

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union will be held on Tuesday, September 15, 2015 at 7:00 p.m. at Union High School Auditorium, 2400 North Third Street, Union, New Jersey 07083 pursuant to the Notice sent to each member.

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

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Thomas Layden, Mr. Ron McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mr. Angel Salcedo, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Ms. Lois Jackson

ADMINISTRATORS PRESENT:

Mr. James Damato, Dr. Noreen Lishak, Mr. Gregory Tatum, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mrs. Kim Conti and Mr. Thomas Wiggins

Mrs. Zuena led the Board and audience members in the Pledge of Allegiance.

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

COMMENTS FROM PUBLIC ON PROPOSED RESOLUTIONS:

Jill Hall stated I like to address resolution E-7. This resolution is with regards to the technology called VGO that we are looking to secure for one of our students and I think it deserves a little bit of a back story because some of you may want the reason why we are requesting it. I want to first say that I am very grateful to the Board for entertaining this on such short notice. We only had the opportunity to discuss this within the last week or so and I am grateful. I would also like to say I don't understand the complexities that you have to consider when something is proposed. I am not an administrator and I know that there are things that go on with something like this that I can't begin to even understand. But I do want to say this, we have this student, she has been in the District her entire career. She is about to lose her third year of instructional time, she had an ADM when she was in 4<sup>th</sup> grade, sarcoma after that, leukemia from the chemotherapy for sarcoma and she had a bone marrow transplant and she is unable to return to school at this time.

For her, in addition to the academic component, there is a socialization piece that is being lost. She is not able to have contact with her peers. Particularly right now, at least until the end of flu season, which is why the doctors have not cleared her to come back to school. What this robot would provide for her is the opportunity to interact with her peers in the classroom. The robot would follow her schedule and she will be able to ask questions and have questions asked

to her through a live stream, there is no taping. It would give her the opportunity to engage in counseling. When this was proposed through the Valerie Center at no cost to the Board of Education, they recommended that she engage in counseling, we found some peers for her to interact with so she could come and transition back and be able to have the opportunity to talk about all of the circumstances that have come her way over the last several years.

While it is on for approval tonight, there is a condition that would make it necessary for every parent in each of her classes to provide consent for the robot to be present and I understand that. I don't know all the complexities; but I'm imploring this Board to try to secure those consents and if not to please reach out to the Valerie Center who provided this service to eight other students in New Jersey to find out how they negotiated this in the past with other schools and what other schools needed to do in order to provide this service for other kids who are in similar situations to our student.

I also wanted to really focus on all the reasons why this is a really good idea and all the things that it is going to provide for this young lady. The socialization piece is really important for her and this is a person that has an immuno-suppression and is being isolated and if we can find a way to get this going, even if it is part time, just for the counseling piece, some classroom, whatever it is. We would be providing a tremendous relief for this family and a tremendous opportunity for this kid. This hits close to home for me, I have a son who had a bone marrow transplant, so I have walked the journey that this mother is walking right now, so I can't press upon how important it is to do this and to find a way to make this happen for this young girl who deserves it and for all of the other students that can benefit from watching this. Think of the opportunities for the other kids to see this in action and to be part of helping this child recover. She needs it and we need to do this. We need to find a way and I'm asking and I'm saying this upfront, I will do whatever it takes. The Valerie Center has been wonderful to my family and passionate, being an intermediary, having educational consultants on board, tech people are ready to go. So whatever you need from me I'm going to do and whatever we need to do to expedite this – please let's get it done.

Mr. Arminio asked if there is anyone else that would like to speak about resolutions that are being voted on this evening?

Mr. Damato stated I would like to make a comment on Ms. Hall's comments. This is a case that I am very familiar with as well. It has touched every one of our lives and the Administrative office. We have worked a lot on trying to make this work and that is why it is on as a resolution tonight and we are going to get it to work and it is going to be fine and she is going to get service because we will find a way to make it work.

Chris Capodice, President of the UTEA, I also want to speak about E-7. I certainly don't want to put myself in a position or the association in a position not to limit any resource for any child but I do have some concerns about E-7 and I think about the infrastructure of all involved and I do look forward to the comments when it goes to discussion and I'm urging the Board of Education, if there is a need to perhaps table this or take an extra couple of days to go over the ins and outs on how this is going to roll out as far as impact for everyone, the infrastructure of the community, parents, teachers, association members that this directly affects. This is a new

avenue of technology that is coming into the classroom – this is new for everyone. We all want to make it work and I certainly do have concerns and questions as the representative of the Association representing these teachers that are going to be in this classroom using this new technology because again it is a first for our District and a first in a situation like this. I urge if there is any further discussion and if there is no action tonight, that you do take the time to sit down and I ask that you do reach out to me so I can address some concerns I have and the Association has about putting this piece of technology in place; because again I do have some concerns. We do want to make this work and because it is new, I just want to put some things on the table as we move forward so we can all have an understanding of how it impacts everyone in the classroom as this new technology rolls forward.

Mr. Monge asked so we will have discussion before this goes to vote? Mr. Arminio stated that there is a number of things that can happen. We can table it, we can vote yes, we can vote no. Mr. Monge stated this is actually the only opportunity that we have to voice concerns. Mr. Capodice stated yes it is but again this was the only opportunity that I would have to do it. I do have some concerns and I'm sure that the teachers would have some concerns as well as we move forward. We all want to connect to our students and we all want to do the best we can. There are questions in the classroom about follow-up, evaluations for the student and the teacher, about assignments, about reaching the student to be make sure that they get the proper education that they deserve in that particular class. I also want to talk about lost messages, lost contact, the privacy of the student, the privacy of the other students in the classroom and again just a couple of things that I wanted to say.

Mr. Salcedo stated you represent the teachers. You mentioned the students, I want to hear some specifics. Mr. Capodice stated it would affect the teachers in the day-to-day operations in the classroom. This is a new technology. How is the teacher going to be evaluated, how is the teacher going to reach out to the student to make sure that they are getting the lesson across. This is a live broadcast that has never been done in a classroom environment. What are the impacts to the teacher. How is this going to affect the teacher? Mr. Arminio stated let's wait until E-7 is made a motion please. Mr. Capodice stated if something is lost in context, if the student doesn't understand something, how are they going to communicate to the teacher that they don't understand. If they need extra help, how is the extra help going to reach the student. There are concerns. This student in this class is going to be part of this teacher's evaluation. This teacher wants to make sure that they reach everyone in the classroom including this individual.

Mr. Arminio asked if there are any other comments on items that are going to be voted on this evening? None.

Mr. Arminio asked if there were any questions and/or comments on the minutes. None.

#### APPROVAL OF MINUTES:

Moved by Mrs. Zuena, seconded by Mr. Layden that the following minutes be approved: July 21, 2015 – executive session, July 21, 2015 – regular meeting and August 11, 2015 – special meeting.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

COMMUNICATIONS:

LETTER OF RESIGNATION – HUTTER

Letter of resignation from Lisa Moniz Hutter, paraprofessional at Livingston Elementary School, effective August 18, 2015.

REQUEST FOR MATERNITY AND FAMILY LEAVE – SPIES

Request for maternity and family leave from Marissa Spies, paraprofessional at Union High School, effective October 5, 2015 and with a return date of March 14, 2016.

LETTER OF RESIGNATION – VLASTARAS

Letter of resignation from Penelope Vlastaras, teacher assistant at Washington School, effective September 8, 2015.

LETTER FROM EDUCATION RISK INSURANCE – 2015 SAFETY GRANT APPROVAL

Letter from Educational Risk Insurance Consortium – North – ERIC North, advising of 2015 Safety Grant approval, in accordance with the information appended to the minutes.

LETTER FROM TOWNSHIP RECRETATION DEPARTMENT – OPEN GYM PROGRAM

Letter from Township of Union Recreation Department requesting open gym program at Jefferson School.

LETTER OF RESIGNATION – VINCI

Letter of resignation from Maria Vinci, leave replacement teacher at Connecticut Farms Elementary School, effective September 2, 2015.

LETTER OF RESIGNATION – LaCONTI-ROE

Letter of resignation from Danielle LaConti-Roe, school psychologist for the District, effective October 19, 2015.

REQUEST FOR MATERNITY LEAVE – PARSON

Request for maternity leave from Rosemary Parson, school social worker at Battle Hill Elementary School, effective September 25, 2015 through December 22, 2015.

REQUEST FOR SICK, MATERNITY, FAMILY LEAVE – LEIGER

Request for sick, maternity and family leave from Kristen Leiger, teacher of special services at Burnet Middle School, effective October 13, 2015 and with a return date of December 7, 2015.

**REQUEST FOR LEAVE OF ABSENCE – NIOTIS**

Request for leave of absence from Asimina Niotis, transportation driver, effective September 8, 2015 through October 15, 2015.

**LETTER OF RESIGNATION – BLANCHET**

Letter of resignation from Lina Blanchet, teacher at Kawameeh Middle School, effective September 1, 2015.

**REQUEST FOR MATERNITY/UNPAID FAMILY LEAVE – PHILLIPS**

Request for maternity and unpaid family leave from Kristal Phillips, art teacher at Union High School, effective November 17, 2015 and with a return date of April 27, 2016.

**REQUEST FOR MATERNITY/UNPAID FAMILY LEAVE – DOUGHERTY**

Request for maternity and unpaid family leave from Lauren Dougherty, English teacher at Kawameeh Middle School, effective November 9, 2015 and with a return date of February 23, 2016.

**REQUEST FOR EXTENSION OF LEAVE - STEEB**

Request for extension of leave (original return date September 1, 2015) on unpaid intermittent family leave from Linda Steeb, teacher at Kawameeh Middle School, through June 3, 2016.

**LETTER OF RESIGNATION – COLONNA**

Letter of resignation from Susan Colonna, teacher assistant at Jefferson School, effective September 2, 2015.

**LETTER OF RESIGNATION – MANN**

Letter of resignation for the purpose of retirement from Dennis Mann, maintenance department, effective November 30, 2015.

**REQUEST FOR PAID SICK LEAVE – KORNBLUM**

Request for paid sick leave for Susan Kornblum, teacher at Washington School, effective September 2, 2015 and with a return date to be determined.

**LETTER OF RESIGNATION – CHERUKARA**

Letter of resignation from Sophy Cherukara, teacher assistant at Kawameeh Middle School, effective September 2, 2015.

**REQUEST FOR MATERNITY/UNPAID FAMILY LEAVE – LEUNG**

Request for maternity and unpaid family leave from Christina Leung, music teacher at Franklin Elementary School, effective November 16, 2015 and with a return date of April 14, 2016.

**REQUEST FOR UNPAID INTERMITTENT FAMILY LEAVE – BORGES**

Request for unpaid intermittent family leave from Roseanne Borges, math teacher at Union High School for the entire 2015-2016 school year (September 1, 2015 to June 30, 2016).

**REQUEST FOR MATERNITY/UNPAID FAMILY LEAVE – LOGIUIDICE**

Request for maternity and unpaid family leave from Alina Loguidice, pre-kindergarten teacher at Hannah Caldwell, effective January 4, 2016 and with a return date of May 2, 2016.

**LETTER OF RESIGNATION – ESPOSITO**

Letter of resignation from Andrew Esposito, teacher assistant at Battle Hill, effective September 7, 2015.

**REQUEST FROM VAUXHALL HISTORICAL SOCIETY – VETERAN’S DAY PROGRAM**

Request from Vauxhall Historical Society, Inc. for permission to use the gym at Jefferson School as the venue for the VHS annual Veterans’ Day program on November 7, 2015 from 10 a.m. to 2 p.m.

**LETTER OF RESIGNATION – PALAO**

Letter of resignation from Christopher Palao, special services teacher assistant at Battle Hill Elementary School, effective September 2, 2015.

**REQUEST FOR EXTENSION OF UNPAID MEDICAL LEAVE – COLFORD**

Request for extension of unpaid medical leave from Jane Colford, teacher at Franklin Elementary School, with a tentative return date of February 1, 2016.

**REQUEST FOR UNPAID MATERNITY LEAVE – GOLDING**

Request for unpaid maternity leave from Maura Golding-O’Brien, teacher at Washington School, effective immediately for the entire 2015-2016 school year.

Mr. Arminio stated that there are resignations for the purpose of retirement so to those individuals, I wish good luck and I hope that their retirement is long and happy. Dennis Mann a long time maintenance worker.

There is also someone here that has his last meeting tonight. I know it is not part of Communications but I think at this time is a good spot in the meeting to wish Mr. Damato good luck in his retirement which is effective at the end of this month and I personally want to give him my best regards. We spent two and half years working hours and hours rewriting the policy manual and I know that he had other things that he wanted to do rather than sit with me and go over policies which are not very interesting; but I want to wish you the best of everything in your retirement. If anyone else on the Board or anyone else would like to say anything about Mr. Damato, I think this would be the appropriate time to say your piece.

Pat Ditri stated I’m finally on the other side of the table. I am here tonight because Mr. Damato is leaving. Throughout the course of my working career I worked with many attorneys and some were really nice and so not so nice but I have to say that without exception Mr. Damato was one of the kindest most caring people I have ever worked for. I don’t think that the Board realizes how much Mr. Damato does for the District. He is the person who coordinates projects and keeps everyone in the office calm when we get upset and he also takes the time to go to the schools and read to the little kids for Dr. Seuss’s birthday. He does a lot of things. No

matter what was going on in the office, whatever crisis was going on, he always knew what to do, he always kept everybody on task and I just want to thank him for being such a good friend to me and of course I want to wish him all the best. Enjoy your family, retirement is great, of course I'm a little busy right now but I'm hoping in a few months I can start enjoying myself and I'm sure you will. Enjoy your son, enjoy your family and good luck.

Mr. Nufrio stated first of all, I notice that Mr. Damato's better half is sitting there and before I wish him the best, I want to wish you the best because you will see a lot more of him maybe not, I don't know. Mr. Damato I just want you to know that my personal feelings for you have always been steady you have shown calm demeanor that I have not seen with any other attorney. That being said, we will miss that for sure. It is important to remain calm in the middle of storms because eventually when the storm has settled and has passed, there is a dawn. So hopefully the dawn will be your retirement and much happiness.

Mr. Salcedo stated I just wanted to say congratulations on your retirement and I want to thank you for your service. We lost something – it's not a lost, although we congratulate you in your retirement, but we lost a historian, a source of knowledge, something that we lean on very frequently and thank you for that. I want to thank you for helping me out when I first got on the Board and having the patience to answer all my questions that I had and provide guidance. I wish you the best of luck in all your future endeavors. I hope you and Mrs. Damato have a beautiful life together.

Mrs. Ionta stated from the bottom of my heart and the Athletic Department and the nurses, you were there for us for 25 years that I have been here. I wish you the best. Twenty-five years of calling you up in a panic on what to do about this and that and you always had the right answer. I wish you health, happiness and we will truly miss you.

Mr. Layden stated I have worked with you for the past six years and I had always admired you from the time my son was in the school system and I think your knowledge of what you do, your calm demeanor at times we had crisis in our School District and you have been a great asset to our School District. I can only wish you the very best of luck in your retirement and I hope you enjoy it. I hope you spend more time with your lovely family.

Dr. Francis stated Jim, when I came on I always said that you had that calming voice that soothing voice when you explained things to the Board concerning certain issues and I wanted to say that the three years that I am working on right now and finishing up my first term, you have certain qualities that you can see in people that you can't put words on and one of those things is the spirit that I can see and you are a good man. I am glad I have had a chance to meet you. I tried to convince you last year and stay a little longer. Mr. Damato stated and you did, I did stay a little longer. Dr. Francis stated I just want to congratulate you and I hope you have a great retirement.

Mrs. Conti stated Jim I have to say personally I am very sad to see you go and just reiterate, you are a very caring individual for all of us personally, professionally, for the students and I want to thank you for everything you have done for me, for our department and the School District and as a resident, I want to thank you for how much you genuinely care and we are going

to miss you and you can't be replaced. They say people can be replaced, no. I want you to enjoy your retirement which you so much deserve.

Mr. Vieira stated Jim and I have worked together shoulder to shoulder for the past 20 years and like Vito said in some storms that we had to problem solve and try to figure out solutions, Jim was always there at my side teaching me and supporting me. He is going to be missed. Besides a co-worker, a good friend too and I wish you the best of luck and enjoy your retirement.

Mr. Tatum stated I have some jokes that I had prepared at the end of my Superintendent's report but I'm not going to tell them now because there are too many over the years that Jim and I have worked together. We really have come to form a bond. We have done so many investigations, we worked on so many residency issues and I can go on and on about those things. The one thing I will say is whenever someone wanted to put in their papers, I didn't say retire, as I have said in the past I have a requirement that they return for all special events in the District and we know we have our gatherings at holidays and some impromptu but they don't know about but they know now, but the thing that I would say is, I don't look at this as your retirement, I look upon this as an elongated personal day. When you return, we will pick up where we left off. Jim all the best.

Dr. Lishak stated this will be a little difficult for me because I know people say I have a heart of stone, but for you I have to say, if I wanted to list all of the things that you have done personally for me, and professionally in the District, we don't have enough time, the night isn't long enough. I really can't thank you enough for being the person that you are, the guidance that I have needed for the last seven years and always being there. It didn't matter if it was 5 at night or 5 in the morning, you answered that phone and you gave me information that I needed and I can't thank you enough professionally. On a personal level, I will miss every morning when you would come in to my office and saying good morning friend – you are a friend and you will be dearly missed and I am wishing you the best in your retirement and whether it is unfortunate for you or not, our days together are not over. As you move on to your retirement, this face will be there. Thank you for everything you have done.

Mrs. Damato stated I just wanted to share and obviously everyone already knows that I'm crazy about him but one of the very special things that we have always felt blessed about is being able to work together and when we opened Jefferson and we were getting ready, where are the walls going and there should be a railing and where should this be and that be, it was a lot of work but every day we were so excited because we did it together. We were walking and playing in the mud and we had a blast and we went out to dinner a lot too. It was just a blessing to have that time to spend together and I am so honored to be his wife.

Mr. Arminio stated on behalf of the Board of Education and the Township of Union, thank you for your service to our District and good luck.

Mr. Damato stated I appreciate all the kind words and some of you I have known for a long time and some of you I have not known for very long but nevertheless you mean a great deal to me and I have to say that it has been a ride. Twenty-four years – we went through a lot of



battles and other wars and storms but I think we weathered it quite well and our District is a stronger and better District today by far. I can say that with all honesty and it was twenty-four years ago.

I'm particularly proud of a few things, I say I was born in Union and I didn't live here for a very long time because at five years old I really didn't have a choice. My parents wanted to move and we moved. But I am proud to have been born in Vauxhall. I am proud that my dad's entire family went through Union Schools and they are all so proud of Union and I am proud of the many friends and other people that I have come to know when I was here in Union and I'm particularly proud that I met my amazing wife Laura because I worked in Union. When I came to Union 24 years ago, I was so honored to work here because it was a Town that I knew so well. Just on a personal level, it was always an important part of my life. We have our family reunions here at Rapkin Park every year on Labor Day for the past 69 years straight – that is where the Damato family hangs out. If anyone wants to drop in for a visit, a beer or a burger by all means on Labor Day we are there every year and next year will be our 70<sup>th</sup> year and I'm very proud of that.

I am proud of some of the accomplishments that I have worked on over the years – the Hannah Caldwell School is one of the biggest projects and we did that on a shoestring. There was very little money to do a project of that nature but we did it nevertheless and we got the land from a company that was in the market of trading – it's like a tax incentive, so the way we structured it is that the company was going to get a charitable donation for donating two-thirds of the value of the property at the time we took title to it. We only paid \$900,000 for that piece of property which was an amazing deal. It was so complicated. Best Foods had a team of lawyers that worked on it for months and was just a wonderful thing to be involved in and I was very happy that it came to fruition and Jefferson School was the crown jewel of Union now and I can't say enough about it and we are going to appreciate that school as a community for many years to come.

I also have say that I am so proud to have worked with so many and Greg, Noreen, Annie, Manny and Kim Conti – so many – Jill Hall comes to every meeting and is so dedicated – a wonderful group of people that give way more to Union Schools than the school hours allow and never stop - their desire to give back more and more to the community. I am so proud to have worked with all of those fine people and we have a great group of people and to this Board, I wish you the best and I thank you from the bottom of my heart and all previous Board's I have worked with, you are a tremendously dedicated group that has given this community a tremendous asset and this community is very fortunate to have all of you working for them.

Again thank you for all you have done for me and anything I can do to help this community in the future, I would love to do. I will particularly miss the mock trial at Burnet. I went to Mrs. Grillo's class for 20 years to teach her 8<sup>th</sup> grade social studies class – mock trial and Alison O'Neill took over last year and we had a great year and I sent her a message that I was retiring and she is upset so I told her I would come back next week before I retire and we will see after that if I can go back and give her students a little instruction.

Thank you again for all the memories and for all of the great times and for all the opportunities that we shared together, I really appreciate all you have done.

Mr. Arminio stated if the Board will indulge me, change the order of business. Before we go to the Superintendent's Report, we will have a presentation by the Athletic Department and Miss Ionta, the Athletic Director, will make a presentation to the Board.

Linda Ionta presented a powerpoint presentation, in accordance with the information appended to the minutes.

Mrs. Ionta stated we are here tonight to request a second full-time Athletic Trainer. In 1989 to 1996 I was the Athletic Trainer. The position has certainly changed. At this point we are struggling with medical event coverage for injuries, treatment, rehab. There are so many new things now that the Athletic Trainer is responsible to do. One is concussion management and I'm sure you are aware over the last few years we have started to do baseline testing for all of our student athletes. The Athletic Trainer also does the return to play. Janice Law is another area where the AT's have to be on all of our fields and be available for all of our student athletes. Over the last several years things have really changed. This is what we have right now. We have one Athletic Trainer and for the fall we have 786 athletes cleared to play. In the school year, we have about 1400 for the three seasons. We offer 22 sports and there are 55 teams that we have. Right now, even though we have 786 athletes cleared, right now there are 518 athletes participating in the fall. This is an example of an athletic event for the day. There are four away events and six home events. That does not include practices for the other teams. It is very difficult at this point. Where does the Athletic Trainer go? How do you get there quick enough? We have 17 venues which means that there is 17 different fields that we could be using at any given time. It is very hard to manage. When I was here, I was the Athletic Trainer, I had students from Kean; but the rules were different then. I could have five students from Kean and put one on every single field and they would radio me but that is not allowed any more. Now we have kids from Seton Hall, but they have to be with the Athletic Trainer so we can't put them in different areas and let them handle a field. Where are our points of safety? The lack of coverage is our biggest.

We have been having to outsource our rehab which the trainer should be able to do in house. If we outsource with kids insurance maybe they get rehab twice a week instead of five days a week. There is a delay for athletes to return to play. The biggest issues right now is we have more athletes and our athletes seem to be no longer participating just in football. What happens now is that they are 12-month athletes; so right now Meg is responsible for all the athletes in the winter that are working out, conditioning – she is responsible for all those kids. It becomes very difficult to manage all the kids at once.

I don't know if you are familiar with this – June 10<sup>th</sup> is open season for all athletics to start. Not only do you have fall, winter, spring – everybody starts – so at that time, we can have 1200 athletes at one time participating and they go all summer long, they don't stop. It is overwhelming and way too much. We had two serious cardiac incidents here – one was in a classroom, but he was a football player, so that could have happened on the football field and then we had a soccer player who it happened to him at home – but could have happened here.

Those cardiac incidences are more frequent than we want to believe. We do our best and to be honest with you, there are times for soccer – Meg is here on this side of the campus and I'm there acting as the Athletic Trainer. It is too much. There are too many athletes and the risk of injury is too high.

These are some of the things that have happened over the last couple of years. Last year alone we had 23 concussions. When we do our baseline testing and when an athlete has a concussion after that, they have to come back, once their doctor feels that they are almost ready. You just don't come back from a concussion, you have to do activities, there is a big progression and then we have to retest them. All of this takes time. It is very difficult in the early afternoon, you will see 500 kids in the training room trying to get tapped, water, get iced or whatever they need for the day. Really at that point, the athletics are starting in the next half hour so Meg can't even stay in there to do rehab or to do a really better evaluation on some kids because you are in a hurry to get back out on the field because we have four football teams. There is a lot going on. I know money is tight but I think this is something that we really need to think about. It is a worthwhile investment for the kids.

Mr. Arminio stated that this is a discussion item behind P-10 but we will entertain questions at this time. If anyone has a particular question at this time to ask.

Mr. Nufrio asked are there State guidelines that perhaps you can be guided by in terms of the number of students. Mrs. Ionta stated that there is a ratio. Look at the sheet you have and whatever school is like our size and what they have. Meg Barry stated the NJEA recommendation is at least one to every 300-400 athletes. Mr. Nufrio stated it is only to substantiate the need in terms of ratio. I looked at this because I am familiar with one district that I worked in and it looks like they are 3 to 1 ratio does exist based on our numbers. Mrs. Ionta stated that we did speak with Elizabeth and they only have about 1500 athletes and we have 1400 even though they are a size of almost 5000 they don't have as many athletes. Mr. Nufrio asked what is the 4800? Mrs. Ionta stated grades 10, 11 and 12 – that is how the State does it. When you do a classification Group 1, 2, 3, 4 – they leave the freshman out. That is why our numbers are 1680 instead of 2450. Mr. Nufrio stated if you could procure or obtain some data that is easily looked at and we can review so that a determination can be made. Mrs. Ionta stated the only data I can give you is if the ratio is 1 to 300 but right there it shows you the data of the other schools around this area – all that are in the mid-State 38 and that is what we play football in so that is the ratio they have. Normally, State guidelines are usually less than you really need. Mr. Nufrio asked what about NJSBA? Mrs. Ionta stated I don't think they do that.

Mr. Monge stated when we talk about the number of athletes and the ratio that should be more entailed here. Mrs. Ionta stated you would want how many athletes that are at every single school instead? Mr. Monge stated yes because I think we may have more athletes than some of these schools with the smaller ratio. I think that is a better telling tale than the other. There are probably more injuries in football than some of the other sports and some schools may not have a football team and that may offer more numbers to your argument. It is something to think about.

Mr. Nufrio stated that my son played soccer and I can certainly indicate that one afternoon and our trainer was somewhere else, my son collapsed on the field, and thank goodness that the coaches knew something about something. My heart was racing out of my chest. He literally passed out for 30-40 seconds. I'm not saying anything to justify the additional trainer, but it can happen, it is to justify what you said – these things do happen.

Mrs. Ionta stated that we had two football scrimmages this year where I had to send the Varsity team without the athletic trainer and that is unheard of. We had too many events at home and somebody had to cover home. It is very unfortunate to send your football team without a trainer and I don't think something happened during the game, it is the bus ride home that scares me. It is not an accident, it is a kid that doesn't know he/she was injured, you banged your head and half an hour later you are passing out and there are a lot of issues. The buses travel together so the Athletic Trainer is always with them. Like I said this year, I was embarrassed to call the other Athletic Director and tell him I was not sending an Athletic Trainer, please watch my kids. Ms. Barry stated that football scrimmages are a little different than a game. A game we have a set number of kids that are dressed for a game. When we send our team to a venue for a scrimmage, there are over 100 kids on the two buses because we do a JV and Varsity combined scrimmage. The other team has 100 kids, we have a 100 kids and if that was me and another team that sent their team here, to be able to cover and thoughtfully manage 200 kids by yourself in a collision sport is extremely difficult.

Dr. Francis asked are we looking for a full-time trainer? These other towns have two-three trainers, are they all full time? Mrs. Ionta stated they are and Westfield has one and three quarters. The others have full time trainers. Are we looking for an Athletic Trainer now? No. We are waiting for approval from the Board to say that this is the position we have the money for and this is something that they agree that we need. Dr. Francis asked they start at four? Mrs. Ionta stated no, the Athletic Trainer start about 12 noon until about 8:00 p.m.

Mr. Arminio stated just a reminder to the Board that this is a discussion item. Mr. McDowell stated Mrs. Ionta stated that is how the NJSBA separates schools by size. We are a group 5 – the largest even though it seems to be a big disparity when you look at Elizabeth to us. Mr. Arminio stated that is new.

Mr. Layden stated you have done a very convincing argument to the Board for another full-time Athletic Trainer. My daughter also plays soccer so it is important – it is first and foremost for our athletes is for their safety and at any point that their safety is in jeopardy or being sacrificed because we don't have enough Athletic Trainers, I think we need to seriously look at getting a second full-time or part-time for our schools.

Mr. Arminio stated thank you for your presentation – for years I coached and I know the work that they put in and I know the difficulty of going to an away game without a trainer or even at a home game, you have to get on the radio and I know it is very difficult. Thank you for a very well thought out presentation.

**SUPERINTENDENT'S REPORT:**

Mr. Tatum stated good evening and I am proud to announce the following:

**Opening of Schools**

The Twp. of Union Schools opened their doors on September 8, 2015. All school reported a smooth and orderly opening and we are looking forward to a very productive school year.

**District Wide Planning Committee**

The district wide planning committee met on August 25, 2015. Several teachers, support staff, parents and community members were in attendance. The emphasis of this meeting was on positive public relations and communication. Special thanks to Jennifer Williams for leading a discussion in this area. The committee adopted a slogan for the district, "For U, With U, Excellence is the Only Option". This slogan will be presented to the board of education in a formal resolution next month for adoption as the official slogan for the Township of Union Schools. Additionally, a new monthly newsletter format was adopted that will display positive information about each of our schools. The newsletter will be entitled, "Exciting Happenings" in our schools. I wanted to give special thanks to Christine Nunes, if she is here tonight, for organizing the efforts on this project and we look forward to seeing a feature this month on our district website in this section.

Our next meeting for the Planning Committee will be Tuesday, September 29<sup>th</sup> at 6:30 p.m. in the Administrative Building.

**Back to School Nights**

Back to school nights are planned for the month of September. All of the back to school night information has now been posted on our website as follows:

Battle Hill Elementary School	Sept. 30, 6:30 pm
Burnet Middle School	Sept. 24, 7:00 pm
Connecticut Farms Elementary School	Sept. 30, 6:45 pm
Franklin Elementary School	Sept. 21, 7:00 pm
Hannah Caldwell Elementary School	Sept. 21, 6:45 pm
Jefferson School	Sept. 28, 6:45 pm
Kawameeh Middle School	Sept. 24, 6:30 pm
Livingston Elementary School	Sept. 21, 7:00 pm
Union High School	Sept. 17, 6:30 pm
Washington Elementary School	Sept. 16, 7:00 pm

**School Presentations:**

Each district school will provide the board with an overview of their goals for the 2015-16 school year. The following reflects a tentative presentation schedule:

October: Union High school  
Washington Elementary School

November: Burnet Middle School  
Livingston School

December: Kawameeah Middle School  
Franklin Elementary School

January: Jefferson Elementary School  
Connecticut Farms Elementary School

February: Battle Hill Elementary School  
Hannah Caldwell Elementary School

As I mentioned last week, we will have a format that will be shared with each of the building principals and we will develop a representative time limit in terms of how they will be able to accomplish each of the areas that we select. We will give them enough time to make a presentation for their building goals and things that will be happening in their schools this year.

### **Mayor's 5K Race**

The Mayor's 5K race will be held this Sunday, September 20, 2014 at 9:00 AM, rain or shine. Check in for this event will begin at 7:45 AM. The registration for the Kids Run will begin at 9:00 AM. The Kids Run begins at 10:00 AM. Parents must register on site with the completed permission slips that will be distributed at each school. For more information, please visit [www.unionchamber.com](http://www.unionchamber.com).

### **September 11 Commemoration**

All district schools conducted activities commemorating September 11, 2001

1. PA Announcements of the 911 on the anniversary.
2. Students and staff observed a moment of silence
3. Flags were flown at half staff
4. A posting was displayed on our website to honor those we lost on September 11, 2001

### **EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS**

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

#### **E-1. AMEND THE 2015-2016 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT LIST AND TUITION LIST**

That approval be given to amend the 2015-2016 out-of-district atypical student placement list and students exited from out-of-district placement, in accordance with the information appended to the non-public minutes.

#### **E-2. APPROVE LIST OF STUDENTS REMOVED FROM THE ROLLS**

That approval be given to the list of students removed from the rolls [six (6) students exited from August 1st through August 31, 2015 or a total of six (6) students for the 2015-2016 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2015-2016 school year and retroactive ratification of Superintendent Tatum's action and letter of February 20, 2015, in accordance with the information appended to

the non-public minutes.

**E-3. APPROVE REIMBURSEMENT OF PARENT TRANSPORTING SPECIAL EDUCATION STUDENT**

That the Board approve reimbursement of a parent for transporting their special education student to and from DCF Regional School, Essex Campus, 395-97 North 5<sup>th</sup> Street, Newark, New Jersey at a rate of \$35.76 per day for the 2015-2016 school year.

**E-4. APPROVE NJ DEPARTMENT OF EDUCATION SELF ASSESSMENT FOR DETERMINING GRADES**

That the Board approve the New Jersey Department of Education School Self Assessment for Determining Grades, in accordance with the information appended to the minutes.

**E-5. APPROVE ACCEPTANCE OF MUSICAL INSTRUMENTS**

That the Board accept the one of each of the following musical instruments listed at no charge provided through the GSA agreement with the Township of Union: (a) Clarinet, (b) Piccolo, (c) Alto Sax, (d) Baritone Sax, (e) Trumpet, (f) Trombone, (g) Bass Guitar, (h) Sousaphone, (i) Piano.

**E-6. APPROVE CHILDREN OF EMPLOYEE #9623 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS FOR 2015-2016 SCHOOL YEAR**

That the Board approve the three children of Employee #9623 to attend Union Township Public Schools for the 2015-2016 school year, tuition free, in accordance with the information appended to the non-public minutes.

**E-7. APPROVE THE USE OF VGO SOLUTION SYSTEM FOR STUDENT**

That the Board approve the use of the Vgo Solution System for student B.G. for in-home classroom instruction for the 2015-2016 school year (subject to parental consent from all students in classroom), at no cost to the District, in accordance with the information appended to the non-public minutes.

Mr. Arminio asked if there were any questions, comments or concerns by the Board. Dr. Francis stated on E-7, I have a question for Ms. Hall, the parents of the children in the classroom need parental consent? Ms. Hall stated I did not say that, that is a condition that the Board has put on it. Dr. Francis stated why does everybody need parental consent.

Mr. Damato stated the reason for the parental consent lies in the provision in the law having to do with school records. Anything that goes on in a classroom is considered a school record and you can't share those things with people outside of the classroom. The concern is that if someone is getting a live stream from the classroom and able to participate two-way, we don't know for sure who else in the room with the child who is getting instruction. The only way to deal with that is the same way we deal with the issue with regard to taking pictures in classrooms for various events and that is to get the consent of the parents. I think that the parents would be happy in this instance to give their consent in this case. This is a very important case. If there has ever been an exceptional circumstance, then this is it. I think that we can work out the

details that is just one detail. If that happens not to work out, there are other things that we can do to make it work out and that would have to do with moving kids around but I think that is the extreme circumstance and I think once it is explained properly to the parents that the parents would be more than happy to have the child participate in a situation like this. I will say that Mr. Capodice raised some interesting points, robots and streaming video and things like that and it is a scary thing because it is so new and the concern for this is where is this information going? Who has access to it? Does this get recorded any where? If it gets recorded, what happens to the recording? All of those are very good points but I think if we treat this as a school record, all of these events that take place, whether they are recorded or not, if they are treated as a school record and the protections of the school records law applies, then I think that everybody is safe and I believe and I doubt that the Board has any intention to use these events that are streamed two-ways to help a child and use that for evaluation purposes. I think that is the furtherance thing from our minds. I don't want to speak for Greg or anyone else but I never heard that discussion so I don't think that is a concern that we really need to give too much weight to.

Mr. Salcedo asked this isn't the first time this has ever been done. Has anyone reached out to the other districts that have done this just to answer these questions? Apparently these are questions that board's have dealt with before. Dr. Lishak stated that I spoke to the representative of the Valerie Fund, but I did not speak to another district. But we have addressed some of these issues already just so that the Board is aware. We did receive a letter from parent that agreed that there would be no taping of any of the instruction that goes on so as it live streams and once the instructions are over, there will only be a person in the house during the course of instruction and it would most likely be that the student will be by herself in her room. The person in the house would either be a parent or a guardian. As far as the assignments go, she will be required to do the same amount of assignments as everyone else and to send it back and forth through email. That is how they would receive their grade. Anything that had to do with an assessment, because we are not paid for any of this, it is instruction that they are provided through the Valerie Fund, we have agreed that we would go to the house with assessments and for the length of time that the student would take the assessment as if it were a class period. Our teacher would remain there and have the child have the assessment and bring the assessment back so that there would not be any compromise in the test itself. We wouldn't drop it off and pick it up the next day. Also, any of the teachers that were approached on being a part of this have embraced the idea. They not only are willing to do; they are excited about being a part of it. They really want to reach out and help this student. As far as the evaluation goes, we wouldn't evaluate a teacher on one student's performance but at the same time that student is in class, she is participating, she is doing homework, there is assessment and she will be evaluated as part of the group. She is a full part of the class.

Mr. Monge stated as I see it, this is a special needs child and this is just an extension of services that we offer as a special needs child. Every kid is different and every special need child is different and all their needs are different so this is how we are speaking to it. I totally respect the concerns but I think as a community, I think we can try to figure this out and the concerns are noted but this is nothing different than the services that we would offer to a special needs student.



Dr. Lishak stated just as Mr. Damato said, we have had a long conversation with Mr. Tatum and whatever concerns that come up, we will adjust so that the student gets what they need and make it as painless as possible for everyone else that is involved.

Mr. Nufrio stated of course it is a special needs child and certainly falls in the category of the ADA and all that we need to provide for this child. Is it possible to consider since I heard from Dr. Lishak that we are not paying for this, why can't we consider either a classroom assistant or a personal assistant to be with the child. Dr. Lishak stated that is something that we can't. Mr. Nufrio stated I'm just asking Mr. Damato. Dr. Lishak stated Mr. Damato doesn't know that particular portion of it. Mr. Nufrio stated so it is something related to it.

Dr. Francis stated we always talk about technology and I think this would be a good use in terms of technology. We always talk about embracing it, we can put our money where our mouth is. In this case it is not costing us anything.

Mr. Nufrio stated Dr. Lishak I just want to clarify I wasn't suggesting that as an alternative, I was suggested that as supplemental. Dr. Lishak stated I understood.

Mr. Arminio stated any questions and/or comments? Mr. Damato stated with regard to E-2, we have to amend the resolution slightly on one case, the case known as A.B. so that the resolution reflects that the action of the Board tonight is a retroactive ratification of Mr. Tatum's letter of February 20, 2015.

Mr. Layden asked on E-4 can I get a little more collaboration by Dr. Lishak. Dr. Lishak stated every year the New Jersey Department of Education asks each school building to go through their program that they use and the programs that they offer, the meetings that they have and they ask them to grade themselves as a school and that is what you have. How they grade each of their programs what they have done to improve their communications and those types of things; that is what each school has their own self assessment in there and once approved it will be uploaded to the New Jersey Department of Education.

Mr. Arminio stated one last comment about E-7. It is our job to educate the students of Union even one student is important. We can't leave even one student behind. It wouldn't be fair to this individual student because what happens with the next student. I can't find one fault in this presentation that was made.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

#### FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

## F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated August 31, 2015 be accepted.

## F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated August 31, 2015 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of August 31, 2015 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ James J. Damato

James J. Damato, Board Secretary

          
Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of August 31, 2015 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the board to be correct.

## F-4. APPROVE LINE ITEM TRANSFERS

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

## F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 and 8A:18A-10(a), and in accordance with the information appended to the minutes.

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

## F-7. APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

## F-8. APPROVE AMENDED LIST OF 2015-2016 STATE CONTRACT VENDORS

That the Board the amended list of 2015-2016 State Contract Vendors to facilitate schools' purchasing, in accordance with the information appended to the minutes.

**F-9. APPROVE LIST OF CONTRACTS AND/OR PURCHASES**

That the board approve attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) in accordance with the information appended to the minutes: (a) Collins Sports Medicine – \$1,015 – Union High School Athletics-Student Trainer Account - sale of Gatorade as fundraiser for scholarships, (b) Galloping Hill Caterers - \$30,000 (approx) – Union High School Athletics-Alumni – alumni dinner, (c) Patel Printing – \$3,000 (approx) - Union High School Athletics – invitations for alumni dinner, (d) Kass Glass – \$3,000 (approx) - Union High School Athletics-Alumni – alumni awards.

Mr. Arminio asked if there were any questions, comments or concerns? Mr. Monge asked which pertains to F-8 – Manny sat down with me – with the contracts, I understand what a State contract dollar amount is – the State bids it, but my example was the guy down the block offers the supplies for \$3 cheaper, we wouldn't necessarily know that because it seems like the route that we go is try to identify who is State approved contractors that will give us the same price. Mr. Vieira stated that is how we usually purchase using the State contract vendor price. Mr. Monge stated what I offered and it is something that I think potentially we can explore – maybe there is something there you would really never know if the guy down the block offers somethings for \$100 cheaper per unit when there could be a cost savings and maybe that cost savings could go towards a trainer. I am just asking if that is something we can explore. I am trying to figure things out; maybe there could be some adjustments.

Mr. Arminio stated I think there are certain regulations and Mr. Damato if you could quickly explain. Mr. Damato stated we not only use State contracts but we also use various co-ops and the federal GSA. The benefit of using co-ops and the GSA and other things like that, for example, the co-ops buy white copy paper for 25 districts as a bulk item. I know that the State contracts, the rule is that if you have a local guy who has it for less, in order for you to not buy it from the State contract and buy it through him without bidding it, he has to offer it at 20% less than the State contract price. We don't make up these rules, these are the State rules. It makes no sense – like you said if it is \$100 less, it would be a nice thing to do to buy it from him, but the rules prevent me from doing that. Mr. Monge stated all I'm asking is let us explore. I'm not saying to not bid it, what I'm understanding is that you would select someone that you have used for the last 15 years because they are a State contract. We had a contract that was renewed – they gave you the State price, the thing is without bidding it, we should open it up for exploration to see if in certain cases we should bid it and maybe you would get better than State prices which is legal and it does follow the rules. I'm not saying to break the rules. Mr. Damato stated you can certainly bid it instead of purchasing it on a State contract or purchasing it through the GSA. Many years ago we use to bid everything. We bid every single item. But certain things, it is not a bad idea, you can certainly test the waters. You don't have to accept the bids either. You can bid and not accept the bids and then buy it on the State contract if you think the State contract price is less, you can do it that way. Mr. Monge stated I just wanted to put it out there. Manny and I had a conversation about that and if it is an option that we have.

Mr. Arminio asked if there were any comments or questions? None.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE USE OF JEFFERSON SCHOOL GYM BY TOWNSHIP OF UNION RECREATION DEPARTMENT

That the Board approve use of Jefferson School Gym by the Township of Union Recreation Department for its Open Gym Program from 6:30 p.m. to 9:30 p.m. on various dates during the 2015-2016 school year, in accordance with the information appended to the minutes.

O-2. APPROVE RENTAL FEE SCHEDULE

That the Board approve the Rental Fee Schedule of charges for the use of school facilities for the 2015-2016 school year, in accordance with the information appended to the minutes.

O-3. Reserved. Item adopted at September 8, 2015 worksession meeting.

O-4 to O-12, inclusive, pertain to Hannah Caldwell Elementary School

O-4. APPROVE RESTRIPING AT PRESCHOOL PARKING LOT

That the Board approve the restriping at the preschool parking lot to increase the parking supply from 14 spaces to 22 spaces which will accommodate the parking needs of the school administration, school staff and staff the recreation center.

O-5. APPROVE IMPLEMENTATION OF ONE-WAY TRAFFIC FLOW

That the Board (a) approve the implementation of a one-way traffic flow eastbound with the traffic entering from Hendricks Drive and exiting onto Commerce Avenue and (b) recommend transmitting the request for approval by the Township.

O-6. APPROVE RESTRICTION OF ALL VEHICULAR ACTIVITY

That the Board approve the restriction of all vehicular activity in the courtyard/playground/delivery area north of the school bus drop-off area adjacent to the Board of Education supply building from 7:15 a.m. to 8:45 a.m. and from 2:30 p.m. to 3:30 p.m. Enforcement of this recommendation can be immediately implemented by the use of movable barricades and ultimately managed with a permanently installed swing gate that is locked with a knox box and provides a 5-foot wide pedestrian opening adjacent to the school building.

**O-7. APPROVE STRIPING OF 6-8 FOOT WIDE PEDESTRIAN WALKWAY**

That the Board approve the striping of a 6 to 8-foot wide pedestrian walkway from the school bus drop-off area along the west side of the school building to the playground area.

**O-8. APPROVE MODIFICATION OF PARKING PRACTICES OF COMMERCE AVENUE**

That the Board approve the modification of the parking practices of Commerce Avenue south of Ken Road to provide 5 to 6 school permit parking spaces from 7:00 a.m. to 3:00 p.m., Monday through Friday, to accommodate school staff.

**O-9. APPROVE INSTALLATION OF HIGH FENCE AND 5-6 FOOT WIDE PEDESTRIAN SIDEWALK**

That the Board approve (a) the installation of a 4-foot high fence parallel to Hendricks Drive from the Board of Education storage/warehouse building to the southwest corner of the recreation center. The fence construction installation shall provide a pedestrian opening, via gate, south of the recreation department office where appropriate based on existing topography and location of trees, and (b) add a 5 to 6-foot wide pedestrian sidewalk from Hendricks Drive to the courtyard area in conjunction with (a) herein (approximate cost for (a) and (b) is \$13,060).

**O-10. APPROVE ENHANCEMENT OF ENFORCEMENT OF HENDRICKS DRIVE CLOSURE**

That the Board approve the enhancement of enforcement of the Hendricks Drive closure during school hours with the planting of shrubs on the north side of the gate to prohibit vehicular movement between Hendricks Drive and the school parking lot when the gate are closed.

**O-11. APPROVE 1 OR 2 TRAFFIC DIRECTORS/MONITORS**

That the Board approve to provide 1 or 2 traffic directors/monitors in the south parking field to manage the vehicular and pedestrian traffic (\$18,000/year).

**O-12. APPROVE DESIGNATION OF 16 PARKING SPACES**

That the Board approve the designation of 16 parking spaces south of the handicapped spaces in the south lot as employee only in order to minimize the parking activity in the drive aisle during the peak morning drop-off and afternoon pick-up time frames.

**O-13. APPROVE UPDATED SCHOOL HEALTH STANDING ORDERS TO MEDICAL SERVICE HANDBOOK**

That the Board approve the updated School Health Standing Orders to add to the Medical Service Handbook, in accordance with the information appended to the minutes.

**O-14. APPROVE REQUEST OF UHS GIRLS TRACT TEAM**

That the Board approve the request from the Union High School Girls Track team to fundraise for and attend the Disney Cross Country Classic presented by New Balance in Florida, district cost approximately \$2,390, in accordance with the information appended to the minutes.

**O-15. APPROVE THE REQUEST FROM VAUXHALL HISTORICAL SOCIETY TO USE JEFFERSON SCHOOL**

That the Board approve the request from Vauxhall Historical Society, Inc. (VHS) to use the gym at Jefferson School as the venue for the VHS annual Veteran's Day Program on November 7, 2015 from 10 a.m. to 2 p.m. and requesting any fees be waived, in accordance with the information appended to the minutes.

Mr. Arminio asked if there were any comments, questions or concerns? Mr. Arminio stated I think there is one thing that we should comment on the Hannah Caldwell resolution O-4 through O-12 about the long-term and short-term and the Town's involvement in this.

Mr. Damato stated O-4 to O-12 pertain to Hannah Caldwell traffic control. We had a number of concerns expressed to us by the PTA and parents, teachers, members of the community about pick-up and drop-off at Hannah Caldwell School. The original traffic design was not implemented because at the time we were prevented from doing so by the Police Department. The Police Department has agreed to re-open this discussion to come up with some better ways to utilize Hendricks Drive and the surrounding streets. We asked the Board to engage the services of traffic engineering which you did and we received a report. The report contains those eight or nine items. Each of those would help the situation at Hannah Caldwell and some of them involve an appropriation of dollars and some of them just involve some man power, paint and signage. Some of those items may require enforcement changes, signage changes on roads, speed limit changes on roads, no parking on certain hours, those all require Township Committee approval by ordinance. An ordinance requires two readings and then usually there is a 30-day period after the two readings. You are looking at two or three months of time before you can actually begin implementing those. Nevertheless, the committee felt that all of the these things, some are long term and some are short term things, so we all felt that all of these options would help and they are all vital and they are all before you tonight for approval. We discussed them at the work session and we tried to discuss them individually just to give everyone an idea of what each one was about. It comes down to some of them involve money and the ones that don't involve money seem pretty simple to put forth and resolve.

Mr. Arminio asked about those items, if we approve all of them tonight, we can implement them immediately, or do we then have to turn it over to the Township for the ordinances to be changed where it pertains to speed limit, direction of traffic. If it is speed limits or direction of traffic, parking, signage on the roadway, crosswalks – all of those items require municipal approval and they would all have to be referred to the Township. But the first step is for the Board of Education to give its approval to tell the Township Committee yes we would like these things, please study them and have your Police Department review them and let us know what you think. So this is the first step.

Mr. Arminio asked if there are any questions and comments? Dr. Francis stated on O-11, I know we spoke about traffic directors are we held hostage to hiring those two people. Mr. Damato stated I think you have to speak to Mr. Vieira to determine this. This \$18,000 is not appropriated in the 15-16 budget so you can either defer this to next year or you can speak to Mr. Vieira to where he would be able to take the money from this year and make an appropriation for that purpose. Mr. Arminio stated so the short answer is no. Mr. McDowell stated I think that

when we looked at that resolution it says to provide one or two traffic directors. Mr. Monge stated during our discussions, Nancy had brought up some other potential options who the people could actually be - their qualifications and all that – I thought that was still in the state of flux. I am not sure. Mr. Damato stated I think we talked at least in my mind that Mrs. Zuena's suggestion that we use uniformed officers is a great one. Of course, you are not going to get two uniformed officers for a year for pick-up and drop-off for \$18,000. But the question is, how much will it cost. I don't think the intent was to get people to direct traffic, it was just to try to get the people assigned to bus drop off duty – are really not directing traffic. They are not telling the buses where to go and where to park, but they are helping kids get off and get into school and back on the bus at the end of the day. I think it was more designed for that. The custodians would be responsible for putting out cones and other traffic control devices like horses in the morning and in the afternoon – that was part of this. But they are not going to be directing traffic.

Mr. Monge stated it says one or two and I don't think it is necessarily clear. Mr. Arminio stated you have several options, if three board members abstain on that item, it would just go into limbo and it would return at another time. You can request that it be removed from the agenda or you can vote no or vote yes. Mr. Monge stated can you approve it. Mr. Arminio stated you can vote yes but the amendment would have to be added now, you couldn't say upon amendment at a future time. Mr. Monge stated you either need to leave it like that or you need to change to the best plan possible for \$18,000. Mr. Arminio stated that I would suggest that you abstain. Mr. Monge stated I don't like doing that. Mr. Arminio stated I understand that. Mr. Monge stated I don't know how other people on the Board feel about it. What does the Board think – what do other people think. Do we amend it or have the Superintendent do what he does is fine or are we looking for a certain person(s) to be in that position, I thought we said at one time we didn't want just anybody because they are going to be taken advantage of and we need someone of authority because if we don't have someone of authority then we are defeating a purpose of what we are trying to do. It is something to think about it.

Mr. Tatum stated that there have been assessments at Hannah Caldwell and several meetings, I don't see the need to rush into this right now. Certainly we talked about a number of options, certainly the option that Mrs. Zuena brought up last week is an important one because it is an opportunity to have someone that is an authority but in the same token, it is also possible that someone of authority is in a uniform and maybe a police officer there. I think we can take a look and analyze what else is out there before we make an informed decision as to which way to go. Mrs. Zuena stated if we approve this, this can be out there, and you don't make a decision tonight who we are hiring, we will have the money put aside that most likely we came up with the idea that we would only have enough with that amount for one person. We don't have to make a decision tonight. If we approve this tonight when it comes time to hire somebody we can then appropriate it if it is going to be one or two people. Mr. Vieira stated we estimated \$18,000 it was \$100 per day and that is \$25 per hour. One person two hours a.m. and two hours in the p.m. unless you want two people to only work one hour in the a.m. and I don't know if that would be sufficient.

Mr. Salcedo stated the approval isn't on qualifications specifically it is more a line item on how much it would cost us to put anyone out there. Mr. Vieira stated correct. Mr. Nufrio

asked is that \$25 arrived from what we currently pay for police officers for games. Mr. Vieira stated that the jobs in blue are \$25 an hour. Mr. Nufrio stated so technically this \$18,000 would cover it – we may have a little less money if we decided a certain number of hours. Mrs. Zuena stated the only thing is that we would have to have approval from the Police Department because right now they have 4-hour shifts and I know they do make exceptions for Bed and Bath have shorter shifts – we just have to have approval from them to do two hours in the morning and two hours in the afternoon; rather than the four-hour shift. Mr. Nufrio asked are these officers that are off duty? Mrs. Zuena stated they would be jobs in blue – so they are off duty. I think that you have a lot more clout by having an officer there – someone in a uniform then a teacher that is trying to tell you which way to go. Mr. Monge stated let's take the \$18,000 – why can't we just remove that because the \$18,000 is just an assumption any way. This is what I think is throwing the discussion off. It should be an officer and if we pay \$25,000 if that is the solution. Mrs. Zuena stated even if it is an officer, the cost is \$25.00 an hour so if you can get two hours in the morning and two hours in the afternoon – it is only \$100 a day – so that would be one officer for the school year - \$18,000 basically you would need to take off the second person if that is a concern you are having. Mr. Monge stated that we are approving the dollar amount as well. Mrs. Zuena stated as of now that is what it says.

Dr. Francis asked is it budgeted or not? Mr. Vieira stated not budgeted. Mr. Nufrio stated this wouldn't commence until when? Mr. Tatum stated it would commence as we move forward with the plan. Certainly there is no timeline right now. But the sooner we get someone out there the better because there is an apparent issue. In consideration for the dollar amount, we may be able to tap into retired police officers that may have a close relationship with the police department and can provide some level of security. We may want police officers that work with our schools that are very well known throughout the Town. The bottom line is that is a little more research that needs to be done and even more important maybe we should start it this year as pilot and move forward next year. May be we start with one person at \$18,000 and assess it as we go along to whether or not we need a second person and also a dollar amount that is more feasible and then put it in the budget as a working position. Mr. Nufrio stated so O-11 is exclusive of this plan. Mrs. Zuena stated it is part of the plan. Mr. Nufrio stated but it still needs to go through the Town for approval. Mr. Arminio stated I don't think this one has to go through the Town. Mr. Nufrio stated this could conceivably begin a month from now. Mr. Tatum stated that may be a fair assessment and start more quickly especially if it we were using people within the school district. I know we spoke about that as a possible option and it certainly wasn't one that went over well but by the same token, it is a possibility to get us started or there might be other entities in Town that we can tap into. Maybe there are people interested that has the authority or had the authority and is well respected in the community. I think the real issue is to explore other options than determine it is going to be done by one particular group. We can have various options so that we have the option in place. Maybe by next meeting we can have some other options to present to the Board so that we can get this done as quickly as possible. Mr. Nufrio stated since this has not been budgeted it can fall under the virtue of security perhaps they may have not exhausted their budget. Mr. Vieira stated I did budget for security overtime and subs. I will find money somewhere. Mr. Tatum stated it may be in someone in uniform but not a police officer.

Mr. Arminio asked if there were any more comments or questions? None.



AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Discussion Item:

1. United Way of Greater Union County - Request for the use of Annex portion of Hamilton School for the proposed "Family Success Center", in accordance with the information appended to the minutes.

Mr. Arminio stated the discussion item, I included this not necessarily do we need to discuss it, I put it on in case there are any questions. I don't know if the Board members had time to read through the United Way of Greater Union County request for the use of Hamilton School it is quite a bit to absorb and to go through. If there are any questions we don't need to necessarily discuss it tonight, I'm sure it will be on the agenda as a discussion item again in the worksession in October. But I put it on in case you have any particular questions that may be able to be answered this evening or if you have any comments that you would like us to as a Board to consider before we go on to any other items this evening. Are there any questions regarding the United Way of Greater Union County request for Hamilton School?

Mr. Salcedo stated there were two things in expanded services that is included and what is going to be provided – substance abuse treatment, referral of services, mental health services and referral of services. I just want a better understanding of what that means at the site. Mr. Arminio stated I'm glad you are here and we will allow, even though it is not in the proper order of things can you please answer the Board members' questions.

Mr. Horne from the United Way of Greater Union County stated the program primarily provides onsite case management, parenting classes, mentoring classes or if any individual came in with a specific issue we would refer them to a provider off site. There are no direct services such as mental health and substance abuse services.

Mr. Monge stated I asked about the pregnancy testing and that was part of that – there was language in there that pertains to that as well so you would be referring folks for pregnancy testing and it wouldn't be a service provided onsite but it would still be a referral. Mr. Horne stated the partnership with the United Way has with 50 plus non-profits throughout Union County gives us the opportunity to utilize those agencies for their specific specialties and refer individuals to those organizations that we partner with for a variety of things. We also refer folks not to just non-profit organizations but to County services as well.

Mr. Nufrio stated were there any other sites that you were considering and what made you select this site. Mr. Horne stated we did an analysis of Union Township in terms of percent of poverty in residents and when we did our analysis, the status track near and around Hamilton School seemed to have the large population of individuals in need that could utilize the service. We wanted to make access to the services convenient to those persons that would utilize them. Mr. Nufrio stated is that how you normally select the site. Mr. Horne stated that is a factor. As

an example, we run a Family Success Center in Elizabeth and that center, but there are actually three, one is in the Gateway Housing Projects, another is run by an organization called Proceed that services a large Latino/Hispanic population and there is another organization called Jefferson Park Ministry that focuses on serving the Asian population. We really try to look and understand these challenges that community residents face and then match up a location and a provider that we feel will connect with those folks.

Mr. Nufrio stated those sites you indicated, are they free of charge, is there a fee that you pay for the site. Mr. Horne stated two are free of charge, the housing authority site and the site that is located within Proceed. The other site, Jefferson Park Ministry, we did get some assistance with a State grant, they are actually one of three State funded Family Success Centers that we work with. The structure of the funding, there are options for some assistance. Unfortunately, what we receive from the County doesn't provide the same level of support. Mr. Nufrio stated but it is still available through the State. Mr. Horne stated no, the State released several RFP's that the United Way responded to successfully (inaudible).

Mr. Arminio asked and the first question? Were there alternative sites? Mr. Horne stated at this juncture, once we looked at Hamilton School site, we limited our focus on that site; but prior to that we had thought through several other locations but unfortunately they were outside the catch area that we are trying to provide services to.

Mr. Nufrio stated were you cognizant of the fact that we had a dedicated building for other purposes? Mr. Horne stated I was under the impression that there were certain parts of the building that were being utilized and other areas that were not being utilized.

Mr. Layden stated I think it is a bit unorthodox to locate a Family Success Center inside of a school. Do you have any other incidences that you are locating these Family Success Center's inside a public school? Mr. Horne stated we do. In Union County, the City of Plainfield actually partnered with us and they operate their Family Success Center in one of their school buildings and we also have a partnership with Hillside where they operate inside a school.

Mr. Monge stated but that hasn't been finalized. Mr. Horne stated we are operating. Mr. Monge stated how did you do on the negotiations? And any payment at that location? Mr. Horne stated no we are not. Mr. Monge stated there is a lot of programs that have locations with schools nationally and it does happen and I think as a full Board we totally support the services and me personally and I'm sure I can speak for the rest of the Board, as a new Board member, I think Board members in general, we hear about the lack of space that we have and we hear about trying to find money to do different things, and that is the biggest challenges that we have is the lack of space and it ends up being the resources and to subsidize something, we have a lot of other things that we are being told that we have to focus on so those are the challenges that we are dealing with as Board members.

Mr. Horne stated one of the reasons we establish these entities, we partner with organizations that have like vision and one of the cores for us that we think about what we are trying to accomplish under the Family Success rubric is insuring that families have the resources to help their children become successful. One of the things that we all know is that when

children come to school and they have other challenges that impedes their ability to be successful in school. A lot of those challenges are issues faced by their parents or other family members. The model is just not the Union County, New Jersey model, the model is actually called internationally. There are several very successful models around the country where you actually look at the population of the school and the challenges that those families in that school are dealing with and you create a service strategy. That ultimately relieves stress and strain on the family and allows the family to focus on helping their children to become more successful. Part of our thought process as we roll these out is there is obviously some inconvenience but ultimately you look and hope the children get into the game and again the goal is to insure that all children have an opportunity to be successful and our research says that this structure improves the odds for some of those children to have success.

Mr. Monge stated I would definitely love to have some type of strategic partnership with such services because I personally don't see it in Union, but I definitely see the need. We have a lot to think about. Mr. Arminio stated we do have a lot to think about and a lot to absorb and hopefully by the next worksession we can come in and discuss it and possibly come to some sort of resolution that will be put on the October voting session. Mr. Nufrio asked is it possible to include this in a possible Executive Session? Mr. Arminio stated I don't think it is an Executive Session discussion item. Mr. Nufrio stated that I am only suggesting that because the building has a purpose currently and we also need to bear in mind records and personnel and confidentiality.

Dr. Francis stated I know you are partnering with the Union Township Community Action Organization. Did they offer you any space in their building? Mr. Horne stated they did not. We went through the building and looked at some of the renovations that are currently underway to expand some of their services and based upon that walk through, I did not identify the appropriate amount of space. I would say that one of the things in partnering with the organization is the wealth of services they provide and support in a large capacity. For them, it was the ability to serve more residents. I also offer as I look at the models to your point about strategic alliance, there have been opportunities for this to be utilized by the school board to seek outside funding for other things as it pertains to support and families and I think there are both State and federal grants that look to see these collaborates in place and it would favorably publish collaborations as they consider potential funding.

Mr. Arminio stated thank you very much for being patient this evening and answering our questions. Again I will remind the Board members to be prepared to discuss this at the next worksession in October.

Mr. Salcedo stated I will not be at the next worksession but reiterating Mr. Nufrio remarks and as you are considering this at the next worksession – security is one of the things for our employees. It doesn't matter who we are going to rent the Annex to, if this is a route that we are going, let's isolate it. Let's close down that door that connects the building. If we are going to rent that back part of the building if that is going to be our business model that is fine; but I would like for our employees to have control of access point. Mr. Arminio stated that safety of our students and our staff is paramount.

**PERSONNEL COMMITTEE RESOLUTIONS:**

Moved by Mr. Nufrio, seconded by Mr. Monge that the following resolutions be adopted (P-4 and P-9 were tabled until after Executive Session):

**P-1. APPROVAL OF PERSONNEL ACTIONS**

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

**P-2. AMEND SUBSTITUTE LISTS FOR THE 2015-2016 SCHOOL YEAR**

That the Board amend Substitute Lists for the 2015-2016 school year, in accordance with the information in the hands of each board.

**P-3. ACCEPT LETTERS OF RESIGNATION**

That the Board accept letters of resignation from the following staff: (a) Lisa Moniz Hutter, paraprofessional at Livingston Elementary School, effective August 18, 2015, (b) Penelope Vlastaras, teacher assistant at Washington School, effective September 8, 2015, (c) Maria Vinci, leave replacement teacher at Connecticut Farms Elementary School, effective September 2, 2015, (d) Danielle LaConti-Roe, school psychologist for the District, effective October 19, 2015, (e) Lina Blanchet, teacher at Kawameeh Middle School, effective September 1, 2015, (f) Susan Colonna, teacher assistant at Jefferson, effective September 2, 2015, (g) Dennis Mann, maintenance department, for the purpose of retirement, effective November 30, 2015, (h) Sophy Cherukara, teacher assistant at Kawameeh Middle School, effective September 2, 2015, (i) Andrew Esposito, teacher assistant at Battle Hill Elementary School, effective September 7, 2015, (j) Christopher Palao, special services teacher assistant at Battle Hill Elementary School, effective September 2, 2015.

**P-4. APPROVE LEAVES FOR STAFF – tabled until after Executive Session**

**P-5. APPROVE CHANGE OF SALARY CLASS (EFFECTIVE SEPTEMBER 2015)**

That the Board approve the Change of Salary Class (effective September 2015), in accordance with the information appended to the minutes.

**P-6. APPROVE HELENE SARNELL TO PROVIDE SPEECH-LANGUAGE SERVICES**

That the Board approve Helene Sarnell to provide Speech-Language Services at the rate of \$85/hr. (not to exceed \$12,240) for the 2015-2016 school year.

**P-7. APPROVE LIST OF STAFF MEMBERS SALARIES FUNDED IN PART BY NCLB FY16 GRANT**

That the Board approve the list of staff members whose salaries are funded in part through the districts' NCLB FY16 grant, in accordance with the information appended to the minutes.

**P-8. APPROVE HEATHER BORMAN TO REPLACE TOMMY HARRELL ON 8<sup>TH</sup> GRADE SCIENCE CURRICULUM WRITING TEAM**

That the Board approve Heather Borman to replace Tommy Harrell on the 8<sup>th</sup> Grade Science Curriculum Writing Team for 2015-2016 at the rate of \$20/hr for 15 hours (not to exceed \$300).

**P-9. APPROVE MANUEL E. VIEIRA AS INTERIM BOARD SECRETARY – tabled until after Executive Session**

Mr. Arminio stated permit me to remove P-9 from the agenda and it will be tabled to a future time that we can discuss it and vote on it. Questions, comments or discussion?

Dr. Francis stated I believe at the last work session meeting we said that P-9 which we are tabling – we have to have someone in place to sign and have their names on checks. Mr. Damato stated that is correct, by October 1<sup>st</sup>. Dr. Francis stated so we have to do something about it quickly – within the next two weeks. Mr. Damato stated I knew this wasn't going to be my last meeting.

Mr. Layden stated P-9 which is being tabled do we need to take a vote on that? Mr. Arminio stated I just removed it.

Mr. Nufrio stated I have a question on P-4. Without mentioning names, I believe the committee fully discussed an individual last week in our committee meeting and I believe we were left with the impression that the approval was not going to be granted because of previous other length of time that this person was granted leave. May I ask what exactly took place since then. Mr. Damato stated it is a valid question but I would want to talk about it in Executive Session. Mr. Arminio stated P-4 will also have to be tabled until we come back from Executive Session. Mr. Damato stated that is correct.

Mr. Arminio asked if there were any questions and/or comments on P-1 to P-3 and P-5 to P-8?

VOTE FOR AGENDA ITEMS: P-1, P-2, P-3, P-5, P-6, P-7, P-8

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

**POLICY COMMITTEE:**

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

**POL-1. POLICY 2224 – NONDISCRIMINATION/AFFIRMATIVE ACTION**

That the Board approve Policy 2224 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

**POL-2. POLICY 3542.1 – WELLNESS AND NUTRITION**

That the Board approve Policy 3542.1 – Wellness and Nutrition, in accordance with the information appended to the minutes.

**POL-3. POLICY 4111 – RECRUITMENT, SELECTION AND HIRING**

That the Board approve Policy 4111 – Recruitment, Selection and Hiring, in accordance with the information appended to the minutes.

**POL-4. POLICY 4111.1/4211.1 – NONDISCRIMINATION/AFFIRMATIVE ACTION**

That the Board approve Policy 4111.1/4211.1 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

**POL-5. POLICY 4119.26/4219.26 – ELECTRONIC COMMUNICATION BY SCHOOL STAFF**

That the Board approve Policy 4119.26/4219.26 – Electronic Communication by School Staff, in accordance with the information appended to the minutes.

**POL-6. POLICY 4211 – RECRUITMENT, SELECTION AND HIRING**

That the Board approve Policy 4211 – Recruitment, Selection and Hiring, in accordance with the information appended to the minutes.

**POL-7. POLICY 5120 – ASSESSMENT OF INDIVIDUAL NEEDS**

That the Board approve Policy 5120 – Assessment of Individual Needs, in accordance with the information appended to the minutes.

**POL-8. POLICY 5141 – HEALTH**

That the Board approve Policy 5141 - Health, in accordance with the information appended to the minutes.

**POL-9. POLICY 5145.4 – EQUAL EDUCATIONAL OPPORTUNITY**

That the Board approve Policy 5145.4 – Equal Educational Opportunity, in accordance with the information appended to the minutes.

**POL-10. POLICY 6121 – NONDISCRIMINATION/AFFIRMATIVE ACTION**

That the Board approve Policy 6121 – Nondiscrimination/Affirmative Action, in accordance with the information appended to the minutes.

**POL-11. POLICY 6142.4 – PHYSICAL EDUCATION AND HEALTH**

That the Board approve Policy 6142.4 – Physical Education and Health, in accordance with the information appended to the minutes.

**POL-12. POLICY 6147.1 – EVALUATION OF INDIVIDUAL STUDENT PERFORMANCE**

The committee recommends and I so move that the Board approve Policy 6147.1 – Evaluation of Individual Student Performance, in accordance with the information appended to the minutes.

**POL-13. POLICY 6173 – HOME INSTRUCTION AND PROCEDURES FOR HOME INSTRUCTION**

That the Board approve Policy 6173 – Home Instruction and Procedures for Home Instruction, in accordance with the information appended to the minutes.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

**APPROVAL OF BILLS:**

Moved by Mr. Layden, seconded by Mr. Monge that Board concurs with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

**UNFINISHED BUSINESS/NEW BUSINESS/COMMENTS FROM THE PUBLIC:**

Mr. Arminio stated I want to remind the Board that at the October voting session, the second session in October, we are going to be inviting all the PTA's so please make sure that you are here so we can have some cookies and milk with the PTA Presidents or members of the PTA in an informal gathering after our regular voting session is complete. I'm encouraging the Board members, as liaisons to particular schools, to attend the open houses if you can make it. If you can't make that is fine. If you can, it would be really nice if you can get to the school that you have been assigned to or any other school for that matter – you can go to all schools if you want to. I think it is really good to show ourselves and show our concerns for the schools. I would like to just remind everyone and I know the Superintendent talked about the Mayor's 5K race this coming Sunday at 9:00 a.m. and I'm encouraging everyone to just come out to the football field around 10:00 a.m. – most of the runners will be in by then. A reminder that tomorrow evening, even though there is an open house at Washington School, Mr. Monge and I are scheduled to be at the Westwood for the NJSBA roundtable on ethics committee and all of the results of ethics hearings that the State Ethic Board made decisions on this year.

Mr. Nufrio stated I did not register, I would have liked to have gone, but it conflicted with the Washington open house. Mr. Arminio stated I understand that and I had that same conflict but I will be going late to the Westwood.

Mr. Arminio asked if there is any other old business? New business? Mr. Monge stated two things, on the website there is Commissioner Hesper's letter and that is posted on there and it is concerning student participation and State-wide assessment program for PARCC and folks grabbed that and said what the heck is this but then I looked at the school sites and it is nowhere to be found. One is December 9<sup>th</sup> and I think that all of us as Board members, we should all read and I know that last year was the first year and we had a lot of challenges which is understandable. This year we have to get ahead of this storm. I think we should all read this

letter and I would love to have this as part of a discussion and try to translate this and we really need to polish these actions as we approach the PARCC issue (inaudible). The other thing is school supplies – I know we have our challenges and I'm not sure if the parents have the same challenges, a lot of the school supply lists come out when kids get into school and you go out and try to buy school supplies and you can't get them so that has become a challenge and I have heard a couple of different times where teachers are trying to have school supplies on time to grade so I think this is something that we have to do one of two things. One is getting a school supply list earlier and I know some people have done that or having a consideration that sometimes supply and demand works against you sometimes and of course a kid to get the ability to get extra points is a bonus. Mr. Tatum stated this is something that we will have to talk a little more about and in particular circumstances because we all agree being tied to particular items such as that I don't think we even know specifically what they need because different teachers have different supplies required. Teachers are allotted a dollar amount toward the purchase of additional supplies for their classes. Mr. Monge stated Office Depot doesn't have the supplies they are the folks that were running out of loose leaf paper and stuff like that. Mr. Tatum stated I don't know if this has anything to do with us starting school a little later this year as well because I don't know if people ran out but the start dates varied around the State this year. I don't know if it has any effect at all. Mr. Monge stated if we can get supply lists out earlier. Mrs. Zuena stated half the problem is that from K-5, you always got the supply list, but when you go to middle school and high school it is the recommendation of the teacher so there would never be able to be provided to us before hand and you never are going to get it from middle school before the first day of school. Mr. Monge stated we should tie it to grades. Mrs. Zuena stated I agree to that. Mr. Monge stated I'm not putting a blame on but when you can't find supplies that is all I'm saying.

Mr. Arminio stated any more new business? Mr. Layden stated we had an IT audit a while back and I just want to know what the follow up is. Mr. Tatum stated Dr. Lishak has done a lot of work on that and she has been doing the communications but I can tell you that we are in the phase of looking at the personnel and I think that was done today so we are moving forward with that process. I don't know how many more steps that we have to go. Dr. Lishak stated I spoke to the representative last Wednesday and she said that once they finish their personnel, they have to go through a number of them today and some tomorrow and they are saying to me now once that portion is completed, we should have our full report in the next two weeks.

Mr. Arminio stated so by the work session for sure we will have something that we can discuss. So they will have recommendations in that report.

Mr. Arminio asked if there are any comments from the public? Jill Hall stated at the risk of making Mr. Damato's last meeting the longest meeting of his career, I wanted to extend my personal congratulations on his retirement and I want to wish you the best. I also want to thank the Board for the tremendous sensitivity that they showed on the resolution regarding the VGO and it is a testament to all the reasons why I am so proud to always say that I work here because you look at things and you always have the interest of the kids first and foremost every time without exception and I don't know that we recognize that in you enough so thank you. Lastly, this is on the website, September 28<sup>th</sup> at Kawameeh Middle School at 7:00 p.m. and there will be a presentation called "Always Connected". Sgt Rich who works with a group called "Stop It"



and he discusses issues with relation to internet safety and digital footprinting. He was at Jefferson School last year. It was a good turnout and hoping to get a better turnout this year. He is going to be talking about everything from how everything that students posts is public and permanent despite what they may think and also have moving forward now especially high school students, recruiters and college admission people are starting to look at social media when they are making assessments with regard to hiring and college initiative. He is a very dynamic speaker and he has been on Good Morning America and Nancy Grace. He travels internationally; but Union was the first district to get a presentation so he always likes to come back here and present for us and I see him nine or ten different times and because this social media is changing so much and quickly, the presentations change every time. He is very up to date. Kawameeh auditorium September 28<sup>th</sup> at 7:00 p.m. and the information is relevant from Pre-K to all the way through college.

Mrs. Zuena asked does he only speak to parents? Miss Hall stated he will be at Kawameeh that day to do a presentation to the students and that is a different presentation than the one for the parents. The evening is just for the parents because it is a little bit more information for the parents.

Mr. Arminio asked if there were any more comments from the public? Chris Capodice stated I am the President of the UTEA. I am very honored and very fortunate to sit in front of the Board of Education for my fourth year in a row and simply say that we have had a very successful first day of school and I am very proud about that and I think the teachers are energized and excited that we all had that first day of school excitement and it was quite a nice feeling.

I do have some UTEA business that I would like to discuss with regards to last year and some for this year. First of all, as far as last year, we were very successful in negotiating our contract; however, there are supplemental retro checks that have not been issued yet – this is in regard to supplemental pay for one specific area of our association and I'm hoping I can speak with someone in payroll to get that taken care of because that still remains. The second item to talk about was the actual contract. The last time I addressed the Board of Education in the summer, we were at the point where the Board of Educations' attorney was still creating the documents to be printed for the contract and we have not yet hear from the Board of Education Attorney and once that document is presented and confirmed by our side and then we can send that off to be printed. I have not heard anything yet. I would also like to respectfully remind the Board of Education, it is another item from last school year, we have a Grievance 15-3 that we are waiting for a Board of Education response to and again I'm not really sure about the timeline but I'm not sure if that is due yet or overdue; but if you can look at that and if you could respond, I would appreciate that. Moving to this year, unfortunately, the Association had to file four grievances. Three at the supervisor level and one at the principal level; this was not something that any of us was looking forward to; there is a timeline that we have to follow and we looking forward to a response but these are unfortunate and these are contract violations and we are looking for a response and again it wasn't really the start of the school that we really hoped for.

Mr. Arminio stated we will take these items and appropriate them to the appropriate individuals. Any other comments from the public? None.

**MOTION FOR EXECUTIVE SESSION:**

Moved by Mrs. Zuena, seconded by Mr. Nufrio that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) personnel matters. 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 interest 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: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Mr. Arminio stated that we will be coming back to public session if anyone would desire to stay around.

**MOTION TO RETURN TO PUBLIC SESSION;**

There being no further business before the Board it was moved by Mr. McDowell, seconded by Mr. Monge that the Board return to public session. All present voting Yes.

MOTION CARRIED

Mr. Arminio stated that we are back in public session at 11:25 p.m.

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

**P-4. APPROVE LEAVES FOR STAFF**

That the Board approve leaves for the following staff: (a) Marissa Spies, paraprofessional at Union High School, maternity and family leave, effective October 5, 2015 and with a return date of March 11, 2016, (b) Rosemary Parson, school social worker at Battle Hill Elementary School, maternity leave, effective September 25, 2015 through December 22, 2015, (c) Kristen Leigher, teacher of special services at Burnet Middle School, sick, maternity and family leave, effective October 13, 2015 and with a return date of December 7, 2015, (d) Asimina Niotis, transportation driver, leave of absence, effective September 8, 2015 to October 15, 2015, (e) Kristal Phillips, art teacher at Union High School, maternity and family leave, effective November 17, 2015 and with a return date of April 27, 2016, (f) Lauren Dougherty, English teacher at Kawameeh Middle School, maternity leave, effective November 9, 2015 and with a return date of February 23, 2016, (g) Linda Steeb, teacher at Kawameeh Middle School, extension of leave on unpaid intermittent family leave through June 3, 2016, (h) Susan Kornblum, teacher at Washington School, paid sick leave, effective September 2, 2015 and with a return date to be determined, (i) Christina Leung, music teacher at Franklin School, maternity and unpaid family leave, effective November 16, 2015 and with a return date of April 14, 2016, (j) Roseanne Borges, math teacher at Union High School, intermittent unpaid family leave for the 2015-2016 school year (September 1, 2015 to June 30, 2016), (k) Alina Loguidice, pre-kindergarten teacher at Hannah Caldwell School, maternity and unpaid family leave, effective

January 4, 2016 and with a return date of May 2, 2016, (l) Jane Colford, teacher at Franklin Elementary School, extension of unpaid family medical leave, with a tentative return date of February 1, 2016, (m) Maura Golding, teacher at Washington School, unpaid family leave, effective immediately for the entire 2015-2016 school year.

P-4 (a) to (l)

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

P-4 (m)

AYE: Dr. Francis, Mr. Layden, Mrs. Zuena, Mr. Arminio

NAY: Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo

ABSTAIN: None

MOTION WAS CARRIED

Mr. Damato stated that is 4-4 vote on (m). Mr. Arminio stated so (m) does not pass.

Moved by Mr. Nufrio and stated P-10 should actually be P-9, seconded by Mr. Salcedo that the following resolution be adopted:

P-9. APPROVE MANUEL E. VIEIRA AS INTERIM BOARD SECRETARY

That the Board approve Manuel E. Vieira as the Interim Board Secretary, effective October 1, 2015.

Mr. Arminio asked does anyone have any comments or questions? Does anyone want to amend this resolution? Dr. Francis stated yes – Fernanda Manochio. Mr. Arminio stated you want to change the name and amend the resolution to Fernanda Manochio.

Moved by Dr. Francis, seconded by Mr. Nufrio, that P-9 be amended to reflect Fernanda Manochio as Interim Board Secretary:

P-9. APPROVE FERNANDA MANOCHIO AS INTERIM BOARD SECRETARY

That the Board approve Fernanda Manochio as Interim Board Secretary, effective October 1, 2015.

Mr. Nufrio asked if it should pass that Manny becomes the Interim Board Secretary it should really reflect his full title. Mr. Damato stated he would be the Interim Board Secretary, you are not changing his contract. Mr. Nufrio asked how is his title going to be indicated? Mr. Damato stated it would Business Administrator/Interim Board Secretary. Mr. Nufrio asked why can't we put that in here. Mrs. Zuena stated he is already the Business Administrator, we are not voting on that. That is his title already. Mr. Damato stated correct. Mr. Nufrio stated so you don't have to change the verbiage. Mr. Damato stated I don't think so. Mr. Monge stated we are talking about interim BA/BS I thought. Mrs. Zuena stated we are only talking about an Interim Board Secretary that is the only position on the table. Mr. Arminio stated this is called a point of order. We are just talking about the wording but we have an amendment that needs to be voted

on. Mr. Damato stated we are voting on the amended resolution. Mr. Arminio stated we are only voting on the amended resolution with the name of Fernanda Manochio. Any questions or comments? None

AYE: Dr. Francis, Mr. Monge, Mr. Nufrio, Mr. Arminio

NAY: Mr. Layden, Mr. McDowell, Mr. Salcedo, Mrs. Zuena

ABSTAIN: None

MOTION WAS CARRIED

Mr. Damato stated it is a 4-4 vote. You can move Manny again and take a vote. Dr. Francis stated can Greg vote. Mrs. Zuena stated doesn't Greg get to vote? Mr. Damato stated somebody has to make a motion. Greg does not get to vote. Mr. Arminio stated he is a member of the Board but a non-voting member. Mr. Damato stated the Superintendent has the right to participate and sit in all meetings of the Board. If you have an executive session, you cannot exclude him. You can't exclude him from a Board meeting. He has the right to sit there and listen to everything that goes on but he does not have the right to vote. Only the elected nine Board members have the right to vote. Mr. Arminio stated we have an amendment that is deadlocked at 4-4. We can vote on the original resolution or we can have a special meeting.

Mr. Layden made a motion that we vote on the first resolution approving Manny but I don't think our Board can be in a deadlock or stalemate with something this important as the Board Secretary. Mr. Arminio stated I don't think so. I don't like it that it is 4-4. Mr. Layden stated we have to be able to agree. Mr. Arminio stated it would have been nice for Lois to be here we wouldn't have had this problem at all; unless she abstained. Mr. Nufrio stated for the sake of getting this done. I would like to amend my vote. Mr. Damato stated there needs to be a second.

Moved by Mr. Layden, seconded by Mr. Salcedo, that the following resolution be adopted:

Mr. Arminio stated now discussion on the original resolution which states that Manny Vieira be the Interim Board Secretary. Dr. Francis stated should it also say with no additional cost to the District. Mr. Armino stated yes. Mr. Damato stated yes we can put that in. Mr. Arminio stated besides amending it to read "no additional cost to the School District", can we put a limit to the interim part til maybe a new Board is sworn in. Mr. Damato stated you can revisit this anytime you want. I don't know why you would want to put a limit in the resolution. It would be non-binding because if someone makes a motion to change it at some future meeting, they can do that or the President can add a resolution for whomever. Mr. Arminio stated now we are going to vote on the original resolution. Mr. Damato stated the mover has graciously agreed to amend the resolution/motion to include "at no additional cost to the School District" and now it is ready for a vote. Mr. Layden stated I agree. Mr. Nufrio asked for a clarification of what we are voting on. Mr. Arminio stated we are voting for the following: The Superintendent recommends, the committee concurs and I so move that the Board approve Manny Vieira as the Interim Board Secretary, effective October 1, 2015, at no additional cost to the School District".

**P-9. APPROVE MANUEL E. VIEIRA AS INTERIM BOARD SECRETARY**

That the Board approve Manuel E. Vieira as the Interim Board Secretary, effective October 1, 2015, at no additional cost to the School District.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

**MOTION WAS CARRIED**

**MOTION TO ADJOURN:**

There being no further business before the Board, it was moved by Mr. Nufrio, seconded by Mr. Salcedo that the meeting be adjourned at 11:35 p.m. All present voting Yes. **MOTION WAS CARRIED**

Respectfully submitted,

**MANUEL E. VIEIRA  
INTERIM BOARD SECRETARY**