

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES – December 20, 2016

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, December 20, 2016 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:10 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Stephen Le, Mr. Ron McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mr. Angel Salcedo, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessl, Mrs. Ann Hart

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mr. Le, that the following minutes be adopted:

DISCUSSION:

None

October 11, 2016 – worksession/executive session

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

NAY: Mr. Salcedo

ABSTAIN: None

October 18, 2016 – worksession/executive session

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

NAY: None

ABSTAIN: None

COMMUNICATIONS:

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation, Inc. requesting the use of Jefferson School cafeteria on March 24, 2017 (snow date March 31, 2017) from 3 p.m. to 9 p.m. for a town-wide “Pizza Tasting Contest” fundraiser and waiver of fees.

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation, Inc. listing grants which were made to teachers for the 2016-2017 school year.

EMAIL FROM MICHAEL BOLL – SANTA IN BLUE

Email from Michael Boll requesting the use of Jefferson School on December 18, 2017 from 7:30 a.m. to 12:30 p.m. for Santa in Blue toy drive and waiver of fees.

LETTER OF RESIGNATION – WAGNER

Letter of resignation, for purpose of retirement, from Deborah Wagner, dispatcher-Transportation Department, effective June 30, 2017.

UPDATE MATERNITY/UNPAID LEAVE – KELLY

Update to previously approved request of 11/15/16 for maternity/unpaid FMLA/NJFLA leave from Nicole Kelly, English teacher-Kawameeh Middle School, from December 5, 2016 through March 12, 2017.

REQUEST FOR EXTENSION – POLIZZI

Request for extension of unpaid NJFLA/FMLA from Abby Polizzi, teacher-Battle Hill Elementary School, now through January 2, 2017.

REQUEST FOR EXTENSION OF MEDICAL LEAVE – JARAMILLO

Request for extension of medical leave from Ines Jaramillo, math teacher–Union High School, now through tentative date of January 3, 2017.

REQUEST FOR MATERNITY/UNPAID LEAVE – LEIGHER

Request for maternity/unpaid NJFLA/FMLA leave from Kristen Leigher, special education teacher-Burnet Middle School, from April 24, 2017 through June 14, 2017.

REQUEST FOR MATERNITY/UNPAID LEAVE - HAMPP

Request for maternity/unpaid NJFLA/FMLA from Jennifer Hampp, resource room teacher-Battle Hill Elementary School from February 27, 2017 and with a return date of May 2, 2017.

REQUEST FOR MATERNITY/UNPAID LEAVE – LOMBARDO

Request for maternity/unpaid FMLA/NJFLA from Kathleen Lombardo, 5th grade teacher-Jefferson School, from January 23, 2017 and with a return date of March 22, 2017.

REQUEST FOR MATERNITY/UNPAID LEAVE – CHRISTENSON

Request for maternity/unpaid FMLA/NJFLA from Erin Christenson, kindergarten teacher-Washington Elementary School, from January 23, 2017 and with a return date of June 12, 2017.

REQUEST FOR MATERNITY/UNPAID LEAVE – MERCADO

Request for maternity/unpaid FMLA/NJFLA from Susanne Mercado, kindergarten teacher-Franklin Elementary School, from January 30, 2017 and with a return date of June 13, 2017.

UPDATE TO MATERNITY/NON FMLA LEAVE – O’HOLLA

Update to previously approved request of 11/15/16 from Laura O’Holla, 5th grade teacher-Jefferson School to maternity/non FMLA leave from December 1, 2016 to February 23, 2017.

LETTER OF RESIGNATION – BERTUCCI

Letter of resignation from Anthony Bertucci, social studies teacher-Union High School, effective January 3, 2017.

LETTER FROM SCIARILLO ET AL

Letter from Sciarillo Cornell Merlino McKeever & Osborne, LLC.

SUPERINTENDENT REPORT:

Mr. Tatum stated tonight’s order will be:

1. Recognizing 3 students from Franklin School
2. Presentation by Supervisor Nicole Ahern – School Counseling – December 20th
3. Presentation by Supervisor Joseph Seugling – Special Education – December 20th
4. Highlights from me and Mr. Benaquista
5. Presentation of Financial Report by Auditors – Nisivoccia LLP

I had the pleasure of being interviewed by three students at Franklin School in late October. I consider these three young ladies the cast from that particular show and I’m told you will be able to see this on Channel 34. These young ladies are here tonight and I want to bring them up. Isabella Verzosa, Riley Prempeh, Jenna Wakefield and their families are here.

I had a great time with you and I reflect on the time we spent together and I want to give you an opportunity to say what you thought of this experience. The young ladies stated they it was exciting, an amazing opportunity to spend time with the Superintendent and loved the opportunity. Mr. Tatum stated he found out that he played the same instrument as one of the young ladies and before the end of the year he is going to practice again and they will play a song together. He stated he enjoyed the time he spent with the young ladies. Families you have a lot to be proud of because they are representative of you and the school on that day and I hope we get the broadcast out very soon.

Mr. Benaquista read the Certificates given to the young ladies. Township of Union Public Schools Certificate of Recognition. The Board of Education of the Union Township Public School District recognizes on this day, December 20, 2016, the students for their participation in the televised segment of an "Interview with the Superintendent". Signed by Mr. Nufrio, Board President and Mr. Tatum, Superintendent of Schools.

Mr. Tatum stated congratulations and continue the hard work and I will see you soon.

Mrs. Ahern stated I'm the Supervisor of the Counseling Department, grades K-12 for the Township of Union School District. I represent the School Counseling Department formerly known as Guidance. This evening my focus relates to the role of a school counselor in total student development.

As School Counselors we wear many different hats over the course of the day and the year. I am going to give you a brief overview as to some of the aspects of the position. We follow the American School Counselors' Association standards to which they develop different domains that relate to academic, career, personal and social. Any of the activities or programs that are being done are set to these standards to which my entire counseling department follows. We align our goals and develop activities for our students regardless of the objectives with the standards.

One way to address the needs of the student and we know there are many. I can show you research in states in order for a student to succeed academically, socially and emotionally and they also have to be ready to learn and the fact that our school counselors have been given that task is one that I take very seriously. I applaud the Board of Education for the year that I got hired five years ago for bringing into the schools, elementary in particular certified school counselors because that does make a difference.

Our counselors strive to address children, not just as students, but who they are as individuals. Collaboration is key. We get referrals for individual meetings from everywhere. You immediately think teachers who are having difficulties with the student, the principal needs a little bit of assistance, but sometimes we get referrals from peers, outside agencies that need help, and sometimes self-referrals from the student that need to ask the counselor for a resource.

It is up to the school counselor to then set a goal with the student to determine what is it that we are going to work on? Have the student define what is your definition of success? It might not be academic, it might be that they don't want to get in trouble during lunch time or

they want to learn how to talk to their mom and dad in a positive way. It is up to the counselor to set those goals and then monitor the progress to give a support to that student on a daily basis, on a weekly basis, in an individual setting.

In addition to individual meetings, there is a second type of assistance that the student counseling does and that would be in a group setting and that falls into two categories. The first being classroom setting. This is a great way for a school counselor in buildings that are as large as we have in the District. To be able to address the common whether that is through one specific grade in the building but they are able to address that in a group setting. It looks a little bit different in the elementary schools, the middle schools and the high school just by nature of how the building is structured.

In the elementary building, my counselors are fortunate enough that they see every single classroom – pre-k through 5. With some of the bigger schools, this might rotate. For example, one month they may see K-4, the next month they might see Pre-K, 1 and 3. With 5th grade because it is a separate building, they rotate half the building and then the other half of the building but all students get seen in a group format for a classroom assessment.

The middle school and high school we have something called an Advisory Period which essentially is the school counselor developing the lesson with input from all the stakeholders. They present it usually at a staff meeting prior to the administration of the lesson and during the Advisory Period – the teacher, whether it be homeroom teachers or subject area teachers, they are implementing the lesson and the counselors there are for support.

Traditionally these lessons could relate to a bunch of different things but we never stick to the script. So if something comes up and a counselor identifies a given need, they might have to switch the lesson for the month. Somethings that come to mind are kindness, character education, respect; we are doing a lot more with diversity, with tolerance, all based on the needs of the communities and anything that arises.

My elementary counselors went to a professional development and they brought back to me what they wanted to do in the elementary which has to do with mindfulness. Mindfulness is basically focusing yourself on the present; being aware of your feelings and your physical reaction to that. You might learn some techniques to calm yourself. They are given deep breathing, some things related to yoga. All so our elementary students have another option to be able to get themselves ready and focus to learn.

I was with the kindergarten class at Livingston School and to see them belly breathing and practicing and what are the ways you can use this. How can you use this at home? How can you use this at school? It was great to see. Mindfulness is something on the social, emotional side that we are trying to turnkey and I do have a student who is already started to use it in the high school who is sitting in the front who is doing her own research on how mindfulness can help kids at an older age.

The second type of group work other than classroom is actual groups. These fall into a bunch of different categories but it is essentially a group of students that might be working on the

same goal. Usually they are referred or identified for some purpose and it is the counselor who determines who is group ready, how to structure these groups, how you run them during the day. With parent permission they are allowed to participate and they address a bunch of different things. We have social skills groups at all ages. We do a lot with grief support groups. We have a group of counselors that went to training for the traumatic loss coalition and they are able to run these grief support groups. So if a child experiences a loss, my counselors are able to bring that into that group so they can be with their peers.

Studies show that group dynamic is such a useful tool. These kids have people that will listen to them as a support network, as well as to help one another. In addition, at the high school, we are currently running a student support group to deal with anger issues. Two special things that are currently running at the high school – one of my new counselors, Mr. Maze, started a group called “Empowermen” – for young men and he is teaching them skills. They are actually running the group. They are developing the agenda of the skills that they want to work on and he is working on all different things – relationships, aggression, how do you handle yourself in an interview – that has been a really great group. Also Miss Bridges has a girls’ resiliency group where she is working with kids on social skills. They rotate the period if they are taken out but for the most part we try to make sure this doesn’t disrupt their day. Her group starts about 2:30 and the kids have permission to stay after school. These are kids that have been referred, self-identified, parents, administrators and it is really working for them to see that they have a place they can reach out to one another.

Finally, programs – my counselors have developed so many initiatives over the past five years and everything you saw on the PowerPoint tonight have arisen out of their ideas. Student led, to parent surveys, things that the buildings need – these are the programs my counselors have been instrumental. They are the striving force. They look at the data. They look what the parent survey said. They are not just pulling things, they are doing things that have meaning to their building which is important. There are some things that are District wide that the school counseling department runs and they will run it every year – such as Week of Respect, Unity Day, School Violence and Awareness Week, Anti-Bullying Campaign, Red Ribbon Week, No Name Calling Week. In addition we have some wonderful peer leadership things that are going on. We have middle school students that go to the elementary schools, my peer ambassador at the high school are a group that has developed out of peer leadership and if any of you attended any of my events, those are the kids in the polo shirts and kakis that give the tours, they have been tapped in by the Township Committee and they ask to give them some of our peer leaders so they can assist them in some of their events. It is nice to see that. It was started by the counseling department and has now transformed into the community. It is really important.

In addition student recognition programs – it doesn’t matter what school you walk into in this District. There is some sort of student recognition for all kids. They might not be on Honor Roll but they were kind in the cafeteria and they will get recognized for that. I am happy to say my counselors were instrumental in that as well.

We have made a push through service learning and the fact that these students in this District demonstrate such empathy for other students, for other families that are in need, whether it is homeless, Alice’s Lemonade Stand, or a banquet for Children’s Specialized Hospital – these

kids are the ones that are coming to the counselors to say how can we help and I really think that says a lot about where our youth is going and I'm proud to say that the counselors are the ones that take these ideas, harness it and say what can I get done.

Everything is connected to something. It is our job as counselors to make sure that all the students are supported. We want to make sure that our graduation rate is up, going to college, or appropriate vocation. At the end of the day, we want to make sure they are safe, happy and socially and emotionally stable and that what my counselors are doing and I want to thank them and I have support in the audience and just thank you for investing the time and noticing that this is what we are doing.

Mr. Nufrio stated I am still not settled about removing the guidance of that because it is guidance along with counseling. The component is there. I still don't know why it was changed but irrespective of that we do appreciate you being here this evening. Thank you.

Mr. Tatum stated I would like to acknowledge the presence of the Principal of Franklin Elementary School, Mrs. McCleod. She came to see the recognition of her students. Do you want to come up and say something, you are welcome to do so.

Mrs. McCleod stated good evening everyone, Board members, President and Vice President. I just wanted to say to my students, thank you. You represent Franklin well. I am very proud to be your principal and parents thank you for allowing me to partner with you to help develop your children.

Mr. Seugling stated good evening and thank you for letting us speak about some of the District initiatives that have been in place for a while to help students.

The New Jersey Child Assault Prevention Program has been in process for a number of years now. I will speak briefly about the merits of the program. This program is a statewide community based prevention program. The motto of the program is "All Children Deserve to be Safe, Strong and Free". This is reinforced continually throughout the training that happens for parents, students and staff initiatives.

The goal of the program is to reduce the children's vulnerability to abuse, neglect and bullying by providing comprehensive prevention workshops for children, parents and school staff. This complements the efforts of school counseling as well as the District's own policy concerning Harassment, Intimidation and Bullying. This project is sponsored by the New Jersey Department of Children and Families.

This program has been in effect since the 2013 school year and approved by previous administrations and continued application of the District every year to renew this grant. It is an ongoing effort to ensure that all students in the District receive access to this training. This program is geared towards the developmental levels of the students – vocabulary, words, action, strategies are appropriate for that grade level and utilized by those students.

When they train the students, they talk about different scenarios that happen - things that may affect students in a negative manner. We talk about child to child assault, adult stranger to child assault and assault involving an adult the child knows. We talk about each of these and how a child should respond. Strategies that they will discuss are self-assertion, peer support and telling a trusted adult. A very nice component of the program as we talk to students is what can we do as bystanders. If I see something happening, do I remain quiet and not say anything, or how do I engage. For a lot of people when they see something happening and they know it is wrong but they are unsure of what to do, what is appropriate, what is not, will I be made fun of. So as a group, if we intervene, we can change bullying, harassment and we can affect the outcome.

In terms of the District mission statement, if these programs are effective they help students become better, empower and able to deal with crisis situations. We increase the availability of students for learning. We empower students so they can self-advocate and reduce susceptibility to victimization. We empower staff and parents so they can talk effectively about preventing abuse and communicate with children who are victims and also to foster a supportive learning environment.

With implementation of this program, we expect to reach 1543 students in the course of the school year. This accounts for 20.7% of students in the District. The program is provided to students in the kindergarten, 5th and 9th grades. Kindergarten students in the District – 471 students; Jefferson students – 534 students and Union High School – 9th grade students – 538 students. The cost per student to the District with the awarding of the grant is \$2.48/per student. Around the price of a school lunch and it is something that the students will take with them lifelong and ultimately impact themselves and other students around them.

Araceli Galvis, our Union County CAP Coordinator, I solicited her comments for the presentation tonight and she wanted to say thank you for continuing the partnership. She is always enthusiastic to come in and speak with staff, students and administrators regarding these topics.

Thank you to the building principals, counselors, teachers and staff that have arranged for the training and workshops in their schools. Parents and families of students in the schools that have reinforced these values, I say thank you and helped instilled some of these educational leadership values in the children because they want to be here to come learn. We promoted that and that comes from home so thank you.

And finally to the Board of Education for continuing to approve and support a lot of these initiatives that are of great value.

Mr. Monge asked how do we integrate what happens outside of school grounds within the program. A conversation that Mr. Tatum and I had that pertains to things like when we grew up across the street wasn't the school's problem but that is not the case in the District right and the State of New Jersey too. How do you integrate what happens off of school grounds and into the program. Mr. Seugling stated that this program is school specific. We talk about incidents throughout the day and how do we respond generally. Incidents can happen anywhere so that is

one of their efforts. In regards to things that happen outside of school, if the children reports, (inaudible) we address those concerns. If a child reports any kind of abuse or allegations, we do a notification to the Department of Children Protection and Permanency.

Mr. Tatum stated one of the goals of this particular program, and this has been in existence for a number of years, it is really to help students to develop strategies and awareness of how to conduct themselves in situations where they feel uncomfortable. It use to follow the theme of “stay strong and free” as part of the program and especially the lower level elementary components really deal with children being able to understand those issues that put them in danger, within harm’s way, and how to go about dealing with it. That is probably some part of the program. Mr. Seugling stated absolutely. When you go up to Hannah Caldwell – when she was providing the services “stay strong and free” and they have all the students do that and explain why and do a role play (inaudible).

Mr. Tatum stated for the month of November student attendance was 96.361% and staff attendance was 94.611%.

The monthly highlights:

- KMS 6th grade students and teachers raised almost \$2,400 to purchase and deliver toys to patients of the Children’s Specialized Hospital in Mountainside.
- Third graders from Franklin Elementary School participated in the town’s Tree Lighting Ceremony. The students sang as part of the celebration.
- Battle Hill’s “Operation Gratitude” which benefits our deployed soldiers was a success. One hundred and thirty pounds of candy along with letters and pictures were mailed out to our service men and women.
- All of our district schools participated in the Santa in Blue initiative, making donations for families less fortunate.
- The NED Show stopped by Livingston School to teach the children “Never give up, Encourage others, Do your best” on Thursday, December 8th.

Mr. Benaquista stated I would like to call up Lisa Krauze. Lisa is our school librarian media specialist at the high school. I invited Lisa to come here because throughout the District we are working on recognizing faculty members that are bringing in grant money to the District. We have a lot of teachers and employees that work for different grants for their school, for their classroom and they are putting in this extra time on their own and when you write a grant it is not the easiest thing to do. Ms. Krauze applied and received a grant in November from bestselling author James Patterson to support the Union High School Library. The high school was selected among thousands of applicants for funding grants. The grant money will be used to get comfortable chairs which is exciting for me because anyone that knows the changes going on with libraries – media centers that is going to be part of it. You are not going to recognize the library like years ago. It is going to be more of a media center for the students. Comfortable lounge chairs will make the space more welcoming to the students. In addition the money will be used to purchase iPads to be used a dedicated online catalog which will be placed in different

locations in the library to make the books more acceptable for our students. I just wanted to say congratulations to Ms. Krauze.

Secondly I would like to recognize a class that comes back to our District to visit. This year was the Class of 1966 and a gentleman, Alan Rothenberg, who was one of the people that organized the class to come back to visit Burnet Middle School which years ago was the high school. Every year there is a class that comes through Burnet Middle School to see what it is like years later and I just felt that the email that was sent was worth sharing because it is nice to hear when classes come back with positive words about how they felt while they were there and what they noticed. I will read what he wrote to many people, but specifically thanked Mr. Harrell, Mr. Salvatore, Miss Graton and Ms O'Neill. It says "Mr. Harrell, I thoroughly enjoyed meeting you and talking to you about the school and the changes that occurred over the last past century. I can't believe it has been that long. I think I speak for all of us when I say that the entire staff was sincerely warm and welcoming and the tour was informative and nostalgic as well as providing cake and coffee and above and beyond what was unexpected but certainly did not go unappreciated. Thank you for the photos and please thank Mr. Salvatore, Miss Graton and Ms. O'Neill and the wonderful young tour guides (the students) for taking the time on a Saturday to greet us, show us around and generally being so gracious. It looks like Union School system is in good hands with the administration, the teachers and students that we met on Saturday." I think it is very nice the email that we got and I think it attests to our administration, teachers, students and all the hard work that goes in and above beyond the normal school day. So congratulations.

Mr. Tatum stated upcoming events:

- Relay for Life will be June 3, 2017.
- The Middle School Academy in both Burnet and Kawameeh will begin January 4, 2017
- The next Planning Committee Meeting will be held Tuesday, January 31st at 6:30pm in the Administration Building
- Schools will be closed December 26th and reopen January 3rd for Christmas and New Year's recess. There is also a half day on Friday, December 23rd.

On behalf of our staff and students in Union Township to wish everyone a happy holiday season.

I will now introduce our auditors Niscivoccia, LLP.

Mr. John Mooney stated I am here with Raymond Sarinelli. Raymond is my guy on the ground when we come in to prepare the Union audit. Thank you for having us tonight and giving us the opportunity to being your auditors for the year and more importantly as your advisors. There are things that we can point out that you are not aware of.

We had an exit conference with Mr. Vieira and Mr. Brennan and followed that up with a phone conference with Mr. Monge, Mr. Vieira, and Mr. Brennan. That conversation lasted about

1.5 hours. I can assure you I will not go into as detailed as that. I am going to give you the highlights of where you stand and where you are going. If you have any questions, please ask.

You all have a summary that was posted when you walked in and it is a summary of the audit. That is helpful but there are other spots in the audit that gives you an even better idea of where you stand financially. I had emailed Mr. Brennan some information for tonight's meeting and he will email everybody the PDF I sent. It is just a recap so you can look at it on your own time and if there are any questions that come up after that, please contact me.

The area I look at is C-1 in your book – C-1 is your total what happened during the course of the year. It shows you everything that is going on. We look at the fund balance at the bottom of the page and compare it to where you were last year. Everyone wants to know how did we end the year, how are we doing financially? You were down approximately \$645,000 from the prior year. That may sound like a lot and it is but compared to where you are actually at – you are at a \$21.89 fund balance so to lose \$645,000 during a course of a day-to-day business which takes place is why you see that number come down a bit. That \$21.89 million is made up of several different aspects. There are reserves in there which are put aside for specific purposes. There are some encumbrances which are similar to accounts payable and there is some money put aside for the next year's budget and finally you come down to what do we have left over at the end of the day – after all the bills are paid and all the receivables come in – you are at about \$2.9 million of unassigned fund balance. That is your bottom line number when the year is over.

That number is up \$270,000 from the prior year. That \$2.9 million is your 2% cap number. The State allows you to maintain 2% of expenditures from your current year as fund balance going into the next year. Anything above and beyond that 2% goes back in the subsequent year taxpayers as excess surplus. Your excess surplus that you have this year at the end was \$6.1 million. That money will go into the 2017-2018 budget. Compare that to last year, you were at about \$4.5 million. That \$4.5 million is already sitting in your 16-17 budget. I take a look back one more year back and you are at \$6.7 million in excess surplus. Your excess surplus is doing this and the one thing that we would like to see is that we would like to see that even out a little bit so you are carrying the same amount of excess surplus from one year to the next to the next. That will help you when it comes to budget time. That will help your Business Administrator, your business office when they start putting the plan together. The Superintendent has to account for those dollars and that comes off of the tax levy – right off the top. So that is one good thing that we would like to see become more consistent and there are more things that we can do at year end to make sure that number stays level.

One of the areas that you have a reserve in, is your capital reserve. Capital reserve at year end was \$4.1 million. You came into the year with about \$4.6 million, you brought in a little more than a million to the budget in 2016 and you were able to put some money back. At year end you are now at \$4.1 million. Now in 2016-17, you are using \$3.5 million of that money. That is being used for boilers at the high school, two roofs on two different schools – Livingston and Connecticut and an intercom system at Burnet. You are able to do those projects with the money you put aside in capital projects. Now that capital projects numbers are going to come down from \$4.1 about \$3.5 million by the end of the year but there are ways in which you can bring that number back up.

For a District this size and the amount of buildings you have, it is important that you bring that number up because for you to be able to do \$3.5 million of repairs to your buildings without going to referendum, or asking the taxpayers for any more money, that is huge. We can see that number come back up, that gives you the ability to go forward and do more projects as they come up. Your buildings are not getting any younger so keep that in mind. The fact that you are doing two roofs this year on capital reserve alone is incredible.

How do we get that number back up? You have two projects that are ongoing but are actually done. You have the Jefferson School construction and there is about \$5 million that came under budget. You funded that from capital reserve. Once you close that project out, you take those funds and you send them back to the original funding source. The original funding source – capital reserve so you are able to bring that number up as you close those projects out.

The other project that you have going on right now is the Union High School electrical upgrades. Again once that project is done and that is not as under budget – you had about \$320,000 in there – that money can come back over.

One of the other things that we saw and you are unique with – you have the cast account – the account for the aerial antenna which was sold for millions of dollars several years ago; from the sale of that you were able to do almost \$17 million of projects. There is still about \$800,000 in that account. I don't know if anybody is holding on to it for any reasons but if you don't need it in that account, close the account out and bring the money over for your intended purpose.

Mr. Nufrio stated I understand that there is a 2% allowable surplus based on our budget, what is the percentage permitted for capital reserve. Mr. Mooney stated in capital reserve you are able to carry, to the extent of what your Long-Range Facility Plan is, that is the plan that project projects years out and that number is huge. You are not even close to that number. Mr. Nufrio stated my concern would be that if we are going to use \$3.5 and we have \$4.1 – using \$3.5 by the end of the year leaves us about \$600,000 and you found some extra money the \$800,000 from the sale of the antennas and then we have the unexpended \$5 million from the Jefferson project – revert back to capital reserve thereby increasing that balance. Mr. Mooney stated that is correct.

Mr. Monge stated one of the things that we talked about as far as the cash fund, it is rolling money, we can move that money, close accounts and the bigger part of the conversation was about finding the money that we have sitting around and put it to a place we can use it and then really talk about the needs that we have.

Mr. Nufrio asked where can that \$800,000 be placed? Mr. Mooney stated this is unique and we don't have any other districts with this kind of assets that have been sold. We haven't found any documentation to what the intended purpose of those funds where they are going to be. You used them for projects and the State has been absolutely fine with you using those funds and having them come into capital reserve. I would use them for one-time expenses. If you bring it into the budget as general revenue, it is going to go back into surplus and you are going

to end up putting it back into excess surplus. Once you put it in capital reserve, that becomes its intended use and you can't use it for anything else after that. If you bring capital reserve into your budget and you don't spend it, it goes back. There is no playing around bringing it in so we can make ourselves look better – you can't do that. That is why it is reserved on your balance sheet set aside as a separate account and that is what you have to use the money for.

Same thing with the maintenance reserve and an emergency reserve; the maintenance reserve has come down and you are able to bring maintenance reserve money into the budget to use for maintenance items only. You use it for your maintenance line items. If you don't use it, it reverts back to the reserve. It is not something that you can bring it to artificially inflate the budget.

Mr. Brennan stated everyone has your handout in their hands right now. Same is appended to the minutes.

Mr. Mooney stated your debt service is currently at \$25 million in outstanding bonds – 2 or 3 bonds are called refunding bonds and you are able to do one bite of the apple to do refunding so on 2 of those bonds you already refunded and you can no longer refund them. There is one bond that was entered into in 2011 and right now it is not technically with what we call “in the money” to be refunded – you have to show a 3% net present value savings and the bonds have to be callable which usually takes place after 10 years. So 2021 if the interest rates are low you should be able to refund at that point.

Mr. Monge stated and refund is essentially refinance. Mr. Mooney stated right. You are still going to pay the same amount in principal but your interest rates are lower you will pay a lesser amount of interest. Mr. Nufrio stated what I think Mr. Monge was trying to clarify to everyone that the word “refund” can mislead. We are not refunding anyone, we are simply refinancing. Mr. Mooney stated unfortunately it is called refunding because that is the terminology because you still have to repay those bonds, you will pay less interest if you get a lower rate.

Just to point out that you are currently at 10% of your debt limit and I point that out to show you because some people say we are carrying too much debt and you are currently at 10% and you are able to raise \$250 million if you need to build another building and go out for referendum so you do have the flexibility to go out and borrow if the need arises.

The food service fund went down a little bit – about \$37,000, fund balance overall. Again just operations nature of the business and that is still a healthy fund balance. You still sitting on \$1.3 million in that fund balance. However, of that keep in mind that there is about \$860,000 of investment in excess so your infrastructure within cafeteria is \$850,000 of the \$1.3 million in surplus.

The escrow account – you do have an escrow account sitting on your books. We would like to see that cleaned up. There is an escrow account and it has about \$26,000 in it and it is for an old refunding and it is for a refunding you are not even carrying any more. When you do a refunding, money goes into the escrow account so that it can pay all the various agencies that put

the refunding together. You have some money leftover and it has been sitting on account. That \$26,000 can go into the debt service fund to help pay down the existing debt that you have. That is another area I would like to see the money moved around.

The only other item I would like to touch on and it really isn't an item we can really do anything about and that is your net pension liability. This is something that is a national thing and it is not a New Jersey thing. A lot of people were mad at Governor Christie for this but there are plenty other things to be upset about and it really doesn't fall on his shoulders. What happens is they are taking the pension liability off the State balance sheets nationwide so New Jersey is no different. They took the pension balance sheet off of their books so that their bond ratings could go up because they don't have that huge pension liability but they put the burden on everybody else. Everybody is responsible for their pension liability.

Your pension liability grew from \$34 million in 2015 to about \$41 million in 2016 so you are looking at approximately \$7 million increase to your pension liability. The good thing is that it is just on the balance sheet only. They are not asking you to pay the \$41 million yet. Keep that in mind. We don't know what the State is going to decide from one day to the next. They just ask for their annual payment year after year which is already budgeted for so that is all you are liable for at this point.

Mr. Nufrio stated you said that is being done across the nation. Mr. Mooney stated yes. Mr. Nufrio stated you are saying it is no longer on their debt is that how it translates. Mr. Mooney stated it was a liability being carried on their balance sheet and now it is off of theirs and onto yours.

Mr. Nufrio stated we have a liability in addition to their liability. Mr. Mooney stated the liability that you have is an annual pension payment. It has nothing to do with the projected net pension liability that is out there if you had to pay it all off today. They are not asking you to fund this pension liability yet. They are just asking you to put it on your balance sheet.

Mr. Monge stated so the State's bond rating goes up because this debt is now on everybody else and off their books.

Mr. Mooney stated this use to be an easy report to read and write and over the years with all the regulations, it is very convoluted but again I offer this to everybody. If you are going through it and if you need something explained, please pick up the phone and call.

Mr. Monge stated we had the conversation about food service. Mr. Mooney stated you are actually in better position than what I thought you were. I gave you my calculation sheet and I said it wasn't perfect and I made sure I cleaned it up before you got a new copy; your capital assets are a part of your fund balance so your capital assets within food service equate to about \$850,000 of the total \$1.3 million surplus. You can use that surplus to upgrade the facilities where you need to. It is one of the things that the fund is for. It is one of the few accounts that actually are run like an actual business within the school. You charge for lunches and money comes in and you end up better or worse if you have a profit or loss statement within the audit and you are able to take your fund balance and make improvements on your facilities.

You can also, and I wouldn't recommend this, the extra surplus you don't need to move expenses out, you can also allocate more expense there if you need to. How much is electricity, how much of the heat, the janitorial services, how much goes into cafeteria that we are picking up through the general fund. You are able to allocate more expenses.

Mr. Monge stated the good news you did a fantastic job. From one year to the next we are discovering things that were on our books for many years – the great thing is we have identified funds but the reality is our deferred maintenance – Long-Term Facility Plan is through the roof – we need to start spending this money to improve our facilities. Before we were having annual problems and now we are fixing it and we have the deferred maintenance issue that we don't have to deal with any more.

Mr. Mooney stated there is one more thing I do want to point out – I didn't see this year that can help your capital reserve account and this makes your fund balance steady and a lot of my districts do this to even out their excess surplus from one year to the next. What they do is pass a resolution that can only be passed in June and it is to take money from the fund balance at a disclosed amount that is not to exceed \$1 million and they pass a resolution and say that you are going to move money into capital reserve from our fund balance not to exceed an x-amount of dollars and when we know what the excess surplus is then we can move money into capital reserve to keep that excess surplus kind of flat. There are things that you can do towards year end which will help you improve your capital reserve and also even out your excess surplus.

Mr. Nufrio stated hopefully you will be working very closely with our Business Administrator. Mr. Mooney stated absolutely. Mr. Brennan stated we used that in my previous district – that same resolution that he is talking about. It gives you the flexibility to move surplus into capital reserve, maintenance reserve and so forth and gives the Board and myself more flexibility for the following school year. I can't move it myself, you have to approve me moving the money into those reserve accounts and it will help us control our surplus and step it down a little bit gradually because we don't want to do it all at once but we will be funding our capital reserve.

Mr. Nufrio stated I'm astounded to hear these numbers and I have been on this Board for five years and this is the first time I'm hearing of such a discovery. Is that o.k. Mr. Griggs? Mr. Griggs stated that is fine.

Mr. Mooney stated there are two recommendations that you have and actually made the report. Surety bond coverage/insurance coverage for your Business Administrator was a little low, we are recommending that you up the insurance. Your Treasurer of school moneys is covered through there and what they need to be covered at and we want you to go ahead and increase the policy and one other item about NCLB – the child left behind grants which probably would not have made the report if there was a little more communication and I take responsibility for that. We put the item in the report and we found out later that the grants were actually received after year end so that is a housekeeping type issue that I can tell you will not be in your audit next year because it has already been resolved.

I think your business department does an outstanding job. It is always a difficult year to come in when you are the new guy coming in. Our staff was here and we got everything we asked for and then some. There was no hesitation, no waiting around, what a great job by your Business Office. Hands down you have a lot of very qualified people in there and they made it so easy for us and we couldn't have enough nice things to say – they did an excellent job. They usually don't get the praise so I'm going to do that for them.

Mr. Nufrio stated that is certainly noteworthy. With regards to the bond, I think Mr. Brennan has already taken measures. Mr. Brennan stated yes Mr. Nufrio I have. We are up to \$470,000 with a surety bond and the premium for that for the year is \$733.00 which will be paid tomorrow. The bond was \$25,000 and that was left on the books because Mr. Vieira was the Assistant and it was never changed.

Dr. Francis asked the escrow account has been sitting there for how long? Mr. Mooney stated I didn't go back and look at how many years it was sitting there. It was there last year, there was a little interest this year, there is no activity running through it. I could go back and further research it but we didn't go back.

Mr. Arminio stated I would like to thank you for a layman's explanation of the budget. This is my 7th or 8th audit report and you made it easy for me to understand what we have and what we need to do going forward. Thank you.

Mr. Nufrio stated just to comment to the public, our new auditors Niscivoccia were carefully selected after a number of proposals that were submitted and I do want to thank them and the finance department and of course, Mr. Brennan, who assisted with that and I echo Mr. Arminio's words – you made it easier for us to understand the plus and minuses. Somehow I felt that five years I really didn't know – I know how to do a checking account but these are complicated matters and you certainly simplified it for us. Thank you.

Mr. Tatum stated that concluded the last Superintendent's Report for 2016.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period November 1, 2016 to November 30, 2016, in accordance with the information appended to the minutes.

E-2. APPROVE STUDENT CANDIDATES FROM KEAN UNIVERSITY – CLINICAL EXPERIENCE

That the Board approve student candidates from Kean University for the spring semester 2017 for Clinical Experience (connecting theory to practice by observing and assisting with student learning) in high school, middle school and elementary school, in accordance with the information appended to the minutes.

- E-3. APPROVE NJQSAC STATEMENT OF ASSURANCE AND DPR – 2016-2017
That the Board approve the NJQSAC Statement of Assurance and the DPR for the 2016-2017 school year, in accordance with the information appended to the minutes.
- E-4. APPROVE AFTERSCHOOL AND/OR MORNING PROGRAMS – 2016-2017
That the Board approve the afterschool and/or morning programs effective January 3, 2017 for the 2016-2017 school year: Battle Hill, Connecticut Farms, Hannah Caldwell, Livingston and Washington Elementary Schools, in accordance with the information appended to the minutes.
- E-5. APPROVE ESTABLISHMENT OF ACADEMY FOR POLICY, PUBLISHING AND DEBATE – EFFECTIVE JANUARY 3, 2017
That the Board approve the establishment of the Academy for Policy, Publishing, and Debate effective January 3, 2017 for the 2016-2017 school year: Burnet and Kawameeh Middle Schools, in accordance with the information appended to the minutes.
- E-6. APPROVE APEX LEARNING FOR CREDIT RECOVERY – 2016-2017
That the Board approve Apex Learning for credit recovery, personalize instruction to specific students' learning needs at Union High School 2017 for the 2016-2017 school year at a cost of \$8,750.00, in accordance with the information appended to the minutes.
- E-7. *Approved at December 13, 2016 worksession (professional development library for middle school teachers)*
- E-8. APPROVE ACCEPTANCE OF GRANT FROM NJDOE
That the Board approve acceptance of the grant award from NJDOE grant "Preparing Students with IEPs for Life in the Community, Integrated Employment, and Post-School Success". As a partnering member district, the three-year grant in the amount of \$1,000,000 awarded to the Morris Union Jointure Commission will provide services to our district students.
- E-9. APPROVE NJTIP AT RUTGERS
That the Board approve NJTIP at Rutgers to provide travel instruction (bus/train) per students' IEP for the 2016-2017 school year, not to exceed \$15,000, in accordance with the information appended to the minutes (contract under attorney review).
- E-10. APPROVE TOWNSHIP OF UNION TITLE I DISTRICT SCHOOL PARENTAL INVOLVEMENT POLICY
That the Board approve the Township of Union Title I District School Parental Involvement Policy – December 2016 for the following schools: (a) Franklin Elementary School, (b) Union High School, (c) Burnet Middle School, and (d) Jefferson School, in accordance with the information appended to the minutes.
- E-11. APPROVE PROJECT GRADUATION ACHIEVEMENT CELEBRATION
Approve Project Graduation Achievement Celebration on June 23, 2017.

E-12. APPROVE ESTABLISHMENT OF EXTENDED DAY PROGRAM – UHS

That the Board approve the establishment of the Extended Day Program at Union High School effective January 3, 2017.

DISCUSSION:

None.

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

NAY: None

ABSTAIN: None

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER’S REPORT

That the Treasurer’s Report dated November 30, 2016 be accepted.

F-2. ACCEPT SECRETARY’S REPORT

That the Secretary’s Report dated November 30, 2016 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 November 30, 2016 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of November 30, 2016 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 Interim Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

That the Board approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS AND/OR PURCHASE ORDERS

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and

18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS

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

F-8. APPROVE AMENDED LIST OF 2016-2017 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2016-2017 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. APPROVE LIST OF CONTRACTS AND/OR PURCHASES

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

School	Account/Department	Vendor/Description	Amount
Union High School	2077/UHS PAC	Rodgers & Hammerstein Theatricals – rights and books for fall show – Footloose the Musical	\$2,633.50
Union High School	2097/Senior Dues	Secret Location – March deposit for project graduation venue	\$3,000.00
Union High School	2097/Senior Dues	Secret Location – April deposit for project graduation venue	\$3,000.00
Union High School	2097/Senior Dues	Secret Location – May deposit for project graduation venue	\$11,002.00
Burnet Middle School	Music Dept.	Cherrydale Farms – fundraiser	\$3,008.74
Burnet Middle School	Yearbook	Lifetouch National School Studies – yearbooks	\$3,540.75

F-10. APPROVE AMENDMENT TO 2016-2017 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

That the Board approve the amended the 2016-2017 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE ACCEPTANCE OF GRANT

That the Board approve acceptance of a grant from the Patterson Partnership Library Grant from James Patterson and Scholastic Reading Club in the amount of \$5,300 for use by the Union High School Library.

F-12. ACCEPT DONATIONS

That the Board accept the following donations:

From	Amount/Item	For Use by
Sharon Davino	White stove/oven	Burnet Middle School
Lifetouch National School Studios	\$1,242.00	Livingston Elementary School
Greg and Geraldine Muller	\$50.00	CEO J. Olivio Program
Lifetouch National School Studios	\$1,723.25	Burnet Middle School
Lifetouch National School	\$1,817.50	Burnet Middle School

F-13. APPROVE PAYMENT TO BURLINGTON COUNTY SPECIAL SERVICES SCHOOL DISTRICT

That the Board approve payment to Burlington County Special Services School District in the amount of \$3,922.40 for tuition expenses from September 6, 2016 through October 31, 2016 for student #186571, in accordance with the information appended to the non-public minutes.

F-14. REPORT OF ANNUAL SCHOOL ELECTION

Report on the Official Report of the annual school election held on November 8, 2016 as follows:

Three-Year Term:	Nellis Regis-Darby	5796
	Mary Lynn Williams	5705
	Nancy Minneci	5368
	Misael Guzman	4606
	Paul Casey	4389
	Gary Abraham	4070

F-15. ACCEPT COMPREHENSIVE ANNUAL FINANCIAL REPORT AND AUDITOR'S FINANCIAL REPORT

That the Board accept the Comprehensive Annual Financial Report (CAFR) and the Auditor's Management Report, in accordance with the information appended to the minutes (auditors will present report to the public at the regular meeting on December 20 2016).

F-16. ACCEPT CORRECTIVE ACTION PLAN

That the Board accept the Corrective Action Plan (CAP) for Single Audit Fiscal Year ending June 30, 2016, in accordance with the information appended to the minutes.

F-17. APPROVE PAYMENT TO PSAT/NMSQT

That the Board approve payment to PSAT/NMSQT in the amount of \$15,600 for 1,040 tests and test books for Union High School students, in accordance with the information appended to the minutes.

F-18. APPROVE REIMBURSEMENT - CUSTODIANS

That the Board approve reimbursement for boiler license/low pressure course for each of the following custodians: (a) Trevor Johnson – Kawameeh Middle School, (b) Cesar A. Bartolo – Washington School, (c) Jose A. Menjivar – Franklin School, (d) Cesar W. Bartolo – Burnet Middle School, (e) Byron K. Little – Franklin School and (f) Ralph Piverger – Burnet Middle School, at a rate of \$550 each (Acct #11-000-261-890-03-26/7508).

F-19. Approved at December 13, 2016 worksession (technology resolution authorizing execution of Master Tax-Exempt Lease Purchase Agreement with US Bank)

F-20. For informational purposes only – vote not required. List of legal services for the 2016-2017 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None.

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

NAY: None

ABSTAIN: None

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That 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 2016-2017 school year, in accordance with the information appended to the minutes.

O-2. APPROVE USE OF UNION HIGH SCHOOL FIELD – RELAY FOR LIFE

That the Board approve the use of Union High School field on June 3, 2017 from 11:00 a.m. to 11:00 p.m. for the purpose of the Relay for Life Event.

O-3. Approved at December 13, 2016 worksession (report of bids for Burnet Middle School intercom system replacement)

O-4. Approved at December 13, 2016 worksession (accept bid from Coskeys TV & Radio Sales & Service for Burnet intercome system replacement)

O-5. APPROVE DONATION OF NOVELS

That the Board approve donation of novels to Union High School Library, in accordance with the information appended to the minutes.

O-6. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Burnet)

O-7. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Kawameeh)

O-8. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Livingston)

O-9. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Connecticut Farms)

O-10. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Washington)

O-11. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Battle Hill)

O-12. Approved at December 13, 2016 worksession (authorizing Parette Somjen to submit paperwork to DOE – Franklin)

O-13. APPROVE REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

That the Board approve the request from Township of Union Education Foundation, Inc. to use Jefferson School cafeteria on March 24, 2017 (snow date March 31, 2017) from 3 p.m. to 9 p.m. for a town-wide “Pizza Tasting Contest” fundraiser and waiver of fees, in accordance with the information appended to the minutes.

O-14. Approved at December 13, 2016 worksession (Santa in Blue toy drive/free holiday breakfast)

O-15. APPROVE SCHOOL RESOURCE OFFICER AGREEMENT (SRO)

That the Board approve School Resource Officer Agreement by and between the Township of Union and the Board of Education for years 2010-2017, in connection with the information appended to the minutes.

O-16. Approved at December 13, 2016 worksession (rejection of healthcare proposals)

O-17. Approved at December 13, 2016 worksession (termination and rescission of contract with Willis of New Jersey)

O-18. APPROVE RATE UNDERSTANDING FOR HEALTHCARE INSURANCE

Approve the rate understanding between Horizon Blue Cross and Blue Shield of New Jersey and the Township of Union Board of Education for the term March 1, 2017 to February 28, 2018 for the Health Rate Renewal Summary and the Prescription Rate Renewal Summary.

O-19. APPROVE DECISION TO MOVE RENEWAL DATE

That the Board approve the decision to move the Delta Dental renewal from September 1, 2016 to March 1, 2017.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS – 2016-2017

That the Board amend Substitute Lists for the 2016-2017 school year in accordance with the information appended to the minutes.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

That the Board accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Bertucci, Anthony	Teacher – Social Studies	UHS	01/03/2017	Resignation	

Retirements

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date: (Noted on letter)</u>	<u>Reason</u>	<u>Date of Hire Not including leave of absences.</u>	<u>Attendance to BOE meeting</u>
Wagner, Deborah	Transportation-Dispatcher	Transp.	6/30/2017	Retirement	9/1/2000	TBD

P-4. APPROVE LEAVES

That the Board approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Christenson, Erin	Teacher-Elementary	Washington	1/23/2017-6/9/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Hampp, Jennifer	Teacher-Resource Room	Battle Hill	2/27/2017-5/1/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Ines, Jaramillo	Math-Teacher	UHS	Extension through 1/3/2017	Extension of paid medical leave.	Extension of leave. Org. return of 12/1/2016.
Kelly, Nicole	English Teacher-KMS	KMS	12/5/2016-3/12/2017	Paid Maternity and Unpaid FMLA/NJFLA	Update to Start of Unpaid Leave FMLA/NJFLA Org. Start 1/3/17
Leigher, Kristen	Teacher-Special Education	BMS	4/24/2017-6/14/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Lombardo, Kathleen	Teacher-Elementary	Jefferson	1/23/2017-3/21/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Mercado, Susanne	Teacher-Elementary	Franklin	1/30/2017-6/12/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Pollizzi, Abby	Teacher-Elementary	Battle Hill	Extension through 1/2/2017	Extension of unpaid FMLA/NJFLA	Extension to return date. Org. return of
O'Holla, Laura	Teacher-elementary	Jefferson	12/1/2016-2/23/2017	Maternity/non FMLA leave	

P-5. *Approved at December 13, 2016 worksession (amended non-unit hourly rate worksheet)*

P-6. APPROVE NJDOE APPROVED CLINIC/AGENCY – INTERIM HEALTHCARE FOR NURSING SERVICES

That the Board approve New Jersey Department of Education (NJDOE) approved clinic/agency: Interim Healthcare for Nursing Services. Agency staff will be paid at a rate of \$56.50 for Registered Nurses and \$48.50 for Licensed Practical Nurses, in accordance with the information appended to the non-public minutes.

P-7. APPROVE MARILYN KUBICHEK MD, FAAP – NEUROLOGICAL EVALUATIONS

That the Board approve Marilyn Kubichek MD, FAAP to provide neurological evaluations at the rate of \$575.00 per evaluation for the 2016-2017 school year, not to exceed \$2,300.00, in accordance with the information appended to the non-public minutes (Acct #11-000-219-320-01-19).

P-8. APPROVE EPIC HEALTH SERVICES – NURSING TRANSPORTATION

That the Board approve Epic Health Services, Inc., previously approved to provide nursing services at the rate of \$45.00 and \$36.90 for RN and LPN, respectively (per the Beach, Vitale Act Senate #375); to additionally provide nursing transportation services for students not covered by the Beach, Vitale Act for the 2016-2017 school year, not to exceed \$40,000.00, in accordance with the information appended to the non-public minutes (Acct #11-000-216-320-01-19/7043).

P-9. APPROVE UPDATED NON-UNIT HOURLY RATE WORKSHEET

That the Board approve updated non-unit hourly rate worksheet, effective December 21, 2016, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated P-9 – the presentation is for an hourly rate. Mr. Benaquista stated the addition was what we spoke about in Personnel – the nurses. We increased the rate to try to attract more substitute nurses because we are having a shortfall and I did a survey of the surrounding districts there are a bunch of local districts that are paying more so we are trying to be more competitive to fill those jobs.

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

NAY: None

ABSTAIN: None

POLICY COMMITTEE:

Moved by Mr. Arminio, seconded by Mrs. Zuena, that the following policies be adopted:

POL-1.POLICY 5141.22 – MEDICAL MARIJUANA

That the Board approve Policy 5141.22 – Medical Marijuana, in accordance with the information appended to the minutes.

POL-2.POLICY 5145.7 – GENDER IDENTITY AND EXPRESSION

That the Board approve Policy 5145.7 – Gender Identity and Expression, in accordance with the information appended to the minutes.

POL-3.POLICY 5141.21 – ADMINISTERING MEDICATION

That the Board approve Policy 5141.21 - Administering Medication (updated with emergency administration of Naloxone), in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mr. Griggs is there some way we can also include in tonight's approval the POL-4 which is a slight change in the verbage. Mr. Griggs stated first reading or second reading. Mr. Arminio stated it is first reading. It is a by-law change. Mr. Griggs stated I don't think you can do that I think you have to vote on 2nd reading not on first. Mr. Nufrio stated I just asked because it was a minor change. We can only consider 3 of 5.

Mr. Arminio stated on Policy 5145.7 – Gender Identity and Expression – the second page it talks about telling parents and if you read that paragraph carefully, it says “within the law”. The law dictates if you can or can't do it and also for the safety of the child and that is why that paragraph is in the policy. If there is a possibility that the child will not be safe or could be in harm from anyone – parents or other people that can be kept secret – the gender identity disclosure. I have to give Mr. Le the credit on Policy 5145.21 – the Narcam policy. We finally got the State's format and going forward if we can save one child's life, it is worth it and it doesn't cost us anything. There are programs we found out that people can go for training and get the kit for free. We can't lose with having this policy.

Mr. Le stated I wanted to thank Mr. Arminio and the Policy Committee for setting up all the details for the policy and this is a policy that hasn't been adopted by a lot of school districts and I think the first announcement of such a policy taking place was in Ocean County back a couple of weeks ago so we are one of the first school districts that has put this policy in place. I hope one outcome of this would be that a lot of other school districts that are in much more precarious situations in terms of this issue can put these policies in place as well. I want to recognize the Municipal Drug Alliance and the members that have initiated and brought up this idea as well. I see a couple of members in the audience and I just want to thank you for bringing up this idea and for me to bring this to the Board and this is not a costly project. In addition, I think there are grant opportunities as well and I spoke to the coordinator of the Drug Alliance and he said that there are a lot of opportunities for grants and to fund this need be. There will be opportunities for us to follow up in the future and I look forward to doing that and looking for ways to ensure that our schools are drug free and that our children live a drug free life.

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

NAY: None

ABSTAIN: None

Mr. Arminio stated the next two policies are related. One is really a regulation (9130) and the next one is a Bylaw. When we vote on this next month, we have to have a super majority vote – six votes in order to approve the change in the Bylaws. It is adding just the committee that was requested so we now have a Technology Committee that can be separated from the Education Committee. The only other changes in the Bylaw are attesting to that we do have a Technology Committee.

Mr. Nufrio stated a few months back when we appointed our new IT Director, Mrs. Paul. It became obvious that she would have plenty to talk about in the forthcoming year. It is

important for the public to see exactly what is going on within the technology department so as to focus on those particular resolutions or any information that she may have to bring forth to the Board and to the public.

Mr. Monge stated my recommendation on the Technology Committee is that there is consideration of having potentially the Chairs of the committees as part of that committee. Mr. Arminio stated just as a point of order, the President of the Board appoints the Chairperson of the committee so you can make it as a recommendation. It wouldn't be as part of the policy itself. Mr. Monge stated I understand. Technology touches Education, Finance, Operations and it seems like every committee seems to be trying to pull her into some of our conversations so that may be an opportunity to touch upon all the relevant committees so they can bring it back to their committee. Just an idea. Mr. Nufrio stated that is fine. This is a first reading, next month when there is a final reading – you can recommend that as well.

RESIDENCY COMMITTEE RESOLUTIONS:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM THE ROLLS:

That approval be given to (a) amend the list of students removed from the rolls [five (5) students exited from November 1st through November 30, 2016 (3 from elementary, 1 from secondary and 1 from high school) or a total of twenty-three (23) students for the 2016-2017 school year] who are not domiciled in this school district and (b) zero (0) students who will be allowed to complete the 2016-2017 school year, in accordance with the information appended to the non-public minutes.

R-2. APPROVE REMOVAL OF STUDENT - #271331

That the Board approve removal of student #271331 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 REMOVAL OF STUDENT - #235012

That the Board approve removal of student #235012 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. APPROVE REMOVAL OF STUDENT - #268178

That the Board approve the removal of student #268178 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-5. APPROVE REMOVAL OF STUDENT - #298041

That the Board approve the removal of student #298041 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-6. APPROVE REMOVAL OF STUDENT - #186634

That the Board approve the removal of student #186634 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.

DISCUSSION:

None.

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

NAY: None

ABSTAIN: None

APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mr. Salcedo, 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: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

UNFINISHED BUSINESS:

Mr. Nufrio stated Mr. Salcedo and Mr. Le are concluding their term this evening but actually they are still part of the Board until December 31st. I would like to extend my complements to both of you for being part of this terrific Board and often have come together and sometimes questioned. It is good to question and it is important for the public to understand your services require quite a bit of time and dedication and it is a sacrifice and I want to also point out that we do have an incoming Board member in the audience, Mrs. Williams, who is here this evening as well. On behalf of the Board and my own personal sentiments, I wish to thank both of you for taking on this task of being part of the Board who wants to be absolutely certain that the students and the District is looked out for both tax wise and educationally. Thank you.

Mr. Arminio stated I would also like to express my sorrow in seeing both of you go. It has been nice getting to know Angel and Steven I have known for quite a long time. Thank you very much for your service to Union.

Mr. Le stated I just want to thank everyone for the opportunity to serve again for a year. It feels a little bit dejivu that two years I concluded my appointed term for four months and someone asked me during that time and I promise I won't give a long speech because last time I gave a long speech suddenly I found myself on the Board again a year later. Someone asked me

if I would ever return back to the Board or run for the Board again and I said I gave my time and did what I could do and what drives me is just to serve our community and children and support as much as possible. For me it is not a good bye at all, this is just a departure from the school to go onto another role and contribute to the community as much as possible. It is not a good bye you will still see me at certain functions and supporting certain foundations, organizations and nonprofits that support our children and provide great opportunities for our children. I want to thank the public for giving me the honor and privilege to serve them for this unexpired term and we will see what is to come. Happy Holidays and Happy New Years.

Mr. Salcedo stated the last four years have truly been rewarding and it has been very enlightening to come in as a parent a lot of times we have questions on how things are run and I want to tell the public that you need to feel confident that our District is run with a very confident administrators. You have a Board who is truly vested in making sure that they do a good job.

I want to give a couple of thanks to Mr. Tatum and his staff. I want to thank you for always being open. I asked a lot of questions when I first got here and you answered all of them. You never hesitated to answer a question. I challenged you and you are a complete professional. Thank you and to your staff.

Mr. Arminio, your leadership is invaluable to this group. Over the last two years you had done an incredible job. You two, I hope you continue to lead the Board. If anybody doesn't know and we joke about this, this is a volunteer job but those two gentlemen put a lot of time into the Board. I would say it is almost a full time job and to the public thank you very much for having trusted me by voting me on the Board.

Last but not least, to my fellow Board members, I wish all the best of luck. I have to tell you that walking away from leaving the Board. I feel very confident from what I have seen happen on this Board over the last three years, the changes have been great. I love the dialogue, I love the challenges, you are not scared to challenge one another and continue to challenge one another. I will tell you that I am proud to say that we have a great Board. Good luck and I look forward to sitting across from you at some point and I know you are going to do great things.

Mr. Nufrio stated your complements are well received and thank you for that. Just a comment on his dedication, if you don't mind, his life changed and it became more complex and because he realized at some point that it is a dedication of a lot of time, Mr. Salcedo chose to address that issue with his personal life and we wish you the best of luck. There were times that I would call Mr. Salcedo and he was either in Chicago or somewhere in the country and he would pick up the phone each and every time and we communicated often and thank you again for that.

Mr. Arminio stated December 17th, the Senior Center, 20 of our high school students volunteered their time for a number of different organizations from the high school to unload the trailer truck of toys and sort them and wrap them and they sat there for up to 5 hours and hours of their time along with Mr. Monge and wrapping presents for needy children. I wanted to

commend those students and there is a list somewhere who volunteered and eventually I will get that list.

On December 18th at Jefferson School another 15-20 high school students volunteered serving breakfast to veterans and their families that came into breakfast and that was run by Freeholder Sergio Granados and it was wonderful to see those students helping others who needed help. It was just wonderful to see and glad of that.

Yesterday our students at Franklin School, I was there and thanks to the Union Fire Department who brought a wonderful guest for all the pre-school, kindergarten, 1st and 2nd graders – all outside and the fire truck came with sirens blasting and there was Santa sitting there and waving to the students. He got out of the truck and high-fived all the students and Mr. Tatum was there with the students and they all wanted him to stay but he had to leave. It was wonderful to see the happiness in the kids and thanks to the fire department for allowing the truck to be used to bring Santa to the kids.

And I know Mr. Nufrio said it so well on how Footloose was wonderful and I hope that all Board members got to see it. It was absolutely wonderful and just to get you to mark your calendar now because March 31st through April 9th of next year is Cinderella being presented by Union High School PAC. Cinderella is coming to Union so be ready March 31st.

NEW BUSINESS:

Mrs. Zuena stated I was invited to the cosmetology class this week. If you didn't know, I graduated from Union High School and as a cosmetology student. Mr. Torroni was kind enough that he had two guest speakers come in and knew that as a Board member that I would enjoy it. He had celebrity hair stylist from the View come in. He had a hairdresser and make-up artist and I can't say enough about these two fine people that came in. Not only did they tell them about their careers but they told them about their life lesson that went along with it. Some of them being bad grades, fights in school and always following your dream and seeing that it doesn't matter what is going on in your life, even if something bad happens, you can always follow your dream and get to the point that you want to get. The lesson that these two individuals left with those students was truly amazing and it was great that he was able to bring them in.

COMMENTS FROM PUBLIC

Jill Hall stated I wanted to extend best wishes to Steven and Mr. Salcedo. I come to these Board meetings so often and I always watched you so diligently in your work and always so considerate of what is in the best interest of the kids and that does not go unappreciated.

I wanted to comment on Mrs. Ahern's presentation. She has a tendency to give a lot of credit to the people who work for her but I have always been a firm believer and I can say without hesitation that leadership comes from the top down and she is largely responsible for the success that the school counselor department has had. She has been so supportive of everything that we have tried to do. She always has an answer to a question and if she doesn't know the answer she finds out. Her leadership skills are fabulous and we are able to do what we do because of what she does for us. She doesn't have the tendency to toot her horn very much so I thought I would toot it for her.

One of the programs that was listed at Kawameeh – our 6th grade team was able to take one of our learning projects to our advisory that Mrs. Ahern mentioned and they hooked up with some of the volunteer officers at Children Specialized Hospital and within a three week period of time, they had raised almost \$2500, they got a wish list from the volunteer officer and they were able to purchase all the things on the wish list for the children and thank you Mr. Tatum for helping them to arrange on very short notice to take some of the students over there and actually see the work that is done in the hospital and then those students brought back what they saw to the other students and shared it with them. It was a remarkable project. Hats off to the 6th grade team because it was really the spirit of the holidays in action that day.

Mr. Nufrio I would love to have a conversation with you when you have some time about all of the thoughts that went into the American School Counselors Association about why that verbiage was changed from guidance to school counseling and there are really some important points there. Mr. Nufrio stated thank you. Mrs. Hall stated I wanted to wish everyone a very Merry Christmas and a great new year.

Mrs. Lipstein stated first I want to say that I have been coming to these meetings longer than anybody on the Board – I think I'm going on 20+ years. The audit report was one of the best I have heard and I was so pleased to hear facts and figures that I can understand and sometimes new eyes that come in are able to see a lot of things that we need to see differently. I want to thank Mr. Monge because he has worked very diligently with the Finance Committee and has really worked to understand and to make it clear and asks a lot of questions. I think we are in good shape.

Now as President of the Ed Foundation – there were two communications from us here and one of them was the list of grant materials that we donated to the school - \$11,000 and there are 15 people on the board of the Education Foundation and it is a lot of hard work to even raise that much money. It sounds small but everything goes right to the children and we had announced with those grants and there were three that we were able to fund in between when we announced them and now. All will be on our FaceBook page and on our website. Two of them went to Greg Pardo at Connecticut Farms School – called arcade and the other one is robotics that he is doing with the children in his classroom. Another grant that we were able to fund in part because we got a \$1,000 from Investors Foundation which is part of Investors Bank, we were able to fund a host of instruments that Washington School have and the teachers goes between two schools and she couldn't take the xylophones back and forth and so she requested that so the children will be using the xylophones and a set of drums so now she has the same equipment at the two schools that she goes to. I just wanted to make sure that everybody knew about that.

We are planning a pizza testing contest on March 24th at Jefferson School. There will be more information about that. Any donations that we get goes to the District. Happy Holidays and Happy New Year and I'm sure I'll be back in January.

Mr. Nufrio stated thank you Mrs. Lipstein and certainly the Board and the District appreciates all the hard work that the Foundation does for our schools.

Dawn Hutchins stated I come here again tonight for the same situation and there is still no resolution to it. I need your help. I had a meeting. I had some phone calls and there is still no answers to my problem. I sent everyone emails about my situation. I felt that my son is being punished twice. The last one is him being removed from the wrestling team. According to a mandatory rule was that a staff committee could be the only ones to make this decision and that committee made that decision and this all happened on Monday I had this conversation. Today, Mr. Lowery did give me a call to make this appeal to a committee. My question is why now. It should have been done when I was first brought in and had this discussion with him. This is when I felt this should have been done. But it was done after the fact. To me it sounds like now we are trying to backtrack. This is a serious matter and I feel it is being taken lightly. My son has been wrestling for seven years. He started with the Union Booster Club. He was made part of the Central Jersey Team. He went undefeated in 7th grade, one loss in 8th grade and he went straight to Varsity as a freshman. He was 28 wins away from being the first African American to achieve the 100 wins. My son has missed the last practice last weekend, he is missing a match tomorrow, he is missing a match on Friday as well. He lost his position, his weight position on the team and the longer he is out of wrestling, he loses his strength and speed. I asked the Board tonight to correct the wrong that has been done to him by reinstating him tonight. Thank you.

Mr. Nufrio stated just as you indicated last week. We brought this to the attention of the Board and I indicated to you that we would be discussing it with the Board once again in Executive Session again this evening and that is all I can say at this point. Thank you.

Ann Margaret Shannon stated I wasn't aware of Santa in Blue but with my work through the UTEA, thankfully Mike Boll likes to get us involved in things. It was a great experience on Saturday and I wanted to thank a couple of people especially with regards to the students, Mrs. Whitley and Mrs. Schulman, they were in charge of the National Honor Society and I want to thank them for getting the students there and also Ms. Cortley, she is the person who takes care of Key Club so she got some of the students there and I was very happy that the kids did come with the weather. We also had about 20 members and they brought their own children. It was a great event all around. Thank you and I hope we continue to get involved. Merry Christmas and Happy Hanukah and Happy New Year.

Ken Hutchins stated I'm the son of Dawn and Kenny and it was regarding my little brother. I was here at the last meeting and we didn't get any results from the last meeting. I'm just trying to find out about what do you mean about what you told her.

Mr. Nufrio stated I certainly cannot divulge anything that was discussed other than the situation was discussed. But it was also indicated that it was being investigated and hopefully this evening in Executive Session it will have more to at least consider with that information. It is confidential information and certainly you can appreciate that and we want to preserve and protect the confidentiality of this whole thing. When we go into Executive Session we discuss personnel matters that we cannot discuss openly in public. All I ask is that you have faith in this Board that we will be discussing this issue once again this evening.

Mr. Hutchins stated I just want to say that in reality and in all respect that I think if it was written on paper the rules would be followed and I read the paper and I read it with my parents and I don't believe that the rules are followed. I'm not saying my brother is a perfect kid and I can't say he is the best child in the world, I know him personally, and I know he is not; but in reality the sport is and I'm not saying it is just about sports but this is what is going to take him out of here and try to go to college. I didn't go to college and I don't want him to be in the same type of job I am and I want him to be better and I want him to actually get away from the area so they can persuade him to do bad. I believe that the principal didn't follow the rules.

Mr. Nufrio stated I need to caution you. First of all I want to complement you for standing up for your brother. I think everyone understands and it is a noble act in itself. Wanting the best for your brother is super noble. The only thing I can ask you to do at this point is to put your confidence in this Board that we will discuss this further in Executive Session and that is all I can say.

Mr. Hutchins stated if you are able to help out, as a big brother I'm going to try to control him and lead him right in school to finish his senior year. Mr. Nufrio stated again that is a noble act. Thank you.

Tom Kemp stated I was in here to speak to the Board several months ago about starting a 7th grade baseball team and I was told that it had been taken care of and I just want to follow up and make sure everything is in place for this coming season.

Mr. Tatum stated as far as I know, I directed the Athletic Director to find the funding so that we would have a second team. We will double check to make sure that everything is in place and I know we had a discussion last year and I gave you my commitment to make every effort that this happens in this school year.

Mr. Kemp stated I would hate to find out at the 11th hour that it wasn't taken care of. Mr. Tatum stated I will check in right away to make sure.

Mr. Kemp stated my daughter is currently in Kawameeh, 7th grade Honors Math, and to say she is struggling would be a huge understatement. For some reason my son took Honors Math, in 7th grade last year with Miss Garilious and we had no issues. I had several meeting with Miss Garilious. Mr. Nufrio stated Mr. Kemp I'm sorry, but once again, in public we cannot discuss personnel. We are prohibited to do that. As such, if you have issues and they sound like they are absolutely important, I strongly recommend that you contact Mr. Tatum or one of the Assistant Superintendents to discuss this further as it does go into the personnel matters.

Mr. Kemp stated it is about the curriculum that was approved by the Board. The same teacher my son had and now my daughter has. The curriculum was changed from last year to this year to have this 7th grade Honors class skip the first four chapters of the math book that they used last year. Also it had the teacher being forced and this is what I was told by the teacher after several meetings with her and with the guidance counselors that it has been State mandated that they skip the first four chapters of this book and they teach to a test. I cannot believe this is happening and I want to hear it from the Board that you approved this because this is what I'm

being told and I want to know that you approved Honors Math for 7th grade to be taught out of order without starting with the first four chapters of the book so they don't have the building blocks to move on. Here we are taking our best and brightest students in 7th grades, all honors, and forcing them to struggle to the point where the kids are having meltdowns, getting tutors and spending countless hours where I'm trying to teach my daughter this math because she is not being taught in school. I go to the teacher and her answer is I'm being told this is how I have to teach it. The person in charge of the math curriculum was told this is what has been mandated and then I was told this was what was approved by the Board. I would like to know if this is true that the Board approved this to set our best and brightest students, our honor students back three steps. It is just insane to teach to a test.

Mr. Nufrio stated the Board would never approve something like that. We rely on the curriculum proposed and presented to the Board and of course we have to put our trust in our staff and Mr. Tatum.

Mr. Tatum stated that just doesn't sound right to me. I am going to ask Mrs. Moses who is in charge of that to speak to that and we would have to ask the math supervisor of the District to speak to this issue. That is certainly not something that the State would mandate and one thing that we are trying to get away from in the State of New Jersey is teaching to a test. That is the furthest thing from a State mandate. Mr. Kemp stated that is what I was told three different times. The teacher, the guidance counselor who reiterated this to me and said this is what is mandated. This is what was approved by the Board.

Mrs. Moses stated the State mandates that we teach to the standards and the standards are not a test. They are concepts being taught. We have our general math class, accelerated math class and honors math class. If you go on the website and you can get the curriculum guide. On the curriculum guide you will see that it is noted by the framework by the State of New Jersey. This Board of Education last year approved the framework for the State of New Jersey for the New Jersey Student Learning Standards which are new and implemented this year. Our District has been using the curriculum from the past and we are realigning that so what the teachers are being asked to do and I had this conversation today because I spoke with the Supervisor Dr. Cohen and I asked him the same question, are we moving kids without the foundation and his words to me and I quote "the teachers will need more training". Because what we do not have is teachers getting use to the standards. I have to tell you that the standards are there for all teachers in New Jersey so when a teacher tells you that we are teaching to a test that is totally incorrect. We can never teach to a test because we teach to the needs of our students. A child in an accelerated class – what a teacher needs to do is and we will go back and look at all of this and we will have some conversation because I see there is lack of communication here because if you have a kid in an honors class that doesn't mean he doesn't belong in that honors class, he has made it there and he has the concept that he is learning that this child can catch up really quickly and this child may need something else – in that honors class – but they are all there. These are the concept and the strategies that we have to help our teachers with. Just today we had a meeting and we were talking about assessments and strategies. We are talking about formative assessments and what formative assessments are is what the kids facilitate during the day. Those are all assessments because if we give a child something to do and they are struggling with it, we as educators have to go back and do it in a different way. So they are learning these concepts so

we are going to look at that because by no means does the Board of Education, myself, Mr. Tatum or any teacher should be saying that we are teaching to the test. We cannot teach to the test because we don't know what is on the test; we teach to standards. So that myth that people say we are teaching to the test, if someone said to me Mrs. Moses I'll give you anything you want, tell me what is on the test, I couldn't even tell you because I never saw the test. Teachers don't see the test so we can't teach to the test. We must teach the standards that is what we follow as educators. She is teaching the standards. That is what she is supposed to do but it is not test. If we are on standards 2.3 and the child is just missing that mark, we have to go back and do that. We will look into that I am thankful that you bring this here because that is one of the questions that I had with the Supervisor today. I want every child to have the fundamental and I want every child's need met and if you go on the State website you can see that every child needs is personalized so that is a new concept that the State is leaning to us that we must do so we will look into that. That I can promise you and we will look at the whole curriculum for the accelerated and honors math because we have to make sure and there are things we are looking at for next year as a bridge for all our students because everything has become very rigorous for our students. We are looking at it to make sure that our students have a bridge process to the next level and what that means that there are no grades but there is exposure. It is just like giving a 5-year old money and they don't know the value of a dollar but they have been exposed to money so when they get older they know how to appreciate that. As we move forward we are going to bridge that especially our kids that are going into an accelerated program. Thank you and we will look into that and we will have the Supervisor contact you with more details.

Mr. Kemp stated you didn't answer my question, why would you skip Chapter 1 through 4. Mrs. Moses stated we do not. Mr. Kemp stated yes you did. Mrs. Moses stated we do not. Mr. Kemp stated your teachers skipped Chapters 1 through 4 and told me they didn't do it last year and I'm comparing apples with apples. Two students, same teacher last year and was taught completely different and starting with Chapter 1 in this book. My daughter comes in and has to start with Chapter 5 which according to the teacher, that was where she was told to start. Mrs. Moses stated I have to speak with the Supervisor. We know the teachers work in collaboration. We have PLC, we have teachers that work in communities and they work in communities, four teachers work in PLC so every student is rotated and support our four teachers. So if they are working in PLC as a group, not the Supervisor, as a group they said let's move to Chapter 2.

Mr. Kemp stated you are giving me a lot of fluff. I talked to the teacher, you need to talk to the teacher. She has been there many years. I highly respect these teachers. She taught my son and my son to this day still goes in her classroom at lunch and after school and he is in the math club and she is an excellent and wonderful teacher. She is struggling along with the students because she is being mandated. If she is not being mandated then somebody should tell her that she is not being mandated. Mrs. Moses stated that is what I'm telling you that we will be having a conversation with her.

Mr. Nufrio stated what we have here is a failure to communicate. We are going to correct that and certainly someone will be in touch with you. I will ask Mrs. Moses who has been working very diligently to make all the proper accommodations and changes, recommendations, if you will, beyond the hours to make sure that curriculum does meet all the criteria that the State has set upon us. I understand your frustration. Your question will be

answered and I assure you better communication or at least an explanation of what was communicated.

Patty Camps stated isn't there a 6th grade advance team in place now to teach them more so when they skip over 7th grade and go into pre-algebra, they have more of the fundamentals? Mrs. Moses stated yes we do.

Mrs. Camps stated both my children attend Kawameeh Middle School. I saw a video of Mark Merrill a motivational speaker and it is called "Champion of Choices". His message touched me in such a profound way that I contacted his organization to find out how I can get him to present at our school. He speaks in such a way about his personal experience that the children can relate to. When my children watch it, my son was in tears. His normal fee is \$4,000 and I knew that was unattainable so I went through his staff on my own in my spare time, working full time with two children, and I got a reduced fee of \$2,500 and then I was awarded a \$1,500 scholarship. The fee would now be \$1,500 for presentation and for a second presentation it would be another \$1,000.

Champion of Choices empower students to make positive choices. It has been presented to more than 1600 schools – Kenilworth, Elizabeth, Rahway and I have spoken to children who attended it and they really loved it and that is from a child's aspect. Serious issues such as bullying, peer pressure, substance abuse and suicide are presented in a way that touches listeners at a heart level. It also talks about achieving goals and cherishing relationships. He has a compelling message that invokes personal reflection, laughter, and cure and instills hope. Students and faculty describe the Choices presentation life changing.

I contacted Mrs. Hall and we have been trying to work something out. We haven't gotten anywhere yet because it is a \$1,000. I also reached out to the Union Police Department – the Dare Officers but they haven't gotten back to me.

His dates in January are in the afternoon of the 11th and if you need two programs, it would be January 10th or 12th. I think I have a few ways that we can raise the money. Maybe \$1,500 from the \$26,000 in escrow; have Kawameeh and Burnet go to the high school that way each school only has a \$500 fee. Bus transportation can be treated like a class trip and charge students \$2 each. Start a "go fund me" page on social media. I have then contacted a few parents and they would donate. I don't know anyone that works in this organization.

Mr. Nufrio stated thank you for bringing this to the attention of the Board. This information should be communicated directly to Mr. Tatum so then he can review, assess and possibly recommend it to the Board.

We will be going into Executive Session but before we do I would like to wish everyone a Merry Christmas, Happy Hanukah, Happy New Year and all the wonderful holidays that are in the next few weeks.

We will be returning from Executive Session to public session if you wish to stay.

MOTION FOR EXECUTIVE SESSION:

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

- Matters involving employees and terms of their employment and contract.

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

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

NAY: None

ABSTAIN: None

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mrs. Zuena, seconded by Mr. Le, that the meeting be adjourned at 11:25 p.m. All present voting Yes. MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY