

**UNION TOWNSHIP BOARD OF EDUCATION  
WORKSESSION MINUTES – MARCH 11, 2008**

Meeting held at James M. Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey.

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

ABSENT AT ROLL CALL: Mr. Steve Helmstetter

The meeting was called to order by Mr. Abraham at 7:00 p.m. Mrs. McNeil led the board members and audience in the Pledge of Allegiance.

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

**APPROVAL OF MINUTES:**

Mr. Abraham asked each board member to review the minutes of the Regular Meeting of February 12, 2008; Special Meeting of March 4, 2008 and Executive Session of March 4, 2008 for approval at the regular meeting next week.

**COMMUNICATIONS:**

Mr. Damato stated that all communications have been referred to the appropriate committee for action.

**EDUCATION/STUDENT DISCIPLINE COMMITTEE**

Mrs. McNeil stated that the committee met and discussed the education resolutions. She presented the agenda.

Mr. Abraham asked what determined what trips are budgeted for. Dr. Jakubowski said that over the years based on experiences; trips were approved based upon their appropriateness. He said that it was decided that when there were competitions that students could participate in, those trips were also approved and budgeted. Dr. Jakubowski said he did not think that the trips changed much from year to year. He said that a few years went by when the board did not allow the Honor Society to go to Washington, D.C. and he has told Mr. Gibbons that if he could come up with some of the money and the board will pay the remainder. Dr. Jakubowski said it was silly for the board not to allow the Honor Society to go on that trip as this is a trip that has been gone on for many years.

### EDUCATION/STUDENT DISCIPLINE COMMITTEE

Mr. Figueiredo asked if Mr. Tatum or Dr. Jakubowski could enlighten the board regarding resolution E-4. He wanted to know if Union County Educational Services charged a 10% surcharge for the service every year. Dr. Jakubowski said that the Union County Educational Services takes care of the textbooks for the nonpublic schools in all of the districts in Union County. He said that Union County Educational Services handles a lot of the responsibilities for school districts that would be one more thing for the districts to deal with. Dr. Jakubowski said it was worth whatever the surcharge is to have them take care of this.

### FISCAL AND PLANNING COMMITTEE

Mrs. Gaglione stated that the Fiscal Committee met earlier and she presented the committee's agenda items.

Mr. Manochio asked Dr. Jakubowski to explain why the district is paying tuition for a homeless student who is going to Ramsey High School. Dr. Jakubowski said that he was not exactly sure about this issue. Mr. Tatum said that there was an investigation that uncovered the student is indeed homeless and her last residence was in Union. He said that when this is the case, it is the responsibility of the district where the student was last domiciled has to pay tuition for that student. Mr. Tatum said there were a couple of cases that support the fact that even if a child is in an interim placement of some kind, the district of last residence must "foot the bill". Mr. Manochio asked if the district had to pay for that particular school year or the year after. Mr. Tatum said the district would be responsible for whatever amount of time that the student is declared homeless, if he was not mistaken. Dr. Jakubowski said that by law it is the district which the student last attended that is responsible for them to go to school. He asked if the district could not insist that the student come to a Union school. Mr. Damato said that might be the case, but the district would have to provide transportation from Ramsey to Union for the student. Ms. Gaglione said that the student left Union schools when she had completed her junior year and she wanted to know if the district was only liable to pay tuition for her senior year. Mr. Tatum said that the district is liable as long as the student is school-aged. He said he did not think there was a limitation on how long someone could be homeless. Mr. Perkins asked if the district was obligated to educate a student until they were twenty-one. Dr. Jakubowski said that the district was not obligated to education a student until he is twenty-one except if the student is classified; the district was only obligated to education a student until his nineteenth birthday. He said that there have been issues because the district has allowed students who were nineteen to finish out a school year out of generosity. Dr. Jakubowski said that this was the first he had seen this resolution and he thought he needed to research the matter further. Mrs.

## FISCAL AND PLANNING COMMITTEE

Gaglione asked if the board would be accepting this resolution. Dr. Jakubowski said he thought that the board had to accept the resolution at this point. Mrs. Gaglione asked if Dr. Jakubowski would get back to the board about this matter. Dr. Jakubowski said that he would.

Mrs. Salazar said that in resolution F-3 the term "assumed" is used in the last sentence. She wanted to know if there was a better word that could be used in its place. Mr. Damato said that in a way, the board is making an assumption. He said that the Business Administrator and the Board Secretary are giving the Board a certification which they say is correct and the board is relying on that certification. Mr. Damato said that it could be said that the board relies on the certification. He said he would have to think about it a bit. Mr. Perkins said that "presumed" is a word of argument law and why can't the word presumed be substituted for assumed. Mr. Damato said that would be fine and asked if the board would be okay with that change. There was a consensus of the board that "assumed" be changed to "presumed".

Dr. Jakubowski said that the board had previously discussed the issue of reimbursement for overnight stay in New Jersey and at the Commissioner of Education made it perfectly clear at a meeting last Friday, that there was "no overnight stay" reimbursement. He said that this ruling may be waived through this school year. Mr. Damato said that he received an e-mail from Mr. Parsons that came from the New Jersey State Department of Education to the N.J.S.I.A.A. which is a quasi-governmental agency and operates under the same set of rules that the district operates under having to do primarily with the conference for athletic directors which Mr. Parsons was a party to. Mr. Damato stated that the e-mail said that the Department of Education was not taking the position that they are permitting reimbursement for overnight stays in New Jersey until September of 2008 at which time he assumed a new directive would be issued. Dr. Jakubowski said that on Thursday, the Superintendents of Union County will be meeting with the Commissioner of Education and he was sure that more than one person will ask about this issue. Mr. Damato said that the way the law is written at this time, the Commissioner of Education has no legal basis whatsoever to make the determination that individuals cannot go to Atlantic City and have there overnight stay reimbursed. He said that he thought the Commissioner was trying to do the right thing in the spirit of the law as it is written by the Federal government and he thought the Commissioner got caught up with the fact that under the OMB circular, it said that if there is an inconsistent State Law that the inconsistent State Law takes precedent. Mr. Damato said that the inconsistent State Law was A-5 and under A-5 it permits, or at least contemplates "in state, overnight accommodation reimbursement".

Dr. Jakubowski said that he wanted to inform the board that Governor Corzine absolutely supports the paid family leave. He said that the people debated the point with the Governor last Friday at the Executive Work Assembly but the Governor made it clear to the audience that he would support and sign this bill. Dr. Jakubowski stated that Governor would not comment on whether the leave would be full pay or proportional. Mr. Abraham said he thought it would be 2/3rds of an individual's salary up to a maximum of \$545 per week for six weeks and not three months. Dr. Jakubowski said that once the bill goes through it will have an impact on the district's budget.

#### OPERATIONS COMMITTEE

Mr. Ruhl said that the committee had met and discussed the resolutions on the agenda. He presented the agenda to the board.

Mr. Ruhl asked for the status on the work on the bleachers (Resolution O-1) and whether the work was complete. Mr. Magliacano said the work was complete. Mr. Ruhl asked about the alternates which are listed on the bid for masonry work at Kawameeh. Mr. Magliacano said that there are seven (7) alternates which will entail an entire "facelift" of the building and the grounds. Mr. Abraham asked if the parking area would be addressed in the project. Mrs. Gaglione asked if the parking lot would also be repaved. Mr. Damato stated that the project only includes the wall near the parking lot would be repaired. Mrs. Gaglione asked if the parking lot would be repaved. Mr. Magliacano said that it was a project which was included in the budget for next year and if the budget passes, then that project would be done. Mr. Manochio asked if the board would be voting on the award of this bid next Tuesday. Mr. Damato said it would be included next week. Dr. Jakubowski asked if the bids were within the budget. Mr. Magliacano said that even with the seven alternates, the project came in under budget. Mr. Damato said that the professional services also included are within the budget. Mr. Manochio asked what the time frame of the work would be once the project is awarded. Mr. Magliacano said that the work would probably be completed over the summer when students were not in the building. Mr. Magliacano said that Alternate A-4 covers the installation of vandal resistant window screens. He said that these screens have already been installed at Connecticut Farms School. Mr. Magliacano said that the screens cannot be cut, broken or ripped and these screens will be installed on all of the ground floor windows at Kawameeh and he hoped this would deter vandals especially on the windows in the back of the building. Mr. Perkins said he remembered the board discussing lighting and cameras being installed in that area of the building. Mr. Magliacano said that it was discussed. Mr. Manochio asked if the landscaping in Alternate A-6 was in the front of the building. Mr. Magliacano said that it was mainly in the front because when there is a heavy rain, the dirt gets splashed onto the building and it deteriorates the grout.

## OPERATIONS COMMITTEE

Mr. Magliacano showed the board a model composite of what the field turf is actually composed of. He said that this product was "top of the line". Mr. Magliacano said that there is good drainage with this product and the sewer lines that encompass the edge of the field will be able to be utilized but new under drains would be included in the bid to dump into the existing sewer lines and this will save the district some money. He said that an alternative was also discussed to use the top soil which will be removed from the football field to possibly be put on the practice field. Mr. Magliacano said that the mixture of sand and soil in the present top soil on the field would help with drainage on the practice field and alleviate some of the problems there. He said that Field Turf is the only company that produces this product and there are six to eight vendors that install the turf. Mr. Magliacano stated that the company has already done approximately 700 installations of the product on fields ranging from high school, private school, colleges and professional fields. Mr. Ruhl asked if there were any fields in the area on which the project has been installed. Dr. Jakubowski stated that New Providence, Summit, Clark, Berkeley Heights and Chatham, just to name a few, have Field Turf on their fields. Mrs. Gaglione asked if the district would have to hire someone to maintain the field. Mr. Damato said that it does require period maintenance. Mr. Magliacano said it did not require a lot of maintenance and the company will provide the district with a grooming brush which will be used four or five times per year. Mr. Abraham asked how long it would take for the product to be installed. Mr. Magliacano said that it would be between six to eight weeks for the installation. Dr. Jakubowski said that if the work were to begin at the beginning of July, the field should be complete for the opening of school. Mrs. Gaglione asked if this project was included in the long range plan. Mr. Magliacano said that it was submitted to the State. Dr. Jakubowski said that the vendor had many photos of fields on which the product has already been installed. He said that in Summit, the field is also used as the baseball field. Dr. Jakubowski said that there will be negotiations to maybe expand this to other fields in the district. Mr. Manochio asked if the installation of the field turf would have any impact or damage the track in anyway. Mr. Magliacano said that the installer will build a bridge over the track to accommodate their vehicles and if there is any damage done to the track, the vendor guarantees 100% restoration. Mr. Figueiredo asked if the district had to do any upkeep on the field turf; for example, does the cryogenic rubber need to be replaced periodically. Mr. Manochio said that he heard it was good for a seven to eight year period. Dr. Jakubowski said that the vendor will give the district a supply of rubber as well as additional turf so that if there is any reason to replace pieces, the district would have it available. He asked if the district only had to bid for the installation. Mr. Damato said that the bid would

## OPERATIONS COMMITTEE

encompass the entire process; it would be one bid and specifications would have to be developed. Mr. Abraham asked if repairs of the underground drainage system would be able to be done in house or is there a warranty provided. Mr. Magliacano said that there was an eight year warranty on the field. Dr. Jakubowski asked if anything happened to the underground drainage, would the maintenance department be able to address it or would the vendor have to be called. Mr. Magliacano said that the district would have to call the vendor. Mr. Damato said that the contractor would be giving the district a one-year warranty under normal bidding circumstances, so anything that happened within one year would be the responsibility of the contractor and anything after that the district would have to deal with. Mr. Abraham asked if any other districts that have the turf already installed have had problems with the drainage system. Mr. Magliacano said that there have been no problems with the fields. Mr. Damato said that the field in Chatham has field turf and someone vandalized the field. He said that Chatham had to cut out the damaged section and a replacement section was sewn into the mat, it was filled in with rubber and you cannot tell it was replaced. Mr. Perkins asked if anyone had spoken to someone at one of the districts that have the product on their field. Dr. Jakubowski said he has not yet but he would speak to Superintendents at the meeting on Thursday. Mr. Damato said that his son played on this product the past year at Chatham and the only complaint that he had was that when he was tackled his helmet and face got covered with the little pellets and the Moms were not happy because the kids brought a lot of this material home. He said that these were the only complaints that he heard but as far as safety factors go the turf seems to be as safe as grass. Mr. Manochio said that it is a growing trend around the State to install this product and if it was flawed, he did not think that many school districts would be having it installed. Dr. Jakubowski said that it took him a long time to be convinced that this was the right thing to do, but he felt it was time. Mrs. Gaglione said she was glad that the district waited to do this as the product has improved over the years.

Mr. Manochio asked for an update on the Home Economics Lab at the High School other than approving proposal for Potter Architects to develop the plans. Mr. Damato said that the resolution on the agenda is to approve Potter Architects to start to do the plans. He said that after the plans and specifications are complete they must be sent to Trenton for approval and once they are approved, then the district can bid the project. Dr. Jakubowski said that this project as well as others have been added to the district's Five Year Plan. Mr. Magliacano said that acknowledgement has been received that the project has been included in the plan. Dr. Jakubowski said that he is still waiting for an official notification from the State with regard to the plan.

## DISCUSSION ITEM

1. Waiver of rental fees for Use of Union High School auditorium on April 17<sup>th</sup>, 2008 for fundraiser to benefit the family of Dan Havyar a former student at Union High School and Union Firefighter who was killed in an accident.

Mr. Ruhl stated that Mr. Havyar was a Township Firefighter who was killed in an accident and this will be a fundraiser to benefit the Havyar Family. Dr. Jakubowski said that the event is scheduled for a Thursday evening at Union High School and there are custodians who will be on duty during the event. He said that Artie Lange is the person who will be performing at this fundraiser as he was a classmate of Mr. Havyar. Mrs. Gaglione said she thought it would be a good idea to have the high school student council maybe assist with this fundraiser so that there is some link with the school system; so in the future, the district is not open to everybody to come in and wants a fee waiver. She said that this was a concern to her. Dr. Jakubowski said that he would speak to Mr. Falzarano, the contact person for the fundraiser. He said that he wanted to speak to Mr. Lange before the performance to be sure that his performance is appropriate. Mr. Figueiredo asked if the board would want students attending the performance if it was that type of humor. Mrs. Gaglione said that students could not be stopped from buying tickets. Dr. Jakubowski said that is why he wants to speak to Mr. Lange before the performance. Mr. Abraham asked if it was the consensus that the fees would be waived and would appear as a resolution at next weeks meeting. All present said they were in agreement.

## PERSONNEL COMMITTEE

Mr. Manochio stated that the committee had met with the Superintendent and discussed the personnel committee. He presented the personnel committee agenda.

Mr. Manochio asked if all of the individuals listed on resolution P-5 were going on a medical leave or were these considered family leaves. Dr. Jakubowski asked Mr. Damato if when the district says an individual is getting an unpaid medical leave, does it mean that these individuals could have requested family leave or is it because they have exhausted their sick time and they need to be off of work. Mr. Damato said that all the leaves requested would have to be family leaves because there is no other leave available to bus drivers. Dr. Jakubowski asked what would happen if someone was sick and was not employed in the district long enough to get family leave but they cannot come to work for a period of time, should there not be a resolution voted on. Mr. Damato said that what the district did for a long time was carry the individual on "deduct", which is not an

## PERSONNEL COMMITTEE

approved leave but they are still carried on medical. Dr. Jakubowski asked if an individual chooses to purchase COBRA, can the district allow them to be out on leave. Mr. Damato said that the teachers' contract contains a provision for a medical sabbatical which is a leave without benefits as opposed to a family leave which is unpaid for salary purposes but benefits are continued. Mr. Manochio asked if medical leave was paid. Dr. Jakubowski said that none of the leaves are paid. Mr. Damato said that only benefits are continued during a family leave. He said that the other benefit to family leave is that the individual is able to keep his/her seniority and the district keeps a position open for the individual in the event they decide to return. Mr. Manochio asked about the part-time bus assistants and did they automatically get a family leave. Mr. Damato said that under State law individuals that meet the minimum requirements are entitled to a family leave. For example, he stated that the employee must work a specific number of hours before they are eligible for family leave. Mr. Manochio asked that family leave and medical leave resolutions be separated. Mr. Manochio asked Mr. Damato to explain the feasibility study which Potter Architect did for the district which is referred to in resolution P-6. Mr. Damato said that he was asked to look at several buildings that the district was interested in for use as administrative offices. He said that Potter Architects evaluated those buildings to see if the buildings could be adapted and what the cost would be to renovate them as administrative offices. Mr. Figueiredo asked how the daily rate is determined for long term substitutes. Dr. Jakubowski said that substitute teachers start at \$65 per day; if they are certified, then they receive \$75 per day and after 60 days the rate is increased to \$80 per day. He said that these individuals are long term substitutes and they have taken over the instruction in the particular classroom. Dr. Jakubowski said that many individuals will take a long term substitution position because they are certified teachers and realize that this is a good opportunity to show the building principal that they can do a good job and in the hope of getting a full time position. Mrs. Gaglione asked with the number of people who are leaving, is Dr. Jakubowski having any difficulty in getting replacements for these individuals. Dr. Jakubowski said that at the elementary level he will have no problem restaffing. He said that secondary, science and math may be an issue and it is difficult to get replacements for child study team members, especially learning consultants are almost impossible to find. He said that this is something that needs to be addressed in negotiations this year. Dr. Jakubowski said that there are certified individuals in the district who will not leave the classroom because they may be receiving a sixth period stipend and they do not want to go into a position where there is no stipend. He said that he would have to figure out a way to make it attractive for individuals to accept these positions. Mr. Perkins asked for an

### PERSONNEL COMMITTEE

explanation in the daily rate of the long term substitutes. Dr. Jakubowski said that an individual who can teach math is more valuable than an elementary teacher. He said that the rate is his choice. Mrs. Salazar asked why Mr. Wachter was listed twice on resolution P-1; once for his salary and once for a stipend. She wanted to know why he it was not combined. Mr. Magliacano said that Mr. Wachter has a special license to purchase Freon and according to the contract, he receives a stipend for that license.

### APPROVAL OF BILLS

Mr. Abraham stated that the board would be asked to approve payment of bills at the regular meeting next week.

### UNFINISHED BUSINESS

Dr. Jakubowski said that he has started attending faculty meetings to discuss the budget. He said that he is in the process of getting a newsletter prepared to send out to parents regarding the budget. Dr. Jakubowski stated that he attended the PTA Presidents' meeting last night and has set up an Adult Advisory Meeting on April 2<sup>nd</sup> that will be held at the administration building and he will ask each PTA president to send a representative from their school to that meeting rather than him attending individual PTA meetings. He said that he wanted to initiate the Adult Advisory committee again and starting next year he wants to initiate the Student Advisory committee again. Dr. Jakubowski said that HSPA testing at the high school went well. He said that he had received a telephone call from the manager of the Huck Finn Diner who told him that he was so proud of the way the students from the high school behaved at the diner. Dr. Jakubowski said it was nice to hear that the students were respectful and nice with no issues. Mr. Abraham said that the Huck Finn Diner had taken out a \$150 ad in the playbill for the high school and the comment that was made was that he enjoyed the students coming to the diner because they are always well behaved and the students today are better than the students from ten years ago.

Mr. Manochio asked about the "geese brigade" and asked that this be explained. Mr. Magliacano stated that the district has hired a company who bring border collies to the football field. He said that they are trained to eliminate geese from staying on the fields. Mr. Magliacano said that since October, he has also added having the dogs sent to Battle Hill School for one month. Mr. Manochio asked if this service is hired as needed every month. Mr. Magliacano said that they were hired initially for three months and he extended the contract to mid-April. He said that the dogs are brought twice a day. Dr. Jakubowski said that the service has been working.

Mrs. Gaglione said that the board has spoken in the past and there is a policy regarding staff and use of the internet. She asked Dr. Jakubowski if he could put a letter out to the principals and/or the supervisors to reiterate to the entire staff procedures for use of the internet and what is expected.

Mr. Figueiredo asked if the amount of the state aid had been adjusted by the governor. Dr. Jakubowski said that the district's allocation was not adjusted by the governor. He said that in the newsletter to the public he did reiterate his gratitude to the community and that it was important to know that the legislators and the board of education do work hand in hand. Dr. Jakubowski stated that the newsletter will also indicate that all programs will be maintained throughout the district and that there will be no increase in the school budgets portion of the tax levy. He said that there will also be information regarding things that are happening in the school district and a copy of next year's school calendar will also be included in the newsletter. Mr. Figueiredo said that he wanted to be clear about the funding as he wanted to present the information to the Connecticut Farms PTA at the next meeting. Dr. Jakubowski stated that the percentage of the tax bill that goes to schools in Union will drop from over 48% to about 47%. He said that the district does receive more state aid over the past years. Dr. Jakubowski said that even though there is no tax increase, the district needs to make sure that the budget is passed. He said that he might have an "Evening with the Superintendent" before the vote to answer any questions that the community may have regarding the budget. Dr. Jakubowski said that it was still important for people to come out to vote.

Mr. Abraham asked if there have been any dates set for a budget hearing. Dr. Jakubowski said that he would suggest March 25<sup>th</sup> as a hearing date. Mr. Damato said that budget hearings can be held March 19<sup>th</sup> through March 27<sup>th</sup>. Mr. Abraham asked if March 25<sup>th</sup> was an agreeable date with the other board members with an additional hearing date of March 26<sup>th</sup>. There was a consensus of the board that the meeting would be held on Tuesday, March 25<sup>th</sup>, 2008 at 7 p.m. at Union High School.

## NEW BUSINESS

Mr. Perkins said that he would like to say that the policy committee has reviewed the proposed comprehensive drug policy but he couldn't recommend action at this meeting. He said that a staff committee has been working for months looking at and revising forms and so forth for a comprehensive review and amendment of the district's drug, alcohol and tobacco policy. Mr. Perkins stated that he and Mr. Damato had met yesterday to discuss the policy but there is considerable refinement of the language of the policy which is necessary as well as

## NEW BUSINESS

numerous legal references. He apologized to the committee that has been working on the policy that the board was not prepared at this point. Mr. Perkins stated he did not know of any reason why this policy could not be voted on at the April meeting. Mr. Damato agreed.

Mr. Abraham asked Ms. Hall what the performance dates of the Kawameeh musical were. Ms. Hall said she believed that the show was scheduled on the last weekend of March; March 28<sup>th</sup> and 29<sup>th</sup>. Dr. Jakubowski said that he thought those were the dates because the next weekend the high school show starts. Mr. Abraham said that he had received an e-mail from Ms. Hall regarding a program which is being sponsored this week at Burnet and Kawameeh Middle Schools. Ms. Hall said that through the Department of Corrections and with the assistance of the Union Police Department, an abuse and prevention program. She said that some students have already seen the program but it has been a couple of years since this program has been presented. Ms. Hall said that two incarcerated gang members, two guards and a representative from East Jersey State Prison who come to the school to do a presentation to the seventh and eighth graders about the realities of gangs, the dangers of gangs, what really happens if you become incarcerated and the whole illusion of "belonging to a family" when you are a member of a gang disappears the minute that you go to jail and there is no glamour in being a member of a gang. She said that the program is very raw and very intense, which is why the sixth graders will not be seeing this program. Ms. Hall said that they hoped to have this assembly presented every other year so that each grade level will see it at least one time during middle school. She said that she had the opportunity to see this assembly at Seton Hall in the fall and she believed that the same inmates would be coming for these presentations. Ms. Hall said that she was going to invite a few of the "at risk" students to sit in the front row and they will have the opportunity to interface with the gang members privately toward the end of the presentation. Mr. Abraham said that if any of the board members have the time, they should try to make one of the shows. Mr. Figueiredo asked if the three physicians from Newark were the individuals who sponsor this program. Ms. Hall said that it was not the program which is sponsored by them. She said that she has been trying to get that program, but it is very tough. Ms. Hall said that she did have the opportunity to see that program; she said the program being presented at Kawameeh and Burnet was a similar program.

Dr. Jakubowski said that with regard to the "Second Floor" hotline program which is being sponsored by the County Freeholders, he did reach out to the principals of the high school and middle schools regarding this program. He said that a letter would be sent to the parents of all sixth through twelfth graders to

## NEW BUSINESS

let them know that there is another avenue open to students, besides school services, if students feel they need someone to talk to. He said that Union will be one of four school districts in Union County that will be piloting this program. Dr. Jakubowski said that the letter to parents would be generated through his office talking about the program and that students would receive materials to bring home. He said that the most difficult problem at the middle school level was how students should deal with their sexuality. Mrs. Salazar said that she attended a forum with attorneys and students and the case of a student in Oklahoma who was facing 40 years in jail because he had recorded an "indecent act" that he did with his girlfriend and he sent it to all of his friends and it wound up on the internet was discussed. Mr. Manochio asked if the program was sponsored by the Prosecutor's Office. Dr. Jakubowski said it was being sponsored by the County Freeholders. He said that this program is already in place in Middlesex and Somerset County. Dr. Jakubowski said that originally, the Freeholders wanted Union to be the only town involved in the pilot program but it was his concern that if Union was the only town involved, people might get the wrong impression. He said that the program will involve students from Rahway, Clark, Cranford and Union. Dr. Jakubowski said that this is a program for students "who need someone to talk to" and who are not comfortable talking to someone in their district or their parents about personal issues. He did not know what the costs down the road may be to maintain the program.

Mr. Abraham said that the board members should have received evaluation forms for the Superintendent and the Board Secretary. He hoped that everyone had returned them to the appropriate party.

Mr. Manochio said that one of the most recognized prosecutors in the State is Ted Romankow from Union County who graduated from Union High School. Dr. Jakubowski said that he would be part of the 50 year graduating class in June as he was in the 1958 graduating class of Union High School.

Mr. Figuereido thanked all the board members and the superintendent who came out to see *"Into the Woods"* the spring musical presented by Burnet Middle School. He also wanted to commend Mr. Salvatore and Mr. Baigas from Burnet Middle School who were very hard working especially helping out the parents who were running the concession stand. Mr. Abraham said that the students did a great job putting on the show. Dr. Jakubowski said that next week at the regular meeting students from Burnet and Kawameeh Middle Schools would be doing presentations about the history of their schools. He said that he was curious to see how these presentations will be.

## COMMENTS FROM THE PUBLIC

Mr. Donnarumma asked Dr. Jakubowski about the family leave legislation that the governor was supporting. Dr. Jakubowski said that it was the recommendation of the governor that individuals who take a family leave, not only will an employer pay their health benefits but a portion of their salary would also be paid to the employee. Mr. Donnarumma asked if it just covered state workers. Dr. Jakubowski said it would cover everyone in the State. Mr. Donnarumma said that the board has to be very careful with this and although he did approve of the concept, he did not think it was the right time to do something like this because it will add to costs, especially in the private sector and the country is in unfair competition with third world companies now. Dr. Jakubowski said that he did not disagree and he was not in favor of this new legislation. Mrs. Gaglione said she thought the bill had passed the Senate and it was now in the Assembly for consideration. She said that there was some controversial language which was being looked at and the bill has been amended. Mrs. Gaglione said that this law would affect businesses that has fifty (50) or more employees. Dr. Jakubowski said he believed that the legislation would pass and become a law. Mr. Donnarumma said he noticed that there would be a turn over of quite a few teachers due to retirement, etc. He asked Dr. Jakubowski when he interviewed a candidate for a teaching position and that candidate is a graduate of Union High School, did he look at the candidates grades or class ranking. Dr. Jakubowski said he did not do that. Mr. Donnarumma asked Dr. Jakubowski if he thought it was a good idea in order to get the very best teachers. Dr. Jakubowski said he did not disagree. He said that sometimes he does ask the candidate what activities they participated in at the high school. Dr. Jakubowski said that most of the individuals who have come back to teach in Union are those who historically have done well in school, have participated in many activities, especially participation in the plays at the high school. He said that just because a candidate is from Union does not mean that they will automatically get hired. Dr. Jakubowski said that when a resume is received it is referred to either a building principal or supervisor who has an opening for their consideration. He said that more than 65% of the district's teachers now have advanced degrees and also out of the newly hired individuals more than half are graduates of Union High School. Dr. Jakubowski said he was very proud of that fact. Mr. Donnarumma asked Mr. Magliacano about the warranty on the field turf that would be installed on the football field. He said after the warranty has expired and anything goes wrong, the district will have to foot the bill and he wanted to know if it was very expensive to repair. Mr. Magliacano said it would depend on what the repair was. He said that the field would probably have to be restriped and rubber will have to be added. Mr. Donnarumma asked who did that. Mr. Magliacano said that there was a company who would do the work. Mr. Donnarumma suggested that the district look at the technical schools

## COMMENTS FROM THE PUBLIC

and look at the individuals who at the top of the class and try to hire some of those people. Dr. Jakubowski said that he did agree with that. He said that IT is still a department that is understaffed but he thought things were moving along nicely right now and he did have some plans for that department in the future.

Ms. Hall said that her sons have played soccer on field turf for many years and it is really not so bad. She did say that the field is very "hot" because the rubber does absorb a lot of heat and this is something that the athletes have to adjust to. Ms. Hall said that if a stipend is negotiated for she asked Dr. Jakubowski to remember those individuals who have gone out of the classroom. Dr. Jakubowski said he would. Ms. Hall asked how an absentee ballot could be obtained. Ms. Ditri said she had the application forms and would give them to her.

## MOTION TO ADJOURN

There being no further business before the board, there was a motion by Mr. Ruhl, seconded Mr. Perkins that the meeting be adjourned at 8:45 p.m. All present voting yes.

Respectfully submitted

JAMES J. DAMATO  
BOARD SECRETARY