

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

A special meeting of the Board of Education of the Township of Union will be held on September 20, 2013 at 8:00 a.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083

A special meeting of the Board of Education of the Township of Union was held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey on September 20, 2013 at 8:00 a.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. David Arminio, Ms. Susana Cooley, Dr. Guy Francis, Mrs. Linda Gaglione, Mr. Richard Galante, Mr. Thomas Layden, Mr. Vito Nufrio and Mr. Francis Perkins

ABSENT AT ROLL CALL: Mrs. Versie McNeil

Mr. Perkins called the meeting to order at 8 a.m.

Mr. Nufrio led the board and audience members in the Pledge of Allegiance.

The secretary read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the secretary.

MOTION FOR EXECUTIVE SESSION

Moved by Mr. Galante, seconded by Mr. Arminio that the Board go into Executive Session to discuss personnel and litigation matters without the presence of the public in accordance with the provisions of *N.J.S.A. 10:4-2b*. 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, Ms. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

THE BOARD RETURNED TO PUBLIC SESSION AT 10 A.M.

Mr. Damato said that the board has crafted a resolution that he wanted to read for everyone's benefit before a vote is taken.

WHEREAS, the Township of Union Board of Education has received a grievance from the U.T.E.A. and C.M.T.E. regarding a breach of secure information, and

WHEREAS, the Board of Education recognizes that employees' names and social security numbers were posted on a public website and the Board of Education wishes to provide additional protection to all affected employees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby authorizes the following remedies to resolve these grievances and assist all affected employees to protect against identify theft: (1) Reimbursement of an amount not to exceed \$300 used to purchase identity theft or credit protection by submitting a voucher and paid invoice through accounts payable; (2) Preparation of a Corrective Action Plan (CAP) for Board of Education approval within sixth (60) days; (3) Provide professional development training designed to safeguard personal information for all administrative personnel; (4) One-half (1/2) day compensatory time to each affected employee which must be taken with approval of the Supervisor of Buildings and Grounds; the Building Principal and the Assistant Superintendent, as applicable. The granting of this compensatory time is meant to compensate employees for the time they expended handling this issue and must be taken during the 2013-2014 school year.

Mr. Perkins asked about the two other items that were discussed. Mr. Damato said he spoke to the Association about the issue with regard to the IP addresses and since that there are so many legal issues associated with that, he would prefer not to address that issue in this resolution. He said that it may be that during the course of the investigation, the district can provide updates.

Mr. Damato said that another point to be added to the resolution would be: (5) To the extent legally permitted, the Board of Education will provide updates to the Association as to the Board's ongoing investigation. He said this would be a catch all and with regard to the IP addresses, the district does not want to be in a situation of proliferating information that it is unable to give to others. Mr. Damato said that this will require a fair amount of research and analysis before the district decides to do that. He said that information with regard to the investigation to the extent that the district is legally permitted to release the information, it will be provided to the Association.

Mr. Nufrio asked if a written copy of the resolution could be provided to Mr. Capodice so that he can disseminate it. Mr. Damato said that could be done.

Mr. Perkins said that he asked if anyone from the public had any comments on this resolution before it is moved and voted upon.

Mr. Capodice asked if the board could also provide an e-mail blast phone numbers of point persons in Central Office if any member has questions regarding any of the items that are contained in the resolution. Mr. Damato said that was done in Dr. Martin's letter; he thought that there were three names and telephone numbers listed and they were Dr. Martin, Ms. Gentilcore and his number. He said that all three of us have gotten calls up to this point.

Mr. Perkins said that the board is really concerned about this and is very interested in continuing a harmonious relationship with the Association. Mr. Capodice said that he understood and acknowledged that but as he said before, he thought the biggest challenge was getting that message to the entire membership. He hoped that the Board of Education would make efforts and continue to make efforts to exemplify to the Association as a whole, how serious and devastating the situation is. Mr. Huk said that he believed that the resolution goes to a great effect to accomplish the goals that everyone has in mind.

Mr. Nufrio said that with the Association's cooperation and how Mr. Capodice expresses the outcome of this meeting should go a long way as well as it is the board's biggest concerns were the continuity of education and the dedication by which each of the teachers or staff members is bound by and is dedicated to the service of the district.


The motion was moved by Mr. Nufrio, seconded by Mrs. Gaglione that the resolution as read by Mr. Damato be adopted:

AYE:	Ms. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Layden, Mr. Nufrio and Mr. Perkins	
NAY:	None	
ABSTAIN:	Mr. Arminio and Mr. Galante	MOTION WAS CARRIED

There being no further business before the board, it was moved by Mr. Arminio, seconded by Mrs. Gaglione that the meeting be adjourned.

AYE:	Mr. Arminio, Ms. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

Respectfully submitted,



JAMES J. DAMATO
BOARD SECRETARY