

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – MAY 21, 2019

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, May 21, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:07 p.m.

PRESENT AT ROLL CALL:

Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins (arrived 7:13 p.m.), Dr. Kalisha Morgan, Mr. Vito Nufrio (arrived at 7:08 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

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

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

Mr. Nufrio arrived at meeting at 7:08 p.m.

Mrs. Regis-Darby read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

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

1. February 19, 2019 – worksession/regular meeting

2. February 19, 2019 – executive session

DISCUSSION:

None

AYE: Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION, INC.

Letter from Union Township Community Action Organization, Inc. requesting use of Jefferson School parking lot and walkway for Annual Red Carpet Prom Event, June 6, 2019 from 3 p.m. to 7 p.m.

LETTER FROM TRANSPORTATION DEPARTMENT

Letter requesting use of two buses for students in Law Enforcement Explorer Program on July 10, 2019 from 8 a.m.- 3:30 p.m. to the State Police Barracks.

LETTER FROM UHPAC/DOUGLAS MICHAEL KRUEGER SCHOLARSHIP FUND

Letter from Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the use of space at Union High School for auditions on September 20, 2019 and rehearsal and performance on October 5, 2019.

LETTER FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Letter from Township of Union Recreation Department requesting a school bus and driver for field trips.

REQUEST FROM CLASS OF 1969

Request from Class of 1969 to tour Burnet Middle School, Saturday, September 21, 2019 at 10:30 a.m.

LETTER OF RETIREMENT – DANZA

Letter of resignation, for the purpose of retirement, from Thomas Danza, English teacher-Union High School, effective May 31, 2019.

LETTER OF RESIGNATION – PAIGE

Letter of resignation from Rosa Paige, part-time cafeteria aide-Franklin Elementary School, effective May 6, 2019.

REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – CERCIELLO

Request for extension of unpaid intermittent FMLA/NJFLA (concurrently) from Luigi Cerciello, custodian-Livingston Elementary School, through December 1, 2019.

REQUEST FOR LEAVE – HAVYAR

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Amanda Havyar, teacher-Hannah Caldwell Elementary School, September 3, 2019-December 6, 2019.

REQUEST FOR LEAVE – JOHNSON

Request for paid child rearing leave and unpaid FMLA/NJFLA leave (concurrently) from Jamie Johnson, teacher-Washington Elementary School, September 3, 2019-November 1, 2019.

REQUEST FOR LEAVE – METTA

Request for paid child rearing leave and unpaid FMLA/NJFLA leave (concurrently) from Gina Metta, math teacher-Kawameeh Middle School, June 17, 2019-December 5, 2019.

REQUEST FOR LEAVE – MUELLER

Request for paid medical leave from Lynn Mueller, language arts teacher-Burnet Middle School, April 23, 2019-June 26, 2019.

REQUEST FOR LEAVE – NAVARRETE

Request for paid child rearing leave and unpaid FMLA/NJFLA leave (concurrently) from Jamie Navarrete, paraprofessional-Union High School, September 3, 2019-December 19, 2019.

REQUEST FOR INTERMITTENT LEAVE – NEMEZIO

Request for intermittent FMLA/NJFLA leave (concurrently) from Elaine Nemezio, 10-month secretary-Hannah Caldwell Elementary School, April 24, 2019-June 30, 2019.

REQUEST FOR EXTENSION OF LEAVE – PLACCA

Request for extension of unpaid FMLA/NJFLA leave (concurrently) followed by non-FMLA/NJFLA child rearing leave from Nicole Placca, teacher-Union High School, through May 31, 2019.

REQUEST FOR EXTENSION OF LEAVE – OSBORNE

Request for extension of unpaid non-FMLA medical leave from Stuart Osborne, part-time bus driver-Transportation Department, through July 1, 2019.

REQUEST FOR LEAVE – VALLIER

Request for paid medical leave from Nanette Vallier, school psychologist-Jefferson School, April 24, 2019-May 27, 2019

LETTER OF RESIGNATION – DOBBS

Letter of resignation from Lauren Dobbs, teacher-Connecticut Farms Elementary School, effective April 29, 2019.

LETTER OF RESIGNATION – ELZAHABY

Letter of resignation from Amy Elzahaby, English as a second language-Washington Elementary School, effective June 27, 2019.

LETTER OF RESIGNATION – GRATO

Letter of resignation from Nikki Grato, speech correction/language specialist-districtwide, effective May 7, 2019.

LETTER OF RETIREMENT – JUDD

Letter of resignation, for the purpose of retirement, from Ellen Judd, school counselor-Union High School, effective July 1, 2019.

LETTER OF RESIGNATION – KAMINSKY

Letter of resignation from Samantha Kaminsky, math teacher-Burnet Middle school, effective June 30, 2019.

LETTER OF RESIGNATION – LANGAN

Letter of resignation from Maura Langan, special education teacher-Burnet Middle School, effective June 30, 2019.

REQUEST FOR EXTENTION OF INTERMITTENT LEAVE – TOBIN

Request for extension of intermittent FMLA/NJFLA (concurrently) from Sue Tobin, teacher-Washington Elementary School, through September 2, 2019.

REQUEST FOR LEAVE – VICIDOMINI

Request for paid child rearing leave and unpaid FMLA/NJFLA leave (concurrently) from Julia Vicidomini, Executive Administrative Assistant to Superintendent-Central Office, September 16, 2019 – January 29, 2020.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated there are recognitions tonight and presentations.

Mr. Benaquista recognized tonight we will recognize some of our staff members – our educational support personnel. The UTEA every year does a vote for educational support professional. A lot of times you don’t have people right in front but they are doing an exceptional job in helping our kids in many different ways. It is a great honor to recognize these individuals.

- Claire Wachter – Battle Hill
- Donna Senkiw – Burnet Middle School
- Reenie Dennis – Connecticut Farms
- Kafi Howell – Franklin
- Lidia Arrietta – Hannah Caldwell
- Debbie Murphy – Jefferson
- Joyce Churs – Kawameeh Middle School
- Donna Rogers – Livingston
- Lisa Padden – Union High School
- Barbara Masko - Washington

Mrs. Higgins arrived at meeting at 7:13 p.m.

Mr. Tatum stated it is always nice to have an opportunity to recognize staff members. There are so many here that I have a personal connection with – worked with at the school level. Despite anyone thinks you are loved in this district by all of us.

I would like to call up Karen O'Malley our district librarian.

Karen O'Malley stated I'm the director of the Union Public Library, your partner in education for the families of Union. I'm here to talk about the summer. We all love summer. Student's love summer – no homework, fun and sleeping in. Teachers get a much deserved break and parents, less rushing and more fun with the kids. It is a relaxing time but there are challenges that come with that in the summer time. Boredom sets in for some of the kids and for teachers you must recognize your hard work and progress and then comes that summer slide and finally for parents it's a fun time but it is also very challenging to find affordable and fun quality things to do with the children.

While summer is a wonderful to recharge, it can also be a few challenges. I'm here to talk about the solution. The solution is at the Union Public Library. As the school year ends, the Union Public Library's busiest season begins. Last year we hosted 2500 young people in library programs and this year we plan to have that and more. We have over a 100 programs scheduled in science, math, technology, culinary and through generous funds from the Friends of the Union Public Library we are able to offer an ESL camp for school age children. It will be a 3-week camp. We also have family literacy programs for the younger kids and their families.

We have cultural materials and resources like the museum passes. Parents you can take your children to the museum for free again through the generous funds from the Friends of the Union Public Library.

We have streaming TV and movie services. We have downloadable e-books and audio books. We have comic books, DVD's and CD's for those long car rides and print books.

For families without internet access at home – we loan out the internet as well. We have mobile hotspots and Chrome Books that we loan out.

We have programs and opportunities for volunteering – community service hours for teenagers. Last year we had teens from the high school serve over 750 hours of volunteer time. It is a competitive process but they get valuable work experience at the library.

We have a summer reading program. I know the schools require students to have a reading assignment over the summer. We offer prizes for reading – again through the generous funds from the Friends of the Union Public Library. Through the prizes we hope it encourages more reading and more participation. More participation equals more learning and less impact by summer slide.

This year we will be using a new software to manage the data and we can report that back to the district – a report from each school. I encourage students to participate in the summer reading program and having them register at the library. I hope you will encourage students to participate in the summer reading program so we can help them.

Partnering with the library keeps kids learning throughout the summer in a fun way and it is all free with a library card.

Mr. Tatum stated I know the program you had last summer had really good feedback.

Principal Warren stated on behalf of Connecticut Farms School we wanted to thank the Board of Education, Mr. Tatum, Mr. Benaquista and Mrs. Moses for inviting us. The benefits of our future lies in the hands of our children. Our children learn each and every day by the present and roads of past. We have students that worked on some problem based learning activities this year – so they will talk about the PBL's they worked on and also about a collaboration that we have with Burnet school. The students gave a presentation.

Principal Warren stated at Connecticut Farm School we try to integrate engagement through all the disciplines – social studies, art, music, phys ed – we try to implement for the students to see cross integration of activities. Thank you for allowing us to come tonight.

Mrs. Minneci stated thank you for coming and you did a great job and very impressed with you.

Principal Harrell stated thank you for inviting us. Mr. Tatum, Mrs. Moses and Mr. Benaquista, thank you for your tireless work for our students. Parents, teachers, administrators in the district – we very much appreciate it and it is heartfelt. Students introduced themselves.

Awards and recognition – winner of the Friends of the Union Public Library for having the most participants in the summer program; Law 2019 Law Day Winners – Favor Owowo, Patrick Mendoza; credit to special needs program – Diana Pielech with her team Unify – she put this together for our school and had multiple gold awards at the Special Olympics a few weeks ago; continued success at Music in the Parks under the direction of Michael Hamilton; Education Foundation Grant for greenhouse; Joseph Costello and Allison Sheahen, 8th grade social studies teachers, will receive a digital color printer and project display boards to be used to create museum exhibits that will expand the Black History Museum, which showcases African American History and adheres to the statewide Amistad Curriculum.

Title I Work – transition to Title I schoolwide; meetings with stakeholders; conducted comprehensive needs assessment which we collected data in the following categories: student achievement, professional development, school climate and culture family community needs, and curriculum and instruction; root cause analysis, identify evidence-based research interventions and developed SMART goals; final step is to complete the Annual School Plan to be submitted to NJDOE.

Grant Writing – 21st century learning grant submitted.

Professional community for teachers and staff – served on a committee to help grow professional community for teachers; conducted PLC training of effective co-planning strategies; school events: project unify, art show, poetry slam, spring concert, school play and after school clubs; PLC collaboration and sharing strategies; main object of professional learning communities is for teachers to collaborate on the continuous improvement of student's results.

Ethics and professional norms – RTI booklet for 2019-2020 school year; collected professional learning community logs (PLC); develop professional development plan based on PLC feedback.

Equity and culture responsiveness – big push this year to fully embrace Amistad; Education Foundation winners – Mrs. Sheahen and Mr. Costello; participation in IEP and 504 meetings.

Community of care and support for students – Academy program development aligned ELA and NGSS.

Importance of the arts as a SEL component – one of the stars of the WIZ Jr. – Gabriella Scott.

Learning by doing – Gettysburg final debate team member – Misael Rosero, Connor Palestis and Aviel Hernandez. Transitioning from elementary school to middle school and the importance of programming.

Presentation by Burnet Middle School appended to minutes.

Mr. Tatum stated thank you Mr. Harrell and students. We put this Academy program together just a few years ago – it really paid off because this program has become our program. Colleges are taking a look at programs we are putting together. When you talk about being proud, this is a perfect example when I say we are proud of what we were able to do considering the amount of funding that we have. Students are learning and you hear them talk about the experiences that they had. Keep up the good work.

The auditor is here and I would like him to come up and make a comment regarding our current school budget. Ray Sarrinelli stated we came before you a couple of months ago to discuss the audit and it is complicated document. We try to steer you to where the numbers that you control and that would be the C-1 Schedule. It shows revenues and expenses.

In the current year it appears to be more expenses than there are revenue and that is how a school budget works. When you generate surplus funds, you are only allowed to have a certain amount of surplus in a given year and the rest will be returned to the taxpayers in a future year. In 2017-2018 audit you used surplus funds from prior years and that is what the \$11.5 million that was drawn down was generated in the future years which statutorily you are not allowed to carry. Another portion of that was the capital reserve – the same with the capital reserve – you are allowed to put money in the capital reserve in years when the surplus is generated. In 2018,

those funds were used on capital projects in an amount of almost \$6 million. That money was taken in from prior years and used in the 2018 budget.

Just for a point of clarification, there were no over expenditures in your 2018 audit. You spent what you are allowed to spend as budgeted in the budget.

Mr. Tatum stated one question for clarification, it is important that everyone here and everyone in the community understands this – the capital reserve it's specific function and when a budget is being developed, we are not allowed to take money from other sources and put it into capital reserve – I think you said very clearly that money comes from surplus and has to be generated and has to be used in prior years. I just want to clarify that in the development of this current budget, that we are not allowed to take money from other parts of the budget except for the capital reserve. Mr. Sarrinelli stated that is correct. Mr. Tatum stated thank you for coming.

For the month of April the student attendance was 94.4% and staff 94.3%. Since I am censored on what I can and cannot speak about I am going to take the presentations and all of the information we just received tonight and conclude my report for this evening.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, for adoption:

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the month of April 2019, in accordance with the information in the hands of each Board member.

E-2. APPROVE PROPOSAL FOR SUMMER INSTITUTE

Approve proposal for Summer Institute, a professional development program for teachers in the District from July 23, 2019 through July 25, 2019, in accordance with the information in the hands of each Board member.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mrs. Regis-Darby, for adoption:

F-1. TREASURER'S REPORT

That the Treasurer's Report dated April 30, 2019 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated April 30, 2019 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of April 30, 2019 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan

Gregory E. Brennan, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of April 30, 2019 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information in the hands of each Board member.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. Agenda item approved at 5/14/19 worksession (student field trips).

F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information in the hands of each Board member.

F-8. APPROVE LIST OF 2019-2020 STATE CONTRACT VENDORS

Approve the list of the 2019-2020 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 in the hands of each Board member.

F-9. *Agenda item approved at 5/14/19 worksession (student activity).*

F-9A. APPROVE LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

Approve the list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information in the hands of each Board member.

| School | Account/Department | Vendor/Description | Amount |
|-------------------|--------------------|---|------------|
| Union High School | 2028/Cast | NBC Studios – tip to NBC Studios | \$1,362.60 |
| Union High School | 2028/Cast | Villani Bus Co. – transportation to NBC Studios | \$1,250.00 |
| Union High School | 2059/Pepsi Account | Aramark – staff appreciation breakfast | \$1,200.00 |

F-10. APPROVE 2018-2019 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2018-2019 out-of-district student placement list, in accordance with the information in the hands of each Board member.

F-11. APPROVE FUNDRAISERS

Approve the following fundraisers, in accordance with the information in the hands of each Board member:

| Event Name | Date | Purpose |
|------------------------------|---------------------------------|---|
| Dress Down Day | May 31, 2019 | UHS/Advanced Musical Theatre – to raise funds for production costs of “We Will Rock You” |
| Shoprite Bagging for Charity | May 23-June 15, 2019 | UHS/National German Honor Society – to raise funds for field trip to German Art Gallery, New York |
| Candy/Snack Sales | May 22-June 14, 2019 | UHS/Robotics Club – to raise funds for registering teams for 2019-2020 competition |
| Concession Sales | May 29, 2019 | Kawameeh/Art Club – to raise funds for end of year party for Art Club |
| Bake Sale | May 22 – June 20, 2019 (weekly) | Kawameeh/Art Club – to raise funds to buy concessions for Art Show |
| Advertising Fundraiser | June 1, 2019-June 1, 2020 | UHS/Athletics – to raise funds to buy football scoreboard/baseball bleachers |
| Relay Recess | May 22, 2019 | Connecticut Farms/Washington Warriors Relay for Life – raise funds for American Cancer Society Relay for Life |

F-12. ACCEPT DONATIONS

Accept the following donations, in accordance with the information in the hands of each Board member:

| From | For Use By | \$/Item |
|-----------|-------------------|----------|
| LifeTouch | Connecticut Farms | \$504.00 |

| | | |
|--|-------------------|--|
| Carl H. Pforzheimer & Co., LLC Tanner & Co., Inc. | Districtwide | Various pieces of office furniture and cabinets |
| UHS PTA of Union NJ | Union High School | \$3,000.00 |

F-13. *Agenda item approved at 5/14/19 worksession (Effective School Solutions “ESS”).*

F-14. APPROVE APPLICATION OF 2019 NJSIG SAFETY GRANT

Approve the application for the 2019 New Jersey Schools Insurance Group Safety Grant Program, in the amount of \$32,797.76, in accordance with the information in the hands of each Board member.

F-15. APPROVE TUITION RATES FOR THE 2019-2020 SCHOOL YEAR:

Approve the following tuition rates for the 2019-2020 school year:

| | |
|----------------------------------|-------------|
| Pre-School (full day) | \$12,045.00 |
| Kindergarten | \$12,045.00 |
| Grades 1 through 5 | \$14,378.00 |
| Grades 6 through 8 | \$14,350.00 |
| Grades 9 through 12 | \$14,440.00 |
| Cog-Mod | \$12,863.00 |
| LLD | \$16,506.00 |
| M.D. | \$21,868.00 |
| B.D. | \$23,333.00 |
| Autism | \$26,459.00 |
| Part-time Pre-School Handicapped | \$11,548.00 |
| Full-time Pre-School Handicapped | \$25,074.00 |

F-16. APPROVE SCHOOLBOARDNET SERVICES – PAPERLESS AGENDA

Approve the renewal with Schoolboardnet Services for the paperless agenda at the annual rate of \$1,188 (no increase from last year), in accordance with the information in the hands of each Board member.

F-17. APPROVE SUBMISSION DATE – 21ST CENTURY COMMUNITY LEARNING GRANT

Approve submission date of April 25, 2019 as the submission date for the 21st Century Community Learning Center grant to the New Jersey Department of Education.

F-18. APPROVE DR. ISABEL CAROTENUTO – NEURODEVELOPMENTAL EVALUATIONS

Approve Dr. Isabel Carotenuto to provide neurodevelopmental evaluations at the rate of \$475.00 per evaluation, not to exceed \$9,500.00 for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-219-320-01-19].

F-19. APPROVE INROADS – INDIVIDUAL VOCATIONAL ASSESSMENTS

Approve Inroads to Opportunities of New Jersey for individual vocational assessments at the rate of \$600.00, not to exceed \$1,200.00 for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-219-320-01-19].

F-20. APPROVE ACES – DEAF AND HARD OF HEARING EVALUATIONS

Approve ACES (Assessments Counseling and Education Services), to provide deaf and hard of hearing evaluations at the rate of \$900.00 and assistive technology evaluations at the rate of \$1,200.00 not to exceed \$3,600.00 for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-219-320-01-19].

F-21. APPROVE THE UNCOMMON THREAD – BCBA SUPERVISION

Approve the Uncommon Thread for BCBA supervision at a rate not to exceed \$130.00 per hour, behavior specialist at a rate not to exceed \$90.00 per hour and a FBA assessment at the rate not to exceed \$2,200.00 per assessment (total not to exceed \$12,000.00) for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-216-320-01-19].

F-22. APPROVE THE FAMILY CENTER AT MONTCLAIR – MENTAL HEALTH SCREENINGS

Approve The Family Center at Montclair for mental health screenings at the rate of \$100.00 per screening and \$600.00 for a psychiatric evaluation (not to exceed \$3,000.00) for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-219-320-01-19/7074].

F-23. APPROVE CROSS COUNTY CLINICAL AND EDUCATIONAL SERVICES – BILINGUAL EVALUATIONS

Approve Cross County Clinical and Educational Services to provide bilingual evaluations at the rate of \$850.00 (not to exceed \$14,450.00) for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-219-320-01-19].

F-24. APPROVE MORRIS UNION JOINTURE COMMISSION – VARIOUS SERVICES

Approve Morris Union Jointure Commission to provide: (a) physical therapy-\$215/hr., (b) occupational therapy-\$195/hr., (c) speech therapy-\$230/hr., (d) personal aides for ESY-\$10,848.00 each, (e) personal aides-10 months-\$72,320.00 each; services are in accordance with students' IEPs (not to exceed \$505,000.00) for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-216-320-01-19].

F-25. APPROVE SILVERGATE PREP – BEDSIDE INSTRUCTION

Approve teachers employed through Silvergate Prep to provide bedside instruction for District students on an “as needed” basis for the 2019-2020 school year in the amount not to exceed \$10,000.00, in accordance with the information in the hands of each Board member [Account #7693/11-150-100-320-01-19].

F-26. APPROVE CCBH INC. – BEDSIDE INSTRUCTION

Approve teachers employed through CCBH Inc. on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$11,000.00, in accordance with the information in the hands of each Board member [Account #7693/11-150-100-320-01-19].

F-27. APPROVE SAINT CLARE’S HOSPITAL – BEDSIDE INSTRUCTION

Approve Saint Clare’s Hospital to provide bedside instruction for District students on an “as needed” basis for the 2019-2020 school year in the amount not to exceed \$1,000.00, in accordance with the information in the hands of each Board member [Account #7693/11-150-100-320-01-19].

F-28. APPROVE PROFESSIONAL EDUCATION SERVICES – BEDSIDE INSTRUCTION

Approve teachers employed through Professional Education Services to provide bedside instruction for District students on an “as needed” basis for the 2019-2020 school year in the amount not to exceed \$15,000.00, in accordance with the information in the hands of each Board member [Account #7693/11-150-100-320-01-19].

F-29. APPROVE ASSISTIVE TEK - ASSISTIVE TECHNOLOGY

Approve Assistive Tek to provide assistive technology as follows: (a) evaluations - \$1,200; (b) consulting-\$200/hr. (minimum 2 hrs.); (c) training-\$1,800/full day and \$900/half-day (not to exceed \$5,400.00) for the 2019-2020 school year [Account #11-000-219-320-01-19 and Account #11-000-219-320-02-19].

F-30. APPROVE EI US, LLC DBA LEARN WELL – BEDSIDE INSTRUCTION

Approve teachers employed through EI US, LLC dba Learn Well (formerly Education, Inc.) to provide bedside instruction for District students on an “as needed” basis for the 2019-2020 school year in the amount not to exceed \$5,000.00, in accordance with the information in the hands of each Board member [Account #7693/11-150-100-320-01-19].

F-31. APPROVE ATC (AROUND THE CLOCK) HEALTHCARE SERVICES – NURSING SERVICES

Approve ATC (Around the Clock) Healthcare Services Inc., to provide nursing services at the rate of \$62.00 for a RN-CSN and \$53.00 for RN non-CSN and \$43.68 for a LPN, not to exceed \$360,000.00 for the 2019-2020 school year, in accordance with the information in the hands of each Board member [Account #11-000-216-320-01-19].

F-32. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information in the hands of each Board member.

F-33. APPROVE APPLICATION FOR PERKINS GRANT

Approve application for the Perkins Grant for the 2019-2020 school year, in the amount of \$50,552.00, in accordance with the information in the hands of each Board member.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (F-8 Vendor #85992)

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mr. McDowell, for adoption:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2018-2019 school year, in accordance with the information in the hands of each Board member.

O-2. APPROVE NOTIFICATION OF ASSET CHANGE OF STATUS

Approve the Notification of Asset Change of Status for disposal of one (1) seated press and one (1) incline chest press, in accordance with the information in the hands of each Board member.

O-3. *Agenda item approved at 5/14/19 worksession (UHS Students-BOE Liaisons).*

O-4. APPROVE TRANSPORTATION SERVICES AGREEMENT – ESSEX REGIONAL EDUCATIONAL SERVICES COMMISSION

Approve the Transportation Services Agreement with the Essex Regional Services Commission for the 2019-2020 school year, in accordance with the information in the hands of each Board member.

O-5. REPORT RECEIPT OF REQUEST FOR PROPOSALS – FOOD SERVICE

Report receipt of responses to Request for Proposals for Food Services: (a) Aramark Food Services, (b) Pomptonian Food Services, (c) Sodexo Food Services, (d) Whitsons Culinary Group.

O-6. REPORT RECEIPT OF BID – EXTERIOR WALL

Report receipt of bid for exterior wall repair at Administration Building: (a) Grove Contracting, LLC.

O-7. APPROVE REJECTION OF BID – EXTERIOR WALL

Approve rejection of bid from Grove Contracting, LLC because it exceeds budget.

O-8. APPROVE REQUEST FROM UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION

Approve request from Union Township Community Action Organization, Inc. requesting use of Jefferson School parking lot and walkway for Annual Red Carpet Prom Event, June 6, 2019 from 3 p.m. to 7 p.m., in accordance with the information in the hands of each Board member.

O-9. APPROVE REQUEST FROM TRANSPORTATION DEPARTMENT

Approve request from Transportation Department for Officer Sangster of the Union Police Department requesting use of two buses for students in Law Enforcement Explorer Program on July 10, 2019 from 8 a.m. - 3:30 p.m. to the State Police Barracks, in accordance with the information in the hands of each Board member.

O-10. APPROVE REQUEST FROM UHSPAC/DOUGLAS MICHAEL KRUEGER SCHOLARSHIP FUND

Approve request from Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the use of space at Union High School for auditions on September 20, 2019 and rehearsal and performance on October 5, 2019, in accordance with the information in the hands of each Board member.

O-11 APPROVE REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Approve request from Township of Union Recreation Department requesting a school bus and driver for field trips (various dates from July 3, 2019 through August 9, 2019), in accordance with the information in the hands of each Board member.

O-12 REQUEST FROM CLASS OF 1969

Approve request from Class of 1969 to tour Burnet Middle School on Saturday, September 21, 2019 at 10:30 a.m., in accordance with the information in the hands of each Board member.

O-13. APPROVE FOOD SERVICE COMPANY - POMPTONIAN

Approve Pomptonian Food Services as company for District food services for the 2019-2020 school year.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Ruiz, for adoption:

P-1. PERSONNEL ACTIONS

Personnel Actions be approved in accordance with the information in the hands of each Board member.

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2018-2019 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

| <u>Name</u> | <u>Position</u> | <u>Location</u> | <u>Eff. Date</u> | <u>Reason</u> | <u>Notes/ Corrections</u> |
|--------------------|--|-----------------|------------------|---------------|---------------------------|
| Danza, Thomas | Teacher of English | UHS | 5/31/2019 | Retirement | |
| Judd, Ellen | School Counselor | UHS | 7/1/2019 | Retirement | |
| Dobbs, Lauren | Elementary Teacher | CF | 4/29/2019 | Resignation | |
| Elzahaby, Amy | Teacher of English as a 2 nd Language | Wash | 6/27/2019 | Resignation | |
| Gratto, Nikki | Speech Correction/Language Specialist | DW | 5/7/2019 | Resignation | |
| Kaminsky, Samantha | Teacher of Mathematics | BMS | 6/30/2019 | Resignation | |
| Langan, Maura | Special Education Teacher | BMS | 6/30/2019 | Resignation | |
| Paige, Rosa | P/T Café Aide | Frank | 5/6/2019 | Resignation | |

P-4. APPROVE LEAVES

Approve leaves for the following staff:

| Name | Position | Location | Leave Dates | Leave Type Regarding updated info only. | Notes/ Corrections: All tentative approvals are pending required documentation. |
|------------------|--------------------|----------|--|--|--|
| Cerciello, Luigi | Custodian | Liv | Extension Intermittent Through 12/1/2019 | Unpaid Intermittent FMLA/NJFLA (Concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Havyar. Amanda | Elementary Teacher | HC | 9/3/2019-12/6/2019 | Paid Childing Rearing Leave and Unpaid FMLA/NJFLA (concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |

| | | | | | |
|-------------------|------------------------------------|----------------|--|--|---|
| Johnson, Jamie | Elementary Teacher | Wash | 9/3/2019-11/1/2019 | Paid Childing Rearing Leave and Unpaid FMLA/NJFLA (concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Metta, Gina | Teacher of Mathematics | KMS | 6/17/2019-12/5/2019 | Paid Childing Rearing Leave and Unpaid FMLA/NJFLA (concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Mueller, Lynn | Teacher of Language Arts | BMS | 4/23/2019-6/26/2019 | Paid Medical Leave | |
| Navarrete, Jamie | Paraprofessional | UHS | 9/3/2019-12/19/2019 | Paid Childing Rearing Leave and Unpaid FMLA/NJFLA (concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Nemezio, Elaine | 10 Month Secretary | HC | Intermittent 4/24/2019-6/30/2019 | Intermittent FMLA/NJFLA (Concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Osborne, Stuart | Part Time Bus Driver | Transportation | Extension through 7/1/19 | Unpaid Non FMLA Medical Leave | Does Not meet FMLA Hour Requirements |
| Placca, Nicole | Elementary Teacher | UHS | Extension through 5/31/2019 Return 6/3/2019 | Unpaid FMLA/NJFLA (concurrently) followed by Unpaid Non FMLA Child Rearing | FMLA/NJFLA entitlement exhausted after 5/17/2019 |
| Tobin, Sue | Elementary Teacher | Wash | Extension Intermittent through 9/2/2019 | Intermittent FMLA/NJFLA (Concurrently) | FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. |
| Vallier, Nanette | School Psychologist | Jeff | 4/24/2019-5/27/2019 | Paid Medical Leave | |
| Vicidomini, Julia | Executive Administrative Assistant | Central Office | 9/16/2019-1/29/2020 | Paid Childing Rearing Leave and Unpaid FMLA/NJFLA (concurrently) | |

P-5. *Agenda item approved at 5/14/19 worksession (employment contract-Superintendent).*

P-6. **APPROVE TREASURER OF MONEYS - DEBRA CYBURT**
 Approve the reappointment of Debra Cyburt as Treasurer of School Moneys for the 2019-2020 school year at an annual salary of \$4,700.

P-7. **APPROVE AFFIRMATIVE ACTION OFFICER – AWARDING CONTRACTS**
 Approve reappointment of Gregory E. Brennan as Affirmative Action Officer for awarding contracts for the 2019-2020 school year under P.L. 1975, c. 127, at no cost to the District.

P-8. **APPROVE CUSTODIAN OF RECORDS – BRENNAN**
 Approve the reappointment of Gregory E. Brennan as Custodian of School Records for the 2019-2020 school year, at no cost to the District.

P-9. **APPROVE RESIDENCY INVESTIGATORS – SUMMER 2019**
 Approve residency investigators to work during summer 2019 as follows:

| | |
|------------------------|---|
| Residency Investigator | |
| Maria Schmidtberg | 50 hours not to exceed 70 hours for July and August (\$25/hr) |
| Thomas Sheridan | 25 hours not to exceed 50 hours for July and August (\$20/hr) |
| John Matos | 25 hours not to exceed 50 hours for July and August (\$22/hr) |
| Dan Hodge | 25 hours not to exceed 50 hours for July and August (\$18/hr) |

P-10. **APPROVE CLINICAL AFFILIATION AGREEMENT – KEAN UNIVERSITY**
 Approve Clinical Affiliation Agreement with Kean University to allow practicum, internship and student teaching between Kean University and the Township of Union Board of Education, in accordance with the information in the hands of each Board member.

P-11. **APPROVE CLINICAL AFFILIATION AGREEMENT – KEAN UNIVERSITY**
 Approve Clinical Affiliation Agreement with Kean University-School of Nursing to allow clinical experience between Kean University and the Township of Union Board of Education, in accordance with the information in the hands of each Board member.

P-12. **APPROVE 2019-2020 ATHLETIC EVENT ASSIGNMENTS/FEES**
 Approve the 2019-2020 Athletic Event (a) staff assignments and (b) staff fees, in accordance with the information in the hands of each Board member.

P-13. **APPROVE AFFIRMATIVE ACTION TEAM**
 Approve Affirmative Action Team (AAT) to participate in the development of the needs assessment and Comprehensive Equity Plan (June 2019-2022), in accordance with the information in the hands of each Board member.

DISCUSSION:
 None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Richardson, for adoption:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [four (4) students exited from April 1 through April 30, 2019 (1 from elementary, 1 from secondary and 2 from high school) or a total of thirty-two (32) students for the 2018-2019 school year] who are not domiciled in this school district and one (1) students who will be allowed to complete the 2018-2019 school year, in accordance with the non-public information in the hands of each Board member.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #260606 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3 APPROVE TO REMOVE STUDENT

Approval to remove student #206577 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #244043 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #196608 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE RESOLUTIONS:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. Nufrio, seconded by Mrs. Higgins, for adoption:

T-1. APPROVE DISTRICT INTERNET/INTRANET ISP
Approve Altice/Lightpath as the District Internet/Intranet ISP.

T-2. APPROVE THIRD PARTY TECHNICAL SERVICES – ASPIRE
Approve Aspire as the District technology third-party technical services including network monitoring.

T-3. APPROVE FAMILY ID ONLINE SERVICES
Approve the use of FamilyID online services at the cost of \$3,120.00 for the 2019-2020 school year for the high school and middle schools sports programs.

DISCUSSION:
None

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Williams

MOTION CARRIED

APPROVAL OF BILLS:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Richardson, seconded by Mrs. Ruiz, 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: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (vendor #49500)

MOTION CARRIED

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Mrs. Ruiz stated the 21 Project is hosting a fundraiser tomorrow. It is dine to donate. You can take out or eat in – 15% of the bill will be donated to a scholarship fund that was started in memory of Anthony Steitz who passed away a few weeks ago.

Mrs. Minneci stated today I went to Hannah Caldwell and visited and viewed the entrepreneur program for the elementary students and they were truly amazing. They were the winners from each building. It is amazing what our students are capable of. They were 4th graders – teams of three and they came up with these innovations. I don't know how they selected a winner because they were all terrific. It is amazing to see what our students can do with the help of our teachers and support staff. I appreciate all who work with our children.

COMMENTS FROM THE PUBLIC:

Lynn Cornaccio stated I am a paraprofessional in this district. On May 15th 91 paraprofessionals in this district received their non-tenured notices. Those 91 want to know what will exactly happen in September. We would like to know what company they are going to be working for, what are their health benefits like, can they keep their doctors, do they sign a contract, what is it offering? As a para and as a head rep, how am I going to convince these paras to stay in this district? These women and men are outstanding. You honored them tonight. Please let me know what I need to say to them. Every day they ask questions and I don't have answers. Anybody who knows me – I usually find out the answers. I have no one to turn to because there are no answers. Now I'm turning to you. Has a company been chosen? Is the bid in place? When are they going to know so they can have somewhat of a stress free summer if at all possible? These people gave their years of service – 6 years and under – to this district. They served it proudly. They work with difficult students, difficult teachers at times but they are here and come back day after day. They need to know and deserve to know what they are doing in September and who they are working for. After all, when we leave we have to give you notice and now it is time for you to give them notice. Thank you.

Chasity Santana's son stated I attend Washington School. He stated he has an aid and she helps him. His mother told him that the Board of Ed wants to privatize the paraprofessionals because it will be cheaper. He said he doesn't want to lose his paraprofessional because she helps him. He said don't take away his aid and his friends aids.

Mr. Taylor stated I want to respectfully remind the public that I anticipate the tenner and nature of a lot of comments will be. I did have an opportunity to speak with the leadership of the UTEA prior to tonight's meeting. A lot of the subject matter that is going to be discussed revolves around the Board's decision last week to not renew the paraprofessionals. The Board has expressed intent to explore doing a bid or a competitive procurement process to get a private provider to provide that service. There is a pending grievance that was filed by the UTEA last Thursday alleging certain issues, contractual violations about seniority, etc. I just want to inform the Board members or advise the Board and administration and remind the public that due to the pendency of that grievance which is a legal issue – the Board and Administration cannot respond publicly. Some of the questions/issues deal with personnel, procurement and contract issues – similarly the Board cannot respond publicly about those issues. Some of the questions – what company, what benefits, etc. – all very good questions but premature for the Board to answer because there has been no vendor selected yet. I just wanted to diminish expectations to the extent that members of the public want answers tonight. The Board may not be able to provide those answers based upon legal advice, contractual issues and/or confidentiality.

Mr. Arminio stated it is unfortunate to be here tonight with all this going on to speak about something other than that. The Union Public Library as you heard earlier this evening by the Director Karen O'Malley, has some wonderful programs for the summer. Hopefully this summer our children will take advantage of the 100+ programs available to them – science, music, technology, culinary, arts, math plus family literacy programs. The Friends of the Union Library will be funding the ESL program that we had last year and supplying the prizes for

students for the summer reading program. Plus, if you remember last year, the school prizes that were won by Burnet and Hannah Caldwell last year.

Also I want to remind everyone of the passes that are available free of charge to our residents that gets them into 10 different locations around the State and in New York. I want to encourage our children to use the library this summer and use it all year long also. It is there for you.

Cathy Sharpe stated I'm a paraprofessional of 38 long years. Tonight I'm here as a member invoking the seniority rights. My colleagues who could not be here tonight for family reasons so I would like to present the Board with letters from them invoking their seniority rights and expecting an employment contract in the near future.

Patricia stated I'm a paraprofessional. I have a disability and that enables me to help and understand the students I work with. I am invoking my seniority rights.

Sherry Maloney stated to those that are unaware, the Board of Education lost revenue when they didn't use adjustments that they were entitled to and they lost \$2 million that should have been in the budget four years ago. This and other misappropriation of funding leads to a yearly budget crisis. The quick fix solutions are to take away from large groups – that and the paraprofessionals. The paraprofessionals were with a large population of students. This budget issue will continue to be ongoing. The Board of Education is shortchanging the taxpayers and the staff with the lack of a proposed plan to replace 91 of 156 paraprofessionals. It will be counterproductive as they scurry to fill the positions. The word on the street is that a letter went out to the parents on May 6th telling the parents what was going to happen. We didn't find out what was going on until May 15th. We were given terminations. We were also provided with an empty (inaudible). You talk about an agency but you didn't put it on the table to discuss and let us know where we stand. It is negligence on the Board's part and just because of your negligence doesn't mean it is an emergency on our part. Our schools have the best paras for our children. The Board of Education terminated us and soon will accept an agency and we have no idea who they will be. How can you guarantee something that you haven't brought to the table and when do you plan on deciding. I need to know whether I'm going to stay or seek employment elsewhere. We need immediate answers. What I uncovered by looking at agencies really shakes me up. Most agencies have bad reputations and tarnished records. By going to an agency and outsourcing us you are lowering your standards. You are also losing your ability and control by turning this over to an outsider. You are losing the quality, consistency and caring. I'm looking at some of these agencies and here are some complaints – paras are not showing up for work, poor pay, poor management, sparse benefits. One agency only pays for student contact areas. The hours don't exceed 29 hours and there is no kind of training because paras don't want to be interested in staying before or after school – the dedication is lost. Another agency has convicted felons hired and also violence on a substitute teacher hired through the agency and by the way people our agency is also going to be doing substitutes – long term and short term – be prepared. I have an article from May 5, 2019, there is a person out there from an agency who has a big history of sexual misconduct and has shown porn to students and he was hired through a particular agency. This man is still on the streets so he might wind up in our schools. If you think they are scrutinizing, you better think again. You say you are going to do it on your own

but that means another position needs to be hired so that is a full time job itself to checking into peoples' records. I value our students and staff that I work with. I don't know how you can do this to us. The following schools have reneged their contracts – Trenton, Woodbridge, Verona, Livingston. Just a few examples.

Mr. Taylor stated as I indicated previously, this is by no means an attempt to stop any member of the public to speak at the Board meeting; however, May 16th the UTEA submitted a grievance on behalf of its membership which it represents – pursuant to Article 3.04.1 – the UTEA has a right to follow a class action grievance so while we appreciate the organized efforts of the UTEA, however, it is not necessary for each member to invoke their right in this instance because the union has done it on their behalf pursuant to 3.04.1 of the contract and if there are any questions about which members they impact we will reach out to union leadership for the list of those names.

William Ruggieri stated I'm a paraprofessional. I love my job working for the Township where I attended school – Franklin and Burnet Middle School. What the Township is doing is hurtful to me and to all the other paras. You are asking us to plan our lives on a prompt – nothing else. The comment that you will find a company that will provide us the same salary, benefits – without telling us what those benefits us, what that corporation will be – it I incredibly unfair to us. I also have a letter for Mr. Tatum.

Lydia stated I live in Union. My girls went to school here. I have taught my girls that whatever job you do, you do it right. I do my job as best as I can.

Carrie Grand stated she's a paraprofessional for five years and nothing makes her happier. She's exercising my seniority rights.

Sal Silva stated he's a paraprofessional for four years and he's exercising his seniority rights

Elizabeth Alavera stated she's a paraprofessional in the district for 17 years, lives in Union, and vested in the pension for 11 years. She loves her job like everyone that is here. She is that person that doesn't leave even though she is not getting paid extra. Please consider what is happening and we need more answers.

Kathleen McDermott stated she lives in Union for over 20 years, both her children attended schools here. She is a para for over 5 years and subbed also before that. She loves her job and she hopes that you reconsider because it is unfair to the children who depends on us. They need consistency and they provide that.

Rich D'Avanzo stated UTEA vice president. The word privatization is a play on word to say the least. In all different aspects of jobs in particular, nothing positive comes out from it. There was an article that came out of South Orange-Maplewood and I'm disappointed that Dr. Morgan is not here today because if I recall at the budget hearing, Dr. Morgan spoke positively as an administrator of how privatization was doing in South Orange-Maplewood. Quite interesting – about dealing with an outside vendor; article attached to minutes. These are the

problems you are going to be facing. If you cannot find a solution to solve the problems with budgeting in this district and that is where we are out unfortunately. I suggest in the future a little more homework and check with these districts. Please reconsider.

Mary Katherine stated paraprofessionals have helped her family. She lived in Union for almost 22 years. She has three sons and all went through the Union School system. Her older son is on the autism spectrum and currently in his last year of school. He started off at out-of-district at age 3-1/2. When he turned five he came back to the district for kindergarten. He was barely verbal and made limited eye contact. He was blessed to have wonderful teachers throughout the system but she is here tonight to talk about the incredible paraprofessionals in the district and why it is important for you not to privatize. His first para was very welcoming and put her at ease. She worked very hard and never judged him. She would update us at the end of the day. She was caring and dedicated. Another para was Mary Ellen Patricco was Matthew's para before she received her degree. She and her husband had a restaurant in the community and we would go there to eat or see her at the St. Patrick's Day parade – not only did she teach him in school, she showed him what it is like to be part of the community. Matthew's last para was at the high school. He is a special needs child who is already appreciated by a lot of his peers but he never had a problem because of all his paras that he had. They were all accepted of him because how they showed him to be. They highlighted his strengths and children would often seek him out. The paras go an extra mile. Matthew has a part-time job at Shop Rite and successful at the high school thanks to his teachers and his paraprofessionals. These paraprofessionals are part of our community and family and they deserve our support. Please don't privatize. Show our children the things like caring, compassionate and dedication are important. You will not get that from privatization. Our paraprofessionals are a bargain for what they do and they deserve more.

Mr. Delago stated he is president of the education association and a board trustee for the Elizabeth public schools. Privatization does not save any money. In a year or two it is all lies. These people are your colleagues and neighbors and here for your children. He urges this Board of Education – you are more than capable of solving this issue and keeping the paraprofessionals in your community. You will regret it – work with the local union leadership and figure it out. The paraprofessionals are the best because they live and work in this community.

Chasity Santana stated I'm here to talk about what my child's aide means to me. One of the most important things that she is – she proactively responds to my child's needs. If the Board was proactive as my child's aide we wouldn't be here today. Before my child has a meltdown, needs help – she sees it coming. She takes him for a walk. She knows how to get him out of his chaos and bring him down to normal. I was consoled by being told that they will be able to keep their job. There is a big difference with being able to keep their job and actually keeping their job. Why are we at the same place this year that we were last year. I was in the same state of fear last year that I am now. Mr. Tatum, Mrs. Moses – last year I went through a lot with my son and getting him what he needed as far as support and I remember all three of you came to me and said trust me Chasity, we are going to find you somebody. I don't know if I trusted, I hoped, I prayed and I put my child's life in all three of your hands. You gave me somebody and loves and takes care of my child so much better than me. That while we are sitting here, he got up to ask her to take him to the bathroom. He asked her to give him food. I

thank you for that but at the same token what every professional said before me, I think what we are forgetting – the most important person in this room and that is him and all others like him. I'm sure my son's aide is not the only aide that loves what she does. There are many throughout the district. All I'm saying is in my heart of hearts I don't think privatization is the way to go. I honestly feel that we are not saving anything and we are going away from what it is to be a model district. I look up to you Mr. Tatum, Mrs. Moses, Mr. Benaquista, Mrs. Conti – to know what it is to do for our child and our children, everybody on the Board, please take into consideration everything that we have said and everything our children need.

Elsie Macki stated it is a tough for parents who have children with disabilities because this fight doesn't just involve administration vs UTEA – it is about our children. Hearing all of this – the key point that we all have to understand is the children are affected by any decision that is made. This just didn't come up. These discussions didn't just start. Time and time again we are always coming at the eleventh hour and faced with the stress of some sort of impasse and it takes a toll on the emotions of the parents. I consider myself well versed, strong but it has been very stressful.

When I first came to the district I was extremely angry. Any parent in here that has a child with a disability you know the challenges that we face, the battles that we go through just to get our children the necessities to succeed in their life. What has happened during this time is we have been hit with all of the emotions of all of this. As mom of Julian Macki, I am against privatization. You hear about the paraprofessionals that are in district, the paraprofessionals also support a large majority of the school kids are out-of-district. The kids who have the most severe needs and what happened with working with Mr. Tatum, Mrs. Moses, Mr. Benaquista and Mrs. Conti, I had to take away all of the trust, take away of all the distrust and we all work together. The program called Community Base Instruction was developed from my child and the CBI it works with a number of paraprofessionals. My child who is in a shell come out of that shell. I was told he wasn't going to talk, he is not going to do this and he won't have any of the things that a neuro typical child will have. With this program and working with his paraprofessionals, Julian is engaging, going into the community, they care about him. Today for the first time in a long time, one of the key components that we parents have in this district is distrust and trust has been built because of all of us working together. It doesn't matter what side anybody is on. At the end of the day I know in my heart of hearts, everybody – UTEA, administration, the lawyers – everybody cares about special education and our schools. We need to do a better job and work together. We need to stop stressing us parents out. A first time in a long time distrusting because of everything that is going on, she shut it down because at the end of the day the priority is the child. I have asked a million times and I suggested that you guys have to speak to the community. You can confirm with our lawyer and figure out how to educate us because what happens is in the role of mom, advocate for children – I heard that the Board doesn't care about kids in special education; the board doesn't care about children with disabilities – that is not true. You need to communicate your goal and make people understand where you come from.

Mr. Monge stated I am a father of a son with special needs. We fought hard for a paraprofessional. We are community active parents. I want to give a shout out to the paraprofessionals that helped my son with where he is today. He is a freshman in high school and this year he doesn't have a paraprofessional. I learned a lot about the work that the aides

have done which have essentially been part of our family through this whole process of him being an independent man today. What I want to try to speak to is and I'm always on my soapbox as far as money. This is competitive bids. This is folks campaigning and raising hundreds of thousands of dollars a year disrespecting our district and then representing us behind these tables with pay-to-play situations. This is our State politicians voting for our Township – Joe Cryan voting for the New Jersey bill S2 that basically gives us the formula which leaves us here with some folks getting a bunch a money, some folks using some money and here we are with \$300,000 or so and under funded by \$5 million. We were talking about this two years ago. What was the planning for two years? One other thing – State Senator Joe Cryan, he was at a PTA meeting and he was challenged by me as it pertains to the lack of State funds coming here to this district. In addition to that raising money every year for Children's First and SOS – raising hundreds of thousands of dollars to run people for board of education; dissing our district, our parents, our students, our teachers and then sitting there and justifying that the developments are not affecting our enrollments. There is not an over population in Washington, Livingston and Kawameeh. Justifying that we got \$300,000 and some other district didn't get anything. I think we can't take away from our kids to give to our kids. Here we are in a situation where parents, paraprofessionals, everybody feels that we could have done better here. We had two years to do better and here we are. People ask to fix it – how can we fix something when we're underfunded \$8.5 million and no one is saying anything. No one is talking about Joe Cryan. No one wants to talk about the district here and as far as the machine here that tears our school down but then turns around and send flyers out trying to say here this is the team. No one wants to talk about that. I talk about it because I care about my kids and I care about the kids in this district. We need to start going after our State representative and make sure they bring money to this district because otherwise the people that live here our taxes continue to go up and we have a 2% ceiling. Go to the taxpayers here because the State is not giving us our fair share. They haven't given us our fair share for 10 years.

Mrs. Lopes stated I think last year we had a problem with the budget. We have a person in charge of the moneys at the Board of Education and he never has answers. I have been coming to these meetings and that person is always asking somebody else for the answers. What are we doing? Can we find somebody else? It doesn't seem like the person in charge knows this financial stuff or knows what he is doing. That is my opinion.

Denise Palacastro stated I work for the NJEA. I'm the associate director of research and economic services and I represent Union, Essex, Bergen and Hudson counties. I have 202 school districts within those four counties and last week when I was here I used the word "I'm worried". This week I'm here to stay "I'm frustrated". I'm frustrated because I can't find any information on your website. There are no minutes posted for the 18-19 school year. There are no agendas posted. Last week I brought up the agenda – to approve the appropriation transfers – I expected to see something in today's agenda. I have no idea where you are moving your money. I will say very clearly that I stand by the statement I made last week with the \$11.5 million. I stand by that statement because what that number means is that the revenue you brought in the 17-18 audit did not match what you spent. Whether it is coming from surplus or someplace else, you did not bring in that money but yet you spent it. When I looked through the audits I do agree with the person you had up here not being with over by the end of the school year in 17-18 but over every single line item had a budget transfer. How does anyone in the public – how can they

follow any of the money. When we talk about this \$2.3 million to me it is a big number. It is a big number because you told the paras you are going to receive salary and benefits and they are hearing it is the same. It cannot be the same if you plan on spending \$2.3 million – there is no RFP. There is nothing that I can use to say you have this money. I'm worried that you are delaying this to a time that we won't have the ability to say – there is money here. I also talked about last week in the budget fund balance part of the budget presentation – it said it was \$1.2 million less than the 18-19 budgeted fund balance. I compared both the budgeted fund balances based on your user friendly budget and the unrestricted version, I am not seeing \$1.2 million – I can't find that difference anywhere. I did find a \$1.1 million from the 17-18 audit but again these numbers are not making sense. Nothing is making sense here and when I started thinking, talking and learning about what is happening here, it is the mismanagement of the funds that have caused a crisis but is there even a crisis. Where is the \$2.3 million coming from? What are you trying to do? And going back to this budgeted fund balance, \$1.2 million less I still saw in the audit you had \$3.6 million. You are still projecting to have \$2.5 million in your budget fund balance. That is enough to save the paras if that \$2.3 million is real. I am asking that you do not write that RFP. I'm asking that you reinstate the 91 paras – you know you can do it.

Ann Margaret Shannon stated president of the UTEA. I want to thank everyone for your support today. I appreciate it. I appreciate all the out-of-towners that came up and all of what you have done. UTEA is a union that represents teachers, secretaries, security guards, paraprofessionals. It is a tough time in public education. Our very important education support professionals. Some call it ESP, we in the NJEA call it essential school professionals. Every union member is supposed to work days preparing your children for success in the future. There are people that keep the schools open and clean, people that bring the students to school safely, people make food so they are nourished and able to learn. We have people that create the lesson plans that make New Jersey one and two in every category across the nation. Our paraprofessionals the most cherished group of our employees that care for and guide our most valuable students. ESP also stands for extrasensory perception and our ESP's have it. They make sure they navigate the students in the schools. They keep the distracted students focused and some are even responsible for physical. Some of our paras actually change diapers. These people work extremely hard for very little money. They deserve respect, job justice, healthcare benefits. We are all told that we need \$2.3 million to retain 91 paras. The Board has chosen to take that money from one line item. I mentioned last week let's look at the budget again. Let's find 10 line items we can take \$230,000 from it so we can come up with this money. I also mentioned a program from an outside company – ESS and that costs \$392,000 – that's a start right there. I implore you to go back to the drawing board and save our paras. I do have letters from contracted members in support of our paras.

George Huck stated I'm the field rep for the NJEA. Mr. Taylor stated with all due respect to the members of the public, this is a public meeting, it is being televised in accordance with Board policy. If you want the masses to hear you, you need to use a microphone.

Mr. Huck stated I have been here a number of years. One, you completely understand that it is a union job to protect every one of its members because we talk about human capital. Human capital is students, personnel, community members, taxpayers, it is those that build the economy and pay the bills for many across the entire town. Most precious resource is the

students. The paras provide that needed support for them. You heard horror stories about privatization. I will simply tell you this – you had an opportunity to make changes years ago. You neglected your responsibility to do so. It is very clear on how you did it. You had the opportunity to take cap adjustments for health benefits. You did not do that. That cost you \$2 million. You had the opportunity to raise (inaudible) for capital improvements. Instead you used your general revenue, that cost you \$6-7 million. Compare the budget from last year that caused an entire series of riffs because that budget was mismanaged and that has to stop. You have to be fiscally accountable. Everyone in your administration has to be accountable. Every member of the Board has to be accountable. Every one of you believes in the dignity of every human being – every child and most of all you must believe in the needs of every special ed student that requires support, love and care. That is what the paras provide. They are an invaluable resource. They are what keeps the families going in Union Township. You cannot let that capital be drained by an economic deficiency when you can find another way. You can do it. You haven't done it enough in the past. It is time to look at it all over again. Each child's destiny rests on what you provide in this school system and the support that you provide the parents that struggle every day in their existence with a child with special needs. You have administrators that work real hard on your special ed programs. Now who is to suffer. You may feel bad about it today, you'll tell that to a parent or a child when they face a stranger in the classroom who some privatized agency because a good para cannot continue to work here with loss of pension, loss of a good benefit package and simply promise that they will have the same wage that they were earning. You need to take another road. God bless you with that search. It is a fight for dignity and we are going to come at you every day.

Carrie Gram read a letter by Janie Mobly because she can't be here today. "To whom it may concern, I am writing to let you know what a valuable part of the educational staff Carrie Gram is. She has dedicated herself to the students at Franklin School. Carrie worked one-on-one with students with significant behavioral and academic struggles. She excels in finding strategies that help students. She consistently goes above and beyond her responsibilities for the students. She makes it a point to know students on an individual basis which demonstrates her dedication and devotion. She always offers encouraging words for all students. The students respond so positively to her. She takes directions very well and is initiative. She contributes in the class with ease without direction. She also takes on more responsibility than is expected of her and is happy to do so. She genuinely cares for the success of the students. I truly hope you will consider rehiring her as a Union Board of Education paraprofessional. Thank you in advance.

Mr. Olwuwakuyide stated you have to do something about this. The dedication of teachers at the high school and how they supported my daughter during the competition.

Samantha stated I am a classified student. It follows you your whole life. I want you to know that. Everyone in school affected my life. It helped me get to where I am today. You are taking away so much hope for these kids. Without that help I could not have made it. People don't understand how hard it was in school without help. I know that if I had the help it would have been so much easier. It hurts beyond words. Those people affect our life more than the school and not just somebody to walk you down the hall. Someone who is there to help with homework and life and sometimes expressing ourselves doesn't always come out right. I'm

asking you for the kids not the job it is affecting – just the kids. The ones who need it because I needed it and it helps and some of those people are still in my life today. They still ask how I'm doing and care. They know details that no one else knows. I'm talking about life. You are affecting their whole life that is in your hands. It is not something you can just brush off. Please find some way that is all I'm asking.

Cathy Sharpe stated. Mr. Taylor stated I believe you already spoke and the protocol is that each person gets one opportunity to speak. We would appreciate if you follow that protocol. Mrs. Sharpe stated I did not speak before I presented letters on the part of my colleagues. I respectfully ask that I can speak for myself now. Mr. Taylor stated I will defer to the chair but giving letters constitutes speech in this context. Mrs. Sharpe stated they were not my letters. Mr. Taylor stated I'm trying to conduct this meeting orderly. You spoke before. If the chair likes for you to speak again you can. I'm just going to invoke the rules.

Cathy Sharpe stated tonight is a very sad night for me. On a night that I was very happy that after all these years my support staff personnel were finally honored at a public meeting for all the hard they have done. For many years coming to meetings, talking, finding out about it and now they finally have gotten the recognition they deserve so that made me happy. But then I sat there and listened to my colleagues pour their hearts out over this. Ninety-one people being non-renewed and to add salt to the wound which I could not believe in this district the day after 91 well-qualified colleagues received non-renewals a posting came out for a para for pre-school. A para that anyone of the 91 colleagues that were non-renewed could fill that position. Maybe just one person but that would be one less person. It is not even the numbers. Their self-worth – why the day after a posting has to come out – it made them feel like they weren't good enough and not one of those 91 people should have to have that feeling because they have been devoted to the children and I think that was the most horrible thing I saw. I had people calling me crying because a posting came out. I think they owe 91 paras an apology.

Kathleen Brunsmeyer stated I have faith in everyone and this district and that we are going to make this work. Let's have everyone do the best they can. Because I am totally for the children, I have a question regarding O-13 – the approval of the food service company for next year. Our children are our priority and that was a hot issue. I would like to know is it clear that we have approved a different company for food service? Mr. Brennan stated that is correct, they approved a new company for food service – Pomptonian and in effect the next school year. It is a one year contract with the options for the Board to renew for the next four years.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Ruiz, seconded by Mrs. Regis-Darby, that the Board go into Executive Session at 9:30 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Matters rendered confidential by state or federal law.
- Matters which would constitute an unwarranted invasion of individual privacy.

- Matters involving collective bargaining agreement negotiations and/or the negotiations of terms and conditions of employment – UTEA grievance re: seniority.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege – Ionta vs UTBOE; Lowery vs UTBOE.

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

Action may be taken when the Board reconvenes in public session.

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:56 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, that the meeting be adjourned at 10:56 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY