you are, to guide and get 22 little ones to get them where they need to be with no assistance is a slow task and statistically what goes on in kindergarten, 1st and 2nd grade is crucial to a child's education – their reading. If they don't have those skills down pat when they walk into third grade, statistically it is very difficult for them to catch up. I urge you to please and I do understand the money issues but to think about pulling assistants out of the lower elementary in regular situations because it is really crucial to the education of the student.

Diane Rutlag stated I use to come quite frequently, my children went through the system, the PTA Board President, good terms, not always good terms – I was really confused trying to watch the budget hearing. I was in a position in 2014 and I was told that the company that I was employed with contracted to someone else was not getting the contract – Merry Christmas. It was very disheartening. It wasn't a happy time. It is upsetting and I hate to see that one person get a note like me. I don't know what the solution is but all I know is how did it get that bad? You hear rumors. How did it get to that point? It is not just the teachers' salaries. I heard a \$6 million figure – custodians – I don't think custodians make that kind of money. I don't get it. I have a family member with special needs in another town and I have seen a lot of progress with him and I had a family member with an IEP and when my sister passed he came into my life so my children took language courses, 5 years of Spanish, 4 years of German – there were so many wonderful things when I moved here. Something is a little crooked and it needs to be straightened out and fixed. I have no problem helping someone else's child go through whatever it is and we cannot have all of these programs. There isn't one that is more important than another. You have a tough job to do. I believe in a good sound public education.

I was definitely a proponent of non-residency. I was a little instrumental. I just have a problem with someone coming to school here and not living here and abusing the system. I went through that with having custody of a child, my nephew, and it was extremely simple to go to court and have that done. I was shocked by it and so there are people that work the system. Hearing the things that they need and we can't afford to have them come here because it is more convenient for you. No offense to a child. We just can't afford it any more. Our children in this Town need what they need and everyone here is willing to do it.

I watched a meeting where a person was able to pass on giving their address. Mr. Tatum stated that is a procedural. Mr. Griggs stated you don't have to give your address. Mrs. Rutlag stated I can see a teacher. Mr. Griggs stated no legal requirement.

Susan Lipstein stated I'm talking tonight on behalf of the Township of Union Educational Foundation. We had our spring reception last weekend and it was very successful. The Educational Foundation was started 17 years ago because of concerns about budget cuts because we have always had tight budgets in this Town and I have been here for 35 years. This was a way to offer teachers the opportunity to try something new and creative and innovative that didn't have to come from the budget and they could get sooner and instead of waiting for budgets to be passed because budgets are always tight. Since we started, our first grant was in 2002 and we have donated over \$200,000 for equipment and materials for teachers and it didn't come from a budget or the taxpayers it came from donations. Last week we got to see some children perform with some of the instruments that they received from grants and to talk about some of the things that they had done. The community hopefully understands that there are people and we pledge to continue to do this as long as possible to be able to give the extras that some teachers might want and need. What I have learned with people that have worked with us from the beginning – Irwin Jaeger who was the science supervisor at the high school and he is on the hall of fame wall. We would fund all the grants that we thought were appropriate when we got our applications – it was a competitive grant. Even if we couldn't do all of it we would do some of it. I am proud that we didn't cut an entire grant if we didn't have the money. We would juggle things around so we could do it and I'm proud of that.

We have given grants to teachers at every grade level on every subject. We have given grants for special ed teachers for children with special needs. I am very proud that we got a donation last week which surprised me of \$1,000 which is earmarked specifically for grants for teachers that work with special needs children. If you are a teacher in the district with special needs children and there is something special that you would like to get, this includes the inclusive classes as well, we know that someone thought enough to earmark a \$1,000 for that. I just wanted people to know that and that this district cares. We have retired teachers that have been on this that do a lot of work all year to raise money and the best way it can be used for the children of our district.

Kim Conti stated we will always remain committed to provide the appropriate programs for students within the least restrictive environment. We will always remain committed to provide the best programs that we can and being innovative and always being fiscally responsible as we can. I wanted to say thank you for your support. I do appreciate it. I do want

to say how much I appreciate the staff – both special ed, general ed – they work very hard in the classrooms and remain committed to helping the students so thank you.

Joshua Tidwell stated my concern is maintenance at certain schools especially concerning Burnet. I know in a social studies class our teacher was showing us something on the map and she pulled down the map, it fell and it almost hit a student. I know Burnet is an old school but it still needs to be maintained. Somethings in Burnet could be much better than they are.

MOTION FOR EXECUTIVE SESSION:

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

- Matters involving collective bargaining agreement negotiations and/or the negotiations of terms and conditions of employment.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

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

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Griggs stated the Board will take action after executive session.

The Board returned to public session at 10:20 p.m.

Moved by Mrs. Minneci, seconded by Mrs. Richardson, that the following resolution be adopted:

G-1. APPROVE SIDEBAR AGREEMENT - UTEA

Approve Sidebar Agreement between the Township of Union Board of Education and the Union Township Education Association regarding movement on teachers' salary guide from Class IV to Class V, in accordance with the information appended to the minutes.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated and that will be signed by them as well. Mr. Benaquista stated yes.

Moved by Mrs. Minneci, seconded by Mrs. Williams, that the following resolution be adopted:

APPROVE EXTENDING SUSPENSION OF STUDENT

Approve extending the suspension of Student #190846 to the June 2018 regular Board of Education meeting.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio asked Mr. Tatum when are you going to present them with the option. Mr. Tatum stated after I talk with Mr. Griggs. Mr. Griggs stated tomorrow.

Mr. Benaquista stated this is for the salary class changes – it is embedded in the agreement.

Moved by Mrs. Minneci, seconded by Mrs. Higgins, that the following resolution be adopted:

P-12. APPROVE CHANGE OF SALARY CLASS

Approve Change of Salary Class, effective September 1, 2017, in accordance with the information appended to the minutes.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio stated I would like to bring up new business to discuss the Superintendent’s contract.

Mr. Griggs stated the conflicted members need to leave. Mr. Tatum stated he will waive his rights. At 10:25 p.m. Mr. Nufrio, Mrs. Minneci, Mrs. Higgins, Mr. Tatum and Mr. Benaquista left the meeting.

Mr. Arminio stated the question I have – what happens if it goes passed June 1st. Mr. Griggs stated he will continue on the same contract he has now. Mr. Arminio stated I understand that; but would we be able to renegotiate the terms at any time. Mr. Griggs stated yes. Mr. Arminio stated after June 30th we could say on July 2nd, we want to open up negotiations. Mr. Griggs stated yes.

Mr. Arminio asked how can we put his contract on the agenda with conflicted members seeing numbers which they are not allowed to see? Mr. Griggs stated there is no place in the law

– what the law says is conflicted members cannot participate in employment decisions – for example, evaluations, voting on the Superintendent and things like that. There is nothing that says that they can't see it, they just can't participate in it. There is some belief out there that they can't look at anything. I don't know where that came from.

Dr. Francis stated it is an advisory opinion that says that they have no rights to that information, no rights to discussion, no more than the general public and that is what it says. You know it. Mr. Griggs stated I am not in agreement with that. Dr. Francis asked how can you not be in agreement with that? It is an opinion.

Mrs. Regis-Darby stated best practice is and being on the Board and the TA contracts were being up for renewal and I wasn't part of the discussion on whoever was on the Board. I was told that both parties reached an agreement and I saw nothing.

Mr. Griggs stated in my opinion here is the difference. This is unlike any situation. Your Superintendent was automatically reappointed by virtue of the law – it was not by a Board vote. To me that is the difference and when the vote occurred it was a split vote and that to me is a distinction and that is why I'm taking the position that it needs to be on the agenda – to approve my authorization to offer those terms and conditions.

Mrs. Regis-Darby stated so can non-conflicted members say that they rather have that part on the agenda? Mr. Griggs stated I'm telling you that I think it needs to be on the agenda.

Dr. Francis asked what are the consequences? What if we say you are already authorized to do it and we are not going to sit and vote on it? You are our lawyer – you represent us – the whole Board and in this case the non-conflicted members. What if we say no, you are not going to do that and we are not going to vote and we definitely don't want the numbers on there. Mr. Griggs stated why are you not putting numbers? Why don't you want numbers on the agenda? Mr. Arminio stated in any negotiations, whether we agree or not agree to the numbers, it is contract negotiations. How can he not see the terms of an agreement before it goes on the agenda? And his lawyer look at it before it goes on the agenda. They would be doing it as an after the fact not prior to our voting. Doesn't he have the right to look over the terms of agreement and say "yes I agree" or "no I don't agree" and then send it back to us and then we put it on the agenda. I would agree with that but I think it has to go to him and his lawyer first to say "yes this good" – especially his lawyer to say "yes this is a good agreement" before we say this is what we will vote for.

Mr. Griggs stated again my concern is having the official authorization voted on. Mr. Arminio stated we are in public session right now. Can we vote? We are in public session right now. Mr. Griggs stated you can't vote. Mr. Arminio stated why not? It is new business. Mr. Griggs stated you are going to vote now on something like this – what are you going to vote on? Mr. Arminio stated that we send that contract which you placed on the agenda and took off the agenda – send that contract to him to be approved. Mr. Griggs stated I'm taking a position and I am not going to send anything unless I have authorization in public of those terms you gave to me – which was three terms. Mr. Arminio stated why can't we vote, we are in public session. Mr. Griggs stated because are you going to vote on what I'm going to offer? Dr. Francis stated it

is not what you are going to offer. Mr. Arminio stated we are going to authorize you to do. Dr. Francis stated whatever we told you. Mr. Arminio stated we are going to authorize just for them to look at it.

Mr. Griggs stated I want you to vote on that in public. Mr. Arminio stated we are in public session. Mr. Griggs stated the terms and conditions – you know what I'm talking about – I want you to vote on the terms and conditions that you gave me to offer to them. I told that to his attorney. Mr. Arminio asked what did his attorney say? Mr. Griggs stated she said nothing back. She asked me a question and I said this is what it is and I shared that with the attorney and I never heard back from his attorney.

Mr. Arminio stated we have to reach out to the attorney – he has to reach out to his attorney and say get back to you. Mr. Griggs stated she didn't respond to me. Mr. Arminio stated we are in a catch 22 – we are going to go around in circles for the next three years.

Mrs. Richardson asked what happens July 1st when we don't have a superintendent? Dr. Francis stated that was the first question he asked. He would stay at the same salary.

Mrs. Richardson stated I really thought when we had our meeting – I thought I heard it was going to be sent to his attorney for review and to discuss with Mr. Tatum. Mr. Griggs stated you heard that and I reflected on it and I considered the fact that he was automatically renewed. This is entirely different than a traditional situation. He was automatically renewed when you went to vote the contract and there was not five votes so that is my reluctance and reason for wanting to put this on the agenda.

Mrs. Regis-Darby stated with putting this on the agenda without him or his attorney having an opportunity to review it first? Dr. Francis stated what it seems to me and this is what I get from you Mr. Griggs is what you are doing is saying that the only way you want to put it on the agenda is with the terms and conditions along with the numbers that you had here and what I'm saying and Mr. Arminio is saying is that we don't need all of that – if you wanted to say that you wanted us, the non-conflicted Board members, to give you the right to go negotiate or at least take that information that we gave you and go ahead and negotiate with his attorney – you have that and that is the road that we are looking for.

Mr. Arminio stated then you can put it on and we will vote in public – when he agrees to those terms. Dr. Francis stated I thought that was a way to give the conflicted Board members information that they are not entitled to have. Mr. Griggs stated we can agree to disagree. I understand what you are saying. I do understand.

Dr. Francis stated my thing is this – if you are not going to do what we want – what are our options? Mr. Griggs stated let me ask you a question – tell me why is there a concern about putting that on the agenda. Dr. Francis stated the numbers that you put down there – if you are bent on saying that you want authorization – we will give you authorization; but when you go ahead and put numbers there and that is the first time Mr. Tatum saw what we were talking about in executive session – that is a breach and I think that is wrong and that you know better.

Mrs. Regis-Darby stated when you are a conflicted member you want to stay as far away from anything that could put yourself in jeopardy of and me if I am a conflicted member, I don't want any part of it because I know I don't want to put myself in that position of saying I saw something or said anything.

Mr. Arminio stated when we hired Dr. Martin as the Superintendent – when they talked about the terms and agreement among the Board members, I had to leave the room – I couldn't hear a word until he agreed to the contract; they voted on it and then I saw it. Mr. Griggs stated I hear what you are saying. Mr. Arminio stated and that is all I know and that is when I was a conflicted member. I don't care if we vote in public with the numbers on it after he and his lawyer get to see it and that is all we asked. Dr. Francis stated that is the process. Mr. Arminio stated we can vote yes or no at that time. He might send it back to us and we say, hey we changed our minds or we say yes.

Mrs. Regis-Darby stated send it to his attorney and let them review it. Mr. Arminio stated what if the attorney wants to up it? Or he wants to up it? Or change the terms of the agreement? How can we vote on something and then it goes to him and what if he wants to change the terms of the agreement? Does he come back to us for another vote? Or does he have to accept what we offer him? Mr. Griggs stated the counter would come back to you guys. Mr. Arminio stated and we would have to vote again? That is not negotiations. Why would we vote twice on something in negotiations? In all the years I have been involved in negotiations, I have never negotiated after the fact that we voted and then let's negotiate some more. That is like approving a contract with the teachers and then saying let's change something.

Mr. Griggs stated I thought what you said – if it is proposed to his attorney and she counters back, you would look at that and then make a decision. Mr. Arminio stated with one vote not two – one after she makes changes or he makes changes.

Mr. Griggs stated if you want to make a motion to authorize me to propose the terms and conditions and whatever, make a motion.

Mrs. Regis-Darby stated and it is going to go to his attorney. Mr. Arminio stated and that is all we are voting on that it goes to them so they can look at it. Mrs. Regis-Darby stated so they can review it. Mr. Arminio stated if they say yay and it comes back to us, then you can put it on the agenda and then we vote in public with all the people watching. Mr. Griggs stated you want that?

Mr. Arminio stated I make a motion that we send the terms of agreement to the attorney and the Superintendent to review it. Mr. Griggs stated it would be to the attorney. Mr. Arminio stated I'm sure she will share it with him.

Mr. Arminio stated Mr. Tatum is supposed to do his goals and we have to do that – we are legally bound to do the evaluation. I checked last week and his goals were not there.

Mrs. Cappiello stated you have to do the Board evaluation too. Mr. Arminio stated the self-evaluation also and we are legally bound to do that. Mr. Griggs stated your time is running

out on the evaluation – June 30th. Mr. Arminio stated but he has to do his goals. It won't open up. I did say something. Mr. Brennan stated he is aware of it. Mr. Arminio stated so we don't fall foul of the rules. Mr. Brennan stated I talked to him on Thursday. Mrs. Cappiello stated I talked to them on Thursday morning because I came across it and printed it and told them they needed to do it. Mr. Arminio stated but we can do our self-evaluation.

Moved by Mr. Arminio, seconded by Dr. Francis, that the following resolution be approved.

APPROVE BOARD ATTORNEY TO OFFER TERMS/CONDITIONS OF NEW CONTRACT
Approve Board Attorney to send the proposed terms of a new employment contract to the attorney for Gregory Tatum.

AYE: Mr. Arminio, Dr. Francis, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio stated thank you so much. Whether we approve it or not, let's get it over with.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 10:40 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY