

NOTICE OF MEETING

TO ALL BOARD OF EDUCATION MEMBERS

The Regular Meeting of the Board of Education of the Township of Union will be held on Tuesday, July 17, 2007 at 7 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083

The Regular Meeting of the Board of Education of the Township of Union was held at the James Caulfield Administration Building on Tuesday, July 17, 2007 at 7 p.m. pursuant to notice sent to each member.

The meeting was called to order by the President at 7:00 p.m.

Mrs. Salazar led the board members and audience in the Pledge of Allegiance.

The Secretary read the statement required under the "Open Public Meeting Act," a copy of which is on file in the office of the secretary.

PRESENT AT ROLL CALL: Mr. Gary Abraham, Mr. Manuel T. Figueiredo, Mrs. Linda Gaglione, Mr. Steven Helmstetter, Mr. Anthony Manochio, Mr. Francis Perkins, Mr. Steve Ruhl and Mrs. Judy Salazar

ABSENT AT ROLL CALL: Mrs. Versie McNeil

APPROVAL OF MINUTES

Mr. Abraham stated that the minutes of the executive session from June 12, 2007 and the regular meeting of June 19, 2007 were being pulled from the agenda as copies of the minutes had not been distributed to the board prior to the meeting. These minutes will be listed on the August agenda for approval.

Moved by Mr. Helmstetter, seconded by Mr. Manochio that the minutes of the worksession of June 12th, 2007 be approved:

AYE: Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

COMMUNICATIONS:

Mr. Abraham asked Mr. Damato if all of the communications had been distributed to the appropriate committees. Mr. Damato stated that they had. Dr. Jakubowski said that the communication from Robyn Magliacano Giordano as well as personnel resolution P-18, which reflects action on this communication was being pulled from tonight's agenda.

LETTER OF RESIGNATION - MEZAROS

Kelly Mezaros, special education teacher at Union High School, submitted a letter of resignation dated June 20, 2007, effective August 20, 2007.

LETTER OF RESIGNATION – KRANZ

Melissa Kranz, fourth grade teacher at Battle Hill School, submitted a letter of resignation, effective immediately.

LETTER OF RESIGNATION – OLIVETO

Kelly Ann Oliveto, Learning Disability Teacher Consultant (LDTTC) at Kawameeh and Central-5, submitted a letter of resignation, effective immediately.

REQUEST FOR EXTENDED CHILD REARING LEAVE – PLEVYAK

Christine M. Plevyak, special education teacher at Union High School, submitted a letter requesting extended child rearing leave for the 2007-2008 school year.

REQUEST FOR MATERNITY, FAMILY AND EXTENDED CHILD REARING LEAVE – MAGLIACANO GIORDANO

Robyn Magliacano Giordano, special education teacher at Union High School, submitted a letter dated June 19, 2007, requesting maternity, family and extended child rearing leave for the period September 1, 2007 through the end of the 2007-2008 school year. (This letter is being pulled from agenda and action will not be taken on this item)

REQUEST FOR EXTENDED CHILD REARING LEAVE – NELSON

Lori Nelson teacher at Hannah Caldwell School, submitted a letter dated June 28, 2007 requesting extended child rearing leave for the 2007-2008 school year.

SUPERINTENDENT'S REPORT

Dr. Jakubowski gave his Superintendent's Report a copy of which is appended to these minutes.

SUPERINTENDENT'S REPORT

Mr. Manochio commented on Dr. Jakubowski's report regarding the 2007 graduates of Union High School. He said that six years ago there was a "top-notched" student who graduated from the high school and who probably would have been accepted in many universities but refused because he wanted to join the military. Mr. Manochio said that Mr. Fortunato was very upset with the student but the student indicated that he was not ready to attend college. Mr. Manochio stated that the student spent three years in the Marines and was sent to Washington, D.C. as one of the guards for the President and the Marines sent him to William & Mary University and he is now studying to become a doctor. Mr. Manochio said that he was very proud of this student because he knew that he was not ready for college upon graduation from high school.

Dr. Jakubowski distributed the results from the districtwide testing from the previous school year (a copy is attached to these minutes). He reviewed the NJASK scores from grades 3, 4, 5, 6 and 7; GEPA scores for grade 8 and HSPA scores from the high school. Dr. Jakubowski explained that each school is listed separately with the scores from that school. He said that he was most concerned about was the language arts scores at Franklin but he will not be sure until the second set of results is received by the district. Dr. Jakubowski said it is possible that Franklin could be listed as a "school in need of improvement". He said that he went through the process one time before at Connecticut Farms School and he met with all parents from that school at the end of the summer several years ago and a letter was sent to the parents of students at Connecticut Farms. Dr. Jakubowski said that the fifth grade scores were exceptional. He said that he felt sure that the eighth grade GEPA scores and the high school HSPA schools were adequate for what the state level is. Dr. Jakubowski said that there are programs going on over the summer to help Franklin with the language arts scores. He said that he has posted for a reading specialist position for Franklin School. Dr. Jakubowski said that he would be meeting with the County Superintendent of Schools to discuss the district's plan for use of its TARA aid, which will be used for several programs to help increase test scores. He believed that the changes in administrators at the elementary level would be beneficial and the new individual which the board hired to be principal at Franklin School will help to get more involvement from the community as this individual was a principal from another district who was in a school that was a "school in need of improvement" and then made "safe harbor". Dr. Jakubowski hoped that his experience would work well. He said that once the second set of scores are received, he would meet with Mrs. Lombardi, Mrs. Moutis and Mr. Lowrey to work on the letter that will be sent to the parents at Franklin School and Dr. Jakubowski said he would make sure he was the person on the meeting who addresses the parents from Franklin School as to what a "school in

SUPERINTENDENT'S REPORT

need of improvement" actually means. Mr. Manochio asked if it was a "trend" that the math scores are better than language arts scores. Mr. Figueiredo said that he has seen this trend in his school. Dr. Jakubowski said that it is also the standard that is set. He said that he believed that when the testing was originally set up, the language arts was extremely aggressive in what was done and the mathematics was more conservative. Dr. Jakubowski said that at one time in New Jersey, mathematics was certainly the area of weakness. Mrs. Lombardi said that next year's the standards will be increased. Dr. Jakubowski said that he knew looking at next year there will be some challenges. He hoped that with the new programs and the changes being made throughout the district were some strategies that will be put into place. Dr. Jakubowski stated that it was his view that test scores alone are not a reflection what a school district does or has to offer.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

Ms. Ciampi asked if the services awarded on the bid in resolution O-7 could be performed by in-district custodians. She asked if the amount of the bid was for the entire year and what the company that was awarded the bid does. Mr. Magliacano said that the amount of the bid was for an entire year of service and it covered repairs and cleaning of boilers. Ms. Ciampi asked why, if in district custodians were capable, they could not do the work. Mr. Magliacano said that there was an issue of "confined space" within the boilers. Ms. Ciampi asked about the inspections covered in resolution O-8. She asked if the fire department did this type of inspection. Mr. Magliacano said that the bid awarded in resolution O-8 was for recharging the fire extinguishers when they pass a certain date. Ms. Ciampi asked why the fire department couldn't do this inspection. Mr. Magliacano stated that the fire department does make an inspection to be sure that the "recharging" is done by the district. Ms. Ciampi asked what the Long Range Plan time span was. Mr. Damato said that there has been a problem getting the 2005 Long Range Plan approved by the State and in order to get another project done, which was not included in the 2000 Long Range Plan, the district had to withdraw the 2005 Plan and amend the 2000 Long Range Plan in order to get the projects done. Ms. Ciampi asked if it was a five year plan. Mr. Damato said that it was. Dr. Jakubowski said that the Long Range Plan is usually a five year plan but at the state level, where they are really understaffed, they still have not approved the 2005 Plan for most school districts. He said that it was necessary for the district to continually amend the 2000 Long Range Plan, which right now, is the only plan in place. Ms. Ciampi asked if the

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

district had a plan for itself. Dr. Jakubowski said that the district did have its own individual plans of what it wants to accomplish but anything that the district wants to do, it must be in the Long Range Facility Plan in order that they be done.

Ms. Loessel asked if every project done by the district must be in the Long Range Facility Plan. Ms. Dunn said that "required maintenance" or "capital projects" are listed on the long range facility plan. She said that in the year 2000 when the law changed, the state categorized maintenance and facilities into three or four different categories. Ms. Dunn stated that the district's long range plan is for those projects that are "capital" projects or large items that deal with the use of the district's facilities or buildings over a long time span. She said that this does not have anything to do with an "annual" custodial or cleaning it has to do with the replacement of windows, walkways, boilers, those types of long term items. Ms. Dunn said that this is a five year plan that the district "projects out". She said that all anticipated projects are put into the plan and the state then comes up with a dollar figure and based upon that dollar figure annually in the QAAR, the district is required to spend a certain amount of dollars annually in a certain function category within the budget on the maintenance of facilities for those long term items. Ms. Dunn said that the last approved plan, statewide, was in 2000. She said that the district did submit its 2005 plan but the state has changed its software and the plan was resubmitted two or three times. Ms. Dunn said that the state is saying that if a district is doing a capital project, that capital project must have state approval and board approval but the only way that the state can keep a record is for the district to continually amend the 2000 plan until the 2005 plan is approved. She said that there is also an audit trail of all of the amendments made. Ms. Dunn said that the state has hired an outside contractor to update the software and it has not worked out exactly as planned. Ms. Loessel asked what the difference was between a Dean, an Assistant Principal and a Vice Principal. Dr. Jakubowski said that there was a difference in the job description of an Assistant Principal and a Vice Principal and the main difference has to do with evaluations, etc. He said that whether or not an individual is a Vice Principal or an Assistant Principal, they are both recognized titles and based upon the job description, have different functions. Dr. Jakubowski said that the Deans were part of the Teachers' Association and although last year he did consider keeping these positions as "deans", in conversations with the principal of the high school and the education association, there were some issues because the "dean" really had no authority over another individual in the same unit. He said that it was decided that the position would

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

be changed to "Assistant Principal"; the responsibilities of the position are basically the same as a "Dean" but the individuals would become part of the Administrators' Association. Dr. Jakubowski said that the Assistant Principals are distinguished from Vice Principals in that Vice Principals will do evaluations, etc. and Assistant Principals will not do any evaluations. Ms. Loessel asked if these individuals would be getting a salary increase. Dr. Jakubowski said that there was a collective bargaining agreement with the Administrators' Association and a salary guide was developed. He said when the positions are finally filled, the individuals will go on that salary guide in accordance with what would be appropriate. Dr. Jakubowski said that it would be very similar to what the individuals' salaries would be as teachers with a stipend for teaching an extra period and a little bit of an increase. He said that the salary guide has been established and the Administrators' Association has voted on it and he assumed that the board of education would approve it at this meeting. Ms. Loessel asked if it was appropriate to discuss the policy at this time. Mr. Abraham said that the policy is listed on the agenda for "discussion only" this evening. Mr. Perkins said that questions or comments could be made now. Ms. Loessel thought that this was a good policy but she wanted to make sure that this policy was not only for students but would also cover the employees of the district. She said that students are not the only ones who bully, harass and intimidate, but employees do also. Ms. Loessel thought that it was up to the employees to set an example for the students.

Mr. Donnarumma agreed with Ms. Loessel in that he felt the policy should extend to employees as well as students. He asked about resolution P-4 and wanted to know how much the residency investigators get for "mileage". Dr. Jakubowski said that the reimbursement for mileage is set by the federal government and it is \$0.47 per mile. Ms. Dunn said that this amount is set by the IRS every January.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Moved by Mrs. Salazar, seconded by Mr. Ruhl that the following resolutions be adopted:

E-1. AMEND LIST OF STUDENTS REMOVED FROM THE ROLLS

That approval be given to amend the list of students removed from the rolls [no students were exited during the period June 1, 2007 through June 30, 2007; a total of 68 students have been removed from the rolls for the 2006-2007 school year] who are not domiciled in this school district and nine (9) students who will be allowed to complete the 2006-2007 school year in accordance with the information appended to the non public portion of these minutes.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

E-2. APPROVE CHAPTER 226 NONPUBLIC SCHOOL NURSING SERVICES AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION

That the board approve Chapter 226 Nonpublic School Nursing Services Agreement with the Union County Educational Services Commission for the 2007-2008 school year in accordance with the information appended to these minutes.

E-3. APPROVE LIST OF STUDENTS ATTENDING UNION COUNTY VOCATIONAL/ TECHNICAL SCHOOL FOR 2007-2008 SCHOOL YEAR

That the board approve list of students who will be attending Union County Vocational/ Technical School (share time) for the 2007-2008 school year in accordance with the information appended to these minutes.

E-4. APPROVE COURESE GUIDE – MARKETING I

That the board approve Marketing I course guide.

E-5. APPROVE TUITION AGREEMENT FOR SUMMER 2007 – UNION COUNTY EDUCATIONAL SERVICES COMMISSION

That the board approve tuition agreement for Summer 2007 with Union County Educational Services Commission in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham

NAY: None

ABSTAIN: None MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

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

F-1. ACCEPT TREASURER’S REPORT

That the Treasurer’s Report dated June 30, 2007 be accepted.

F-2. ACCEPT SECRETARY’S REPORT

That the Secretary’s Report dated June 30, 2007 be accepted.

FISCAL AND PLANNING COMMITTEE

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

Pursuant to N.J.A.C. 6:20-2.13(d), I certify that as of June 30, 2007 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

 James J. Damato

 Dated

Pursuant to N.J.A.C. 6:20-2.13(e), we certify that as of June 30, 2007 after review of the secretary's monthly financial report (appropriate section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6:20-2.13(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the board to be correct.

F-4. CONCUR WITH INVESTMENTS

That the board concur with the investments as follows:

Mature Date	Purchase Date	Number Of Days	Amount	Invest. Held by	Home A/C Account	Interest	Estimated Income
06/29/07	06/19/07	10	900,000	UCNB	UCNB Café	5.25%	1,312.50
06/29/07	06/19/07	10	1,600,000	UCNB	UCNB CAP RES	5.25%	2,333.33
06/29/07	06/19/07	10	4,700,000	UCNB	UCNB JAN 03 BOND	5.25%	6,854.17
06/29/07	06/19/07	10	16,000,000	CHASE	UCNB OP AC	5.22%	23,200.00
06/29/07	06/19/07	10	1,100,000	UCNB	Unity BankSUI	5.25%	1,604.17

Mature Date	Purchase Date	Number Of Days	Amount	Invest. Held by	Home A/C Account	Interest	Estimated Income
07/17/07	06/20/07	18	900,000	Commerce	UCNB Café	5.36%	2,412.00
07/17/07	06/20/07	18	1,600,000	Commerce	UCNB CAP RES	5.36%	4,288.00
07/17/07	06/20/07	18	2,900,000	Commerce	UCNB JAN 03 BOND	5.36%	7,772.00
07/17/07	06/20/07	18	13,000,000	Commerce	UCNB OP AC	5.36%	34,840.00
07/17/07	06/20/07	18	900,000	Commerce	Unity BankSUI	5.36%	2,412.00

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

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

FISCAL AND PLANNING COMMITTEE

F-6. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES FOR 2007-2008 SCHOOL YEAR PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5(21)*

That the Board approve attached list of contracts and/or purchases for the 2007-2008 year pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) Attached list of "not to exceed" items for the 2007-2008 school year for various activities at Union High School.

F-7. RENEW PETTY CASH FUND

That the Board renew the following petty cash fund for the 2007-2008 school year:

<u>Fund</u>	<u>Amt</u>	<u>Expend</u>	<u>Res.Ind.</u>	<u>Report</u>	<u>Voucher</u>	<u>End of Fiscal Year</u>
Sec'y	\$500	\$500	J. Damato	Period	Form	Unused sum
				Annual	Board	returned to
						General Fund

F-8. AUTHORIZE THE BOARD SECRETARY TO ADVERTISE FOR BIDS

That the Board Secretary be authorized to advertise for bids for various school needs for the 2007-2008 school year.

F-9. APPROVE LINE ITEM TRANSFERS

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

F-10. APPROVE PAYMENT SCHEDULE FOR 2007-2008 TAX LEVY

That the Board approve payment schedule for 2007-2008 Tax Levy in accordance with the information appended to these minutes.

F-11. APPROVE FISCAL YEAR 2007 NOTIFICATION OF GRANT AWARD FOR NO CHILD LEFT BEHIND (NCLB) CONSOLIDATED FORMULA GRANT

That the Board approve Fiscal Year 2007 Notification of Grant Award for No Child Left Behind (NCLB) Consolidated Formula Grant in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Perkins asked if the Tax Levy Schedule was prescribed by statute. Ms. Dunn said that the district was not required to have a schedule but over the years the district has worked this schedule out with the Township so that it will be amenable with the district's bill payments. She said that this scheduled in prepared

FISCAL AND PLANNING COMMITTEE DISCUSSION

in conjunction with Ms. Cyburt. Ms. Dunn said that recently in the district's audit manual, it is mandatory that the board annually will approve the tax levy schedule with the Township. Mr. Perkins asked if the Township also had to approve the schedule. Ms. Dunn said she didn't know but she would ask Ms. Cyburt. She said that she had explained to the Fiscal Committee that there was a time when the district did have difficulty obtaining taxes from the Township but at that time, there was an agreement made with the Township to set up a payment schedule. Mr. Perkins asked if the Township is required by statute to provide the district with the funds necessary to operate the school district and the schedule is such that the district can meet its current obligations. Ms. Dunn said that was correct. She said that the district can ask for up to 30% of the total obligation from the Township, up front and the Township would be obligated to provide such funds if the Board of Education requested it.

AYE:	Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

OPERATION COMMITTEE

Moved by Mr. Ruhl, seconded by Mr. Manochio that the following resolutions be adopted:

O-1. REPORT RECEIPT OF BIDS

Report of bids received on June 19, 2007 for Boiler/Burner Annual Cleaning and Related Services and Repairs for the 2007-2008 school year; for Fire Alarm Services, Inspection and Sprinkler Systems for the 2007-2008 school year; Fire Extinguisher Systems and Inspections for the 2007-2008 school year; Emergency Roof Repairs for the 2007-2008 school year; Automotive Supplies for the 2007-2008 school year and for the purchase of one (1) Kawasaki Mule; and bids received on July 17, 2007 for "On Call" Asbestos Abatement

O-2. APPROVE DISPOSAL OF EQUIPMENT

The committee recommends and I so move that the board approve disposal of equipment which has been deemed no longer serviceable in accordance with the information appended to these minutes.

O-3. APPROVE DISCARD OF TEXTBOOKS

That that board approve discard of textbooks in accordance with the information appended to these minutes.

OPERATION COMMITTEE

O-4. ACCEPT DONATION OF SUPPLIES TO TRANSPORTATION – GOLDIE INDUSTRIAL SUPPLY CO

That the board accept donation of supplies to the transportation department in the amount of \$442.11 from Goldie Industrial Supply Co., in accordance with the information appended to these minutes.

O-5. APPROVE CHANGE ORDER #1 – E.R. BARRETT, INC.

That the board approve Change Order #1 for drain work for roofing replacement at Kawameeh Middle School from E.R. Barrett, Inc., 110 Paris Street, Newark, New Jersey in a decreased amount of \$30,000.00 in accordance with the information appended to these minutes.

O-6. AWARD BID FOR ONE (1) KAWASAKI MULE – STORR TRACTOR

That the board award bid for One(1) Kawasaki Mule to Storr Tractor, 3191 Route 22, Branchburg, New Jersey 08876 in the total bid amount of \$14,484.

O-7. AWARD BID FOR BOILER/BURNER ANNUAL CLEANING FOR 2007-2008 SCHOOL YEAR – MANHATTAN WELDING

That the board award bid for Boiler/Burner Annual cleaning and Related Services and Repairs for the 2007-2008 school year to Manhattan Welding, 1434 Chestnut Avenue, Hillside, NJ 07205 in the total bid amount of \$197,100.

O-8. AWARD BID FOR FIRE EXTINGUISHER SERVICE AND INSPECTION FOR FIRE EXTINGUISHER SERVICE AND INSPECTION FOR 2007-2008 SCHOOL YEAR – ABC FIRE & SAFETY, INC.

That the board award bid for Fire Extinguisher Service and Inspection for the 2007-2008 school year to ABC Fire & Safety, Inc., 750 Fairfield Avenue, Kenilworth, NJ in the total bid amount of \$17,046.

OPERATION COMMITTEE

O-9. AWARD BIDS FOR 2007-2008 SCHOOL YEAR

That the board award the following bids for 2007-2008 school year:

<u>Vocational Education Supplies</u>	
Aves Audio Visual	\$ 530.00
Cambridge Educational	715.26
Films for the Humanities	962.92
Markertek Video Supplies	<u>6,115.25</u>
TOTAL BID AWARD	\$ 8,323.43

<u>Family and Consumer Sciences Supplies</u>	
NASCO	\$ 798.26
S.A.N.E.	4,136.64
SAX	821.12
Singer	<u>2,308.25</u>
TOTAL BID AWARD	\$ 8,064.27

<u>Technical Occupations Supplies</u>	
Blick Art	\$ 969.56
Electronix Express	1,935.35
Hearlihy	142.82
I.A.S.C.O.	1,171.18
Kelvin	1,802.30
Midwest Technology	4,659.94
Modern School	2,667.85
Paxton Patterson	2,485.90
Pitsco	1,618.19
Welsh Prod	<u>4,359.85</u>
TOTAL BID AWARD	\$21,812.94

<u>Automotive Supplies</u>	
BuyWise	\$ 9,819.39
Goldies	4,584.97
J&B Auto	22.56
Snap-on Tool	<u>1,452.41</u>
TOTAL BID AWARD	\$ 15,879.33

OPERATION COMMITTEE

O-10. AWARD BID FOR FIRE ALARM SYSTEMS INSPECTION AND SPRINKLER SYSTEMS FOR 2007-2008 SCHOOL YEAR – UNION ALARMTRONICS

That the board award bid for Fire Alarm Systems Inspection and Sprinkler Systems for the 2007-2008 school year to Union Alarmtronics, One Jade Meadow Drive, Springfield, NJ as follows: Part I – total bid \$6,495; Part II – total bid \$5,510 and Part IV - \$65 per hour and to ABC Fire & Safety, Inc., 750 Fairfield Avenue, Kenilworth, NJ as follows: Part III – total bid \$9,880.

O-11. AUTHORIZE AMENDMENT TO 2000 LONG RANGE FACILITIES PLAN – BLEACHER RENOVATIONS AT UNION HIGH SCHOOL

That the board authorize an amendment to the 2000 Long Range Facilities Plan to include the following project - Bleacher renovations at Union High School. This project is in the 2005 Long Range Facility Plan and will be listed as a completed project.

O-12. AUTHORIZE AMENDMENT TO 2000 LONG RANGE FACILITIES PLAN – MASONRY RESTORATION AT KAWAMEEH MIDDLE SCHOOL

That the board authorize an amendment to the 2000 Long Range Facilities Plan to include the following project - Masonry restoration at Kawameeh Middle School. This project is in the 2005 Long Range Facility Plan and will be listed as a completed project.

O-13. AUTHORIZE AMENDMENT TO 2000 LONG RANGE FACILITIES PLAN – WALKWAY RENOVATIONS AT UNION HIGH SCHOOL/ BATTLE HILL ELEMENTARY SCHOOL AND DRIVEWAY APRON REPAIRS AT DISTRICT OFFICE

That the board authorize an amendment to the 2000 Long Range Facilities Plan to include the following project - Walkway renovations at Union High School; Battle Hill Elementary School and driveway apron repairs at District Offices. This project is in the 2005 Long Range Facility Plan and will be listed as a completed project.

O-14. AUTHORIZE AMENDMENT TO 2000 LONG RANGE FACILITIES PLAN – NEW PHONE SYSTEM/DISTRICTWIDE

That the board authorize an amendment to the 2000 Long Range Facilities Plan to include the following project - New phone system – Districtwide. This project is in the 2005 Long Range Facility Plan and will be listed as a completed project.

OPERATION COMMITTEE

O-15. AUTHORIZE SUBMISSION OF "OTHER CAPITAL PROJECT" – BLEACHER RENOVATIONS AT UNION HIGH SCHOOL

That the board authorize the submission of an "Other Capital Project – Bleacher Renovations at Union High School" to the Department of Education and that no state funding will be sought for this project.

O-16. AUTHORIZE SUBMISSION OF "OTHER CAPITAL PROJECT" – MASONRY RESTORATION AT KAWAMEEH MIDDLE SCHOOL

That the board authorize the submission of an "Other Capital Project – Masonry Restoration at Kawameeh Middle School" to the Department of Education and that no state funding will be sought for this project.

O-17. AUTHORIZE SUBMISSION OF "OTHER CAPITAL PROJECT" – WALKWAY RENOVATIONS AT UNION HIGH SCHOOL/WALKWAY REPAIRS AT BATTLE HILL ELEMENTARY SCHOOL AND DRIVEWAY APRON REPAIRS AT DISTRICT OFFICES

That the board authorize the submission of an "Other Capital Project – Walkway Renovations at Union High School; Walkway Repairs at Battle Hill Elementary School and Driveway Apron Repairs at District Offices" to the Department of Education and that no state funding will be sought for this project.

O-18. AUTHORIZE SUBMISSION OF "OTHER CAPITAL PROJECT" – NEW PHONE SYSTEM/DISTRICTWIDE

That the board authorize the submission of an "Other Capital Project – New Phone System – Districtwide" to the Department of Education and that no state funding will be sought for this project.

O-19. AWARD PROPOSAL FOR DISTRICTWIDE TELEPHONE SYSTEM – OFFICE SOLUTIONS, INC.

That the board award proposal for telephone system to Office Solutions, Inc., 217 Mt. Horeb Road, Warren, NJ 07059 in the amount of \$305,583.32 in accordance with the information appended to these minutes.

O-20. AWARD BID FOR "ON CALL" ASBESTOS ABATEMENT – B&N&K RESTORATION CO.

That the board award bid for "On Call" asbestos abatement for the 2007-2008 school year to B&N&K Restoration Co., Inc. 223 Randolph Avenue, Clifton, NJ 07011 in the total bid amount of \$219,975.

O-21. APPROVE THREE-YEAR PROPOSAL – VERIZON

That the three-year proposal from Verizon for items listed in Service Agreement and the Direct Inward Dial lines be approved by the board in accordance with the information appended to these minutes.

OPERATION COMMITTEE

DISCUSSION:

Mrs. Gaglione asked if the district would make sure that all of the projects listed in the resolutions tonight that indicate "This project is in the 2005 Long Range Facility Plan and will be listed as a completed project" are completed before they are listed as such. Mr. Ruhl said that by the time the state is notified that the project has been completed, it will have been completed. Ms. Dunn said that these resolutions will be forwarded to the State Department of Education along with forms which must be completed before they are entered into the long range plan.

AYE: Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio,
Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham
NAY: None
ABSTAIN: None MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Mr. Manochio, seconded by Mr. Ruhl that resolutions P-1 through P-17 and P-19 through P-24 be adopted:

P-1. APPROVE PERSONNEL ACTIONS

That the board approve personnel actions in accordance with the information appended to these minutes. NOTE: Administrative positions listed on the appended list were pulled and not voted on at this meeting.

P-2. AUTHORIZE SUPERINTENDENT TO APPOINT STAFF IN AUGUST 2007

That the board authorize the Superintendent to appoint staff in August, 2007. These appointments shall be effective upon the recommendation of the Superintendent and shall be ratified at the next regular meeting of the Board.

P-3. ACCEPT LETTERS OF RESIGNATION

That the board accept letters of resignation from the following staff: (a) Kelly Mezaros, special education teacher at Union High School, effective August 20, 2007; (b) Melissa Kranz, fourth grade teacher at Battle Hill School, effective immediately and (c) Kelly Ann Oliveto, LDTC at Kawameeh and Central-5 Schools, effective immediately.

P-4. REAPPOINT RESIDENCY INVESTIGATORS

That the board reappoint the following residency investigators for the 2007-2008 school year at a rate of \$20 per hour plus mileage not to exceed fifty (50) hours per month: (a) Richard Brownbridge, (b) Anthony Martino, (c) Maria Schmitberg, (d) Thomas Sheridan, (e) James Ford and (f) William Sheridan. The Superintendent is authorized to increase hours as the need arises.

PERSONNEL COMMITTEE

P-5. APPROVE PAYMENT TO STAFF FOR UPDATING AND MAINTAINING COMPUTERS – SUMMER 2007

That the board approve payment to the following staff for updating and maintaining of computers during Summer 2007 at a rate of \$20 per hour not to exceed 25 hours or \$500 per person: Union High School – Sue Barsnica and Sandy Lawson; Central-5 – Joyce Churus and Larry Petras.

P-6. APPROVE PAYMENT TO CURRICULUM WRITING TEAMS

That the board approve payment to the following curriculum writing teams at a per person compensation rate of \$20 per hour not to exceed 15 hours or \$300:

Financial Literacy

Michael Riley
Ines Jaramillo
Irene Riolo
Nancy Mullen

Developmental Math/Math 9

Debbie Ford
Steven Chaneski
Roseanne Borges
Ana Lytel

Algebra I

John Petrozzino
Shawn Swingle
Ann-Margaret Shannon
Jeff Anderson

Logic

Olivia Rodriguez
Jason Mauriello
Sherri Horn

P-7. APPROVE PAYMENT TO CURRICULUM WRITING TEAM

That the board approve payment to the following curriculum writing team at a per person rate of \$20 per hour not to exceed 30 hours or \$600:

Recipes for Success

Linda Dimakos
Patricia Wiggins
Susan Tobin
Cindy Attanasi

P-8. APPROVE PAYMENT FOR SUMMER 2007 PHOTOCOPYING SERVICES – BEUTE

That the board approve payment to Jennifer Beute for Summer 2007 photocopying services, at a rate of \$14.97 per hour, not to exceed 80 hours.

PERSONNEL COMMITTEE

P-9. APPROVE LIST OF SUBSTITUTE CUSTODIANS FOR 2007-2008 SCHOOL YEAR

That the board approve list of substitute custodians for the 2007-2008 school year in accordance with the information appended to these minutes.

P-10. ESTABLISH POSITIONS AND JOB DESCRIPTIONS

That the board establish the following positions and job descriptions: (a) Assistant Principal and (b) Utility Person in accordance with the information appended to these minutes.

P-11. APPROVE PAYMENT TO STAFF FOR FAMILY MATH – HANNAH CALDWELL SCHOOL

That the board approve payment to staff for Family Math on September 27th, October 4th, October 11th and October 18th, 2007 at Hannah Caldwell School at a rate of \$500 per person: (a) Toni Ann Titmas and (b) Marisa Caruso

P-12. APPROVE PAYMENT TO STAFF FOR FAMILY MATH – HANNAH CALDWELL SCHOOL

That the board approve payment to staff for Family Math on March 20th, March 27th, April 3rd and April 10th, 2008 at Hannah Caldwell School at a rate of \$500 per person: (a) Toni Ann Titmas and (b) Marisa Caruso

P-13. APPROVE PAYMENT TO STAFF FOR SCHOOL SPONSORED ACTIVITIES DURING THE 2007-2008 SCHOOL YEAR – HANNAH CALDWELL SCHOOL

That the board approve payment to staff for the following school sponsored activities at Hannah Caldwell School at a rate of \$100 per person: (a) Kindergarten Orientation on September 18, 2007 - C. Schefter, D. Cassidy, L. Ragucci, C. DiGena; (b) 1st Grade Orientation – September 2007 – M. Caruso, K. Arminio, L. Evans, I. Matos; (c) 2nd Grade Orientation on September 20, 2007 – E. Vitale, D. Mamish, D. Leone, J Raczynski; (d) 3rd Grade Orientation on September 18, 2007 – J. Minitelli, K. Kastner, K. McEvoy, K. Gechtman, K. Hoffman and (e) 4th Grade Orientation on September 20, 2007 – D. Dimperio, K. Piano, I. Zaorski, L. Nigro.

P-14. APPROVE PAYMENT FOR ADULT/CHILD CPR AND AED TRAINING CLASS – PATERNO

That the board approve payment to Shawn Paterno for Adult/Child CPR and AED Training Class held on June 18, 2007 for coaches at Union High School at a rate of \$40 per hour for four (4) hours or \$160.

PERSONNEL COMMITTEE

P-15. APPROVE HEAD START SALARIES FOR 2007-2008 SCHOOL YEAR

That the board approve Head Start salaries for the 2007-2008 school year in accordance with the information appended to these minutes.

P-16. APPROVE ATHLETIC EVENT STAFF FOR 2007-2008 SCHOOL YEAR

That the board approve Athletic Event Staff for the 2007-2008 school in accordance with the information appended to these minutes.

P-17. APPROVE HOURLY RATES FOR 2007-2008 SCHOOL YEAR

That the board approve hourly rates for the 2007-2008 school year in accordance with the information appended to these minutes.

P-18. APPROVE MATERNITY, FAMILY AND EXTENDED CHILD REARING LEAVE-
MAGLIACANO GIORDANO

That the board approve maternity, family and extended child rearing leaves to Robyn Magliacano Giordano, special education teacher at Union High School, for the period September 1, 2007 through the end of the 2007-2008 school year. THIS RESOLUTION WAS PULLED AND NOT VOTED ON AT THIS MEETING.

P-19. APPROVE EXTENDED CHILD REARING LEAVE

That the board approve extended child rearing leave for the following staff: (a) Christine M. Pleyvak, special education teacher at Union High School, for the 2007-2008 school year and (b) Lori Nelson, fourth grade teacher at Hannah Caldwell School, for the 2007-2008 school year.

P-20. AMEND LIST OF REAPPOINTMENT OF CUSTODIANS, MAINTAINERS,
FULL-TIME TRANSPORTATION EMPLOYEES AND TRANSPORTATION
DISPATCHER

That the board amend list of reappointment of custodians, maintainers, full-time transportation employees and transportation dispatcher to reflect corrected salaries in accordance with the information appended to these minutes.

P-21. APPROVE EDUCATIONAL CONSULTANT – DONOVAN

That the board approve Mary Donovan, Ed.S.M.A., an educational consultant, to provide a full day of Intervention and Referral Services (I & RS) training to all of the district's administrators on August 3, 2007 at a fee of \$2,000.

PERSONNEL COMMITTEE

P-22. APPROVE ADDITIONS AND/OR CHANGES TO EXTENDED SCHOOL YEAR PROGRAM (SUMMER 2007)

That the board approve additions and/or changes to the extended school year program (Summer 2007) for individuals to perform required services and/or attend determination/eligibility IEP meetings for the period July 2nd through August 31, 2007 for a combined total of the summer program including extended school year, not to exceed \$122,600 in accordance with the information appended to these minutes.

P-23. APPROVE SPEECH LANGUAGE SPECIALIST – WILSON-STEPHENS

That the board approve Roberta Wilson-Stephens, a speech language specialist, to provide evaluations for the period July 18, 2007 through June 30, 2008 at a rate of \$375 per evaluation not to exceed \$8,000.

P-24. APPOINT TURF CONSULTANT – GOERLICH

That the board appoint James Goerlich, 305 Kawameeh Drive, Union, NJ 07083 as turf consultant at an annual fee of \$5,000.

DISCUSSION:

Mr. Perkins said that he received several job descriptions in his packet; one was the job description for Vice Principal. He wanted to know if this was sent to the board in error. Dr. Jakubowski said that he wanted the board to know what the difference was between Vice Principal and Assistant Principal. Mr. Perkins said that he had received two job descriptions for Assistant Principal and he asked what the differences were. Dr. Jakubowski said that there were some word changes and a few typographical errors and when he met with the chairperson of the Personnel Committee he was concerned about the term "assists" and he wanted description to be more specific.

Mrs. Salazar wanted to know what the "Turf Consultant" did. Dr. Jakubowski said that years ago the district had a turf consultant and by law, the district must have an individual who is certified to put chemicals down. He said that one of the district's employees became certified to do it but recently this individual resigned the position due to issues that arose during contract negotiation which involved the stipend that this individual would receive for this service. Dr. Jakubowski said until the district can find another employee who would be interested in obtaining this certification and is willing to do it for the stipend which is in the collective bargaining agreement with the custodians and maintainers, the district needs to have someone who is licensed to put down chemicals on the lawns. He said that Mr. Goerlich has agreed to provide the service on a temporary basis until the district can resolve the issue in-house.

PERSONNEL COMMITTEE

AYE: Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio,
Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

POLICY COMMITTEE
FOR DISCUSSION PURPOSES ONLY

- POL-1. The committee recommends and I so move that the board adopt File Code 5131 – Policy Prohibiting Hazing and/or Harassment, Intimidation or Bullying in accordance with the information in the hands of each board member.

DISCUSSION:

Mr. Perkins said that there was a proposed resolution on the agenda tonight. He said that this policy would prohibit bullying, harassment, hazing and intimidation and describes how these types of incidents are to be handled. Mr. Perkins said that this policy is a regulatory requirement and the language which is underlined in the policy comes from a model source and this policy requires that people treat each other well and that there be recourse for those who believe that they are unfairly hazed, harassed, intimidated or bullied. Mr. Damato said that the State of New Jersey provided the district with guidance on how its existing policy needed to be amended. He said that he then prepared the policy in accordance with the guidance which was provided by the Department of Education, so that it contains all of the required language under the Code and the statute and basic policy statements about how student to student harassment is strongly discouraged and how the district intends to deal with it if it occurs. Mr. Perkins said that Ms. Loessel asked the question about the policy being applicable to school staff. He said that the policy proposal sets forth, "in addition, school administrators, faculty, staff and volunteers should also demonstrate appropriate behavior, treating others with civility and respect and refusing to tolerate harassment, intimidation or bullying." Mr. Perkins asked Mr. Damato if the procedures that are set and the remedies that apply with student-to-student bullying would apply to staff-to-student bullying. Mr. Damato said that he did not think that the courts have drawn specific analogies between the two; however, there was a case that came out many years ago which started with harassment between superiors and subordinates in the workplace and then it became teachers or administrators and staff or students. He said that now it

POLICY COMMITTEE
DISCUSSION:

has evolved further and a case that came out of Toms River recently was the impetus to modify the policy. He said that this case involved a student-to-student harassment case and under the New Jersey Law Against Discrimination which formerly only applied to harassment in other contexts, now applies to harassment from student-to-student. Mr. Perkins said that a question has arisen that if a staff person, member of the faculty or an administrator were to commit acts which could be viewed as hazing or harassment, intimidation or bullying of a student, would the student have recourse under this policy for redress. Mr. Damato said that there is a complaint procedure in the policy which permits the student to gain redress through administrative channels but in addition, in accordance with the Supreme Court decision in the Toms River case, students may then have their "day in court" so to speak if they do not get the results that they want to get. Mr. Perkins asked if the remedy set forth in the policy was non exclusive. Mr. Damato stated that was correct. Mrs. Gaglione said that the New Jersey School Board News spoke about discussions taking place in the legislature regarding wireless technology. She believed the way that she read it as it is written right now is that any bullying done by way of wireless technology would be covered in the policy that the board wants to adopt. Mr. Perkins said that he thought that was right. Mr. Damato said that there have been meetings between individuals from "MySpace", "FaceBook" and Council of School Attorneys to try to develop a procedure to remove harassing material from those websites. Mr. Perkins said that he and Mr. Damato have had discussions regarding access to "MySpace", "FaceBook" and other internet sites by district students. He said that there is an internet use policy in effect which is really aimed at protecting the students from predators on line, by prohibiting students, from district computers, from visiting various websites. Mr. Perkins said that this policy does not reach to a student's ability to access those same websites at home or in someone else's computer. He said that he and Mr. Damato have discussed the district having to be concerned about the student/predator relationship and the exposure of students to predators, but he felt that the district had to start educating students at a fairly young age about the fact of permanency and openness of whatever gets put on the internet. Mr. Perkins said that probably some of the district's students have "FaceBook" or "MySpace" accounts, some legally others illegally and there may be the ability for people to go out and get pictures that are posted on those sites, morph those pictures and use them in an inappropriate way. He said that some young people think that a site like "MySpace" is a

POLICY COMMITTEE
DISCUSSION:

private posting, but there is no such thing as a private posting on the internet. Mrs. Gaglione said she believed that on some sites, individuals can post pictures that are only allowed to be viewed by people who have permission. Mr. Damato said that people can download and copy the pictures and then e-mail the pictures to others.

APPROVAL OF BILLS

Moved by Mr. Gaglione, seconded by Mr. Ruhl that the board concur with the bills listed in the permanent bound register in accordance with the information in the hands of each board member and be ordered for payment.

AYE:	Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

UNFINISHED BUSINESS

Mr. Abraham said that at the last meeting there was a letter from Justin Meyer, Head Girls' Basketball Coach, discussed. He said that the letter requested board approval for the team to go Orlando, for a pre-holiday basketball tournament sponsored by KSA events. Mr. Abraham said that there were questions and concerns raised by the board and he asked the Superintendent to report to the board. Dr. Jakubowski said that he did speak to Mr. Meyer and he did plan to take one of his female assistant coaches along on the trip as a chaperone and the reason that Mr. Meyer included the athletic director was because he looked at trips taken in the past and he noticed that an administrator from the high school always accompanied the students. Mr. Meyer did not feel that it was necessary for Mr. Parsons to go on the trip. Dr. Jakubowski said that there are parents who will also be going on the trip. He said that he asked Mr. Meyer how many students would be going on the trip and Mr. Meyer was not sure but he thought it would be about twelve students. Dr. Jakubowski said that he also spoke to Mr. Gibbons, who did not see any reason why the team could not go on the trip but he did not think an administrator needed to go along. Mr. Abraham said that the only other question that came up was if there was the need for a nurse to go along on the trip. Dr. Jakubowski said that he spoke to Ms. Ionta and the organization sponsoring the event is fully staffed with nurses

UNFINISHED BUSINESS

and trainers. Mr. Perkins said that he had asked about there being some research done on the entity that is sponsoring the tournament. Dr. Jakubowski said that Ms. Ionta and Mr. Parsons said that this is an entity that has run this tournament for years. Mr. Abraham stated that the question then was whether or not the board would approve the team to go on the trip. He asked if the board had the ability at this time to put the request in the form of a motion and vote on it tonight. Dr. Jakubowski said that he would reach out to Mr. Meyer to see if it would be too late to register for this tournament. He said that he would inform Mr. Meyer that it was the consensus of the board that it would be okay for the team to attend this tournament. Mr. Perkins said he did not see why the board could not make a motion at this time and vote on the resolution. Mr. Abraham said that the team hoped to "fundraise" 100% of the trip and Mr. Meyer was asking that the board pay for the two chaperones' expenses. Mr. Perkins asked if there was a requirement for the board to adopt a resolution. Dr. Jakubowski said he did not think there was. Mr. Damato said he did not see any reason why the board could not do this tonight. Mr. Abraham asked if it was the consensus of the board that the team be allowed to attend the tournament in Orlando.

It was moved by Mr. Perkins, seconded by Mr. Figueiredo, that the Varsity Girls' Basketball team be given permission to attend the KSA Tournament in Orlando, Florida in accordance with the provisions discussed above. The students will be responsible to pay 100% of their expenses and the board will pay for the airfare and hotel accommodations for the head coach and a female assistant coach who will act as chaperones.

AYE:	Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham
NAY:	None
ABSTAIN:	None

MOTION WAS CARRIED

NEW BUSINESS

Dr. Jakubowski said that he met with Mr. Gibbons on several occasions since he has been appointed at principal of the high school and he has asked Mr. Gibbons to attend the August planning meeting to give a brief outline of things that he wants to do at the high school, such as how late security should remain in the building and possibly having security come in earlier in the morning. He said that he and Mr. Gibbons have also discussed bringing back a modified

NEW BUSINESS

"Sundown" program during the school day and having it run from second period through seventh period. Dr. Jakubowski said that he also spoke with Mrs. Hart and she believed that there is ample staff at the high school to support such a program. He said that they have also discussed extending in-school suspension and making those students eat lunch in school. Dr. Jakubowski said that he also discussed the Assistant Principal positions with Mr. Gibbons and instead of students being sent to the office, have the Assistant Principals walk around the school and speak to the student outside of the classroom so that there will not be such a large congregation of students in the main office all of the time. He said that Mr. Gibbons has talked about staff development for teachers at the high school and what he expects of the two vice principals, who will now be doing some evaluations. Dr. Jakubowski said that he has had very positive communication with Mr. Gibbons. He said that Mr. Gibbons also has spoken about a new "smoking" policy because he indicated that there were 75 students suspended for three days each last year just for smoking. Dr. Jakubowski said that Mr. Gibbons would prefer for the board to look at this issue. He said that if a student is caught smoking on school property it would be possible for the school to have a summons issued to the individual student and a fine would be imposed. Dr. Jakubowski thought that Mr. Gibbons was trying to focus on the educational piece of Union High School by not necessarily suspending students for smoking. He said that he and Mr. Gibbons would continue to meet on a regular basis to discuss what plans he has for the high school. Dr. Jakubowski said that Mr. Gibbons knows what areas that he would like him to improve in. Mr. Abraham said that he met with Dr. Jakubowski at the beginning of July and they did speak about Mr. Gibbons' recommendations and ideas about the modified sundown program and the in-school suspension and he was very interested in hearing further explanation from Mr. Gibbons on these issues. Mr. Abraham said he was very much in favor of in-school suspension and he was looking forward to Mr. Gibbons' presentation at the August meeting. Dr. Jakubowski said that he felt that Burnet was in need of an additional security person and he was thinking of transferring a high school person to Burnet and adding another security person at the high school.

Mr. Perkins said that he has spoken to Dr. Jakubowski about a possible policy regarding the attendance of children of the district's teachers and staff members in this school district. He said that Dr. Jakubowski has indicated to him and to others that the district is trying to get the best teachers that it possibly can. Mr. Perkins said that some of the things that the board has little control

NEW BUSINESS

over were starting salaries and he would like to discuss with the board the possibility of a policy which would allow teachers from other communities have their children come to school in Union. He would like the board to think about this issue for some discussion at the August meeting. Dr. Jakubowski said that the board has discussed this issue before and he has thought about some of the parameters if, in fact, the board decides to institute this policy. One issues is whether the board would want a teacher's child in the same school that the teacher works in. He believed that this was a good idea but he thought there were issues that had to be discussed. Mr. Manochio stated that there are many districts who do have this policy and there are many pluses with this type of policy but there are also drawbacks.

Mr. Manochio said that he had seen in the newspaper that a student from Central-5 School performed at Carnegie Hall on the guitar. Dr. Jakubowski said that in the past few years, that student is about the third or fourth student who has performed at Carnegie Hall. Mr. Perkins said that one of the things he thought was significant was that a parent of another student was the music director for the event at Carnegie Hall at which the student performed.

Mr. Abraham said that the board had discussed the dress code policy and that he is waiting for the building administrators to return from summer vacation so that input from them can be obtained. He said that Dr. Jakubowski has already discussed the dress code with Mr. Gibbons and Mr. Gibbons is very much in support of some of the dress code issues. Dr. Jakubowski said that this policy will be discussed with the administrators during the first week of August and with all staff at the townwide meeting at the beginning of the school year. He thought that the policy presently in effect in the district was a good policy that just needed to be enforced.

COMMENTS FROM THE PUBLIC

Ms. Loessel asked why no security person would be going on the basketball trip as security has gone on trips in the past. Dr. Jakubowski said that the practice of having a security person go on trips was stopped when Mr. Gibbons became principal. Ms. Loessel said that she was glad Mr. Gibbons was becoming comfortable with his role as principal at the high school. She asked Mr. Damato if public comment would be permitted at the August planning session. Mr. Damato said that the agenda has not yet been established but typically there is public comment on the voting agenda but he thought that the agenda would be structured the way it has been in the past. Ms. Loessel said

COMMENTS FROM THE PUBLIC

that she did not have a copy of resolution P-24 and asked why the district had to hire a turf consultant. Dr. Jakubowski stated that originally Mr. Goerlich was the turf consultant for the district. He said that once a board employee became certified and were capable of doing the job, the district terminated its agreement with Mr. Goerlich and an in-house individual was doing the job. Dr. Jakubowski said that because of contractual negotiations, the individual felt that the stipend was not fair. Ms. Loessel asked how much the district would be paying Mr. Goerlich for his services. Dr. Jakubowski said Mr. Goerlich's fee is pro rated \$5,000 per year. Ms. Loessel asked if there was any other person who would be willing to become certified for this job. Dr. Jakubowski said that he was pursuing individuals in the association right now.

Ms. Ciampi said that she understood that the individuals who became "Deans" had substitutes in their place taking over their teaching positions. Dr. Jakubowski said that some of them had substitutes and some positions were consolidated with staff already in district. He said that right now there will be openings based upon what happens when the board finally makes a decision on the Assistant Principal positions. Dr. Jakubowski said that he has already interviewed several individuals for some of the positions. Ms. Ciampi said that the school in district that she found was the most businesslike and professional was Kawameeh. She felt that the teachers there were always dressed appropriately and she felt this set a great example for students.

Mr. Shanahan asked what the title "utility person" covered. Dr. Jakubowski said that there are several individuals in the custodial, maintainers group that do a plethora of things for the district but they are considered "unskilled laborers". He said that during negotiations it was discussed that a position would be established, let individuals apply for the position and a salary adjustment would be made based upon an agreed guide. Dr. Jakubowski said that this position would be a way of rewarding someone who was asked to do a number of things. Mr. Shanahan said he thought that every teacher would be more than in favor of putting in a policy that not only covered students but also faculty with regard to harassment. He said that the only question he had was that he hoped this policy did not become an avenue that the first time a student is given a bad grade go to an administrator and say he/she is being harassed. Dr. Jakubowski agreed. He said that there is already a policy in place which deals with when a student believes they have been unfairly treated or harassed or bullied by a teacher. Dr. Jakubowski said that it is specific and it exists in the policy manual and it contains the avenues they need to use to appeal. He said there have been times when parents have reached out to him, based upon the

COMMENTS FROM THE PUBLIC

way they feel their child was treated by someone, and investigations have taken place. Mr. Shanahan felt that there was a core group of students that was in the high school that ruin it for the other students who are there. He said that if a way could be found to remove them, even part of the time, from the rest of the student body, the high school would be better; not that he thought that the high school was bad. Mr. Shanahan said that these students used to be addressed in Sundown and for whatever reason, the traditional approach just is not working for them. Dr. Jakubowski said he did not disagree with Mr. Shanahan but he thought the statement is skewed to have people believe that there were many students in Sundown who were not adjusting to the "day" program. Mr. Shanahan said that he meant to say that the original concept of the Sundown program was for this purpose. He said that when the program was terminated, it was the right thing to do because Sundown was not fulfilling the original purpose of the program. Dr. Jakubowski said that Mr. Gibbons believes that a similar program can be run during the regular school day and still need what needs to be done. Mr. Shanahan said he thought the board was on the right track with the changes at the high school. He said that he would be willing to discuss the matter further with Dr. Jakubowski and Mr. Gibbons because he felt the teachers should have some input into the changes.

Dr. Jakubowski complemented Mr. Shanahan about the UTEA Golf Outing. He said the comradery with teachers, administrators and other individuals who played golf that day was a very good for a lot of reasons. Mr. Shanahan said that the Association raised about \$4,000 for scholarships.

Mr. Abraham said that he would appreciate if Mr. Shanahan would ask for the cooperation of his Association with regard to the enforcement of the dress code because it has become a pet peeve of his because of something that had occurred during the previous school year. He said that all faculty, staff and administrators are all representatives of the school district and what people make impressions and judgments on what they see and he felt it would not hurt to clean up the district's image. Mr. Shanahan said he did not have a problem working with the board on any issue.

Ms. Hall thanked the board for allowing her to attend a program at the Institute of Alcohol and Drug Studies at Rutgers and it was a tremendous experience and she will bring back many things to her position as SAC coordinator at Kawameeh Middle School. She asked the board to think very long and hard about the "smoking" policy and about minimizing any disciplinary actions for someone who may be smoking in school. Ms. Hall said she would

COMMENTS FROM THE PUBLIC

hate to see it become just a warning. She stated that in the seventh grade, through the Union County Rape Crisis Center, there is a program at Kawameeh and Burnet that brings in an individual every cycle to the computer classes to do a program about internet use.

Mr. Donnarumma said that the board should be sure that individuals who are employed by the district are also covered by the harassment policy and he felt that enforcement of any policy is the key to its success.

Dr. Jakubowski said that Union Hospital has reached out to him about the use of Union High School Auditorium for a public hearing regarding the closing of the hospital sometime over the next two weeks. He said that he has offered the use of the high school for this purpose. Dr. Jakubowski wanted the board to know that he has taken these steps.

MOTION FOR EXECUTIVE SESSION

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

AYE:	Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

BOARD RETURNED TO PUBLIC SESSION

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mr. Helmstetter, seconded by Mr. Ruhl that the meeting be adjourned at 10:02 p.m.

AYE:	Mr. Figueiredo, Mrs. Gaglione, Mr. Helmstetter, Mr. Manochio, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Abraham
NAY:	None
ABSTAIN:	None

MOTION WAS CARRIED

Respectfully submitted

JAMES J. DAMATO
BOARD SECRETARY