

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – MAY 16, 2017

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, May 16, 2017 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey 07083.

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

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Ron McDowell, Mrs. Nancy Minneci, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Mr. Jeffrey Monge

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Gerry Benaquista, Mrs. Annie Moses, Mr. Gregory Brennan, Mr. Barry Loessel and Mrs. Sandra Paul

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Minneci 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 Mrs. Minneci, that the following minutes be approved:

1. March 14, 2017 – worksession and executive session
2. March 21, 2017 – regular meeting and executive session

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

REQUEST FOR CONTINUATION OF LEAVE – HUNTER COVINO

Request for continuation of paid and unpaid FMLA leave from Lauren Hunter Covino, paraprofessional-Battle Hill Elementary School, April 24, 2017 and with a return date of May 22, 2017 (tentative).

LETTER OF RESIGNATION – EGOAVIL-BRITT

Letter of resignation, for purpose of retirement, from Liliam Egoavil-Britt, part-time bus driver-Transportation Department, effective July 1, 2017.

REQUEST FOR UNPAID FMLA/NJFLA - DELLANNO

Request for unpaid FMLA/NJFLA (concurrently) from Stephanie Dellanno, paraprofessional-Kawameeh Middle School, from May 8, 2017 through June 16, 2017.

REQUEST FOR PAID MATERNITY/UNPAID FMLA/NJFLA – FILIPPONE

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Nicole Filippone, teacher-Hannah Caldwell Elementary School from September 7, 2017 and with a return date of December 18, 2017.

REQUEST FOR MATERNITY LEAVE/UNPAID FMLA/NJFLA - HENDERSON

Request for maternity leave and unpaid FMLA/NJFLA (concurrently) from Lisa Henderson, mathematics teacher-Burnet Middle School, from June 2, 2017 and with a return date of December 18, 2017.

REQUEST FOR EXTENSION OF UNPAID NON-FMLA MEDICAL LEAVE – MATOS

Request for extension of unpaid non-FMLA medical leave from Maria Matos, paraprofessional-Battle Hill Elementary School through June 30, 2017.

REQUEST FOR PAID SICK LEAVE/UNPAID FMLA – MOORE

Request for paid sick leave followed by unpaid FMLA from Cynthia Moore, full-time bus driver-Transportation Department, from April 3, 2017 through June 30, 2017 (with a tentative return date of September 1, 2017).

REQUEST FOR PAID MATERNITY LEAVE/UNPAID FMLA/NJFLA – OSBORNE

Request for paid maternity leave and unpaid FMLA/NJFLA (concurrently) from Nicole Osborne, in-class support English teacher-Kawameeh Middle School from September 5, 2017 and with a return date of November 29, 2017.

REQUEST FOR UNPAID FMLA/NJFLA MATERNITY LEAVE – SIINO

Request for unpaid FMLA/NJFLA maternity leave (concurrently) from Frances Siino, 3rd grade teacher-Franklin Elementary School from September 5, 2017 and with a return date of December 1, 2017.

REQUEST FOR PAID MATERNITY LEAVE/UNPAID FMLA/NJFLA – STABLER

Request for paid maternity leave and unpaid FMLA/NJFLA (concurrently) from Danielle Stabler, science teacher-Kawameeh Middle School from September 5, 2017 and with a return date of December 18, 2017.

REQUEST FOR UNPAID/NON-FMLA MEDICAL LEAVE – BROWN

Request for unpaid/non FMLA medical leave from Velma Brown, part-time café aide-Jefferson School, from April 28, 2017 and with a return date of September 1, 2017.

LETTER OF RESIGNATION – CASSANO

Letter of resignation from Lisa Cassano, pre-kindergarten teacher-Battle Hill Elementary School, effective September 1, 2017.

REQUEST FOR EXTENSION OF PAID MEDICAL LEAVE (NON-FMLA) – JARAMILLO

Request for extension of paid medical leave (non FMLA) from Ines Jaramillo-mathematics teacher-Union High School to June 1, 2017.

REQUEST FOR PAID MATERNITY/UNPAID FMLA/NJFLA - JOHNSON

Request for paid (if applicable) maternity and unpaid FMLA/NJFLA (concurrently) from Jamie Johnson, 2nd grade teacher-Washington Elementary School, from September 1, 2017 and with a return date of November 15, 2017.

REQUEST FOR EXTENSION OF UNPAID/NON FMLA MEDICAL LEAVE – JONES

Request for extension of unpaid/non FMLA medical leave from Coree C. Jones, custodian-Union High School with a tentative return date of June 1, 2017.

REQUEST FOR EXTENSION OF UNPAID/NON-FMLA – KOHN

Request for extension of unpaid non FMLA leave from Lauren Kohn, resource room teacher-Burnet Middle School, with a return date of June 1, 2017.

REQUEST FOR EXTENSION OF UNPAID FMLA – MATEO

Request for extension of unpaid FMLA leave from Susanna Mateo, secretary-Burnet Middle School, with a return date of June 1, 2017.

REQUEST FOR PAID MATERNITY/UNPAID FMLA/NJFLA – VILLANE

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Kimberly Villane, 6th grade teacher-Burnet Middle School, from September 1, 2017 and with a return date of November 13, 2017.

REQUEST FOR PATERNITY/UNPAID FMLA/NJFLA – AINE

Request for paternity and unpaid FMLA/NJFLA (concurrently) from Duteche Aine, school social worker-Union High School, from May 24, 2017 and with a return date of September 1, 2017.

REQUEST FOR PATERNITY/UNPAID INTERMITTENT FMLA/NJFLA

Request for paternity and unpaid intermittent FMLA/NJFLA (concurrently) from Anthony Ciampi, custodian-Burnet Middle School, from June 5, 2017 through June 19, 2018.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated there is a correction on the agenda this evening – there will be a few staff presentations before we get to our regular presentations for tonight. We will have a debate between Kawameeh Middle School and Burnet Middle School led by Mr. Harrell and then we will have our Science Supervisor – Maureen Guilfoyle to give us a review of her curriculum program. We will begin with Mr. Benaquista.

Mr. Benaquista stated every Board meeting we have been recognizing retirees. This month we have three retirees and all are from transportation. Lilliam Britt who has been with us since 2002 is a part-time bus driver. Even though you are part-time, you are doing a lot of driving. Congratulations and thank you for your service. Transportation is such an important part of our daily tasks. It is not tied to the classroom but without transportation the kids would be able to get to school. All our transportation employees are well deserved of recognition.

The next transportation person started with us in 2002 – Sophia Cassulli. She was a part-time bus aide.

The last person I want to recognize tonight and I have to apologize, she actually put in her papers a couple of months ago and it fell through the gaps and I truly apologize it wasn't more than a mistake. She has been at the Board Office as one of our dispatchers – the whole time? Mrs. Wagner stated I started as an aide, went to driver and then went into the office. She started with us in 2000, I will like to welcome up here Debbie Wagner.

Mr. Tatum stated a congratulations to all our retirees. I had the pleasure of knowing these lady. I will start with Mrs. Britt, she was a parent of mine when I was at Jefferson School as principal and many of those cold afternoons and we had a chance to talk and share concerns about our District and I can't thank you enough for all your services that you have provided to the District. Thank you so much.

Debbie Wagner on the other hand has been a true integral part of our operations. When she is on that dispatch and something is going on in the District and it is of an emergent nature, Debbie is there until it is done. I constantly say that transportation is a big part of a District this size and I think we just don't do enough to honor the work that you guys do because without you there would be no us. So thank you to all three of you and to the transportation department to continue to do what you do for us and for our students and families which is so greatly appreciated. Thank you.

Mr. Tatum stated Mr. Harrell bring forth your group and give us a demonstration of the newly reformed middle school academy.

Arthur stated I am the proud mentor from Union High School who on Wednesdays and Fridays for the enrichment of our youth and ourselves in our arts of debates. Mr. Harrell facilitates what we do but in actuality we the kids run the show which is why you are hearing from us today. As the late John F. Kennedy remarked “without debate, without criticism, no administration and no country can succeed and no republic can survive.” There is no question that John F. Kennedy would be proud of the outstanding progress Burnet and Kawameeh Academy members and future leaders have made through this program. Our fearless administration have tackled some of the most controversial social issues plaguing our global community today. As a result and without discrimination, 6th, 7th and 8th graders have been given equal treatment, respect and opportunity to grow and develop their knowledge on issues ranging from gun control to the use of nuclear energy. Personally I have seen firsthand the evolution of our diverse and eager student body group into sophisticated, educated and persuasive words of young adults. This group of course is more than just to develop argument with their families at home. A few of the myriad of essential improvements, I have been blessed to witness and foster including increased confidence, articulation, professional posture and perhaps the most important, expanded research capabilities and team work. I am not only a believer but a witness of the future business leaders, lawyers, congressman and presenters being made by our middle schools academy program.

With that being said, I will like to yield the floor to two members from Burnet and Kawameeh academy team to show you how we do it.

Members of the Burnet and Kawameeh Academy Team debated on “accepting Syrian refugees into the United States” and the “constructive negative of accepting Syrian refugees into the United States.”

Arthur stated in conclusion us students are used to be thrown information to us but what our program here really does is it allows our students not only to find and harness information but shows us how to present it and give it a personal application and I would like to congratulate these two teams because of that amazing sample of the really untapped potential that we have in our student body. You saw how they began telling us information, very respectfully of each other’s points and addressed each other points and they concluded in a strong and powerful manner – whichever side you may agree with. This is route of our problems in society. How can we solve problems today with intellectual discourse rather than physical discourse and that is especially a problem at Union High School. I am proud of these students here today because they are the future for showing us that we can solve problems with a sophisticated and intelligent way that makes us all more benefitted in the end. To conclude I want to give a round of applause to the unsung heroes of all of this – Mr. Harrell, Ms. Gentile and Miss Leamy.

Mr. McDowell stated that was very good and we look forward to what you will be doing further down the line. Very eloquent and enjoyed the way you presented your points and counterpoints. Thank you.

Mr. Arminio stated I think it was amazing. Thank you very much. May I recommend to you and your advisors that when you get to the high school and beyond there are many contests for speaking. You write a speech, present it and win money in scholarships. Look for those and enter – you are already there. Go for it!

Mr. Nuffrio stated public speaking is very difficult for adults and you are young adults yet you displayed calmness and direction and that is the precursor to success when it comes to public speaking. I wish you would pursue it as Mr. Arminio said. This field has many opportunities both in school as in scholarships and awards and even after school and in college – tremendous opportunities for you. Congratulations.

Mr. Tatum stated girls I can only reiterate everything that everyone has said so far. It does my heart good to see how you presented yourself this evening. I gave Mr. Harrell a very difficult task and that was to repair and replace a program that was defunct for a number of years and I think he has done that exceptionally. Mr. Harrell can you tell this group about the Stockton trip.

Mr. Harrell stated we are going to Stockton June 9, 2017. We will leave at 6:30 a.m. We have a very phenomenal itinerary. We will arrive in South Jersey – scientific field trip. We will stop and do an educational science trip for 1-1/2 hours. The Mayor of Atlantic City is sponsoring us there and making sure we have all the curriculum for green energy. Right after that the Mayor is sponsoring a beach party for us on a small budget because we don't have to pay for it. We will be there for a couple of hours and then we are off to meet Dean Keenan, the Dean of Education at Stockton University. Ms. Gentile and quite a few chaperones and a couple of parents will check the students into their rooms and let them relax for an hour or so and then have their debate sharply at 5:30 p.m. Some dignitaries from south Jersey and some parents coming and politicians from the Town because it really looks good when you support things for your kids.

They are publishing an article in south Jersey in the newspaper and we plan to do this every year if we are renewed. Stockton University has gone out of their way to pretty much give us everything that we want. Mr. Benaquista and I did a logistics walk of the dorms where the kids will be and where the parents are staying. Our kids will have both dinner and breakfast in the cafeteria.

One group – Kawameeh or Burnet will take home the trophy this year and it will be housed at their school. We are very excited and thrilled about the amount of work that all the students did at both schools. We sit back in awe from our high school mentors really running the show. We facilitate and tell them kind of what to do and then we stand back and watch them do their thing. It is absolutely amazing the job that they have actually done. Thank you so much Mr. Tatum, Mrs. Moses and Mr. Benaquista for finding us this money to re-do this program and I think you will be very thrilled with not only how they sounded tonight but their writing, their narratives and publishing in June. Thank you so much.

Mr. Tatum stated thank you Mr. Harrell and to the staff members that came tonight. To the high school ambassador and all our students – thank you and I know the parents are very proud.

Mrs. Guilfoyle, Science Supervisor, stated I am going to talk to you about our STEM program. First I will talk about where we started with STEM in 2013 and then continue through where we are at right now.

The vision I had came from half a million jobs in STEM fields which will be created by 2018. This is just in the tri-state area.

STEM programs foster critical thinking and real world application of STEM subject. Instructional strategies provide students with opportunities for project based learning, collaboration, innovation, problem solving and inquiry. Students will exhibit growth towards mastery of standards, STEM skills and habits of mind necessary to successfully compete in a global society.

K-12 STEM education should reflect the real world interconnections in science as it is practiced and experienced in the real world.

Where it all began – first I started with professional development – I would create interdisciplinary activities and my teachers would work in their PLCs and come up with STEM projects. We implement STEM activities within grade levels in the middle schools and courses in the high school.

I also received a grant from the NJDOE STEM partnership which teachers went to our summer program and created lessons in the STEM units.

Supervisors and teachers attended workshops throughout the year and came back and turnkey it in our department. I also visited model school districts that already had STEM programs in their district.

We started the afterschool STEM clubs in the middle schools which we still have and we had STEM cross curricular projects in math, science, technology, humanities and art classes.

I also attended the NSTA STEM area conferences – one was a national conference and then we aligned and implemented the next generation of science standards in grades 6-12 this past year.

What is integrated STEM education? Problem based learning that situates scientific inquiry and the application of mathematics in the context of technological designing and problem solving. Requires cross-discipline collaboration and development of interdisciplinary curriculum – themes and units.

After I researched going to visit these model schools, one program that I felt would work very well in our school was “Project Lead the Way”. Project Lead the Way Pathway to

Engineering (PTE) program is a sequence of courses, which follows a proven hands-on, real-world problem-solving approach to learning. Throughout PTE, students learn and apply the design process, acquire strong teamwork and communication proficiency and develop organizational, critical-thinking, and problem-solving skills. They discover the answers to questions like how are things made and what processes go into creating products? Students use the same industry-leading 3D design software used by companies like Intel, Lockheed Martin and Pixar. They explore aerodynamics, astronautics and space life sciences. Very similar to what goes on at NASA. Students apply biological and engineering concepts related to biomechanics – think robotics. We will have a presentation from our robotics team. They design, test and actually construct circuits and devices such as smart phones and tablets and work collaboratively on a culminating capstone project. It's STEM education and it's at the heart of today's high-tech, high-skill global economy.

We went with the pathway of Project Lead the Way in Engineering where they have open ended problem solving. They are learning the engineering design process and they continue to use the same industry-leading technology and software as are used in the world's top companies.

Students are immersed in investigating topics such as sustainability, forces, structures, aerodynamics, digital electronics and circuit design.

The sequence of implementation – in 2013, the first course was the introduction to engineering design and we built a new STEM lab here at the high school in G106. In year two we added the second course which was principles of engineering and also the robotics club. Year three we added another course called digital electronics and we also had to train an additional teacher and build another science STEM lab.

Mike Atzbi was the first teacher to go to intensive summer training for this course. He has continued to train for the additional courses and he has become our STEM guru and now he is our elite teacher for Project Lead the Way.

Mike stated I will give you a quick summary of the courses we have here. We currently have three courses and adding a fourth course next year. The first course is a construction engineering design. This is for students that don't necessarily know what engineering is. They want to be an engineer. They told their guidance counselor that they want to be an engineer but might not necessarily know what that means. My job is to give those students a taste of what that means. What it means to go through the design process, how to solve problems as an engineer would, as well as focusing on our technology for the first year which is three models. We use a program called auto desk inventor and it is the same program that engineers use in the real world. It is not a slowed down student version. Students are able to transition from the classroom but not necessarily to the work force but they have a leg up as it comes to colleges because they use the same programs.

The second year course is principles in engineering. This course we go a little more in-depth into the specific fields of engineering. We have a full unit on civil engineering, mechanical engineering, chemical engineering and electrical engineering throughout the entire

year. Now students understand at least what it is to be an engineer and now they will get a taste of what they are going to do as an engineer.

The third year course is digital electronics. That course is self-explanatory. It is about electronics and the digital age. It is not your old school electronics class where you are dealing with transistors and pressing buttons to make lights go on. Students are actually programming computer chips to run complicated programs throughout the year.

Next year we are introducing our independence study in robotics which is a partnership with the robotics team. The robotics team started a couple of years ago. We started with one team and the next year we have two teams and this year we had six teams. It is a program where students start from the ground up to solve a problem. The course is pretty much the same size each year but the actual goal is different. Three years ago we had to stack things up, last year we had to shoot foam balls into a net, this year we had to carry these big blocks around.

We have another course, but I don't teach, and this will be in the math department and it will be computer science. We are bringing in two teachers. Students will learn the basics of programming. It is supposed to start a new track of courses so students can get some more experience programming. They create their own apps and stuff like that. It is a cool program.

Demonstration from robotics team.

Mike stated this is student lead I just show and make sure the registration goes through and the kids design everything. They set up their notebooks, create the designs, programming. The students plug everything in and write full programs for everything that we do.

Last year we won a design award for our design process. This year we also went to the State championship and we came away with the judges award and that was when judges looked at all the robots from around the State and there were about 50 or so and they pick one that is their favorite and they liked the design behind it, the interview that the students give and they chose one that is their favorite throughout the entire competition.

Mrs. Guilfoyle stated to end with what a quality STEM program is and these are the questions I continue to look at and to reassess our program, to expand our program. Some of the things that we want to continue to work on is to get more girls involved in the engineering courses. We tend not to have that many girls involved. There are clubs that we can start and some of the colleges have some clubs that we can have association with so to start to get more girls involved in the engineering program. Thank you.

Dr. Francis asked is there any collaboration with Kean University concerning the STEM program. Mrs. Guilfoyle stated at this point no. I have hired a couple of teachers from the STEM program that graduated with a STEM degree. I just hired a great physics teacher and he came through that program. Mike stated as far as association with Kean, we don't have an association with them but we do have affiliations with other universities. We work with Rowan, Bucknell, Maryland and Baltimore.

Mr. Tatum stated I thank everyone who made presentations tonight. For the month of April - Student 94.5%; Staff 93.8%

Monthly Highlights:

1. Congratulations to the UHS Boys Volleyball team who took 1st place in the tournament on May 5th.
2. The UHSPAC had a great competition in Washington DC!!! Our students walked away with numerous awards for their outstanding efforts!!
3. Union High School's production of Rodgers and Hammerstein's Cinderella competed against almost 100 schools from across the state in the prestigious Paper Mill Playhouse Rising Star Awards. We are excited that we have been nominated for the 10th consecutive year!! UHS will be performing live on the Paper Mill Playhouse stage on Tuesday, June 6th.
4. The Rotary Club has completed this year's Dictionary Project. They have distributed dictionaries to all 3rd grade students in the district.

Upcoming Events

- The Township of Union Board of Education has proposed a new annual process to verify that students who are attending our schools are, in fact, domiciled within the Township of Union. The district-wide re-registration process will enable the Board of Education to remove students who are ineligible to attend Union Schools and to direct tax dollars to the students entitled to receive an education in the Township of Union Public Schools. It is in the interest of all residents and taxpayers that this process occurs each school year beginning Monday, May 22nd and continue throughout the summer.
- Tomorrow is Track & Field Day for our 4th & 5th grade students.
- Monday 5/22/17- UHS Senior Awards 6:30 PM UHS Auditorium
- Senior Prom is June 1st
- Friday, June 23rd is the UHS Senior Graduation 6:30 PM on the Football Field
- Relay for Life will be June 3, 2017.
- The next Planning Committee Meeting will be held Tuesday, May 30th at 6:30pm in the Administration Building. There are a number of topics that need to be discussed.

Mr. McDowell stated I enjoyed both those presentations from Mrs. Guilfoyle and Mr. Harrell's people.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Dr. Francis, that the following resolutions be approved:

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 April 3, 2017 to April 28, 2017, in accordance with the information appended to the minutes.

E-2. APPROVE DISTRICT PROFESSIONAL DEVELOPMENT PLAN

That the Board approve District Professional Development Plan, in accordance with the information appended to the minutes.

E-3. APPROVE 8TH GRADE FAREWELL LOCK-IN – BURNET MIDDLE SCHOOL

That the Board approve 8th grade farewell lock-in at Burnet Middle School on June 16, 2017 from 7:00 p.m. to 7:00 a.m. on June 17, 2017.

E-4. APPROVE REVISED 2017-2018 CALENDARS

That the Board approve revised 2017-2018 calendars, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Zuena stated I have a question on E-4. We added in Election Day. Did we have to remove another day? Mr. Tatum stated we didn’t have to add a day on. We actually revised the revised calendar from the last time and one of the holidays was actually moved so it just complies with all of the regulations as far as the number of days that are required but in compliance with a request that was made, Election Day – the schools will be closed.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER’S REPORT

That the Treasurer’s Report dated April 30, 2017 be accepted.

F-2. ACCEPT SECRETARY’S REPORT

That the Secretary’s Report dated April 30, 2017 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of April 30, 2017 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

 Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of April 30, 2017 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 APPROPRIATIONS

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

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	3270/Athletics	Tony Stewart-Coach – shirts/apparel for entire winter track team	\$1,500.00 (approx.)
Burnet Middle School	Drama Club	CMT Sound Systems – school play-sound system	\$3,200.00

Burnet Middle School	Drama Club	Villani Bus Company – Festival of music	\$1,580.00
Union High School	3280/Athletics	Dino DeBellonia-coach – summer wrestling camp	\$6,000.00 (approx.)
Kawameeh Middle School	46/Principal	A Vision in Motion – speaker Gian Paul Gonzalez’s presentation “All In”	\$2,700.00
Kawameeh Middle School	35/Principal	UTBOE for Villani Bus – 7 th grade field trip to American Museum of Natural History (5/24/17)	\$1,020.00
Kawameeh Middle School	17/Music	Music in the Parks – Dorney Park (6/9/17)	\$2,305.00
Kawameeh Middle School	17/Music	Passaic Valley Bus Co. – transportation to Music in the Park (6/9/17)	\$1,500.00
Union High School	2046/Key Club	American Cancer Society – Relay for Life	\$4,000.00 (max.)
Union High School	2211/DiPaolo Field Trips	UTBOE – transportation for May 2017 field trip	\$1,331.75
Union High School	2012/Senior Prom	Cheryl Fiske – reimbursement for purchased prom supplies	\$2,610.30
Union High School	2012/Senior Prom	Eggsotic Events – decorations for 2017 Senior prom	\$2,490.00

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

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

F-11. ACCEPT DONATIONS:

That the Board accept the following donations:

From	Amount/Item	For Use By
Lifetouch National School Studios	\$792.48	Livingston Elementary School
Body By Akua	\$100.00	UHS School Store
Marna Lerner Levy	Furniture/cabinet	UHS School Store
Lauren Alberta	Baskets/paint brushes	UHS School Store
Delicious Orchards	14 bushel baskets	UHS School Store

Home Depot, Watchung	\$25 gift card to Home Depot	UHS School Store
Class of 1987	\$750 cash donation from Reunion	UHS School Store
Reunions Unlimited	\$50	UHS School Store
Meryl Marias	\$100 wrapping paper, bags, tissue paper	UHS School Store
Ed Gottlin/Faheel Ahmad	Suggestion box/ribbon holder (~\$100)	UHS School Store

F-12. APPROVE 2017-2018 TUITION RATES

That the Board approve the following tuition rates for the 2017-2018 school year:

Pre-School	\$ 6,662.00
Kindergarten	\$13,325.00
Grades 1 through 5	\$14,835.00
Grades 6 through 8	\$15,211.00
Grades 9 through 12	\$15,428.00
Cog-Mod	\$23,081.00
LLD	\$17,535.00
M.D.	\$22,121.00
B.D.	\$18,196.00
Autism	\$20,830.00
Part-time Pre-School Handicapped	\$13,822.00
Full-time Pre-School Handicapped	\$20,116.00

F-13. APPROVE DISTRICT APPLICATION – NJ CHILD ASSAULT PREVENTION

That the Board approve the District application for the New Jersey Child Assault Prevention 2017-2018 Grant Application – Elementary, Teen and Special Needs – (CAP), in accordance with the information appended to the minutes

F-14. *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.

F-15. APPROVE ACES

That the Board approve ACES (Assessments Counseling and Education Services), to provide Deaf and Hard of Hearing Evaluations at the rate of \$900/per evaluation (not to exceed \$1,800) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-16. APPROVE ASSISTIVETEK

That the Board approve AssistiveTek to provide Assistive Technology evaluations with report at the rate of \$1,050/per evaluation (not to exceed \$2,100) (Account #11-000-219-320-01-19) and Assistive technology training at the rate of \$750 for a half day (not to exceed \$1,500) for the 2017-2018 school year (Account #11-000-219-320-02-19), in accordance with the information appended to the minutes.

F-17. APPROVE CROSS COUNTY CLINICAL AND EDUCATION SERVICES

That the Board approve Cross County Clinical and Education Services to provide bilingual evaluations at the rate of \$850/per evaluation (not to exceed \$3,400) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-18. APPROVE THE CEREBRAL PALSY OF NORTH JERSEY

That the Board approve The Cerebral Palsy of North Jersey to provide Assistive Technology and/or Augmentative and Alternative Communication Evaluations at the rate of \$995/per evaluation and combined Assessment of Assistive Technology and Augmentative and Alternative Communication at \$1,500/per evaluation and to provide training at \$200/per hour (minimum of two hours per session) (not to exceed \$2,895) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-19. APPROVE TINY TOTS THERAPY

That the Board approve Tiny Tots Therapy for Occupational and Physical Therapy at the rate of \$65.00/per half hour (not to exceed \$15,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-20. APPROVE INLINGUA

That the Board approve Inlingua to provide translation and interpretation services for the 2017-2018 school year (not to exceed \$3,000) (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-21. APPROVE PLATT PSYCHIATRIC ASSOCIATES

That the Board approve Platt Psychiatric Associates to provide basic student psychiatric consultations and risk assessments at the rate of \$825, immediate emergency evaluations at the rate of \$950, and attorney or forensic conferences at the rate of \$600/hr. for the 2017-2018 school year (not to exceed \$5,575) (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-22. APPROVE UNION COUNTY EDUCATIONAL SERVICE COMMISSION (UCESC)

That the Board approve Union County Educational Service Commission to provide Teacher of the Deaf services at the rate of \$104/per hour (not to exceed \$10,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-23. APPROVE DR. ISABEL DETRIZIO CAROTENUTO

That the Board approve Dr. Isabel Detrizio Carotenuto to provide Neurodevelopmental evaluations at the rate of \$400/per evaluation (not to exceed \$6,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-24. APPROVE INROADS TO OPPORTUNITIES OF NEW JERSEY

That the Board approve Inroads to Opportunities of New Jersey for individual vocational assessments, at the rate of 5 days service (3 days face-to-face; 2 days data collection) - \$600 (not

to exceed \$1,200) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-25. APPROVE JEWISH VOCATIONAL SERVICES

That the Board approve Jewish Vocational Services to provide Vocational Evaluations at the rate of \$875/per evaluation and Community Based Assessment at the rate of \$60/per hour (not to exceed \$2,625) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-26. APPROVE UCESC

That the Board approve UCESC to provide Teacher of the Deaf services at an amended rate of \$102/per hour (not to exceed \$10,000) for the 2016-2017 school year (Account #11-000-216-320-01-19, in accordance with the information appended to the minutes.

F-27. APPROVE EFFECTIVE SCHOOL SOLUTIONS

That the Board approve Effective School Solutions, LLC to provide therapeutic mental health services through licensed professionals to students in public school districts for the 2017-2018 school year (not to exceed \$275,000), in accordance with the information appended to the minutes (Account #11-000-216-320-01-19/7043).

F-28. APPROVE NJ SPECIALIZED CHILD STUDY TEAM

That the Board approve New Jersey Specialized Child Study Team to provide Individual Evaluations at the rate of \$550 per evaluation, \$950 for 2 evaluations and \$1,350 for 3 evaluations (not to exceed \$2,700) for the 2017-2018 school year, in accordance with the information appended to the minutes.

F-29. APPROVE DR. KUBICHEK

That the Board approve Marilyn Kubichek MD, FAAP (Columbia Commons North Tower) to provide Neurological evaluations at the rate of \$575/per evaluation (not to exceed \$6,325) for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the non-public information appended to the minutes.

F-30. APPROVE FAMILY CENTER AT MONTCLAIR

That the Board approve The Family Center at Montclair for Mental Health Screening at the rate of \$100/per screening and \$600 for a full psychiatric evaluation (not to exceed \$12,000) for the 2017-2018 School Year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-31. APPROVE INCREASE TO P.O. #17-01817 – FIRST CHILDREN, LLC

That the Board approve an increase to P.O. #17-01817 with First Children, LLC to provide behavior consultation services to District students and staff for the 2016-2017 school year from \$30,800 to \$80,800 to meet the District needs, in accordance with the information appended to the minutes.

F-32. APPROVE FIRST CHILDREN

That the Board approve First Children for BCBA consultation to District students and staff at the rate of \$94.50/per hour (not to exceed \$120,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-33. APPROVE EPIC HEALTH SERVICES

That the Board approve Epic Health Services Inc. to provide Nursing Services at the rate of \$45 for RN and \$36.90 for LPN, as well as provide nursing transportation services at the rate of \$115 per trip (not to exceed \$40,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-34. APPROVE MAXIM HEALTHCARE SERVICES

That the Board approve Maxim Healthcare Services Inc. to provide Nursing Services at the rate of \$45 for RN and \$38 for LPN (not to exceed \$45,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-35. APPROVE ATC HEALTHCARE SERVICES INC.

That the Board approve ATC (Around the Clock) Healthcare Services Inc. to provide Nursing Services at the rate of \$54.90 for RN and \$41.90 for LPN (no to exceed \$390,000) for the 2017-2018 school year (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

DISCUSSION:

None

F-1 to F-21 and F-23 to F-25 and F-27 to F-35

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

F-22 and F-26

AYE: Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: Mr. Arminio

MOTION CARRIED

GRIEVANCE/NEGOTIATIONS:

Mr. McDowell stated there is nothing to report tonight.

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mrs. Zuena, seconded by Mr. Nufrio, that the following resolutions be approved:

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, that the Board 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. *Item approved at May 9, 2017 worksession (approve request re: Farmers vs Red Hawks Special Olympics softball game).*

O-3. APPROVE SERVICE RENEWAL PROPOSAL – STANK LLC ENVIRONMENTAL PEST CONTROL

That the Board approve Service Renewal Proposal from Stank LLC Environmental Pest Control (Pest Control & IPM Law Compliance Services for the period July 1, 2017 – June 30, 2018, in accordance with the information appended to the minutes.

O-4. REPORT RECEIPT OF BIDS – STUDENT TRANSPORTATION

Report receipt of two (2) bids for Student Transportation Services Bid #18-01, in accordance with the information appended to the minutes.

O-5. ACCEPT BID FOR STUDENT TRANSPORTATION SERVICES – VILLANI BUS CO.

That the Board accept bid received from Villani Bus Co. for Student Transportation Services Bid #18-01 for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-6. REPORT RECEIPT OF RESPONSES TO RFP – INSURANCE BROKERAGE SERVICES

Report receipt of responses to Request for Proposals for Insurance Brokerage Services – property and casualty and workers compensation: (a) Acrisure, LLC and Fairview Insurance Agency Associates, Inc. and (b) Willis Towers Watson.

O-7. APPROVE AUTHORIZATION TO PARETTE SOMJEN ARCHITECTS

That the Board approve authorization to Parette Somjen Architects to submit all necessary plans and paperwork to the Department of Education concerning the roof replacement at Franklin Elementary School to serve as an application to the Office of School Facilities and an amendment to the District's Long Range Facility Plan. This is an "Other Capital" project and the District is not seeking State funding but will fund the project through the District's Capital Reserve (Fund 12).

O-8. APPROVE REQUEST FROM THE THEATER PROJECT

That the Board approve request from The Theater Project to use Connecticut Farms Elementary School for the Theater Project Jr. 2017 for Union Students – The Wizard of Oz

summer workshops Tuesday, Wednesday and Thursday – June 20, 2017 to August 3, 2017 and performances on August 4, 5 and 6, in accordance with the information appended to the minutes (pending receipt of certificate of insurance).

O-9. APPROVE EI ASSOCIATES PROPOSAL

That the Board approve EI Associates proposal for professional engineering services for bus parking lot (Lots 18 & 19, Block 4303) at 2369 Morris Avenue, Union, New Jersey, in accordance with the information appended to the minutes.

O-10. APPROVE EI ASSOCIATES PROPOSAL

That the Board approve EI Associates proposal for architectural and engineering services for security camera replacement at Union High School, in accordance with the information appended to the minutes.

O-11. ACCEPT PROPOSAL - ACRISURE AND FAIRVIEW INSURANCE

That the Board accept proposal from Acrisure, LLC and Fairview Insurance Agency Associates, Inc. for Insurance Brokerage Services – property and casualty and workers compensation, in accordance with the information appended to the minutes.

DISCUSSION:

Dr. Francis stated that he would like to make a motion to table O-11. Mr. Griggs stated you can make a motion to table it and you need a second.

Moved by Dr. Francis, seconded by Mrs. Darby, that the following resolution be tabled from the agenda:

O-11. Accept proposal from Acrisure, LLC and Fairview Insurance Agency Associates, Inc. for Insurance Brokerage Services – property and casualty and workers compensation, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Griggs stated no, you just vote on motion to table. Mr. Arminio stated don't we need to discuss that motion. Mr. Griggs stated typically you don't discuss a motion to table. You do discuss your traditional motions at this table but on a motion to table you don't discuss that. You take a vote on it and if it fails you go back to the original motion. Dr. Francis stated can I give my reasons for making a motion to table? Mr. Griggs stated you vote on it. The original motion was pending. At this point we have a motion to table that original motion. Once we get to vote on the motion to table – if it passes it passes, if it doesn't pass then you go back to the original motion and then you can discuss the original motion before you vote.

Dr. Francis stated when you table something, people want to know why you are tabling it so they can make a decision. Mr. Griggs stated you typically don't discuss it. You make the motion, you second it, you vote on it. If it passes, it passes – if it fails, it fails and then you go back to the original motion.

AYE: Dr. Francis, Mrs. Regis-Darby, Mrs. Zuena

NAY: Mr. Arminio, Mrs. Minneci, Mr. Nufrio

ABSTAIN: Mrs. Williams, Mr. McDowell

MOTION CARRIED

Mr. Griggs stated the motion fails. You need 5 votes out of 8. The motion fails so now you go back to the original motion and you request any discussion.

DISCUSSION:

Dr. Francis stated my concern is that this group Fairview had a disclosure that they made contributions to Joe Cryan for Sheriff – who have donated in the past to past and present Board members via the Township Committee. With that being said, I don't feel comfortable wanting to approve this RFP because there could be an appearance of pay-for-play and for that reason that is why. Ultimately I would like to get politics out of our districts and out of our classrooms and that is why I wanted to table this for further discussion.

Mr. Arminio stated as being part of the committee that worked on the RFP, there was complete unanimous decision by the ad hoc committee set by the President of the Board to vet the two companies that bid on this proposal for our insurance brokerage services and after discussing it at length, first Fairview has been with us for a number of years and I had no clue until just this moment that they contributed to anybody. Secondly, they have been doing a wonderful job both under our present BA and under the past BA. In fact they are working on two particular cases right now that they are our insurance for those two worker's compensation cases that can get a little bit delicate and I do not know, I'm not an expert of what would happen if we changed insurance brokers in midstream. Mostly, this company and the other company that bid can only charge x-amount of dollars. There is no bidding process for casualty and worker's compensation insurance. It is a set fee by the State. There is no advantage of one over the other. If one chooses to donate money to political candidates and the other company chooses to not so I can't see any reason why we should change from Fairview at this late date.

Mr. Nufrio stated I was part of that ad hoc committee and I made several calls to the President of the Board and there were many issues that were discussed that the committee was made privy to and determining which carrier or which broker was going to continue the services – we did a list of pros and cons and the pros far outnumbered the cons in continuing with Fairview as opposed to selecting the other companies.

For the public so this is transparent, the other proposal came from a company that we already have retained for other services in the area of insurance and Mr. Griggs please stop me if I'm crossing any line here, it was also an added indication to put all our eggs in one basket would not be prudent and in light of the fact that there was no advantage in terms of fees as Mr. Arminio said these are State regulated fees and you cannot exceed those standards. The pros far outweighed the cons. The fact that Fairview has been there for a number of years, but they have not shown any particular favoritism to anyone we know of especially after reviewing the proposals. I must also add that the other company actually failed to put down what the fees were going to be and that prompted my call to Mr. McDowell to get some clarification on that and also I contacted the Business Administrator. For that reason I see no sound reasoning to delay

the process so that we can continue with this particular company who has been representing the District for some time and I believe in a very good manner.

Dr. Francis stated this is not about benefiting from saving money. This is more about pay-for-play. You just get the benefit of being hired or given a contract. That being said, with certain Board members that have benefited from the money that has been funneled to them via the Township Committee via Joe Cryan who received the initial contribution – it just doesn't look good and that is my concern. We have had other RFP's from other companies and we made changes regardless of how good the job they did and we did it for money reasons - saving money so we could give it back to the kids and the classrooms. Saying that they did such a good job is not the issue either – it is the appearance.

Mr. Nufrio stated it is not for debate it is opinion versus opinion. In my opinion, if we are going to exclude anyone because of any political or any donations that they made to PACS or SuperPACS – in light of the fact that the services were not compromised, the fees were not exceeding the State standards, the service that was rendered was professional and that selecting another company which would then put us in a situation where that company would not only represent us in this aspect of insurance but also in another aspect that could possibly down the road pose a conflict. I spoke with our Board attorney with regards to making a change or jumping off the train while there are still unresolved cases that are being handled. Yes, the transition could possibly happen but after speaking with our Board attorney and Mr. McDowell and members of the committee, we thought that was definitely a con to select someone else and the pros again outnumber the cons.

Vote on O-1 to O-10

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Vote on O-11

AYE: Mr. Arminio, Mrs. Minneci, Mr. Nufrio, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: Dr. Francis, Mrs. Regis-Darby

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. PERSONNEL ACTIONS

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

P-2. *Item approved at May 9, 2017 worksession (amend substitute list for 2016-2017).*

P-2A. AMEND SUBSTITUTION LISTS FOR 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>
Cassano, Lisa	Pre-Kindergarten Teacher	BH	9/1/17	Resignation	

Retirements

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences. (May include Substituting history)	Attendance to BOE meeting
Egoavil-Britt, Liliam	Part-Time Bus Driver	Transportation	7/1/2017	Retirement	4/16/2018	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
Dellanno, Stephanie	Paraprofessional	KMS	5/8/17-6/16/17	Unpaid FMLA/NJFLA (Concurrently)	Eligible for Leave within one year of Birth of Child 6/28/16.
Filippone, Nicole	Elementary Teacher	HC	9/7/17-12/15/17 Return 12/18/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Henderson, Lisa	Elementary Teacher	BMS	6/2/17-12/15/17 Return 12/18/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	

Matos, Maria	Paraprofessional	BH	Extension through 6/30/17 Return of 9/1/17	Unpaid Non-FMLA Medical Leave	Org. Leave began 9/6/16
Moore, Cynthia	F/T Bus Driver	Trans-Portation	4/3/17-6/30/17	Paid Medical And Unpaid FMLA Leave	
Osborne, Nicole	In-Class Support English Teacher	KMS	9/5/17-11/28/17 Return 11/29/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Siino, Frances	Third Grade Teacher	FES	9/5/17-11/30/17 Return 12/1/17	Unpaid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Stabler, Danielle	Science Teacher	KMS	9/5/17-12/18/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Hunter-Covino, Lauren	Paraprofessional	BH	Extension through 4/24/17-5/22/17	Continuation of paid/unpaid FMLA Now from	Org. FMLA taken 9/1/16-10/14/16. Remaining FMLA time will run concurrently with available paid sick days.
Brown, Veima	Part-Time Caf� Aide	Jeff	4/28/17-6/30/17	Unpaid Non FMLA Medical Leave	P/T FMLA not applicable
Jaramillo, Ines	Mathematics Teacher	UHS	Extension Return of 6/1/17	Paid Medical/Non FMLA	
Johnson, Jamie	Second Grade Elementary Teacher	Wash	9/1/2017-11/14/17 Return 11/15/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	Paid (if applicable)
Jones, Coree	Custodian	UHS	Extension Return of 6/1/17	Unpaid/Non FMLA Medical Leave	Org. leave began 8/30/2017. Paid sick and FMLA time exhausted. Non FMLA to follow.

Kohn, Lauren	Resource Room Teacher	BMS	Extension Return of 6/1/17	Unpaid/Non FMLA Medical Leave	Non FMLA after allotted unpaid 12 weeks. Org. Leave began on 12/20/16
Klein, Peter	School Social Worker	UHS	Amendment/ Removal of Leave request On 4/25/17 Agenda	Removal of leave request	
Mateo, Susanna	Secretary	BMS	Extension Return of 6/1/17	Unpaid FMLA Medical Leave	Org. from 2/21/17
Villane, Kimberly	6 th Grade Teacher	BMS	9/1/17-11/10/17	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Aine, Duteche	School social worker	UHS	5/24/17-6/21/17 Return 9/1/17	Paternity and unpaid FMLA/NJFLA (concurrently)	
Ciampi, Anthony	Custodian	BMS	6/5-6/19/18	Paternity and unpaid intermittent FMLA/NJFLA (concurrently)	

P-5. REAPPOINT DEBRA CYBURT – TREASURER OF SCHOOL MONEYS

That the Board reappoint Debra Cyburt as Treasurer of School Moneys for the 2017-2018 school year at an annual salary of \$4,700.

P-6. REAPPOINT GREGORY E. BRENNAN – AFFIRMATIVE ACTION OFFICER

That the Board reappoint Gregory E. Brennan as Affirmative Action Officer for awarding contracts for the 2017-2018 school year under P.L. 1975, c 127, at no cost to the District.

P-7. REAPPOINT GREGORY E. BRENNAN – CUSTODIAN OF SCHOOL RECORDS

That the Board reappoint Gregory E. Brennan as Custodian of School Records for the 2017-2018 school year, at no cost to the District.

P-8 through P-28. *Agenda items moved to Fiscal (F-15 through F- 35)*

P-29. *Item removed from agenda (employees' reappointed).*

P-30. *Item removed from agenda (Perkins Grant Positions for 2017).*

P-31. APPROVE RESIDENCY INVESTIGATORS – SUMMER 2017

That the Board approve residency investigators to work during Summer 2017 as follows:

Residency Investigator	
Maria Schmidtberg	50 hours not to exceed 70 hours for July and August (\$25/hr)
Thomas Sheridan	25 hours not to exceed 50 hours for July and August (\$20/hr)
John Matos	25 hours not to exceed 50 hours for July and August (\$22/hr)
Dan Hodge	25 hours not to exceed 50 hours for July and August (\$15/hr)

P-32. APPROVE JOB DESCRIPTION – PERSONNEL MANAGER/PUBLIC RELATIONS COORDINATOR

That the Board approve Job Description for the position of Personnel Manager/Public Relations Coordinator, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated P-30 is being removed because we need additional information.

Mr. Nufrio stated I am going to digress because of what Mr. Arminio so eloquently stated that we were thankful that we removed those resolutions and shifted over to Fiscal. I think the discussion which prompted the move, we were also at some point where we were looking at O-11 and perhaps that too should be moved to Fiscal since it involves money. We thought it was a Fiscal item. It is either here nor there because they all passed. Perhaps in the future that is something we may need guidance from our Board attorney as to which way to go in the future.

Dr. Francis stated P-1 and I mentioned this at the last meeting. There are three positions for coaching – intermural ball at Burnet TBD, assistant football coach at the high school TBD and another assistant field hockey coach at the high school TBD. I don't know if we are putting them down just to hold the money and not necessarily the position but going forward I would like it in the future or whenever we fill these spots that it comes in front of the Board again. Mr. Benaquista stated they will have to be approved with names. They should be removed since they didn't have names.

Mr. Tatum stated under P-1 – are we voting on those positions tonight or should they be removed? Mr. Benaquista stated the TBD should be removed.

Mr. Nufrio stated P-32 – can you give some detail. Mr. Tatum stated it is something that we have discussed in the District for quite some time. When we reorganized Central Office staff last year, you may recall that we were contemplating getting a Personnel Manager to support the needs of the Personnel staff. We also looked at trying to better serve the public and the community on those activities that go on throughout the course of the school year. What we talked about in Personnel was to now focus on a position that actually combines those two roles at a minimal cost to the District because of the attrition we spoke about in our last Personnel meeting. Virtually this will be of low cost and we will have more support for the entire school district and more publication and support in the Personnel office. You will recall that mandates have come up and now we have to provide verifications for staff members when we will be discussing any information in public. The State of New Jersey continues to create more and

more mandates as to accountability and the fact that we now have an Assistant Superintendent who also has curriculum and instruction responsibilities as well as support to parents and student services, for the past year he has taken on the responsibility solely and the support is what we need here.

Mr. Nufrio stated that since I have been on the Board, my first three-quarters of my tenure, there were a lot of areas that had not been properly addressed and as such there were a lot of errors and omissions that were committed that cost the district quite a bit of money. Rectifying the personnel area was one of mine and your priority because we saw the importance of that department that must run smoothly and without any hiccups and we had quite a few. Since then we came to realize again with Mr. Tatum's direction and the support of the Board that a district that has a good running personnel department, one that is cognoscente of the confidentiality, one that is ensuring the staff that they are being well supervised in terms of all of the needs that go to the staff such as health benefits, pension etc. and many more record keeping, especially which was found to be somewhat but since then has improved tremendously but that still needs leadership. When we throw so many demands onto the shoulders of one or two individuals, it is bound to create some problems and I certainly encourage the Board to seriously consider this resolution because it was one that was in the making for the past two years. Mr. Tatum stated correct. We try to maintain appropriate procedures in the district as well. The ratio of the number of staff that we deal with and the situations that we deal with and we went from having a director to now another part-time because you will see that there are a multitude of responsibilities that we are going to be placing upon this individual because it is something that is needed in the district. I think we try to do this methodically each year and we try to reallocate district dollars in order to provide better services. Like you saw tonight, we are tremendously proud of those students who came here tonight and by relooking at our budget and finding the funding to bring that back and to continue to bring more and more positive initiatives to this District and as I say all the time publicly, to bring respect back which this District deserves. What you saw tonight is a valid reason we continue to bring forth good programs and have good staff and personnel here. I will continue to fight that fight because that is the only way we will become the district we can become.

Mr. McDowell stated just to reiterate, we are not voting on tonight P-1 three TBD items. Once we have names we will vote on them.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mr. Arminio presented the Policy Committee agenda:

POL-1. *Item approved at May 9, 2017 worksession (Policy 4141/4241-Establishing Initial Placement on Salary Guide).*

POL-2.Policy 6143.1 – Unit Plans, in accordance with the information appended to the minutes (first reading).

POL-3.Policy 5141.5 – Student Suicide Prevention and Crisis Intervention, in accordance with the information appended to the minutes (first reading).

RESIDENCY COMMITTEE RESOLUTIONS:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

That the Board approval the list of students removed from the rolls [three (3) students exited from April 3rd through April 28, 2017 (2 from elementary, 1 from secondary) or a total of forty-five (45) students for the 2016-2017 school year] who are not domiciled in this school district and eight (8) students who will be allowed to complete the 2016-2017 school year, in accordance with the non-public information appended to the minutes.

R-2. APPROVAL TO REMOVE STUDENT

That the Board approve to remove student #210342 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. APPROVAL TO REMOVE STUDENT

That the Board approve to remove student #298188 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. APPROVAL TO REMOVE STUDENT

That the Board approve to remove student #288205 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, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mr. McDowell stated that there will be no Technology Committee reports tonight.

APPROVAL OF BILLS:

Moved by Mrs. Williams, seconded by Mrs. Zuena, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated to add to what Mr. Tatum stated about the boys volleyball team – not only were they the County tournament champions, they were first ever. This was the first year for the County tournament for boys' volleyball. They were victorious over Elizabeth. They had a record of 10-1. Congratulations to the boys' volleyball team.

Some of the events that are going to take place between now and the first week of June – tomorrow is the NJTV at 8 p.m. – “I can't I have Rehearsal”. It is a documentary that was a year in the making about students who participate in the production of a play in high school. I think there were six high schools that were followed around during their rehearsal and Union was one of them.

On May 18th the DARE program right here in the high school auditorium and on the same night as the Knights of Columbus, the Education Foundation is having their recognition reception for teachers who are recipients of grants.

On May 22nd is the Senior Awards at Union High School auditorium.

May 24th at Jefferson School is the Leader In Me Program and Board members I encourage you to go if you can. Just call the school and tell them you are going to attend so they can reserve a place for you. It is a great breakfast.

June 3rd – Relay for Life – we only have about 18 days left and we are not close to our goal yet. Get out and start getting your funds together so we can at least reach our goal. We are down to 5th place now. We were at 2nd but we have been dropping.

June 6th at Paper Mill Playhouse is the Rising Star Awards where we have our 10 nominations for Cinderella.

Mr. Nufrio stated I have spoken several times and I will say it several more times – we had a nice presentation at the worksession by Lincoln Tech and they initiated a new program in the last few years which fords the opportunity to our students to be a part of a transitional program for those children seeking vocational opportunities and post-high school training. It

was a well done presentation which we will still be discussing in the near future. We are going to place this on the table Mr. Tatum, Mrs. Moses and Mr. Benaquista – our three esteemed leaders that vocational education needs to be resurrected. Not that it is completely defunct but some areas were deleted from the vocational program. Having been a long-time administrator of a vocational high school, you know where my feelings are and sensitivity is with regard to all of our children. Not everyone will go to college, not everyone will seek professional diplomas and perhaps a large percentage of our students are not receiving their fair share of preparation. We are doing a fine program for all around but if we can just get that extra enhancement in the vocational area, then we may give you a raise Mr. Tatum down the road but that is another story for another time.

A well rounded district is one that encompasses all children. A well rounded district looks to do whatever we can to further the young ladies that were here tonight which of course is a college preparatory area. Well rounded program is one that supports the arts, our students that do a tremendous performance in the arts, robotics, etc. We are hitting all the channels but I still say that vocational channel still needs to be improved upon. I am hopeful that we will see something in the near future. You did indicate that you would try to incorporate something within a setting that is already there to lend the prospects for success for enhancement of the vocational. Thank you for your time.

Mrs. Regis-Darby stated congratulations to the high school juniors who got accepted into the National Honor Society. I went to the induction earlier this week and it was wonderful to see all those young people getting inducted into the National Honor Society. A big shout out to my son.

Dr. Francis stated I said this last year that it would be nice to see the invitation from the National Honor Society for the inductions to go to the Board members. Mr. Tatum stated once again well taken. I did see some invitations do come through Central Office but again we have to get the message back out there again. I am going to ask Mrs. Moses and Mr. Benaquista to make note of that so we can share it with our building principals and try to do a better job at that because I don't want anything that Mr. Nufrio talked about earlier to be in jeopardy so we will work on that.

NEW BUSINESS:

Mr. Arminio stated I was at a meeting last week and we were discussing the mission statement of the school district and not one person at that meeting was able to state the mission statement of our District so I promised those that attended the meeting that I would read the mission statement at this meeting:

“The mission of the Township of Union Public Schools is to build on the foundations of honesty, excellence, integrity, strong family, and community partnerships. We promote a supportive learning environment where every student is challenged, inspired, empowered, and respected as diverse learners. Through cultivation of students' intellectual curiosity, skills and knowledge, our students can achieve academically and socially, and contribute as responsible and productive citizens of our global community.”

I think what Mr. Nufrio said about his passion for technical side of education and everything else that we said tonight is directed towards that mission statement. I promised those people at the meeting that at every meeting after the pledge of allegiance, I will ask for a point of order and read the mission statement.

Mr. Tatum stated that was written about a year ago and agreed we are trying to tie a lot of what we do in that mission statement. It is something that we all need to practice on a daily basis.

Mr. Nufrio suggested that we place the mission statement throughout the schools so the students, parents and teachers can see it. Mr. Tatum stated my concern is not memorizing it but that the teachers are engaging students in activities that fulfill that mission statement. I do believe we do have it up and around the district. We will make sure to check that everyone has a copy of it.

COMMENTS FROM PUBLIC:

Cathy Sharpe stated as co-chair of the UTEA negotiation team I want to say that we are looking forward to negotiating our contract for all educators, not just teachers and we are very hopeful that we will settle this and end the year on a high note and settle before our current contract ends. Thank you.

Derek Watkins stated I'm here on behalf of Holy Spirit School and I just like to thank the Union Board of Ed for sharing your facility with our athletics department.

Anne Margaret Shannon stated as a member of the NJEA executive committee, I attended the New Jersey Hall of Fame induction and it was very exciting to meet Ray Liotta, as you know graduated from Union High School. Even more exciting I was able to get tickets to the pre-party and included five of our Union High School students. I was very proud.

I hope the Board and the public are aware of the organization called Play Unified. It is a group that works to recognize the wonderful special education students in our District. This Friday at the high school football field, our members are running an activity on field day and Rich D'Avanzo the Vice President of the Union Township Education Association has been working with the state organization communications department and they are going to cover this event and publish something in either June or September on New Jersey media. We are very proud.

Tom Kemps stated I like to start out by thanking Mr. Tatum for going through with his promise and putting together two baseball teams for the Town this year. One thing I would like to say about it is I hope that they can review what the year brought and still reconsider my initial proposal of a 7th grade and an 8th grade team. In reaching out to some of the other Towns, Cranford actually had four teams this year, Westfield had four teams and Scotch Plains had two. A lot of Towns had more than one team. I think if our Superintendent reached out to some of these other schools you would be able to set it up so that the 7th grade teams would play the other 7th grade teams. It was a little disheartening for some of the 7th graders from Kawameeh who

actually got cut when the Burnet team they took every kid that came out and ended up with several kids on the team that never played baseball before. It is great for those kids but is it fair to the kids from Kawameeh that have been playing since they were five and they get cut from the team and they really wanted to play and they had other kids that went out because soccer is in the fall. I'm hoping that you can revisit that because it seems every year there is more baseball players from Kawameeh than there are from Burnet.

I would like to talk about our softball program. Our varsity softball coach now has managed another year of the consistency of what she had for five years – losing seasons. We are 3-12. We are behind the Benedictine Academy. That is a disgrace for the Township of Union. A school our size should have an excellent program. The last several years the middle school boys had a winning year. But five years going, our varsity coach had five losing seasons. I was told before the beginning of last year's school year, that our principal was laying down the law and coaches that didn't perform were going to be gone. Is that a true statement?

Mr. Tatum stated without being able to disclose because it is a personnel matter, let me just say this to you Mr. Kemps – these are issues that are being visited right now. There will be some revising and there will be a new set of procedures that will be put in place. I will refer to the Board attorney. Mr. Griggs stated you can't get near personnel.

Mr. Kemp stated in my experience 3-12 this year it is embarrassing for our Town. We had three girls that quit because they couldn't get along with the coach. Mr. Griggs stated I would just caution you because you can't talk about personnel and you are talking about personnel. We really need to stay away and the Board got your point. Mr. McDowell stated you are talking about a specific coach. Mr. Kemp stated I'm talking about our softball program. Our program is in a state of dysfunction. The baseball program, you are running a summer program for the 8th graders coming up. They are running programs for the freshman kids, JV, all the returning players, they are running a 5-week program – this is the first year my son is part of it so I can't comment on how good or bad it is. I do know that it is going to be a 5-week program and it can only make the players better. What is our softball program for this summer?

Mr. Arminio stated I do know but I do not wish to discuss it. Mr. Kemp stated it is zero. Mr. Griggs stated sir, with all due respect, you are being argumentative. You have a perfect right to make comments. Mr. Kemp stated I did make a comment, I asked a question about our softball program in the summer. Mr. Griggs stated you can ask but they don't have to comment on your questions. Mr. Kemp stated I asked a question and nobody knew the answer. It is a shame that nobody knows the answer.

Mr. Arminio stated I do know the answer. I don't wish to discuss it with you at this time. Mr. Kemp stated good answer. Mr. Arminio stated thank you. Mr. Kemp stated I'm sure everybody out there watching will be happy with that answer. Mr. Arminio stated they will be.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Mr. Nufrio, 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.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- 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, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

We will be going back into public session after the executive session.

The Board returned to public session

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mrs. Williams, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 10:00 p.m. All presenting voting YES:

MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN,
BOARD SECRETARY