

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – AUGUST 22, 2017

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, August 22, 2017 at 7:30 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey 07083.

Mr. McDowell called the meeting to order at 7:30 p.m. and stated that this meeting was being televised tonight.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Nancy Zuena

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

Mr. Monge read the Mission Statement of the District.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS:

Susan Lipstein stated questions on E-11 to E-15 because it is special education – is this new or the usual. Mrs. Moses stated it is an establishment so it will be added. Mr. McDowell stated Mrs. Conti is not here tonight. Mr. Tatum stated what we have here is a number of classes/programs have been added and some have been dropped and it is very common this time of the year. Sometimes because of the location of the program – otherwise it could be a situation where a child’s program is moving to Jefferson School from an elementary school or middle school to the high school and then you might see that program may be collapsed and bring another program in for that group of students and a new program is established at that location. Mrs. Lipstein stated if you could have her email me. I know you do that all the time. The CBI program is something we had before. If there is anything new she can let me know.

E-21 which is professional development for Rutgers – does anyone know what they were covering. Is this something other schools may be interested in? Mrs. Moses stated this will be a part of a PD that will take place September 6<sup>th</sup> at Hannah Caldwell on literacy and writing so that is a PD for Hannah Caldwell teachers.

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mrs. Williams, that the following minutes be approved:

Mrs. Cappiello was asked to go through prior meetings to see who was in attendance.

Mr. McDowell stated point of order, if you were absent but you read the minutes, can you vote? Mr. Griggs stated it is not a good idea. If you were not here you should abstain.

June 13, 2017 – worksession

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

NAY: None

ABSTAIN: Mr. Arminio

MOTION CARRIED

June 20, 2017 – regular meeting and executive session

AYE: Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: Mr. Arminio, Dr. Francis, Mr. Nufrio

MOTION CARRIED

June 27, 2017 – special meeting

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

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

REQUEST FROM MARANATHA CHRISTIAN FELLOWSHIP

Request from Maranatha Christian Fellowship, Newark, New Jersey, a non-profit organization, requesting use of a school facility on October 8, 2017 for their annual seminar.

LETTER OF RESIGNATION – NUNEZ

Letter of resignation from Maria Nunez, resource program in-class teacher-Union High School, effective September 1, 2017.

LETTER OF RESIGNATION - ALVAREZ

Letter of resignation from Susana Alvarez, Spanish teacher-Burnet Middle School, effective September 1, 2017.

REQUEST FOR LEAVE – BENINATO

Request for paid maternity/unpaid FMLA/NJFLA leave (concurrently) from Danielle Beninato House, kindergarten teacher-Hannah Caldwell Elementary School, from September 18, 2017 and with a return date of January 16, 2018.

REQUEST FOR EXTENSION LEAVE – O’HOLLA

Request for extension of unpaid non-FMLA maternity leave from Laura O’Holla, teacher-Jefferson School, new return date of January 3, 2018.

UPDATE TO LEAVE – MINNOIA

Update to request for paid maternity/unpaid FMLA/NJFLA (concurrently) from Francesca Minnoia, resource room teacher-Battle Hill Elementary School, new return date of February 1, 2018.

LETTER OF RESIGNATION – PARSON

Letter of resignation from Rosemary Parson, school social worker-Battle Hill Elementary School, effective September 1, 2017.

REQUEST FOR EXTENSION OF LEAVE – MARSHALL

Request for extension of current paid medical leave followed by unpaid FMLA from Gary Marshall, custodian-Burnet Middle School, with a new return date of October 1, 2017.

REQUEST FOR CONTINUATION OF LEAVE – DiMUZIO

Request for continuation of unpaid non FMLA maternity leave from Julie DiMuzio, teacher-Hannah Caldwell Elementary School, with a new return date of September 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – McCARTHY

Request for extension of unpaid FMLA/NJFLA (concurrently) from Courtney McCarthy, teacher-Franklin Elementary School, with a new return date of December 1, 2017.

REQUEST FOR EXTENSION OF LEAVE - DOWLING

Request for extension of unpaid FMLA/NJFLA (concurrently) from Nikki Dowling, English teacher-Kawameeh Middle School, with a new return date of November 1, 2017.

REQUEST FOR LEAVE – MURPHY

Request for paid maternity followed by unpaid FMLA/NJFLA (concurrently) from Alison Murphy, kindergarten teacher-Hannah Caldwell Elementary School, from October 19, 2017 to March 26, 2018.

REQUEST FOR LEAVE - HOCTOR

Request for paid maternity followed by unpaid FMLA/NJFLA (concurrently) from Deirdre Hoctor, resource room teacher-Union High School, from October 23, 2017 and with a return date of March 16, 2018.

REQUEST FOR CONTINUATION OF LEAVE – METTA

Request for continuation of FMLA leave from Gina Metta, math teacher-Kawameeh Middle School, with a new return date of December 1, 2017.

LETTER OF RESIGNATION - NOWIK

Letter of resignation from Elizabeth Nowik, music/vocal teacher-Franklin Elementary School, effective September 1, 2017.

LETTER OF RESIGNATION – SEQUEIRA

Letter of resignation from Nicole Sequeira, English teacher-Burnet Middle School, effective September 1, 2017.

LETTER OF RESIGNATION – MAURO

Letter of resignation from Cheryl Mauro, paraprofessional-Washington Elementary School.

REQUEST FOR CONTINUATION OF LEAVE – FOX

Request for continuation of FMLA leave from Patricia Fox, bus driver-transportation department, with a new return date of October 12, 2017.

REQUEST FOR LEAVE – REID-ANGLIN

Request for unpaid non FMLA maternity leave from Tiffany Reid-Anglin, paraprofessional-Franklin Elementary School, from September 1 2017 and with a return date of October 16, 2017.

REQUEST FOR INTERMITTENT LEAVE – STEEB

Request for intermittent FMLA leave from Laura Steeb, teacher-Burnet Middle School, from September 1, 2017 through December 1, 2017.

LETTER OF RESIGNATION, FOR PURPOSE OF RETIREMENT – JAROSSI

Letter of resignation, for purpose of retirement, from Laura Jarossi, Library/Media Specialist Union High School, effective December 31, 2017.

SUPERINTENDENT’S REPORT:

1. Annual HIB Report – January 2017 to June 2017 (2<sup>nd</sup> reporting period)
2. NJ Department of Education HIB Self-Assessment Grades

Mr. Tatum stated as I mentioned last month we will have the annual HIB report for period 2. I will also give information on the New Jersey Education HIB Self-Assessment of our

schools and finally I will talk about some upcoming dates within the course of ending the summer and opening the schools.

HIB Report Annual – January to June 2017 – total completed reports were 35; status of investigations were 13 yes, 22 no and none pending. The nature of HIB based on protective categories. Some of these categories can be in more than one category. The total of one incident for color, one for origin, two for sexual orientation, one for mental, physical or sensory disability and 9 for other distinguishing characteristics. The names of our investigators within the District are Tara Colandrea, Jill Hall, Karen Hoffman, Erin Jackson, Kim Morano, Jennifer Parkhurst, Monika Roberts, Ingrid Soares, Janete Tramuta, Lucille Williams, Madeline Wenz.

Type and nature of support services and/or discipline imposed – change of environment 2 HIB, counseling services 9 non-HIB, detention 1, educated 2 and 4 under non-HIB, group counseling 2 under non-HIB, in-school suspension 2, mediated 1, monitored 2 and 6 under non-HIB, out-of-school suspensions 3 and 1 under non-HIB, parent conference 1, no police notifications and no warnings given.

Other programs – districtwide and building based: PBSIS which is ongoing in the District – March Madness, Disability Awareness Week in May, new kid assembly at Jefferson, collaborating with health classes, week of respect activities/unity day, family resource fair at Connecticut Farms, leader in me at Jefferson and Franklin, peer mediation programs, peer leadership programs, NJCAP parent workshops which is sponsored by special services which is ongoing for years in the District, power of one assembly at Battle Hill, random acts of kindness week in February, schoolwide incentive programs, lunch bunch, classroom lessons monthly, service learning, no name calling week in January, small group anger management, social skills for new students, school spirit week with themes of respect.

Trainings districtwide/building based: school safety team meetings, trauma based care workshop, transgender workshop series, district wide anti-bullying specialist meetings, social emotional learning overview. You will hear more about social/emotional learning as continue throughout the course of our next school year.

The self-assessment is imposed by the State of New Jersey at each of our schools. Each school is ranked itself on points of 78 points and the minimum score that is given to meet all necessary requirements is 50. The total District score was 71.8 out of 78. Battle Hill – 65; Burnet – 72; Connecticut Farms – 65; Franklin Elementary – 72; Hannah Caldwell – 71; Jefferson – 75; Kawameeh Middle School – 74; Livingston Elementary – 74; Union High School – 78 and Washington – 72. That concludes the portion of the HIB.

During the remaining months there will be additional student orientations at all of our District schools. All information is on the District website. Any questions contact Administrations at the school, they will be in on Friday.

Re-registration 750 remain ineligible to attend school in September because they have not re-registered. Our final re-registration will be Monday, August 28 through Thursday, August 31<sup>st</sup>. Parents may come to the administration building between 11 a.m. and 1 p.m. and 5 p.m.

and 7 p.m. to complete re-registration. There will be a Town-wide meeting for professional and support staff on Tuesday, September 5<sup>th</sup> beginning at 8:30 a.m. at the high school. Board of Education members and community members are welcome to attend that event.

Professional development will be on Wednesday, September 6<sup>th</sup>. The first day of school for all of our students is September 7<sup>th</sup>. We will resume our planning committee meetings on Tuesday, September 26<sup>th</sup> at 6:30 p.m.

Mr. McDowell asked if the Board members had any questions on the Superintendent's Report. Mr. Monge stated the students that have not registered to date. It was stated before that about 42 were out-of-district students and we had a mad rush of about 50 kids today. We are preparing for the potential mad rush that didn't follow through on the registration. Mr. Tatum stated we may have to consider that there will be new students as well.

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

##### E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period September 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

##### E-2. APPROVE REIMBURSEMENT TO PARENT

Approve reimbursement to parent from July 1, 2017 through June 30, 2018 from the Gateway School, Carteret, New Jersey at a rate of \$11.50 per day, in accordance with the non-public information appended to the minutes.

##### E-3. APPROVE SCHOOL HEALTH STANDING ORDER – 2017-2018

Approve School Health Standing Orders for the 2017-2018 school year, in accordance with the information appended to the minutes.

##### E-4. APPROVE REPORT REQUIRED BY NJDOE OF HIB – JANUARY 2017-JUNE 2017

Approve the Township of Union Public Schools June report presented by the Superintendent as required by the New Jersey Department of Education of Harassment, Intimidation and Bullying (HIB). The report provides the public with the information collected from January 2017 through June 2017 as well as the number of incidents per school building, status of investigations, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building programs and assemblies during the time period.

##### E-5. APPROVE SCHOOL SELF-ASSESSMENT – JULY 1, 2016-JUNE 30, 2017

Approve School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2016 through June 30, 2017 for submission to New Jersey Department of Education by September 30, 2017, in accordance with the information appended to the minutes.

E-6. APPROVE CHILD OF EMPLOYEE #11529 TO ATTEND SCHOOL

Approve child of Employee #11529 to attend Union Township Public Schools for the 2017-2018 school year, tuition free, in accordance with the non-public information appended to the minutes.

E-7. APPROVE NJ DEPARTMENT OF CHILDREN AND FAMILIES REGIONAL SCHOOL TUITION CONTRACT AGREEMENT

Approve the State of New Jersey's Department of Children and Families Regional School Tuition Contract Agreement, in accordance with the non-public information appended to the minutes.

E-8. APPROVE I&RS MEMBERS – 2017-2018

Approve I&RS members for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-9. APPROVE SCHOOL IMPROVEMENT PLANNING COMMITTEE – 2017-2018

Approve the School Improvement Planning Committee for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-10. APPROVE CODE OF CONDUCT AND CORE VALUES – 2017-2018

Approve Code of Conduct and Core Values for the 2017-2018 school year, in accordance with the information appended to the minutes.

E-11. APPROVE ESTABLISHMENT OF PROGRAM – BATTLE HILL

Approve the establishment of an Elementary Special Class Program Learning/Language Disabilities, mild/moderate, at Battle Hill Elementary School, effective September 7, 2017, in accordance with the information appended to the minutes.

E-12. APPROVE ESTABLISHMENT OF PROGRAM – UHS

Approve the establishment of a Secondary Special Class Program: Multiple Disabilities at Union High School, effective September 7, 2017, in accordance with the information appended to the minutes.

E-13. APPROVE RE-ESTABLISHMENT OF PROGRAM – UHS

Approve the re-establishment of a Self-Contained Autism program at Union High School, effective September 7, 2017, in accordance with the information appended to the minutes.

E-14. APPROVE ELIMINATION OF PROGRAM – UHS

Approve the elimination of a Secondary Special Class Program: Cognitive Impairments, Moderate at Union High School, effective September 7, 2017, in accordance with the information appended to the minutes.

**E-15. APPROVE ELIMINATION OF PROGRAM – LIVINGSTON**

Approve the elimination of the Resource Program – In-Class Support, In-Class Replacement for first grade at Livingston Elementary School, effective September 7, 2017, in accordance with the information appended to the minutes.

**E-16. APPROVE COMMUNITY-BASED INSTRUCTION (CBI)**

Approve the following community-based instruction (CBI) site for the 2017-2018 school year: (a) Union High School Cafeteria, administered by ARAMARK, located at 2350 North Third Street, Union, New Jersey 07083.

**E-17. APPROVE NJTIP-RUTGERS TO PROVIDE TRAVEL INSTRUCTION**

Approve NJTIP at Rutgers to provide travel instruction (bus/train) per students' IEPs for the 2017-2018 school year (not to exceed \$14,300), in accordance with the information appended to the minutes.

**E-18. APPROVE EDUCATION INC. TO PROVIDE BEDSIDE INSTRUCTION**

Approve teachers employed through Education Inc. to provide bedside instruction for District students on an "as needed" basis for the school year 2017-2018 (in the amount not to exceed \$8,000), in accordance with the information appended to the minutes (Account #7693-11-150-100-320-01-19).

**E-19. APPROVE MUJC 2017 EXTENDED TRANSPORTATION CONTRACT**

Approve the Morris-Union Jointure Commission 2017 extended year transportation contract, in accordance with the information appended to the minutes.

**E-20. APPROVE CURRICULUM GUIDES**

Approve the following Curriculum Guides 2017, in accordance with the information appended to the minutes.

- a) Grade 4 – Social Studies
- b) Grade 5 – Social Studies
- c) Language Arts Grade 4 – Units 1 and 2
- d) Language Arts Grade 3 – Units 1 and 2
- e) Kindergarten Social Studies
- f) Science Grade K
- g) 5<sup>th</sup> Grade Science
- h) Science Grade 3
- i) Grade 5 Mathematics – Curricular Frameworks Units 1-2
- j) Grade 2 Science Model Curriculum
- k) ELA Grade K - Curricular Frameworks Units 1 and 2
- l) ELA Grade 1 – Curricular Frameworks Units 1 and 2
- m) ELA Grade 2 – Curricular Frameworks Units 1 and 2



E-21. APPROVE RUTGERS TO PROVIDE PROFESSIONAL DEVELOPMENT SERVICES  
Approve Rutgers, the State University’s Center for Literacy Development, to provide two professional development services for the staff at Hannah Caldwell Elementary School, in accordance with the information appended to the minutes.

E-22. APPROVE NJ NONPUBLIC SCHOOL SECURITY AGREEMENT  
Approve the New Jersey Nonpublic School Security Agreement and resolution with the Union County Educational Services Commission for the 2017-2018 school year, in accordance with the information appended to the minutes.

Dr. Francis stepped out of meeting prior to vote.

DISCUSSION:

Mrs. Minneci stated E-17 -- to teach the special needs students on how to use public transportation – I think that is a great program for them. They will be graduating and moving out to find jobs and to be able to get out on their own, I think that is a great program.

Mrs. Regis-Darby stated I know the Superintendent just went over the self-assessment, I think we need to look at core element #3 – HIB – I think a little more PD is needed in that particular area for the 2017-2018 school year.

AYE: Mr. Arminio, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,  
Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER’S REPORT  
That the Treasurer’s Report dated July 31, 2017 be accepted.

F-2. ACCEPT SECRETARY REPORT  
That the Secretary’s Report dated July 31, 2017 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT  
Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of July 31, 2017 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

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

\_\_\_\_\_  
Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of July 31, 2017 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES

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

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

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 2017-2018 STATE CONTRACT VENDORS

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE AMENDED MAXIMUM DOLLAR LIMIT

Approve amended maximum dollar limit for professional services and public relations, in accordance with the information appended to the minutes.

F-10. APPROVE AMENDED 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPT NONPUBLIC SCHOOL NURSING AID FROM NJDOE

Accept Nonpublic School Nursing Aid from the NJDOE for the 2017-2018 school year as follows: (a) Holy Spirit School - \$16,296 and (b) St. Michael School - \$32,107 for a total of \$48,403, in accordance with the information appended to the minutes.

**F-12. ACCEPT NONPUBLIC SCHOOL TEXTBOOK AID FROM NJDOE**

Accept Nonpublic School Textbook Aid from the NJDOE for the 2017-2018 school year as follows: (a) Holy Spirit School - \$9,203 and (b) St. Michael School - \$18,132 for a total of \$27,335, in accordance with the information appended to the minutes.

**F-13. ACCEPT NONPUBLIC SCHOOL TECHNOLOGY AID FROM NJDOE**

Accept Nonpublic School Technology Aid from the NJDOE for the 2017-2018 school year as follows: (a) Holy Spirit School - \$6,216 and (b) St. Michael School - \$12,247 for a total of \$18,463, in accordance with the information appended to the minutes.

**F-14. ACCEPT NONPUBLIC SCHOOL SECURITY AID FROM NJDOE**

Accept Nonpublic School Security Aid from the NJDOE for the 2017-2018 school year as follows: (a) Holy Spirit School - \$12,600 and (b) St. Michael School - \$24,825 for a total of \$37,425, in accordance with the information appended to the minutes.

**F-15. APPROVE RODRIGUEZ NATIVO LLC**

Approve Rodriguez Nativo LLC, 114 Cornell Avenue, Rahway, New Jersey, to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (and then \$70/hr. (day rate) and \$75/hr. (after 5 p.m.) not to exceed \$2,750 for the 2017-2018 school year (Account #11-000-240-890-01-54-0060).

**F-16. APPROVE APPLICATION – PLAY UNIFIED**

Approve the school based applications to the Play Unified 2017-2018 Grant, Special Olympics for the following schools: (a) Burnet Middle School and (b) Kawameeh Middle School, in accordance with the information appended to the minutes.

*F-17. For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

**F-18. APPROVE APPROPRIATION TRANSFER**

Approve appropriation transfer in the amount of \$385,700 from Unreserved Capital Reserve to Window DW Capital Reserve 2017-2018 Project (Account #12-000-400-450-13-54-1704 x18045).

**DISCUSSION:**

Mr. Arminio stated just for your notification and the public F-11 through F-14, that doesn't cost the District any money – that comes from the Department of Education and it is not like we pay for Holy Spirit and St. Michael's – it comes from the DOE through us to them. F-16 is a tremendous grant to get for the kids at Burnet and Kawameeh and for the kids to participate in.

AYE: Mr. Arminio, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby,  
Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-2. REPORT RECEIPT OF PROPOSALS

Report receipt of two (2) proposals for video surveillance system maintenance for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-3. REPORT RECEIPT OF BIDS

Report receipt of two (2) bids for piano tuning and repairs for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-4. APPROVE AWARD OF BID – PIANO TUNING AND REPAIRS

Approve award of bid for piano tuning and repairs for the 2017-2018 school year to Glenn Paulsen.

O-5. APPROVE AWARD OF PROPOSAL – VIDEO SURVEILLANCE SYSTEM MAINTENANCE

Approve award of proposal for video surveillance system maintenance for the 2017-2018 school year to Service Works, Inc.

O-6. APPROVE EARLY CARE/AFTERCARE CONTRACTS – YMCA

Approve early care and aftercare contracts with the Gateway Family YMCA Five Point Branch for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-7. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN

Approve School Emergency Management Plan for the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

O-8. REPORT RECEIPT OF BIDS – DISPOSAL AND RECYCLING SERVICES

Report receipt of two (2) bids for disposal and recycling services for a three year period, in accordance with the information appended to the minutes.

O-9. REPORT RECEIPT OF BID – IN-GROUND LIFT IN EXISTING PIT

Report receipt of one (1) bid for the replacement of in-ground lift in existing pit, in accordance with the information in the hands of each bidder.

O-10. APPROVE AWARD OF BID – DISPOSAL AND RECYCLING SERVICES

Approve award of bid for disposal and recycling services for a three-year period to Waste Management of New Jersey (September 1, 2017-August 31, 2020).

O-11. APPROVE AWARD OF BID – IN-GROUND LIFT IN EXISTING PIT

Approve award of bid for replacement of in-ground lift in existing pit to Hoffman Services Inc.

O-12. APPROVE USE OF UHS FIELD – RELAY FOR LIFE

Approve the use of Union High School field on June 2, 2018 from 11:00 a.m. to 11:00 p.m. for the purpose of the American Cancer Society - Relay for Life event.

O-13. Reserved.

O-14. APPROVE CHANGE ORDER #3 – CEILING, LIGHTING AND FIRE ALARM REPLACEMENT AT UHS

Approve Change Order #3 – Ceiling, Lighting and Fire Alarm Replacement at Union High School from GPC Inc., to remove and dispose of spline ceiling insulation from library in the amount of \$13,250.95, in accordance with the information appended to the minutes.

O-15. APPROVE CHANGE ORDER #4 – CEILING, LIGHTING AND FIRE ALARM REPLACEMENT AT UHS

Approve Change Order #4 – Ceiling, Lighting and Fire Alarm Replacement at Union High School from GPC Inc., for bond premium due for Change Orders #1 and #2 in the amount of \$5,723.58, in accordance with the information appended to the minutes.

O-16. APPROVE ROSS HABER AND ASSOCIATES – DEMOGRAPHIC/ENROLLMENT PROJECTION

Approve Ross Haber and Associates to provide demographic/enrollment projection study for the District, in accordance with the information appended to the minutes.

Dr. Francis returned to meeting at 8 p.m.

DISCUSSION:

Mr. Nufrio stated O-16 – we met prior to the planning session to discuss that at length and all the correct responses were given for its recommendation.

Mr. Arminio stated O-12 is looking for the approval of the UHS field like we did two years ago for the Relay for Life event. This will be the third year coming up and hope that the participation of the Board and the participation of the Town is better than it was last year. The first year was rousing success but this last year it fell off a little bit and I do not know the reason for the lack of participation from the residents of the Town and all concerned. Mr. McDowell stated maybe this is one of the things our public relations department can promote a little sooner. Mr. Arminio stated it is a terrific reason for having the field used to help fight cancer.

Mr. Nufrio stated I would like to point out to the Board and public O-10 which was originally presented to the Board last month was re-visited and of course thoroughly discussed as to the selection as well – even prior to this evening’s meeting. Its selection was predicated on the efficiency and the cost factors.

Mr. Monge stated we actually pulled it last time because there was only one bid. Now we had two bids so thank you for doing that. For a point of information on O-9 which I had concern and we got clarification on while there was one bid there was actually two offers. There was a process that was followed. We got two quotes but only one official bid that came out of it. There was a competitive process which we continue to stress so thank you to the business administration. Mr. Nufrio stated within a \$30,000 - \$40,000 cost difference which we are saving the District.

Mrs. Regis-Darby stated O-6 for the aftercare – will the price remain the same for the 2017-2018 school year. Mrs. Moses stated yes, they didn’t say anything other than that. Mr. Tatum stated we haven’t received anything from them saying there is a price increase.

Mr. Monge stated since the public wasn’t part of that presentation can you give a short overview. Mr. Tatum stated for those that were not in attendance at our planning session. We had members of the YMCA here tonight and we were pleased at the fact that the YMCA actually has really upgraded their programs and they have met the challenges of that the District set for them in terms of having a program that incorporates and makes a connection to the actual school programs as well as them having support from District employees. We talked about the implementation of a program at the middle schools and they worked on that last year and we will have it in place in September. They also provide aftercare for our District students. They have really stepped up to the challenge and they have been communicating with us, the goals we set for them and the challenges that we charged them and they met them and they have exceeded them. We are pleased with them so far and they are working very diligently to get them prepared for the first day of school.

Mr. Nufrio stated they elaborated on the extension of their services in the summer which we found to be amazing because the children had to meet the criteria of attendance which was a pre-requisite of about 90% attendance. The parents were enthusiastic about it and to top it off the children were allowed to keep the books that they worked with from Scholastic. It is amazing plus because it was no extra cost to the parents or to the District. Mr. McDowell stated we have been more than satisfied with their performance.

Mr. Monge stated O-16 for point of information for Board members. As we all know there has been a lot of residential development going on in the Town and we wanted as a District to make sure that we understood the potential school impact on our school district. What this group is going to do along with collaboration with our architects and what they want to do is look at the development that has happened over the last number of years and the development that is projected in the pipeline going forward and put together enrollment projections. Not just as a whole District, but the individual schools. The architects are going to assess and there are State levels as it pertains to how many kids could be in classrooms not only for general education but also special needs classrooms. They are going to look at those projected numbers and match

them up against our schools and we will have to react accordingly as it pertains to making sure that we have the right number of kids in our classrooms.

Mr. Tatum stated these and other issues we have been talking about over the last couple of years and I'm actually working with the architects right now to look at the configurations of the grades within the District as well because that also impacts on space. As we take a closer look at the architects findings, it will also assist us in how we can configure the schools and what will maximize the most in terms of space as well as learning for children in the environments that we set. Also the potential use of Hamilton School for either some type of specialized program and/or space for a school.

Mr. Nufrio stated Mr. Tatum and Mr. McDowell it is up to you to ask Mr. Brennan to distribute the response letter from the Township. I only learned of it this evening. Mr. McDowell stated just to give everyone a preview, the demographics that Mr. Monge and others are talking about was something that we requested from the Town because the Town approves the developments. We received a letter from the Town's attorney and I will read the last sentence because it says it all in nutshell and they are abiding by some rules. It says "unfortunately, the Municipal Land Use Law does not grant the Union Township planning board the authority to require potential applicants/developers to provide studies and/or certifications regarding the impact that projects will have on our school system." Just to make you all aware, they can come in and build and they are not required to do any kind of impact study on the school system.

Mr. Nufrio stated the Board requested the Board attorney to submit a letter asking for that process predicated on what we learned to be that an impact study should be done. I'm not the lawyer here can you give us a little more information about that or is that something that is still pending. Mr. Griggs stated that is still pending. I am not going to give an opinion as to what the Board can and cannot do. Mr. Nufrio stated but were we correct on our premise. Mr. Griggs stated you were correct on the premise that when an applicant comes in before your planning board, there should be some form of due diligence on behalf of that board to determine what impacts the potential recommended development may have on your schools. That is usually the practice in other municipalities. It may very well happen here but you would have to look at each of the applications that go before the Board. I would encourage members of the Board or a representative of the Board to be present during these planning Board meetings so that they know what is coming down the pike in terms of development, particularly the larger developments. This demographic study will be very good for you in terms of projecting going forward. I cannot overemphasize that the Board should make every effort possible to be involved in the Township process as a member of the public. You are entitled to attend those meetings to witness what is brought before the planning board when it concerns an application so if you are interested you should go. If you have questions, direct those questions to the planning board. I don't know what applications are before your planning board right now.

Mr. Nufrio stated I don't understand the contradiction. Since our request was not baseless how can the response be so clear that they are not obligated to ask the petitioners/contractors to submit the report. Mr. Griggs stated I think they are citing the Municipal Land Use law. Mr. Nufrio stated isn't that a contradiction. Usually these things

shouldn't be in contradiction with each other. Mr. Griggs stated whether they should or should not, they are saying to you only the land use law there is no requirement. I haven't read the letter. I will get a copy tonight. The practical reality again is the Board needs to become a player and be present for these applications before the planning Board. Mr. McDowell stated as well as the public.

Mr. Monge stated I think if we dig a little deeper, we are going to get some contradictory information as it pertains to these developments not impacting the school. I heard that many different times. Can we formalize representation for these Town committee meetings. We have a process. Mr. McDowell stated we should have a representative to the planning board like we have representatives to the other Township committees. Mr. Monge stated the planning board seems obviously a very important piece but that communication is needed. The reality is these developments are getting tax abatements. Beyond the Board, the community needs to understand that with these tax abatements it means if you have an empty lot and you develop, your taxes are based upon the taxes on an empty lot not the improvement. This is nothing negative as it pertains to developers, the developers are going to go out there and try to develop by any means necessary. To assume that all this development is not going to affect our schools, I think is a pretty foolish assumption. We need to work as a team here with the Town and we need to be part of it but they should look for our input because we are all in it together. The schools are overcrowded and if the schools are failing, you know where the Town is going to go.

Mr. McDowell stated when we hear statements from them saying it is not going to have any affect, prove it, show me the data. That is their opinion that it is not having an effect. Mr. Monge stated we will know what those numbers are and we will plan accordingly. Mr. Nufrio stated the last time we were talking about the increased numbers of students and we are pretty full right now, I pointed out and I hope I'm still correct because I was at the time and I haven't heard to the contrary, that Roselle Park has had a building moratorium specifically because it would impact their student enrollment and they have no room whatsoever or space for adding to their existing schools. Obviously the contradiction is something that needs to be looked into further and see what prevails. Does their response prevail – the land use over what we learned to be that there is an impact. Mr. McDowell stated we will have the data. If they want to use our data they can pay for it. It is going to cost us \$8,000.

Mrs. Williams stated would that be an option to split the cost with the Township. Mr. Griggs stated I think it is something for the Board of Education, I wouldn't, that is unusual. Usually it is done by the Board of Education. Mr. Monge stated normally if you are going to have an impact on the Town, especially the schools, there are things called school impact fees so if you are going to affect a school district sight like an elementary school, what some towns impose are school impact fees and those dollars go to that particular school district. Mr. Griggs stated I would suggest not to go too much further on that. It is a little more complex than that.

Mr. Monge stated there is acknowledgement of the impact and there is ways to speak to it – let's put it that way. Mr. Griggs stated there is no requirement for an impact statement. Mr. Monge stated I'm not saying there is a requirement. There are city, states and municipalities that can dictate. If you don't have a situation like a tax abatement, if you don't have opportunities that has a right than there can be a give and take negotiation as it pertains to any development in



any city, town, municipality, state. If you are going to get a tax abatement, you want something, you got to get something and that is a negotiation. Mr. Griggs stated I want to be clear here, you are talking kind of a hypothetical other entities, municipal, governmental and things of that nature. What you are talking about is something unique and it is something which isn't under the complete control of a local municipality and planning board. Where this Board has no impact whatsoever. Mr. Monge stated I agree. Mr. Griggs stated I'm seeing this now with affordable housing in New Jersey where the law has changed and now they are enforcing that requirement for affordable housing and that is where you are seeing a good deal of what you are talking about. Again, it is really up to the municipality to determine what they do with those fees. Mr. Monge stated I agree, I'm not disagreeing; I'm just saying if there is a will there is a way as it pertains to having a thoughtful development.

Mr. Tatum stated one last final thought – I think what we have to be concerned about is the impact and the location of where the housing projects are being erected. We have to take a look at where we are currently with particular schools and areas of Town. One might say there is no impact, we are already experiencing impacts in certain buildings and areas throughout the community and the bottom line is some of those developments are going up in the same areas where we are already experiencing some overage so that is really the pertinent issue here and how do we react to that and how do we accommodate if there is an impact to that particular area of Town. At the end of this whole thing, we have to take a look at the entire District and the entire configuration of schools because that impact is going to have an influx even if it may not be at this particular juncture here but at some point in time it may impact the need of housing children in another area.

Mr. Monge stated one of our strategic plans is trying to bring our special needs kids back into the District – where are we going to put them? Mr. Tatum stated we already know that impact has already been something that we have been concerned about because we talked about space needed depending on what the program happens to be and may require a size of a classroom that houses 25 students but we can only house 7-8 in that classroom and that is going to be an impact because you have less room to house those other students. All that is going to be part of it moving forward.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

#### DISCUSSION ITEM:

Mr. Nufrio stated the first discussion item is a request from Maranatha Christian Fellowship, Newark, New Jersey, a non-profit organization, requesting use of a school facility on October 8, 2017 for their annual seminar.

Mr. Arminio asked did this same organization put in a request? Mr. McDowell stated no. Mr. Arminio asked are they asked for all fees to be waived? Are they going to pay for custodians? In the letter it doesn't say anything. Mr. Loessel stated I believe they are going to

rent the place and they are going to pay for custodial. Mr. McDowell asked did they specify a school? Mr. Arminio stated they asked for Union High School, Central 5 or one of the middle schools.

Mr. Nufrio stated I think this is something that is based on the date they are requesting, our discussion earlier with Barry, depending on the suitability of the space they are asking. Mr. Loessel stated that is one of the things we talked about at the high school. Mr. Nufrio stated we can discuss but not decide until next month. Mr. Loessel stated to get full details. Mr. McDowell stated the amount of people they expect. Mr. Nufrio stated the suitability of the auditorium or whatever else they are asking for. Mr. Arminio stated it doesn't have to be the high school, it could be Central 5. They said approximately 400. Either middle school could easily handle that and there are classrooms within a close enough area to the auditorium. Kawameeh may be better because the cafeteria is right down the stairs – where at Burnet it is a little bit further away. We don't have to vote but I think all the information that we need and if they are going to pay for the custodians and other, it is not even a resolution, we are just discussing it. Mr. Nufrio stated they will provide insurance. Mr. Arminio stated yes.

Mr. Nufrio asked will we put this on the agenda? Mr. Tatum stated if the Board so desires. Should we put it on now? Mr. Tatum stated it is part of the discussion and if you guys say it is o.k. and Barry can facilitate a building then you can have it for a resolution in September. Mr. Griggs stated I don't know how much in advance that they need to know. Mr. Tatum stated the event is October 8<sup>th</sup> so in all fairness we want to make sure that the facility is available. If we know it is something we are going to approve at the worksession and then we can notify them.

Mrs. Minneci stated I know the parking lot at Kawameeh is not so big so 400 might be too much. Mr. Tatum stated they have that lower parking lot. Mr. Arminio stated there is plenty of parking in the back.

Mr. Nufrio stated the second discussion item is the Multicultural Day Fundraising proposal from Adam Raffaele, Michael DiPaolo, Sandy Mangarella (UHS Faculty) – Saturday, November 18, 2017. Mr. McDowell stated this was for them to take a trip. Mr. Nufrio stated it is a trip to Iceland. The trip will broaden the horizon of our students. Mr. McDowell stated maybe we need a little more information about how long the students are going and be there. Mrs. Minneci stated it's on the last page. Mr. Arminio stated they are raising money to offset the costs for the students.

Mr. McDowell stated we can make this a resolution for the worksession also. So discussion items #1 and #2 will be resolutions for the September worksession.

We will get additional information from Barry and any other information we need for #2.

#### PERSONNEL COMMITTEE:

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

## P-1. APPROVE PERSONNEL ACTIONS

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

## P-2. APPROVE SUBSTITUTE LISTS FOR 2017-2018

Approve Substitute Lists for the 2017-2018 school year, in accordance with the information in the hands of each Board.

## P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/Correction</u>
Alvarez, Susana	Teacher of Spanish	Burnet Middle School	9/1/17	Resignation	
Nowik, Elizabeth	Music/Vocal Teacher	Franklin Elem. Teacher	9/1/17	Resignation	
Nunez, Maria	Resource Program In-Class	Union High School	9/1/17	Resignation	
Parsons, Rosemary	School Social Worker	Battle Hill Elem	9/1/17	Resignation	
Sequeira, Nicole	English teacher	Burnet Middle School	9/1/17	Resignation	
Mauro, Cheryl	Paraprofessional	Washington Elementary	9/1/17	Resignation	
Jarossi, Laura	Library/Media Specialist	Union High School	12/31/17	Retirement	

## P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Beninato House, Danielle	Elementary Teacher	Hannah Caldwell	9/18/17-1/15/18 Return 1/16/18	Unpaid Maternity FMLA/NJLA (Concurrently)	.
DiMuzio, Julie	Teacher-AAP	Hannah Caldwell	Extension through 6/30/18	Unpaid Maternity Leave NON fmla/njfla	P/T Teacher Original leave began 9/14/2016
Dowling, Nikki	Teacher of Language Arts	Kawameeh Middle School	Extension through 10/31/17 Return 11/1/17	Unpaid FMLA/NJLA (Concurrently)	Org. Leave began 4/3/2017

Hector, Deirdre	Resource Program Teacher	Union High School	10/23/17-3/15/18 Return 3/16/18	Paid Maternity and Unpaid FMLA/NJLA (Concurrently)	
Metta, Gina	Teacher of Mathematics	Kawameeh Middle School	Extension through 11/30/17 Return of 12/1/17	Unpaid FMLA	Org. Leave began Org. Leave began 4/24/17
McCarthy, Courtney	Elementary Teacher	Franklin Elementary School	Extension through 11/30/17 Return of 12/1/17	Unpaid FMLA/NJLA (Concurrently)	Org. Leave began 5/23/17
Minnoia, Francesca	Resource Program Teacher	Battle Hill Elementary School	Update/Extension Through 1/31/18 Return 2/1/18	Paid Maternity And Unpaid FMLA/NJLA (Concurrently)	
Murphy, Alison	Elementary Teacher	Hannah Caldwell	10/19/17-3/26/2018	Paid Maternity And Unpaid FMLA/NJLA (Concurrently)	
O'Holla, Laura	Teacher-5 <sup>th</sup> Grade	Jefferson Elementary School	Extension Return Date 1/3/18	Unpaid Maternity Leave NON fmla/njfla	Original leave began 12/1/16 FMLA time exhausted
Marshall, Gary	Custodian-2 <sup>nd</sup> Shift	Burnet Middle School	Extension through 9/29/17 Tentative return of 10/1/17	Paid Medical Leave and unpaid FMLA to follow	Original leave began 6/5/17 6/5/17 End date subject to change
Fox, Patricia	Bus Driver	Transportation Department	Continuation of leave – return 10/12/17	FMLA leave	
Reid-Anglin, Tiffany A.	Paraprofessional	Franklin Elementary School	9/1/17 – 10/15/17	Unpaid non FMLA maternity leave	
Steeb, Laura	Teacher	Burnet Middle School	9/1/2017-12/1/17	Intermittent FMLA leave	

P-5. APPROVE ATTENDANCE AT MONTHLY TRAUMATIC LOSS COALITION MEETINGS AT MUJC

Approve Dr. Brian Kaufman, school psychologist and Dutesche Aine, school social worker, attendance at monthly Traumatic Loss Coalition meetings and meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.

P-6. APPROVE ATTENDANCE AT MEETINGS AT MUJC AND UCASE

Approve Kim Conti, Director of Special Services, attendance at meetings at the Morris Union Jointure Commission and UCASE at no cost to the District for the 2017-2018 school year.

- P-7. APPROVE TRANSITION MEETINGS  
Approve transition meetings for Sara McCulloh and Vanessa Tuohy at various locations for the 2017-2018 school year, in accordance with the information appended to the minutes.
- P-8. APPROVE ATTENDANCE AT MEETINGS AT MUJC  
Approve Kira Baskerville, Supervisor of Special Services, attendance at meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.
- P-9. APPROVE ATTENDANCE AT MEETINGS AT MUJC  
Approve the Joseph Seugling, Supervisor of Special Services, attendance at meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.
- P-10. APPROVE RESIDENCY INVESTIGATORS – 2017-2018  
Approve residency investigators for the 2017-2018 school year, in accordance with the information appended to the minutes.
- P-11. APPROVE AMENDED RESOLUTION – CENTRAL OFFICE STAFF  
Approve amended resolution providing salary and fringe benefits for all staff in the Central Office for the period from July 1, 2017 to June 30, 2018, in accordance with the information appended to the minutes.
- P-12. APPROVE CARE STATION  
Approve Care Station, P.O. Box 352, Linden, New Jersey, to perform Department of Transportation physicals for the 2017-2018 school year (Account #11-000-213-330-01-54-0060).
- P-13. APPROVE CRISIS RESPONSE TEAMS – 2017-2018  
Approve the Crisis Response Teams for the 2017-2018 school year, in accordance with the information appended to the minutes.
- P-14. APPROVE ATTENDANCE AT AUTISM SYMPOSIUM AT MUJC  
Approve Dr. Brian Kaufman, school psychologist, to attend Autism Symposium meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.
- P-15. APPROVE ATTENDANCE AT MEETINGS AT MUJC  
Approve the following staff members to attend meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year: (a) Annie Moses, Assistant Superintendent, (b) Jeremy Cohen, Supervisor Math 5-12, (c) Randi Moran, Supervisor ELA 5-12, (d) Michelle Warren, Principal, (e) Sandra Paul, Director of Technology, (f) Donna Restivo, Informational Tech Manager, (g) Ann Hart, Director of Special Projects, (h) Gerry Benaquista, Assistant Superintendent, (i) Akua Boakye, Personnel Manager, (j) Laura Damato, Principal, (k) Ben Kloc, Principal, (l) Latee McCleod, Principal, (m) Terri Matthews, Math/Science Supervisor 2-5, (n) Maureen Guilfoyle, Science Supervisor 6-12.

**P-16. APPROVE CHANGE OF SALARY CLASS**

Approve Change of Salary Class (effective September 2017), in accordance with the information appended to the minutes.

**P-17. APPROVE INSTRUCTIONAL TECHNOLOGY SPECIALIST-DISTRICTWIDE**

Approve Craig Wojcik, as Instructional Technology Specialist-Districtwide, at a contractual salary of \$92,500, effective September 1, 2017.

**DISCUSSION:**

Dr. Francis stated P-1 – the language on page 15 – per State requirement, hours must be completed prior to full time employment – is that normal? Mr. Benaquista stated it is new. I spoke to the State twice in reference to this. Candidates are issued CE – Certificates of Eligibility – which allows them to get employment. Prior to this recent change, they can get employment and enroll in an alternate route program which they are getting rid of that terminology now and it is teacher preparedness program and that is going to be the new program coming forward. The teachers still need to do that but in addition they had to take 24 hours to get their CE and now the State is making it 50 so they will have to do an additional 26 prior to technically going on the books as a hired teacher. They are allowed to get hired as a teacher but we have to identify them as a substitute while they are taking these classes. The woman from the State told me today that if somebody wants to and gets into the right program, they can get it done before the school year starts but they also recognize that some people might not be able to because the program may be far. Some have it lined up as one day a week or a weekend session and get most of the hours done. It is a hybrid model so they will be doing some stuff at home and coming in and doing some course work there. The big thing is the State is making these candidates do 26 more hours. They are saying they can be hired but just saying until they complete these 26 hours, you have to hire them in a substitute role. Weeks ago we would have hired them as we normally have in the past CE candidates and enrolling them in the alternate program. They have an issued certificate from the State but they now changed the process of what they have to do. Dr. Francis asked if there was a time limit to fulfill the hours? Mr. Benaquista stated I will have to look that up and they are allowing them to be hired in that substitute role which they are qualified for and I don't think they put a time limit on the amount of time because each program is a little different as far as where they choose to go. I can get that information to you. Mr. Tatum stated they are also imposing this on colleges too. In some of our meetings with Kean, they are imposing in their field work which they normally could come out as a student teacher and take a job but there are other requirements that are being put on colleges as well.

Mr. Tatum asked are we still going to be required by the alternate route evaluation process that goes along with the 26 weeks or 40 weeks? Mr. Benaquista stated it is gone. They will have to do the regular mentoring which is 10, 20 and 30 weeks.

Mr. Nufrio stated with your discussions with Kean, do they still have a program for teacher preparation that is all inclusive or is this for candidates of students that have gotten a degree in science. Mr. Benaquista stated they don't have the education and that is when they are issued the CE. Mr. Tatum stated there are still all inclusive programs for traditional teachers.

Mr. Benaquista stated they are calling this 26-hour – the Bridge Program and then they still have to enroll in the program for the educational courses.

Mrs. Williams stated P-16 – there were three people that their classes went up but their salary went down. Mr. Benaquista stated it was corrected on the latest upload. There will be more salary changes coming this September because as we are reviewing the credentials that were submitted, we usually need September and October to get everyone. If they submit their stuff on time based on the UTEA agreement and it just takes time for us to go through the paperwork, they will still get the salary increase, it will be retro to September 1<sup>st</sup>. There are three I'm working on now.

Mr. McDowell asked P-17 – is that a new position and what will they be doing? Mr. Tatum stated we talked about this last month and that is the person who is going to be assisting Mrs. Paul and the teachers with professional development and also coordinating some of the programs that involve technology. I have great news about that position and I want it to be on the record that this position has cost this District absolutely nothing because the person that we have taken and approve tonight is going to be replaced by a teacher that is currently in the District and we did some research and found a person that can actually take that persons place and therefore that person's salary is being upgraded from the funds that we have recovered from retirements. Through attrition the raise comes, the person comes with their benefits, the person comes into the classroom – there is no cost to the Board and it something recommended by our technology auditor in terms of the organizational structure of our technology department and that is going back two years now but that was recommended that we have someone.

We talked about this in personnel meetings. Mr. Nufrio stated we talked about this. Mr. Tatum stated when we talked about the director and when we came to the other position we said we would hold off until we had all the logistics and we had a recommendation from our director and I think we have gotten there. I have to say I am not going to take full credit for the cost savings this time because Mrs. Moses came to me the other day with the idea of maybe we can restructure some people and fix it where it doesn't cost us anything. We were going to take it from other funds that we had saved but this saves us even more. Where this position is really needed at this point.

Mr. Nufrio stated we talked about this last year and since this is a teacher in good standing, how will this title be (1) received by the State to be approved and (2) how will it impact him as a member of the UTEA. Mr. Tatum stated first of all he will no longer be a member of the UTEA and he understands that. He doesn't lose his seniority as a teacher. He is a tenured teacher and he will still maintain. As far as the title is concerned, I have done some research on that particular title and one thing is there was a piece in there about him being able to do classroom observations and that is a supervisory position and that is one thing that I asked to delete from the job description. As a specialist and Sandra you can jump in since you did the research on this, we called the County and he is not allowed to perform classroom observations which is part of the description that we need to amend and/or amend this title at some point in time if we do want him to go into that direction because he does have the credentials to do that and it would be in the same salary.

Mr. Nufrio stated but he can make recommendations to the director. Mr. Nufrio stated absolutely he can make recommendations to the director and also assist teachers in all the technology and this is what we look at doing and conduct workshops. He certainly can troubleshoot because he is proficient in both areas. Mr. Nufrio stated I don't remember seeing a copy of the job description. Mr. Tatum stated we approved it but it has to be amended.

Mr. Nufrio stated the very first line you have principal and supervisor certification required so is that going to be deleted? Mr. Tatum stated not the requirements because I think down the road we may be able to amend that and use that moving forward. The idea is the responsibility to observe a teacher cannot be part of that particular job because of the title. The requirements and he is a person with a masters level and has supervisory background, there are jobs that we would like to have someone with a supervisor background but not necessarily require him to do the same job but the background is good to have because he works with people and directing them how to do things. The certification doesn't hurt, it helps and he has it.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

#### POLICY COMMITTEE:

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

#### POL-1.POLICY 5141.5 – STUDENT SUICIDE PREVENTION AND CRISIS INTERVENTION

Policy 5141.5 – Student Suicide Prevention and Crisis Intervention, in accordance with the information appended to the minutes.

#### POL-2.POLICY 2361 – ACCEPTABLE USE POLICY

Policy 2361 – Acceptable Use Policy, in accordance with the information appended to the minutes.

#### POL-3.REGULATION 2624 – GRADING SYSTEM

Regulation 2624 - Grading System, in accordance with the information appended to the minutes.

The following are for first reading only:

POL-4.File Code 3570 – District Records and Reports – Policy, Regulation and Legal References, in accordance with the information appended to the minutes (first reading).

POL-5.File Code 4116 – Evaluation of Teaching Staff Members – Policy, Regulation and Legal References, in accordance with the information appended to the minutes (first reading).



POL-6. File Code 5111 – Admission – Policy and Legal References, in accordance with the information appended to the minutes (first reading).

POL-7. File Code 3570 – School Meal Program Arrears, in accordance with the information appended to the minutes (first reading).

This is a new policy from the State and the State requires that we update our school meals program for students who cannot pay or did not pay their school lunch and/or breakfast and it goes into specifics and we have to decide and it is a big decision for the Policy Committee, in their spare time during the planning meeting, went through it and picked the Option H which is on the second page and the only thing we really did was to say which option we wanted. The students that cannot pay their bills and have not paid their bills for 7 days, then 10 days and the principal informed their parents and this has happened and that has happened and a meal from a limited menu not to exceed the reimbursable meal allowance shall always be provided to the students who do not have breakfast, lunch or meal money. The student shall not be permitted ala carte items or other food charges during the school day. So what it is saying is that we are not going to let a kid starve where the parents didn't pay the bill for the school lunch program. We are going to give a kid a meal but it is going to be just a basic meal so they will have some food – so that is File Code 3570 – first reading. Read it at your leisure and those are the policies we are updating and/or going to update next month.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

**RESIDENCY COMMITTEE RESOLUTIONS:**

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

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

Approve the list of students removed from the rolls [three (3) students exited from July 1 through July 31, 2017 (one (1) from elementary, two (2) from secondary) or a total of three (3) students for the 2017-2018 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

**R-2. APPROVE REMOVAL OF STUDENT FROM ATTENDANCE ROLLS**

Approval to remove student #226026 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

**R-3. APPROVE REMOVAL OF STUDENT FROM ATTENDANCE ROLLS**

Approval to remove student #226027 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE REMOVAL OF STUDENT FROM ATTENDANCE ROLLS

Approval to remove student #250577 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

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

T-1. APPROVE AWARD OF CONTRACT TO MUNICIPAL LEASING CONSULTINGS - CHROMEBOOKS

Approve recommendation from Educational Services Commission of New Jersey to award contract to Municipal Leasing Consultants (MLC) for the lease purchase of Chromebooks and infrastructure for Burnet Middle School and Kawameeh Middle School, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated as we all know, the Chrome Books distribution has gone beyond the high school and going down to the middle school. At the middle school we are not going to distribute them to take home this first year. They will be held at the schools in carts which is very common in other districts.

As an aside I would like to give some acknowledgment to Mrs. Paul who actually reached out to her colleagues in Chatham who had carts that they were using in the high school but they are now giving them to the kids and we are getting the carts for \$1 each so it will be a savings of almost \$30,000. All hands on deck!

Mr. Nufrio stated are these carts locked and secured? Mr. Monge stated yes. Mr. McDowell stated so they recharge when they are in the cart. Mr. Monge stated yes and Mrs. Paul is working with Barry and the principal as it pertains to where those carts will be held for charging. We have to make sure that we have enough electrical outlets which is part of our updating of our schools. Unfortunately not all classrooms have enough electrical outlets. Mr. Nufrio stated most of those carts have multiple strips. Mr. Monge stated yes but sometimes we don't even have one plug available because they are being used by projectors or something. The infrastructure is really to make sure that we have enough wi-fi in the school to be able to take advantage of these Chrome Books.

As an aside, of the 2400 Chrome Books that we distributed at the high school only 4 have not come back yet and we are still pursuing. It is an amazing number. I think those numbers may go down to 3 based on some inside information.

Mr. Brennan stated we received a great lease rate of 1.87% from the Educational Services Commission of New Jersey and we had two proposals come in and we went with the lowest which was 1.87% from Municipal Leasing Company. A really good rate on a three-year lease. Mr. Monge stated it is a woman owned business enterprise.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

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

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated the upcoming football season is about to begin. There is still time for people to become part of the football program. If you want to get an advertisement in and publicize your group within that booklet. It is online where there is a way to get in contact with the Fifth Quarter Club but the games will start soon. September 15<sup>th</sup> is the first home game against Plainfield. I hope you are all there to watch it.

The Union Historic Society is sponsoring a gala commemorating the 350<sup>th</sup> anniversary of our community which was originally Connecticut Farms in 1667 when it was established and we became Union in 1808. It will be October 28<sup>th</sup> at Suburban Golf Club. Tickets are \$75.

Mr. Monge stated we talked about this in the planning session but Barry can you give a quick update on the projects that are going on this summer. It would be a good thing for the public. Mr. Loessel stated at the high school we have all the lights going in, second floor is completed and cleaned. The first floor all the hallways are done and 70% of the classrooms are cleaned. We are just waiting for them to do the big major areas like the auditorium which they will probably be doing during school time and at night. The main gym is being done now and the rec gym is done. We also have the roof project at Franklin School. We have bathroom

projects districtwide and they are almost complete. The new boiler hot water system is complete. We are waiting for training on that. We are doing new windows at the high school rec gym and at Burnet Middle School. We had asbestos tiles removed off the floor and all new tiles are installed districtwide. We did new brick stairs at Kawameeh. In Connecticut Farms we put in some air conditioners. We painted a bunch of rooms in-house. In Hannah Caldwell School we ripped up rugs in five classrooms and replaced it with tile. We fixed the rubberized mat outside. In Washington School we removed asbestos tiles. We did some AC in the cafeteria. In Franklin School we did the media center and installed AC in the cafeteria and gym. In Livingston School we removed asbestos and put AC in the gym and cafeteria. That was all done in house. We had bathrooms done over there. In Battle Hill we removed carpet from the principal office and redid the office. We also did the first floor hallway. In Jefferson School we added the spaces for the teachers. The administration building we did the boundary topography for a survey for the bus parking lot. We did a lot of stuff around the District this year.

Mrs. Regis-Darby stated the parking spaces were added. Mr. Loessel stated yes at Jefferson. Mr. Monge stated that is terrific. Mr. Loessel stated 12 parking spots. Mr. Nufrio asked is that reconfiguring? Mr. Loessel stated no just added - where the fence was. No new asphalt, just repainted. Mr. Monge stated was there any thought about the parking pass idea for Jefferson to make sure teachers get first dibs. Mr. McDowell stated we haven't done anything about that. Let's see how it goes the first month.

Dr. Francis asked any update on the lawsuit with the Commissioner. Mr. Griggs stated you asked a question in the last meeting on how much did the Board spend on the BGIA case - \$12,500. That case was just dismissed by the Commissioner of Education who upheld Judge McGills decision that the case is moot. With regard to the lawsuit which I reported at last meeting, the action filed in Superior Court by Mr. Le was withdrawn voluntarily. Mr. Le has now filed a Verified Petition with the Commissioner of Education essentially seeking the same relief in an application for emergent relief. The way the process works is it is filed with the Commissioner and then the Commissioner transmits it to the Office of Administrative Law in Newark where the judges are and I talked to the Clerk today and it was delivered to Newark. We submitted our papers on behalf of the Board of Education and we expect that there will be hearing next week so that is where we are right now.

Mr. Nufrio asked what is the estimated cost for the legal? Mr. Griggs stated at this point you are anywhere between \$4,000-\$5,000. Mr. Nufrio stated which is twice the amount you indicated last time. Mr. Griggs stated we doubled it and it doesn't include going down to Newark to argue it. If the application is denied, the case is still ongoing but the relief will not be granted so that remains to be seen.

Mr. Nufrio asked has that be filed by Mr. Le personally or by the attorneys. Mr. Griggs stated it has been filed by his attorneys on his behalf. Mr. Nufrio stated the same attorneys with Superior Court which was thrown out. Mr. Griggs stated what is filed before the Commissioner is identical pleading to what was filed before the Superior Court with the exception of being referred to as a Verified Petition as compared to a Complaint and plaintiff as compared to a Petitioner. Mr. Nufrio stated I think this Board should be concerned with all of this baseless attempt to discredit what was done properly and should also be looking into possibly filing a

frivolous lawsuit so that some moneys can be recovered. I realize that will cost money as well; but when does it stop.

Mr. Griggs stated today I did send out a frivolous litigation letter to Mr. Le's attorney so I put that out there so it remains to be seen so it is out there and he will be receiving it tomorrow. Mr. Nufrio asked can we get a copy of that? Mr. Griggs stated sure.

Mr. Monge stated thank you Mrs. Paul because you are paying our legal fees by those dollar carts.

#### NEW BUSINESS:

Mr. Monge stated I wish I was prepared for this but I'm hoping if I move my lips the answer will come from someone. We talked about this a little earlier. Union School District moved up in the rankings of a very involved ranking system for the State of New Jersey and that is two years in a row that the school district has moved up in the rankings. That speaks a lot to the work that Mr. Tatum has been doing but also the Board of Ed and the teachers and the parents and of course the students. Congratulations to all of them and keep on moving up.

#### COMMENTS FROM PUBLIC:

Anne Margaret Shannon stated the UTEA will really like to work with the Board of Ed and one of the things that has happened recently and I want to thank them for because we had asked when the new employees are hired and they have their orientation and there are 11 buildings in the District so we asked them to do a bus trip on the day of the orientation and we went around the Town and it was really well received and I want to really thank Mrs. Moses, Mr. Benaquista and Mr. Tatum and also always ready to pitch in – our MC Mr. Arminio. Thank you.

Nancy Hunter stated I was raised in Union and lived in Town and I have been teaching in Town for 32 years and 30 of which I have been teaching pre-school in Town. Some of you I have had your children and I have always taught preschool and it is my love and life and I started with Head Start and stayed with it through different transitions through the different years. Unfortunately the pre-school program as many of you know, I have met with Mr. Tatum over the years and Mr. Benaquista and it really isn't meeting the needs of the District because of parents having to work and not being able to pick up the children. When I used to have between 20-24 students in my classroom, last year I only had 12. This year I only have 10 and the 10 children I had I found out needed to go into the integrated classroom. First let me back it up a little bit, I wrote the curriculum for pre-school. For the last 30 years I have served on every committee dealing with pre-school in Town. I have gone out as a spokesperson to the Town to talk to the private nursery schools so that we would be on the same page as the children that would come in kindergarten. They would know what we were doing and we would know what they were doing. I worked on home instruction and Saturday programs. I worked on the Child Study Team during the school year and also in the summer and I have had student teachers for many years through my career. I have also met with Mr. Tatum in the past and we talked about possibly making a pilot program for an all-day pre-k program which I was told this year by my principal that maybe I should just work on a pilot and present it. I worked very hard on it with the other girl in my school not knowing that there was a certain protocol that you had to follow to get something approved even as a pilot. Because the 10 children that were placed in my classroom needed to

be put in the integrated classroom, I was left without any preschool children and I found out today and I am devastated. I have been crying all day that I am not going to be at Livingston School and I'm not going to be teaching pre-school which is my expertise and my background. I am going to be teaching AAP and if anybody knows me they know I'm not good at the computer and I can't even order anything for myself on the computer and I don't ever do my own computer work. I have a young girl at school I have do my computer work because I'm not computer literate. I am a paper and pencil girl and that is who I am and I don't feel that I'm serving the Union community and school system the best in that capacity. It is not that I have anything against the AAP, I just know myself that it would not be the proper placement for myself or the students because it is computer driven, data driven and I don't even know those programs are and when you have been in a preschool program for 32 years, that is my life and that is what I know. It would be like taking a 4<sup>th</sup> grade teacher and putting them in preschool and they would have no clue on what I did. I have been trying to find a solution to this problem and I'm devastated. I live and breathe preschool. I brought my daughter here today she knows that is what I do. I love my job. Mr. Tatum knows I love this job and I don't understand why you would take that away from a teacher that loves what she does and to put her into something that she is not going to be good at. I can't offer enough to these children because I don't have the background to work the computers and most people my age don't. I haven't been trained in that and there are non-tenured teachers working now in Town that are going to be teaching preschool, even a half day preschool, that have more training than me so why can't I go into their preschool room and why can't they go into the AAP program. So at least I get to do pre-k kids in the morning which is my love and I have so much to give and so much love to give to the children. I don't understand it and I really hope that somewhere in your heart the Board can look at this whole picture and I have all good observations. I have been teaching student teachers for years and to take that away from me I think it is awful.

Mr. Griggs stated this is a personnel matter and what I would recommend to refer to Mr. Tatum and he can report back to the Board. I recommend highly that you do not have a personnel discussion at this table. It is not the appropriate thing to do. We thank you for your frankness.

Brian Murray stated I was just hired at the 6<sup>th</sup> grade social studies teacher and I just wanted to take a moment to thank the Board and the Administration on hiring me and I am so looking forward to starting in September and I really enjoyed the orientation and thank you all.

Carol West stated I wanted to talk about the Family Resource Center in Montclair and I know there was some discussion at the table and I have been watching the meetings and I'm not always available to attend because I have two special needs children and my husband works and he doesn't always get home on time so that I can come. There was an incident and we needed to go to the Family Resource Center and I just wanted to share a little bit of our experience there. I know there was some discussion at the table regarding cost but I heard someone say you really get what you pay for in this situation and I can't agree more. We drove up there and I'm new to New Jersey and I got lost and we were running late. We arrived at the big building. No marker on the door, the door is locked, the lights are off in the hallway. I was 15 minutes late. We walked around the building and knocking on random doors, walking into random offices and trying to find this place and nothing. I get upstairs and a very kind lady tells us where it is and

we wait about 15-30 minutes more and two young ladies show up. It turns out that they are the clinicians. They start talking and saying the secretary is always late and we always have to stand outside and we can't wait until we graduate so we don't have to work there anymore. It is going on and on and badmouthing the place right in front of me and my two boys and one is there because he was being suicidal. The secretary finally comes and lets us in and doesn't apologize for being late. I asked did I mishear the appointment because they had sent me a confirmation by email and I showed it to her and she said well we are here now. Go inside speak with a clinician, very quickly, rubber stamped through, back to school. My son fortunately was o.k. but that is not a good process for children that are in that situation and I would strongly recommend to the Board that you look into getting a place that is a little more compassionate and considerate towards our children because it is a rough enough time in our lives without having to go through a process like that. He already felt unimportant and that didn't help.

Mr. Benaquista stated there was a discussion when the policy was up to be revised and it was brought to our attention some of those issues plus the distance and Mrs. Hall, myself and some other members of our faculty will be meeting as soon as school starts and I'm hoping to have better as well as more options locally for our community to utilize. Mrs. Hall did make a statement last month and it is noted that we need to find more options and better facilities that we can utilize.

Mrs. West stated can anyone advise me where it is in the hiring process as far as the new principal at Burnet Middle School. I thought that it might be on the agenda but I didn't see it. Mr. Tatum stated we have been through two rounds of interviews and at this point I will be talking to the Board about the possible candidate for hire but I can assure you one thing, there will be administration at Burnet Middle School even if it is yours truly. Mrs. West stated I would love that. Mr. Tatum stated I will be talking to the Board in closed session tonight.

Elsie Mackie stated I was unfortunate enough to miss the discussion about the proposal for special education. I think this goes back to a couple of meetings ago and I think it was Mr. Nufrio that brought it up that if the Director of Special Services wasn't here, someone would be here to answer questions. What I was told was it was something that happens every year and we just do it but there are questions that people will have so whatever happened to that. I missed the part about the changes to how the district placement and I will follow up and I think it was already voted on. Whatever became about that proposal that someone from special services would be here to answer the question. Mr. Tatum stated I don't tell you stories, it just never materialized to be honest with you. More or less it is a vacation period and Mrs. Conti will be out and it is just an oversight. That is something that we will make sure we do moving forward. Mr. Nufrio made a promise and we have to go with that. We will make sure we fulfill that moving forward. The answer that was given before you came in was a stock answer about program elimination and being recreated but we said more specifically those questions will be answered moving forward by the Department of Special Services. I think we have a meeting coming up with you shortly and a lot of that can be discussed at that time.

Mary Katherine Kelly stated with the talk about Chrome Books and technology and September coming up, I would like to know what the Board can do about getting those three forms that we have to fill out every year that are redundant and time consuming and have to fill

out and I have three kids and that means nine times I have to fill out and we already have on Genesis some of that information and we just have to make corrections, why can't we do all of that online.

Mr. Monge stated we talked about that at the planning session. Mr. Tatum stated we have a system that we purchased some years ago called Genesis and I'm not sure that we actually maximized the use of that particular data base and one of the goals that we set for this year is to do that during the planning session. We apologize for you having to fill out those forms. I know during re-registration we were taking one per family so I don't know whether or not we can streamline that but that is something moving forward. We take seriously and we will do everything we can to make sure that process is streamlined.

Mr. Monge stated the initial goal that we talked about was to have the Chrome Book agreement done on Genesis and the assumption is you are able to do that and then we would be able to do other forms. We talked about having one data base and that should be Genesis so anything from bus passes to whatever should be drawn from the Genesis.

Susan Lipstein stated I have been coming to Board meetings for about 20 years and I started when my children were in PTA and I was the liaison and there weren't too many parents that came but parental environmental has come along. I think the more PTA's that actually do that would be wonderful. Maybe Kathy Sharpe and I have been coming the longest time. When you come for many years you really learn a lot about Boards of Education and what good boards are and what not good boards are. I kept coming because I wanted to see if we could get a better board than what we had many years ago. I want to say we have and that has been in the past three years and it is because we have a Board that works like dogs here. They would have meetings that would go on for five hours because they were getting into what they needed to do and that hadn't been done. I want to let people know what I have seen.

Technology – I cannot tell you how many times I and other parents asked what are we doing about technology and this group did something about technology, they hired a director, they hired more people and tonight we hired someone to train the teachers and the high school has Chrome Books and the middle schools will be getting it and the progress has been unbelievable. I didn't think I was going to make this speech so I don't have my list of everything that this Board has done in the last couple of years but I will bring it up at other Board members so people will know.

Kean University – getting together with them, that was something we could never understand why that wasn't done. This Board has done it. If you weren't at the planning meeting you can't really appreciate how much planning and work goes into it. It is so important for anybody that wants to be on a Board of Education to really understand what goes on here. I believe we have someone here that is a prospective candidate. The planning meeting was the one to come to also because you have to know what you are doing and these people know what they are doing, we have educators, finance experts, they know what they are doing and Mr. Tatum, Mrs. Moses and Mr. Benaquista know what they are doing and we are not going to go backwards and we are going to keep moving this school district ahead and this is coming from



someone who has 20 years of experience and more than anybody else coming to this meeting. I just want to congratulate you and keep it going.

Chastity Santana stated I have two questions. Without talking specifically about personnel, what would it take to get a full-time pre-k because right now for half pre-k we pay \$500. If we paid \$1,000 for full-time and I know that would save a lot of working and non-working parents or parents that just want to have their children in pre-k. My second question is I received a lot of questions in reference to residency and doing this districtwide and re-registration. How many people did we do? If you don't know how many, when will you know and when will you let us know? Mr. McDowell stated all we can say right now is that there are approximately 750 students. Mr. Tatum stated I think when we complete the re-registration process that is a question that we will be able to definitively and we will be able to take a look at those students that did not complete the re-registration and not admitted to school and therefore that number will be subtracted from the number of students that were enrolled. Of course it does not include brand new students. We are looking at the number that we have on roll minus the number of students that did not return after the re-registration process.

I want to also address a question about the full-day pre-k. One of the things that we talked about and Mrs. Hunter is absolutely correct. We have talked about trying to pilot a program in the District for full-day pre-k program. The problem here right now and we are talking about impact, room space and the bottom line is I do believe that will have an effect on the enrollment in the District. We have to really know what our parameters are to be able to do something like that. It will also impact the teaching staff and contracts. All that has to be under study and we should have some definitive answers and process when we do something of that nature. It is not something that is out of the realm of discussion because certainly that would benefit the parents in the District and we are about trying to help our parents but I caution the fact that there are other contingencies that go along with implementing something that you haven't had before, we have to be cautious on how we proceed with that.

Mrs. Santana stated I understand that so for example that \$8,000 demographic thing that you are doing, that could be information that could be used. Mr. Tatum stated that is exactly right. That is part of the whole thing. The impact that is going to happen with the building in Town and also the configuration of grades which I talked about before – that is also another concern because 6-7 years ago the governor spoke about preschool expansion, one of the things that happened here in Union and we took Hannah Caldwell and made one section of that building really ready for preschool students. You also have to consider when you are doing full-day program, you have to have the facility prepared as well. Requirements for bathrooms and it is a lot of issues that have to be dealt with. If we were going to start a full-day program right now, we could do a pilot down the road and think about how that would impact on the school that is already ready for preschool students. It is not off the table, we are planning a lot of things and trying to systemically go through the District and make it all work and make sense.

Mr. Monge stated one other point because I don't think some people were here or heard about the re-registration process. Today alone 50 people came in so I think that number will likely drop and 42 were out-of-district and there are a lot of calls going out and saying you do

need to register even if you are out-of-district right now so I think that number will go down. We won't know the alternate number until we start school.

Anne Hart stated what your question was before was how many kids left the District because they couldn't re-register. Mrs. Santana stated I asked basically how many kids were using the Union school system that weren't supposed to be here. Mrs. Hart stated and they didn't come re-register or they transferred out. We really won't know because they couldn't provide the documentation. While I can tell you how many children did transfer out of district, I couldn't tell you why.

Mr. Monge stated can we say the schedule for re-registration. Mr. Tatum stated August 28<sup>th</sup> to the 31<sup>st</sup> in the Administration Building between 11 a.m. and 1 p.m. and 5 p.m. and 7 p.m.

Cathy Sharpe stated I was happy to sit here and listen to all the good things Union did. But those of you who know me I see the other side of the coin a lot of times. First I was very sad to sit here and have to listen to a staff member who has given her adult life to this District and hear how she was treated. I personally want to apologize to you and I want to thank you for what you have done for the children in this school district. I hope that people around this table appreciate what you have done.

The other thing I was happy to hear you made some progress for Jefferson School but I asked this many months ago what are you going to do – these teachers should have parking places. I was told it was going to get done. What did you give them 12? They need 20 or more parking spaces and this year probably more than 20. First of all it is against their contract. They need parking spaces. I want to know what the people sitting here tonight plan on doing to get the teachers at Jefferson what they are supposed to have by contract. Mr. Griggs stated there is a pending grievance at this time that has been filed by the UTEA so the Board and Administration can't discuss what you are requesting. Mrs. Sharpe stated o.k.

What about the high school where you have tons of teachers in a room that is the size of my bathroom at home and telling them that is their lounge – what is going to be done about that? Mr. Griggs stated I think you also know that there is a pending grievance. Mrs. Sharpe stated I want the public to also know that these things which should not have had to be brought to the level of a grievance. A decent place for staff members to have privacy; a place for teachers to park and a teacher who is just asking to have what she wants to give to these children and giving to them. This is the other side of the coin and I agree totally on all the good stuff but we got to think about the other side of the coin too.

Elsie Mackie stated in terms of the preschool program, is there an option for parents to have the kids attend both sessions. Is there a mandate? Is it not allowed? Mrs. Moses stated it would then become a full-day program.

In terms of the kids that did not re-register, what are the plans for those kids that didn't re-register and day one of school comes and there will be 300 plus students walking into the school – will they not be able to go to class? School day? What is the District's plan for these kids walking in there because we have parents on these blogs and we have parents that are

defiant in doing this – what is going to happen to them? I feel uncomfortable about a child not being able to go to class. Mrs. Moses stated we will have some people that wait until the last minute. They will have to come to a designated place within the District, not the school. We will have a place in District, maybe Central Office, where they will have to come and register and take their child to school.

If kids are coming to school and being dropped off, we will deal with that because we will have a plan B for that and that will probably be the high school kids because they bring themselves to school. We will have a situation in place for that. No, we don't throw kids out. We do expect the cooperation and partnership with the parents. I don't believe in elementary or middle school that a parent would just drop the kid off. Usually they walk them to the gate so they can look for their friends. I am going to believe that parents will do that. If they don't do that we have counselors in our building. We will be prepared.

Mr. Tatum stated the real issue is once the child arrives on our door step, whether they are registered or not, they are ours and we are not going to turn that child away but we will be in communication with their parent and put them on notice. There are other avenues we can pursue which I'm not going to get into right now because they don't fit into my personality at all but there are avenues that we can pursue to resolve some of these issues and they are not very nice.

Mrs. Mackie stated for the kids that are out-of-district, I did my registration, but they are not affected because they are in a whole different school setting. I know that there are some parents that have not done it so what happens does the bus not show up to pick up the kids? What happens to the out-of-district student parents that did not re-register but you need to register in-district in order to go out-of-district. Mr. Tatum stated we will encourage them to re-register so we can put them on the bus and bring them to school. Mrs. Moses stated a call went out tonight and I know letters are going home through special services and we will make every attempt. Mrs. Hart stated a call went out to only those that did not re-registered. Mr. Monge stated but the buses won't show up. Mrs. Moses stated when we talk about re-registration we are talking about all kids. Mr. Monge stated if you are out-of-district and you didn't register than a bus is not going to show up at your house. Mrs. Moses stated no it is not.

Tom Kemp stated I would like to pick up where I left off in the May meeting and I asked if there was a summer program for girls softball, something similar to baseball, all the other sports. Mr. Arminio said that there was a program in place but he wasn't ready to discuss it. I was never made aware of a summer program. Was there a program? At the May meeting you said there was a program. Mr. Arminio stated I'm not at the present time ready to answer you. Mr. Kemp stated summer is over so it is kind of moot.

To the best of my knowledge there was no program for girls. Woman in audience state Mr. Kemp I will speak with you outside and tell you what I did if you like to know. Mr. Kemp stated I'm not talking to you, I'm talking to the Board. Mr. Griggs stated he is addressing the Board.

Mr. Kemp stated the baseball program, the varsity coach ran a 5-week program for the 8<sup>th</sup> graders coming up and for all the returning players. My daughter went to field hockey clinics

ran by the varsity coaches, I saw the football team out there and I saw all the other teams out there but I didn't see anything involving softball for our kids. It is a shame that our kids were not given that. The varsity coaches were given that window now by the State of New Jersey to hold practices from June 12<sup>th</sup> to July 15<sup>th</sup> and given the opportunity and we didn't take advantage of it to the best of my knowledge. I think that is a shame. My question is what is our process in place for evaluating coaches? How many years of a losing season should we put up with a coach before they are replaced? Can we put in a process where we have a review board?

Mr. Arminio stated Mr. President, point of order. I think we are dealing with personnel issues that should not be discussed at a public meeting. Mr. McDowell stated let's hear from our attorney. Mr. Griggs stated you have issues about personnel, you have to direct it to the Superintendent. He is the one who makes the recommendations as far as personnel process. The Board of Education does not do that. If you have issues regarding personnel, evaluation of coaches and things of that nature, you need to address it to Mr. Tatum. Mr. Tatum stated I will be glad to meet Mr. Kemp and update him on exactly what is happening in the District because there are things happening regarding what he is talking about right now.

Mr. Kemp stated fundraising – is there any kind of accountability or oversight to coaches fundraising and who is in charge of that money? Mr. Griggs stated that is also a personnel question which should be addressed to the Superintendent. Mr. Kemp stated so there is no oversight? Mr. Griggs stated I don't think anyone is going to answer your question. I said you will have to address it to the Superintendent.

Paul Casey stated I want to reiterate what I said during the planning meeting. Congratulations to the Board on the progress you are making. Hearing more about the litigation and costs incurred due to BGIA lawsuit and now the litigation filed by a former Board member, Steven Le, I think it is very unfortunate and disappointing that a person who was a former Board member has chosen to distract the community from the good work that is happening in the school system and if we could all work together to focus on what is best for all the children in the District we would all be better off rather than spend time focused on things that are just a distraction. I publicly want to say how disappointed I am in that happening and the collaboration to make that happen. There is no need for that. We are all here to do what is best for all of the children in the District.

Vito Nufrio, as a private citizen, stated I would like to say something that is not usually an occurrence as a former school administrator, teacher and other hats that I wore, you often run into students at church, in stores and sometimes just standing on the street, and I was fortunate to receive complements from my students no matter what position I held. It is usually not the case when you meet a teacher who had your children. I have three children that went through the Union school system. All three are college graduates and two currently in a master's program and two are twins and I wanted to express my gratitude and I want the Board to hear this because there is an individual that spoke tonight as you all heard and I as a resident just as Mrs. Sharpe extended her complements and her thoughts about this teacher, I wish to do the same as a resident. Mr. Tatum you should be cognoscente of the fact that probably the success of my children, especially the twins at Washington, was in part due to the intervention of this teacher that pleaded her case this evening. As a preschool and kindergarten situation that was occurring,

the intervention on this teacher's part affected them emotionally in the most positive way. I shudder to think what might have happened if the principal had his way as opposed to the teacher intervening and saying that these twins should not be separated so early in their lives. When I came in this evening, I would not have recognized the person but the person recognized me for obvious reasons and I was so pleased to say thank you to that teacher. In fact I texted my wife before the meeting started to let her know that the teacher was present here this evening and her response was 'please extend my complements and my thanks' because she was very instrumental in doing what she did to make sure that my twin daughters did not experience an emotional trauma that in all likelihood would have occurred had the principal had his way that he was intent on separating them at that very first level of education of experiencing a school. To this Board I say we have wonderful teachers in the District and I know personally many of them and my wife knew many more of them because I was working at my job but I always got the feedback every night when I came home on how great the teachers were with the children, especially at Washington School, Kawameeh and subsequently the high school. Teachers make a difference as early as the pre-k because that is where their mindset is beginning to formulate in terms of sociability and how they receive the detachment from the parents and you know that Mr. Tatum because you were a principal. I thought it was important for me to express that openly and express my gratitude to Mrs. Hunter. Mr. McDowell stated thank you Mr. Nufrio for speaking as a private citizen.

#### MOTION FOR EXECUTIVE SESSION:

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

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

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

Mr. McDowell stated I would like to thank the public for coming out this evening. Feel free to come to our meetings and we love to hear your input.

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

NAY: None

ABSTAIN: Mr. Arminio

MOTION CARRIED

The Board returned to public session at 11:45 p.m.

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

DISCUSSION:

None

P-18. APPROVE APPOINTMENT OF PRINCIPAL – BURNET MIDDLE SCHOOL

Approve appointment of Tommy Harrell as Principal of Burnet Middle School, at a contractual salary of \$120,195, effective September 1, 2017 through June 30, 2018.

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

NAY: None

ABSTAIN:

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Nufrio, seconded by Mr. Minneci, that the meeting be adjourned at 11:47 p.m. All present voting YES. MOTION CARRIED

Respectfully submitted,

GREGORY E. BRENNAN  
BOARD SECRETARY