

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES- JULY 19, 2016

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, July 19, 2016 at 7:00 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083 pursuant to notice sent to each member.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Angel Salcedo

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Tom Wiggins, Mr. Gerry Benaquista, Mrs. Ann Hart

Also present: Paul Griggs, Esq.

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

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

COMMENTS FROM THE PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES

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

DISCUSSION: None

May 10, 2016-Worksession, May 17, 2016-Regular Meeting and May 17, 2016-Executive Session

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

NAY: None

ABSTAIN: None

MOTION CARRIED

May 10, 2016-Executive Session

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

NAY: None

ABSTAIN: Mr. Monge

MOTION CARRIED

COMMUNICATIONS:

LETTER OF RESIGNATION – RIOLO

Letter of resignation, for purpose of retirement, from Vincent Riolo, head custodian - Connecticut Farms Elementary School, effective August 1, 2016.

LETTER OF RESIGNATION – ENGLETON

Letter of resignation, for purpose of retirement, from Alberto Engleton, custodian – Jefferson School, effective September 1, 2016.

LETTER OF RESIGNATION – VIERA

Letter of resignation from Pablo Viera, Spanish teacher – Union High School, effective June 30, 2016.

LETTER OF RESGINATION – ARENA

Letter of resignation, for purpose of retirement, from Marthalou Arena, Café Aide – Franklin Elementary School, effective July 1, 2016.

LETTER OF RESIGNATION – PHELPS

Letter of resignation from Maryssa Phelps, paraprofessional – Franklin Elementary School, effective June 30, 2016.

REQUEST FOR EXTENSION OF MEDICAL LEAVE – COLFORD

Request for extension to unpaid medical leave (non-FMLA) through June 30, 2017 from Jane Colford, teacher at Franklin Elementary School.

LETTER OF RESIGNATION – PEROU

Letter of resignation from Kalliopi Perou, Café Aide at Battle Hill Elementary School, effective June 17, 2016.

REQUEST FOR MATERNITY/FMLA LEAVE – LAKE

Request for maternity and unpaid FMLA leave from Kelly Lake, Science teacher – Burnet Middle School, effective October 5, 2016 and with a return date of January 30, 2017.

REQUEST FOR MATERNITY LEAVE – DIMUZIO

Request for maternity leave (non-FMLA) from Julie Dimuzio, AAP teacher – Hannah Caldwell from September 14, 2016 with a return date of September 1, 2017.

LETTER OF RESIGNATION – MALYSKA

Letter of resignation from Mary Malyska, Vice Principal – Washington Elementary School, effective July 8, 2016.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated I will actually do my portion of the report because we are required by law to do the HIB reporting and then I will turn the floor over to our presenters.

Student/Staff Attendance

Staff: 95.2%

Students: 91.7% district wide – this number is actually designed because this does not include part of the high school count due to the fact that they had a modified schedule – with the high school it would be 95.1%

Monthly Highlights

Congratulations to the Class of 2016 and if you were there, we had a very nice graduation ceremony – a successful project graduation and two really nice 8th grade ceremonies at our middle schools – Burnet and Kawameeh.

Wednesday, August 31st – our freshmen orientation will take place at Union High School and we hope this time it will get off the ground because we have some planning to do. The District Planning Committee Meeting will be on Wednesday, July 27th at 6:30 p.m.

The HIB Reporting for the 2nd quarter of the 2015-2016 school year:

Number of Bullying Incident Reported by School

School	Number of Reported Incidents	Status of Reports	Investigator	Nature of Report	Discipline Imposed
Battle Hill	3	Completed	Susan Strumpf	Other distinguishing characteristics	Lunch and office detention
Connecticut Farms	4	Completed	Jen Parkhurst	1 founded 3 non-founded	Recess detention Letter of Apology
Franklin School	3	Completed	Erin Jackson	2- Other distinguishing characteristics 1- non-founded	1- Suspension 1- Warning
Hannah Caldwell	2 4	Completed Completed	Janette Tramuta J. Tramuta/ K. Hoffman	2- Other distinguishing characteristics 3- Peer Conflict 1- Other distinguishing characteristics	2- no discipline 3- no discipline 1- 5 days lunch detention
Livingston School	0	N/A	Monika Roberts	N/A	N/A

Washington	5	Completed	Kim Marano	2- Race 3- Sexual Orientation	Suspension Lunch detention
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Number of Bullying Incident Reported by School

School	Number of Reported Incidents	Status of Reports	Investigator	Nature of Report	Discipline Imposed
Jefferson School	1	Completed	Karen Hoffman	other distinguishing Characteristics	None
	6	2 HIB		1- gender identity/expression and sexual orientation	Time out of class
				1- religious & other distinguishing Characteristics	None
				1- gender identity/expression	None
			3- other distinguishing Characteristics	Time out of class Lunch detentions None	
Burnet Middle School	7	Completed	Tara Colandrea	2- Race Origin 1- Sexual Orientation 3- other distinguishing Characteristics Mental, Physical or Sensory Disability 3- Gender	0- Teacher detention 1- warning 1-Saturday detention 2-office Detention 2- suspensions

Number of Bullying Incident Reported by School

School	Number of Reported Incidents	Status of Reports	Investigator	Nature of Report	Discipline Imposed
Kawameeh Middle School	1	Completed	Jill Hall	Inconclusive	None
	9	Completed		6- met criteria for HIB 5- Other distinguishing characteristics 1- gender	3- suspensions 5- office detentions 2- Saturday detentions
Union High School	0	N/A	Lucille Williams	N/A	N/A
	6	Completed		1-gender identity 6- Other distinguishing characteristics	None

We have three presentations – one from the YMCA for the before and aftercare program, followed by the Boys and Girls Club for the before and aftercare program and then we have a special presentation by our ACTION Committee on technology.

Mr. Nufrio stated just for informational purposes, how do these HIB cases compare to last year. Mr. Tatum stated that our numbers have not really been high over the last two years. I believe that they are pretty much steady but I would have to pull the numbers and do a comparison but I think our staff does a fine job with these and despite the fact that we thought when this first came out that these numbers would be astronomical, I think they have been kept to a minimum. Also this is only a portion of the school year. The other half was reported earlier this year. It would be the total number that we would have to look at. Mr. Nufrio stated it is important for the public to know, including everyone in attendance here, that the schools have each done initiatives to address any harassment, intimidation, bullying, etc. Just so that everyone understands, we are not just hoping for better numbers we are striving to achieve better numbers. Mr. Tatum stated I would add the programs that have been put in place are all from a preventative standpoint of view. There are sometimes opportunities where we work across the school buildings as well it is not just isolated to one particular building and there is a continuation of the program into the next level. I think a lot has been done and they have proven to be effective because in a district that has the number of students that we have which is over 7,000 students – these numbers are relatively low.

I had an opportunity to meet with the YMCA and the Boys and Girls Club and we will hear from both groups.

1. Presentation by YMCA – in accordance with the information appended to the minutes.

Danielle Cioffi stated I am the District Executive Director at the Gateway Family YMCA at Five Points Branch and this is Jessica Samolewicz, Associate Branch Executive at Five Points Branch and we wanted to thank you for the opportunity to come and present our proposal to continue the before and aftercare programs in the Township of Union.

As you know we operate a licensed childcare program for the past 34 years. We have 360 children in our afterschool program and 170 in our before school program.

The Gateway YMCA is dedicated to provide programs to strengthen the foundation with the community through youth development, health living and social responsibility and giving back and supporting our neighbors.

Jessica stated currently the Five Points Branch provides an afterschool program from school dismissal until 6:30 p.m., Monday-Friday and while school is in session at all of the seven elementary schools including Jefferson. In addition we also provide parents with an opportunity to enroll their children in a full-day vacation day program when schools are closed during holidays, half days and snow days. Our program curriculum consists of homework assistance, daily nutritious snacks in line with our healthy eating and physical activities standards, organized recreation opportunities and activities.

The afterschool program we would like to work with a partner with the schools to improve student learning and development through academic support, physical fitness, character development and enrichment activities. We understand that project based learning is a critical component in a school day and we would like to work with teachers and staff to implement this in the aftercare program as well.

In addition the Five Points Branch is proud to be part of the Health Youth Program - New Jersey's first comprehensive attempt to address childhood obesity in the afterschool setting. You learn healthy living and healthy lifestyles and it incorporates a minimum of 30 minutes of physical activity everyday along with nutritional lessons and workshops.

Our goal is to improve the health and wellbeing of our youth in a safe setting in our afterschool program.

In addition, for the family's at home that are interested in a healthier lifestyle, so we do promote a healthy lifestyle for all of our staff families by providing a full free family membership to over 360 families currently and this is valued at over \$378,000. Opportunities are also provided for our children, as well as their families and communities to participate in free events offered at the YMCA.

To accommodate the needs of our community, we offer financial assistance to any families in need through YMCA scholarships or government subsidy. Last year we provided \$394,000 in financial assistance to allow children to attend our afterschool program. We will not turn anyone away due to financial needs.

Currently the YMCA's school-age program follows the guidelines recommended by the National School-Age Childcare Alliance and the YMCA USA, along with the mandated requirements from the New Jersey State Division of Family Development and the New Jersey State Licensing. All of our childcare sites are licensed by the State of New Jersey.

Danielle stated in addition to the afterschool program we offer much more to our families and the community. We worked in partnership with other school districts in providing enhancements. We have a 7th grade initiative program so all 7th graders across the State and in our community receive a free 7th grade membership to the YMCA and utilize our facilities and sign up for different programs and services. We also run a learn to swim for all the 3rd graders so they learn about water safety and survival skills.

We also have the healthy unit that Jessica spoke about and we are really focused on not just afterschool but how can we help you translate that into the school day to keep kids active whether it is a 5-minute activity break so that way they can pay more attention in the classroom.

We also have early learning readiness that we run out of our Elizabeth and Rahway branches but it is really for the community. It is a program from 0-5 year olds and their caregivers so they come in and they learn skills – we are teaching the caregiver how to provide educational home readiness so when they get to kindergarten they have the same skills and knowledge as a child who went to a pre-school or structured program.

We also have a Livestrong program – it is a cancer survivor program that we operate and it is free to anyone who is a cancer survivor and they can come in for support, exercise – it is a great program and we have more initiatives as well.

Jessica stated our staff and quality of services for children are directly related to our staff. We would like to hire one school teacher from the school district to help bring the school day to the afterschool hours. The teachers would serve as a liaison between the school district and the YMCA to help unify our goals and build our partnership. The afterschool program staff are selected by their skills and leadership. Staff selection files the State guidelines which pairs the level of educational credentials along with the appropriate number of training hours and years of experience. All of our staff are based upon their experience, their years of service in education and related services and their desires to work with children. At each site we provide a Supervisor and additional staff that have a minimum of two years' experience working with youth and are also certified in CPR and First Aid. As a condition of employment, all staff must successfully complete a State criminal background check and drug screening and reference checks prior to being hired.

Our staff is currently trained in the following areas: YMCA admission, history and philosophy, YMCA program policy and procedures, supervision of children indoor and outdoor environments, child growth and development, guidance and discipline, health and safety procedures, curriculum planning and development, New Jersey State licensing requirements and child abuse prevention training.

We know that there is a lot of great things going on in the school district – having been at each of the Board meetings this year, I know you have had a great year and there are a lot of things in store for next year and I think that there are a lot of things the YMCA can offer to build our partnership so we can offer more of a collaboration between the YMCA and the school district.

Mr. Nufrio stated thank you for coming so the Board gets a clear understanding of what the services entail. I am particularly drawn to this novel aspect of hiring a teacher for each of these sites as a bridge liaison. How will that individual be selected? Danielle stated we met with Mrs. Moses and Mr. Tatum and spoke about the program and some of the feedback we received we need to collaborate more with the school district and the schools and how do we bridge that gap from when the children are released at the end of the day and our program and we know that the testing has increased and standards have increased so how do we really support how the school district is doing throughout the day so hiring one of the teachers to work in our program would really bridge that gap so we will work with Mrs. Moses and Mr. Tatum to select those individuals and we open to that conversation. Mr. Nufrio stated so it will be left to the District to make that selection. Danielle stated we would take recommendations and we have to go through our process as well to make sure that the teacher would be right for the YMCA.

Mr. Monge stated the teacher idea, what would they do and what is the idea behind it? Danielle stated that our programs are through grade 5 – we are also open to middle school programming because there is an increased interest in that. They would be helping support the curriculum aspect and the structured activity for the day. We could discuss further what that would look like to make sure that we are supporting the school district. Mr. Monge stated do you offer tutoring because I do understand the physical aspect which I think is fantastic but is there anything on the educational side or is that what you are trying to incorporate more? Danielle stated yes.

2. Presentation by Boys & Girls Club – in accordance with the information appended to the minutes.

Sal Dovi stated thank you for having us. I am the Chief Operating Officer of the Boys & Girls Club of Union County. This is Ron Bragman who is our Associate Club Director of Union. We are a national organization with over 4,000 clubs throughout the country. In the past 10 years, the focus has been on the educational component of any activities at the Boys & Girls Club. We have been a unique Boys & Girls Club because of our initiatives that we started. Going back 15 years ago, the main club is the Jeannette Avenue which is about 40,000 sq. foot building. We have been servicing all of the kids in Union from daycare to up to 18 years of age and we are a youth organization and we do not have adult programs.

I want to share my gratitude with the Board as well as the District for asking us to do this presentation because our forte in this past 15 years has been afterschool programs. We have currently 13 sites. We are in Hillside and Roselle with 5 schools each and we have our own building in Plainfield and a building in Elizabeth which the recreation department provides for us and of course the Union Club. Any given day in the school year we have 850 kids that we serve in the afterschool program and in Hillside we also have the early care.

The program is an educational program where parents can be assured that the children will have their homework done, they will be able to be picked up from the Club knowing that they did their homework and happy enough to be involved in other activities that we have on a daily basis. Individualized structured learning experience is one of the philosophies that we have throughout our programs and of course it includes the attitude of the child. If the child is happy and feels good about what they are learning, they will be a happier child overall in the school as well as the club. We provide tutoring where needed.

We also have a very affordable fee. We do provide scholarships. We work in hand with 4-C's which is a subsidized agency in Union County. We provide subsidy for families. The beauty of our relationship with this District is we right now will serve at any given point in time 350 kids a day. We pick up kids and we pick-up 40 kids every afternoon in the school year from Hannah Caldwell. We have over 150 tweens from Burnet School. Some are dropped off from Kawameeh and of course the high school program which is in the afternoon and evening. We have a strong program that provides educational enhancement of every child that participates in the program.

In terms of our staff, this is our operating procedures, we do not hire anybody less than 18 years of age. On occasion there are some junior counselors that we give opportunity but for the afterschool program and early care, it is 18 and over and we also try to hire teachers from every school. Not every school has a teacher, but we give them the opportunity to come on board with us. We follow the same procedures as the YMCA – drug testing and criminal background check. We educate them as to what we do and the expectations of the program.

We are a very affordable program where parents have given very little complaints and many times don't want to leave us because they are having such a good time and they have done their homework and studies.

During the summer program we have a brain game program where they have to do some educational components such as reading, math, tutoring, educational programs in the computer center that we have.

Mr. Bragman stated in Union our program – the first hour of our afterschool program is called Power Hour – consists of homework help and assistance. They come in and do homework first and we do have snacks and then we break into higher learning activities which are games and activities that are still increasing learning. One of our philosophies is that kids need to eat broccoli and if they don't like broccoli we sprinkle it on pizza and they don't realize they are eating it. We believe that everything is an opportunity to learn. We too are like the Y and we want to bring teachers in but we want to have the teachers in a different type of role. We are looking at them more as a site supervisory type position where they will disseminate how the learning goes. One of the areas that we struggle with is making sure that we are reinforcing the same thing that is happening in the school systems. We have been blessed because a lot of our employees are from the school district and they know what the students are doing but we are looking to bridge that gap because we see that there are a lot of things that are not happening.

We have a number of our kids in the school system already and we focus on fine arts, digital photography, creative writing, cultural appreciation. We focus on recognition of kids, healthy lifestyles, activities, sports and fitness. As part of the afternoon program, you become a member of the Club which means they would have access to all of the activities that happen at the Club like t-ball, basketball and other programs that we have. Education is a key component throughout our year. We have an educational component built into our summer program. We have enrichment and tutoring done by volunteers in our community and some retired teachers. Also as they get older and what we are looking to bring to middle school, we have programs for leadership development. We have character and leadership groups within our Clubs called Torch and Keystone for high school. The Torch Club is where our focus is on community service, giving back and also career exploration and education exploration. During the summer and school year we do college tours. We expose the kids even at the age of 12 to college experiences so that they can prepare for college.

Our before care, as we are looking to do Monday through Friday from 7 a.m. to the start of school. Our program is also State licensed that means that we have mandates by the State which we have to fulfill. We are a little different because most ratios are 1:15 and we have been reviewing our ratios and we try to keep our ratios to 1:10 because we believe with a lot more kids it becomes a lot harder to do some of the things that we need to do and that is below the State standards.

Our history, we have been around for a while and we do have a number of our employees have once been Boys & Girls Club members. We do have people a degree in education on staff and we are looking to do something.

Mr. Dovi stated we take pride in our staff because they are the ones that establish that relationship with the kids and each school that they work with – be in the principal or teacher of that child that we are with every single day. So communication is very important that we maintain and it is standard operating procedures for us with our staff and our staff making sure they carry out the relationship with the child and the parent and the schools.

Thank you for the opportunity attend.

Mrs. Regis-Darby stated I'm looking at all the different services and programs you offer to the kids. How do you support and help the IEP population that comes to you in the afternoon. Mr. Bragman stated it is a little different at our site than it is in the school setting because we have a bigger facility. We have homework assistance, power hour, computers, gym activities, swimming and also a number of programs happening like character and leadership development, public speaking which is called Stand and Deliver, we have a program called Lords & Ladies which is etiquette and we have programs that teach proper dress and we do mock interviews so there are a number of things that are going on throughout the site and those are the programs that we have.

You will see in the packet that the Boys & Girls Club just created a partnership with a group called Positive Action and what they do is instills value for self and this belief is once the

kids value themselves, then everything else becomes better – so educational standards become better because they appreciate themselves.

Mr. Nufrio stated I believe Mrs. Darby was primarily interested in academic assistance with the learning disabled. How would you address those children and that power hour is extremely important component because assistance is given. It is difficult as a Board to decide who gets the prize. Our main concern is delivery of service by the most frugal of the two and that is a major objective. I guess the expanded services that go with all that you provide and again thank you for coming this evening.

Mr. Bragman stated as a parent of students in the Union school system – whichever way you decide to go, it is important that we have a bigger collaboration with the teachers and to be able to assist the kids that have learning disabilities. A lot of times they are not identified to us so we could be spinning our wheels and that is one of the reasons why we said we need teachers who have these kids every day that know the struggles before they come to us because sometimes what we have learned is even the parents are not aware of the struggles. It becomes hard to put things in place. That is the biggest thing we want to get from this.

Mr. Nufrio asked Mr. Griggs are we held to selecting one? Mr. Griggs stated no. Mr. Monge stated we have a contract to engage an outside third party not-for-profit to provide services before and after school. Do we know what our preferred outcomes are supposed to be. Mr. Nufrio stated we will discuss this further in Executive Session but do we need to define it as one entity or can we consider both entities. Mr. Griggs stated I think you can consider both – to me it is a matter of coordination and logistics. In terms of articulation between teachers and your program for special services children, you absolutely have to have a parental consent to do that. The teachers cannot talk about that.

Mr. Monge stated I didn't hear anyone mention STEM program and I know some Boys & Girls programs have STEM initiatives. Do you have anything? Mr. Bragman stated we are actually working on STEM initiatives this summer with Liberty Science Center so STEM is a big portion of what we do.

Mr. Monge stated as it pertains to special needs kids – historically a lot of programs don't accept them. We can talk about it but that is the reality. This is something that we definitely should speak to that population because normally that is one of the toughest things for a parent to find a place for their child with special needs. Mr. Nufrio stated it is extremely important as well as the students that are not in that category but there is a possibility and the Board Attorney is giving me a little bit of a green light to consider some aspect of both entities welcomed to service our children.

Dr. Francis stated you are not at Hannah Caldwell. Danielle stated we are on site at Hannah Caldwell. The Boys & Girls Club walk their children. Mr. Nufrio stated that is something new to me because I didn't know that.

Mr. McDowell stated so we use them both now. Mr. Tatum stated yes we do. Mr. Nufrio stated why didn't someone say that before. Mr. Monge stated what do we have in place today and I guess it is both of them. Mr. Bragman stated we are not on the school sites.

Mr. Tatum stated in the case of Hannah Caldwell, it is a parental choice because parents have the opportunity to choose where students are then dropped off at a central location and they don't have to leave the building at all with the Y program so it is subject to what the parents' needs are. Mr. Nufrio stated that makes it easier for us because we will let the parents decide and whatever each building selects. I think it should be site-based management at that point. They would recommend to you and you would come to us and tell us what the schools want to do. We have our work cut out and we will approach it in a different way.

Mr. Dovi stated to go back to the special needs – generally our standing policy is no matter what the need is of anyone coming through – we don't ask what they have but hopefully the parent will let us know what the need is because we have had autistic and down syndrome kids and we have had autistic kids that have been with us for 10 years. Certainly there are some limitations but we welcome all and we work with the parent and if a teacher is there we can have things happen. Mr. Bragman stated we have had cases where we have had one-on-ones because it is a little more intense so we tailor our programs because we are a youth organization.

Mr. Nufrio stated we may be arriving at how before and aftercare is addressed. Jessica stated I just want you to know that we are also all inclusive and we have always accepted children with special needs. I have a masters in special education and also our director has degree in education. Like the Boys & Girls Club we do welcome parents to come in and meet with us with the child and we come up with an action plan for that child to help that child become successful and communication is key because every person needs to work and they have needs of their own and they want their child to participate in the program just like every other child. We have provided services for children with autism, Asperger's, severe diabetes, defiance disorder so there is a wide range and we even had a child who was non-verbal and dietary need who couldn't even eat solid foods and he was extremely successful in our program and showed a lot of growth. We encourage parents and we are open to working with each of them.

Mr. Tatum stated when you are looking to use our staff members we certainly can tailor those needs to the population as in teachers who can support the population of students you have and we have an abundance of assistants here in the district that also may be interested in doing some extended hours.

Mr. Nufrio stated you both gave great presentations and you opened up to new avenues on how to pursue this. Thank you very much.

3. Technology Presentation – Action Committee – in accordance with the information appended to the minutes.

Mrs. Moses stated this year we know as the State is moving forward with integrating technology and making sure that technology is part of every student's academic and curriculum school day. We know in our District we want the very best for our students. So we created two

teams. A team of administrators with shared ideas about technology and a team of teachers with their shared ideas about technology. We started out with the leader, learners technology team and we changed it over to A.C.T.I.O.N.

Craig Wojak stated A.C.T.I.O.N. denotes what we are doing – we are a bunch of people that came together and we are making things happen. It means Advanced Collaboration in Technology Ideas Outlook Networking and also with a moto of “taking action to achieve excellence”.

Mrs. Moses stated we have met several times throughout the year and sharing ideas about what we need to do as a District to leverage our technology and move our students forward into a place where they can engage in technology. We know that the State recommendations is that every district needs to have a technology plan that speaks to real relevance that have a beginning and end goal to where our students need to be and we need to prepare our students.

We have five members from the A.C.T.I.O.N. team committee and they will explain some of the things that we are developing. Our students need to compete with every student in the State of New Jersey and for the greater good of our District, from administrators, teachers and students.

Mr. Tatum stated the A.C.T.I.O.N. team has been indoctrinated with the whole idea that this be a simultaneous process in the sense that while we are working with the infrastructure and we are getting the District prepared to be able to handle the technology, they are on the end of planning the educational initiatives that will sink together and we are hoping that they will be able to meet one another and get this infused in the classrooms and enhance the quality of instruction that we have in the District as well as improve on its own infrastructure.

Mr. Wojcik stated I'm a teacher at Jefferson School. I teach computers in Gifted & Talented. Thank you for having us tonight to present to you. Thank you Mrs. Moses and Mr. Tatum for putting our committee together and we want to thank Mr. Warner for giving us support and tech advice from Bed Bath & Beyond.

Our A.C.T.I.O.N. Committee is comprised of 10 teachers and 10 administrators ranging from elementary to high school and we have been meeting over the past couple of months to design a plan on how we can address some district-wide needs. Our objective is to enable access to a device for all staff and students districtwide. Recently there has been a push from the State and federal government to make changes in education and to move towards 21st century goals and equipment and we don't just want to meet those expectations, we want to exceed them.

We want to provide our students; teachers and administrators the devices that will allow them to learn, collaborate and connect in a way that they wouldn't be able to do without them. We are here tonight to garner your support in that initiative. I will hand it off to Mike to tell you some ways that we look forward to making changes to the classroom.

Mike Riley stated I teach computers in Gifted & Talented in Washington School. I would like to point out now where we are in technology now. We are implementing technology

in the classroom. Every teacher has a computer connected to a projected and in most cases a smart board and they can use this computer as a presentation tool. They can have technology tools, websites that they can present in their lessons to display the students. There is only 1-2 computers in a classroom so for 20+ students, they are really not able to take what they are learning from the teacher and integrate technology in their classroom. That is not to say that students are not getting technology because in grades K-5 are going to computer class once a week to get the foundations of computers and technology that they need to learn internet skills, research, Microsoft word, power point, excel and in upper elementary we are doing movie making software and even computer programming but they are not able to take what they are learning in computer class and implement it into their everyday core curriculum areas.

Where we would like to move is still have a teacher with a laptop or computer connected to the projector but then every student in the class and in the District has a device that they can then use to integrate what they are learning in computer classes and integrate into everyday core curriculum areas.

To briefly state the benefits of this, if we go one-to-one, it would ease communications between student and teacher. Redefine collaboration – go from big desktop PC's in the classroom to small personal devices that they can use on their desk during class and eventually bring that home so that they can collaborate with students and teachers from home as long as they have an internet connection. If a student is absent or a teacher is absent, they will be able to access and collaborate and share as if they were in the building. A teacher can post assignments on Google classroom. Students and teachers can access this from home.

We can increase use of STEM projects to give the students opportunities to utilize math and science skills. The District is on a big push to STEM which is great and by having devices this will make that initiatives easier. This will also ease PARCC testing if every student has a device. Instead of going to the computer labs to take PARCC, they can take it right in their classroom and shorten the time that PARCC testing goes on for.

Most importantly to prepare them for an increasing technical work environment because we know when students leave Union and they go to college and the work force, they are using these tools every day.

Moving forward we want to focus on four focus points – educate, integrate, innovate and connect. Educate is one of the most important point. After talking to other districts that we talked to and went to visit, we have found that one of the most important parts of doing this initiative is coming up with a professional development plan that is continuous and ongoing. We need to create a supportive professional development program and support structure for teachers and encourage teachers to become Goggle certified. We don't only want to teach but first we have to train teachers on how to use these tools that they are going to use with their students and get people certified but more importantly, we need to teach them how to actually integrate these tools into their everyday lessons. We want to take what they are doing now and integrate the technology with the current lessons.

Integrate – we need to integrate these devices as seamlessly as possible. To do this we need to do four things: (1) make sure that the infrastructure is in place to handle all devices, (2) a detailed plan in place on best implement the initiative and that is where the A.C.T.I.O.N. Committee comes in, (3) ensure automation tools are being used to streamline responsibilities, and (4) we need to develop and implement monitoring and recording protocols to ensure that the program is running effectively and producing academic results. We want to come up with data before the initiative, during the initiative and after the initiative so that we can compare results and see the progress that students and teachers are doing both technological and academically.

Innovate – we look to drive innovation on best practices and changes in education and technology. We know that educational technology is constantly moving and we need to keep up with the best practices and changes and implement that into our integration. We need to act as ambassadors for change and empower other educators, students and districts. We want by the end of this other districts to come to us and visit our schools to know that we are on the forefront of these initiatives.

Connect – we need to educate the parent, community, politicians and local and corporate businesses about the program initiative to report and financial backing. We don't just want the student, parents and administrators to know about this initiative. We want the entire community to know that this is where we are going with this technology initiative.

Chris Carew stated I will be computer in the Gifted and Talented at Connecticut Farms Elementary School and for the past six years I taught 3rd and 4th grade as well. I am going to speak on how we are going to get there. What we have done was create four project teams – the Implementation Committee, the Technology Committee, Professional Development Committee and Public Relations Committee and each team has their own set of responsibilities and roles in designing this multi-year plan.

Implementation Committee – they are going to be designing the roadmap on how we are going to roll this out. They are responsible for the design research and we have done a lot of research by going to schools. We went to see Hillsborough just to see an amazing 21st century classroom and what it looks like. With my own students I was able to set them up with Google accounts in the past year and they absolutely loved using it. Students who hated writing wanted to use it over the summer. It excites them.

Technology Committee – they are responsible for choosing the best device for each level – elementary, middle and high school and making sure that the infrastructure is where it needs to be. As we go along, assessing the needs and making sure we have everything we need to be successful.

Professional Development Committee – this is very key committee in making sure that everyone has their training and coaching that they need. In particular the teachers, making sure that they are comfortable because if they are not comfortable it will be very hard to implement – ongoing contiguous support so that they have everything they need to innovate and give the best lessons they can to the students.

Public Relations Committee – they are responsible for establishing buying, funding and support from families and communities.

Jenn McCartney stated I worked at Burnet Middle School as an English teacher for 8th grade for seven years and now I'm at Kawameeh Middle School. I am going to talk to you about the progress we have made. With a name like A.C.T.I.O.N. we knew you would expect results so we hit the ground running and as you have already heard we have created subcommittees and we have such a talented team of teachers and administrators. We all have different strengths. We identified the strengths and we put people on jobs that they could do well and excel at. We did research and discovery. We went out to other districts that are already doing one-to-one and we asked them how did this go for you? What were your successes? What were your failures? And what is great about education, everyone has the children's best interest at heart. They shared and were open with us and we are going to take that information and move forward and we did take that information to decide on the device the student should have. As a group, we decided that ChromeBooks were the way to go.

We also discussed two platforms that exist. There is Microsoft 360 and there is Google Tools for Education and we decided to go with Google and I will show you why. We had to identify our stakeholders and that is the parents, the students and the teachers, the Board, the community and we need to get them all excited about this, interested and involved. I know I'm going to call the YMCA and Boys & Girls Club and say hey you want to collaborate – this is a great way for you to do it. Kids today use technology every day and every second and moment. Part of what the A.C.T.I.O.N. team is going to do is going to help that to happen.

Why we decided Google. To me Google is a little search engine that could and it actually became a verb. What does an A.C.T.I.O.N. Committee like more than a search engine that became a verb? We don't search things, we don't look things on line, what do we do? We Google it and that company became very successful and they decided to give back to the community. Their platform for education – this is 10 things that highlights their strengths and why we will go with them – (1) unlimited storage, documents are saved automatically, (3) live-time collaboration and sharing on documents, (4) Chrome Apps and extensions – tools to create with, (5) access your drive and Chrome bookmarks from anywhere in the world, on any device, (6) Google drive add-ons to automate your workload, (7) easy data collection with Google Forms, (8) immediate feedback on documents with chat, comments, and suggested edits, (9) no software required and (10) it's free. It is very user friendly and intuitive. It is free because it is for the students and it is an investment in our future and theirs.

We chose Google over Microsoft 360 because the education tools were well developed and proven. Microsoft 360 has not been around that long. Google Education has been and it is free and free is never bad and we really haven't found any catches that make it a negative. A brief video was shown on the use of Google Tools for Education.

I hope after seeing that you guys have some of the excitement that we have. As an educator, when I see this and what I can do if every one of my students had a laptop in their hands, I can't help but get excited. Hopefully that enthusiasm is going to spread with you guys tonight.

Mr. Wojcik stated some of the risks that go along with any project. These are the risks that we identified if we don't address them and we don't consider them that they create the most opportunity to put our program in jeopardy. One of them is staffing and we need to make sure that we assess our needs and ensure that we have all the essential personnel to make sure that all the tasks are met and that we can back up the infrastructure that we can provide instruction to the teachers and the teachers can provide that instruction to the students.

Budget is always the problem. There are a lot of projects and good projects require large expenditures and we are going to garner support from the Board, local businesses, corporate sponsors and our grant committee as well as working to get funds as well to address our needs.

Time – we have four major project teams that are trying to facilitate a timetable for the integration of the overall program and we need all of them to communicate and meet their deadlines because each project needs to be completed for the next project to begin. Some work simultaneously but we need to make sure that we are communicating with each other to make sure that the project is moving forward.

Technology is very fast moving. As my teammates have told you already, we have gone to other districts and we have seen the pitfalls that other schools have fallen into. Some districts even purchased devices and within a year or two moved them on because they weren't the right one and then had to go out and purchase devices again. We can't have those problems. We want to make sure that we avoid those issues that other districts have learned from.

As far as infrastructure, we are getting guidance from Bed Bath & Beyond and Kevin and his team have come in and given us guidance and suggestions on how we can address some of the issues that we are faced with.

Educational needs – we want to do benchmarks. We want to know what was happening before, during and after to make sure that we are making the necessary changes to everything – to the technology, to the instruction, to make sure that we are not just providing our students with a device to say that they have a device. We are providing a device to change instruction and to change the environment all together.

Security needs to be considered. We are putting a device in our students hands which I know a lot of people are worried about – teachers in particular. We need to change that mindset because providing them with a device makes them feel smarter. We need to change that outlook and make teachers and the community members feel like having a device in their hands is a positive. We are also moving our information offsite and putting our information in the Cloud so fortunately we will have Google's backing on that and any information that is out there will have their support on that end. But we also need to consider security at the local level as well.

Kevin Warner, Vice President of Technology and Operations at Bed Bath & Beyond (his responsibility is for the data center and all the IT infrastructure and been at the company for 16 years) stated so the initiative to move it to the Cloud saves the District a lot of money because to match or meet those abilities and investments, it would consume the entire program but they are doing it for free and you are getting the benefit of all the security that comes with it so that is a

win. I want you to keep that in mind. Maybe we can offer services of our data center for additional capabilities here in Union or our North Carolina facility and we are here to help and we are committed to seeing this through but I can say the decision to go to the Cloud, at least the type of program you are describing, Google brings a lot of capability that to acquire the equivalence, you can't even have a conversation because it is so expensive. This is a great opportunity for us to participate and we are trying to figure out how we can participate so we are in the early phases of this and there is no commitment from the company but we see a need and we are going to see how we can help but at the minimum we will provide advice and we are excited to do that and we are offering our services to extend the IT team that is here versus having to acquire an engineer. We will make ourselves available and we are excited about that.

Mr. Monge stated as it pertains to storage. Do we get to a certain level and then we have to pay for storage? Mr. Warner stated my understanding is it is unlimited and that is why Google opens up million-square foot data centers next to solar plants and dams because they have this free energy and they build their own servers so they are prepared to support us. Mr. Monge stated I use Drop Box so the assumption would be that they would have multiple data centers. Mr. Warner stated that is Google's burden to support the Township and they are doing it for every ".edu". Every school has the same burden and same security proposals. Mr. Monge stated the reason I said that is because we had an earlier presentation about storage and this actually speaks to that and no cost. I'm sure there is a business reason there and their product.

Mr. Wojcik stated the last thing is our timeline. We have already made a lot of progress as we mentioned already. We have some milestones that are expected to reach in the coming months and we expect to have more milestones coming. By the end of this month we expect to have our subcommittees have their roadmaps and their plans for moving into the future and once those come back to the A.C.T.I.O.N. Committee, we will be able to have a better understanding of what milestones we should see along the way.

Coming up we expect to go into Administrative Google Training and we will provide Google training to administrators. Our thought and vision is that we just don't want to change the classroom, the schools, we want to change the District and the best way to do that is to go from the top down. Provide the resources and information to educate them to know how to use it so that they can change the environment that not only the students live in but the teachers as well.

Our hope and expectations with the support of the Board, the community and corporate sponsors, that this year we will be able to improve infrastructure and commit to professional development on the Google platform. We can deploy ChromeBooks to the high school this year and as they mentioned, that should stabilize the issues that we face with PARCC and as time goes on and the program progresses, we want to continue to deploy districtwide to every student in the District. Thank you to the Board, Mr. Tatum and Mrs. Moses and Mr. Warner as well and as we progress in the process, we will be happy to come back and report on our progress and give you are new milestones as we move ahead.

Mr. Tatum stated we started once again with a concept on paper and so much as come from the development of our planning committee and subcommittees to now committees that are

designed in technology and education and I think we are moving in the right direction so I want to thank all of the teachers and Mrs. Moses and everyone that has been involved, Donna Restivo and certainly Bed Bath & Beyond for all of their continuous support not only in the technology area but in the educational field and they provided us with visitation to their site as well as we are working on the possibility of some internships for the coming school year and there is a lot going on.

I understand there is a gentleman here from Lightpath who is going to tell you a little bit about the possibility of changing our phone system which may save us a little more money – Dan Zeana, presentation appended to minutes.

4. Lightpath presentation – in accordance with the information appended to the minutes.

Dan Zeana stated thank you to Donna and the Board for inviting me. Lightpath has been in business for 25 years. We are an Ethernet-select. Twenty-five years in telecom is fresh. Our network is built totally on Ethernet rings. Donna had approached me about providing voice and internet service for the District. Lightpath's solution to that was actually to build an Ethernet fiber ring to the building. What that fiber ring does it brings redundancy/resiliency in the first get go. If you know anything about fiber rings, we say data travels east and data travels west so if there is a break on the west it turns around and moves east. Our terminating equipment also has some back-up to it and we also provide battery back-up. The service would be a full gig – a full 1000 bits of service that is an entire ring. This District would have its own access ring. Let's say the Town had a power failure, as long as you have power, we are good to go. The other part of this technology is cost. I'm quite familiar with your network. The best collateral is our customers. Our core is all rings, the solution to support voice over and provide internet access, carrier service for the minutes for the phone calls, we also provide the telephone equipment. The telephone equipment could be standard Sysco or a higher level of Sysco or Polycom. Our service level agreement is to the desktop. One phone call you get me, you get a co-worker of mine who is a service executive that helps me with non-sale issues. If you have a billing question or you want something – you have both of us. Our customer care is 24/7 365 and you will speak to a person. The network operation center is located in Long Island. Anytime anyone wanted to visit our location, we can schedule that. What I'm getting to is that we are local.

Mr. Monge asked do you work with other school districts? Mr. Zeana stated yes. I brought on about 100 school districts – one of my favorites was Elizabeth.

Mr. Tatum stated has there been any comparison analyzing your cost versus what we are currently paying. Mr. Zeana stated I have not gotten that information yet. Just like this team operates, we start with a vision, we put a plan together, you have checkpoints – for me I want to know what your vision is and I need some background material. What do you have today? How much are you paying for it? What kind of solution can I come up with? Is it a better solution and what is the cost? Less expensive is not always better.

Mr. Tatum stated I don't want to speak for the Board when I say this, but I guess I am, it would be helpful to see moving forward your service versus what we currently have here. As well as enhancements and we are looking to save money where we can. If we are putting out more money than is necessary, I can turn around and give that money to them moving forward. Mr. Warner stated thank you for presenting but what you are not privy is what is still underway is discovery of what is needed to support one-to-one and in the middle of all of this there is an immediate need for PARCC support and that is a reconfiguration of what is already in place meets the initial demand but then we are recommending that we do a comparison and come to market and Lightpath should be on the table versus other carriers and bid on the work for lining up each school to the internet. Today the choke point is the high school and that will not work because if you think about 2 years from now and the amount of demand for data – 1 Gig is not enough and one is the technology and it maybe some is required here at the Board and at the high school, but not necessarily each school. It may be a Lightpath solution, it may be a Comcast or Verizon or whomever but we should do the right thing and have it compared and it really is not the way it is today. The way it is today will not meet the needs of what is required.

Mr. Nufrio stated just as you indicated, I was very moved by the presentation last Wednesday that I had the pleasure of being asked to attend as well. This is the type of professional service that we can only hope is delivered daily by everyone. Again I want to thank the committee for the hard work and the professional presentation and please keep up the good work. As Kevin said, the infrastructure has to be prepared properly so on that note we will talk about that and Jeff and Nancy are the two people that I would like you to be in contact with – Mrs. Zueno is the operations chair and Mr. Monge is fiscal chair.

Mr. Monge stated to Kevin's point, as I said before, instead of going out and spending money, we really need to know what we have and what we need. Mr. Nufrio stated we will do that and will your committee's assistance and keep in mind you can only have four so you might want to select 1-2 other people but the infrastructure Jeff, there is a light at the end of the tunnel and the light is going to come from the money that we are waiting to be released. The infrastructure can be addressed with that and perhaps some of the collateral equipment as part of the infrastructure. We can do this and you are definitely going to be part of the discussion because we do need to improve on the communication system, delivery and delivery to the students.

Mr. Monge stated I think that when we come up with a plan, don't contact me or Nancy because I don't think it is appropriate. I think it is more appropriate that once we have that plan and what are needs are then I think that is when we will put out an RFP and as Mr. Nufrio was saying for clarification as part of that process assuming those are the needs that we need to establish.

When I was at the conference in Atlantic City I had the opportunity to speak to the Microsoft people and I did my research on Google Chrome and I wasn't impressed by the Microsoft people. They are just getting into the business and they haven't really established themselves so I think that was a great idea. Question about and someone made mention of antiquated equipment after a year or two and my understanding is that there is a leasing option so

if you are looking at that I think that is a very smart thing to do and it pertains to security, my understanding is there is insurance.

Mr. Arminio stated can you forward a list of everyone who is on that committee.

Mr. Le stated for the past couple of years and attending these meetings and seeing a lot of presentations, I have to say that your presentation was one of the best and it was so concise and comprehensive and you have a timeline with milestones and it gives me such hope that this will actually be realized. I think your analysis is on point with choosing Google. It is very intuitive and especially from the video you shared and I think anyone regardless of their age group and regardless of their literacy of computers would easily understand this program and would easily acclimate to it. Not only that, Google is a very nimble platform and it is continuously improving itself and refining itself. If we are looking for something long term that is cost effective, I applaud you all for putting a lot of thought into it and looking as well as the long term. I am very excited to see what is to come next.

Mr. Nufrio stated I would like to echo Mr. Tatum's comment, no team is successful without a team leader. So kudos to Mrs. Moses and Mr. Tatum.

Mr. McDowell stated we have had a lot of companies here in Union but I don't think any of this would be possible without Bed Bath & Beyond.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

E-1. AFFIRM SUPERINTENDENTS RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period June 13, 2016 to June 24, 2016, in accordance with the information appended to the minutes.

E-2. APPROVE AM AND PM VO-TECH STUDENT ENROLLMENT (2016-2017)

That the Board approve students' enrollment for school year 2016-2017 AM and PM Vo-Tech, in accordance with the information appended to the minutes.

E-3. APPROVE CHILD OF EMPLOYEE #10331 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOL

That the Board approve child of Employee #10331 to attend Union Township Public Schools for the 2016-2017 school year, tuition free, in accordance with the information appended to the non-public minutes.

E-4. APPROVE SUBMISSION TO NJDOE OF EDUCATION EQUIVALENCY APPLICATION

That the Board approve submission of the New Jersey Department of Education Equivalency Application N.J.A.C. 6A:5, in accordance with the information appended to the minutes.

E-5. APPROVE ESTABLISHMENT OF SELF-CONTAINED BEHAVIORIAL DISABILAITIES PROGRAM – BATTLE HILL ELEMENTARY SCHOOL

That the Board approve the establishment of a Self-Contained Behavioral Disabilities program at Battle Hill Elementary School, effective September 6, 2016, in accordance with the information appended to the minutes.

E-6. APPROVE ELIMINATION OF BEHAVIORAL DISABILITIES PROGRAM – CONNECTICUT FARMS ELEMENTARY SCHOOL

That the Board approve the elimination of the Behavioral Disabilities program at Connecticut Farms Elementary School, effective September 6, 2016, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated can we have background on E-5 and E-6. Mr. Tatum stated due to the fact that we are about to run pre-k back to a few of the schools that it had been eliminated from a few years ago, we are moving one program from one building to another and we are doing so because there is an increase in that one class and then the elimination of three sections at Battle Hill so therefore there is room for that class in that building so we have a pre-k program at Battle Hill and Connecticut Farms so it facilitates two programs.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE:

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

F-1. ACCEPT PRELIMINARY TREASURER’S REPORT

That the preliminary Treasurer’s Report dated June 30, 2016 be accepted.

F-2. ACCEPT PRELIMINARY SECRETARY’S REPORT

That the preliminary Secretary’s Report dated June 30, 2016 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of June 30, 2016 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/ Manuel E. Vieira
Manuel E. Vieira, Interim Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of June 30, 2016 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to

meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Interim Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

That the Board approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-6. APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

That the Board 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-7. APPROVE AMENDED LIST OF STATE CONTRACTS

That the Board approve the amended list of the 2016-2017 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools’ purchasing, in accordance with the information appended to the minutes.

F-8. APPROVE AMENDED 2015-2016 OUT-OF DISTRICT STUDENT PLACEMENT LIST

That the Board approve to amend the 2015-2016 out-of-district student placement list, in accordance with the information appended to the minutes.

F-9. APPROVE AMENDED 2016-2017 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

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

F-10. ACCEPT DONATIONS

That he Board accept the following donations:

From	Amount	For Use by
LifeTouch National School Studio	\$654.92	Jefferson School
Target	\$1,447.65	Washington Elementary School
Target	\$50.38	Burnet Middle School
Target	\$1,282.04	Hannah Caldwell Elementary School

F-11. APPROVE SENIOR SCHOLARSHIP AWARDS

That the Board approve Senior Scholarship Awards, in accordance with the information appended to the minutes.

F-12. APPROVE SRO PAYMENT (2015-2016)

That the Board approve payment in the amount of \$50,000 to the Township of Union for the provision of a School Resource Officer for the 2015-2016 school year.

F-13. APPROVE JULY 31, 2016 AS SUBMISSION DATE OF FY16-17 IDEA GRANT

That the Board approve the date of July 31, 2016 as the submission date of the FY16-17 Individuals with Disabilities Education Improvement Act (IDEA) grant to the New Jersey Department of Education.

F-14. APPROVE ACCEPTANCE OF FY16-17 IDEA ALLOCATIONS FROM NJDOE

That the Board approve the acceptance of the FY16-17 Individuals with Disabilities Education Improvement Act (IDEA) allocations from the New Jersey Department of Education – (a) Basic - \$1,771,872 and (b) Pre-School - \$53,268.

F-15. APPROVE LIST OF CONTRACTS AND/OR PURCHASE ORDERS

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

F-16. For informational purposes only – vote not required. List of legal services for the 2015-2016 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated for informational purposes only. I did request from Mr. Vieira and jointly with Mr. Griggs and Mr. Tatum, a clarification of legal fees that we have been paying and continue to pay. At some point we will need to get additional information because even the list that I received from Mr. Vieira's office that still showed some items as "unavailable" – "n/a's". Mrs. Cappiello stated that means "not applicable" meaning there weren't any references to that case. Mr. Nufrio stated but it didn't clarify what the services were rendered for. Mrs. Cappiello stated I thought you only wanted it for that one case. Mr. Nufrio stated originally but we still need a better clarification and I did ask Mr. Griggs to reach out to the law firm to request an understanding and listing of what cases were still outstanding and what we are paying for. I would like to know and I think we all need to know. We are paying for services, we need to know what we are paying for and we know what we pay Mr. Griggs' office so it should be no different than anybody else. Whether a year ago or current, we need to know. We should have a better clarification in August. I have said, and I hope the Board will support me on this, that no payments should be rendered until such time as we have that clarification. Mr. Vieira stated there is a payment on the bills list but we are holding the check. Mr. Nufrio stated we are not going to stiff them, we simply want an understanding of what we are paying for.

Mr. Monge asked do we have an itemized bill? Mr. Nufrio stated we are putting one that will be complete and totally detailed and that is what I want to see for this Board – this is tax dollars and we need to justify what we are paying for.

Mr. Monge stated on F-6 for my education, there is a PTA trip that we are being asked to pay for and correct me if I'm wrong, I thought a PTA sponsored trip were paid for by funds raised by the PTA. Mr. Tatum stated it depends on how it is structured because I have seen it both ways. Mr. Monge stated we are approving a bunch of trips. Mrs. Zuena stated sometimes it is the money that is coming back out of the accounts to them – when they do the fundraising. Mr. Tatum stated the other part of Jeff's question is you are also approving the travel of students. Mr. Monge stated we have a list and we are approving a bunch of trips and that would have stuck out to me especially it is Jefferson – where the PTA isn't even there yet. I didn't know if that was the norm across the District because it is a lot of trips that we are approving and that one in particular stuck out. If it is something that you all could look into and give us some feedback because we are paying for a PTA sponsored trip for Jefferson why aren't we doing it for other schools. Mr. Tatum stated good question, once again I know that there are particular trips that are just inherent to Jefferson School only and the PTA certainly does sponsor. Mr. Vieira stated their annual pool party in June, the PTA is paying for the admission to the pool but the Union Board of Ed is paying for the transportation. Mr. Monge stated so the question is there are other pool trips – I think Kawameeh had something and I don't know if the PTA sponsored trip received money from us for transportation. Ms. Hall stated we fundraise for that. Mr. Tatum stated as I said there are variations on what the particular trips are because each school has their own transportation line that is budgeted from the District. It is District money and that money is used for the destination piece of it. However, the admission piece could very well be the PTA sponsored activity and again that can vary depending on what activities they do from school to school but I don't think we are paying for the admission of the students. Mr. Monge stated I'm just saying the trip – if you have a budget for the trip and my understanding is that the PTA raises the money for the full transportation and admission. If that is not the case, then if Kawameeh when they had their pool trip. Mr. Arminio stated that is not a PTA trip. Mr. Monge stated if it is at Jefferson it should be at every other school. If it is only at Jefferson then maybe it should be because everybody should be treated equal. Mr. Tatum stated I think Jeff that each of the PTA's have their own bibles that they follow but then they have a set budget that they develop which is developed for that particular school. You are actually talking about payments that are coming from two different sources. One is that we have money set aside for field trips; however the PTA have their own set of books, they have to show that they paid for that particular trip and it covers all students as opposed to a group. Mr. Monge stated I understand but all I'm saying is if PTA sponsor trips, if we pay as a District for a particular school, then the other schools should have the same opportunity to come to the Board to ask for that and if we have a problem about that as a Board, we should basically trip everybody the same.

Mr. Nufrio stated that is a fair point and it isn't anything that anyone of us we oppose but again we are at the reliance of the business department and whoever Mr. Vieira has overseeing that to be sure that everybody is being treated equally.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE:

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

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That the Board, 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 2015-2016 school year, in accordance with the information appended to the minutes.

O-2. APPROVE RENTAL FEE SCHEDULE (2016-2017)

That the Board approve the Rental Fee Schedule for charges for the use of school facilities for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-3. APPROVE DISPOSAL OF TABLES

That the Board approve the disposal of fourteen (14) tables, in accordance with the information appended to the minutes.

O-4. APPROVE ACCEPTANCE OF PROPOSAL – CONNECTONE BANK

That the Board approve acceptance of a proposal from ConnectOne Bank for financial services, in connection with the information appended to the minutes.

O-5. Reserved. Pulled from agenda (health/dental brokerage services).

O-6. APPROVE RECEIPT OF BID

That the Board approve receipt of the following bid(s): (a) Video Surveillance System, in accordance with the information appended to the minutes.

O-7. APPROVE AWARD OF BID FOR VIDEO SURVEILLANCE SYSTEM MAINTENANCE (2016-2017) – SERVICE WORKS INC.

That the Board approve award of bid to Service Works Inc. for Video Surveillance System Maintenance for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-8. Reserved. Agenda item tabled at Board meeting (removal of obsolete computer equipment).

DISCUSSION:

Mrs. Zuena stated where are those tables coming from. Mr. Nufrio stated if they are being disposed doesn't that mean they are being discarded? Mr. Vieira stated they're at Franklin School.

Mr. Monge asked with O-4, is that letter Mr. Griggs enough to be able to essentially understand our relationship or agreement with ConnectOne. Mr. Griggs stated yes, their proposal to you that should be enough.

Mr. Le stated for O-2, Mr. Vieira can you give an overview of how much the rental fee changed on the schedule. Did it go up a certain percentage? Did it stay the same? Mr. Vieira stated it stayed the same.

Mr. Nufrio stated O-5 was removed pending further inquiry. It is being looked into for the most valid of reasons and I think the Board will be able to effectively make a much smarter decision once we have all the information.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE:

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

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LIST (2016-2017)

That the Board approve Substitute Lists for the 2016-2017 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTER OF RESIGNATION/RETIREMENT

That the Board accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Phelps, Maryssa	Paraprofessional	Frank	6/30/16	Resignation	
Viera, Pablo	Teacher of Spanish	UHS	6/30/16	Resignation	
Perou, Kalliopi	Café Aide	BH	6/17/16	Resignation	
Malyska, Mary	Vice Principal	Wash	7/8/16	Resignation	

Retirements

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences.	Attendance to BOE meeting
Riolo, Vincent	Head Custodian	CF	8/1/16	Retirement	3/1/91	TBD
Engleton, Alberto	Custodian	Jeff	8/31/16	Retirement	7/1/1990	TBD
Arena, Marthalou	Café Aide	Frank	7/1/16	Retirement	10/19/84	TBD

P-4. APPROVE LEAVES FROM STAFF

That the Board approve leaves for the following staff:

Leave of Absences

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Colford, Jane	Teacher-Elementary	Frank	9/1/16-6/30/17	Ext. of Unpaid Medical Leave Ext. of Unpaid Medical Leave	Org Leave: Extension to Unpaid Medical Leave through 6/30/2017 Org. Leave 6/1/2014 Non FMLA.
Lake, Kelly	Teacher- Science Physics	UHS	10/5/16-1/30/17	Maternity and Unpaid FMLA	Org. UHS Tentative Transfer to BMS eff 9/1/16
DiMuzio, Julie	AAP Teacher P/T	HC	9/14/16-9/1/17	Maternity Leave Non FMLA	Use of allowed paid sick days. Unpaid Maternity to Follow. Non-FMLA (P/T employee)

P-5. APPROVE STIPEND FOR INTERIM BUSINESS ADMINISTRATOR/BOARD SECRETARY – VIEIRA

That the Board approve Manuel E. Vieira as Interim Business Administrator/Interim Board Secretary at a stipend amount of \$200 per day (for days worked only) effective July 1, 2016 to and including August 31, 2016.

P-6. APPROVE SUMMIT SPEECH SCHOOL – TRAINING OF DISTRICT STAFF

That the Board approve Summit Speech School, 705 Central Avenue, New Providence, New Jersey, to provide training to district staff on the BAHA sound processor/FM system/Assistive hearing devices for the 2016-2017 school year – not to exceed \$1,200 (Account #7075/11-000-219-320-02-19).

P-7. APPROVE SUMMIT SPEECH SCHOOL – AUDIOLOGY CONSULTATIVE SERVICES

That the Board approve Summit Speech School, 705 Central Avenue, New Providence, New Jersey, to provide Audiology Consultative Services for the 2016-2017 school year – not to exceed \$2,400 (Account #7075/11-000-219-320-02-19).

P-8. APPROVE SUMMIT PSYCHOLOGICAL SERVICES – PSYCHOLOGICAL EVALUATIONS

That the Board approve Summit Psychological Services for Psychological evaluations at the rate of \$200/per hour, not to exceed \$6,000 for the 2016-2017 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

P-9. APPROVE COMMUNITY-BASED INSTRUCTION SITES

That the Board approve the community-based instruction sites for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-10. For Informational Purposes Only. Previously approved at the June 21, 2016 Board meeting. Resolution providing salary and fringe benefits for all staff in the Central office, for the period from July 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

P-11. APPROVE JOB DESCRIPTION – EXECUTIVE ADMINISTRATIVE ASSISTANT TO BUSINESS OFFICE

That the Board approve the Job Description for the position of Executive Administrative Assistant to the Business Office, in accordance with the information appended to the minutes.

Mr. Arminio stated this is just a job description.

P-12. APPROVE DISTRICT DIRECTOR, INFO TECHNOLOGY AND OPERATIONS – PAUL

That the Board approve Sandra Paul, as District Director, Info Technology and Operations, at a contractual salary of \$115,000, effective July 25, 2016.

DISCUSSION:

Mr. Arminio stated on P-12, back in 2007 there was a Board member who kept pushing for improvement in information technology and she stopped serving on the Board and then I came on and started pushing for it – I think with Mr. Tatum’s recommendation we will finally get to a position where that committee that Mrs. Moses is leading will finally get us where we need to go or at least the right road. I am so excited about P-12. Last year the auditing company

of ElectroAmerica who came in and did the audit for us and recommended certain items that we needed to do and this was No. 1 on their list.

Mr. Tatum stated the most important thing I can say is that this particular individual we hit the jackpot because when we had the ElectroAmerica audit, they recommended a Director of Technology they gave us specific criteria of this particular person that would not only have the knowledge of technology, infrastructure and all the technical pieces but also someone who had some type of background in education. The person that we are recommending tonight not only has all those qualifications but on top of it also has a school administrator background. We have fulfilled everything that was required. This person was vetted by ElectroAmerica, the Personnel Committee and Bed Bath & Beyond and of the candidates selected, this person was the frontrunner for each of those committees that did the vetting process and there were particular skill sets that I was looking for in our next administrator in the Central Office and this person actually possesses from grant writing experience to having the instructional technology background to having the ability to help us with supervision of staff. She is actually from the Sayerville school district where I live and there is absolutely no issues with technology at all. She served as Executive Technology and Director of Technology there. Unfortunately the district moved to downsize that department and she elected to leave. Mr. Nufrio stated we are fortunate. Mr. Tatum stated she is servicing Rutgers University on a consultant basis. I was so impressed by her I said this is our person. I don't think anybody will be disappointed. I think she will be an asset to everything that we are trying to do. That committee is going to have a leader who is very knowledgeable in both education and technology and the staff in the technology department will have a leader who understands. I don't think we could do any better.

Mr. Nufrio stated there is a point of order that I will take the responsibility. We were supposed to change the date from August 1, 2016 to July 25, 2016. I brought to Mr. Tatum's attention that he is going to be away the first two weeks of August so I said I think we should consider bringing her in next week so at least he is here to lead, guide and direct. Mr. Griggs please suggest how we can do this because it has been moved and seconded.

Mr. Griggs stated you can amend. Mr. Nufrio stated he did call the lady and asked her if she was available and the answer was yes. She is coming in this week on her own. We were all in the Personnel Committee meeting earlier and we echo the sentiments expressed by Mr. Tatum and again we want to thank Mrs. Moses, Mr. Benaquista and everyone who was involved in bringing this person to the surface. Mr. Tatum stated if you want to see the resume. Mr. Nufrio stated he does have the resume here. I'm thrilled because we need to move forward and this is the person who will do it. Mr. Vieira please change that to July 25th.

Mr. Arminio stated I will make a motion to amend the original resolution from August 1st to July 25th, seconded by Mr. Le.

Mr. Griggs stated let's take a step back, you can do what we call a friendly amendment, whoever made the original motion. Mr. Arminio stated I did. Mr. Griggs stated and who seconded it. Mr. Le stated I seconded it. Mr. Griggs stated so we will go with the original motion as amended. It is just a clarification. Just vote on the original motion.

Mr. Le asked P-11, is this a new position or an existing position. Mr. Tatum stated it is a new position but I'm looking to establish in both offices those individuals who are providing leadership roles and the issue becomes that there is a contact person – it is more involved than the title change. Mr. Nufrio stated it is a new position in concept.

Mr. Le stated in P-3, it doesn't pertain to the person but rather the position that is vacated. There is a vacancy now for the Vice Principal at Washington. From my memory of Vice Principals in elementary schools, we rarely had them so my question is what is the intention of moving forward? Are we replacing it with another Vice Principal or are we re-assessing that in accordance with whatever personnel needs that we might need in the future. Mr. Tatum stated I do have a plan of action and the first action is to (a) replace the vice principal but (b) the vice principal will be replaced not only to serve Washington School but also reassign to help with the instructional and special education. I had a conversation with the Personnel Committee about this tonight. We have a circumstance right now that I think more support is needed in the areas of delivery of service to parents and supervision of the child study team. However there is a lack of support in the classrooms as far as instruction is concerned. At some point we have to get those two married to one another and I think there is a huge gap here. So one of the things that I will be proposing is that this elementary vice principal and the one at Hannah Caldwell will have responsibility not only in those buildings but they will provide support in the buildings within their area for support of special education. On top of that the elementary supervisor that we currently have in place and we spoke with them already to establish a team of academic support that will also offer support special ed as well as regular ed and again the support from the classroom that is needed to support of the child study team members and individual programs for the students will now be enhanced by communication between both entities. Mr. Le stated thank you for the clarification because the first time the Board passed this to have elementary school vice principals was last year so it was quite new to me and I didn't get a sense of why they were there.

Mr. Tatum stated the other issue was we had two schools whose enrollments were extremely high and we also were talking about the initiatives that came down from the State as far as observations and evaluations. The size of this District and the way we operate, by the State of New Jersey of what is called under adequacy which means we don't have enough administration. So the incorporation of the vice principals as well as the supervision that we are trying to put in place, is probably going to get to the right percentage.

Mr. Nufrio stated the reason why we did make that push and I will take some of that blame myself, was predicated on experience that any building that has more than 500 students, you don't just want to be the principal because it becomes a nightmare to handle. With that Mr. Tatum adopted the concept, he researched it and there is no mandate or regulation pertaining to that, it is just good practice. You cannot expect especially in today's age where evaluations, paperwork, oversight, discipline issues and oversight of other special need situations, you can't do it with one administrator. As such, Hannah has one and Washington has one because their population really dictates it. I'm hoping, as long as I'm on the Board, to push for vice principals in every elementary school, if we can afford it. Perhaps we will find some other way to handle it. Especially with the technology aspect, you cannot depend on one. It is the right thing to do and in order to provide the services that are required every day, there is no day off. We need two

administrators in every building. If we can find the way of doing it down the road, it has to be done.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated Mr. Tatum please advise Mrs. Paul that she was appointed unanimously by the Board.

POLICY COMMITTEE:

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

POL-1.POLICY 4110 – RE-EMPLOYMENT

That the Board approve Policy 4110 – Re-Employment, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Le stated my first question is does this by any chance violate anything with the equal opportunity act or any laws or regulations regarding equal opportunity? I had a few comments about this and I read it a couple of times and I am not in favor of this policy. It doesn't look like it is mandated by law or recommended by the New Jersey School Board Association. I just don't think this sets the right tone for the District to put this kind of policy and the reason why and Mr. Monge reflected on it a couple of weeks ago at our special meeting – it almost sounded like a threat or an ultimatum and to me if we want to tackle issues regarding retention of teachers in our schools I think we should be looking towards more pro-active and positive measures whether it is in professional development and other kinds of incentives to have our teachers stay in the school district. I think this kind of measure is very forceful. I think it gives the tone stay but if you leave don't come back for five years. I just think that there are better ways to address teacher retention in a positive and pro-active way.

We say in our mission that we want to provide a supportive environment for our students but we need to provide a supportive environment for our teachers, faculty and staff and I think that this kind of policy deviates from that kind of tone that we want to set for the school district. Mr. Nufrio stated thank you Mr. Le.

Mr. Monge stated I think that there are better ways to deal with this and I gave a couple of examples like if someone leaves the district for better opportunity and gets that better opportunity and wants to come back with more experience within the 5-year period, why not welcome them. Sometimes you might have a situation where someone needs to leave because of personal issues, sickness, family sickness, whatever the case may be, and this doesn't necessarily go well with a situation like this but if someone leaves and they come back and we don't want them because we don't want them, you just don't let them in. So a policy is not necessary in my opinion. Mr. Nufrio stated thank you.

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

NAY: Mr. Le, Mr. Monge

ABSTAIN: Mrs. Regis-Darby

MOTION CARRIED

Mr. Nufrio asked for the results of the roll call. Mrs. Cappiello stated 5-yes, 2-no and 1-abstain. Mr. Nufrio stated the policy will be adopted and incorporated into the 4000 series.

APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mr. Le, 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, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby,
Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Le stated I have three items. The first one is I want to follow-up from what I introduced in new business last month with regards to recording and televising summer Board of Ed meetings. I think tonight would have been an incredible opportunity to televise that presentation and let our community know that there are things happening and we missed that opportunity tonight on a PR and transparency standpoint and just showing that we are giving great efforts. I really appeal to this Board to really actively look into our August meetings – whether the planning session or the public session that we consider that and let the District know that things are happening and good things are happening and we want to publish that. Mr. Nufrio stated thank you Mr. Le.

Mr. Le stated that there was a news article a couple of weeks ago that one of our own James Frazier was elected to the National Education Association Board of Directors. His 3-year term begins in September and I just want to say my congratulations to him.

The third item is back in April I introduced something in new business in regards to having school nurses being equipped with Narcan and to be trained in Narcan administration in way for prevention of any opioid overdose and just recently there was a letter from Commissioner Hespe or someone from the Department of Education dated May 24, 2016 giving some clarity and guidance in terms of what school districts may do and I will read one excerpt and hopefully consider some next steps. “It is the position of the NJDOE that school districts may develop and adopt policies and procedures to maintain and administer opioid antagonists such as Narcan to any student, school personnel or other person believed to be experiencing an opioid overdose during school hours or during on-site school sponsored activities to block the opioids life threatening affects.” I do want to revisit working potentially with Mr. Arminio and the Policy Committee to see that we can lead in the State in developing a comprehensive policy in regards to opioid overdose prevention and to lead on that effort because I don’t think a lot of

school districts have led in that effort and this could be an opportunity for us to be a pro-active leader on this front. I know we don't have an issue on this front in our schools but again pro-active prevention is key to ensure that lives are saved and we don't expose our children to these potentially deadly agents.

Mr. Nufrio stated I heard on the news that research is currently showing that the oral administration of medication is not as effective as the injection type and it is a much longer lasting. I wonder what that is going to lead to. I hope it won't lead to where injections will be done in schools. Mrs. Zuena stated that is what Narcan is for. Man from the audience stated I had training on this recently and Narcan is similar to an epipen and what it does it gives you step by step directions – it talks to you and tells you what to do. Mr. Nufrio stated I used the wrong word it is the implant, not the injection. Those that have an implant of the medication that are addicted; they have much better success rate than an oral administration of the medication. You are absolutely right the injection is in case of an emergency. Mrs. Zuena asked is the State providing training on this? Mr. Le stated the training is from the Department of Human Services Division of Mental Health and Addiction Services website. It says here “the free trainings are available in all 3 regions of the State”.

Mr. Nufrio stated Mr. Arminio just asked me if it has to be a nurse, can it be an administrator, a teacher, anyone. Mrs. Hall stated it could be anybody. Mr. Nufrio stated we need to have Mrs. Ionta involved in this.

Mr. Monge stated in what Steven said about being televised. We discussed this with Manny and he said because we have a 10-month contract. Mr. Vieira stated the people who operate the television equipped are 10-month employees but if they are willing to work for a possible stipend. Mr. Nufrio stated but you also have to coordinate that with TV34 and to see what they have in their schedule for July and August. Mrs. Zuena stated and then you would have to have it at the high school.

Mr. Monge stated is this something we can look into for the future. Mr. Nufrio stated we can but logistically it may pose a problem. I asked that question a few years back and I think Mr. Wiggins who said it may be a problem because the library may not be accessible to the times but if we make proper preparation for it. Mrs. Zuena stated there are no custodians at night in the summer either. Mr. Monge stated we can always figure this out. I think we all would want to have it televised. I don't think that is the issue. There is no issue of transparency. Mr. Nufrio stated it is not the first time it was brought to the table and I was told that it was logistically not possible. Maybe things have changed.

Mr. Monge stated Mr. Tatum can you think about it. Mr. Tatum stated I'm going to ask Mr. Griggs a question about that because around the State how often do you see the meetings televised in the summer time. Mr. Griggs stated I have no idea. It depends on the Town. Mr. Nufrio stated some towns don't even televise. Mr. Griggs stated right. A lot of our districts don't televise. Mr. Monge stated it is something we should look into. Mr. Griggs stated I think the logistical aspect of here is not too difficult to overcome. Mr. Monge stated it doesn't have to be live if that helps out. You guys can explore and come back and that would be wonderful. Mr. Nufrio stated we should have something by the planning session.

Mr. Monge asked can we get a residency update on what we are doing. Mr. Tatum stated one of the things was that Mr. Griggs and I spoke about re-registration and getting some forms. I thought that we were going to timeline something in August and we talked about a particular grade level and I think Annie is planning another meeting before that time to discuss the implementation of the aspect of that. Normally the kindergarten automatically is registering for the first time and then we were talking about the calendar. Mrs. Moses stated the calendar dates for each grade level. Mr. Tatum stated we have to bring the committee in. Mr. Monge stated so the short answer is we are going to come back together on this.

Mr. Monge stated I'm looking for your leadership here – obviously we are dealing with the policing community issue and we can't get away from and the thing is obviously, myself included, parents are having conversations with their kids and kids are confused and kids are scared as it pertains to having these types of conversations. I know that there was a Union thing today and there is supposed to be another one later on but it would be important that we deal with this as a school district and at the schools because this is real and this is not going to go away. Every time something happens it becomes more concerning to parents and you can just imagine what our young ones are going through. I don't necessarily know the answer but I'm sure that there are school districts out there doing something.

Mr. Tatum stated when we talk about having resource officers in the schools, part of that whole movement was to improve the understanding of police and students and that they can identify police officers out in the community and I think when we bring our administrators back together that it will be a discussion that we can have and some type of plan about addressing that in the start of the school year.

Mr. Monge stated it is not just obviously Union – we have to send our kids out to jobs and college. How do you deal with certain situations and on top of that, kids with disabilities which is a totally different layer.

NEW BUSINESS:

Mr. McDowell stated we may have talked about this before but when we get comments from the public in form of a comment or question, if we have the information among us at the time, I think it would be best for us to respond to those comments from the public. Mr. Nufrio stated no problem with that. Mr. McDowell stated if we have the information in hand because before it was just comments from the public and end of story. As I said, especially if it is in form of a question, we should be able to respond.

Mr. Nufrio stated if you recall in January I did set different parameters where I said to Mr. Tatum if you feel it is a comment that could be fielded and given some correct response or some response then by all means you can do so. I think we have been doing it to some extent. Mr. McDowell stated I think so too but I just wanted to reiterate. Mr. Nufrio stated it is important. Mr. Tatum stated we also don't want the public to walk away with misinformation. Mr. Nufrio stated we can provide some clarity and direction. Mr. McDowell stated it goes towards transparency too.

COMMENTS FROM PUBLIC:

Bradley Kaley stated good evening. You have to live under a rock to know what is going on in today's society in the last two months and I rise this evening to say that the reason why this African-American male who graduated from Union High School in 1989 can drive around and not be afraid of the Police Department and not be afraid of any other fear in this world is because I went to Union High School and I went to a school district that was the third best school district in the entire country and I say that to say that it matriculated me into college and put me in a situation where I make an incredible career today. I say that today because I have come back into Town and I have noticed the diversity and I look at this table and the Union High School I went to this table would not look like this – we wouldn't have a Superintendent that has the same skin that I have and it a new day and a great day. My challenge to you is to bring back that #3 school district in the country because then there will be some diverse kids from this Town getting opportunities that I got by growing up in Vauxhall. That is my challenge to you this evening and I wish you the best of luck and God keep you. Mr. Nufrio stated we have a Board member here who graduated from the high school and he is a doctor.

Paul Casey stated comment on the comment on the Vice Principals earlier in the meeting. Having experienced the Vice Principal at Washington School – there was a difference throughout the year. Mr. Matthews has done a fantastic job and there was a noticeable difference in the school overall by having the presence of the second person. Over the years we have seen increasingly fewer administrators, I think they had more guidance counselors and things like that and it has continued to decrease. When we first started there and Jane Wiat was a quasi-Vice Principal/counselor and when she was doing that job you could see that there was a noticeable difference in the presence of the school of having someone there that could handle the things (inaudible). I think it is a good move by the District to have a second person in the school because a Principal can't handle all the crisis that come up. I applaud you all for making that real important piece of the plan.

I apologize I really wanted to be here for the presentation but I was with Bradley at the community event at Town hall. I did want to pass on my experience there and it was very positive ceremony that was held in front of Town Hall and I think that the sentiment that Union has such diversity and that is a significant strength of this Town and it really came out there. It was unfortunate that they did it the same night as the school board meeting. Many of you would have liked to have been there. I think that seeing that kind of thing come from the District also would be very good and I don't know if there are any plans to get involved in some of the other community activities that are happening but I would encourage that to happen because I think that this Town and our country needs that. After the meeting I was having a conversation with a gentleman who works and lives in Town and I was struck by the lack of understanding he had in the diversity of this Town so I think the continual education that we have to give to the community is so important and it starts in the schools. The teaching tolerance tool is that come out is such an important part of what we can offer our kids because in too many instances we can say we are the greatest Town in the world but the kids are still learning things that we would rather that they not be learning at home. The opportunity to take the tragedies that are happening across our country and using them as a learning tool in our schools is super important. I throw that out there and hope that comes and we are going to make a bigger part of our curriculum

moving forward because that is something that I know I want my kids to come away from Union schools. Not because they are in a school that don't look like them but because they are actually learning.

Mr. Nufrio stated I make a decision in 1988 to move to Union and I believe that was shortly after Union was named all American Town and what we are striving for is the same type of luster in the educational setting. If we can become an all American-type school I would be happy.

Mr. McDowell stated I think that July 31st is a vintage baseball game by the Township and it is not the same as Project Unity but it is another opportunity for the Town to come together, socialize and have fun together.

Mr. Casey stated on August 2nd there a night out at the Police Department so I would suggest that there be some presence by the District that would be great.

Mr. Monge stated how do we go about that Mr. Nufrio? If we want to go out as Board members to an event – we have done that in the past – how do we choose what events we go out at Board members. Mr. Nufrio stated I don't think it is a problem as long as we don't talk about Board business and it is a Town event. Mr. Griggs stated you are not doing Board business. Mr. Nufrio stated as long as you don't talk about Board business.

Jill Hall stated I'm going to take the devil's advocate on the Vice Principal position. I heard before that the administrators have been given so many additional responsibilities and it is impossible for one person to do all the work that they are expected to do but I would contend that all of those same responsibilities have also been given to every single teacher. They have been given the additional paperwork, they have the SGO's, SGP's, lesson plans and they have these things as well and so I'm not opposed to the additional administrator, I would just say be careful where that money goes because every administrator that is there til 5:30, there are a bunch of teachers there as well and I just want to make sure that we are spending our money in the best possible way. There is a school counselor in every school in the District and that was the initiative of the Board several years ago to address social concerns for the kids and it indicates the Boards commitment to making sure that student services are provided but I hope that you guys think long and hard for we assume that the solution is to put a Vice Principal in the school.

Mr. Tatum stated I think when we start talking about there is a difference between a school teacher and school administrator. There is a difference in training and expectations, there is application of law and there are all kinds of things that administrators have to do. When you have a ratio of 600 students and that administrator is not on site or there is a catastrophe going on in one part of the building – an extra pair of hands help and that is all I can say and I'm speaking on experience as being a building principal. What I told Mr. Lowery when he first came here and he became principal at Franklin, he said he needed a vice principal and I told him to get creative because you will have to find ways to even empower quasi people to support you because you cannot be in every place at one time. Let me leave you with this thought – when you make your list for the day as a school administrator and you are the primary administrator and one of the first graders decides to bite someone, your day is done.

Anne Margaret Shannon stated I want to comment on the before school and aftercare and I don't think it should be a YMCA versus Boys & Girls Club. For years we have both and a lot of it has to do with the parent preference and not our preference. I know there was a lot of talk about the Y not doing the educational part of it but I'm not sure that we really ever put it out there to them on how much we want it. I think now that it is out there I think they will do anything that they can to help us with that and the other thing about doing one or the other, neither one of them is going to be able to double the numbers that we already have. So I don't think that there is any real reason to not work with them.

Rich Davanzo from Burnet Middle School and incoming Vice President of UTEA starting September stated we just came back from Washington DC, we were there for the National Rep Assembly. I'm on the Congressional Contact Committee and we went and lobbied on the Hill regarding the whole ESA role out and everything else. Unfortunately there is a lot of kick back from the Department of Education regarding that and hopefully things will go in the right way. There is a site on FaceBook and on the internet called "Save our Schools New Jersey" and periodically it comes up in your timeline and there are now 26 board of educations to pass a resolution in favor of maintaining multiple paths to graduations instead of requiring all students in the Class of 2021 and beyond to pass an Algebra I and 10th grade Language Arts PARCC exam in order to graduate - very recently Cranford and Linden – so there are two of our Union County cohorts. The role out of PARCC and hopefully we will see possible change in the next coming years. It is really detrimental on our students that in order to pass which many feel are a meaningless exam to graduate and not having to and going back and maybe you can bring it up in discussion and look at it and get some feedback especially two close by districts that have adopted that policy regarding that. Everything that comes down from the State, we understand how things work and you have to implement and follow that and we do our best on our end and we go lobby and things like that. Maybe there are a lot more board of ed's that would stand up and realize how detrimental it is for the students and going through all these years and graduating and maybe some of us taking the SAT and you have a bad day and you don't do well on a test and then you have to take it again in order to graduate high school so everything else that you take and needless to say when you have students that lean toward the vocational aspect of it and getting away with it and that is something else that we were lobbying last week about the Perkins things but unfortunately they are on recess for several weeks and elections coming up who knows what is going to get done. I just wanted to point that out and maybe you can look into that.

Mr. Monge stated that is going to be part of our Planning Committee discussion. It is on our agenda.

Mr. Le stated back in the May meeting I came back from the NJSBA Delegate Assembly that passed on a resolution regarding PARCC and from there stemmed that whole initiative of having school districts developing resolutions and passing them on their separate school boards in regards to the opposition to the recommendations regarding the Class of 2020 and beyond and I do believe and I'm not sure what meeting was at Washington Elementary and I believe it was the May meeting that I introduced a resolution that would set the Board's stance against those PARCC graduation requirements being binding for Algebra I and ELA-10 and I hope that we

will visit this next month in the Planning Session and hopefully pass this resolution because 26 other districts already passed it with very similar language.

MOTION FOR EXECUTIVE SESSION:

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

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

NAY: None

ABSTAIN: Mrs. Zuena

MOTION CARRIED

Board returned to public session at 10:37 p.m.

Mr. Tatum stated with respect to the Boys and Girls Club and YMCA, I like the suggestion of using them both. I think that one thing that we lack right now is a middle school program and the Boys and Girls Club may be the perfect group of what they are talking about in terms of the programs that they offer and to establish a middle school program. Mrs. Zuena stated that is good because Burnet is right there. Mr. Tatum stated the other side of it is – he is talking about 325 students and we have something on site that parents can take advantage of and they can pick students up at that location. Also it is going to reduce the numbers of all the students that are in that Boys and Girls Club. I don't know about high school. Mr. Monge stated have you gone to see the facilities. Mr. Tatum stated I have been in the Boys and Girls Club.

Mr. Nufrio stated can we possibly decide that perhaps the Education and Fiscal Committees get together and consult. The numbers of course are important and how much they are going to charge and if we can do both why not. Mr. Monge stated my understanding is that bingo rules at the Boys and Girls Club. Mr. Arminio stated if they went into the schools, they could never do it for the price that they had on that paper. It would have to be more and I didn't see the Y's prices. Mr. Monge stated I think we start with what we are looking for.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mrs. Zuena, seconded by Mr. Le that the meeting be adjourned at 10:40 p.m. All present voting YES. **MOTION CARRIED.**

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY