

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

The regular meeting of the Board of Education of the Township of Union will be held on September 17, 2013 at 7 p.m. at the Union High School Library, North Third Street, Union, New Jersey 07083

The regular meeting of the Board of Education of the Township of Union was held at Union High School Library, North Third Street, Union, New Jersey on September 17, 2013 at 7:00 p.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. David Arminio, Mrs. Linda Gaglione, Mr. Richard Galante, Mr. Thomas Layden, Mr. Vito Nufrio and Mr. Francis Perkins

ABSENT AT ROLL CALL: Ms. Susana Cooley, Dr. Guy Francis and Mrs. Versie McNeil

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

Mr. Tatum led the board and audience members in the Pledge of Allegiance.

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

COMMUNICATION:

LETTER OF RESIGNATION (RETIREMENT) – COSTA

Mary Ann Costa, science teacher at Burnet Middle School, submitted a letter of resignation for the purpose of retirement, effective November 1, 2013.

LETTER OF RESIGNATION – MINNECI

Richard Minneci, 1:1 aid at Union High School, submitted a letter of resignation, effective August 19, 2013.

REQUEST FOR MATERNITY LEAVE – SANTORO

Bernadine Santoro, teacher at Franklin Elementary School, submitted a request for maternity leave, for the period September 1<sup>st</sup> through September 29<sup>th</sup>, 2013.

**REQUEST FOR USE OF BURNET MIDDLE SCHOOL – PORTUGUESE LANGUAGE SCHOOL OF UNION**

Sandra M. Teixeira, Vice President of Portuguese Language School of Union, submitted a request to use three classrooms, two days per week from 4:30 to 7:30 p.m. at Burnet Middle School starting Tuesday, September 17, 2013.

**REQUEST FOR EXTENDED UNPAID MEDICAL LEAVE – WEBER**

Patti Weber, teacher at Franklin Elementary School, submitted a request for extended unpaid medical leave, for the period September 1 through November 3, 2013.

**LETTER OF RESIGNATION – SCHOLLMMEYER**

Ellie Schollmeyer, business education teacher at Union High School, submitted a letter of resignation, effective September 1, 2013.

**REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVES – CERCIELLO**

Chele Cerciello, physical education and health teacher at Union High School, submitted a request for maternity and unpaid family leave for the period October 25, 2013 through March 31, 2014.

**REQUEST FOR UNPAID FAMILY LEAVE – MC CULLOH**

Sarah McCulloh, transition coordinator, submitted a request for unpaid family leave for the period September 1 through September 30, 2013.

**REQUEST FOR MATERNITY AND FAMILY LEAVES – CORNACCHIA**

Jessica Cornacchia, math teacher at Burnet Middle School, submitted a request for maternity and family leaves for the period December 2, 2013 through April 6, 2014.

**LETTER OF RESIGNATION – RUBENS BLANC**

Lys Rubens Blanc, teacher assistant at Union High School, submitted a letter of resignation, effective September 17, 2013.

**REQUEST FOR MATERNITY AND FAMILY LEAVES – DOUGHERTY**

Lauren Dougherty, English teacher at Kawameeh Middle School, submitted a request for maternity and family leaves, for the period September 3, 2013 through January 2, 2014.

**PRESENTATIONS THAT WERE LISTED ON THE AGENDA FOR THIS EVENING WILL NOT BE TAKING PLACE AT THIS MEETING**

**SUPERINTENDENT'S REPORT**

Dr. Martin said that a security breach occurred on Friday, September 13, 2013 that involved confidential information belonging to Township of Union Public School employees. He said that this breach involved the school district's posting on the internet of the Board of Education agenda for this public meeting. Dr. Martin said that

as a part of the agenda, the first agenda item under Personnel Committee labeled P-1 included an attachment that contained the social security numbers of many employees. He said that he had received notification on Saturday, September 14<sup>th</sup> that social security numbers were exposed and the agenda item was removed from the webpage that afternoon. Dr. Martin said that on Monday an appropriate communication was composed and e-mailed to all affected employees notifying them that they were involved with a breach. He said that he wanted to say to the entire school district that he personally apologized for the occurrence of this security breach. Dr. Martin said that the document containing the social security numbers should never have appeared on the website. He said that ultimately he was responsible for what occurs in this school district; the buck stops with him and the breach should never have occurred. Dr. Martin said that it was inexcusable and it cannot happen again.

Dr. Martin said that the Township of Union Public School District is responding to the situation by (1) notifying in writing all employees who were affected by this breach and informing them that the confidentiality of their social security numbers was breached; (2) providing to all affected employees a telephone number that they can call to determine what information our school district maintains about employees. This telephone number is that of the district's Human Resources Manager, Kim Gentilcore and that number is 908-851-6425; (3) alerting the New Jersey State Police, the Township of Union Police Department, the Union County Superintendent of Schools and Business Administrator and the Union County Prosecutors Office of the fact that this breach occurred; (4) providing to affected employees the e-mail address and the toll free telephone number of the Federal Trade Commission which is [www.ftc.gov](http://www.ftc.gov) and the toll-free telephone number is 1-877-438-4338; (5) providing to affected employees information from the Federal Trade Commission regarding signs of identity theft and extended fraud alerts and credit freezes. He said that also provided were procedures for placing fraud alerts and/or credit freezes on one's consumer credit report; (6) meeting together with the President and Vice President of the Board of Education and the Attorney for the Board of Education with the officers of the Union Township Education Association along with the Uni-serve Representative from the N.J.E.A. and then meeting with the officer and representatives from the Association of Custodial, Maintenance and Transportation Employees. He said that at both meetings the social security number breach was thoroughly discussed; (7) he has spoken with the Public Information Officer from the Union County Prosecutor's Office about having someone come to the school district to offer voluntary workshops to all employees about cyber security and cyber crime with the expressed purpose of giving employees usable information about how they can secure their accounts in the midst of this breach; (8) he would be meeting with the members of the Association of Custodial, Maintenance and Transportation Employees and members of the Union Township Education Association in voluntary meetings this week to discuss this situation. The U.T.E.A. meeting is scheduled for 4 p.m. tomorrow in the high school auditorium; the meeting with the Association of Custodial, Maintenance and Transportation Employees is scheduled for Thursday, September 19 at 2 p.m. in Room B244 of the high school; (9)

he would be meeting with the Board of Education tonight and into the future to discuss other measures that may be appropriate.

Dr. Martin said that in addition, the Township of Union Public School District is taking steps to insure that such a breach will not occur in the future by: (1) insuring that established timelines for submitting material to be included on future board of education agendas are adhered to and that all materials submitted for inclusion on Board of Education agendas are thoroughly reviewed by school district officers to insure the absence of confidential information; (2) changes have been made to district employee data bases to prevent the release of sensitive information; (3) meeting with the full board of education tonight to review the circumstances connected with this breach and to make any other additional appropriate responses. He invited anyone to e-mail him or telephone him (908-851-6407) with additional comments and questions as time passes.

Mr. Perkins said that the next item on the agenda is comments from the public on resolutions on the agenda but he understood that most of the people present at the meeting were here to discuss the issue of the security breach. He invited anyone who had a comment on this issue to come forward at this time.

Mrs. Darby stated that she was the parent of a middle school student. She said that she did not want to start the school year off on a bad note however she wanted someone to address the first item of correspondence on the agenda and how was the district allowing Mrs. Costa to return to the district. Mr. Perkins said that he wanted to limit comments at this time on the subject of the breach. He told Mrs. Darby that she would have the opportunity to address the board a little later in the meeting.

Danielle Beninato, teacher at Hannah Caldwell School, questioned the severity of the breach. She said that if the information was on-line for a day or so, she was curious to know if the board knows how many IP addresses looked up the file; how many people were on the website, etc. Ms. Beninato said that if only seven people accessed the page, she would feel more comfortable than knowing that 150 people accessed the site. She asked if there was any information as to how many people accessed the site and who the people were. Mr. Perkins said that he did have that information. He said that the site where the agenda is posted is yet another web manager; it is not the school district that manages the agenda portion of the website. Mr. Perkins said that he understood that there were fewer than 100 hits and the IP addresses of all of those who accessed the site. Ms. Beninato said that she was curious to know how many internal people accessed the site and how many outside people visited. Mr. Perkins said that this is something that the board is in the process of determining. He said that those individuals whose IP addresses we have will be identified individually and he would anticipate that each person would receive a letter which would point out that the further dissemination of this information, even though it was initially disclosed through the district's fault, by anyone is illegal and thus, if there

are printed copies out there, individuals are required to destroy those copies. Mr. Perkins said that this is an ongoing investigation at this time.

Karen DeMichael, guidance counselor at Union High School, she said that she has been employed in the district for almost 28 years. She said that her children attended Union Schools and this is the fifth board of education meeting that she has attended during that time. Ms. DeMichael said that the reason she does not attend the meetings is that she has had faith in the board over the past 28 years and she had faith in the teaching staff; she felt that they did a very good job. Ms. DeMichael said that this breach was gross negligence somewhere and if the breach was on the teachers' side, that individual would be reprimanded, written up, etc. She said that the staff takes pride in their work and they check and double check. Ms. DeMichael said that she heard what the district is intending to do, she said that most of those involved have already done that today, but what is the board doing for the staff. She asked if the board would be giving those affected a secure "lifelock" for a year? Is the board going to insure that the social security numbers are not disseminated any further? Ms. DeMichael said that she heard that anyone who accessed the site would receive a letter stating that any distribution of this information is against the law. She said that this happens every day. Ms. DeMichael said that the board may know who accessed the site but the board does not know who those individuals talked to. She said that all of the individuals affected are involved with the public and hopefully, there are no disgruntled parents or individuals who may use the information illegally. Ms. DeMichael said that the staff has a lot of fears regarding this issue. She asked again what the board would be doing to protect the affected individuals. Mr. Perkins said that Dr. Martin did go over some of the things that the district has already done by insuring that documents are properly vetted before they are posted on the website. He said that there is no getting away from this but in meeting with Association leadership over the past few days; he did offer his own personal apology. Mr. Perkins said that everyone had to have faith in each other; he had faith that the teachers would teach well and take care of the students in their classes and the staff must have faith that the board will insure that the district is well run. He said that the staff is not the only ones that are upset by this but he appreciated the concern. Mr. Perkins said that the probabilities of these may vary and the consequences Ms. DeMichael outlined may vary from time to time depending upon the number of people involved but the fact is there is some risk. Ms. DeMichael said that she was breached by her mortgage company several months ago and that company, within 24 hours, called her and gave her a protective service. She said everyone makes mistakes but she thought true character was shown on how we handle our mistakes.

John Zurka, teacher at Jefferson School, received an e-mail about two hours ago and, normally, he would consider it SPAM but in light of the recent situations, he read it to the board. He said that he has children whose futures he was concerned about and he did not know if "lifelock" protection for one year was enough. Mr. Zurka said that if

his security was breached, he felt it was the breach of his children, his wife and everybody that he was concerned with.

Kevin Dougherty, a teacher at Kawameeh Middle School asked if there was a timeline in terms of when the problem would be rectified. He said that he was a union representative in his building and many people have been asking him. Mr. Dougherty said that there were a lot of many upset, concerned, scared employees; people who were looking for answers in the near future. Mr. Perkins said that the timeline began at 8:00 yesterday morning when a meeting was convened. He said that those things that Dr. Martin has already talked about had already been done. Mr. Perkins said that the board will continue to take action as time goes on. He said that a lot of the safeguards have already taken place such as who can post items on the website and control over what gets posted. Mr. Perkins said that the board as a whole has not yet discussed this issue as it is its first meeting since this occurred; he said that it was because of this meeting that the information was exposed. He said that the board will be having a discussion in Executive Session and then the board will be able to report back to the public.

Mr. Perkins said that he did sincerely appreciate the work that the staff does for the community and the last thing that the board wants to do is get into a fight over something that doesn't require a fight. He said that the district screwed up, the district apologizes for it and does not blame those affected for being upset. Mr. Perkins said that steps will be taken to rectify the matter as soon as possible. Dr. Martin said that he would be meeting with the U.T.E.A. tomorrow at 4 p.m. and any additional information which he has at that time, he will share with those in attendance. He said that rectifying this situation will be a process that will have to be worked on over a period of time. Dr. Martin said that this is his top priority and a number of things must be put in place but the board needs to discuss the matter tonight and get briefed on everything that happened. He said that when something happens in a school or someone makes a mistake, he as the Superintendent, holds the staff to high standards but he also has to hold himself to the same high standards. Dr. Martin said that he did hold himself responsible for this issue and he will stay involved with this until the district does as good a job as it can to make it right.

Ann Margaret Shannon, teacher at Union High School, said that last Tuesday, the first day that the staff returned she went home so dejected that she spoke to her mother, a retired teacher, at length and she stated that she did not think she could make it for seven more years. She said that she has taught for 18 years, she has to keep working but she did not think she could do it. Ms. Shannon said that she was told that she had to number her own textbooks and she had to do so many assessments over nine weeks she wondered when she would have time to teach. She said that she received an e-mail the other day which said that she had to print something for another sub-group but she did not have a printer in her room and she was supposed to print something, copy it and have it available. Ms. Shannon said that the teachers have been

put upon over and over. She said that as soon as someone on her side does something they are immediately taken out of the classroom and put on administrative leave and even if they are paid and they return to work, they are demoralized. Ms. Shannon said that she wanted to know if people on the other side get put on administrative leave. She said that she wanted to know that something will be done so that this will not happen again. Ms. Shannon said that it has been eluded but she wanted to know if a "lifelock" type of remedy been put on the table to be discussed. Mr. Perkins said that only the board could approve such a remedy and the board has not had the opportunity to discuss the issue yet. He said that no specific type has been discussed and it would be premature to comment. Ms. Shannon said that it was not premature to the individuals who have been affected. Mr. Perkins said that procedurally, the district cannot act until the action is approved by the board and the board cannot take action until they have had an opportunity to discuss the matter. Ms. Shannon asked why the board could not have an emergency meeting. Mr. Perkins said that there were discussions about whether an emergency meeting was warranted but the board is made up of nine volunteers and having an emergency meeting as a practical matter is pretty difficult. He said that because there was going to be a meeting tonight, it was appropriate to discuss the matter this evening without the necessity of publication of notice; 48 hours notice of a board meeting is required. Mr. Damato said that Mr. Perkins was correct. He said he thought the purpose of waiting was to try to find out exactly the extent of the problem, exactly who was involved and get everyone together. He said that until he was able to investigate what took place, he could not make an informed decision as a board of otherwise. Mr. Damato said that on Monday, the district took all steps that Dr. Martin outlined, that were required under the law and tried its best to fashion a remedy that was the best thing that the district could come up with at that time. He said that since then there have been a lot of other remedies discussed one of which is the idea of "lifelock" but as Mr. Perkins said, the board has not had an opportunity to discuss it as a full board. Mr. Damato said that this meeting, for better or worse was right on the heels of this and in order to provide notice of a meeting, the board would have been meeting on the same day, in any event. He said that tomorrow he will have more information to give to those who have been affected and Dr. Martin plans to provide more information to the U.T.E.A. and the maintenance association. Ms. Shannon was disappointed that Dr. Martin did not attend the U.T.E.A. meeting held yesterday.

Danielle Beninato said that she had already started calling her credit card companies and banks and all of them have indicated that they rely on other information to verify someone's identity not just a social security number. She wanted to confirm that no other information such as a home address or birth dates was included on the list. Mr. Perkins said that was correct.

Cathy Sharp said that she knew everyone was frustrated right now but she hoped that this situation does not turn out to be like so many other situations where the dirt goes down the slide to the low man on the bottom. She said that she was sure

that the last one that handled this material was some clerk or secretary but she did not feel that person should be given the final blame. Ms. Sharp said that everyone is looking for someone to blame. She said that if something happens in a school it is the teacher in front of the class that gets blamed but maybe it started on the principal, supervisor, director or superintendent's level but it is easier to blame the teacher. Ms. Sharp said that if a clerk or secretary is given something, they assume it has been checked by the person who gives it to them and they feel that the person that gives the information to them knows more about the situation than they do, so they should be given the proper information to post on a website. She said when you think about what is going on don't blame the person at the bottom of the hill.

Dale Costleigh said that the paperwork that he received this afternoon stated that the district was going to notify the State Police and the Federal Trade Commission. He asked if there has been an incident number assigned by the State Police that everyone involved could have in case something does occur, the individual could go to the Union Police Department to file reports if necessary. Mr. Damato said that there has not been an incident number assigned by the State Police. He said that this was reported to the State Police and the telephone number that the State Police gave him for reporting incidents like this is an 800 number; there are no "live" operators there. Mr. Damato said that this was reported the first thing on Monday morning and he was still waiting for a call back which he has not yet received. He said that the district did take additional steps of notifying the Union County Prosecutor's Office because the Prosecutor's Office works very closely with the Attorney General's Office and the State Police are an arm of the Attorney General's Office. Mr. Damato said that he was trying, through the Union County Prosecutor's Office and Union Police Department to notify everyone. He said that as soon as an incident number is received it can certainly be communicated to everyone.

Joyce Nicastro said that she felt this was a very serious situation. Mr. Perkins said that the board felt the same way. Ms. Nicastro said that fewer than 100 people accessed the website but it only takes one person to sell the list of everyone's social security number to a "bad guy". She said that individuals could lose all of their assets. Ms. Nicastro asked the board how they would feel if their social security numbers had been published. Mr. Perkins said that they would be upset. Ms. Nicastro said it was a very scary situation and everyone wants to protect their assets and the assets of their families. She did not know why a meeting could not be held tonight and a resolution come to about possibly offering a "lifelock" option for at least three years; she felt that one year was not enough to protect those that work hard for the Township Schools.

Bernadette Watson, union representative at Hannah Caldwell School, said that she was also one of the IP addresses on the list; she said that she does view the agenda when it is posted on the website. She said that her son who attends the University of Delaware got a call a few months ago and a similar breach of security happened there. Ms. Watson said that her son was offered three years of protection



through Lifelock paid for by the University. She said that she knew that the Board would be going into Executive Session tonight to discuss the matter; she asked if the board had a quorum to possibly vote on some resolution tonight. Mr. Perkins said that he really did not know, but everyone should know that there were 728 individuals whose social security numbers were published and on that same document there were probably another 40 or 50 individuals and the board is approaching approximately 100 decisions in that one document alone. He said that each board member has the agenda and if you count down the resolutions and look at the number of informed decisions that the board has to make, it will be quickly determined that there is a tremendous amount of information that, if the board was to act on a case-by-case basis, it would take more time than is available. Mr. Perkins said that all the board members are volunteers and have other lives but the board does owe it to the district to fully talk about the legalities of what action can be taken. He said that he and Mr. Damato did discuss how a public entity in New Jersey within the bidding laws of New Jersey require that there be competitive bids not just the selection of a single vendor and the time required which the board is trying to work around. Mr. Perkins said that the circumstance that occurred at the University of Delaware is different from a legal point of view than it is to the Board. He said that a decision will not be made this evening because the board simply does not have the information available to make a decision as the investigation is ongoing. Mr. Perkins said that the law requires that we award a bid to the lowest bidder and he said that the board is working on alternatives; he said that the board is not an autonomous body free to act in any way and is restricted by the statutory and regulatory restraints that are imposed by the State of New Jersey and the board has to honor those.

Ms. Watson asked what the timeframe did the board legally have. Mr. Perkins said that he knew what the timeframe was with regard to public bidding and he knew that if it is done on a districtwide basis, the lowest bidder must be selected. He said that he was not sure that the individuals involved wanted that. Ms. Watson asked if there was some protocol because of the breach of security. Mr. Perkins said that the board is trying to help all of those involved and he said that the board understood that everyone was upset and requires a "full speed ahead" remedy. He said that he has spent the last two full days at the Board Office and it was not really fair to ask all board members to do this as most of them have jobs to go to. Ms. Watson said that if she did not want to wait for the board's decision and she goes ahead and gets "lifelock" protection, would she be reimbursed. Mr. Perkins said that was a possibility that will be discussed.

Chris Capodice, president of U.T.E.A., said that he was not going to speak tonight because he was going to reserve his comments until the board made a decision but he was hearing a lot of comments from the board and the reason he did not want to speak tonight because he has been the one who has been talking and he wanted the board to hear from the U.T.E.A. members and what was on their minds and how the situation impacts them. He said that leadership, faith and professionalism has been

spoken about and now all of a sudden there is a "timing" issue. Mr. Capodice said that if something happened to a student in the district or something happened to one of the association members in the district action would have been taken that day. He wanted to know why the same could not be done for the teachers. Mr. Capodice said that the board has indicated that they have faith in the staff of the district but the board must prove their faith again in the staff involved by taking care of them during the Executive Session to insure that the individuals involved are protected and something like this never happens again.

Cynthia Ferretti a teacher at Washington School said that she understood where the board was coming from and she understood that the board members volunteer their time to serve but if it were the board members' social security numbers that were breached she felt that the board would have met immediately and decisions would have been made. She said like everyone else, the individuals involved have families and social security numbers are an individual's lifeline it is everything. Ms. Ferretti said that she understood that there are people on the board who have teachers as spouses and are affected by this situation as well, but she felt that if it were the board's social security numbers involved, the board would have met immediately and had a resolution of the problem. Mr. Perkins said that the board is meeting at the earliest time that it could under the law and the board must respect the law.

Mr. Perkins said that he understood that everyone was upset and he would be very upset as well. He asked the individuals involved to understand the constraints that are placed on the board.

Mr. Arminio said that he had a point of order for Mr. Damato. He said that if the board had to vote tonight, would those on the board who have spouses who have been affected by the situation, have to recues themselves. Mr. Damato asked if Mr. Arminio's wife's name on the list. Mr. Arminio said it was. Mr. Damato said that it would depend what the board is voting on. He said that if the board is voting on providing a benefit to your wife he would think that would be a conflict. Mr. Arminio asked what would be considered a benefit. Mr. Damato said that if the board proposed to offer a "lifelock" proposal which involves a cost to the school district, if that cost was reimbursed to the individual that is a benefit that inures to a specific individual such as Mr. Arminio's spouse and that would present a conflict. Mr. Damato said that the Identity Theft Protection Act requires certain actions of the board which were taken by the board all of which were included in the letter sent to the affected individuals. He said that the additional benefit of providing "lifelock" protection is not something that is contained in the law and the board of education or any other entity in New Jersey is required to provide. Mr. Damato said that it an idea that needs to be discussed and that is the purpose of the Executive Session tonight but it is not something that the district is required to do.

John Murphy, who has been employed by the district for many years, was wondering if some of the affected employees have to undergo the nightmare of identity theft or credit fraud would the district be liable for serious legal ramifications. Mr. Perkins said that until an individual case comes to the board's attention, the answer is "maybe". He said that if a person can show that the proximate cause of damage occurred as a result of the district putting the information on the website then perhaps the district would be found liable but if that cannot be shown, the probability is the district would not be found liable. Mr. Perkins said that he understood this was not a satisfactory answer but that is an answer from a lawyer. Mr. Murphy said that the district wants to protect its staff but the worst case scenario is that damages are irrevocable and individuals' fates are "cast to the wind" in cyberspace and everything that those affected have worked to attain could possibly be jeopardized. Mr. Perkins said that when he goes to renew his driver's license he must give the DMV his social security number and there is a law that says you cannot use your social security number for anything other than social security but the State of New Jersey says that if you want to get a driver's license here, you must put down your social security number on the application. He said that once that application is submitted, the individual has no control where that goes. Mr. Perkins said that what the district has done is very serious and he was not trying to minimize the district's responsibility but the truth of the matter is that no one has very much privacy. He said that once you log on to the internet your information is out there.

Mrs. Gaglione said wanted to clarify that if the board did not vote on its discussion tonight, it does not mean that the board could have an emergency meeting on Friday morning where if individuals could not come to it, they can participate by telephone and the matter could be settled. Mr. Perkins said that he had some discussion with the County Business Administrator today to see if this would qualify for an emergency meeting but he felt that a special meeting could be held on Friday for this purpose.

Kristen Nunes a teacher at Jefferson School commented that the teachers in Union work very hard for the district and if the board could just treat everyone involved as "humans" and take care of the situation as soon as possible, everyone would appreciate that. She said that she understood that the board members are volunteers but the teachers are trying to fight to keep students' scores high and they are doing everything that they are asked to do and now something like this comes along. Ms. Nunes asked that the board act as quickly as possible.

Chris Capodice said that he has been having many conversations over the past few days and many issues have been discussed. He said that he was under the impression or at least left the last meeting with the impression that there would be some type of resolution tonight. Mr. Capodice asked if the board was saying that would no longer be occurring. Mr. Perkins said that he was saying that there are still a lot of unanswered questions on who will supply the protection, the level of protection and

how the district would proceed and the answer was that he doubted very seriously that a resolution would be voted on tonight. Mr. Capodice asked if the board could make some type of commitment to those involved in terms of an emergency meeting that could take place sooner. He said that the more time it takes the board to make a decision that the information is "out there". Mr. Capodice asked if there could be a commitment by the board tonight that a meeting could be held sooner than Friday morning. Mr. Perkins said that a meeting could not be held any sooner. Mr. Capodice asked why not. Mr. Perkins said that the law does not allow the board to have a meeting without 48 hour notice. Mr. Capodice said that the problem occurred on Saturday. Mr. Perkins stated that if Mr. Capodice did not think that the board was acting quickly enough he was sorry. Mr. Capodice said that the U.T.E.A. has lost its faith in the Board of Education. Mr. Perkins said that there are steps that each individual can take, which were included in the letter that was sent out by the district. He said that if anyone has any sign at all that accounts have been hacked there is a course of action that individuals can take right now and he urged all those involved to do that. Mr. Perkins said that the individuals involved must have faith that the board is acting as quickly as it can under the law.

Mr. Nufrio asked if any board member could attend the meetings that Dr. Martin has scheduled for tomorrow and Thursday. Mr. Perkins said that would be up to the individual board member and Dr. Martin. Dr. Martin said that he had no problem with board members attending the meetings.

Christina Fernandes, from Hannah Caldwell School asked if there was any way that the board could guarantee that individuals will be reimbursed if they go out and get individual identity theft protection. Mr. Perkins said that there are many levels of protection and that is the discussion that the board will be having later this evening and with Mr. Capodice after that. He said that as Mr. Damato has pointed out, the district has done what is required to do under the law and this is something that the individuals involved would appreciate as an attempt on the board's part to demonstrate good faith and an effort to make everyone whole to the extent that it can. Ms. Fernandes said that it is not fair to the individuals that cannot get an answer as to whether they will be protected or reimbursed for some type of protection. Mr. Perkins said that the board will have its discussion and report back to Mr. Capodice as soon as possible.

Jaclyn Darby said that before the board renders a decision she urged that all three credit bureaus have been notified and also, even if it costs individuals \$9.99 to be notified if an authorized person tries to access an account, they should take it upon themselves to get some type of protection.

Mr. Perkins said that the telephone numbers of agencies to contact are in the letter which the district sent to all affected individuals.

**COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA**

Mrs. Darby said that she was not at the meeting to bash teachers but as they say "a few bad apples destroys it for everyone else" and she was puzzled as to why the district is allowing a sixth grade science teacher, Mrs. Costa, to return to teaching only to retire in a couple of months. She thought what Mrs. Costa did was a very serious matter and for her to get a pass, she did not agree with that. Mr. Perkins said that he cautioned Mrs. Darby that personnel matters of this nature should not be discussed in public. Mrs. Darby said that she wanted the board to know her concerns. She said that she needed to know that when her children go to school every day they are protected. Mr. Perkins suggested that Mrs. Darby have this conversation with Dr. Martin.

**EDUCATION/STUDENT DISCIPLINE COMMITTEE:**

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

**E-1. AMEND 2013-2014 OUT OF DISTRICT ATYPICAL STUDENT PLACEMENT LISTS**

That the board amend the 2013-2014 Out-of-District Atypical Student Placement, Exit Lists and tuitions in accordance with the information appended to the nonpublic portion of these minutes.

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

That approval be given to approve the list of students removed from the rolls from July 1<sup>st</sup> through August 31<sup>st</sup>, 2013, [five (5) students removed) who are not domiciled in this school district in accordance with the information appended to the nonpublic portion of these minutes.

**E-3. APPROVE TEACHER OF DEAF SERVICE AGREEMENT FOR 2013-2014 SCHOOL YEAR – UNION COUNTY EDUCATIONAL SERVICES COMMISSION**

That the board approve Teacher of Deaf Service Agreement for the 2013-2014 school year with Union County Educational Services Commission in accordance with the information appended to these minutes.

**E-4. APPROVE TUITION AGREEMENT FOR 2013-2014 SCHOOL YEAR – UNION COUNTY VOCATIONAL-TECHNICAL SCHOOLS**

That the board approve Tuition Agreement for the 2013-2014 school year with Union County Vocational-Technical Schools in accordance with the information appended to these minutes.

**E-5. APPROVE SCHOOL HEALTH STANDING ORDERS FOR 2013-2014 SCHOOL YEAR**

That the board approve School Health Standing Orders for the 2013-2014 school year to be added to the Medical Service Handbook in accordance with the information appended to these minutes.

E-6. APPROVE GRADE 5 D.A.R.E CURRICULUM

That the board approve Grade 5 D.A.R.E. curriculum in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE:

Moved by Mrs. Gaglione, seconded by Mr. Galante that the following resolutions be adopted:

F-1. ACCEPT TREASURER'S REPORT

That the board accept the Treasurer's Report dated August 31<sup>st</sup>, 2013.

F-2. ACCEPT SECRETARY'S REPORT

That the board accept the Secretary's Report dated August 31<sup>st</sup>, 2013.

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

Pursuant to N.J.A.C. 6:20-2.13(d), I certify that as of August 31<sup>st</sup>, 2013 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.

\_\_\_\_\_  
James J. Damato, Board Secretary

\_\_\_\_\_  
Dated

Pursuant to N.J.A.C. 6:20-2.13(e), we certify that as of August 31<sup>st</sup>, 2013 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. 6:20-2.13(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the board to be correct.

F-4. APPROVE LINE ITEM TRANSFERS

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

F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5* and *18A:18A-10(a)*

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

F-6. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES

That the Board approve districtwide 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 these minutes.

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

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

F-8. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES

That the Board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) Key Club International – not to exceed \$1500- payment of student membership registration – Union High School; (b) NJ District of Key Club International – not to exceed \$1600 – payment for registration for Fall Rally on October 13, 2013 – Union High School; (c) R&H Theatricals - \$2698.50 – rights for fall 2013 – Union High School; (d) Pine Forest Camp - \$14,820 – band camp – Union High School; (e) Laura Muller - \$1471.04 – reimbursement for band camp truck rental – Union High School

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None MOTION WAS CARRIED

## OPERATIONS COMMITTEE:

Moved by Mr. Layden, seconded by Mr. Galante that resolutions O-1 through O-8 be adopted:

**O-1. APPROVE AMENDMENT OF LONG RANGE FACILITIES PLAN – WASHINGTON ELEMENTARY SCHOOL AUDITORIUM HVAC UPGRADES**

That the Board approve amendment of the district's Long Range Facilities Plan (LRFP) to include Washington Elementary School Auditorium HVAC Upgrades and submission of this project to the Department of Education for consideration of ROD (Regular Operating District) Grant.

**O-2. APPROVE AMENDMENT OF LONG RANGE FACILITIES PLAN – UNION SENIOR HIGH SCHOOL BUILDING ELECTRICAL UPGRADES**

That the Board approve amendment of district's Long Range Facilities Plan (LRFP) to include Union Senior High School Building Electrical Upgrades and submission of this project to the Department of Education for consideration of ROD (Regular Operating District) Grant.

**O-3. APPROVE DONATION OF SCHOOL SUPPLIES TO JEFFERSON SCHOOL – GOLDEN RULE LODGE, CHAPTER NO 50, ORDER OF THE EASTERN STAR**

That the Board approve donation of school supplies to Jefferson School from Golden Rule Lodge, Chapter No. 50, Order of the Eastern Star in accordance with the information appended to these minutes.

**O-4. APPROVE USE OF UNION HIGH SCHOOL AUDITORIUM – UHSPAC**

That the Board approve use of Union High School Auditorium by UHSPAC on January 17 or January 18, 2014 for a concert fundraiser.

**O-5. APPROVE USE OF UNION HIGH SCHOOL AUDITORIUM – UNION'S GOT TALENT FUNDRAISER**

That the board approve use of Union High School Auditorium on November 23, 2013 and December 14, 2013 for "Union's Got Talent" fundraiser sponsored by Township of Union Education Foundation, The Douglas Michael Krueger Scholarship Fund and UHSPAC in accordance with the information appended to these minutes.

**O-6. APPROVE USE OF BURNET MIDDLE SCHOOL – PORTUGUESE LANGUAGE SCHOOL, INC., OF UNION**

That the board approve the Portuguese Language School, Inc. of Union, New Jersey to conduct classes in three (3) classrooms at Burnet Middle School beginning September 17, 2013 through the 2013-2014 school year every Tuesday and Thursday from 4:30 to 7:30 p.m. The cost for the year will be \$9,500 (same rental fee as 2012-2013 school year) and the Portuguese School will be required to adhere to all general permit requirements.



O-7. APPROVE ADVANCED TELECAST CLASS AT UNION HIGH SCHOOL TO PARTICIPATE IN MUSIC VIDEO MAKING CONTEST

That the board approve Advanced Telecast class at Union High School to participate in music video making contest sponsored by Good Morning America in accordance with the information appended to these minutes.

O-8. APPROVE CHANGE ORDER #1 – SPARTAN CONSTRUCTION INC. – CUPOLA REPAIRS AT CONNECTICUT FARMS AND FRANKLIN SCHOOLS

That the board approve Change Order #1 to Spartan Construction, Inc., P.O. Box 1017, Oakhurst, New Jersey in connection with the Cupola Repairs at Connecticut Farms and Franklin Schools as follows: (a) additional \$7,052 for installation of Tyvek around entire cupola and ice shield on the dome at Franklin School and (b) additional \$6,024 for installation of Tyvek around entire cupola at Connecticut Farms School for a total increased amount of \$13,076 in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None MOTION WAS CARRIED

Moved by Mr. Layden, seconded by Mr. Galante that resolution O-9 be adopted:

O-9. APPROVE CHANGE ORDER # 2 – SPARTAN CONSTRUCTION INC. – CUPOLA REPAIRS AT CONNECTICUT FARMS AND FRANKLIN SCHOOLS

That the board approve Change Order #2 to Spartan Construction, Inc., P.O. Box 1017, Oakhurst, New Jersey in connection with the Cupola Repairs at Connecticut Farms and Franklin Schools as follows: (a) additional \$26,832 for repairs of front entrance base columns at Connecticut Farms School and (b) additional \$3,000 for engineering costs for a total increased amount of \$29,832 in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: Mr. Nufrio MOTION WAS CARRIED

**PERSONNEL COMMITTEE:**

Moved by Mr. Galante, seconded by Mrs. Gaglione that resolution P-1 be adopted:

**P-1. APPROVE PERSONNEL ACTIONS**

That personnel action be approved in accordance with the information appended to these minutes.

**DISCUSSION:**

Mr. Nufrio asked if there was any way to consider the flawed presentation as he did not wish to vote on the flawed presentation, otherwise he will abstain. Mr. Perkins said that the exhibit that shows up on the website tonight has all of the flaws removed so that the agenda has each individual listed along with their stipends but none of the extraneous information that was erroneously published. Mr. Nufrio said that when he accessed the site he did not see P-1 posted. He was concerned about the flawed presentation but if Mr. Perkins is saying that the flawed information has been redacted, he needed to know that for his own personal benefit.

AYE: Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins  
NAY: None  
ABSTAIN: Mr. Arminio                      MOTION WAS CARRIED

Moved by Mr. Galante, seconded by Mrs. Gaglione that resolutions P-2 through P-7 be adopted:

**P-2. AMEND SUBSTITUTE LISTS FOR 2013-2014 SCHOOL YEAR**

That the board approve substitutes and home instructors, substitute custodians, substitute cafeteria/playground aids, classroom assistants and secretaries, substitute bus drivers and bus assistants for the 2013-2014 school year in accordance with the information appended to these minutes.

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

That the board accept letters of resignation from the following staff: (a) Mary Ann Costa, science teacher at Burnet Middle School, effective November 1, 2013; (b) Richard Minneci, 1:1 aid at Union High School, effective August 19, 2013; (c) Ellie Schollmeyer, Business Education teacher at Union High School, effective September 1, 2013; (d) Lys Rubens Blanc, teacher assistant at Union High School, effective September 16, 2013

**P-4. APPROVE PRIVATE DUTY NURSING SERVICES FOR 2013-2014 SCHOOL YEAR – DELTA-T GROUP**

That the board approve Delta-T Group, One Woodbridge Center, Woodbridge, New Jersey to provide private duty nursing services as required by the student’s I.E.P for the 2013-2014 school year in accordance with the information appended to these minutes. Delta-T Group has been awarded bid to provide nursing services by the Middlesex Educational Regional Services Commission until January 22, 2014 at a licensed registered nurse hourly rate of \$41.25 not to exceed \$76,230. (Acct No. 11-000-216-320-01-19)

**P-5. APPROVE CHANGES OF SALARY CLASS AND STIPENDS FOR 2013-2014 SCHOOL YEAR**

That the board approve Changes of Salary Class and stipends for staff for the 2013-2014 school year in accordance with the information appended to these minutes.

**P-6. APPROVE LEAVES FOR STAFF**

That the board approve leaves for the following staff: (a) Bernadine Santoro, teacher at Franklin School, maternity leave for the period September 1<sup>st</sup> through September 29<sup>th</sup>, 2013; (b) Patti Weber, teacher at Franklin School, unpaid medical leave from September 1<sup>st</sup> through November 3<sup>rd</sup>, 2013; (c) Chele Cerciello, physical education/health teacher at Union High School maternity and family leaves for the period October 25, 2013 through March 31, 2014; (d) Sarah McCulloh, transition coordinator, unpaid family leave for the period September 1 through September 30, 2013; (e) Jessica Cornacchia, math teacher at Burnet Middle School, maternity and family leave for the period December 2, 2013 through April 6, 2014; (f) Lauren Dougherty, English teacher at Kawameeh Middle School, maternity and family leave for the period September 3, 2013 through January 2, 2014

**P-7. APPROVE PRIVATE DUTY NURSING SERVICES FOR 2013-2014 SCHOOL YEAR- LOVING CARE AGENCY**

That the board approve Loving Care Agency, 611 Route 46 West, Hasbrouck Heights, New Jersey 07604 to provide private duty nursing services as required by a student’s Individualized Education Program at an hourly rate of \$55, not to exceed \$29,700 for the 2013-2014 school year (Acct#11-000-216-320-01-19)

**DISCUSSION:**

None

**AYE:** Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

**NAY:** None

**ABSTAIN:** None                    **MOTION WAS CARRIED**

Moved by Mr. Galante, seconded by Mrs. Gaglione that resolution P-8 be adopted:

**P-8. APPROVE RESOLUTION PROVIDING SALARY AND FRINGE BENEFITS FOR CENTRAL OFFICE PERSONNEL**

That the board approve resolution providing salary and fringe benefits for Central Office personnel in accordance with the information appended to these minutes.

**DISCUSSION:**

None

**AYE:** Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

**NAY:** None

**ABSTAIN:** Mr. Arminio                      **MOTION WAS CARRIED**

Moved by Mr. Galante, seconded by Mrs. Gaglione that resolutions P-9 through P-12 be adopted:

**P-9. APPROVE TRAINING ON USE OF HOYER LIFT – MANDERICCHIO**

That the board approve Tony Manderichio, Sr., for the purpose of training on the use of the Hoyer Lift on September 4, 2013 per a student’s IEP. Training is required prior to the start of the school year in order for the staff to be prepared to meet student needs. Training will not exceed 2.5 hours at an hourly rate of \$20.14 or \$50.35. (Acct #11-000-217-100-01-19).

**P-10. APPROVE TRAINING ON USE OF HOYER LIFT – MARTINETTI**

That the board approve Michael Martinetti, for the purpose of training on the use of the Hoyer Lift on September 4, 2013 per a student’s IEP. Training is required prior to the start of the school year in order for the staff to be prepared to meet student needs. Training will not exceed 2.5 hours at an hourly rate of \$16.56 or \$41.40. (Acct #11-209-100-106-01-19).

**P-11. APPROVE PAYMENT FOR ADDITIONAL SUMMER CASE MANAGEMENT DUTIES – SEUGLING**

That the board approve payment to Daniel Seugling for an additional 12 hours of summer case management duties due to a staff members illness at a rate of \$38.25 per hour not to exceed \$459. (Acct #11-000-219-104-78-19/5519)

**P-12. APPROVE PERSONAL AIDE FOR FRESHMAN ORIENTATION – MANDERICCHIO**

That the board approve Tony Manderichio, Sr., as a personal aide for freshman orientation at Union High School on August 29, 2013 at a rate of \$20.14 per hour not to exceed \$80.56. The use of a personal aide is required by student’s IEP during the school day. (Acct # 11-000-217-100-01-19)

comply with the New Jersey regulations regarding evaluations. Mr. Damato said that it deals with evaluations and non-renewal of non-tenured teachers. He said that the dates were transposed in the policy. Mr. Damato said that he discussed this with Dr. Lishak and that is why it is before the board for approval

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins  
 NAY: None  
 ABSTAIN: None MOTION WAS CARRIED

#### APPROVAL OF BILLS

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

AYE: Mr. Arminio Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins  
 NAY: None  
 ABSTAIN: None MOTION WAS CARRIED

#### UNFINISHED BUSINESS

Mr. Arminio said that this weekend is the Festival on the Green in Freiberger Park from 12 to 5:30. He said that it will start immediately following the Mayor's 5K Run which is sponsored by the Chamber of Commerce.

Mr. Arminio said that he was happy to announce the inaugural induction ceremony for the Union High School Athletic Hall of Fame which will take place on November 25<sup>th</sup> at Galloping Hill Inn at the Five Points. He said that anyone who is interested can call the athletic office on how to purchase tickets. Mr. Arminio encouraged all board members to purchase tickets and attend this event. He had a list of the individuals being inducted if anyone wished to see it.

Mr. Arminio said that inadvertently some notable individuals were not included in the invitation to the opening of Jefferson School and he wanted to apologize to those individuals, including but not limited to Dr. Jakubowski, Mr. Zwillman and Mr. Poltrock. Mr. Perkins concurred with that.

#### NEW BUSINESS

Mr. Galante said that Friday night was the first home football game which was between Union and Elizabeth. He said for the past 25 years this game has been called the "UNICO Bowl" and it is sponsored by the Union and Elizabeth Chapters of UNICO. Mr. Galante said that UNICO is the largest Italian-American service organization in the

country. He said that at the conclusion of the game a trophy is presented to the winning team by the winning chapter and after three years the chapter gets to keep the trophy for the school. Mr. Galante invited everyone to attend.

Mrs. Gaglione asked if Mr. Tatum could give the board and the public some feedback on the re-registration process and how the district made out. Mr. Tatum said that he recently met with building principals and spoke about the re-registration process. He has been informed that at the middle and high school level, the student population remained at a status quo and they were able to re-register 100% of students. Mr. Tatum said that there were about 40 students at the elementary level that did not re-register. He said that the total enrollment has gone down, but have increased in the number of new registrations for this school year. Mr. Tatum said that it was difficult to pinpoint the factors that contributed to that; he said there was a variable that still requires a little more analysis in order to give the board a concrete answer but the total enrollment is down over last year. He did not have the actual number of students but new enrollments were approximately 90 students over the summer. Mr. Tatum said that he believed there was some impact from the approximately 40 students from the re-registration process. Mrs. Gaglione wanted to thank everyone who worked on the re-registration process. She knew that it was complicated for some individuals but she has been doing residency for nine years and she thought it was very important. Mrs. Gaglione said she knew there are always concerns about residency. She said that she faced individuals every month who come to the board office to have hearings concerning residency. Mrs. Gaglione thanked Mr. Tatum and everyone else that worked on the process because she thought it was important to have re-registration every few years. She thanked Mr. Tatum and Mrs. Hubbard at the Central Office as well as secretaries in all of the individual schools had to deal with the process of compiling information as well as parents who provided the necessary documentation to identify that they are residents of Union.

Mrs. Gaglione thanked all parents, students and all other individuals who came to Jefferson School for the Ribbon-Cutting Ceremony. She said that the new school is beautiful. Mrs. Gaglione thanked Mr. Damato for all of his work on the project. She said that she was glad that funds that the district had could be used to rebuild and renovate the school to benefit district students. She said that she appreciated all of the work that everyone has done on this project.

Mr. Perkins said that on September 21<sup>st</sup> in addition to the Mayor's 5K Run, the Festival on the Green and the Hall of Fame activity, there will also be a softball game between the alumni of Kawameeh Junior High School and Burnet Junior High School. He said that he understood that participants had to be over 40 years old to play. Mr. Perkins said that this will be a very exciting community-building activity. He felt that this was the type of activity that could be used to build relationships.

COMMENTS FROM THE PUBLIC

None

MOTION FOR EXECUTIVE SESSION

Moved by Mr. Layden, seconded by Mrs. Gaglione that the Board go into Executive Session to discuss personnel matters without the presence of the public in accordance with the provisions of *N.J.S.A. 10:4- 2b*. The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Mr. Arminio Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

THE BOARD RETURNED TO PUBLIC SESSION

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mr. Layden, seconded by Mr. Nufrio that the meeting be adjourned.

AYE: Mr. Arminio Mrs. Gaglione, Mr. Galante, Mr. Layden, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Respectfully submitted

JAMES J. DAMATO  
BOARD SECRETARY