

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

The public budget hearing/regular meeting of the Board of Education of the Township of Union will be held on April 29, 2014 at 7:00 p.m. at the Union High School Library, North Third Street, Union, New Jersey 07083

The public budget hearing/regular meeting of the Board of Education of the Township of Union was held at Union High School Library, North Third Street, Union, New Jersey on at 7:00 p.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. David Arminio, Dr. Guy Francis, Mr. Richard Galante, Mr. Vito Nufrio, Mr. Angel Salcedo and Mr. Francis Perkins, President

ABSENT AT ROLL CALL: Ms. Susana Cooley, Mr. Thomas Layden and Ms. Lois Jackson

Mr. Perkins called the meeting to order at 7:00 p.m.

Mrs. Ditri led the board and audience members in the Pledge of Allegiance.

Mr. Damato read the statement required under the "Open Public Meetings Act" a copy of which is on file in the office of the Secretary.

PRESENTATION OF THE BUDGET

Mr. Perkins said that the board is required by statute to have a public hearing on the proposed budget.

Mr. Vieira said that would be presenting the 2014-2015 school budget this evening. He said that the proposed budget includes additional state aid of 0.5% and a 2% local tax levy increase. Mr. Vieira stated that the cost per student for this proposed budget was \$13,822 and that the district presently had approximately 1200 employees and 7500 students.

Mr. Vieira said that the total budget for 2014-2015 school year was \$128 million and it consists of three pieces; the largest piece is the local tax levy which is \$84 million; the state aid is \$31 million and the federal aid is \$2 million. He said that the district will also be using \$4.9 million in its fund balance and there is also miscellaneous revenue of \$5.1 million that would be used to balance the budget. Mr. Vieira said that a large portion of this is coming from the district's capital reserve account.

Mr. Vieira said that the expenditure portion of the budget consists of \$61 million which has been appropriated for instruction; \$8 million for administration; \$5 million for capital outlay; \$3 million for debt services; \$10 million for operations of plant and buildings; \$22 million for employee benefits, which includes health, dental, pension and social security costs for staff; and \$17 million for transportation and student support services. He said that there would be a tax increase of \$74.52 for the average home owner and the debt service fund decreased slightly due to the assessments of the properties in Union making the total increase per home owner would be \$73.27.

Dr. Martin said that he felt taxpayers around the state upon looking at similar presentations ask the normal, legitimate question of "what are we getting for our tax dollars?" He said that he would be giving the public an idea of what the money appropriate in the budget would be going for and he was very proud to advise the community that the proposed budget supports the maintenance of all programs and services to which the district has grown accustomed to in the district. Dr. Martin said that first and foremost, it maintains the district's pre-kindergarten program. He said that across the nation right now there are conversations going on in many cities and towns about the value of pre-kindergarten. Dr. Martin said that more studies have come out to confirm studies that were done 20, 30, 40 years ago that quality, pre-school education pays off, big time, in dividends because the students are prepared to do better when they get into the elementary grades and through middle school and high school. He said that having a robust pre-kindergarten program in a school district is terrific. Dr. Martin said that many cities and towns across the nation are scrambling to put a pre-kindergarten program together and the Township of Union is very fortunate to have had a quality pre-kindergarten program for many years.

Dr. Martin said that the first thing that the proposed budget supports is the maintenance of the pre-kindergarten program.

Dr. Martin said that another program that the proposed budget supports is full-day kindergarten. He said that there are many school districts around the state that only provide a half day program for kindergarten. Dr. Martin said that the advantages of a full day kindergarten program for five year olds are also well founded.

Dr. Martin said that the maintenance of comprehensive academic programs in grades pre-kindergarten through grade 12 was the most important thing that the proposed budget will provide. He said that this is an instructional program that brings forth a strong pedagogical effort each and every day for students ages 4 through 18. Dr. Martin said that it is the responsibility of the district to make sure that a quality instructional program is in place and being delivered consistently for all the children in the district. He said that the proposed budget will take the already strong program that is in place and continue it into the next school year.

Dr. Martin said that the proposed budget will also provide for the maintenance of a comprehensive program of athletics and co-curricular activities throughout the school district. He said that Township of Union is famous throughout the state for its athletic program but also for its wonderful theater program and co-curricular clubs and activities. Dr. Martin said that he would be telling the community about some of the wonderful student accomplishments during his Superintendent's Report later in the meeting. He said that the all athletic and co-curricular activities will all be maintained in the 2014-2015 school year because these are so important to the development of the students in the district.

Dr. Martin said that there are some specific educational advances that will be taking place next year and they are all supported by the proposed budget. He said that there will be an online program, beginning in 4th grade to prepare students to take PARCC (Partnership for Assessment of Readiness for College and Career) assessments. Dr. Martin said that these are the computer based standardized tests that students will start taking during the next school year across the State of New Jersey. He said that because students must take standardized tests, the district has to get the students and faculty ready for that change.

Dr. Martin said that there will also be an allocation of funds to provide additional books for elementary school classroom libraries. He said that there will also be a new 5th grade language arts and writing series and an updated 4th grade leveled reading series. Dr. Martin said that there will also be an allocation of funds for the purchase of technology in the elementary and secondary schools which has been an ongoing effort in the district. He said that there will be several new elective courses introduced at Union High School and they will include Creative Writing, SAT Prep, Public Speaking, College Writing, the Graphic Novel, Holocaust and Genocide and Young Adult Literature. Dr. Martin said that there will also be new textbooks including online access for 7th grade Social Studies, Accounting, Honors Physics, Environmental Science and Public Speaking. He said that Phase II-Principles of Engineering – will begin next year in conjunction with the Union High School S.T.E.A.M. (Science, Technology, Engineering, Art and Mathematics) program and a new S.T.E.A.M. lab will be constructed. Dr. Martin said that this program started at Union High School this

year and it will be extended into year two. He said that there will also be an allocation of funds for Professional Development in connection with PARCC and Common Core Standards. He said that Common Core Standards are the updated, educational standards that school districts throughout the nation are adopting. Dr. Martin said that professional development needs to be given for those computer-based standardized tests but also to acclimate all faculty members to the Common Core Standards.

Dr. Martin said that the proposed budget will allow the district to maintain the marvelous programs that it already has and adding many educational advances. He felt that the proposed budget will serve not only the school district but also the Township of Union very well.

Mr. Vieira said that in addition to the programs for students, the district must also maintain its facilities. He said that the school buildings in Union are old and some of the upgrades that are planned for next year are bathrooms – districtwide; sidewalks – districtwide; replacement of boilers at Washington and Livingston Schools; an electrical upgrade at Union High School and installation of air-conditioning in the Washington School auditorium.

Mr. Vieira said that there is also general maintenance planned in all buildings and more details for the 2014-2015 school budget can be found on the district's website in the area called the "user friendly budget".

Mr. Vieira said that the board of education, staff and students thank the residential and commercial taxpayers in Union for the continued financial support of the Union Public Schools.

Mr. Perkins said that for those individuals who regularly attend public board meetings will notice that there was a new timer system for public comments being used for the first time tonight. He said that it was with the urging of some that the board initiate this new timing system. Mr. Perkins said that the board's regulations for the conduct of meetings provides that all persons addressing the board shall properly identify themselves, each speaker shall be limited to one appearance during comments from the public during the meeting. He said that each person will the opportunity to speak once on each occasion indicated for a period of no longer than five minutes. Mr. Perkins said that pursuant to the district's policies, the chair has the option where if there are repetitive comments on the same issue, they can limit the comments to a few speakers. He said that when the individual's comments begin the green light will go on; when there is one minute remaining, the yellow light will go on and when the red light goes on, the time for comment is up.

COMMENTS FROM THE PUBLIC ON PROPOSED BUDGET

Mr. Capodice, president of the U.T.E.A., said that on April 8th, he enacted an OPRA request to find out the total dollar amount or expenditure of district funds used to assist with the district's social security information breach in

September, including but not limited to the purchase of LifeLock; also the total value amount paid by the board in error to cover the miscalculations of member contributions for health care premiums. He said that he received a very quick response and the total expenditure was \$76,257. Mr. Capodice said that this expenditure might seem like a small number to the board, but from where he sits it is a very large one. He said that this number represents or could represent a veteran teacher on a letter step; it could represent five secretaries and it could represent three or four teacher assistants. Mr. Capodice said that all of those categories within his association are positions that the board intends to cut. He said that it was his opinion that it is inexcusable and unforgiveable. Mr. Capodice said that as he mentioned during the worksession, there has been a continuous problem and concern for the central office of the district. He said that there has been a social security breach where some of the victims were either retired or deceased. Mr. Capodice said that there has been an insurance premium debacle where in one particular case, the board continued to pay health insurance premiums for a teacher and his family after the teacher had left the district. He said that someone needs to take the bull by the horns and become accountable for the actions of the central office to control the situation. Mr. Capodice said that with regard to premium miscalculations, it is a big problem with all employees of the district but no one can say for certain, right now, if all premium contributions that employees are paying in the district are correct. He said that the district has indicated that there have been underpayments of premiums, but he wanted to know, for certain, if anyone in the district has been overpaying their premium contributions. Mr. Capodice said that there was an audit done in September or October which sounded pretty good, but obviously the district has another problem and he thought that the board had to do what was right, not just to protect just the members of the association, but everyone in the district and call for another audit. Mr. Capodice said that everyone is on "pins and needles" wondering what will happen next. He said that the correction action plan that was a resolution after the social security breach obviously was not working or it was not written well enough to address the issue. Mr. Capodice said that the professional development that central office employees were supposed to receive has not happened. He said that nothing has been said about the people responsible for the unfortunate situation. Mr. Capodice said that the board must start answering questions and "right the ship" before the situation gets really out of hand.

Mr. Perkins said that as he was sure Mr. Capodice was aware that corrective will include or should include or may include certain personnel actions which the board is not free to discuss with Mr. Capodice except in the case of members of the U.T.E.A., and therefore, Mr. Capodice would never get a full and complete understanding of exactly what is happening with regard to that.

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

The Fiscal and Planning Committee recommends and I so move that the 2014-2015 school budget be adopted in accordance with the information appended to these minutes and the following:

GENERAL FUNDS FOR 2014-2015 SCHOOL YEAR

That there should be raised for General Funds \$81,661,987 for the 2014-2015 school year.

APPROVE ADVERTISED CAPITAL OUTLAY PROJECTS – FUND 12

That the board approve advertised capital outlay projects (Fund 12) in the amount of \$288,000 in accordance with the information appended to these minutes.

APPROVE WITHDRAWAL FROM CAPITAL RESERVE TO CAPITAL OUTLAY – FUND 12

That the board approve withdrawal from Capital Reserve to Capital Outlay (Fund 12) in the amount of \$900,000 for the following projects (a) Washington School Boilers; (b) Livingston School Boilers; (c) Sidewalks District-wide and (d) Union High School Bathrooms in accordance with the information appended to these minutes.

APPROVE WITHDRAWAL FROM CAPITAL RESERVE TO CAPITAL PROJECTS – FUND 30

That the board approve withdrawal from Capital Reserve to Capital Projects (Fund 30) in the amount of \$3,100,000 for the following projects: (a) Union High School Electrical Upgrade and (b) Washington School Auditorium A/C in accordance with the information appended to these minutes.

APPROVE WITHDRAWAL FROM MAINTENANCE RESERVE

That the board approve withdrawal from Maintenance Reserve in the amount of \$1,000,000 for required maintenance in accordance with the information appended to these minutes.

APPROVE TRAVEL EXPENDITURE MAXIMUM

That the board approve Travel Expenditure Maximum in the amount of \$75,000 in accordance with the information appended to these minutes.

DISCUSSION

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
 Mr. Salcedo and Mr. Perkins
 NAY: None
 ABSTAIN: None MOTION WAS CARRIED

APPROVAL OF MINUTES:

Moved by Mr. Nufrio, seconded by Mr. Galante that the minutes of the Special Meeting of March 1, 2014; the worksession of March 11, 2014; the Executive Session of March 11, 2014; the Regular Meeting of March 18, 2014 and the worksession of April 8, 2014 be adopted.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
 Mr. Salcedo and Mr. Perkins
 NAY: None
 ABSTAIN: None MOTION WAS CARRIED

COMMUNICATION:

LETTER OF RESIGNATION – HALL

Shaquana Hall, part time bus assistant, submitted a letter of resignation, effective March 18, 2014.

REQUEST TO CHANGE DATES FOR UNPAID FAMILY LEAVE – JENKINS

Latesha Jenkins, School Social Worker at Union High School, submitted a request to change unpaid family leave dates to the period March 24 through June 13, 2014.

REQUEST TO CHANGE DATES OF UNPAID FAMILY LEAVE – DUGGAN

Jennifer Duggan, special education teacher at Battle Hill School, submitted a request to change unpaid family leave to extend to the end of the 2013-2014 school year.

REQUEST TO EXTEND CHILD REARING LEAVE – SEMON

Jillian Semon, math teacher at Burnet Middle School, submitted a request to extend child rearing leave for the entire 2014-2015 school year.

REQUEST TO EXTEND UNPAID FAMILY LEAVE – WEISSBERG

Lauren Weissberg, School Counselor at Union High School, submitted a request to extend unpaid family leave through June 24, 2014.

REQUEST TO EXTEND CHILD REARING LEAVE – RACZYNSKI

Jamie Raczynski, teacher at Hannah Caldwell School, submitted a request to extend child rearing leave for the entire 2014-2015 school year.

LETTER OF RESIGNATION – STREET

Shaniquah Street, part time bus assistant, submitted a letter of resignation, effective March 20, 2014

REQUEST FOR EXTENDED MEDICAL LEAVE – REIS

Genevieve Reis, 10 month secretary at Union High School submitted a request for extended medical leave until May 12, 2014.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – WISIAK

Tara Wisiak, School Psychologist at Kawameeh Middle School, submitted a request for maternity and unpaid family leave for the period June 2, 2014 through October 14, 2014.

REQUEST FOR MATERNITY ANE UNPAID FAMILY LEAVE – SANTIAGO

Erica Santiago, Speech/Language Specialist at Burnet Middle School, submitted a request for maternity and unpaid family for the period March 31, 2014 through the end of the 2013-2014 school year.

REQUEST FOR FAMILY AND CHILD REARING LEAVE – GOLDING

Maura E. Golding, teacher at Jefferson School, submitted a request for family and child rearing leave for the period January 16, 2014 through May 30, 2014.

LETTER OF RESIGNATION – TISDALE

Kimberly Tisdale, 10 month secretary at Franklin School, submitted a letter of resignation, effective April 25, 2014

REQUEST TO CHANGE DATE OF PERFORMANCE – UNION'S GOT TALENT

"Union's Got Talent" committee submitted a request to change date of performance from September 13, 2014 to September 6, 2014 at Union High School Auditorium.

LETTER OF RESIGNATION – KILLIAN

Jason Killian, Supervisor of Special Services, submitted a letter of resignation from Jason Killian, Supervisor of Special Services, effective July 1, 2014.

COMMUNICATION FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Sue Lipstein, President of Township of Union Education Foundation submitted a letter announcing recipients of grants for 2014-2015 school year.

LETTER OF RESIGNATION – MARTIN

Patrick W. Martin, Superintendent of Schools, submitted a letter of resignation effective July 1, 2014.

LETTER OF RESIGNATION - DONNER

Mitzila Donner, social studies teacher at Union High School, submitted a letter of resignation effective June 26, 2014.

SUPERINTENDENT REPORT

Dr. Martin said that the attendance for the month of March was as follows: student attendance was 95.063% which is up over March 2013 when it was 94.997% and staff attendance was 93.643% which was a slight dip over last March's attendance which was 94.050%. He said that for the past seven months starting in September, student attendance has gone up this year and five out of seven months, staff attendance has also shown an increase. Dr. Martin said that there is a direct correlation between being in school and achievement.

Dr. Martin said that the Union High School Performing Arts Company did extremely well this past weekend in Boston at the Heritage Festival. He said that they competed with schools from across the United States and Canada. Dr. Martin said that UHSPAC won the most solo awards of any school. He said that the group also received special recognition from the adjudicators for the Swing Choir, Jazz Ensemble and Marching Band. Dr. Martin said that UHSPAC also received the festival sweepstakes which meant that Union High School has one of the most well-rounded music programs in the country. He congratulated all of the students and staff members, Ron Rago, James Mosser, Laura Muller, Alissa Abate, Jennifer Williams and Carlos Esquivel for a job well done.

Dr. Martin said that Nicholas DeGeronimo, a fourth grade student at Washington Elementary School has been selected as one of this year's nine New Jersey Enthusiastic Reader winners. He said that there are only nine in the State of New Jersey and Nicholas is one of them. Dr. Martin congratulated Nicholas on a job well done.

Dr. Martin said that on the weekend of April 5th and 6th at the National JROTC championships in Louisville, Kentucky the Union High School JROTC students received first place honors in Armed Drill category. He said that the district's JROTC students have also received a second place trophy twice before but this year they took home top honors, which makes them National Champions. Dr. Martin said that there are 1,750 schools throughout the United

States that offer a JROTC program; the top 40 of these schools sent students to compete in the Championships in Louisville, Kentucky and Union High School won. Dr. Martin congratulated Colonel Torres, First Sgt Schimel and the Union High JROTC students who performed so well.

Dr. Martin said that the 7th Grade National Thinking Cap Quiz Bowl team finished sixth place in the nation and first place in the State of New Jersey. He congratulated the students and the team advisor, Mr. Petras on a job well done.

Dr. Martin said that earlier this month the Board of Education announced that any student who takes five years to graduate from high school but who has met all of the requirements for graduation, can participate fully in the high school graduation ceremony. He said that this was a change but one that the board thought was fair to those students who took a little bit longer but they have met all of the requirements.

Dr. Martin said that nine members of the Key Club of Union High School, attended the 68th Annual New Jersey District Convention. He said that one of the Key Club members, Isahia Celbervaro, one first place in the video competition. He said that this video will not be entered into the video competition at the Key Club International Convention in July in Anaheim, California. Dr. Martin said that for Isahia's efforts, the Union High School Key Club received a plaque which is on display in the main office. He said that he was very proud of the members of the Key Club, who are some of the best students that Union High School has to offer. Dr. Martin congratulated Ms. Polinger who is the faculty advisor for the club. He also introduced some of the Key Club members who were present at the meeting and Isahia's video was shown during the meeting.

Mr. Perkins said that he wanted to add his personal congratulations with regard to the accomplishments of the arts programs and to the volunteers who are in the background, show up, don't get any pay and get satisfaction in the accomplishments that the students make in the arts programs in the district. He said that it is somewhat fashionable to knock schools and say "they don't do this or they don't do that" and enough time is not taken to recognize the good stuff that happens in the district. Mr. Perkins said that there are high schools in the state that are designed as performing arts high schools where young men and women go and learn the art of putting on a show. He said that typically Union High School, which is not a "performing arts high school" has an outstanding performing arts program and leaves others schools "in the dust". Mr. Perkins gave special thanks to not only district staff but all of the volunteers and particularly to the students who spend an awful lot of time in learning their skills either as performers or stage hands.

Mr. Perkins said that there is now a requirement at the high school that students must perform a certain amount of community service in order to graduate. He said that everyone that he knows that have been involved in programs such as the Key Club almost always exceed the minimum requirements because the students get as much out of performing the service as the people in the community who are the recipients of the service. Mr. Perkins congratulated the Key Club members.

Mr. Nufrio said that he was a Key Club advisor for at least five years and members should not be afraid to ask the advisor for letters of recommendation. He said that the Key Club is one of the longest standing institutions that the high school has and the children who participate are recognized by colleges.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

Mr. Capodice, President of the UTEA, wanted to call the board's attention to resolution POL-1. He said that he heard some rumblings that this resolution may or may not be tabled for tonight and he hoped that it would be. Mr. Capodice asked the board to look at File Code 6163.1 - Instructional Services and Resources which states as follows:

"It will be the administration's responsibility to set up and maintain such central services for curriculum materials, including audiovisual materials, as are needed, and appropriate channels through which teachers and students will be supplied with these resources.

In addition, there will be a media resource center and media specialist to offer children instruction and teachers' assistance in selecting and using learning resources to assist in children's instruction."

Mr. Capodice said that this was a good policy but he wanted to know why the words "and media specialist to offer children instruction and teachers' assistance in selecting and using learning resources" were crossed out. He did not know if this was a misprint or an edit which was not finally resolved or revised for the public. Mr. Capodice thought that this was appalling. He said that it was a de-prioritization of library resources. He said that the district has students that do not have the resources at home such as a computer or internet access and the library does have these resources to offer students. Mr. Capodice said that by crossing out these words the board is eliminating "media specialists" and to be quite honest with the board he believed the board of education and the administration has been "sticking it" to the media specialists throughout the entire school year and he thought that was wrong. He said that the media specialists deserve more respect than they are currently given. Mr. Capodice said that these individuals have multiple degrees and he thought that doing this to them was really disrespectful and an abomination. He said that the board of education and the administration has had a habit of taking certain demographics

from the Association and trying to make an example of them for the wrong reasons. Mr. Capodice urged the board to reconsider this policy. He felt that this policy deserved more attention and more respect than the board is displaying right now.

Mr. Perkins said that the board would not be voting on the 6000 series of policies tonight and it would also not be voting on resolution POL-2 which has to do with rules regarding the use of social networks. He said that New Jersey School Boards just published a new form of policy regarding social networks and the board has not had an opportunity to review it. Mr. Perkins said that Mr. Capodice may be privy to the fact that there was an OPRA request made for an e-mail that he wrote to fellow board members in 2011 in which he discussed the necessity of putting comments and proposals in writing and justifying them. He said that he was challenging Mr. Capodice to review the 6000 series policies and comment in writing to him and these policies would once again be discussed at a worksession.

Mr. Capodice said that he would also like to challenge Mr. Perkins to respond to the Association's e-mail about negotiations. He said that there have been three e-mails sent indicating that the Association is ready to sit down and negotiate. Mr. Capodice said that he has not received any response from the board. He said when Mr. Perkins responds to the Association's request, he would send his e-mail to Mr. Perkins.

Mr. Perkins said that these two matters were totally unrelated and he would speak to Mr. Capodice about the negotiations issue off line.

Ms. LaMorte said that she would like to also comment on the policy that Mr. Capodice spoke about. She said that although the board was tabling the resolution, she wanted to make a comment. Ms. LaMorte said that if the words that are crossed out in the sentence are taken out of the policy the sentence would read: "In addition, there will be a media resource center to assist in children's instruction." She asked how a room with no teacher in it, help children's instruction. Ms. LaMorte said that during the slide presentation on the budget, Mr. Vieira and Dr. Martin both indicated that the district will maintain all of its programs and services. She said that there will be "maintenance of a comprehensive, academic program in grades pre-k through grade 12." Ms. LaMorte said that if the phrase that is crossed out stays out, how can the board say it is maintaining all of the programs and services.

Ms. Lewis said that she was the media specialist at Kawameeh Middle School and she also wanted to comment on this policy. She said that although the board has mentioned that they would be tabling the vote for this evening, the board has raised the possibility that the policy would be reconsidered next month. Ms. Lewis said that she did not know why the change was being considered but she wanted to offer a few reasons why it would not be a good idea to remove the school library/media center specialist from the school libraries.

She said that a school library is a room and the school library program is what happens in and outside of that room when it is filled with resources that are selected by a school librarian who is knowledgeable about the curriculum of the school, the standards of the state, the interests and the developmental levels of the students in the school and how best to match the needs of the school community with the available resources and materials. Ms. Lewis said that a school library program is not effective if it is not active; resources alone cannot raise student achievement. She said that an effective library program involves certified teacher/librarians collaborating with classroom or subject teachers to instruct students in the research process, from asking the right questions, to finding the relevant materials to provide answers, to evaluating information sources for credibility, to reading, synthesizing and organizing information in ways that turn that information into knowledge, to communicating that knowledge to others and fairly and accurately crediting the sources. Ms. Lewis said that school librarians are uniquely trained in their graduate course work to teach these skills. She said that one of the purposes of the school library program is to build and maintain student enthusiasm for reading. Ms. Lewis said that for some students a room filled with well chosen books might be enticement enough but for most, some encouragement and guidance is necessary to nurture a love of reading. She said that school librarians are experts in children and young adult literature and through their instructional interactions with students or through the programs and activities that they run, school librarians get to know their students and are able to make personal reading recommendations that can broaden the students' enjoyment of literature and help led students to greater independence in the selection of pleasure reading as well as reading for information. Ms. Lewis said that a school library without a school librarian to select the resources, to promote and guide the school community in the many ways to use and enjoy these resources, soon becomes a wasted investment as the materials age and use plummets. She said that students will not learn the essential skills needed for success in the information age. Ms. Lewis said that she did not know the purpose for this policy change but even if it is not to eliminate school librarians, she urged the board reconsider removing those words since the media specialist is the core of the school library.

Mr. Perkins said that Ms. Lewis' comments will appear in the minutes, but he requested that since she prepared those comments, that she submit them in writing as well.

Ms. Sharp said that resolution P-14 states that the reduction in workforce employees. She asked if the board could tell her the categories that are being reduced, if the reductions will be covered by employee retirements that are anticipated or will there still be further reductions. Mr. Vieira said that there are six positions that are being eliminated in which the employees will be RIFFED. He said that five are U.T.E.A. members and one is a member of the custodial and maintenance group. Mr. Vieira said two of these individuals are child study team members, one is a secretary in the special services department, two middle

school world language teachers and one maintenance worker. Ms. Sharp said that these positions were not covered by retirements. Mr. Vieira said that was correct.

Ms. Detjen said that before she spoke to the "cuts" that were being made she would like to attest to the collaboration comments that Ms. Lewis made. She said that Ms. Lewis is an asset to the middle school program in more ways than can be imagined. Ms. Detjen said that Ms. Lewis built the curriculum and adds to the curriculum in so many subject areas where the subject area teachers are assisted with her research knowledge. She said that Ms. Lewis teaches skills at the middle school that students will use for the rest of their lives.

Ms. Detjen stated that with regard to the cuts, she had mentioned at the worksession that she was not exactly sure how world language came to be the only academic program cut and the special meeting minutes mentioned enrollment as the reason. She said that she knew that there was currently two French I classes which she teaches and she has two scheduled to be in next year. Ms. Detjen asked if the district could at least keep a world language if the district is eliminating cycles and what would be the maximum number of students put in a world language class. She asked if there were other factors for why world language was chosen besides enrollment and if the district is replacing the cycles, will there be more minutes of English and math or are there new cycles that the district decided were more important than world language.

Dr. Lishak said that she did not understand why Ms. Detjen is saying that there will be an elimination of cycles. She said that this has not been discussed. Dr. Lishak said that when the administrators talked about the two world language positions that would be eliminated, this is not something new for this year. She said that the drop in enrollment was discussed last year and the year prior and she knew that the World Language Supervisor has had discussions with members of her department. Dr. Lishak said that in many cases, students that are put in the French and German classes, these languages are not their first choice but they are put there because other classes may be at maximum capacity. She said that the district is looking at the ability to cover based upon the enrollment and student requests. Dr. Lishak said that students who want to take world language in middle school will be covered by the remaining world language staff. Ms. Detjen asked where Dr. Lishak got the information that French was not a student's first choice. Dr. Lishak said that she is getting this information from the Supervisor and this year is not the first time that this subject had come up. She said that she does get requests from students who are saying that they were put in a language that they did not choose and they want to go into a different area. Ms. Detjen said that she has students who come to her and say that they did want to take French but they were told it was "maxed out". She said that in the special meeting minutes there is an elimination of cycles and when Mr. Perkins asked her to speak to Dr. Lishak, Dr. Lishak was not sure if world language was going to be eliminated in the sixth grade or the seventh grade. Ms. Detjen said that there will be a change and she wanted to

know what these cycle classes will be replaced with. Dr. Lishak said that math and language arts instruction will not be increased in the middle school. She said that the district is planning to put keyboarding into the sixth grade cycles because the district is moving forward with PARCC testing. Dr. Lishak said that she did receive an e-mail from Ms. Detjen after that meeting and asked that after the board considered the budget this evening, she would meet with Ms. Detjen again to discuss the program which has been planned so that Ms. Detjen can discuss it further with her Supervisor. Ms. Detjen asked if keyboarding will replace world language, not technology. Dr. Lishak said that keyboarding is coming into the sixth grade cycles but since she did not have the plan in front of her. Ms. Detjen asked if world language would remain in seventh grade. Dr. Lishak said that she knew world language would be offered in seventh and eighth grade but she would have to verify if it would be offered in sixth grade.

Ms. Detjen said that her seventh grade students who are about to enroll in French I in eighth grade have communicated with her that French is their first choice. She asked Dr. Lishak what the "number" was that was optimal for an eighth grade French I class. Mr. Perkins asked that Ms. Detjen continue this discussion with Dr. Lishak off-line after the meeting.

Ms. Darby commented on Dr. Martin's letter of resignation. She said that she had been living in Union for 17 years and she had seen leaders come and leaders go. Ms. Darby said that it would be very sad if the board did call for Dr. Martin not to resign. She said that since Dr. Martin has come to the district, she has seen more things going on with the students; students have grown academically; Saturday Academy which all of her children participated in was a success; test scores have gone up; the Union High School football team has done amazing things. Ms. Darby asked if the board was planning to continue programs started by Dr. Martin after he leaves. She said that she felt that the community was paying more with the new budget but getting less. Ms. Darby said that the community asked for change and they got it in Dr. Martin but now the district is letting that go.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

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

E-1. AMEND DISTRICT ATYPICAL STUDENT LISTS AND TUITIONS FOR 2013-2014 SCHOOL YEAR

That the board amend out of district atypical student lists and tuitions for the 2013-2014 school year in accordance with the information appended to the nonpublic portion of these minutes.

E-2. AMEND LIST OF STUDENTS REMOVED FROM THE ROLLS

That approval be given to amend the list of students removed from the rolls [three (3) students exited from March 1, 2014 through March 31, 2014 or a total of twenty-four (24) students for the 2013-2014 school year appended to the nonpublic portion of these minutes.

E-3. AFFIRM SUPERINTENDENT'S RESOLUTION OF HARASSMENT, INTIMIDATION AND BULLYING CONCLUSIONS

That the board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period March 8, 2014 through April 7, 2014

E-4. ALLOW CHILDREN OF STAFF TO ATTEND UNION PUBLIC SCHOOLS

That the board allow children of staff members to attend Union Public Schools for the 2014-2015 school year at no charge: (a) K.M. - 9th grade at Union High School.

E-5. APPROVE JOINT TRANSPORTATION SERVICE AGREEMENT - SUSSEX COUNTY REGIONAL COOPERATIVE

That the board approve joint transportation service agreement with Sussex County Regional Cooperative for the 2014-2015 school year in accordance with the information appended to these minutes.

E-6. APPROVE COURSE PROPOSALS FOR 2014-2015 SCHOOL YEAR

That the board approve the following course proposals for the 2014-2015 school year in accordance with the information appended to these minutes: (a) Accelerated Math, Grade 5-6 at Jefferson School, Burnet Middle School and Kawameeh Middle School; (b) Applications of Algebra II at Union High School; (c) English Electives - Full Year Courses: EN501 - Creative Writing, Grades 11 and 12, EN502 - Journalism, Grades 10, 11 and 12, EN350 - SAT Prep, Grade 11; (d) English Electives - Half Year Courses: EN503S - Public Speaking, Grades 10, 11 and 12, EN504S - College Writing, Grades 11 and 12, EN505S - The Graphic Novel, Grades 10, 11 and 12, EN506S - Holocaust & Genocide Literature (second half of the year), EN507S - Young Adult Literature, Grades 10, 11 and 12

E-7. APPROVE 2014-2015 CALENDARS

That the board approve 2014-2015 calendars in accordance with information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio, Mr. Salcedo and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

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

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated March 31, 2014 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated March 31, 2014 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of March 31, 2014 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.

James J. Damato, Board Secretary

Dated

Pursuant to N.J.A.C. 6A:23-2.2(h), we certify that as of March 31, 2014 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 LINE ITEM TRANSFERS

That the Board approve line item transfers in accordance with the information appended to these minutes.

F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS PURSUANT TO THE REQUIREMENTS OF N.J.S.A. 18A:18A-5 AND 18A:18A-10(a)

That the Board approve the following contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 and 18A:18A-10(a) and in accordance with the information appended to these minutes.

F-6. APPROVE ATTACHED LIST OF CONTRACTS AND OR PURCHASES PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5(21)*

That the Board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) Mayfair Farms- not to exceed \$60,000 – 2014 Senior Prom –Union High School; (b) Cherry Dale Farms – not to exceed \$4,500 – football team fundraiser – Union High School Athletics; (c) Metro Fundraising - \$4,072.90 – Student Council fundraiser – Kawameeh Middle School; (d) Yankee Candle Fundraising - \$1130 – Key Club fundraiser – Union High School; (e) Gertrude Hawk Chocolates - \$5,022.46 – chorus/band fundraiser – Union High School; (f) Audio Incorporated- \$5,375 – audio rental for *Miss Saigon* – Union High School; (g) Costume World Consolidated - \$8,949.80 – Costume rental for *Miss Saigon* – Union High School; (h) World Stage - \$8,500 – Lighting rental for *Miss Saigon* – Union High School; (i) Gogashi Designs - \$1,650-baseball advertisement booklet – Union High School Athletics; (j) Festivals of Music - \$3,789 – Music in the Parks field trip – Burnet Middle School; (k) Villani Bus Company - \$2,880 – Music in the Parks field trip- Burnet Middle School; (l) Vision Wear International - \$1,183.93 - Heritage Festival t-shirts - Kawameeh Middle School

F-7. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES

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

F-8. PRE-APPROVE DISTRICTWIDE STUDENT FILED TRIP DESTINATIONS AND PURPOSES

That the Board 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 these minutes.

F-9. ACCEPT DONATIONS

That the Board accept the following donations: (a) \$715.14 from Life Touch National School Studios for use by Livingston School

F-10. AUTHORIZE IMPLEMENTATION OF 2014-2015 SCHOOL BUDGET AND TAX LEVY

That the board authorize the Superintendent and the Business Administrator to implement the 2014-2015 school budget and tax levy pursuant to local and state policies.

F-11. RENEW PETTY CASH FUND FOR 2014-2015 SCHOOL YEAR

That the board renew the following petty cash fund for 2014-2015 school year:

<u>Fund</u>	<u>Amt</u>	<u>Expend</u>	<u>Res. Ind.</u>	<u>Report</u>	<u>Voucher</u>	<u>End of Fiscal Year</u>
Sec'y	\$500	\$500	J. Damato	Annual	Board	Unused sum returned to General Fund

F-12. AUTHORIZE THE SCHOOL BUSINESS ADMINISTRATOR OR BOARD SECRETARY TO APPROVE PURCHASE ORDERS NOT EXCEEDING \$36,000

That the board authorize the School Business Administrator or the Board Secretary to approve purchase orders not exceeding \$36,000 in the aggregate, without advertising for formal bids and without prior approval of the Board. The Board requires a minimum of two (2) competitive quotations in such cases and payment to the applicable vendor shall be approved on the bills and claims. The bid threshold may be awarded without soliciting competitive quotations in accordance with N.J.S.A. 18A:18A-37.

F-13. APPROVE SENIOR SCHOLARSHIP AWARD AMOUNTS

That the board approve the following Senior Scholarship Award amounts for 2014 Union High School graduates: (a) Dora D. Feins Achievement Awards Fund for graduating student who will be in a college or specialized vocational program - \$100; (b) Dora D. Feins Achievement Awards Fund - \$80 for two plaques to deserving students; (c) Myrtle V. Hassey Awards Fund - \$100 for two \$50 awards to deserving students; (d) Bob O'Dell Scholarship Fund - \$1,500 to one deserving student; (e) Geraldine Minieri Memorial Scholarship Fund- Two (2) \$250 awards to deserving students who intend to further their education; (f) Ellen S. Rever Memorial Scholarship Fund - Four (4) \$500 awards to deserving students; (g) Jack Segale Memorial Award - Two (2) \$250 awards - one to a male and one to a female who ran track or cross-country and will continue their education and exhibit dedication to the sport and the will to win; and (h) Anna Zofay Slobodanyk Memorial Fund - Two (2) \$500 awards - one presented to a senior student for excellence in Business and one presented to a senior student for excellence in Math; (i) Margaret Fekete Fund - Two (2) \$5,000 awards to colleges of two students chosen based on the criteria set forth by the Margaret Fekete Trust.

F-14. APPROVE SUBMISSION OF FY2014 IDEA GRANT AMENDMENT

That the board approve submission of FY 2014 IDEA Grant Amendment 1 to allocate the \$14,645 unexpended nonpublic funds from the FY2013 IDEA Basic Grant.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
Mr. Salcedo and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

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

O-1. REPORT RECEIPT OF BIDS

Report receipt of bids received on March 27, 2014 for Science Supplies (Bid #15-01) for the 2014-2015 school year; Vocational Lumber (Bid #15-02) for the 2014-2015 school year; receipt of bids received on April 3, 2014 for Vocational Supplies (Bid #15-03) for the 2014-2015 school year; Tech Occupations Supplies (Bid #15-04) for the 2014-2015 school year; Family/Consumer Science Supplies (Bid#15-05) for the 2014-2015 school year; receipt of bids received on April 10, 2014 for Proposed Boiler Replacements for Washington and Livingston Schools

O-2. APPROVE ADVERTISEMENT FOR DISPOSAL OF EQUIPMENT

That the board approve advertisement for disposal of equipment which is deemed no longer serviceable in accordance with the information appended to these minutes.

O-3. APPROVE SECURITY AND BUS EVACUATION DRILL REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the board approve the following security drill reports and bus evacuation drill reports in accordance with N.J.A.C. 6A:27-11.2 in accordance with the information appended to these minutes.

O-4. APPROVE CHANGE OF PERFORMANCE DATE – UNION’S GOT TALENT

That the board approve change of performance date for “Union’s Got Talent” show from September 13, 2014 to September 6, 2014 at Union High School auditorium.

O-5. AWARD BID FOR BOILER REPLACEMENTS AT WASHINGTON AND LIVINGSTON ELEMENTARY SCHOOLS – SILVA’S MECHANICAL SERVICES

That the board award bid for Boiler Replacements for Washington and Livingston Elementary Schools to Silva’s Mechanical Services, 171 Midland Avenue, Kearny, NJ 07032 in the total base bid of \$795,500 which includes a \$130,000 contingency allowance in accordance with the information appended to these minutes. Alternates to be awarded as needed at a later date are as follows: Alt W-1 – New Blow-Off Separator Tank - \$15,600 (Washington School); Alt L-1 – New Vacuum/Condensate Pump- \$46,900 (Livingston School) and Alt L-2- New Blow-Off Separator Tank - \$15,600 (Livingston School).

O-6. APPROVE CONTRACT FOR PURCHASE OF REAL ESTATE – TOWNSHIP OF UNION

That the board approve contract for purchase of real estate from Township of Union in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Damato said that with regard to resolution O-6, it was not accurate to call this a purchase. He said that the Township of Union is going to give the board of education the old Vauxhall library property. Mr. Damato said that when the board gave the Township the land for the new library, some of that land would have been used for a parking area during the renovation of Jefferson School. He said that the district is now short a number of parking spaces for staff and visitors to Jefferson School and would like to utilize that piece of property for parking. Mr. Damato said that there is some work that needs to be done on the site and an engineering firm will be inspecting same to evaluate what the costs would be to raze the building and turn the site into a parking lot. He said that those discussions will take place over the next couple of months.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
Mr. Salcedo and Mr. Perkins
NAY: None
ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Dr. Francis, seconded by Mr. Nufrio that resolutions P-1 through P-12 be adopted:

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS

That the Board amend Substitute/Home Instruction List; Substitute Custodians, Substitute Cafeteria/Playground Aides, Teacher Assistants and Secretaries for the 2013-2014 school year in accordance with the appended to these minutes.

P-3. APPROVE LEAVES FOR STAFF

That the board approve leaves for the following staff: (a) Latesha Jenkins, School Social Worker at Union High School change unpaid family leave dates to the period March 24 through June 13, 2014; (b) Jennifer Duggan, special education teacher at Battle Hill School to extend unpaid family leave through the end of the 2013-2014 school year; (c) Jillian Semon, math teacher at Burnet Middle School for extended child rearing leave for the entire 2014-2015 school year; (d) Lauren Weissberg, School Counselor at Union High School to extend unpaid family leave through June 24, 2014; (e) Jamie Raczynski, teacher at Hannah Caldwell School, extended child rearing leave for the entire 2014-2015 school year; (f) Genevieve Reis, ten month secretary at Union High School extended medical leave through May 12, 2014; (g) Tara Wisiak, School Psychologist at Kawameeh Middle School, maternity and unpaid family leave for the period June 2, 2014 through October 14, 2014; (h) Maura Golding, teacher at Jefferson School, family and child rearing leave for the period January 16, 2014 through May 30, 2014; (i) Erica Santiago, Speech/Language Specialist at Burnet Middle School maternity and unpaid family leave for the period March 31, 2014 through the end of the 2013-2014 school year

P-4. ACCEPT LETTERS OF RESIGNATION

That the board accept letters of resignation from the following staff: (a) Shaquana Hall, part time bus assistant, effective March 18, 2014; (b) Shaniquah Street, part time bus assistant, effective March 20, 2014; (c) Kimberly Tisdale, 10 month secretary at Franklin School, effective April 25, 2014; (d) Jason Killian, Supervisor of Special Services, effective July 1, 2014

P-5. APPROVE CURRICULUM WRITING TEAMS

That the board approve Curriculum Writing Teams in accordance with the information appended to these minutes.

P-6. APPROVE ENGAGEMENT AND FEE AGREEMENT – JACKSON LEWIS, ATTORNEYS AT LAW

That the board approve Engagement and Fee Agreement with Jackson Lewis, Attorneys at Law, 220 Headquarters Plaza, Morristown, New Jersey in connection with the matter of D.C. (Allied World Claim No. 2014004711 in an amount not to exceed \$25,000 in accordance with the information appended to the nonpublic portion of these minutes.

P-7. APPROVE EVALUATIONS FOR DEAF AND HARD OF HEARING STUDENTS -**ACES (ASSESSMENTS COUNSELING AND EDUCATION SERVICES)**

That the board approve ACES (Assessments Counseling and Education Services) 147 Columbia Turnpike, Suite 307, Florham Park, NJ 07932 to provide evaluations on Deaf and Hard of Hearing students at a rate of \$900 per evaluation not to exceed \$3600 for the 2013-2014 school year in accordance with the information appended to these minutes. (Acct #11-000-219-320-01-19)

P-8. APPROVE INCREASE OF PURCHASE ORDER – CROSS COUNTY CLINICAL EDUCATION SERVICES

That the board approve increase of Purchase Order #14-01229 for Cross County Clinical Ed. Services from \$4,950 to \$7,625 an increase of \$2,675 in accordance with the information appended to these minutes.

P-9. APPROVE PARA-PROFESSIONAL TRAINING – KAUFMAN

That the board approve Dr. Brian Kaufman to present para-professional training at a rate of \$40 per hour not to exceed 2 hours or \$80 for preparation and not to exceed 10 hours or \$400 for presentation for the 2013-2014 school year. (Acct #11-000-223-110-01-19)

P-10. APPROVE PRESENTATIONS ON VB-MAPP ASSESSMENT BY DISTRICT STAFF

That the board approve the following staff to provide presentations on the VB-MAPP Assessment to district staff during the 2013-2014 school year at a rate of \$40 per hour plus \$40 per hour for preparation, not to exceed \$240 per presenter: (a) Brian Kaufman, (b) Alexia Moriello and (c) Lisa Cassano. (Acct #11-000-223-110-01-19)

P-11. APPROVE PRESENTATIONS ON ASSISTIVE TECHNOLOGY – TIMPANO

That the board approve Joanne Timpano, District Occupational Therapist, to provide presentations on Assistive Technology to district staff during the 2013-2014 school year at a rate of \$40 per hour plus \$40 per hour for preparation, not to exceed \$480. (Acct #11-000-223-110-01-19)

P-12. APPROVE NEURODEVELOPMENTAL EVALUATIONS – CHILD DEVELOPMENT CENTER

That the board approve Child Development Center, 703 Main Street, Paterson, NJ to perform neuro developmental evaluations at a rate of \$400 per evaluation, not to exceed \$4000 for the 2013-2014 school year in accordance with the information appended to these minutes. (Acct #11-000-219-320-01-19)

DISCUSSION:

Mr. Armino asked Mr. Damato if had to recuse himself from voting on resolution P-4 because he was hiring and/or the resignation of the Superintendent. Mr. Damato said that the board is accepting the resignation of the Superintendent, the board was not taking any action on salary or contract. He did not see that voting yes or no on this resolution would be a conflict.

Mr. Damato said that there was a typographical error with regard to a salary listed in resolution P-2. He said that Mr. Tatum was trying to clarify that information.

Dr. Francis stated that the salary for Betsy Manderichio listed on the backup for resolution P-2 should be \$28.63 instead of \$9.00 per hour

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio, Mr. Salcedo and Mr. Perkins
 NAY: None
 ABSTAIN: None

MOTION WAS CARRIED

RESOLUTION P-13 WILL BE VOTED ON AFTER DISCUSSION IN EXECUTIVE SESSION

P-13. APPROVE RESOLUTION PROVIDING SALARY AND FRINGE BENEFITS FOR CENTRAL OFFICE PERSONNEL

That the board approve resolution providing salary and fringe benefits for Central Office Personnel in accordance with the information appended to these minutes.

Moved by Dr. Francis, seconded by Mr. Nufrio that resolutions P-14 be adopted:

P-14. APPROVE REDUCTION IN WORKFORCE FOR 2014-2015 SCHOOL YEAR

That the board approve reduction in workforce of employees contained on the attached list for the 2014-2015 school year.

DISCUSSION

AYE: Dr. Francis, Mr. Galante, Mr. Nufrio, Mr. Salcedo and Mr. Perkins
 NAY: None
 ABSTAIN: Mr. Arminio

MOTION WAS CARRIED

POLICY COMMITTEE

Mr. Perkins stated that the board would not be taking action on the following resolutions this evening.

POL-1. APPROVE POLICY SERIES 6000 - INSTRUCTION

That the board approve Policy Series 6000 - Instruction in accordance with the information appended to these minutes.

POL-2. APPROVE REVISED POLICY FILE CODE 4119.26/4219.26 - STAFF USE OF INTERNET SOCIAL NETWORKS AND OTHER FORMS OF ELECTRONIC COMMUNICATION

That the board approve revised Policy File Code 4119.26/4219.26 -- Staff Use of Internet Social Networks and Other Forms Electronic Communication in accordance with the information appended to these minutes.

DISCUSSION

Mr. Arminio said that with regard to POL-2, since the committee has received more information. He said that this policy will be discussed further in committee before it is presented to the board for approval.

Mr. Arminio said that with regard to POL-1, he said at the policy committee meeting, that item that the language referred to by speakers tonight was never crossed off. He was not sure how same occurred. Mr. Arminio said that these policies would also be presented at a later date for approval by the board.

GRIEVANCE/NEGOTIATIONS

Moved by Mr. Nufrio seconded by Dr. Francis that resolution G-1 be adopted:

G-1. APPROVE MEMORANDUM OF AGREEMENT - UNION TOWNSHIP ASSOCIATION OF SCHOOL ADMINISTRATORS

That the board approve Memorandum of Agreement with The Union Township Association of School Administrators in accordance with the information appended to these minutes.

AYE:	Mr. Arminio, Dr. Francis, Mr. Nufrio, Mr. Salcedo and Mr. Perkins	
NAY:	None	
ABSTAIN:	Mr. Galante	MOTION WAS CARRIED

Moved by Mr. Nufrio seconded by Dr. Francis that resolution G-2 be adopted:

G-2. APPROVE SETTLEMENT AGREEMENT - GRIEVANCE HS-13-12

That the board approve settlement agreement in connection with Grievance HS-13-12 in accordance with the information appended to these minutes.

DISCUSSION

None

AYE:	Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio, Mr. Salcedo and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

APPROVAL OF BILLS

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

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
Mr. Salcedo and Mr. Perkins
NAY: None
ABSTAIN: None MOTION WAS CARRIED

UNFINISHED BUSINESS

Mr. Nufrio said that with regard to resolution E-7, he had a question with regard to the three calendars that were listed in the backup. Dr. Lishak said that she believed that Draft 3 would be the calendar that would be adopted. Mr. Nufrio asked if there had to be another vote on that resolution. Mr. Perkins said there should be.

It was moved by Mr. Nufrio, seconded by Mr. Arminio that Draft 3 of the school calendar for the 2014-2015 school year be adopted:

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Nufrio,
Mr. Salcedo and Mr. Perkins
NAY: None
ABSTAIN: None MOTION WAS CARRIED

Mr. Nufrio asked about the new Union High School Elective courses and he wanted to know what the Young Adult Literature course entailed. Dr. Lishak said that this was an elective course offered at Union High School for literature and the list of books was approved by the Education Committee. She said that these are books that are contained in the young readers' list that are targeted for students at that level. Mr. Nufrio asked if he could get a copy of the list. Dr. Lishak said she would provide it to him.

NEW BUSINESS

Mr. Arminio said that last week the law classes of Mr. DiBelonia at Union High School went to Merck Law Headquarters in west Jersey for a day of workshops conducted by the Merck Law Department. He said that there were seven students from the Union High School senior class who received \$500 scholarships; they are Maria Adulla, Cadesha Parks, Sierra Sullivan, Michael Rizzo, Brenda Vallela, Palmiera Young and Jeanetic Xiou.

Mr. Arminio said that one of the scholarships listed in resolution F-13 has been created because a former teacher of the district left a large endowment to the school system. He said that the interest of this endowment is to be used to fund scholarships for graduating seniors who will be entering the field of education. Mr. Arminio said that the scholarships will start with two recipients and will increase up to eight when it is fully funded. He said that Margaret Fekete was a caring teacher at Washington Elementary School who retired in 1971. Mr. Arminio said that she so loved her students and teaching, that years after her passing, she is showing that love. He said that he felt it would be fitting that the school district permanently demonstrate how grateful it is by placing a plaque at the entrance to the library at Washington School, which describes Ms. Fekete and what she had done for the district.

Mr. Arminio said that he formally moves that the board of education recognize Margaret Fekete and her generosity by placing said plaque at the entrance to the library at Washington School which highlights that generosity. He said that he checked and the library at Washington School is not named after anyone at this time; however, there is a section of the library named after Mrs. Kleissler and a section of the library named after Joan Cioban. Mr. Arminio said that the library did not need to be named after Ms. Fekete, he was only asking that a plaque be displayed so that students can be inspired by her generosity.

Mr. Perkins said that he would not recognize the motion because it was not on the agenda and there was no backup that has been prepared. He said that the Ad Hoc committee which has been formed to review this matter and one other proposed motion that Mr. Arminio made has met but the chairperson of that committee is not present at the meeting this evening. Mr. Perkins said that he understood that the committee has a proposal with regard to re-naming facilities consistent with New Jersey School Boards Association policy proposals. He said that Ms. Fekete does fit into the definitions that are set out in that policy and he was sure that it would just be a matter of time for this to occur, but as Mr. Arminio knew, there is a format for getting items on the agenda, discussing them in worksession and there be written backup available. Mr. Perkins thanked Mr. Arminio for his comments and ultimately what Mr. Arminio asked for will happen.

COMMENTS FROM THE PUBLIC

Ms. Taylor expressed her extreme regret that Dr. Martin has submitted his resignation. She also wanted to bring to the community's attention the cover story that is on the Local Source Newspaper this week regarding the Academy. Ms. Taylor said that the article was entitled, "Parents riled over Academy's end" and the article states:

"It appears that a very popular and successful Union District Middle School and High School Academy started by Superintendent Patrick Martin four years ago, will not be coming back. Although

parents waged and won a valiant fight last fall to have the Academy reinstated, recently their pleas fell on deaf ears. In fact, the Union Board of Education did not even respond to the concerns voiced by the parents and educators alike at recent board meetings when the topic was addressed. This has raised concerns among parents who said they have serious concerns about the board and its members, some of whom are running for re-election this year. . .”

“ . . .To fast forward to the spring, it quickly apparent that there would not be a Spring Academy. This time around, parents came out in droves to several school board meetings demanding to know why this program was not scheduled as it has been for the past four years. When board members remained stony faced and never responded to their questions, Union Education Foundation President Sue Lipstein, explained to the Local Source how things transpired.”

Ms. Taylor said that parents have still not received a response on where the Academy is and if it would continue. She requested a response this evening.

Mr. Perkins said that Dr. Martin has submitted his resignation. He said that the questions and concerns that he has raised regarding the Academy program have not be answered to his satisfaction. Mr. Perkins said that he invited Ms. Taylor to look at the 6000 Series of the policy proposal with respect to extracurricular activities and also to matters that are presented as part of the curriculum. He said that he was asked and he reminded Ms. Taylor of his 2011 memo regarding the backup and written proposal procedure for any proposal. Mr. Perkins said that the board was asked under the Open Public Records Act to provide that memo, and it was provided. He said that to the best of his knowledge the board has not gotten those responses. Mr. Perkins said that the other thing was the manner in which it happened. He said that in his memo, the Academy was proposed literally hours before the board meeting and it was not discussed at all by the Education Committee. Mr. Perkins said that he did not think that the board was opposed to the Academy Program but the board has concerns with the manner in which the Academy Program was raised and conducted and the issues with regard to the regulations and the laws of the State of New Jersey applicable to presentations or offerings by a board of education. He said that the board will look at those after Dr. Martin leaves and he can be reasonably sure that the board will have an answer by the fall.

Ms. Taylor said that she still had concerns that the parents have been “stonewalled” until the end of the school year and not one response was received until today. She said that now Mr. Perkins is giving some explanation. Ms. Taylor said that she has brought up this issue at least at the past four board meetings.

Mr. Perkins said that there were issues raised regarding the Academy that have not been addressed to his satisfaction and he again referred Ms. Taylor to the memo that he referred to earlier.

Ms. Taylor said that she felt that there were a lot of constraints placed on Dr. Martin to make him not take action regarding the Academy. She said that this was her own personal opinion.

Ms. Hall said that she was grateful that the policy regarding the media center was being corrected. She said that she was very grateful for the services of the librarian/media specialists in the district.

Ms. Hall said that she spoke about the "March Madness" program at Kawameeh Middle School at last month's meeting. She wanted to advise the board of some concluding figures and let the board know how the rest of the program went. Ms. Hall said that the final total that was raised for Pediatric Cancer Research and the Wounded Warrior Foundation was \$2,203.03 due to the efforts of the staff and the faculty who put themselves out and did some really fun things with the students. She said that all of the bridges that were built between the staff and the students were quite amazing to watch. Ms. Hall said that she did have some video evidence of the water balloon challenge where Mr. Malanda put himself out in the back parking lot and played dodge ball with students; who bought 554 water balloons; during the lunch periods. She felt that this challenge brought about a whole different level to the relationship between the principal and the students that may allow them to relate to each other in a different way in the future. Ms. Hall said that Kawameeh Middle School will be recognized by the Leukemia and the Lymphoma Society for its efforts and they have asked that some of the activities used for fund raising by the school be used by them. She thanked the administrators, staff and the Kawameeh community for their efforts for those charities. Ms. Hall said that she hoped that this activity will become an annual event.

Ms. Sharp said that she was speaking to the board as chairperson of the U.T.E.A. negotiation team. She said that four weeks ago the Association notified the board through Mr. Perkins that they had completed bargaining sessions amongst themselves and developed a proposal to present to the board. Ms. Sharp said that the Association asked that the board consider sitting down to "bargain" with the U.T.E.A. and asked for some possible meeting dates. She said that after two weeks no response had been received from the board and she sent out another e-mail at that time asking for any information that the board could give the U.T.E.A.; and again after two weeks the Association has still not received a response to either e-mail. Ms. Sharp said that she personally felt that this is an insult and very disrespectful to the Association who are the district's staff; those people who are before the students of the district each day. She said that the Association is only asking for common courtesy of getting a response to its e-mail. Ms. Sharp thought that the board should have more respect for the

Association. Mr. Perkins said that when Ms. Sharp spoke to him before the meeting, he advised her that for reasons he could not articulate, that he was not able to answer either of the Association's e-mails. He said that it was not a question of disrespect. Mr. Perkins said that he has communicated with the board's attorney and the board was as anxious as the Association to start negotiations. He asked for the Association's indulgence in this matter. Ms. Sharp said that she can accept the fact that the board was not ready to give dates but she had to approach Mr. Perkins about this issue. She said that the disrespect came from if the board was not ready or could not tell the Association the reasons why dates had not been provided, Mr. Perkins could have at least e-mailed the Association to say that the board was not ready for negotiations. Ms. Sharp said that the Association would like for the negotiations to get underway so that everything can be settled before the new school year. She said a simple answer to her e-mail would have eliminated her sitting at the meeting tonight.

Mr. Capodice said certainly the board can understand something being put out in the policies can create emotion and anxiety to a situation that already has too much of both. He appreciated Mr. Arminio's explanation. Mr. Capodice said that if this policy was not published when it was, his approach to the situation may not have been as vocal. He said there was a concern and he felt that this was another example of something that was published that was not supposed to be. Mr. Capodice said that tonight there was an issue with a salary and a calendar miscommunication; he said that these are Central Office issues that still have not been addressed. He felt it was an embarrassing situation that needed to be addressed.

Mr. Capodice wanted to take a moment to thank Dr. Martin for his service to the school district. He said that Dr. Martin was nice enough to reach out to him and inform him of his resignation. Mr. Capodice said that he and Dr. Martin have not always see eye-to-eye on every single issue but he has always been able to discuss it and he respected and appreciated the relationship that he has had with Dr. Martin. He wished Dr. Martin the best of luck when he leaves the district.

MRS. COOLEY ENTERED THE MEETING

Mr. Casey stated that his children attend Washington School. He thanked Dr. Martin for his service and he wanted to know if there would be an opportunity for the community to get involved in the search process to make sure that the new Superintendent is as strong as Dr. Martin. Mr. Perkins said that he was not quite sure how the board would be proceeding at this point. He said that upon effective date of Dr. Martin's resignation, there will be an Interim Superintendent appointed until a person can be found to be appointed at Superintendent. Mr. Perkins said that the board will be sure to consider the input of the community.

Mr. Perkins said that there was a budget presentation at the beginning of this meeting. He said \$130 million sounds like a lot of money and \$73,000 is a lot of money to him and to the board as a whole. Mr. Perkins said that the district is "nickel and diming" it; there are a million issues that have to be considered when the board evaluates the requests of individual constituencies. He said that unfortunately the people of the Township of Union must pay for this. Mr. Perkins said that it was a balancing act and the board as well as the administration has spent a lot of time coming up with the budget. He asked that everyone understand the position that the board finds itself in. Mr. Perkins said that there is not much "pork" in the budget and he appreciated everyone's understanding.

MOTION FOR EXECUTIVE SESSION

Moved by Mr. Galante, seconded by Mr. Nufrio that the Board go into Executive Session to discuss personnel 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, Mr. Galante,
Mr. Nufrio, Mr. Salcedo and Mr. Perkins
NAY: None
ABSTAIN: None MOTION WAS CARRIED

THE BOARD RETURNED TO PUBLIC SESSION

Moved by Mr. Galante, seconded by Mr. Nufrio that the following resolution be adopted:

P-13. APPROVE RESOLUTION PROVIDING SALARY AND FRINGE BENEFITS FOR CENTRAL OFFICE PERSONNEL

That the board approve resolution providing salary and fringe benefits for Central Office Personnel as amended omitting K.G. in accordance with the information appended to these minutes.

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

It was moved by Mr. Galante, seconded by Mr. Salcedo that the contract for K.G. not be renewed for the 2014-2015 school year and she be provided with sixty (60) day notice accordingly.

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

Mr. Nufrio said in the possibility of anticipating a hearing request on the part of K.G., he thought it would be wise for Dr. Martin to provide to the board copies of any evaluations and reprimand letters for their review. Mr. Perkins said that will happen if K.G. requests a meeting.

MOTION TO ADJOURN

There being no further business before the board, it was moved by Ms. Cooley seconded by Mr. Galante that the meeting be adjourned.

Respectfully submitted

JAMES J. DAMATO
BOARD SECRETARY