

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – MAY 9, 2017

The worksession meeting was held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on May 9, 2017. Action was taken.

The meeting was called to order by Mr. McDowell at 7:05 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Nancy Minneci

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Kim Conti, Mrs. Ann Hart, Mrs. Sandra Paul

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. McDowell led the Board and audience 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 Secretary.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

Mr. McDowell stated there are only three resolutions in bold that we are voting on tonight – O-2, P-2 and Pol-1. We are not voting on O-7 or O-8 tonight. We are going to get some more information on both of those resolutions.

No comments from public.

Mr. Monge stated we mentioned in our meeting and Mr. Nufrio pointed something out and I think it gives some credence to the concern that we have items P-9 through P-28 in non-public but it seems like they should have been in public. Mr. McDowell stated Mrs. Conti and I talked about it. She felt that she wanted the Board to take a look at those resolutions as non-public first and if they are o.k. we can put them in the public session next week.

Mr. Monge stated there is absolutely no precedence of doing so; at least my time here on the Board. Mr. McDowell stated she was just being cautious. Mr. Monge stated a lot of those are basic contracts that we have had public in the past. I have seen those contracts in the public session before so I don't know why there would be any caution and we are in a public

worksession and the public can't comment on what should be public items that we are going to be voting on.

Mr. Griggs asked were they contracts or an explanation of the basis of the contracts. Mr. Monge stated there were some contracts and some renewal of services; a lot of stuff that we have seen historically. Mr. Griggs stated they are public documents. Mr. Monge stated I don't know what the urgency is of those items but I think that is not a fair thing for the public to have us discussing those items without sharing them with the public.

Mr. Nufrio stated if it is a question of precedence, whether there is precedence or not, my question to Mr. Griggs is in light of the fact that they were not listed as public or viewable by the public, does it break any regulation that says that whatever is going to be voted on at the regular meeting should have been publicly shown at the worksession. Mr. Griggs stated the answer is no and I would suggest that between now and the regular meeting – the public will have the right to look at whatever you guys have. Mr. Nufrio stated the OPMA does not say that you must have it public. Mr. Griggs stated no. Mr. McDowell stated we are not voting on them until next week. If we decide tonight to make them public tomorrow that is fine. Mr. Monge stated I speak for myself, I don't know how the other Board members feel, we should never do that. If it should be public information, then we should have it as public information. We never had a situation where we are putting it as an attachment for worksession in the non-public. Mr. McDowell stated as she explained it, I think she was just being cautious because this is in the area of special education so she wanted to be a little cautious.

Mrs. Conti stated it was simply for a matter of volume of information that was coming out. Sometimes we get information from the vendors that have their information on it, we don't want it having the kids initials so I was just trying to be prudent and figuring that April would be too early to have the vendors renewed and May is a perfect time because if you folks had any questions we still had til June to discuss it. Also this is a worksession and we still have time to publicly display the information.

Mr. Monge stated these are items that we have had historically. I would think that any due diligence and making sure there are no initials or anything like that – that would be done prior to getting it to Mr. Tatum and then making it public. I still don't see that is a practice that we should be taking on as a Board of Ed when we may have people maybe here today but can't be here next week so they can't even share their thoughts about agenda items because they don't have the back-up on them. Mr. McDowell stated I'm guessing that the back-up will be public after tonight.

Mr. Monge stated Mr. Tatum the point is we shouldn't have a practice of doing this. I never seen that before. Mr. Tatum stated in light of the concerns that have been raised and maybe moving forward we should talk about scheduling meetings as you and I have talked about more recently, that we may have to resolve some of those issues just by virtue of rethinking some of the times that we come together – that may help that piece right there. I think at this stage of the game we should deal with the issue so it satisfies everyone's needs.

APPROVAL OF MINUTES:

The minutes listed on the agenda will be approved at next week's meeting.

COMMUNICATIONS:

The communications listed on the agenda are typical communications for leaves and resignations.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated we have two presentations. One is by Lincoln Tech – vocational education. I asked Mr. Benaquista to reach out and get some feedback and he will introduce our guests there and then we will have a follow-up presentation from Effective School Solutions regarding the program that is currently in place at Burnet.

Next week the Academy Debate Team will come to the public meeting and give a demonstration of some of the activities that they are doing at middle school academy this year and we will have Mrs. Guilfoyle next week. Also Mr. Arminio and I will do some highlights on the District.

Mr. Benaquista stated I had the pleasure of going to Lincoln Tech about three weeks ago and meeting with Dr. Kirkley, the campus President and his leadership team over there. I was very impressed on their organization, structure of their programs and just everything that they are offering the students over there. With speaking with Dr. Kirkley and his leadership, they do have agreements with other high schools. The high schools do send students over there for vocational needs. Based on our conversations recently, they are down the street from us and it is possible to see what you guys think of what they offer and possibly some talk in the future to get some agreement where our kids would have access. I know if we do move forward with allowing our kids to be part of their program, they would definitely come out way ahead of the game when they do finish that program. Dr. Kirkley and his team can explain that a little further to you. Thank you Dr. Kirkley for coming.

Dr. Kevin Kirkley stated good evening everyone. I am the campus President at Lincoln Technical Institute and it is right around the corner at 2299 Vauxhall Road. I have with me the Director of Education, Mr. Carl Maulbeck and our Director of Admission, Mr. Rich Clark.

Initially I just want to share with you that we are not rookies in terms of the leadership team at the campus. I am the baby of the group. I have been the campus President for 13 years, Rich Clark has been with Lincoln for 17 years and Carl an astronomical 30 years with Lincoln Tech.

A little background on Lincoln Tech – in your folder you will see a flyer to the left and to the right information about our program. We are pretty transparent in terms of what we offer. There is no secrets and we are even bold enough to put the pricing at the end of it.

Lincoln Tech has been in existence for over 70 years. We currently have 23 campuses in 15 states. We are accredited by the Accredited Commission of Career Schools and Colleges – that is a national accreditation committee. We are also approved by the New Jersey Department of

Labor and Workforce Development. At Lincoln Tech in Union, we offer three programs: HVAC, air conditioning and ventilation program, electrical program and an automotive program.

What we are here to talk to you about tonight is what we call our high school share program. This program has been developed to allow juniors and seniors who currently attending a high school to come and attend some hours – approximately 15 hours per week at our campus receive credits and then move on from there.

The program is a 900 hour program. It can be two years if someone joins as a junior. It could be one year if someone joins as a senior. Approximately 15 hours per week. I should also say that the model that we are following is from our Mahwah, New Jersey campus. The Mahwah campus has had this program in place for the last five years and essentially they have agreements with 3-4 education districts that they actually send their students to the school to participate in the program. The model I'm discussing is the model we have in place in our Mahwah school.

The program benefits – design training program providing hands on learning experience and it gives juniors and seniors a chance to take an automotive career classes at Lincoln Tech. Our program is 13 courses. They would complete if they started as a junior or senior – they would complete 6 of the 13 – 46% of the courses for our automotive technology program. Obviously, it is the hope that they would matriculate into the school after taking the courses during their junior and senior years and complete the rest of the program. The program is open to only high school juniors and seniors. At this point I will have Mr. Maulbeck talk about our other certifications.

Mr. Maulbeck stated specifically there is a national organization called ASE – Automotive Service Excellence and part of that organization is a national automotive technician's educator's foundation. What they do is they certify schools – maybe Union was at one time – we don't know. It is a very stringent certification. All together there are 300 tasks that the schools are asked to perform and they are categorized as P-1 which are most important and then P-2 and then P-3 – being important but not as important as the others.

Lincoln is completely certified by NATEF for all of these things and we go through that on a 7-year cycle. Right now we are in the middle of the cycle and we have enjoyed a great relationship with NATEF. Some of our people serve on the NATEF board.

How it will specifically work for the courses is we have three foundation courses that the high school students will take and they are an introductory course, automotive industry and automotive education and then an electrical course, a basic electrical course of which in the full program there are two that supplement that – this is a foundation course for basic electricity and then there is also an automotive brake course. All of these are considered to be foundation courses. Courses that students need to start with and then they can move through the rest of the program. That would be the first year program. It would be approximately 50 days for each course and that would be 150 hours overall for each course and they would finish that course in their first year. They have to take the first year before they take the second year.

The second year would be more of our application courses and specifically that would be gasoline engines. It is one of the high points of all of our students in the automotive program when they get to start the engine. They literally take an engine apart. First they start it, make sure it runs, then they take it all the way down and then put it back together and it has to run for 45 seconds in order for them to pass. It is one of the happiest days that they have.

Then we would have air conditioning and electrical accessories which is one of the applications of all that they learned in electrical systems along with air conditioning which is now critically important for the auto industry.

Finally, automotive steering and suspension which would be an application course. As Dr. Kirkely said there are seven courses besides that but these six would be the foundation courses and then the application courses that would allow them to literally proceed seamlessly into the next course.

A couple of things about the courses is we have a CBX program, it is a blended program, so we have time spent on the computer as well as time spent in the classroom, as well as time in the shop. All of this is gauged for them to be able to have up-to-date information and also information that is available to them via the computer.

We provide the students with all their tools so that they don't have to bring tools to class. We have all the tools that they need and we will be able to take care of them that way.

Finally the blended program has actually increased student involvement and student achievement in that it appeals better to the cognitive domain as opposed to the intelligence domain and as a result, we have a much higher level performance and much higher level of participation.

Mr. Richard Clark stated thank you for inviting us here this evening. What I want to talk about briefly was just some of the advantages that our students experience here at our Union campus. Some of them being obvious, Dr. Kirkley talked about the level of hands on training that we provide. Overall it is about the resources that we provide to the student and individual the educational experience. Everything from tutoring, instructors are paid as part of their salary that they spend a number of hours of additional time – hours outside of class on site to provide tutoring specific to the course content that they are in.

Career services – we have a career services department that assists in the job search. Miss Patacki has been with Lincoln 20+ years. She has established a tremendous number – hundreds of relationships with automotive employers on all levels.

The class size varies but they are smaller class sizes – depending on the course – automotive it is about 18 students per instructor and broken down in groups 3-5 when they are doing their hands on projects.

Industry standard equipment – one of the things with Lincoln and we are proud of, we have advisory committees that meet at least twice a year and evaluate each program. We have

owners of business, hiring managers, industry organization experts – come in and we wine and dine them and they give us their evaluation of our curriculum and our equipment. If there is an overall consensus that is prevalent amongst the group, then we look towards making those updates and upgrades – whether be program content or industry standardized equipment. So that is one huge advantage that we have.

Lastly, I will talk about the instructors themselves. Our instructors are partially evaluated by Carl and the team and the program supervisors are done – a component of their evaluations are student surveys. That is an instrument that is very successful. Those are some of the advantages and overall it is just the individualized attention and the resources that we provide to enhance their educational experience.

Dr. Kirkley stated in conclusion – why do this? It is difficult in a brief presentation to get to know us but the fact that we have tenure and we are very passionate individuals about what we do. We are actually very blessed. We have the opportunity to take young individuals, not all young, we have young and mature individuals and in a short period of time provide them a skill and change their lives. We do that very well.

What we are about retention, completion of the program and placement. I have a note for our automotive program last year – that program achieved 81% placement of those that graduated from the program. Our retention rate is somewhere around 64-65%. We are judged on that criteria and I think that is real important. Secondly, open invitation no matter what words or what papers we put in front of you, you have to come see us and see it in action because we are taking individuals and giving them an opportunity.

You might not believe this but the first tool we give them is a laptop. I don't want to date myself but I came from the time when the cars had carburetors but now they pull a car up and plug it into a computer and it does the troubleshooting for you. You need to come see us so you can see what we are talking about.

A point I failed to make is if you are interested in pursuing this shared program that the students would be in a separate classroom. They would have their own individual schedule and because they are high school students we will make sure that they are apart from the main body.

Lastly, it is an opportunity to give them a 6-month jump on post-secondary training and that is really what it is about. When they take advantage of this they will have that opportunity and put them into the work world a lot sooner.

Mr. Arminio stated a junior/senior goes through the program, graduates high school and then goes to Lincoln Tech – are they eligible for loans for tuition. Dr. Kirkley stated yes. It would obviously be prorated but they would be eligible.

Mr. Maulbeck stated what we have individualized appointments for the student and their parents to walk them through the FAFSA and the federal aid application process and that is one of the first things that we do. You may have a parent that this is the first time a child is going through the process. So that is a service that we do provide.

Dr. Kirkley stated that 25% of our student body are high school students. Our high school prime start is generally in August. We have representatives that go out to visit all the high schools and this is after they graduate and generally about 25% of our student body are high school recent graduates.

Mr. Nufrio stated the regular program, once a student graduates high school, obviously a high school diploma is required. Dr. Kirkley stated that is correct. Mr. Nufrio stated that entails 13 courses so our kids, if we partner with you, would complete 6 courses. Which is just under half of the full program. How much more is the cost once they completed those 6 courses? I see the cost for the six. Dr. Kirkley stated it would be prorated from the overall tuition of the program – about \$30,000.

Mr. Nufrio stated coming in as a high school graduate with a tab of about \$30,000 – what is the average FAFSA participation in that and I know it is based on household income but you should have some average. Mr. Clark stated everybody's situation is different that's why the appointment is so important. They would apply for (inaudible) then they would apply for the student loan for their component of it and the parental loan which a parent would apply for and if they were denied then the student can apply for more aid in that process.

We also have high school scholarships opportunities depending on need which we budget for locally. Often time our student isn't generally an individual whose family necessarily have a good amount of money squirreled away for their education so that is not uncommon. What will happen – months prior to attending the school, they would have a one-on-one appointment. For the shared program it is something you would initiate that process even prior to that so they would know going in if they are looking to complete the second half part of the program.

Mr. Nufrio stated of what I saw the transition is a 2.0 minimum GPA to get into your program. Mr. Clark stated to stay in our program. Mr. Nufrio stated and to have a smooth transition into the remainder of the program.

The Board will need to understand the cost of those six courses and how would the Board of Ed be expected to partner with you. What is your expectation of the Board? Dr. Kirkley stated you have the pricing. Mr. Nufrio stated we are also paying for the student's education as it is which is about \$15,000 so that would be augmented by this amount which you would expect the Board of Ed to pay. Dr. Kirkley stated correct. Mr. Nufrio stated not the student's families. In essence, in order to provide those students who are looking for career vocation then the cost gets sizably increased for the completion between high school and the shared program with you. I just want to be able to understand. I'm not criticizing. Is there any partnering in that number? Dr. Kirkley stated we are partnering and we are providing a service. Mr. Nufrio stated but we are providing you the future for that student as well. Dr. Kirkley stated so the answer to your question is that we are providing the service and that is the cost of the service. Mr. Nufrio stated so that cost is non-negotiable. Dr. Kirkley stated that is correct.

Dr. Francis asked how do the other districts work it out with you. They pay for a certain amount of students to attend? Dr. Kirkley stated in our Mahwah campus we currently have

around 15 students that are attending this program between junior and senior years. It is invoiced on a monthly basis throughout the course of the year.

Mr. Nufrio stated the program itself is relatively young. Dr. Kirkley stated yes. Mr. Nufrio stated I was the administrator of Edison Vocational in Elizabeth and we had our own auto mechanics and auto body shop - which I see you don't have. ASE certification was also provided via the instructor who was ASE certified and I assume your guys are as well. Dr. Kirkley stated correct. Mr. Nufrio stated how long has this program been conceived? Dr. Kirkley stated five years.

Mr. Benaquista stated I would like the Board members to know that we have been working in another capacity with Lincoln Tech for many years. I know when I was at the high school representatives would come in and talk to the kids and they would take a test for you guys and based on the results, you did issue scholarships. I know one year we had a kid with a full scholarship. I know Lincoln Tech does a really good job of giving back to the high school students. I do encourage you to go see. I was very impressed with their structure and everything over there. I spent 3-4 hours there and seeing all the departments and programs. I do encourage you to take the time to go over there and see what they are about.

Mr. Arminio asked do you have a number of how many of our graduates go to Lincoln Tech. Mr. Benaquista stated I had this conversation with them when I was over there - for years we had 1-2 people every year attending Lincoln Tech and not just the Union campus because some had to go to other campuses for other programs. I use to talk to a Mr. Oliver who was one of your recruiters and he would come in once a month and we would talk and meet with kids. Unfortunately I found out since then really no Union kid has attended. Dr. Kirkley stated I would not say no Union kid, it has been reduced over the years. Mr. Benaquista stated I spoke to them about even if this doesn't go through, we have to build back the relationship just for our kids to know about Lincoln Tech again and offer something through our guidance department to let the kids know about the opportunity.

I was very impressed with their job placement and there are two people that run that office and they just don't place those kids on jobs, they bring them in and talk to them about resumes, interview skills, they went through a litany of things that they dealt with. They bring the kids in, they don't wait for the kids to come to them. They schedule these appointments with the students as they are growing through the program to get them ready for a real life interview at a dealership or something like that. I was very impressed. Not knowing what goes on behind those walls - I thank you for sharing your time with me and hopefully we will keep the discussion going and either way I want to keep our relationship as far as getting someone in front of our kids and sharing with them and what Lincoln Tech is about.

Mr. Clark stated the last four years of high school students, there have been more than a few over the last 3-4 years. The only comment I would make is some of our students and I don't know if it is communication but we really haven't presented as many times we had in the past. The one-on-one with Mr. Oliver, notwithstanding, but many times if you look back, they come to us anyway. Maybe it is after either trying to find their way or maybe going to a community

college and that didn't work out as well. The interesting thing is the number of students that may come to see us a year or two after high school.

Mr. Nufrio asked what if the student begins the program and mid-year says the rigor is too much – what is your expectation on tuition payment? Dr. Kirkley stated in my mind, you would pay what he used. Mr. Clark stated it is prorated over a period of time. Just like if you go to a 2-year college and you only attend one semester.

Mrs. Zuena asked how many students would be needed to start a program like this? Dr. Kirkley stated about five. Mr. McDowell stated you have 15 in Mahwah. Dr. Kirkley stated one of the things we would have to talk about is the timing of when they would attend. Mahwah has morning and afternoon sessions. Mr. McDowell asked have you talked to our students this year? Mr. Clark stated earlier in the year but only a small segment and I couldn't tell you what class off the top of my head. Dr. Kirkley stated if we are starting with five students, we would only have one session.

Mr. McDowell stated thank you to Dr. Kirkley and his team.

Mrs. Conti stated Mr. Barone from Effective School Solutions is here to give you an update regarding the data.

Mr. Barone stated this is our report card. When did we start this process? Mrs. Conti stated I would say late summer and we finally got you on board with your program in November.

Mr. Barone stated so what we have been doing is sharing data as we had it so it is the evolution of a middle psychiatric program at Burnet Middle School and we are watching together. I am not actually surprised of the results. Good behavioral health absolutely works. It keeps kids in district. As we said before we are in 56 different schools and 36 different districts. We come from a place where behavioral health that we provided was always measured, evidence based, short-term with really well-trained staff, great supervision and we get our great leadership from the group here because you thought it would be a great idea to bring in for your kids.

I have a bullet synopsis because we are getting closer to the end of the year. Some of this stuff you know already. We are working with the most serious psychiatric students at Burnet and you have a fair number of them. We are talking about students that have not quite evolved in terms behavioral disorder or serious psychiatric disorder but certainly we have seen a bare number of kids with fire setting activities, suicidality, cutting behaviors – things that every other school deals with. There is nothing unique about this particular district. You get constellations of things that I think are interesting for certain districts versus others.

In general most of these things are things that everyone is looking at. The clinical services – just as a review – group therapy, individual therapy, family therapy and with each one of these modalities it is not hit or miss, I'm doing group today, I'm an LCSW I just went to graduate school but I know how to do this, it is very specific interventions for each one of these things. It is that constellation of the things, happening together, that makes ESS work but works in your school.

The high risk issues that I talked about – just understand that start-up itself in a school, you are dealing with two competing things. You are dealing with the dysfunction of the student and the family and you are working in a brand new system that had its own way of doing things – granted fabulous. But at the same time, sometimes the way schools do things might undermine students getting better if they have psychiatric illnesses.

If every time a student has a problem, you go and save that student – that student has learned very quickly that I get the great person over there every time I act out. What we are trying to do is very different. Sometimes as a result of that teachers, administrators, nurses develop relationships with students that are completely appropriate and wonderful but at the same time might undermine a process of them really becoming resilient and handling their problems themselves. Turning that around, not so necessarily easy to do but we do it with the administration, trying to explain these things and when we are working with your students we are teaching them to self-regulate. Many of our students are what you would call dis-regulated. They get anxious, they get upset quickly, they leave the room, they run out of the classroom – we are trying to teach our students to regulate themselves. Just understand that is what we are working with the school and our dysfunctional students. Two things competing that is why start up is really tough stuff.

At a glance – cost savings – we are currently treating 16 students, 18 is maximum, we will be 18 students probably by Friday. I know we are doing two more evaluations. One of those students is a return from an out-of-district placement so he is a founding member in the sense that he is coming from an out-of-district placement, we want him to be successful, he did what he was supposed to do while he was away. He did a great job. He earned the right to come back and that is a wonderful thing. We focused on that student to really make sure that his transition was smooth; without a program like this – a soft landing – much harder to do.

You have 16 soon to be 18 students – conservative estimate is that 8 of those students might have gone out of district. Those costs alone would certainly pay for ESS. We got a chance to talk about these students recently with the Superintendent.

School avoidance protocols are in place for students who are chronically absent from school. Understand that there are a significant amount of students that just don't come to school. This is another pocket of students that can end up in out-of-district. You may not even see them and they are not in anybody's radar in terms of budget and then they can pop to an out-of-district placement because they are not coming to school so our rates have gotten higher. When you look at just the 3rd marking period data, which is our first full marking period – we are watching this together and we are doing this together – disciplinary incidences decreased by 26% that includes out-of-school suspensions from 2.39 to 1.78. Absences have decreased by 61%. Students on average missed about 3 days a marking period. As an aggregate that means there are 2-3 kids that have significant absentee issues and it went down to 1. The GPA has increased 14% from 2.28 to 2.65. These are aggregate numbers of the students combined.

Satisfaction surveys – we like to ask our parents and this is given out to every parent – I think it is about 45% - which is a pretty good number to get back from your parents. These are

just a few of the quotes that they said. More importantly is that 100% of the parents that filled out the satisfaction survey and gave it back to us said that they agree or strongly agree that the program has had some benefit for their child. You can look at the seven questions on that sheet.

We also did something a little different and never did it before but that is why we are an agency that can spin and turn things around pretty quickly. I went to our quality management department and I said I would like to have a teacher satisfaction survey. We came up with something pretty quick. We wanted to get a feeling from the teachers how they were viewing some of the students and their progress. We gave it out to a lot of different teachers but we received just 10 back but we are getting more back. Again 100% strongly agree that the program is meeting and then some really nice quotes from teachers that the kids are getting better, they are seeing benefit and they know this is going to work over time for these students.

I think the number that really stands out is that there really isn't any cherry picking going on here. We are getting whatever students are getting referred to us; some of your most difficult students. Sixteen of those – none of them have gone out of district and that speaks to a lot of different things; including the strength of the people at each of the buildings that we are at. We are looking at students that are coming up now from the elementary to the middle school and there are about 12 students that are identified there that are struggling. That will be the next cohort coming in. We have to look at graduations; how many kids are turning into the high school, etc. I would say together so far it has been a success and we are very happy to share that with you.

If you like pie charts and bar graphs, that is at the very end and you can look at that on your own. I have a chart here that says we have done 121 urgent sessions. Every student gets a individual session once a week. Urgent sessions is when a student is struggling in a class, in a hallway or they need to stay with us a little bit longer, we spend time with them so this shows you how many we have done.

Mr. McDowell asked those are for the 16 students? Mr. Barone stated yes. The reason we point that out is and understand that everything we share – our talking points or data points have come from all of these meetings over the years working with districts. We know that districts are interested in how much time are you saving for the building administrators and that is why we came up with that and that is how we measure it. Thank you very much.

Mrs. Zuena asked how is our follow-up once they get to the high school? We are leading them from 8th grade to the high school and then there is no follow up. Mr. Barone stated I can understand that concern but I can't really speak of. Mrs. Zuena asked do we have a program to follow them? Mrs. Conti stated I'm glad you brought that up because that is something I would like to address because as you know, it is with IEP teams who make the decisions. So if they do decide to determine that this may be an appropriate program for student and everybody decides that it is, there are certain ways we would go about it. Of course I would be very happy if we could look into this for our high school as I do see it has success and that is the feedback that I am getting back. If not, the students that it is recommended, I may have to look elsewhere to other districts that have the program if the IEP team does feel it is an important program but it would involve paying tuition to another school.

I know and I hope this is o.k. for me to say Mr. Barone, but if we were looking at a multiple programs, I know they do work with us. If you look at what they are proposing for this year that they would offer us for the students that are involved in the program if it is voted on at the regular session, ESY for the summer would be at no charge. They are offering it to us for free for Union District and then looking towards if we expand the program up to the next level, then they would look at working with us at different rates. I would be happy to come back with a proposal for the high school but I thought it would be best for us to talk about this now and as we pointed out I do not want to wait until June in case there are other questions for any of the vendors or the agencies that are on the table which gives us a whole two months to iron out anything and present as we need to do and follow-up.

Mr. Barone stated we are planning now. That is a great question – what are they going to do if they go to the high school? Is there anything adequate there that will support them? This summer, we are concerned about that because some of the students that we have would benefit by services in the summer and that is why we are giving you ESY for free because you don't want to come back in September and have the kids completely where they were in the previous year. You want to keep that momentum going and make sure that they are taking their medication, they are following through with their appointments, doing the things that they need to do to stay healthy. You don't lose any ground with these students.

Mr. Tatum stated the target grade level that you are working with this year at Burnet is? Mrs. Conti stated 6, 7 and 8. Mr. Tatum stated this follows with what Mrs. Zuena was asking – I have the same concern. When we have a student that transitions into the high school and if this has been an effective program for them, without a plan to continue with this, then all the progress that has been made would fall by the waist side and actually a child going to the high school, in a much bigger environment where there is a lot more in terms of stimulation, I think we would need this program maybe as much if not more.

Mr. Barone stated the truth is I think it was smart to start at the middle school because I think that is where you want to cut off the path of building resilience and stabilizing the students. Of course, in many of the districts, where we are in both in middle school and high school and as Ms. Conti said to you we certainly will continue to work with this District and recognize that your start-up costs and give you a great price for the remaining services that we might add.

Mrs. Conti stated we have various programs throughout the District and we are always looking to move children from more restrictive learning environments to less restrictive environments and at the middle schools that has happened where the self-contained programs and really at this point probably going to or might need to be eliminated. I don't want to say for sure because any IEP team decisions can happen between now and then but it looks like children have made a lot of progress and that is what we are hoping for to include children into the less restrictive environment as possible.

Mr. Barone stated you still have a lot of students that are out of district. Just like the student that found his way back and it has been done now and principal to principal they can say it was good. I understand the apprehension of the school to say we have a problem and just put

that. But when ESS is there to soften it and really be there for the student and help the entire administration of the school to understand some of the things that are going on with the student and then they accept it and that is why that founding member and we actually call him that, is such a big thing. The reason ESS is growing is really people spreading this word of mouth because we don't have a marketing team that was going around and doing this. If we do it at the high school, I would return kids from out of district that are right there that are just like this young man that are doing well and they want to come back but coming back to the high school may be too much for them to sustain what they gained in an out-of-district placement. But they can probably do it with ESS. You only need 3-4 students to really pay for it and I know there are a lot more than that.

Mrs. Conti stated in the preliminary manner obviously in a general manner because we can't make placement decisions outside of an IEP team but it does look like the need is supporting itself. We do have students that are looking as though their progress that they are making that they can return and also what we are looking at with Jefferson and the kids coming up to middle school, now that the word is out and the success, they are recommending probably more children than they will have space for in that program.

Mrs. Regis-Darby stated I think I remember when this program first started – it was total cost of about \$275,000. Can you provide some kind of information in terms of how much money we have saved over the last 5-6 months we have been doing that? Mrs. Conti stated if you and also in the next upcoming months, as Mr. Barone said the conservative estimate Mr. Barone - 8? Mr. Barone stated I can tell you what we are looking at and the number came to about eight. Mrs. Conti stated and one was out of district and if you looking in terms of and when I first made this presentation to the Board we talked about that also too there are students that we were preventing from going out-to-district which is just as important as returning. As I said there is about \$100,000 average with transportation, out-of-district costs – you can do the math.

Mr. Monge stated we obviously had this conversation before. Technically, it is not retention because it is not a cost savings, technically one student came back to district so it is essentially the cost of that one student. Mr. Barone stated you can look at it that way but it seems like you got to your number of out-of-districts by each year adding to it. It is a fine way of looking at it.

Mr. Monge stated I am not discounting the services I still can't get my head around what we do in terms of what we do here to prevent from going out because I would think that we would have our own services to try to make sure that kids are not taken out of district. When you first approached us and the presentation was and we said go for it but we were going to have this opportunity after and I don't know if it is a fair period of time honestly but to look at the cost savings and the cost savings is that we took on a \$275,000 cost that was not budgeted and we said that the goal was to be able to have a cost savings to be able to justify that cost so that is one thing to point out and this cost that is being presented is it in your budget for this coming year? Mrs. Conti stated yes for the Burnet Middle School. I couldn't put anything in the budget for the high school until we see how everything rolls out and if you were granting approval. As I said before, even the high school and when we started with Burnet, it was based on the out-of-district

tuition money and again and I always hear you saying about the one and the out-of-district but it is just as important when we are sitting down and taking a look at the needs of kids that may have been going out of district and to work with them first and that was just as important. Mr. Monge stated I'm not discounting that I'm just saying where we started and I said that the last time you were here. We are not discounting retention but the idea is about something that is supposed to pay for itself. I'm just pointing out what the presentation was and if I'm off please tell me. This \$275,000 is in the 17-18 budget. Mrs. Conti stated it is. I double checked and it is in the budget for the 17-18 year.

Mr. Monge stated but the expansion idea is not in the budget. Mrs. Conti stated it is not in the budget. Mr. Barone stated you would approach it the same way you approached this. Mrs. Conti stated expansion would be out of the out-of-district tuitions. With this program, if I cut down the self-contained class – if that does happen, think about all the staff that we are pushing into that program and if there was anything additional, that money is also a cost savings as well that can be put to and the staff wouldn't be eliminated obviously, they would be put to educating the students that are moving to less restrictive environments but you have to think about in addition to the money savings, the benefit to the students moving to a less restrictive environment and being able to support them in a less restrictive environment. It is twofold.

Mr. Monge stated all I'm just trying to regurgitate what the initial presentation was. So Mr. Tatum and Mr. Brenna have you reviewed this? Mr. Tatum stated I met with Mrs. Conti and talked with her about the costs and did meet with ESS and one of the things that I said to Mrs. Conti and I am saying to the Board tonight, if we are going to continue with this program for next year, I would consider the information we received so far this year as based on information considering the fact that it has not been in place the entire school year. I think what we really have to see is the more long-term effect on whether or not we are going to have an annual cost savings. If we look at the number of students that we send out annually, and then we take a look at how many students we are keeping in, less that – what that cost would be – then we have something to compare. Right now what we are hearing is some preliminaries with some unknowns still obviously; but at the same token I think I shared with some people that I heard some good things from a few parents not a whole lot but by the same token I will tell you that I did meet one student and his parents and I'm hearing that this program has been beneficial to that individual child and at the end of the day, what we really have to consider is what is the long-term effect is. One of the things that I said at the last meeting this gentleman was here was that I want to see some tangible results. Tangible in the sense that we are able to say x, y and z have been accomplished in this amount of time. I believe our time is from November to now. I'm interested if we continue with this again what the long-term effect and those students and again I'm looking at the high school that we might end up sitting down and whether or not they will be able to be retained in a high school program and continue success.

Mr. Arminio stated I don't know what was budgeted for the Burnet program for next year was it the same amount as last year or a little more? Mr. Barone stated this year was prorated. Mr. Brennan stated this year was just under \$200,000. Mr. Arminio stated if the program does go up to the high school would it be the same amount? Mr. Barone stated we would come up with a different price – we would sit down.

Mr. Nufrio stated tangible results means numbers and as you said very clearly it is too soon to see those numbers. We can approximate just as he has done that possibly eight students might have gone out of district and that is a sizeable amount. The tangibility is still an abstract and I guess the question for the Board or me as a Board member is how much is it worth? How much value do you put on the fixing of a student or repairing a student – that is point number one. Number two – I'm not happy to hear that nothing is being done at Kawameeh. Going back to the original agreement there were 18 you were looking to max out. I guess that is up to the child study team and all the evaluators of each student to determine if ESS applies or not. Certainly I think any agreement going forward should definitely incorporate Kawameeh. To me we are not doing a service to that school. There are students in that school who may absolutely be in need of this type of service. We are spending the money but one school is being totally ignored and I'm not saying it is your fault. Mr. Barone stated the districts that we are in and there are two middle schools, sometimes they will identify that one particular school to transition some students to if they are struggling. Mr. Conti stated that is not unique to ESS. As we have some of the self-contained programs, they are not in every school. We would love to have the numbers to support so children remain in their home schools. Across the board we would love to but that is not the reality and sometimes the programs might be in one school and not another.

Mr. Nufrio stated just curious and you don't have to answer – were there any requests from anyone at Kawameeh – from your staff – to possibly consider bringing in ESS. Mrs. Conti stated I am getting requests. Mr. Nufrio stated and you have to deny them. Mrs. Conti stated I have had to say I have to present it to the Board. I cannot tell you, I can't pass out talking points to you to share with your parents or any of the kids that you think might be appropriate for it because I have to respectfully come to the Board and it has to be Board approved before we can have it.

Mr. Monge stated Mr. Tatum and it seems that there are a lot of questions here. Is this something that you all could – and I would love to hear Mr. Tatum say upon the Superintendent's recommendation...and if you are there, we would love to hear that but if you are not there I don't know what the particular rush is to get there. I'm just not 100% sure. Ultimately, at the end of the day it seems like if we were to expand these services which seems like there are/could be great services for the other kids – it would seem to me like it is replacing something that should be here and I don't know. I really don't.

Mr. Barone stated schools are not mental health centers – they have become that way because what ends up happening is that students have all sorts of issues. They have attorneys and psychiatrists and those people eventually come in and say you are not meeting my kids needs so let's go to an out-of-district placement. What ESS gives you is an extra layer of intensity that people chose ESS over time or go into an out of district and that is a fact. That is what is starting to happen already and in terms of data, I really think early on you got a lot of data. You are starting to win. You can play with the numbers at 8-9 but certainly you can make an argument of 6-8 students could have gone out of district this year. We know we are dealing with kids with fire setting, self-harm and all sorts of stuff. These people would be eventually looking for the door. For us, I started with working with kids, the most purest place to work is in a school setting because you get to keep these kids where they are supposed to be. I know the first 2-4 years you are going to cut the out-of-district rate and it is going to drop. I was at a district in

Connecticut and their rate has dropped by 20% on out-of-district placements. It is with the leadership of the district, the great personnel that we are working with already – so this is just an add on that schools had to do, not all of them, but certainly Union. You can never recreate them on your own. It is difficult and it would cost you more.

Mr. McDowell stated was that compared to years before or after you got here. Mr. Barone stated the Director of Special Services said to me we cut down 20% since you guys have been here so she just mentioned it to me but I'm not following her numbers – they are her numbers.

Mr. Monge stated believe me I'm trying to quantify and trying to get to the original conversation of it will pay for itself. When do we get there? We are talking about expansion to Kawameeh, the High School, you are putting on higher numbers on a budget. Mr. Barone stated initially when we talked about the program, it usually talks about a number of about 3-4 students and if you return these students back to district, you will save that. I actually never heard from Mrs. Conti about those numbers as well. That is something that is an intimate decision between a parent and the IEP. Mrs. Conti stated I have to say one thing here. We are talking numbers and listen I understand how very important numbers are but if you make a difference in one kids life, that's important, and we are not replacing the staff that we have here in District. Our in-district staff work very hard. They are stretched so thin right now in our department of special services, you cannot believe it. We need to have Effective School Solutions to come in and help us. We can use more staff in district for other things – there are so many things that we need to address and keep working on – reading, math, autism programs, general ed programs. There are so much out there that I couldn't do justice right now. What happens is if you can keep kids within their home school, instead of going out of district, put yourself in their shoes – how maybe when they might look back and say, you know what, could I be included into my own school district and be in a less restrictive environment. I know full well how important all the money is I do I get that because without the money and we want to keep programs in district as well and it is all important but to see that kids are able and are moving in front of our eyes to less restrictive environments, or kids that might have gone out of district and let me tell you, you have kids that move in and move out and who moves in with an IEP that comes in with an out-of-district placement. These numbers are not as hard and fast as you think they are and they change – different from year-to-year. If you have a family of four that moves in and every kid is out of district and ESS is not going to stop that. That is not going to stop your district budget. I have to look at what is in front of us and what is good for the kids and what is good for the district and what is good for the staff too because the staff right now I can tell you that they do amazing things, but they can't do it all.

Mr. Monge stated let's just move on. Ultimately the point that is being made is we had an initial presentation and I believe in the services and here we are and if we are going to take a different position and that is your recommendation and Mr. Brennan saying that we can figure it out and pay for it and that is your recommendation to the Board. That is really what it all comes down to.

Mr. Arminio stated earlier this year I gave out the tuition rates at the Union County Ed Services and I don't know if you looked at it. Even if it is three, because I'm on the Board there,

if we saved three kids from going out of district, we have already surpassed the money that we paid because it is \$50-60,000 for the tuition, busing is up to \$30,000 and if they need a one-on-one aide, they would supply but we would pay for – you are already over a \$100,000 and that in itself and you are not taking it from bank account A and putting it in a savings account.

Mr. Monge stated we had this conversation and I agree with you but part of the conversation in addition to that and our goal as a district, I thought was how to bring our kids back and you are part of that solution. Your part of the solution that we are trying to figure out and you don't have enough time and that is what I'm trying to get a hold of because if we agree to something, or the great things that Mr. Arminio said that I believe, and I agree with them but we also talked about bringing our kids back and that is all I'm saying. For us to recall that we said and how do we make sure that we start bringing these kids back. If you need more time and that is the answer, then fine, but all I'm saying is we voted on something and we said we were going to have some benchmarks and here we are and we are forgetting about the benchmarks that we set for ourselves. All I'm saying is let's just keep that in mind and it is your recommendation.

Mr. Tatum stated let's take it one step further. I would like to see moving forward some more tangible evidence. I think that the idea here and to Mr. Monge's point, many times we start and then we find our needs become different unfortunately and we kind of deter away from that attend to the population that is in front of us and you hear me say that a lot. I think at the end of the day there is a capacity of 16-18 students. I'm hearing that because of 16-18 are right here in district. It is diversion from the goal which we originally had which was to bring students back. I guess what we need to hear is in addition to this service and saving those students from going out-of-district, at what point are we going to be able to expand this to bring students back and that goes to Mr. Nufrio's point because there are also students in other buildings that aren't getting service.

Mr. Nufrio stated there is another component that I think we are disregarding. The glass half full/half empty - I don't recall that being the primary component or reason why we are paying for the services because half full/half empty means we might bring some students back but at the same, we are also preventing students from being placed out of district but there is an extra component to that and that is the mathematical recurring expense of that student. If you send a student out in 6th grade for outside placement, that student may very well be there for three years – so one student alone is \$300,000 and that is the way I see it. Mrs. Conti, how often do you bring a student back after one year? You don't have to give me specifics but I guarantee you it is not often because they have to meet certain criteria. Whether it is one year, two years or three years to me that is a tangible number. You bring that student back, that is even more tangible but just sending one kid out could be for a 2-3 year stint.

Mr. Barone stated obviously I'm in a number of different schools and I'm not selling today, I'm just telling you what the facts are and I would say what you paid for is what you got and you got more. We are happy to do. We are in many budgets where they are being cut but they are not cutting ESS because of all the things that are being shared. I appreciate what you were saying as well. I think over time you will see an overall reduction of out-of-district placements and then we may have to evolve ourselves in a different way like in Cherry Hill. We

are in our 9th year so we evolved ourselves there because their out-of-district issue is no longer an issue. If we don't become 2.0, then we should be there. We evolved ourselves to treat a larger sloth of students that's not where I think you guys are at right now. We are still treating some really serious difficult students that need a place to come back to or to prevent them from going out. I think over time, if we are lucky enough to be here 4-6 years, then we would evolve ourselves to maybe do something different or not being here. I am fine with that. But I think right now you are clearly winning this and what you paid for you have gotten it. There is a lot in numbers here and you have kids getting better. You have to understand that mental health people in these buildings are not veterans of mental health, partial day, in-patient programs, crisis management – they are just trying to keep these moving and it is not what they do. We get kids that are not showing up for school and then you find out she just cut herself – if that same kid goes to a hospital, gets admitted, she is there for two weeks, goes to a partial day program (real story), there for another four weeks, finally gets on medication, attending all of her classes, doing what she is supposed to be doing, didn't have to go anywhere – I'm not sharing this for teacher feelings but these are the real stories of the students and my staff and your staff that I talk to, they are fighting it every day and these are not easy kids, we just said give them to us and let's see what we can do. I do believe with behavioral health absolutely works when done correctly. We are very pleased to be here and very honored and growing up in the Union area. We appreciate it and appreciate the time with the Superintendent to really share the nitty gritty stories that we have.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

Mrs. Regis-Darby presented the Education/Student Discipline Committee agenda.

Mrs. Regis-Darby asked if she could give a committee meeting update. Mr. Arminio stated we had such wonderful Education Committee meeting and I know we are going to love sharing what we discussed. Mr. McDowell stated I would like to remind each committee if you feel you need to, please do.

Mrs. Regis-Darby stated summer reading assignments both for math and ELA is going to be posted by June 2017. Honors AP and criteria for math, science and social studies, etc. – we are going to add on multiple measures and also a change in the criteria and that will be presented to the Board in June.

The professional development plan for the 2017-18 school year is going to be based on teachers needs rather than overall building needs. Trying to make sure that the teachers get the right professional development.

A new thing that will be great for the District, which I'm a big supporter of, is the District pilot Achieve NJ. We were selected by the State and the County to do a pilot program for professional development. Mr. Arminio stated just to add to that, we had no choice. We were selected and we were told. Mrs. Regis-Darby stated yes. It is a good thing because it supports teachers especially in terms of the professional development for themselves and students to make sure we do a great job with the student achievement gap. I think it is a really good thing.

Another update on our curriculum – we spoke about our curriculum are aligned to what is being taught to them because we had some issues with that so we are going to make sure for 2017-18 that we do an effective job in aligning our curriculum.

An update on the PARCC – students are able to retake the PARCC if they feel that they need to retake the PARCC. They are able to do so. Mr. McDowell asked why would they want to retake it? Mrs. Regis-Darby stated if there was a glitch in the system and if their computer shut down or they thought they submitted an answer but they are not sure, they can appeal to Piersons and they can retake the PARCC. It is a good thing at least to give the child an opportunity to do his best on the PARCC. Mrs. Williams asked when would that happen? Mrs. Regis-Darby stated it is actually already in place.

~~The PARCC is geared towards the child's academic level so each child's test would~~ actually differentiate it from myself and like Guy. I'm smarter so my test would be harder. It is actually not a bad thing for our students. Mr. McDowell asked does that mean each one has an individualized test? Mrs. Regis-Darby stated absolutely, yes.

That is my update on the Education Committee and it was a really good meeting.

FISCAL AND PLANNING COMMITTEE:

Mr. Monge presented the Fiscal and Planning Committee agenda.

Mr. Monge stated my quick committee meeting update and it seemed like operations and fiscal blended – I will say one thing and have Nancy do the other. Mrs. Zuena stated you can do both.

Mr. Monge stated we talked with Mr. Brennan for next month, he promised a list of the RFP's that we have updated. Historically we have gone out with these notices versus thorough RFP's – give us a list of that and also a draft calendar of when those RFP's will go out. Mr. Nufrio had this idea of maybe a two-year calendar because some RFP's we don't have to do on an annual basis but do it bi-annually. Mr. Nufrio stated separately; one that we do annually and one that we don't do annually. Mr. Monge stated everyone will have it and it won't be a surprise. Mr. Nufrio stated it should be publicly put out so that everybody knows what we are going to be doing this year or next week. Mr. Brennan stated put it on the website. Mr. Monge stated yes so that would be a very thorough thing and it will be in draft form and we can take a look at it and I don't think we will have every RFP completed at that point but there will be a timetable for doing so.

We did receive the Long-Range Facility Plan draft. There are two items that still need to be inputted in there which was Hamilton review and the education component for special services. Mrs. Conti stated I don't know if you met with the architects yet. Mrs. Conti stated I had a conversation with one of them. I have to tell you that regarding his knowledge of what special needs students would need in looking in the future and a growth of the district. I told him I was willing to always answer any questions and he came by and Mr. Tatum introduced him and we did have a good conversation. I thought he was very intuitive.

Mr. Monge stated so we have three hard copies that we are sharing amongst Board members and staff members and we also have it in a PDF. Mr. Brennan stated Mrs. Paul is going to give you the size capability to send it via email. Mr. Monge also stated to maybe update it to the Google Drive. Mr. Monge stated if Board members are open to Google Drive, we can get a lot of these larger files.

Mr. Tatum stated with respect to the Hamilton visit today, you will be getting a supplementary report to the Long Range Facility Plan. We contacted Barry during the course of the day when we were walking through and they want to bring another person out as well from their office to take a second look and then we talked about some possible educational use of the building and other possible uses of the building as well. I told him what my main priorities were in terms of being occupied by students and to look at the feasibility of a couple of things and get back to us and then the Board can consider exactly what we can do there and what we cannot do there and of course what the cost would be to have those things happen.

Mr. Monge stated I think everybody should take a look at it but it is really about a property conditions report of all the spaces but we also had an educational space expert that looked at the possibilities of repurposing some of our school space to be able to get more educational bang. Mr. Tatum stated the thing that he mentioned was the word feasibility study that he wants to do now. In other words, how feasible is it and from the standpoint of monetarily whether it is better to have it as an incoming resource or something that we need for expansion or storage.

Mr. Monge stated that was one thing that they brought out and stuck out to me – the auto mechanics shop at the high school which is basically used for storage. That is something that he thought could be repurposed as well as the Library. It was really good information. Take a look at it, we talked about the next steps on that which would be a comeback and sit down with Mr. Brennan to look at a final report. Look at the costs associated with it over the five years and then we have to figure out how to pay for all this stuff and get it all done. That is going to be an interesting process.

Mr. Nufrio stated was there any inkling at all about Hamilton because the meeting I attended last week, it was pretty much suggested that it is very costly to do anything with it. Of course, there is always possibility. If at that time he presents that it is important for the public to understand that a dollar spent foolishly, it can't be recovered. If it means brain storming about what to do with Hamilton, how to do it so it can be accomplished without depleting the capital reserves; I think anything to do with Hamilton will deplete the capital reserve.

Mr. Tatum stated first it has to be ADA compliant. Mr. Nufrio stated to add to that in the committee, Mr. Loessel indicated because I asked how many lifts do we have in the auto mechanics shop? He said three and I knew then right away that is a cost because just taking them out of the ground is one thing then the ground has to be certified that it is safe and clean. That cost alone is prohibitive but it doesn't mean we shouldn't do anything with it. Maybe there are alternatives that can be done with that other than just storage. It still has to be in compliance.

Mr. Tatum stated there was a plan B also I talked to the architect today that doesn't involve that physical facility so there is more to come. He is going to share another document with me on how some things were done elsewhere to reconfigure use of space. I think that will help us tremendously moving forward.

I do recognize that costs are an issue but at the same time maybe some things that we want and that can be done within the facilities and how we are using the space. I heard a lot about the high school – all good things and he was really taken by our high school library and how that can be a tremendous base. Mr. Nufrio stated it does require much compliance because space is space.

The public should also be mindful it is expensive to clean that property up so then it becomes useless and there is no value to it. If you are to spend \$300-400,000 to clean up that property just to put something up, nobody wants to buy it and that is why they are empty.

Mr. Tatum stated again we talked about a number of possible options where ADA compliance is the first issue that we were talking about and the other option that I already know is off the table because of the level of renovation. Certainly I'm not going to but I'm trying to be realistic in terms of what the needs are. We work within one budget and realize that we have been working very hard as far as maintaining the budget that gives a good educational program but also keeps the taxpayer in mind on how the money is being spent. In the last year we have accomplished a great deal in doing that. Certainly we are not looking to break the bank, we are looking at the possibility and that is why I think the word feasibility is really very important in this case because if it is not feasible then I certainly would not recommend it. Mr. Nufrio stated especially financially feasible.

Mr. Monge stated we talked about this as well – you have all this cost associated with this capital project plan and how are you going to pay for it. Obviously we have our little 2% tax levy which obviously has been spoken for a million times over but we are going to have to come up with a good plan. We talked about doing some of this stuff in house and there are a lot of different things but there is no way that we are going to be able to capture everything based on what we have in our report. Mr. Tatum stated that is why it is called long range facility.

OPERATIONS COMMITTEE:

Mrs. Zuena presented the Operations Committee agenda.

Mr. McDowell stated we are not voting on O-7 or O-8, we need some additional information.

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

O-2. APPROVE REQUEST FROM DEANNA RUSSOMANNO

That the Board approve request from Deanna Russomanno, requesting a game between the Farmers and the Red Hawks Special Olympics softball team at the Union High School softball field on May 24th at 5:30 p.m. (insurance provided).

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

DISCUSSION:

Mr. Monge stated I just want to echo something to Barry just to make sure everybody is clear about O-7. We are concerned as it pertains to moving forward on one of the capital projects – F-14 I believe, because we said we were going to look at our capital project budget after we looked at the Long Term Facility Plan. This is being presented as an exception because of the condition of the roof at Franklin. Barry wants to push this forward because of leaks in the roof so this is why this is being presented as architectural work to be able to look at the cost of it and looking to try to move that project forward. This would be the exception to what we had talked about.

Mr. Arminio stated O-8 – the theater project. I don't know what extra information – did people look at the information that was attached. Mrs. Zuena stated there was only a flyer and we are trying to find out different information like how much the cost would be. Mr. Tatum stated we should have numbers for that. There is supposed to be numbers associated with that – custodial cost and all that. I know it has been all worked up. We do have it. Mr. Loessel stated we know the custodial cost but I don't know the rest of it. Mr. Tatum stated I think Ginger received some information from this group. I know there are some extended hours beyond the regular times. This is for cost theater project that this group is presenting that our student can actually engage in. We thought it would be a good idea because of the theater program that we have and involves elementary students and it might be something that parents might be interested in and basically myself, Annie and David joined us and we met with the particular group and they also had the opportunity to take a look and they had interest in the auditorium and stage area at Connecticut Farms School. We should have the back-up numbers that go with it.

Mrs. Zuena stated there is no opposition to having the program. Mr. Arminio stated it would be no cost to us. Mrs. Zuena stated they are not paying a rental fee, they are just paying custodial fee. Correct? Mr. Loessel stated I can't answer that, I will get that information from Ginger tomorrow. Mr. Tatum stated we should have it all. Get that information together. Mrs. Zuena stated would there be a reason why they wouldn't pay a rental fee? I know when it is a non-profit organization and different groups we don't. Mr. Arminio stated they are a non-profit organization. They are not making money, they are charging enough to pay for the people that are teaching the kids. Years ago we had a music school and I was a product of Union Music School and they also later on Mr. Rego and Ms. Lorenzo started a theater group also in the summer music school and that died off but the kids paid into that. They use the schools, the kids paid into it, went to the music school for x-number of sessions and that is basically what this is. He is going to use Connecticut Farms because it has a stage. He is charging enough to pay for the custodians and pay for his teachers who teach the kids about acting. Age group 8-18.

Mr. McDowell stated how many students? Mr. Arminio stated I think they will take up to 25-30. At the end on those three dates they will put on the play that they have listed there.

Mr. Nufrio asked who is paying the tuition? Mr. Arminio stated the kids. Mr. Nufrio asked they expect to have that many? Mr. Loessel stated they are also getting costumes and building scenery.

Mrs. Zuena stated it was brought to our attention that our school calendar has not included election day for next year which was something that we knew was included on there. Mr. Tatum stated what happened was we had to amend the calendar at one of the meetings because we got a request that one of the Jewish holidays was not being celebrated on the appropriate dates so we made a change. We had the election day off. Mrs. Zuena stated it was one day but they needed two days. Mr. Tatum stated so we moved that day from election day to accommodate the Jewish holiday. I tried to take a look back on this and my best recollection was normally we do close for Presidential election. In previous years I don't recall we close for election days. Mrs. Zuena stated we always close for election day in Union. We are one of the only districts that closes every year. Most districts only close on Presidential elections.

Mr. Nufrio stated it is a gubernatorial race this year. Mr. Tatum stated I seem to recall that we were open on other election days. Ann Margaret is sitting there she would know the calendar. Ann Hart stated we use to be open on election days except for Presidents but with the security concerns because we use the schools on election day and some of the schools you actually have to walk through the buildings to vote, we started closing on all election days.

Mr. Nufrio stated it does disrupt the schedule but pretty certain that most of the schools hold their polling site in a large area like Washington is the gym. Mr. Tatum stated when I was principal at Jefferson, we had two classrooms that were used for election day and I had to displace classes. Mrs. Zuena stated when our buildings became locked because of 911. The only thing is you would need more security or an officer in every building.

Mrs. Sharpe stated the years I'm in the district, when we did use the school, it was always in the elementary schools and it was very scary so they started to use the ROTC guys stationed at the different doors to aid with the security.

Mr. Tatum stated if it is the consensus of the Board to amend this? Dr. Francis stated I think you should amend it and close it. Mr. Tatum stated we will go back and have a recommendation for next week with an amended calendar somewhere in there to include the election day we will be closed and we will have to take the day from somewhere else. I can't do it with the Jewish holidays. I am o.k. with making the amendment but I have seen schools open on election day.

Mrs. Regis-Darby stated the kids don't go but the teachers show up for a professional development day. Mr. Tatum stated that may be what we have done in the past. Maybe that is what I'm referring to. I always remember being here. We will figure it out.

PERSONNEL COMMITTEE:

Mr. Arminio stated we had a committee meeting and not to get into too much detail because it would break confidentiality at this point, we discussed a number of positions that need adjustments in the district and re-evaluations of personnel and a couple of additions to the personnel roster. Mr. Tatum stated you left out one thing, pretty much there is no additional cost to the district which is a great thing. In fact there may be some savings.

Mr. Arminio presented the Personnel Committee agenda.

Mr. Arminio stated P-29 is being removed from the agenda on the advice of counsel. You might give the reason it is being removed from the agenda. Mr. Benaquista stated originally we were going to put the reappointment list on but based on our conversation we don't have to. It is automatic after May 15th. Mr. Griggs stated you don't have to. The process is if you are not going to reappoint someone then the Superintendent advises the Board of that and he communicates to that particular employee that you are not going to be renewed in the new year and it must be done by May 15th. You do not put on the agenda a non-tenured employee that you are not going to reappoint. Mr. Benaquista stated you have to meet with them and let them know. Mr. Arminio stated and that is why it is not going to be on because then they will see that they are not on. By law you don't need to. Mr. Griggs stated it is a more kinder process.

Mr. Arminio stated P-30 – the back-up is going to be available before next week and that is the approval of the Perkins grant positions for 2017.

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

P-2. AMEND SUBSTITUTE LISTS FOR 2016-2017

That the Board approve the amended Substitute Lists for the 2016-2017 school year in accordance with the information appended to the non-public minutes.

DISCUSSION:

Mr. McDowell stated Mr. Griggs brought it to our attention that maybe all those that came from Kim need to be in Operations. Mr. Griggs stated they are not personnel because you are not appointing a person. Mr. McDowell stated P-8 through P-28 need to be moved.

Mrs. Zuena stated did you hear that Diane P-8 through P-28 is being moved to Operations. Mrs. Cappiello stated so from now on everything is going into Operations. Mr. Griggs stated if it is a contract. Mr. Nufrio stated should be Operations or should it be Fiscal. Mr. Griggs stated I don't know what your Board typically does. Mr. Nufrio stated I think it is Fiscal. Mr. Monge stated I thought it would be Fiscal as well because it is contracts. I will ask Mr. Nufrio to read for me because I will be out.

Mr. McDowell stated P-8 through P-28 should be moved to Fiscal.

Mr. Monge stated question on P-2 – how do we recruit the substitutes and what do we do as it pertains to partnering up with Kean University. It seems like a natural. Mr. Benaquista stated as far as recruiting substitutes – there is a posting out that we keep active all year. As far as the Kean thing, when we met with Kean, that is one of the things I proposed to them. Early on next year we are going to look at people that have 60 college credits – even if we can get a day out of them. I am going to go down there on recruiting day and try to get as many of these people because it is experience for them. A lot of times there are college students that have an open day in their schedule. It would be great experience for them and they are down the street and again it would help our sub pool. That is for our teacher subs. We are still looking at ways to try to recruit as Ms. Conti will know, it is hard even though we increased the rate to \$200 we need nursing subs badly in this District. I am trying to reach out to County Colleges because they offer a lot of programs to see if I can advertise and they can keep a posting up if people are interested before people get placed and come on board as a sub nurse. I am also looking at any ideas if you guys have them.

Mr. Nufrio stated why not reaching out to administrators in hospitals. I can give you a couple of contacts at UMDNJ, Trinitas, maybe St. Barnabas. Mrs. Zuena stated I have a nursing supervisor at Overlook.

Mr. Benaquista stated any information I would be glad to take. Mr. Nufrio stated they do have people that are part time in those facilities. Mr. Benaquista stated that is an area that we do need more subs. We can probably use more subs in security as well. But teachers is number one at this time of the year. We are probably averaging about 150 positions a day districtwide and mostly in the high school.

Mr. Monge stated we are going to vote on P-2 now and we reserve questions/comments for later. Mr. McDowell stated yes let's do it that way. We are going to vote on P-2 right now and any discussion on the others we will do after the vote.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

DISCUSSION:

Mr. Nufrio stated we spoke last month and I asked if we could possibly moving forward and with Mr. Griggs' advice to notify the Board of teachers who are approaching tenure because that is a significant milestone and certainly it should be a public matter as well – as well as a Board matter because obviously the Board approves that. Moving forward do you think we will be able to do that for next year? Mr. Tatum stated I think so. We had a conversation about that and I know we had it on the wall out there in the hall. Certainly that is something feasible from the way we discussed it. I will talk to Gerry about it. Also we talked about Board members coming in and review those people in both directions – non-renewal and those other people. We can certainly do that. I have seen in the past where there is actually a recommendation written up for tenure. Mr. Nufrio stated it is a standard recommendation. Mr. Tatum stated we can develop something like that. Mr. Nufrio asked do we notify the teachers upon

achieving/obtaining tenure? Do we notify them in writing? Mr. Tatum stated in the years that I have been here I have not seen it done. Mr. Nufrio stated it would be a nice thing to do. Mr. Tatum stated I became a tenured teacher in another district and it wasn't done there. But certainly it is something that is not out of the realm of possibilities. Mr. Nufrio stated it is a letter that specifies you obtained tenure and congratulations. It is a nice gesture for that person to receive that.

Mr. Monge stated by tomorrow we will have the attachments public and moved over as well. P-9 – I know we talked about this and Mrs. Moses mentioned about technology and education and I think this is technology driven item that incorporates special service needs. I didn't know if that is something that would fall in that category of technology side or not. It is a technology service. Mr. Griggs stated that would not at all have to do with that it is a specialized service. Mr. Monge stated then the question would be what exactly is this service that they are providing? Mrs. Conti stated they provide an evaluation and then provide an individual evaluation of the students' needs to see what technology could aide in the assignments.

Mr. Monge asked is it possible to know if there is an increase from last year, is it the same, historically you provided that – an increase from “x” to “y”. Mrs. Conti stated I can tell you if we used as many as last year. Every year it is a little bit different depending on the needs of the students. Mr. Monge stated I think at the last couple of meeting you gave good summaries as it pertains to that. Mrs. Conti stated I think that was when we increased the P.O.'s and when we were increasing the purchase orders we would give you a rationale as to why that happens. Mr. Monge stated then that would not be needed but I'm assuming these numbers are in the budget – how does that work out? You said zero-based budget, do you start with these numbers and build up – are they absolute numbers? Do you know what I'm saying? My first question was if it was x-amount of dollars last year, now you are going to renew these guys so is it an increase or the same? Mr. Brennan stated it is an approximate number – it could be more or less. Mr. Monge stated we will talk afterwards.

Mr. Tatum I understand what you are saying. Did they go up? Mr. Monge asked or did they stay the same? We have all these contractors that we are engaging and we don't know if they are increasing. If they are going up, why are they going up?

Mr. Arminio stated I have a question for Mr. Griggs. P-15 and P-19 is Union County Ed Services Commission. Traditionally I have abstained on those so should I continue. Mr. Griggs stated yes.

Dr. Francis stated P-1 – about the listing of the assistant field hockey coach and football coach. You have it listed as TBD. It is my opinion would be not to list that and don't put it in there if we don't know who is going to fill that spot. Mrs. Zuena asked is it the funds that we are approving? Dr. Francis stated if it is the funds that is fine. You are allocating funds but you don't know who is being hired. So that means they can hire anybody and the Board didn't approve it.

Mr. Arminio stated just a point of reference – the money is already allocated. The TBD is the name. I agree with you. We should see a name before we vote on it.

Dr. Francis stated I noticed that there are multiple coaches coaching multiple sports so those coaches are making a pretty good penny and some of them are making up to \$18,000 for the whole year on top of their salaries.

Mr. Tatum stated one of the things Dr. Francis that I'm happy to announce tonight is that we are talking about in Personnel Committee about the revision and revamping of many of our sports programs and coach selections/evaluations and stuff like that. It is something that is currently being addressed and we are talking about a whole different selection process. There is a lot coming ahead on that topic and addressed very shortly and revamp the whole process.

Mr. Monge stated you should talk about Kean University for assistant coach opportunities for free and internships and the like. Most of the time you have one coach for the kids so that is probably something to think about.

POLICY COMMITTEE:

Mrs. Williams stated after examining this policy I disagree with it and I would like to defer to another Board member.

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

POL-1.POLICY 4141/4241

That the Board approve Policy 4141/4241 – Establishing Initial Placement on Salary Guides, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Williams stated after looking at it, I disagree with what it means to some of the other teachers that have been there. I am not comfortable with voting on it and I am not going to. Mr. McDowell stated it is for initial placement. Mrs. Williams stated I understand that.

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

NAY: None

ABSTAIN: Mr. Arminio, Mr. Nufrio, Mrs. Williams

MOTION CARRIED

RESIDENCY COMMITTEE

Mrs. Zuena presented the Residency Committee agenda.

DISCUSSION:

None

TECHNOLOGY COMMITTEE:

Mr. McDowell stated we had a discussion about the Technology Committee. Mrs. Zuena stated it should be reported here and not at the regular meeting.

Mr. Monge stated I can give an update and I don't necessarily agree with that but that we would talk about it because we said if it was going to be in a public session being recorded – the audience would be able to hear the updates. Mr. Griggs stated the concern I had last time in the public session was that there is a possibility that some of the things reported should not be public information relative to school security. Typically the way and my experience in other districts would be the committee would meet and then the committee chair could report at the meeting but we would know what you were reporting out to make sure whatever you say doesn't impact security in the district. That is my primary concern – it is all security.

I heard a few things last time and while driving home, it concerned me because the way things that are going on now a days - technology, students in the school, somebody can jam the system, isolate the school and things of that nature – and that was my concern. I would say this – your concern is that the public knows what we are doing in technology – I understand that. What I would suggest if that is the case, the chair can report that out, have a discussion here about technology but if you want to report out at the meeting that is fine but I would be cautious as to what you are reporting out.

Mr. Monge stated I don't think anyone knew what Mrs. Paul was saying anyway. I think we are talking high level and I agree. We are looking at increasing our internet access from 2 gigs to 10 gigs and that is going to speak to many needs of the district including expanding our connectivity and speed. The second thing we talked about increasing our access points and those access points will essentially allow us to be able to get that connectivity. Three, we talked about high level – collection of the Chrome Books in the summer so that will be our first time collecting them so that will be an education. The other thing we talked about is the goal of trying to move the district from an internal network to Google – to Gmail. The goal would actually be to see if we can do that this summer. That is a fantastic goal to be able to have.

One of things that we did talk about and it is more finance versus anything else is calculators. Trying to make sure that we look at providing calculators for our students for the PARCC – it is something that we are able to do. We don't have that in the district.

Mrs. Zuena asked to provide a calculator to every student? Mr. Monge stated there are district that provide calculators for the PARCC because you are able to have calculators. I don't know how you incorporate that – for the test themselves and hand them out versus having them taken home. Mrs. Regis-Darby stated you hand it out to the homeroom teacher and then they hand them out and collect them at the end of the day. Just like rulers.

Mr. Tatum stated I'm hearing that the calculator is on the screen? Mrs. Hart stated there is a drop down. Mr. Monge stated there is a drop down but my son said there are different modes and at the high school level you are able to have a graphic calculator. There are different types of calculators for different grade levels. Having a hand held is definitely better and more efficient then trying to figure out a dropdown calculator that you would have. We are trying to make sure that our kids are just as prepared as other kids in any other district that we are up against. I think it is wise for us to figure out how to do that for the next year.

APPROVAL OF BILLS:

Bills will be presented for payment at next week's meeting.

UNFINISHED BUSINESS:

Mr. Arminio stated the Relay for Life is fast approaching. It is June 3rd and I hope you are doing your part as a member of Union Farmers A-Z and getting people to donate and if you didn't understand that – Arminio – Zuena.

The Rising Star Awards are going to be coming up and we got 10 nominations – next week they announce the winner. You can get tickets and go – tell Mr. Mosser that you want to go. I think it is great that we got 10 nominations.

The G&T Entrepreneurship Challenge is coming up on May 15th. It is 9:30 to 1:30 p.m. at Hannah Caldwell Auditorium. The students will present their business proposals to the judges. I have been to several of these and they are terrific. The kids show how smart they are and what entrepreneurs they can possibly be. It is a great thing.

The Union High School boys volleyball team are the first ever Union County Champions. This is the first year that they had a County tournament even though we have had boys volleyball for quite a few years in the County. The boys seeded first and they won. They had a season record of 10-1 and they were victorious against Linden in the semi-final and they beat Elizabeth in the finals. The volleyball team is coached by Caesar Vaga and assisted by Bill Litt. It is a great thing to win the County tournament for the first ever tournament.

Mrs. Regis-Darby stated the Penn Relay – a big shout out to the Union High School boys and girls track teams. They went to Penn Relays on Thursday, Friday and Saturday. The girls actually ran their best time for the 4x4. They ran 3.55 and they came home with the Penn Wheel and we haven't brought the Penn Wheel back for a very long time.

I know we had a parent here a while back who was asking for information about out-of-district placement from their home school to get information to the parents – do we have information? Mrs. Moses stated we did do it. Mrs. Hart stated we connected with them to receive phone calls relating to their building. The guidance counselor is collecting any handouts or flyers that go home and once a week or depending on what is going on, they mail or they ask for their email address, and ask how they prefer to receive it, and email them so that is already in process.

Mr. Nufrio stated I have a question about an email I get about track. Is that bogus? Mrs. Zuena stated no it is not. All the sports teams send them out which we had a discussion about earlier today. I don't recall the name but is he the track coach? Mrs. Regis-Darby stated he is a student. Mrs. Zuena stated he sent it to all the Board members. Mr. Nufrio asked is that permitted Mr. Tatum to solicit funds? Mr. Tatum stated we are looking into that right now because my question was whether or not it is a student activity – where the funds are going and how are they are being distributed. No approval came from this office. I heard it for the first time tonight. It was brought up in one of the committees and the question was whether or not we had enough money budgeted in that area. We need to check this out.

Mr. Monge stated I did some research and trading emails with a gentleman from Kean University about the DECA – his name is Jeffrey Victor. He said we hadn't had one at the high school for quite some time. Mrs. Moses stated that is on a district level that we do need. Mr. Monge stated leaders and entrepreneurs and marketing, finance, hospitality industry. Mr. Benaquista stated as a club at the high school. I can find out for you if there is one existing and I think there is. I know the person that was overseeing it when I was at the high school and I know they weren't on competitions. Mr. Monge stated what happened to it. Mr. Benaquista stated I think they do it but I don't know if they do anything at Kean. Mr. Monge stated we don't have a chapter any more. The guy that is head of New Jersey said we don't. I will forward you the guys contact information. Mr. Benaquista stated I will look into and find out if something broke down at the high school. Mrs. Moses stated when did he say was the last time we had a chapter. Mr. Monge stated I never got that – we traded communications. That organization is what I speak to as business, entrepreneurial ship, finance and seems like it is a great supplement to what we have.

Mr. Nufrio stated I have the information on the PBS documentary. Mrs. Zuena stated May 17th. Mr. Nufrio stated 8 p.m. Mrs. Zuena stated the Rising Star is June 6th. Mr. Nufrio stated this is a documentary that features us along with other schools. Mr. Tatum stated it was filmed last year.

Mr. Monge stated I sent that email about Netflix series and I don't know if you guys gave it thought. Mr. Tatum stated we reached out to Nicole Ahern regarding that. Mrs. Moses stated and I had a conversation with Kim Conti as well and after looking at everything and you have to be very careful about even talking about it and exposing kids to it. Mr. Monge stated they are already exposed. Mrs. Moses stated I know, but in school in a school setting – at home they are looking at it with their parents. Mr. Monge stated parents are sharing with other parents saying hey this program is out there and people are taking it two different ways. Mrs. Moses stated absolutely. To have it in school, you have to have a whole lot in place. We are not trying to bring that here.

Mrs. Zuena stated I don't think he was recommending it. Mr. Monge stated I'm just saying to bring it to the attention of parents and how to handle it. Some districts have actually sent out and I don't know if you have seen this.

Mr. Griggs stated some of our districts – they have been using this as part of their curriculum for a few years but the difference is that they are in a classroom and they can have the exchange back and forth and the kids can ask questions. This is entirely different. Mrs. Zuena stated that was in a book form. Mr. Griggs stated right, it is in the book form and it is part of their curriculum. Mrs. Moses stated this is not structured at all. Mr. Griggs stated this is unstructured and not good.

Mr. Monge stated I have heard but I have not seen it but I heard that some districts have sent out letters to the parents alerting them to the program and I don't know what is the best way of alerting people but it is something that we should take seriously. My wife and I are going to

watch it and see if it makes sense for our kids to watch it and have dialogue with them – I'm not 100% sure.

Mr. Tatum stated there are a wide variation of people watching it – we have had no incidences right now in our schools that were reported, I will take it under advisement with Mr. Griggs on what direction we should go and any notification that we send out. Certainly we want to make sure that the children are safe and they don't get any improper ideas from what they watch and interpret. I understand that some parents have permitted their children to watch it and sat down with them and used it as a prevention type of thing. I think there is a wide variation of what is going on out there. When you sent me the email, it was the second time I heard about it.

Mrs. Moses stated what Mr. Griggs talked about is a program that is structured. The program was put in place was brought to the Board and analyzed. That is just out there and kids could get the wrong idea. We don't have enough in place for that. Should we send a letter out to the parents because we know kids can read and start giving that but we have to really think about even sending a letter home. If they didn't know anything and the parents don't know now they do know by sending it home.

Mr. Monge stated maybe you need to send it in a different way than giving it to the kid – I'm not saying that. But getting it to the parents somehow because ignoring it is not the answer. You will be very surprised as it pertains to what parents know and what they don't know and what kids know versus what they don't know.

I can do a little research and maybe Mr. Griggs maybe you guys have dealt with it in different districts. I'll find out about sending something over as an example. I think it is something just to figure out how to notify the parents like we have done before is a wise thing to do – it can't hurt.

Mrs. Zuena stated Mrs. Damato asked me to remind the Board members about the Leader In Me program that they are having and to respond either way if you are going – May 24th. We received invitations last month.

COMMENTS FROM THE PUBLIC:

Anne Margaret Shannon stated I was very excited when you talked about tenure. I would love for the UTEA to work with you because we are currently getting involved in the student NJEA over at Kean so maybe we can do a joint presentation about trying to get them to know about the NJEA and also into the substitution pool.

Another thing, nursing subs, at the high school we have Donna Santora who runs allied health program which is a training program for people that want to become nurses and I know she is involved outside of the high school – so she'll be a great contact. Also I'm on the executive board for the County Educational Association and we have a big group of nurses and even if it is just an email to send out if anybody knows anybody to spread the word I would be happy to work with you on all three of those. Mr. Benaquista stated thank you.

As for tenure, we have been dying for years to try to do a tenure party but it is a mess to figure out who has tenure. If you do that, I would love to work with you on that too and have a tenure party and really celebrate the experience that we are developing.

On the PARCC with the calculators and I'm all about giving the kids everything but if you are talking about graphing calculators for everybody to have, they all do the PARCC at the same time because of the computers so you won't be able to share them with different classes and we are talking about \$100+ per calculator. I understand what you are saying about handheld because I'm the same way, I rather have a handheld but I would caution that you really think about that because that is a lot of money.

Mr. Monge stated let's think about the bigger picture here – we are being judged essentially by a standardized test and teachers are potentially being judged by a standardized test so we should be making sure that they have the best foot forward. All classes don't take it all at one time. Ms. Shannon stated in the high school they do. Mr. Monge stated there may be an opportunity to share calculators.

Mrs. Hart stated there are rules on what calculator can be used for PARCC. Mrs. Moses stated they have a drop down calculator on PARCC. Mrs. Hart stated there is a website that the teachers can bring them to practice an online graphic calculator. Kids get very sidetracked with all the bottoms on graphic calculators.

Ms. Shannon stated I have asked to get more calculators in my classroom because mine are dying and the answer was go to a website and find a calculator. Mr. Monge stated I know districts that are preparing their kids and they have the calculators available. It is one of those things that we have to figure it out. For instance when my son did the dropdown, he had to figure out on his own how to change the mode to get to the proper calculator. Some other kids didn't even know how to do that.

Ms. Shannon stated the other thing I would caution because of security, if a kid has a handheld calculator on the non-calculator part, they can start using the calculator. Mr. Monge stated on the PARCC website they tell you basically which calculator and there are certain ones that you can't use because they have memory. Ms. Shannon stated there is a section where you are not allowed to use a calculator. Mrs. Regis-Darby stated so they don't distribute calculators on that day.

Ms. Shannon stated it is just a lot, I just want you to consider it. For the best news, the New Jersey Hall of Fame just happened on Sunday – I was lucky enough to get some free party tickets but five of our students were part of the pre-party, very fancy celebration. It was a group of people from the Paper Mill Playhouse up there on the stage.

Ray Liotta was on the red carpet – five feet behind me and I stopped and I said to him that we are all Union High School teachers, can we take a picture and he said sure. He was very nice.

Renee Macina stated I don't know if I'm supposed to speak now because this was not something we discussed. I'm the mother of three children and one of them being severely autistic. He goes to school at DLC in New Providence. For the last 10 years he has been picked up by the bus and he goes to DLC, bus picks him and takes him to ARC which is the afterschool program in Mountainside.

I have personally never received in writing any notification that the busing was going to stop taking children to afterschool programs but I have heard through this special needs parent grapevine that it is going to stop in June. I did hear it through the grapevine last year and I spoke with Mrs. Conti about it and she said at that time what I needed to do was to determine if ARC was an extension of his education. His case worker arranged with ARC to go observe him and that was established and it is written in his IEP that he is to go to ARC after school. I don't know if this is going to be on a case-by-case basis or if this is really going to end but it is already May and that is going to be a huge lifestyle change for my son and my family because we work and I still haven't received anything in writing and I don't know where we stand with this. I don't know if a lot of the things that I have heard are true but my question is and I don't know what the reason it would be stopped. It has always been this way. If it is a matter of budget, like Mrs. Conti said before, if it is going to make the difference in my child's life which it absolutely does in my son's life, I wanted to know if anyone knew where we stood on this and what I would be able to do to ensure it will continue for him.

Mr. Tatum stated Mr. Griggs I would ask your advice on that. Mr. Griggs stated she needs to discuss this with you. I wouldn't talk about it now. Mr. Tatum stated I don't know your case. Send your concerns to me via email. Mrs. Macina stated I did today but I only did it today. Mr. Tatum stated you can also stop in to see me if you need to. I have an open invitation to parents. Call my secretary and set up an appointment. I need to investigate that and I find out exactly what is going on.

Mrs. Macina asked am I going to receive in writing a notification that this is going to stop and the reason why because June is almost upon us and I have a job just like everyone else and this is going to affect my son. He is autistic and he is on a routine. It was determined that this is the best fit to his education and his life.

Mr. Tatum stated it is an individualized program and without seeing the documentation and it is a student matter, it is improper for me to comment right now. When we look at everything we will do it as quickly as possible so that you can get an answer.

Mr. Monge stated I said this earlier in another meeting, this has come up before, the Board hasn't voted on it. Mr. Griggs stated we have some legal things going on now so I would recommend not getting into a conversation on this topic and Mr. Tatum will handle it and I will confer with Mr. Tatum.

Lu stated this was the first time at the worksession and he didn't know how you do it, but he appreciates what the Board does. He was at the last meeting and when he left at 11 p.m. the Board was still going and it is 10 now and stated again he appreciate what the Board is doing here. Based on surveys, he is more concerned on the end results. He stated he wanted to make a

suggestion on how to improve the district. It is not all about money. We are not looking for popularity – it is the end result which counts. People may not agree with all of our policies but if the end result is more productive. On the PARCC exams he stated we should ask teachers when the best time to have exam. It shouldn't be done after Easter break because they don't study during the break so we should consider the timing of the exam. In regards to our programs, the guidance counselors do a wonderful job and he attended two programs but not a lot of parents there. The parents that should be there are there. For all activities, there should be a standard for all activities. For you to be on stage, you need to be on your grade level. You can't have a C and participate in sports in my house. If you want parents to be involved, and the students are not doing that well, you have to set up meetings for them to attend. If we permit excuses, then we won't get anywhere. Likewise with a uniform code, you will discourage some people from coming into this district and therefore the district will move forward. Sometimes we have to encourage parents. Like the calculators today, it is something your child needs – most of these parents can afford to buy \$150 sneakers for their children but they can't buy a \$150 calculator. You want to excuse them – we have to raise the standard. Thank you.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Nufrio, 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.

- 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, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:50 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Nufrio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 10:50 p.m. All present voting YES. MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY