

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – September 15, 2020

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, September 15, 2020 at 7:00 p.m. via ZOOM pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:06 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mr. Vito Nufrio, Mrs. Linda Richardson, Mrs. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins (arrived 7:25 p.m.)

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Manuel Vieira, Mrs. Sandra Paul, Mrs. Anne Hart, Mr. Craig Wojcik, Mrs. Kim Conti

ALSO PRESENT:

Afshan Ajmiri Giner, Esq.

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

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

Mrs. Richardson read the District’s mission statement.

Public Hearing on the refunding bond ordinance authorizing the issuance of not to exceed \$24,500,000 Energy Savings Obligation Refunding Bonds to finance the Board’s Energy Savings Plan

Mr. Vieira stated the hearing on the refunding of the bond ordinance will be presented by Lisa Gorab.

Lisa Gorab stated I just want to be clear that this public hearing is just that, there is no action on the Energy Savings Plan. We are waiting to hear back from the BPU for their approval which we anticipate receiving. I will do a brief summary and if there are any comments from the public we can address them.

This is an Energy Savings Program – to install energy conservation measures in the school. The Board approved the framework of the plan. It has been submitted to the BPU for

approval. We would be authorizing at the next available meeting, \$24.5 million (not to exceed) to finance the projects. These projects will be undertaken on a tax-neutral basis. The savings every year are greater than the amount needed to pay off these bonds. No new taxes are anticipated to be needed to be raised to pay this project off. As you know there are many projects in the Energy Savings Plan. It is comprehensive, it has HVAC, roofing, solar, various controls. So tonight is just to answer any questions on the refunding bond ordinance which will be adopted at the next meeting after BPU approval.

Comments from Public on Public Hearing:

Mr. Monge stated it has been a long time coming, it is something that has been proposed when I was on the Board. I'm glad that something is moving forward. My concern/question, nothing has been shared with the public as far as documentation. There has been very high level discussion about what is happening or being proposed. I haven't seen anything in the way of the feasibility analysis, a budget, the list of projects, everything you mentioned has not been shared with the public. That is concerning to me because how can you ask questions if no information is being provided. Can all those documents be released to the public so there can be transparency and we can review and then be able to have some questions based on that. I mentioned this before, if we have our schools closed or if we don't reach the requirement of the savings – where the savings offset the cost of the debt service, what happens? Who is on the hook for that difference?

Lisa Gorab stated the project is so comprehensive it is going to take probably about a year for installation. The plan is designed to have savings in the future when the school is hopefully back up and running. We don't anticipate that the debt service associated with these bonds will kick in before the savings is obtained and it will be structured that way.

With respect to the plan, the Board has not formally approved the ESIP but it can certainly make a draft available of the plan and improvements to the public. Knowing that it hasn't been approved by the BPU yet and therefore not completely approved by the Board.

Mr. Monge stated if you don't have enough savings to be able to cover the debt service, who is on the hook for that difference? Lisa Gorab stated as part of the program, the energy savings company is providing a guarantee. What that guarantee will provide is that the projects are installed and are not operating in a way that provides enough kilowatt hours savings, they guarantee that difference.

Mr. Monge stated so they are offering a guarantee maximum price and they are on the hook – no contingencies? Mrs. Gorab stated if the school doesn't operate or people misuse the equipment or don't maintain it properly, certainly that guarantee will not be fully in effect. But if the equipment is being maintained and operated and they do not experience the kilowatt hours savings that they were supposed to, if the equipment is not as efficient as it is supposed to be, the guarantee would make up the difference.

Mr. Monge stated it is a limited guarantee. Mrs. Gorab stated yes.

Comments from Public on Resolutions:

None

Approval of Minutes:

Moved by Mrs. Ruiz, seconded by Mrs. Richardson, the following minutes were adopted:

1. May 19, 2020 – regular meeting
2. May 19, 2020 – executive session

DISCUSSION:

None

Mr. Nufrio stepped away prior to vote.

AYE: Dr. Francis, Mr. McDowell, Dr. Morgan,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

REQUEST FOR LEAVE – FILIPPONE

Request for unpaid non-FMLA/non-NJFLA leave from Thomas Filippone, physical education teacher-Hannah Caldwell Elementary School, September 1, 2020-June 30, 2021.

REQUEST FOR LEAVE EXTENSION – LOPEZ

Request for extension of paid medical leave from Ovidio Lopez, custodian-Washington Elementary School, through September 30, 2020.

REQUEST OF LEAVE – MINNOIA

Request for paid child rearing leave from Francesca Minnoia, special education teacher-Battle Hill Elementary School, September 14, 2020-October 19, 2020.

REQUEST FOR LEAVE – NUFRIO

Request for paid child rearing leave from Christina Nufrio, special education teacher-Washington Elementary School, October 5, 2020-November 12, 2020.

REQUEST FOR LEAVE – ROSA

Request for paid child rearing leave from Lisa Rosa, special education teacher-Battle Hill Elementary School, September 2, 2020-October 1, 2020.

LETTER OF RESIGNATION – PITTENGER

Letter of resignation from Megan Pittenger, teacher-Franklin Elementary School, effective October 31, 2020.

**LETTER OF RETIREMENT – BOAKYE**

Letter of resignation, for the purpose of retirement, from Akua Boakye, Personnel Manager/PR Coordinator, effective January 1, 2021.

**LETTER OF RESIGNATION – MIODUSZEWSKI**

Letter of resignation from Soraya Mioduszewski, paraprofessional-Union High School, effective September 1, 2020.

**LETTER OF RETIREMENT – POLACK**

Letter of resignation, for the purpose of retirement, from Linda Polack, special education teacher-Union High School, effective September 1, 2020.

**REQUEST FOR LEAVE – MARABUTO**

Request for paid child rearing leave from Erin Marabuto, teacher-Connecticut Farms Elementary School, September 1, 2020-October 5, 2020.

**REQUEST FOR LEAVE – DECORTE**

Request for paid medical leave from Annette Decorte, teacher-Livingston Elementary School, September 8, 2020-October 30, 2020.

**REQUEST FOR LEAVE – OSBORNE**

Request for paid medical leave from Amie Osborne, special education teacher-Union High School, September 1, 2020-September 30, 2020.

**REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT**

Request from Township of Union Recreation Department to use Jefferson School from 9:00 a.m. to 5:00 p.m. on Saturday, October 24, 2020 for the Township’s Trunk or Treat event.

**REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL**

Request from First Baptist Church of Vauxhall to use Union High School parking lot from 8:00 a.m. to 1:00 p.m. on Sunday, October 25, 2020 for outside worship service.

**LETTER OF RESIGNATION – RUSSO**

Letter of resignation from Michelle Russo, paraprofessional/special services-Kawameeh Middle School, effective September 1, 2020.

**Superintendent’s Report**

Mr. Tatum stated no attendance report for this month. The month of September will be reported in October.

HIB Self–Assessment: Each district school is responsible for reporting a self-assessment score for determining grades under the Anti-Bulling Bill of Rights. The assessment criteria is based upon a total of 78 possible points. The following represents our district’s projections for the 19-20 school year.

<b>Battle Hill</b>	<b>72</b>	<b>78</b>
--------------------	-----------	-----------

<b>Connecticut Farms</b>	<b>64</b>	<b>78</b>
<b>Franklin</b>	<b>73</b>	<b>78</b>
<b>Hannah Caldwell</b>	<b>72</b>	<b>78</b>
<b>Livingston</b>	<b>70</b>	<b>78</b>
<b>Washington</b>	<b>70</b>	<b>78</b>
<b>Jefferson</b>	<b>74</b>	<b>78</b>
<b>Burnet</b>	<b>76</b>	<b>78</b>
<b>Kawameeh</b>	<b>76</b>	<b>78</b>
<b>Union High School</b>	<b>74</b>	<b>78</b>

Our district did quite well on this assessment; that is information that will be forthcoming in the months ahead.

School Opening: As we all know, the Union Township Public Schools open its doors on September 9 to virtual instruction. This year a total of 7139 students are enrolled in the district as compared to 7089 at the beginning of the 19-20 school year. This represents an increase of 50 students over last year. Those numbers fluctuate over the course of the year. It is nice to see that enrollment has started to increase again. We ended the school year in the neighborhood of 7200 students.

I have requested the technology department to provide an overview of the current conditions regarding the district infrastructure and equipment, followed by an overview of funding and purchase of equipment with the grants received from the cares act, digital divide and the county freeholders. We will have two brief reports.

Sandra Paul stated Union High School Chromebook – there has been a delay in the delivery due to the demand of the devices across the United States and in the State. We have collected devices that have been available throughout the entire district in order to provide devices for the high school. Students that requested a device, as well as devices that need to be repaired. We have been doing distribution out of the high school main office.

We are working on resolving certain glitches throughout the virtual learning period. We have been working on resolving issues with the cameras, microphones. Mr. Wojcik has also been working on issues regarding ZOOM, Google Meet and he also has done training with the teachers on ZOOM – making them understand how the waiting rooms work and also on the T3 YouTube website video that explains how you use the waiting room.

Sherry Higgins arrived at meeting at 7:25 p.m.

Maureen Guilfoyle stated the first award we received was the CARES Act and that was for \$725,703 of which the district receives \$690,869 because some went to St. Michael's, the nonpublic received \$34,830.

Out of the CARES Act we ordered sanitizing supplies and equipment for a total of \$129,428.83. The IT Department – we ordered 1,801 Dell Chromebooks for a total of \$533,996.50. We also ordered licenses for GoGuardian which is the filtering system for all of those Dell Chromebooks. St. Michael's has been ordering sanitizing equipment and personal protection equipment for their school as well.

We also had professional development money that is left in that account and we will be using for the upcoming professional development days so we can enhance our virtual learning for the teachers, principals and other administrators.

The Digital Divide Award that we just received on September 4<sup>th</sup> was for \$959,496.00. We ordered 876 Dell Chromebooks out of that and we ordered the licenses for those as well. We just got a quote for the remainder and we will be ordering another 2,398 Chromebooks out of that money and that will take care of the Digital Divide Award. We will not have a balance left on that.

The next award we received was the CARES Act Sub Award and we will be voting on that tonight. It is for \$302,452 and that is for reimbursement of any type of health monitoring, cleaning, disinfecting protocols that we had to put money out for. This is a reimbursement program so anything we put out since July for providing for personal protection equipment for staff and students, any types of cleaning, disinfecting materials that we ordered for the bus sanitation as well and we can put in and get reimbursed for that. This is good until December. Any other purchases we want to make in the future, we can up until December and then put in for reimbursement.

The grand total received so far is \$1,952,817.60.

Mr. Tatum stated it shows that we have received the money and that we are ordering the materials but unfortunately because of what is going on around the country and our State, many of the instruments are backlogged. I know we have received some materials in and it is important to know that. Mrs. Guilfoyle stated we have already received the 1801 Chromebooks from the CARES Act and we have now set out for another 876 that hopefully we will receive soon. As Mrs. Paul stated there is a backlog of these products coming in.

Mr. Tatum stated thank you Sandra and Maureen for those updates. I think it is important that everyone understand what we are doing and how we utilized that money in the best interest of our students and staff.

We are beginning the assessment of our buildings in preparation of our benchmark date of October 15th. The results of the findings will be used to make informed decision regarding reentry to our buildings and shared with all stakeholders and the County Superintendent's office. There are certain documents that we will have to certify that we are indeed ready to return to the building and that is contingent upon the conditions that we are facing with the pandemic and any issues that need to be worked on or adjusted to conform to the regulations and that may affect our return date. The targeted return to in person instruction remains November 1, 2020.

Hopefully next month at this time we will talk about where exactly we are so everyone remains informed.

Lunch Program and building schedule for time. Meal Service is available at all schools between 10:00-12:30. All students may participate. Please review the schedule for your respective schools.

Back to School Nights - are beginning this week. Please check with your respective school for scheduled times and details.

Before I close tonight, I want to take this opportunity to wish our Business Administrator, Mr. Vieira, well on his retirement. This is his last meeting. I know it is with a heavy heart to say so long to him. I know we will be in touch. I would like to give Mr. Vieira an opportunity to say some closing comments.

Manny Viera stated good evening every one; this is my final Board of Ed meeting. My first experiences at the Union public schools began 55 years ago in a half-day kindergarten classroom at Washington School. Little did I know that one day I would be part of a team leading our complex school system.

During the 25 years of my employment, I've learned how to take direction, criticism and compliments. I've also learned to be open minded, to value other people's opinions and to consider other ideas along with mine, to end up with a great final result.

Being part of a team has taught me skills that I can use in more than just the professional area of my life. My relationships on a personal level are in a better place than they were, thanks to some of the things I've learned from many of you.

I've come to realize that being part of a community is more than just sharing credit. A team effort takes compromise. When you are on a team you have to at times lead, follow and more often than not, meet in the middle.

My wish for everyone here is that you all continue to experience success, to feel fulfilled in all you do and to have nothing but pleasant results with each completed project.

It's been a pleasure working here and I will genuinely miss it. I take with me fond memories, valuable skills and I hope to one day leave an impression on others similar to the one you have left on me.

Mrs. Minneci stated thank you Mr. Vieira and I wish you all the happiness, health and enjoy your retirement. From the voice of experience, it is a wonderful place to be so enjoy it and thank you for your service.

Mrs. Richardson stated I would like to wish you a very happy retirement. It has been a privilege and great experience working with you over this past year. I learned a lot from you in the short time we got to work together. I found working with you to be very enjoyable. As you

go into your next chapter of your life, another door opens, I wish you much happiness and success in whatever you want to do.

Mrs. Williams stated I want to wish you a very enjoyable retirement. I remember the first year I ran for the Board and we sat in there and going through budget hearing and you were so nice and explained everything. You will truly going to be missed.

Mr. Benaquista stated congratulation – you are going to be missed. I met you about 13 years ago in a different capacity but you helped me then. You are an integral part of this team. You kept that business office moving even through ups and downs. Your hard work and dedication to the Township of Union really is the driving force behind that. I do think that you are one of the most caring people as far as wanting your job to be complete and for the best interest of our students and community. I personally want to thank you as well.

Mr. Nufrio stated I would like to wish you continued good health, enjoy your retirement and don't look back.

Mr. McDowell stated congratulations on being able to retire and retire in good health. I thank you for all your years of service. I have been on the Board for five years now, you have always been there, available and helpful. Thank you for all you have done and enjoy your retirement.

Dr. Francis stated besides Mr. Nufrio, I think I have been here the longest out of the Board members and I just want to say thank you for your service. I want to wish you the best. I know you are not retiring because you still have your business but I wish you much success. Enjoy the time you have free from the Board of Ed because sometimes the Board of Ed can be tough and draining. I wish you the best.

#### Education/Student Discipline Committee Resolutions:

Mrs. Ruiz gave an update on the Education/Technology Committee meeting. Mrs. Ruiz stated Mrs. Paul and Mrs. Guilfoyle already discussed some of the items that we spoke about. I did want to let everyone know that we will be having our open houses and they will be either virtual or in person. If they are in person they would need to be held outdoors and that decision is up to the building principals. They will be completed by the end of this month and parents will receive communication from their building principals.

We are in the process of putting together schedules so that parents and students can pick up books and materials that they need for their classes because we have been waiting for the books to come in.

Last week we discussed an issue that was raised about the CAD teacher as to whether or not she had the necessary CAD certification for the students to sit for the CAD licensing exam. Mrs. Moses did look into it. The issue has been clarified. It is my understanding that the CAD teacher does have the required certification and that anybody can proctor the exam – it doesn't need to be her.



The district purchased licenses for labs for our AP science classes so students in AP Bio, AP Chem and AP Physics can conduct their required labs virtually because they have to submit them for the exam.

Also we discussed the graphic design and photography classes – digital arts classes because there was an issue raised about whether or not they had a license for the photo shop software that they need and it was explained that we do have the license; however, it is a device license not a user license and the process to switch that over from device to user is a large, time consuming undertaking. Those classes are using a different software at this time in order for the students to complete the assignments. As you can imagine our technology department is quite busy given the structure of our school year. We have to be patient as we navigate through this process.

Also on the district website, parents can find a virtual learning tool kit which has resources and also there is a grant available to parents to assist them with childcare costs if they are working or attending an educational or training program. If you qualify for free and reduced lunch, you can apply for this grant. You can go onto the district website to get more information on the grant and to apply. It is called the Safe Learning Study Family Grant.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Ruiz, seconded by Mrs. Williams, for adoption:

E-1. *Agenda item reported at September 8, 2020 worksession (Superintendent's Report of HIB – August 19-September 20, 2020).*

E-1.1 SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period September 9, 2020 to September 15, 2020 (no HIB to report for this period) *(no vote required; for reporting purposes only)*.

E-1A. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the period August 19, 2020 to September 15, 2020, in accordance with the information appended to the minutes.

E-2. APPROVE USE OF UCESC PROGRAM

Approve use of Union County Educational Services Commission to provide a weekly, virtual, job readiness and career exploration program for up to 12 students for the 2020-2021 school year at a cost not to exceed \$19,260.00, in accordance with the information appended to the minutes.

E-3. APPROVE NJDOE SCHOOL SELF-ASSESSMENT

Approve the New Jersey Department of Education (NJDOE) School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2019- June 30, 2020, in accordance with the information appended to the minutes.

- E-4. APPROVE I&RS MEMBERS – 2020-2021  
Approve I&RS members for the 2020-2021 school year, in accordance with the information appended to the minutes.
- E-5. APPROVE SCHOOL IMPROVEMENT PLANNING COMMITTEE – 2020-2021  
Approve School Improvement Planning Committee for the 2020-2021 school year, in accordance with the information appended to the minutes.
- E-6. APPROVE DISTRICT MENTORING PLAN  
Approve Township of Union Public Schools 2020-2021 District Mentoring Plan, in accordance with the information appended to the minutes.

DISCUSSION:  
None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Mrs. Richardson stated the Fiscal Committee and there weren't any changes on what we discussed last week.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mr. Nufrio, for adoption:

- F-1. TREASURER'S REPORT  
That the Treasurer's Report dated August 31, 2020 be accepted.
- F-2. SECRETARY'S REPORT  
That the Secretary's Report dated August 31, 2020 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 August 31, 2020 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Manuel E. Vieira  
Manuel E. Vieira, Board Secretary

\_\_\_\_\_  
Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of August 31, 2020 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 ACCEPTANCE OF CARES ACT GRANT SUBAWARD

Approve acceptance of the CARES Act Subaward in an amount not to exceed \$302,452.60 for the period of July 1, 2020 through December 18, 2020, in accordance with the information appended to the minutes.

F-7. APPROVE RODRIGUEZ NATIVO LLC –SIGN LANGUAGE INTERPRETER

Approve Rodriguez Nativo LLC to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (thereafter \$70/hr. day rate and \$75/hr. after 5 p.m.) not to exceed \$2,750 for the 2020-2021 school year (Account #11-000-240-890-01-54-060).

F-8. APPROVE LIST OF 2020-2021 STATE CONTRACT VENDORS

Approve the amended list of the 2020-2021 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	2227/Senior Class	Oak Hall Industries – Class of 2020 Caps and Gowns	\$7,319.75
Union High School	3220/Athletics	Collins – Gatorade, snacks/ drinks to be sold at field house	\$3,000.00 (estimate)
Union High School	3380/Athletics	NJSIAA – for State wrestling tournament	\$12,000.00 (estimate)
Union High School	3380/Athletics	UCIAC – for County wrestling matches	\$4,000.00 (estimate)

F-10. APPROVE 2020-2021 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2020-2021 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Gertrude Hawk Chocolate Sales	10/28-11/13/2020	UHS-Marching Band/UHSPAC – raise funds for UHS marching band and UHSPAC
Popcorn Sale	1/13-1/29/2021	UHS-Marching Band/UHSPAC – raise funds for UHS marching band and UHSPAC
Car Washes	4/11/2021 5/23/2021 7/25/2021 8/29/2021	UHS-Marching Band/UHSPAC – raise funds for UHS marching band, scholarships, end of year awards/banquet and 2020-2021 season
Snap Raise	9/16/2020-4/20/2021	UHS – Gymnastics Club – raise funds to purchase snacks and items for gymnastics team

F-12. *For informational purposes only – vote not required.* List of legal services for the 2020-2021 fiscal year, in accordance with the information appended to the minutes.

F-13. APPROVE TEAM SCHOOL PHYSICIAN – GALLICK

Approve Dr. Gregory Gallick as the Team School Physician for athletics for the 2020-2021 school year at an annual rate of \$8,500.

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: Mrs. Ruiz (F-13)

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

MOTION CARRIED

Grievance/Negotiations Committee

Upon recommendation of the Superintendent of Schools, the Grievance/Negotiations Committee presents the following resolution for the Board’s consideration:

G-1. *Agenda item approved at September 8, 2020 worksession (MOA-UTEA).*

Operations Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mr. Nufrio, for adoption:

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 2020-2021 school year, in accordance with the information appended to the minutes.

O-2. APPROVE GATEWAY FAMILY YMCA

Approve Contracts and Addenda for early care and aftercare with Gateway Family YMCA, in accordance with the information appended to the minutes.

O-3. APPROVE RENTAL FEE SCHEDULE – 2020-2021

Approve Rental Fee Schedule for charges for the use of school facilities for the 2020-2021 school year, in accordance with the information appended to the minutes.

O-4. APPROVE RELAY FOR LIFE

Approve Relay for Life event at Union High School field on Saturday, June 5, 2021 from 3:00 p.m. to 10:00 p.m. for the purpose of raising funds for the American Cancer Society.

O-5. APPROVE ANNUAL INTEGRATED PEST MANAGEMENT NOTICE

Approve Annual Integrated Pest Management Notice for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-6. *Agenda item approved at September 8, 2020 worksession (robo calls).*

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

There were no questions concerning the discussion items and therefore were walked onto the agenda.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Richardson, seconded by Mrs. Williams, for adoption:

O-7. REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Request from Township of Union Recreation Department to use Jefferson School from 9:00 a.m. to 5:00 p.m. on Saturday, October 24, 2020 for the Township's Trunk or Treat event, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mr. McDowell, seconded by Mrs. Higgins, for adoption:

O-8. REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL

Request from First Baptist Church of Vauxhall to use Union High School parking lot from 8:00 a.m. to 1:00 p.m. on Sunday, October 25, 2020 for outside worship service, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Mr. McDowell stated Personnel Committee had their meeting yesterday. There will be a couple of items to be discussed in executive session. Just to let the public know we are continuing our interview process for a BA and also for an elementary school principal.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. McDowell, seconded by Mrs. Richardson, for adoption:

P-1A. *Agenda item approved at September 8, 2020 workession (personnel-new hires).*

P-1B. *Agenda item approved at September 8, 2020 workession (personnel-extra pay).*

P-1C. *Agenda item approved at September 8, 2020 workession (personnel-transfers).*

P-1A-1. PERSONNEL ACTIONS – NEW HIRES

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

P-1B-1. PERSONNEL ACTIONS – EXTRA PAY

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

P-1C-1. PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE 2020-2021 HOURLY RATES LIST

Approve 2020-2021 Hourly Rates List, in accordance with the information appended to the minutes.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Pittenger, Megan	Teacher	Franklin	10/31/2020	Resignation	10/31/2020 last physical day
Boakye, Akua	Personnel Manager/PR Coordinator	Central Office	1/1/2021	Retirement	
Mioduszeski, Soraya	Paraprofessional	UHS	9/1/2020	Resignation	Letter states 9/7 but will be treated as start of year 9/1/2020
Polack, Linda	Special Ed Teacher	UHS	9/1/2020	Retirement	
Russo, Michelle	Paraprofessional/Special education	KMS	9/1/2020	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Filippone, Thomas	Phys. Ed teacher	Hannah Caldwell	9/1/2020-6/30/2021	Unpaid non-FMLA/non-NJFLA	Request does not fall under FMLA/NJFLA or FFCRA entitlement
Lopez, Ovidio	Custodian	Washington	Extension through 9/30/2020; Tentative Return 10/1/2020	Extension of paid medical leave	Tentative return: 10/1/2020; org. leave began 2/26/2020
Minnoia, Francesca	Special Ed teacher	Battle Hill	9/14/2020-10/19/2020 Return 10/20/2020	Paid child rearing leave	Use of paid pre/post sick days only at this time
Nufrio, Christina	Special Ed teacher	Washington	10/5/2020-11/12/2020 Return 11/13/2020	Paid child rearing leave	Use of paid pre/post sick days only at this time
Rosa, Lisa	Special Ed teacher	Battle Hill	9/2/2020-10/1/2020 Return 10/2/2020	Paid child rearing leave	Use of paid pre/post sick days only at this time
Marabuto, Erin	Teacher	Connecticut Farms	9/1/2020-10/5/2020 Return 10/6/2020	Paid child rearing leave	
DeCorte,	Teacher	Livingston	9/8/2020-	Paid medical	

Annette			10/30/2020 Tentative Return 11/2/2020	leave	
Osborne, Amie	Special Ed teacher	UHS	9/1/2020- 9/30/2020	Paid medical leave	

P-5. APPROVE ATTENDANCE – EDUCATIONAL/CURRICULUM MEETINGS –MUJC  
 Approve attendance for educational/curriculum meetings at Morris Union Jointure Commission: Annie Moses; Assistant Superintendent, Gerry Benaquista; Assistant Superintendent, Supervisors: Randi Moran, Jeremy Cohen, Nicole Ahern, Robert Ghiretti, Theresa Matthews, Maureen Guilfoyle, and Maureen Corbett, Principals: Mark Hoyt, Jason Malanda, David Shaw, Michelle Warren, Ben Kloc, Tom Matthews, Athea Bossard, Kira Baskerville-Williams, Kathy DiGiovanni, and Laura Damato, Directors Kim Conti, Ann Hart and Sandra Paul and Assistant IT Director Craig Wojcik. Attendance at Morris Union Jointure of Commission (at no cost to the District) for 2020-2021 school year.

P-6. APPROVE ATTENDANCE – NJDOE WORKSHOPS  
 Approve attendance for all central office administrators, district principals, supervisors, directors and Assistant IT Director to attend professional development workshops provided by NJDOE; in accordance to the state calendar events that pertain to the district and schools’ action plan and/or individual PDP; evidence driven and shared with building community to improve students and teachers outcomes (at no cost to the District) for the 2020-2021 school year.

P-7. APPROVE CRISIS RESPONSE TEAM – 2020-2021  
 Approve Crisis Response Teams for the 2020-2021 school year, in accordance with the information appended to the minutes.

P-8. APPROVE STUDENT TEACHERS AND INTERNSHIPS  
 Approve student teachers and internships for the 2020-2021 school year, in accordance with the information appended to the minutes.

P-9. APPROVE CHANGE OF SALARY CLASS #2 – EFFECTIVE SEPTEMBER 2020  
 Approve Change of Salary Class #2 (effective September 2020), in accordance with the information appended to the minutes.

DISCUSSION:  
 None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
 Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mr. Nufrio (employee #10897)

MOTION CARRIED



## Residency Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Higgins, for adoption:

## R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [two (2) students exited the month of September 2020 (2 from elementary) or a total of four (4) students for the 2020-2021 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

## R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #329060 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

## R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #308123 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. *Agenda item approved at September 8, 2020 worksession (Settlement Agreement).*

## DISCUSSION:

Mr. Nufrio asked are the investigators still doing investigations? Mrs. Minneci stated yes.

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

## Technology Committee:

Mrs. Minneci stated Mrs. Paul covered most of what we discussed at our committee meeting yesterday. She discussed it earlier this evening about the Chromebooks. Clever is up and running and it is a single sign on so it is easier for the students to log on to Clever and then they can access all the resources that are available to them during the day for their classes and the teachers can also create a portal for their resources as well.

## Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Richardson, seconded by Mrs. Higgins, that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

## DISCUSSION:

None

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Moses stated I wasn't available to say my public farewell and best wishes to Manny. Manny, happy retirement to you and I know you are going to enjoy every day. You love the sunshine and so do I. I want you to remember the good times we had here in our district. The Township of Union is a beautiful district. I know the years have been heavy because they have been heavy for me with so many things that you go home with. I think everyone goes home with things from work. It is a different kind of feeling when you are going home when you have young people on your mind, the next generation and what our role will look like with them in it. It is a heavy role that we take with us every day and it is a role I would trade any day because I want to be a part of what is left behind in this earth and given that our children have the opportunity to make this world a better place. The finances are the core of everything next to that curriculum. Thank you for always helping me out with the money piece and getting our kids what they need.

I also want to talk to everyone – there are a lot of things that I take in my heart and one of the things is when we give information out and our children find out about the information – one thing that I never want to do is to hurt a child – never. I know I have thick skin but when it comes to a student or a young person and they can be as young as 25 or 30 – they are making it and I'm all about helping them pave the way to make it. Parents really put a lot on me last week when they were emailing me about the CAD. I was really upset about that. It hit me really hard because I know Mr. Tatum interviewed this one CAD teacher and I know when he called the County, the County was overwhelmed with the engineering degree this person had. To know that we wouldn't have someone that is able to take our kids down the proper path really upset me. I did do the research and what I found was everything that was said was incorrect so that is misinformation. One of the things that I always talk to the principals and administrators, for the four years that I have been here is about the 21<sup>st</sup> century skills. They are most important in the world today. Those four skills are all you need to know and you really research that, it will help you on a lot of things. One is communication and sometimes when you communicate to people they might like what you have to say but they might not – inquiry is key to moving along so questions are always good. Collaboration is equally important. Being creative and finding solutions to solve problems is equally important. Critical thinking – problem solving, that is key. When I feel a child has to drop a class because of miscommunication and there is no creativity behind it to say – think about it you can do this and that and show them the way to make things happen – that is our job as educators. Moving down, I would hope that everyone, whenever you have a question or anything like that, please contact the person who is charged down that path and have them give you all the information that they can. I had a parent, she was very patient with me, she allowed me to get all the information I needed to get and I gave her the information. I thanked her for that because it took a couple of days because of the situation we are in and everyone is working from home. I wanted to be thorough and be exact. I wanted to be exact, not for me because I knew Mr. Tatum hired the best person but I wanted to be exact for our children

and I want them to know when things are brought forward, we make sure that we give them the best that we can give them. I just wanted to say that because these are really crazy times and people say things off the cuff and things happen and sometimes we go back and forth. But the most important people in all of this are our children. They are very important and we don't ever want to hurt them or discourage them. We want them to keep moving and keep succeeding and never give up and that is really important to me. That is all I'm going to say tonight, I won't say anything else for the next few months but just always think about the children because there are a lot of kids in this district and I knew them when they were in the bellies of their parents so they mean a lot to me. I would do anything for them. I'm saying to you when we talk about what is good for our kids, make sure we talk about the right things because they are listening to us and looking at our lead because they are our future. I know they mean a lot to everyone that is in this room and I'm just sharing my heart because I love those kids and we have beautiful kids in Union and I want them to have every opportunity possible and I hold the Board of Education, myself, Manny until the day he leaves, and everyone else to give our kids the very best. We have beautiful families and beautiful children. I want them to have the best. Please bring real information. If it doesn't sound right, talk to the person who is in charge. Talk to the nurse, supervisor, directors, talk to the people that are in charge. They can give you the right information so that our kids can hear what is available for them and that anything they have, they can overcome it and we will help them overcome it. No one should be able to drop something and not be able to take something even if they are taking a class just for the experience and next year taking it for the credit – that is possible. This is not the little red school house. In a public education there is a high school kid, you can go to the teachers and say can I come in and take in the experience. I know I'm not going to get a grade but I can take it next year to get the grade. We can work things out, we have to be creative. That is one of the 21<sup>st</sup> century skills.

Mrs. Minneci stated thank you Mrs. Moses.

New Business:

Mrs. Williams stated I would like to move that Gerry Benaquista be appointed as Acting Superintendent as of January 1, 2021.

Dr. Morgan asked is that the correct way to do that? Mrs. Williams stated walking it on. Afshan Ajmiri Giner stated a Board member can certainly make motion on the floor and once it is made a Board can have discussion and vote on it. Just to be mindful that any discussion that goes beyond what would otherwise be covered by personnel exemption would have to then be in executive session and we would have to move to executive to have further discussions.

Moved by Mrs. Williams, seconded by Mrs. Richardson, that we appoint Gerry Benaquista as Acting Superintendent as of January 1, 2021 and shall immediately serve in such capacity in the event where the outgoing Superintendent of Schools is not available to discharge his duties.

DISCUSSION:

Mrs. Ajmiri Giner stated if you want to have discussion that relates to the specifics of the individual's qualification, I would recommend that we have that in executive session. If it is

simple as the timeframe, the position that we want the individual to serve, then that is fine. If you can start in public and I think it is going into a place where it should be in executive session, I will let you know.

Dr. Francis stated I have a problem with that. We just had an executive session meeting tonight regarding getting educated on the fulfillment of either hiring an interim superintendent, as well as hiring a superintendent for the replacement of Mr. Tatum. Gwen Thornton came from NJSBA and gave a layout of what we can do and what our options are. I find it just disheartening that you have Mrs. Williams come here and pretty much hijack our discussion when we were supposed to at least speak about which way we wanted to go. This is not about Mr. Benaquista, this is really about a process. I assume that Mrs. Williams and probably Mrs. Richardson, wants to tie our hands in hiring Gerry as our acting superintendent when Mr. Tatum has not even left. He is still here. As long as that seat is taken, you can't have an acting superintendent. You are tying the hands of us right now as well whoever is elected come November. I'm not in agreement and I think it is shysty – it is foul.

Mrs. Williams stated absolutely not. Dr. Francis stated shysty and foul – you have a habit of doing that. Mrs. Minneci stated let's not get that way. Mrs. Williams stated I'm not going to go back and forth and I'm not going to argue with anyone. Dr. Francis stated then be quiet because you said your peace and I said mine.

Mrs. Ajmiri Giner stated I would suggest that any discussion anybody has to maintain decorum that is expected of all board members and the public.

Mr. McDowell stated I am in agreement with Dr. Francis, with all due respect to Mr. Benaquista. This is not the way to do this because we have conflicted Board members here tonight. With all due respect to Mrs. Williams, I still don't think this is the way to do this. We need to discuss this in executive session because it is not fair to the people that attended the training tonight. I have nothing but respect to Mr. Benaquista but because of that respect to him, I do think that this is not the way to do this here tonight.

Dr. Morgan stated I would also like to say that I find it disrespectful that we did have a discussion last week about how we are going to proceed. We planned this week to meet with the representative from NJSBA and now we are doing this. This is just indicative of the school board and I'm embarrassed that this continues to happen where we are just trying to do what is best for the children and people continue to play games. I am going to stand and speak for Dr. Morgan, that this Board is just unfunctionable because we cannot seem to follow direct rules and have respect for one another even when we disagree. I am going to move forward with saying that I will be voting no on this motion and I suggest that others who have been on this call since 5:30 this afternoon, that you please do the same and we continue to do what is best for children because right now is a hijack of the position and again no disrespect to Mr. Benaquista but I believe in doing things correctly and this is just not the way to do it.

Mrs. Williams stated when Mr. Tatum as Assistant Superintendent, was appointed as Acting Superintendent when Dr. Jakowbowski left. Mr. Tatum was the acting superintendent when Dr. Martin left. We need some stability. We need somebody who is vested in the district.

We need somebody that knows the district and I thought that was an opportunity for us to take our time and find a permanent superintendent.

Mr. McDowell stated that is not what we agreed to. Mrs. Williams stated everything in training she discussed but in the meantime we need somebody who is going to keep the district and steady the ship. Mr. McDowell stated I have no problem with that at all but what I'm saying is this is not the way to do this tonight. Dr. Morgan stated exactly not at all; disrespectful as usual.

Dr. Francis stated in going forward, Mr. Tatum is still here. Mrs. Williams stated I understand that. Dr. Francis stated he is operating the way a superintendent should. He has not left. The job right now is not open. Mrs. Williams stated January 1<sup>st</sup> it will be. Dr. Francis stated well it is not and while we can sit here we can try and we should be working on finding a replacement for Mr. Tatum and second we can find an interim in the meantime. The way you go about things. Mrs. Minneci stated let's not be disparaging. Dr. Francis stated excuse me I'm talking here. Mrs. Minneci stated we are in a meeting here. Dr. Francis stated Madame president I'm talking. I'm talking and I have a voice. Mrs. Minneci stated so do I. Dr. Francis stated I'm going to say what I want to say. Mrs. Minneci stated let's move on. Dr. Francis stated I want to say what I have to say. Mrs. Minneci stated but without being disrespectful to everyone. Dr. Francis stated I'm just saying, obviously, there was some kind of communication between others besides Mrs. Williams and Mrs. Richardson about this. Mrs. Williams stated there was not. Dr. Francis stated the only people that can vote are the non-conflicted members. Go ahead; I'm done; call for a vote.

Mrs. Richardson stated I want to speak as well. I agree with Mrs. Williams. I think especially during this time of COVID-19 that it would be a good opportunity to have Mr. Benaquista; we are losing three quarters of our administrative staff with Mr. Vieira, Mrs. Moses and Mr. Tatum leaving – the only person left that has any experience in the district right now to be acting would be Gerry Benaquista so if we are going to bring in an interim, I don't know how they are going to have the pulse on the community. Mr. Benaquista has the experience in that. This is just an acting position, this is not making him the superintendent. The process of getting a superintendent is going to be a long time. We don't know if we are going to have another wave of COVID-19. We were shocked with it in March and fortunately they were able to get it together and do what they had to do but there were four of them. How would the interim really know exactly what the problems are in each school, teachers – I just feel that having somebody that is experienced in our school district, could be mentored for the next 2-1/2 months with Mr. Tatum so that we can smoothly go into the next phase; that is my opinion.

Dr. Morgan stated I respect your opinion but that should have been discussed last week when we talked about this and today. To do this publicly, once again, I say it is disrespectful.

Mrs. Ajmiri Giner asked do the Board members want to go into executive session? Dr. Francis stated no. Dr. Morgan stated absolutely. Mrs. Williams stated I would just like to take a vote. They said what they had to say, I said what I had to say – let's take the vote.

Conflicted Board members could not vote (Mrs. Higgins, Mr. Nufrio, Mrs. Minneci).

AYE: Mrs. Richardson, Mrs. Williams

NAY: Dr. Francis, Mr. McDowell, Dr. Morgan, Mrs. Ruiz

ABSTAIN: None

MOTION FAILED

Mrs. Williams stated I would like to walk on Policy 4111 – for first reading, to include the language the employees hired by the Board shall neither be a sitting board member of the Township of Union Public Schools nor serve as a board member of the Township of Union Public Schools within the past two years.

Mrs. Ruiz asked didn't we deal with this. Dr. Morgan stated obviously they are scared of me so let's go ahead and pass this. I would not work in the Town that I live. Enough already, let's do something for children.

Mrs. Ajmiri Giner stated Dr. Morgan I certainly would want you to address concerns when discussion happen. I just want to follow the procedures to the best of our abilities and then we can engage everyone in discussion.

Mrs. Ruiz stated the months have gone by so quickly but didn't we discuss this policy already. Dr. Morgan stated it was in November Kim. Mrs. Williams stated it was February. Mrs. Ruiz asked does anyone remember what happened with this. I certainly don't remember the policy committee meeting again about it. The policy committee hasn't met in months. Dr. Francis stated the policy died Kim.

Mrs. Williams stated it was tabled out of order, (inaudible) because it was first reading so this is going on as first reading. This one is more appropriate because it discusses all the employees.

Mrs. Ruiz asked isn't Mr. Nufrio the policy committee chair? Mrs. Williams stated he is. Mrs. Ruiz stated I just wanted to be sure because he is not saying a word about this. Two, the policy committee did not meet on this. Mrs. Williams stated we met in February. Mrs. Ruiz stated we didn't meet about this motion. Mrs. Williams stated it is the same policy, same subject.

Dr. Francis asked what is the purpose of the policy? Mrs. Williams stated to make sure that we have people (inaudible). Dr. Francis stated you are a puppet – you have always been one.

Afshan stated I just want to make sure – Mrs. Williams you made a motion, if no one seconded it there is no reason for discussion at this point. Dr. Morgan stated put the policy in place; really; what are we doing for children? Mrs. Williams stated what are we doing Dr. Morgan? Dr. Morgan stated I'm still trying to figure this out. Dr. Francis stated the problem is they always make policies for adults, never for kids – it is never about the kids. It is handicapping the superintendent – that is all they ever want to do is handicap the superintendent because they want to be the superintendent. Dr. Morgan stated it seems to me that I'm not the

only who is qualified – one, it would never happen. I would never work in the Town where I live so why are you trying to act like you need to put a policy on the table to say if you are on the board for 6 months, 2 years, whatever, I have a lot of years left; I could come back in five years if I chose to. Mrs. Ruiz stated you know the answer to that – you scare her. You sure do. Dr. Morgan asked what are we doing for children? Nothing – I have been sitting here for 18 months and nothing has been done for children. You guys don't care because your children aren't in the district.

Afshan stated if this is something we are not moving forward on, there is no reason for further discussion and I do think the Board needs to discuss this first before it gets presented.

Mrs. Ruiz stated what about the policy committee discussing it first. Dr. Francis stated how about the respect.

Afshan stated Mrs. Ruiz I apologize that was what I intended to say. Mrs. Ruiz stated Mr. Nufrio hasn't called for a meeting in months and now all of a sudden Mrs. Williams surprisingly walks on a resolution with the clear ulterior motive because she dislikes certain members of this board. Mrs. Williams stated you have got to be kidding. What are you smoking? Mrs. Ruiz stated excuse me Mrs. Williams? You have lost your mind. Don't you dare disrespect me.

Mrs. Williams asked can we move this forward please. Mrs. Richardson stated let me just second it and move on with the vote.

Mr. Nufrio stated Mrs. Minneci this is embarrassing to have this back and forth. Mrs. Minneci stated I apologize, I had to step away because my grandson is here from Florida and I needed to step away for five minutes but I did hear all the ruckus and it is embarrassing. It is disrespectful to the public, disrespectful to each other and it is appalling that we would carry on like that. I'm sorry I didn't stop it. I wasn't on. I could hear it and I apologize to the public. This is ridiculous that you have to sit and listen to this.

Moved by Mrs. Williams, seconded by Mrs. Richardson, that the following policy be heard for first reading:

**POLICY 4111 – RECRUITMENT, SELECTION AND HIRING**

Approve Policy 4111 – Recruitment, Selection and Hiring, in accordance with the information appended to the minutes (*FIRST READING*).

**DISCUSSION:**

Mrs. Minneci stated there was just a whole bunch of discussion so we will do a roll call.

AYE: Mrs. Higgins, Mr. Nufrio, Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: Dr. Francis, Mr. McDowell, Dr. Morgan, Mrs. Ruiz

ABSTAIN: None

**MOTION CARRIED**

Dr. Francis stated it seems like you guys have been working together and having a discussion and I think it was really geared towards you Dr. Morgan. It has nothing to do with the children or protecting the district. It is a bunch of crap. You have people like these certain Board members, running the Board, have no children in the district and don't give a damn about what is going on and policies they make to handicap the superintendent. To do things in favor of a certain politician, it is dirty politics as usual in this district. You can see who the members are. I hope you will vote their asses out next year or the year after. I hope that you change Board members because this is affecting all of your children. These folks right here.

Mrs. Minneci stated may I say something. Dr. Francis stated no. Mrs. Minneci stated we have been a divided Board since I have been on the Board. The first two years I got on with Mrs. Williams, we were totally ignored, never brought into the fold to embrace us. Dr. Francis stated it is not personal. Mrs. Minneci stated let's just say how it is, it is divided yes it is and it is a shame that we can't all work together for the betterment of the children and the district – that is my say.

Mrs. Ruiz stated good – Mrs. Minneci with all due respect, how do you expect us to work together when you have these underhanded moves that happen that you sanctioned. Mrs. Minneci stated I can say it also comes from your side. Nobody ever wants to work together – never.

Afshan stated Board members, I would like to make a recommendation that you continue this discussion in private because these are issues that concern the Board functions and some of the discussions you are having could implicate legal liability. I just want to make sure that we can continue having this conversation but in private. The public is here to see Board business and what is on the agenda. So if we could just move forward and we will go into executive session and there needs to be some conversations relating to this.

Mr. Nufrio stated I would like to read something for the record. It is a statement to all my colleagues on this Board:

“Some thoughts on the Worksession meeting of Sept. 08, 2020 and the general issue of a new Superintendent search.

In these difficult times, I and several other B.O.E. members believe that the Board as a whole needs professional guidance when approaching a task as important as selecting a new Superintendent.

While I can play no role in the actual mechanics of the selection process, I believe that the Board should investigate entities other than the S.B.A. that offer Superintendent selection process. “Such guidance is critical.”

It could help the Board avoid “pitfalls and potential liabilities “ to aspiring , highly qualified, yet, ultimately unsuccessful candidates.



The Board should approach this opportunity in a careful and cautious manner. Haste can be very dangerous. I will say no more.”

Comments from the Public:

Susan Lipstein stated I want to wish Mr. Vieira a happy retirement; he has always been very supportive of the Education Foundation and also doing his job for the many times I OPRA him I got a response very quickly.

I started coming to Board meetings 31 years ago and I have seen a lot of garbage and a lot of positive stuff. When I asked how are you going to search for a superintendent a month ago when we first heard Mr. Tatum was retiring, there was no answer. This needs to be addressed in an organized and rational way. Not just brought up like Mrs. Williams did. She is very disappointing to me on how she has operated this whole year. She wanted to encourage parental participation and the first thing she tries to push through was the policy limiting parental participation and limiting people the chance to speak from 5 minutes to 3 minutes. I also disappointed with Linda Richardson who I have known a very long time – from PTA, our kids were in Hamilton School. She spoke to me and said she has her own mind, I’m not going to be swayed by other people and the first thing when she came was to vote against a contract for Mr. Tatum and she was on the Board for 2-1/2 weeks. Where did that come from? I’m really disappointed because I see this group, instead of working together, instead of doing what is right for the children and I have seen this before, I will speak out against it as much as possible. There is no reason to push that through today, this is September. Don’t push it through like this. You don’t start playing these games about who is going to be superintendent because it is so obvious what you are doing. You know I speak out and I speak my mind. To say that I’m disappointed in this Board is an understatement and that goes from the President on down. Don’t be high jacking, don’t be playing games with people, don’t be doing what you have done because I will speak out against it. I am always for the children first. This has to do with somebody wanting control and nothing to do with the children. I’m sure Mr. Benaquista should be embarrassed too because this is not the way that anybody who is professional wants to be put into their position; not the way Mrs. Williams did it. I will be putting out my comments on FaceBook and you all need to apologize to each other, especially Mrs. Williams because this is no way to operate professionally. What a disappointment and Mr. Vieira enjoy your retirement; we have seen a lot of stuff. I’m sorry your meeting has to be like this. Mr. Benaquista I wish you luck as well. This is not the way you do it.

Sienna Bucu stated last week after the meeting I emailed Mr. Tatum, Mr. Benaquista, Mrs. Moses about the morning meetings and SEL and how to check in with students. They met and responded to me and I’m very grateful for that. They are going to send out weekly Google forms to check in with the students of the high school. If you are on this meeting and you have a student in the high school, please have them fill that out. It is a baby step but I do think it is not enough. I do think that conversations are really important and connections are really important right now. Having a 10-minute conversation in the morning makes you feel sane and reduces a lot of harm that can happen because of the state of the world today. I think a lot of things that happen in school happen during passing time or before or after class when you talk to your friends, teachers and that is not an opportunity that we have any more. I would like, if possible, I don’t see why it is not possible, for there to be more space for that for the kids because it is really

important right now. A lot of people are struggling and it is really hard to type out your feelings to somewhere you don't know who is reading it or if someone is going to read it, if we are being honest. I think if we really want to be there to support our children, there needs to be more done. I am grateful that you responded and grateful we are working on it but it is not enough.

Also, I have talked about this before, our Board meetings, the way you speak to each other matters. There is one goal and it is for the kids and even if you are fighting for the kids, there is language you can use to make sure that kids watching this or hearing about this aren't learning things that we know are not good. Regardless of moral righteousness or whatever – there has to be a way that we can talk to each other that is better.

We talk about mindfulness for the kids, we need to be mindful here when we are talking to each other. Please just talk about the kids and in New Business Mr. Arminio always talked about the kids – can someone just pick it up – anything about the kids – refocus because that is where it needs to be.

Nester Ramirez stated Ms. Bocu thank you for jumping on and giving me faith that in a couple of years we will have some decent people to be able to talk and collaborate and get things done. I attended school in Union and I did not anticipate this at all. I came on to talk about Battle Hill because I'm pretty impressed on what they have been putting together in the virtual classroom. I wanted to thank the Board for what they are doing. I don't think it is the Board that needs the credit it is the teachers of Battle Hill that are able to work together. Aside for all the work that Battle Hill is doing, I wanted to recommend to the teachers to not leverage YouTube videos for any of their work. I was very displeased to see my son have to consume political rhetoric advertisement before he would watch how he would conduct himself in the classroom. It is probably one of those generic videos and it probably won't happen again, but we have tools in Google Classroom to be able to stream videos.

On the positive note, once he could use the dropbox, there was no need to watch commercials and be distracted with other things that come up while you are on YouTube. Kudos to Battle Hill and the teachers for getting their shit together and that language isn't appropriate and it made you feel uncomfortable so imagine how I felt watching you guys do things that are not following parliamentary procedure.

Additional recommendations for the Board is when you guys get together, if you are going to be reading a set of numbers perhaps have some slides and demonstrate your ability and aptitude to maintain the role you have been elected to participate in.

Again I'm very disappointed and I hope you get it together. I know in a couple of generations from now we might be able to do that. Mrs. Lipstein you are right. I'm sorry for calling you by your first name, Guy, Mrs. Williams that was very distasteful and please get it together. Thank you.

Lisbeth Velasquez stated this is my third meeting and thank you again to Sienna. She is a high school student that needed to bring everything back into perspective. It is a little distasteful to hear what I heard today. On another note, thank you Mr. Tatum, I reached out and he has

responded to my emails. It is o.k. to disagree but the way everyone is disagreeing and you are our Board members it is really disgusting because you are supposed to be the role models, you are in a leadership position and you are the example and this was completely awful. I can't wait to vote you guys out. I honestly think we need a fresh start, new blood, because obviously what we have now is not working. It is o.k. to be passionate but the arguing and bickering especially in front of the public was really awful. Thank you and have a good night.

Dr. Barbara Seater stated I was originally calling out to find out what your plans are for children with special needs and how you plan using Zoom to comply with State and federal regulations but after listening to the discussion about temporary superintendent, I have been in education for 45 years; I have never heard about not having some kind of search even for a position that will be temporary. It is appalling that so often in Union people get handpicked for a position and they are not open to everyone in the school district. I am sure there are many capable people who are working in the Union school system that could fill a temporary position quite well. It seems to me what happened tonight shows very little transparency. As an educator, I am saying to you that is certainly unacceptable.

Takia Kearney stated I just want to tell Mrs. Moses that we love her and I hate to see her go. As a parent with a 4<sup>th</sup> grader and a 3<sup>rd</sup> grader in the district, I am just truly concerned and appalled at the behavior. We have been seeing this at every meeting I have been on. This is unbearable. All of you guys need to go. If you can't work together, what are you doing here. You are not servicing our children. I don't even think you guys are thinking about this. How can they benefit from any of you in charge? It is a shame. We are all appalled and I really hope that people vote and do their due diligence. None of you guys need to serve. If this is the capacity of what you guys are going to serve. It is ridiculous and it is very unfortunate that we have to see this tonight.

Jeffrey East stated I would just like to add like everybody else how terrible it was tonight. People are talking about underhanded political moves but it is clear that some members want to become superintendent. They want to give all the respect to Mr. Benaquista yet they block him from taking a leadership role. Talk about talking out of both sides of your mouth. There is obviously a void with all the resignations. We need real leadership and that is obviously they are trying to stop that from happening. They don't have a plan. They want to appoint their own member – their own Board member to \$198,000 job. Dr. Morgan stated you are talking about. Afshan stated Dr. Morgan you will definitely have a chance to respond if you want to but this is the public time. Mr. East stated I'm done.

Libby Galante stated first, my husband and I wish Manny all the health and happiness in his retirement. It was a pleasure knowing him and working with him in the past. I would also like to say kudos to the teachers that have started this week. They are all working very hard to virtually teach. It is really not an easy process. They are doing an amazing job.

Sadly I would like to say what I witnessed tonight is just heartbreaking to me. I'm a lifelong resident of Town, I worked for the district for 26 years, I have never seen anything like what went on between the Board members tonight publicly. I understand why the subject matter can get heated. I understand that insults were going back and forth but I just think that everyone

needs to remember that it is being done in public and it shouldn't be. This really should have been discussed in executive session before the meeting started or put a halt immediately even though people were heated and upset. I'm just hoping that in the future, things can be discussed and decisions can be made a little bit more peacefully and tastefully. Thank you.

Jeffrey Monge stated Manny, congratulations on your retirement. I will send you a separate message. The one thing I appreciate with you most when I was on the Board was that you had an open book and we went back and forth many times but you know the numbers better than anybody else. Mrs. Moses you are always a champion and I'm a great fan of you and I know where your heart is and I know where Mr. Tatum's heart is.

I have been on the Board before and the frustration that you hear and the surprise that you hear in people's voices with that frustration is something that you can't imagine. What happens in this district unfortunately is when you have people that come to the table to the Board in public, like Mrs. Williams and Mrs. Richardson just did, and Mr. Nufrio's statement that obviously shows that this was premeditated positioning, it is frustrating when you are a Board member that is coming there for the children and then you hear this when you had many times over to discuss this in private before bringing it up to the public. Case in point, we had Mr. Tatum's contract and Mrs. Williams told everyone to their faces in the committee, yes we are going to vote yes for this and when she came to the public she voted no. This is not the first time. Mr. Nufrio is currently bound to have probable cause by the ethics commission that he violated a number of ethics violations. What do you do in a situation like that? Do you not say anything like we haven't said in many months? I was the one on the Board that knew he violated things and put them out there and he was found probable cause and the district is paying for that. He is the head of the policy committee, appointed by Mrs. Minneci. What do you say to that? Mrs. Richardson I protected you in a situation where you voted against the machine and Steven Le and you had a staff person approach you and chastise you. I represented you; I protected you and you know what is going on and this is what happens. Jeff East who is running for Board of Education, and your running mate, publicly criticized my son and many other kids, the high school kids, when the lockdown went down. The point is it is hard not to get emotional when it is your kid.

Elsie Mackey stated originally I was just going to ask about what we are doing as a district for children with disabilities especially with the virtual learning. Kids like my son, cognitively this whole remote virtual doesn't work but listening to this meeting tonight, I can only speak for me. This whole us against them and them against us mentality is why my child has regressed beyond a level of all the goals that he has made has regressed because we have a Board that collectively can't get it together. Can't even hold it together for a BOE meeting; Can't even come together and at least argue behind closed doors; disagree behind closed doors; curse each other out; tiff for tat; the Cryan factor once again is the standing reason why nothing can get done in our district. Everybody is over it. Election season comes and insanity starts. People are labeled; all assumptions are being made and it is absolutely ridiculous at the expense of our children. A lot of parents out here who don't even have the supports in place to educate their children; to do it correctly; everybody is doing the best we can. We have kids regressing. I have meetings. Parents and I have gotten together where everyone is emotional with what is going on with the kids and here we have Board meetings where everybody is cursing each other

out, going back and forth, who's this, who planned this – who cares anymore. Nobody cares any more. We are living in a crisis. You know what my motives are – I wish you would all would get it together and effectively manage the district. At this point I feel it really should be disbanded. I don't even understand what your purpose is any more. I don't think any of you know what your purpose is. Everybody is all about what they feel is best. Nobody wants to come together and come find some kind of consensus. Can't even hold it together for a Board meeting and making decisions for our children – my kid has regressed so god damn bad that he is back to banging, we have to figure out x, y and z and you guys are all on a god damn board meeting. In front of the community, in front of the public – acting out because one person said something. O.K you don't agree with them, behind closed doors let her have it. Have a conversation. How many years are we going to go through this and I guess my question is for the lawyer, I don't know if you can answer it. What measures are available to disband this Board? It is clear that you never going to work together. It is clear that the division is so deep rooted, you are never going to trust each other. Why should we as a community trust you guys to handle our children. Couldn't even get it together to get these kids back into school. All the BOE meetings, you can't even hold it together.

Steven Le stated I want to extend my congratulations to Mr. Vieira. Back in December 2015, I remember reaching out to you to go through the entire budget with me – all five funds, each and every line item and you did it with such professionalism and such patients. Because I tend to ask a lot of questions and I wanted to convey that you have always been professional in your conduct. You have always been accommodating when you can. You have always been courteous to every single individual. As you leave your position, you know that you have the deep respect of your peers and everyone that has interacted with you including myself and I want to give my appreciation and thanks to your service.

With regards to the comments from Mr. Monge, which has zero accuracy in it, I just wanted to say that point.

Ethics has been mentioned and a complaint has been mentioned, there are also ethics charges as disclosed by Mr. Taylor a couple of weeks ago, of four Board members having an ethics charge against them. If we are going to mention one, please mention everyone. It will be very interesting to know what the nature of those ethics charges are if it pertains to any undermining of the superintendent. If that is the case, I'm wondering if they can even participate in the superintendent process.

The acting superintendent position, it has always been standard procedure up and down the State in which Boards of Eds who had a retiring superintendent have their assistant superintendent be the interim until the Board seize a permanent superintendent.

We are in the middle of a pandemic. As you can hear from the comments tonight, people are hurting, people are being challenged left and right – parents, children, teachers, faculty and staff. They need the certainty of leadership. They need the certainty of knowing that there will be a steady hand and someone that they can feel confident to lead them through the moments of a pandemic leading to an eventual reopening. We need that certainty; everyone needs that

certainty for everyone's sanity. I hope that there will be some closure to this so we can move forward as a school district together. Thank you.

Ann Margaret Shannon stated UTEA president – I want to stress some of the positives. Our staff is doing an amazing and awesome job. I thank the UTEA for all that you do. I want to thank Craig Wojcik and T3; they are running as fast as they can to train our staff. We do need more training but I know Craig will make it happen. Thank you Mr. Vieira for all your years of service and even today he helped me with a payroll concern. Thank you Manny, as I told you my parents retired and never looked back and I hope you do the same and enjoy all your time. Thank you Mr. Tatum and Mrs. Moses and Mr. Benaquista, these last couple of months I have talked to them more than ever. Thank you for the support. For me personally, trying to help all the UTEA members and finally, yesterday I sent an email to the UTEA and one of my members just reminded me that everyone realizes that now is the time not to fall apart but it is the time to pull together and I hope we can all be successful with that. Thank you.

Paul Casey stated I'm almost at a loss for words. I agree that this is a very bad look for children, teachers, the community – it something that should be done behind closed doors. If we followed the protocols for Robert's Rules, then coming out of a committee, a policy gets put out to the Board but that didn't happen. Coming out of committee, personal recommendation is made and that didn't happen. When things like that happen, that is the item that initiates what happened this evening. Unfortunately the Board President had to step away and it got out of control. The one thing that I agree with is there has to be a process. It is interesting that Mr. Le decided to also talk about ethics. Mr. Le is also the person who filed a lawsuit against the Board of Education and cost the district thousands of dollars. It is campaign season and as a community it is important that we recognize that the moves were made this evening were efforts to put politics before our children. This meeting should have ended in a way that was calm and focused upon the great work of Mr. Vieira. Keeping politics out of our classroom is critical and it is disappointing that we didn't follow the Robert's Rules of Order to make sure the children are who we should focus on tonight.

Nellis Regis-Darby stated at first I have to be honest with the public and with the Board members here, I wasn't going to comment because I logged onto this meeting late. When I logged onto the meeting I actually logged on with my daughter who is a junior at the high school and I watched her the entire time and she listened to the Board members who are sitting on the Board right now and my 16-year old daughter was embarrassed. She was embarrassed to know that you are representing her and her learning at the high school in Union Township.

As a parent I was embarrassed. I have seen how this Board works because I had been a Board member and I have seen the dysfunctionality of this Board and I am embarrassed and I don't care who else is on this phone call, who is running for Board of Ed or who is not running for Board of Ed, I don't care. Because what it proves to me tonight is you guys do not care about what happens to the children in this district and you guys should be embarrassed. You should be truly embarrassed about your actions because what you are doing is affecting our community. We have young adults. We are trying to grow young adults. They are looking up to you guys for leadership and what is it that you are showing them, every one of you should be embarrassed. I am embarrassed. My daughter who is sitting here watching you guys and is embarrassed by

you guys. If she saw you walking on the street, she would cross the street because she is embarrassed. You are not working for the kids in this district. None of you are working for the kids in this district. I am truly embarrassed to say that you represent my daughter in this district because you don't.

Dr. Morgan stated Afshan said I could respond correct? Afshan stated I just want to make sure that there was nothing that Mr. Tatum needed to respond to and if the Board President would allow Board members to make statements, they could certainly make statements. There is nothing barring Board members to make statements. We can start by confirming that Mr. Tatum has nothing to respond to the public at this time. If he doesn't, then if Dr. Morgan wants to make her statement first, if it is o.k. with the Board President, we can proceed that way.

Mr. Tatum stated there is not too much for me to say to the public at this stage of the game. I would certainly say to the parents, especially regarding special services, we are having discussions right now – we had a central office meeting this morning and we did talk about our special needs population and I will be bringing someone in from the County as well because there have been some concerns and outreach. It is a student matter so I will defer to Mrs. Ruiz or Dr. Morgan.

Mrs. Ruiz stated if you don't mind clarifying for the public why you made the decision to make the school year start virtually. That was your decision it was not a decision of the Board members made and I think that needs to be made clear to the public because some parents seemed to either have missed that meeting or don't know the information. I think it is important for you to share that.

Mr. Tatum stated we talked about a number of issues that surrounded the idea of going virtual. Let's start with initially when the Governor came out and said it has to be all in person. We were concerned about the fact that class size would be impacted, buses, Central Five school, interaction and who had to wear a mask – it was a myriad of things that were taking place. Then when the Governor said that we had to offer a virtual component, that changed the landscape a little bit more. Now it reduced the idea of class size and where this might not be manageable. However, we then had the issue as we did across the State of New Jersey where a number of teachers would not be available in consideration of their health, there were questions about the building and that is what we are looking at right now. We had conversations about the special needs population. Then the State came out with the directive that if indeed we did not meet 100% satisfaction of all the safety regulations, then we could then look at the virtual component. We did that because when we did the assessment and we commented that there were some buildings that lacked ventilation, windows were not operable – Mr. Loessel did an assessment of the district. He assured us that filters were put into place and assured us that there were operable windows in all the classrooms in the district. However, he did say that there were some areas in the district where we would need to take a second look at ventilation. All those factors came into play. When it came to the teachers, the fact that there were areas that may very well not be safe, I made the decision that we would go on virtual concept. We had a number of issues that we wanted to go back and research more too. During the pandemic we set a benchmark. To get the district open, the goal was what do we need to do to get us ready for October 15<sup>th</sup> which was the benchmark. One of things I said to central office this morning and unfortunately Mr. Loessel

was not with us, that I would like to see a certification that says we are indeed ready to occupy the building and I want that to be done professionally. What I don't want to do is go back into the schools and then people start to get sick because we don't have the appropriate assessments that had taken place to hopefully ensure that everyone is going to be safe – teachers, students, parents and the like. That is the reason for this whole thing.

One of the reasons why we worked so diligently even before the funding came about with the YMCA and Boys and Girls Club to provide the virtual safe space was to help accommodate the parents that may have to go to work. When we talked about the idea of a possible K-8 model, it was to also try to accommodate the families that have multiple children. We had a number of issues that just pertained to Union and I think you have heard me say over the years it is great to say let's do what so and so is doing down the street, my issue is let's do what is appropriate for the needs of our community and that is what we have been trying to do.

As things change in the State of New Jersey, so do we change to try to make adjustments for accommodations as well as the most important issues with me is the safety and wellbeing of the children, faculty and the families. We can go on and on about all the contingencies we have been working with to try to make this happen and see our way through this pandemic. I still think we have a long road ahead of us.

I know there was some literature going around the floor that people wanted a little more in discussing about why we did what we did and there were a whole myriad of reasons why. That is a quick summary I can give you in trying to prepare to open schools in September. We also adjusted the calendar as well. Teacher training and stuff like that – all were taken under consideration in preparation for the students. The reason why I asked to give up the materials and so forth and I need people to understand that our problems are not just unique to this district, it is State wide. It is the country and there are other issues that other people are facing as well. We keep forging ahead. Mrs. Ruiz stated thank you for clarifying those that were misinformed.

Dr. Morgan stated as someone who has been trying to reopen and I understand the pressure that you are under and the decisions that you have to make and our job is to support you. But I want to go back to a comment that was made by Mr. East. Mr. East, you don't know me, I don't know you, it seems as though comments are being made about me that are absolutely false. I am going to give you the facts. The facts are I have no intention of even trying to apply or do anything other than what I'm doing right now for the Union Board of Education. I live in Town. My husband said he would divorce me if I took a job working as a superintendent in a town where I live. We know how difficult it is. I worked in a town that was two miles from here and I would refuse to go to breakfast because when I go out to a restaurant, I am always stopped by parents. The rule in this household that I cannot work where I live so when you speak about me, a member of the Board, I am an independent thinker, I don't know who Cryan is and I'm not a member of Parents for Change that is another rumor that has been circulating about me. Again, speak facts. No one knows me. The only person I knew on this Board was Dr. Francis. I have come to know everyone since being elected; however, you will not put false lies out there about me. I have been doing education for the last 25 years and I do have other goals but being the superintendent of Union Township Public Schools is definitely not one of them. I thank you for having that much confidence in me that some people felt the need to put a policy in place but



again I ask you to speak facts when you speak about me, our family, the Board member, my name is Dr. Kalisha Morgan. Again we can have a discussion, you know how to reach me. You don't know me, I don't know you, but again please keep my name out of your mouth for who I represent out of your mouth because you do not know me. I don't know if he is still listening but anyone who is paying attention, who are friends of his, please let him know that Dr. Morgan is not here to spread rumors. I speak on facts and I use research about everything that I say. If you want to reach out to me, you know how to find me. Thank you.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Ruiz, seconded by Mrs. Richardson, that the Board go into Executive Session at 9:19 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Personnel matters, pending or anticipated litigation and matters falling under the attorney-client privilege.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session 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.

Action may be taken when the Board reconvenes in public session.

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,  
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Higgins, Dr. Morgan and Mr. Nufrio left meeting prior to returning to public session.

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

Mrs. Minneci stated for those of you from the public that are here, I would like to apologize for parts of the meeting tonight. I'm very sorry and I know the rest of the Board is as well. We will do our best to do better. Mr. Vieira, thank you again for everything, good luck and good health and enjoy your retirement.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Williams, seconded by Mrs. Ruiz, that the meeting be adjourned at 11:07 p.m.

AYE: Dr. Francis, Mr. McDowell, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

MANUEL E. VIEIRA  
BOARD SECRETARY