

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union will be held on Tuesday, March 20, 2007 at 7:00 p.m. at Union High School, North Third Street, Union, New Jersey 07083.

The regular meeting of the Board of Education of the Township of Union was held at the Union High School Library on Tuesday, March 20, 2007 at 7 p.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. Gary Abraham, Mrs. Judith Axelrod, Mrs. Linda Gaglione, Mr. Steven Helmstetter; President; Mrs. Versie McNeil , Mr. Francis Perkins, Mr. Steve Ruhl and Mrs. Judy Salazar

ABSENT AT ROLL CALL: Mr. Anthony Manochio

Mr. Ruhl 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.

APPROVAL OF MINUTES

Moved by Mr. Abraham, seconded by Mrs. McNeil that the minutes of the regular meeting of February 13, 2007 be adopted:

DISCUSSION:

Mr. Perkins stated that at the regular agenda meeting of last month he was quoted extensively as talking about driver education and he mentioned under New Business that he was quoted as having talked about the parking policy of the district. He stated that if he said "parking policy of the district" he was wrong as there is no parking policy for the school district and he meant to say that it was the student handbook at the high school that talked about parking. Mr. Damato stated that the change would be made before it is posted on the web page.

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr. Perkins, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: Mr. Ruhl

MOTION WAS CARRIED

APPROVAL OF MINUTES

Moved by Mr. Abraham, seconded by Mrs. McNeil that the minutes of the Mid-Year Planning Session of February 24, 2007 and the Executive Session Minutes of February 24, 2007 be adopted:

DISCUSSION:

Mrs. Gaglione said that she had a comment on the minutes of the Mid-Year Planning Session of February 24th in the section dealing with Reorganization of the Administrative Staff. She said that it has her as stating "After the job description is developed and individuals apply for the Dean of Students, the salary for the position will be their regular salary plus a stipend." Mrs. Gaglione said she thought this was more of a question than a statement saying exactly what the salary guide would be. Mr. Damato said that he would rephrase that portion of the minutes to reflect a question.

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

MOTION WAS CARRIED

COMMUNICATIONS

LETTER OF RESIGNATION (RETIREMENT) – HEMPENSTALL

Josephine Hempenstall, part time bus assistant submitted a letter of resignation for the purpose of retirement effective April 1, 2007.

LETTER OF RESIGNATION (RETIREMENT) – SNYDER

Linda M. Snyder, teacher at Central-Five/Jefferson School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2007.

LETTER OF RESIGNATION (RETIREMENT) – SILVER

Shelly Silver, music teacher at Central-Five/Jefferson School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2007.

LETTER OF RESIGNATION – BENNETT

Lynette Bennett, cafeteria/playground assistant at Central-Five/Jefferson School, submitted a letter of resignation, effective February 28, 2007.

LETTER OF RESIGNATION – GAINES

Yvonne J. Gaines, teacher at Hannah Caldwell Elementary School, submitted a letter of resignation, effective February 22, 2007.

COMMUNICATIONS

REQUEST FOR MATERNITY AND EXTENDED FAMILY LEAVE – MARANO

Kimberly Marano, part-time guidance counselor at Kawameeh Middle School, submitted a letter dated February 20, 2007 requesting maternity and extended family leave for the period April 13, 2007 through the end of the 2006-2007 school year.

LETTER OF RESIGNATION (RETIREMENT) – SWATLAND

Lynn K. Swatland, teacher at Franklin Elementary School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2007.

LETTER OF RESIGNATION (RETIREMENT) – POLTROCK

Martin D. Poltrock, Principal of Hannah Caldwell Elementary School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2007.

REQUEST FOR UNPAID MEDICAL LEAVE – HIGGINS

Kelly Higgins, teacher at Connecticut Farms Elementary School submitted a letter dated February 27, 2007 requesting unpaid extended medical leave for the period March 8, 2007 through the end of the 2006-2007 school year.

REQUEST FOR MATERNITY AND EXTENDED FAMILY LEAVE – SMITH

Letter dated February 28, 2007 from Lori Smith, speech therapist at Battle Hill Elementary School, requesting maternity and extended family leave for the period May 1, 2007 through the end of the 2006-2007 school year.

REQUEST FOR UNPAID FAMILY LEAVE – VOELKSEN

Pamela Voelksen, science teacher at Kawameeh Middle School, submitted a letter dated March 8, 2007, requesting unpaid family leave for the remainder of the 2006-2007 school year.

LETTER OF RESIGNATION – LAU

Joshua Lau, districtwide information technology department, submitted a letter of resignation, effective March 23, 2007.

SUPERINTENDENT'S REPORT

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

Dr. Jakubowski introduced Mr. Gibbons, the principal at Union High School for a report and update about what was happening at the high school. Mr. Gibbons said he wanted to mention some of the exciting things that had recently happened at Union High School. He said that once again the members of the FBLA

SUPERINTENDENT'S REPORT

did extremely well at the New Jersey competition and one student, Garland Yan, qualified for the national leadership conference to be held in Chicago in June. He said that the FBLA was acknowledged for having one of the largest student memberships in the northeast. Mr. Gibbons said that members of DECA also performed well at their New Jersey competition and seven members qualified for the national leadership competition which will be held in April in Orlando, Florida. He said that this is one of the largest numbers of students from the high school that ever earned the right to attend the national competition. Mr. Gibbons said that Mark McArthur, a junior at the high school, won the prestigious All State Insurance Company essay contest. He said by placing first in New Jersey, the student earned \$2,000 that he can use for college and also a \$1,000 grant for Union High School. Mr. Gibbons said that under the leadership of Ms. Getsinger, the Student Council has a very "healthy" membership and is involved in many community service activities as well as organizing dances and basketball games. He introduced Bridget Laverty and Jen Balisi who will talk more about some of the programs sponsored by the Student Council. Mr. Gibbons thanked Mrs. D'Elia for coming to the meeting tonight to help the students set up their PowerPoint presentation. Ms. Laverty stated that she was president of Student Council and Ms. Balisi who was head of the special events committee. She wanted to let the board know about some of the things that the Student Council has been involved in this year at Union High School. Ms. Laverty said that the Student Council has run many events for the students; she said that in September there was a Pep Rally and the Student Council also sponsored the Homecoming football game and dance. Ms. Laverty said that there were 1,000 tickets sold for the dance. She said that this year the Student Council sponsored the first annual teacher vs. student football game and in December and January members of the Student Council visited Jardin Academy, which is a school for children with cerebral palsy, to help them pass the tests that they must take and in February, the members of the Students Council sponsored a "Sweetheart Ball" for these students, which is their prom. Ms. Laverty said that this coming Thursday is the second annual teacher vs. student basketball game and on Friday, Student Council will be sponsoring its very first Spring Dance. She hoped that the turnout for this dance is as good at the homecoming dance. Ms. Laverty said that the Student Council was hoping to have a Blood Drive in April and they also planned on doing something special for Teacher Appreciation Week, but it was a surprise. She said that this week was Spirit Week and day there was a different activity planned to promote school spirit. Ms. Laverty said that in May, the Student Council will be sponsoring the Mr. UHS competition which is a beauty pageant for the guys. She said that Ms. Balisi would now be giving a PowerPoint presentation and this was a presentation which was prepared for the New Jersey State Student Council Meeting in order to teach other schools how to organize events such as

SUPERINTENDENT'S REPORT

homecoming dance. Ms. Balisi, chairperson for special events, and it is her job to plan and run operations during all events sponsored by the Student Council. She stated that Union High School's Homecoming won an award at the New Jersey State Student Council meeting as one of the top ten projects because they has such a large turnout. Ms. Balisi said the different events that the Student Council sponsors during homecoming include elections for the homecoming court, a football game and a dance. She said that each grade level has a position on the homecoming court: seniors are king and queen; juniors are prince and princess; sophomores are duke and duchess and freshman are lord and lady. Ms. Balisi said that the candidates are chosen based upon an essay and whether the students shows school spirit and an election is then held and the student body votes for the candidates. She said that the candidates can campaign with posters around the school and the Student Council advisors tally the votes. Ms. Balisi said that the Student Council decorates the football stadium with streamers and balloons and promotes the game with flyers throughout the school. She said that the homecoming court is announced and crowned during half-time of the football game and they are honored at the homecoming dance. Ms. Balisi said that the homecoming dance was held on the Wednesday before Teachers' Convention and over 1,000 students attended the dance this year. She said the theme for this year's dance was Mardi Gras and there was a committee of students who helped set up and decorate the gym during the day and then helped to clean up after the dance. Ms. Balisi said that the Student Council asks local businesses to donate food for the event and the businesses were very generous with their donations. Ms. Laverty said that the businesses in town were so generous that the Student Council did not have to pay for any of the food for the homecoming dance and she hoped they will respond in the same way for the spring dance. Ms. Laverty said that a student in her homeroom, Jonathan Weisbrod, was elected as New Jersey State Student Council Vice President this year and Union High School has a very good reputation with the State Student Council. Ms. Laverty stated that the Student Council for the second year in a row had won The Standards of Excellence Award. She said that this award requires that another school come in and evaluate your school; your Student Council and how active the students are in the school. Ms. Laverty stated that this was a very prestigious award and once a school wins this award it is good for five years before the school must be reevaluated. She thanked the board members, Dr. Jakubowski and Mr. Gibbons for supporting the Student Council in everything they do at the high school. Dr. Jakubowski said that the Student Council starts at the middle schools and these groups are extremely active. He said that both the high school and the Kawameeh Middle School Student Council did win the Standard of Excellence Award. Dr. Jakubowski said

SUPERINTENDENT'S REPORT

that the high school Student Council has also won the Top Ten Projects Award and the Honor School Award for the past several years. He said that the students at Kawameeh had told him that when the students from Kawameeh are with the students from the high school they find that sitting with the high school students to mentor them and he thanked the high school students for doing that. Mr. Helmstetter thanked Ms. Laverty and Ms. Balisi for coming tonight.

COMMENTS FROM THE PUBLIC ON RESOLUTION ON THE AGENDA

Ms. Ciampi asked whether this was the appropriate time to comment on the policy regarding student parking. She stated that this policy was only posted on the web page yesterday. Mr. Perkins stated that the board would not be acting on this policy today. Ms. Ciampi asked if there was a plan for discussion of this policy tonight at some point in the meeting. Mr. Perkins said that he had a brief comment to make regarding the parking policy. Ms. Ciampi asked if comments on this policy would be accepted under Public Comment. Mr. Perkins stated that he had contemplated in the proposal that the policy would have been on the internet at a much sooner time than it was. He said that it is now on the website and there will be an opportunity for discussion next month, he presumed. If it pleases the president and the board there could be a separate discussion somewhat like a Legislative Hearing which is something that the board should be doing. Ms. Ciampi said that she was going to comment that when the Internet and Bus policies were adopted, the board did take a lot of time for discussion and comments and there were separate public hearings on them before they were adopted. Mr. Perkins said that it was up to Mr. Helmstetter. Mr. Helmstetter stated that as of next month, there will be a new president on the board and he might not even be on the board. Ms. Ciampi said that she was not notified when it was posted on the website. Mr. Perkins said that it was his contemplation at this point would be notwithstanding that next month is an organization meeting and technically a new board, the board will have at least six of the nine members that are on this board back which constitutes a majority, that the board would have the discussion on this policy next month and in the mean time he urged that everyone who has any interest in this matter go to the website, it is available as a PDF document. He said that he would very much like to get input from people as to their comments, criticisms, corrections, etc. Ms. Ciampi said that she has already done her highlighting and notes on the parking policy but she was also very interested in Policy 1312 – Procedure for NCLB (No Child Left Behind) Complaints and Inquiries and she did not understand what this was for. Mr. Perkins asked Mr. Damato how there could be an informed discussion

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

with the public where the policy is not available in advance. He said that the policy was discussed at the worksession last Monday and it is statutorily required by No Child Left Behind and the State Department of Education has mandated that we adopt it as soon as possible. Mr. Perkins said that it is exactly what was provided by New Jersey School Boards' Association. Dr. Jakubowski said that it was basically to give people a procedure to file any type of complaint with regard to No Child Left Behind, if they believe that a district is not doing what they should be doing or if they think there was a violation sometime during the testing process and the State has mandated all school districts to adopt a policy. Ms. Ciampi asked if the district had a system set up to follow a procedure that the parents will know who to go to and how that person would follow up. Dr. Jakubowski stated that this is what the policy says and certainly he will discuss the procedures at PTA meetings, etc. to let parents know that they have this avenue if they believe that there is a reason why they want to file a concern. Ms. Ciampi asked if it was necessary to send a notification to parents regarding these procedures. Dr. Jakubowski said he was not sure.

Mr. Donnarumma asked if anyone could explain resolution P-14. He wanted to know what the district had before and what changes were made. Dr. Jakubowski said that what the district has with every other group in the district, contractually there is a provision in each agreement for individuals when they retire, based upon the number of unused sick days they have, to be reimbursed for this time. He stated that these funds must be deposited in a post-retirement account instead of receiving a check for this amount. Dr. Jakubowski stated that there are some restrictions depending on which group an individual belongs to. He said that the teachers have an unlimited amount of days at a particular amount of money; for administrators and central office administrators the number of sick days is capped at specific number of sick days they are able to be paid for. Dr. Jakubowski said that in the past the retiring individual would receive a check and all taxes were automatically deducted. He said by adopting the post retirement account it forces all employees of the district to get involved with a tax shelter annuity; the district will save money because the district will not longer have to pay the Social Security and some other taxes that the district would be obligated to pay and it is a benefit for the employee who is retiring because all the money would go into the tax shelter and therefore, they do not pay taxes on the money until they withdraw it from the account.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

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

E-1. AMEND 2006-2007 OUT OF DISTRICT ATYPICAL STUDENT PLACEMENT LIST

That approval be given to amend the 2006-2007 out-of-district atypical student placement list, and students exited from out-of-district placement in accordance with the information appended to the non public portion of these minutes.

E-2. AMEND LIST OF STUDENTS REMOVED FROM ROLLS

That approval be given to amend the list of students removed from the rolls [five (5) students exited from February 1st through February 28th 2007 for a total of fifty (50) students for the 2006-2007 school year] who are not domiciled in this school district, and list of students allowed to complete the 2006-2007 school year in accordance with the information appended to the non public portion of these minutes.

E-3. AMEND LIST OF FULL TIME STUDENTS ATTENDING UNION COUNTY VOCATIONAL-TECHNICAL HIGH SCHOOL FOR 2006-2007

That the board amend list of full time students attending Union County Vocational-Technical High School for the 2006-2007 in accordance with the information appended to these minutes.

E-4. APPROVE 2007-2010 COMPREHENSIVE EQUITY PLAN

That the board approve proposed 2007-2010 Comprehensive Equity Plan for submission in accordance with the information appended to these minutes.

E-5. APPROVE UHS STUDENTS TO ATTEND DECA 2007 ICDC

That the board approve seven (7) students and one (1) chaperone from Union High School to attend DECA 2007 ICDC conference in Orlando, Florida from April 27th through May 2nd, 2007 at a cost not to exceed \$6,100 in accordance with the information appended to these minutes. (This is a budgeted item)

EDUCATION/STUDENT DISCIPLINE COMMITTEE

E-6. APPROVE 2007-2008 PROFESSIONAL DEVELOPMENT PLAN

That the board approve 007-2008 Professional Development Plan approved by the Union County Professional Development Board on January 17, 2007 in accordance with the information appended to these minutes.

DISCUSSION

Mr. Tatum said that the Comprehensive Equity Plan is a plan that is designed for compliance issues. He said that first and foremost the plan is designed to insure that the curriculum and programs that are offered in this school district are designed for equal access to every student and also that there is equitable treatment for staff members and so forth within the district. Mr. Tatum said that it is a three-year plan and it is a lengthy process that the district goes through. He commended the efforts of Ms. Marcus who worked along with him on the document to insure that what the district has in place is indeed in compliance with those issues. Mr. Tatum said that when the plan is approved, it will be sent to the County for approval and if, for any reason the County finds any of the issues that the district has submitted not to be in compliance, the district will have to do a remedial plan to insure that the district is up to date. He said that this plan must be completed in every school district in the State of New Jersey. Mr. Perkins questioned the reason for the three annual assurance forms at the end of the report and if this is the way it is required to be submitted. Mr. Tatum said that he had attended the training for preparation of this plan and there quite a few changes that came about and submitting a separate assurance form for each year was one of the changes. He said that the district was also required to do a full needs assessment as well as discussing areas that had been worked on for the period 2004 through 2007 that may or may not have been compliant. Mr. Perkins asked if except for the dates the plans were identical. Mr. Tatum said that they were pretty much the same. He said that all the forms used for this plan were downloaded from the New Jersey website.

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

Moved by Mrs. Gaglione, seconded by Mrs. McNeil that the following resolutions be adopted

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated February 28, 2007 be accepted.

FISCAL AND PLANNING COMMITTEE

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated February 28, 2007 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of February 28, 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, Board Secretary

Dated

Pursuant to N.J.A.C. 6A:23-2.2(h), we certify that as of February 28, 2007 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the board to be correct.

F-4. APPROVE LINE ITEM TRANSFERS

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

F-5. CONCUR WITH INVESTMENTS

That the Board concur with the investments made by the Business Administrator as follows:

Mature Date	Purchase Date	Number of Days	Amount	Invest. Held by	Home A/C Account	Interest Rate	Estimated Income
03/20/07	02/13/07	35	900,000	Chase	UCNB Café	5.18%	4,532.50
03/20/07	02/13/07	35	1,000,000	Chase	UCNB CAP Res	5.21%	8,104.44
03/20/07	02/13/07	35	19,000,000	Chase	UCNB OP AC	5.24%	96,794.44
03/20/07	02/13/07	35	4,000,000	Chase	UCNB Jan03 Bond	5.24%	20,377.78
03/20/07	02/13/07	35	1,000,000	Chase	Unity BankSUI	5.21%	5,065.28

F-6. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASE ORDERS PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5*

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

FISCAL AND PLANNING COMMITTEE

F-7. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5* and *18A:18A-10(a)*

That the board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5* and *18A:18A-10(a)* in accordance with the information appended to these minutes: (a) Jostens - \$2,408.90 – Yearbook – Kawameeh Middle School; (b) Harlem Magic Masters - \$1,500 – assembly programs – Central-Five/Jefferson School; (c) N.J.S.I.A.A. - \$1,014 – ticket sales, state girls' basketball game – Union High School Athletic Association; (d) Louis J. Rettino Scholarship Fund - \$1,500 – scholarship- Union High School Athletic Association; (e) Laura Ditri/Katie Dowson/Stephanie Callahan/Ferris Moniz - \$5,000 – salaries for school musical production *Annie, Jr.* – Burnet Middle School

F-8. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES PURSUANT TO THE REQUIREMENTS OF *N.J.A.C. 6A:23B* AND BOARD POLICY FILE COCES 4133, 4440 and 9250

That the Board approve districtwide travel and related expenses pursuant to the requirements of *N.J.A.C. 6A:23B* and Board Policy File Codes 4133, 4440 and 9250 and in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Perkins said that resolution F-3 has struck him as a bit odd over the years because the board is not certifying anything. He asked Mr. Damato if the import of the adoption of this resolution is the acceptance of Mr. Damato's certification. Mr. Damato said it was. He said that resolutions F-1 and F-2 really aren't resolutions, they are just the acceptance of the Treasurer's and the Secretary's reports. Mr. Damato said that F-3 is acknowledging that the line items are not specifically overspent and that is something that is in the statute that must be certified by the board secretary; this is why it is set up this way and it is set up to make the auditors happy.

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

Moved by Mr. Abraham, seconded by Mr. Ruhl that the following resolution be adopted:

O-1. APPROVE ADVERTISEMENT FOR DISPOSAL OF EQUIPMENT

That the board approve advertisement for disposal of the following equipment which is deemed no longer serviceable, in accordance with the information appended to these minutes.

DISCUSSION

None

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

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

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS

That the Board amend Substitute/Home Instruction List; Substitute Custodians, Substitute Cafeteria/Playground Aides, Teacher Assistants and Secretaries for the 2006-2007 school year in accordance with the information appended to these minutes.

PERSONNEL COMMITTEE

P-3. ACCEPT LETTERS OF RESIGNATION

That the board accept letters of resignation from the following staff: (a) Josephine Hempenstall, part time bus assistant, effective April 1, 2007 (retirement); (b) Linda M. Snyder, teacher at Central-Five/Jefferson School, effective July 1, 2007 (retirement); (c) Shelley Silver, music teacher at Central-Five/Jefferson School, effective July 1, 2007 (retirement); (d) Lynette Bennett, cafeteria/playground assistant at Central-Five/Jefferson School, effective February 28, 2007; (e) Yvonne J. Gaines, teacher at Hannah Caldwell Elementary School, effective February 22, 2007; (f) Lynn K. Swatland, teacher at Franklin Elementary School, effective July 1, 2007 (retirement); (g) Martin D. Poltrock, Principal, Hannah Caldwell Elementary School, effective July 1, 2007 (retirement); (h) Joshua Lau, districtwide information technology department, effective March 23, 2007.

P-4. APPROVE MATERNITY AND EXTENDED FAMILY LEAVE – MARANO

That the board approve maternity and extended family leave for Kimberly A. Marano, part time guidance counselor at Kawameeh Middle School, for the period April 13, 2007 through the end of the 2006-2007 school year.

P-5. APPROVE PAYMENT TO STAFF FOR GEPA TUTORIAL – KAWAMEEH MIDDLE SCHOOL

That the board approve payment to staff for GEPA tutorial at Kawameeh Middle School for the period January 16, 2007 through March 9, 2007 at a rate of \$33.75 per session: (a) Daniel DeMarco; (b) Gayle Jereb; (c) Maria Grillias; (d) Pamela McAfee; (e) Jill Vecchione and (f) Suzanne Zawacki

P-6. APPROVE CURRICULUM WRITING TEAM

That the board approve the following curriculum writing team at a per person compensation rate of \$20 per hour not to exceed 15 hours: Marketing Education I - Katie Snyder, Akua Antwi, Ellie Schollmeyer and Susan Barsnica.

P-7. APPROVE PAYMENT TO STAFF FOR PREPARATION FOR PRESENTING/FACILITATING AT FEBRUARY 16TH PROVESSIONAL DEVELOPMENT DAY

That the board approve payment to staff members for preparation for presenting/facilitating at the February 16, 2007 professional development day at a per person compensation rate of \$40 per hour not to exceed ten hours in accordance with the information appended to these minutes .

PERSONNEL COMMITTEE

P-8. APPROVE SPEECH LANGUAGE SPECIALIST – WILSON

That the board approve Roberta Wilson Stephens, speech language specialist at a rate of \$375 per evaluation not to exceed \$5625 for the period March 21, 2007 though June 30, 2007.

P-9. AMEND LIST OF ATHLETIC EVENT STAFF

That the board amend list of Athletic Event Staff to work the Winter and Spring 2007 seasons as follows: (a) Helene Lateiner and (b) Sue Lorenzo

P-10. APPROVE UNPAID EXTENDED MEDICAL LEAVE – HIGGINS

That the board approve unpaid extended medical leave to Kelly Higgins, teacher at Connecticut Farms Elementary School for the period March 8, 2007 through the end of the 2006-2007 school year.

P-11. APPROVE MATERNITY AND EXTENDED FAMILY LEAVE – SMITH

That the board approve maternity and extended family leave to Lori Smith, speech therapist at Battle Hill School, for the period May 1, 2007 through the end of the 2006-2007 school year.

P-12. APPROVE PAYMENT TO STAFF FOR ADMINISTRATION OF HSPA – UNION HIGH SCHOOL

That the board approve payment to staff for administration of HSPA at Union High School on March 5, 6, 7 and 8, 2007 at a rate of \$50 per person in accordance with the information appended to these minutes.

P-13. APPROVE PUBLIC SCHOOL HOME INSTRUCTION CONTRACT FOR 2007-2008 SCHOOL YEAR – ESSEX COUNTY EDUCATIONAL SERVICES COMMISSION

That the board approve Public School Home Instruction contract between the Township of Union Board of Education and the Essex County Educational Services Commission for the 2007-2008 school year in accordance with the information appended to these minutes.

PERSONNEL COMMITTEE

P-14. APPROVE PAYMENT FOR UNUSED SICK DAYS – TWELVE-MONTH CENTRAL OFFICE STAFF

That twelve-month central office staff be entitled to payment for unused sick days in accordance with the following terms. Employees shall have fifteen (15) years or more of service with the Board of Education and upon separation from employment it is resolved that payment for accumulated sick days shall be to a post-retirement account by employer contribution. Employees shall be required to establish a 403(b) plan or other qualified plan, to facilitate payment by the Board of Education. The initial payment will be made within sixty (60) days of the separation and will be the maximum payment allowable by law. Any remaining payments shall be made at the maximum level and within sixty (60) days of the beginning of a new calendar year. The overall length of the deferred payment shall not exceed three (3) years. Employees shall be required to comply with all state and federal laws which may be applicable to distributions.

DISCUSSION:

Mrs. Axelrod noted that one of the letters of retirement was from Mr. Poltrock. She said that many years ago when her children were in elementary school, Mr. Poltrock was their principal at Battle Hill School. Mrs. Axelrod said that Battle Hill School had a wonderful experience with him as its principal and she wished Mr. Poltrock and his family well in his retirement. Mrs. Gaglione also wished Mr. Poltrock all the best. Mr. Helmstetter said that Mr. Poltrock was his oldest son's first principal and when he was in pre-k on Arbor Day his son was given a little pine tree which he planted and the pine tree is now about 25 feet tall and is threatening his shed but he will move the shed before he moves the tree. He wished Mr. Poltrock a happy retirement.

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr. Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

POLICY COMMITTEE

Moved by Mr. Perkins, seconded by Mr. Abraham, that the following resolution be adopted:

Pol.-1. ADOPT POLICY FILE CODE 1312 – PROCEDURE FOR NCLB (NO CHILD LEFT BEHIND) COMPLAINTS AND INQUIRIES

That the board adopt Policy 1312 – Procedure for NCLB (No Child Left Behind) Complaints and Inquiries in accordance with the information appended to these minutes.

POLICY COMMITTEE
DISCUSSION

None

AYE: Mr. Abraham, Mrs. Axelrod, Mrs. Gaglione, Mrs. McNeil, Mr.
Perkins, Mr. Ruhl, Mrs. Salazar and Mr. Helmstetter

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Mr. Perkins stated that the Student Parking Policy was not a resolution to be voted on tonight but he hoped that it could be voted on at the April meeting. He asked for input from the public regarding the content of this policy. Mr. Perkins said that he has reached out to a number of people and had anticipated having some of those individuals at the meeting tonight to discuss this policy but after having further thoughts and discussions regarding the process and the fact that the proposal is on the website and was only put on yesterday giving individuals an opportunity to respond in that forum in addition to other more direct forums, he chose not to do that. He said the reason he is so intent on creating this policy was that "he was mad as hell and he has had enough". Mr. Perkins said that the school districts in Monmouth County have reached out and have done significant work since the accident which occurred in Freehold in January and have taken strenuous affirmative actions. He said that the Governor has signed a bill this past week on a commission on teen driving. Mr. Perkins stated that he had discussions with the author of an article in the Star Ledger that was headlined "*Parents, Principals and Police Can Solve Teen Driving Dilemma*". He said that he perceived that the board was in a position to emphasize as part of the overall society and the importance the board, as part of the community, view the issue and that is why now. Mr. Perkins said that there are other questions that have come up regarding this and other policies that he would discuss at another time. He said for the present, he would invite and since the minutes of the February meetings will be posted on the website, for those in attendance and those at home. Mr. Perkins said that these minutes contain a awful lot of discussion concerning the rationale underlying this policy, some of the detail and how he came up with the policy. He said that he did receive a number of inputs both oral and written including one from the Police Chief who has some suggestions that he would incorporate in a proposed policy. Mr. Perkins said he envisioned before the proposal comes to a vote, that the inputs will be identified and he would respond. He thought it was fair for everyone in the community to understand the thinking behind the policy and the comments of all involved. Mr. Perkins said that one of the things that the Police Chief recommends for example was that the district may want to consider filing an application under Title 39 which is the Motor Vehicle Code for enforcement of a ten (10) mile per hour speed limit in the parking

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lot by the police which was something he had not thought about at all. Mrs. Gaglione said that she speaks to many people around town because her children are in three different schools within the district. She said that after the meeting on Tuesday, she advised people to go onto the website, look for the policy and provide their comments regarding same. Mrs. Gaglione said that as she discussed the policy with individuals, she did receive input and she asked if she could share that information with everyone. She said that one person she spoke to felt that the children's civil liberties will be violated and there is also a concern that certain children will be targeted by individuals; that this policy will not be enforced across the board. Mrs. Gaglione said that there was a concern that the \$20 parking fee was too high and individuals thought that \$10 would be more appropriate. She said that there was also a concern about what the money that is collected from the parking permit fee will be used for; will go into a separate account and will it be utilized for something that has to do with the parking area or the individuals who will be responsible for patrolling. Mrs. Gaglione said that there was a concern with the registration of vehicles, it is stated in the proposed policy that an individual child can register one vehicle. She said that a comment was made to her that if the car that the child is using is registered in the name of one of the parents that they would like to be present if their car is going to be searched. Mrs. Gaglione said that they would like to see the car be cordoned off where the child could not go to that individual vehicle but they be present when the vehicle is searched. She said that parents want to know who will be the neutral force between the child and whoever is doing the searching. Mrs. Gaglione said that the proposed policy goes into drugs and concern for drug testing and individuals commented that if there will be random drug testing of the students, why is there not random drug testing of staff. She said that it was her concern that if the parking policy is instituted and a student is not allowed to park on school grounds because they violated the regulations of the policy, there is nothing to stop the student from parking on the street. Mrs. Gaglione said that if a student parking area is established, where will visitors, without parking permits, be allowed to park and what guarantee will a visitor have that their vehicle will not be towed because there is no parking permit on the car. She said it was also her concern that the board would be taking a responsibility of what the police should be doing and if, in fact, a child gets into an accident after the policy has been put in force and the district says the student is on a provisional license and the student should not do this, but they violate the policy and they have three or four individuals in their vehicle on a provisional license and they get into an accident, can the parents come back to the district as a liability and say because the district did not enforce its policy and the students got into an accident, was it the district's responsibility. Mrs. Gaglione said that she also received comments that this policy was a positive thing but it was her concern that if it was a positive thing, the proper input needs to be taken, everybody should be heard and it should be written appropriately. Mr. Perkins said he has done significant research on this issue since many of Mrs. Gaglione's concerns were anticipated. He said

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that one place he would like to send everyone to the New Jersey State Bar Foundation's website to *Students' Corner* which outlines students' rights. Mr. Perkins said that this was promulgated by the American Civil Liberties Union and one of the preambles to the presentation of this policy was a case involving the Hunterdon Central Regional High School District on including people who park in the student parking lot. He said that the parking policy was modeled on policies in force at Hunterdon Central Regional and Hackettstown High Schools and these are available on the web for those who want to look at them. Mr. Perkins said that the Supreme Court of the State of New Jersey on state constitutional grounds has upheld the right of school districts to do drug testing with regard to people whose only connection was as the result of obtaining a permit to park on the school parking lot. He said there was also a United States Supreme Court case which looked at the Fourth Amendment "search and seizure" provisions of the Constitution of the United States which is also cited in the ACLU's promulgation which was previously cited. Mr. Perkins said that the ACLU advises students and parents of the ability of school districts to do essentially what the policy proposes. He said that with regard to targeted searches, he said the searches can be random and they can be targeted. Mr. Perkins said that the district already has the legal right to search a student's locker for example if the administration has reason to believe something will be found. He said that if targeting is based upon some illegal criteria, he conceded that there may be an issue but it was an issue of implementation and not policy development. Mr. Perkins stated that with respect to the \$20 fee, he would suggest that if an individual reads the proposed policy carefully they will find that the policy does not impose a \$20 fee but sets a \$20 cap and the \$20 cap is based upon what he perceives to be a reasonable compensation for the overhead costs of the administration on a per student basis for the implementation of the program. He said that he would bet that if Ms. Dunn were to really look at this the number would probably be a bit higher and if the district wants to throw in potential additional security costs, the number could even go higher. Mr. Perkins said that there is plenty of case law in the United States Supreme Court and the Supreme Court of the State of New Jersey which addresses regulatory fees and when one looks at a \$10 ticket to a dance or the price of a tank of gasoline, and the price of the cars that the young people are driving onto the premises, he submitted that \$20 is not unreasonable but the policy did not specify a fee and leaves the amount to the administration. He said with respect to the presence of the owner or the car or a parent when a car is searched, please recall that the primary thrust of this policy is not to facilitate "search and seizure"; he said that there is a requirement in the School Boards Association and he directed Mrs. Gaglione to the School Boards Association policy on search and seizure; in any event, Mr. Perkins said that one of the purposes for the advanced consent requirement by the registered owner, the parent and the student, is to provide for that consent in advance. He said that the only consequence of not providing that consent is that the person not drive the vehicle onto

POLICY COMMITTEE DISCUSSION

the property and parking it in the school parking lot. Mr. Perkins said that the student must remember that the parking of the vehicle is a privilege and no one has the right to park their cars when they come to class; it is a privilege and courts have upheld that too. Mr. Perkins said that with respect to drug testing, he felt that the policy did not address drug testing at all but what it does do is say that the presence of weapons, alcohol or controlled dangerous substances shall be the basis for disciplinary action. He said that the policy also acknowledges that there is a Memorandum of Understanding between the school district and law enforcement in the county, actually it is between the district and the police department, but it is a statewide format and he also suggested that if anyone had any questions concerning this, also take a look at it because it goes far beyond just saying that the district will be reporting criminal activity. It makes citations to statutes and regulations which talk about the ability of school districts and police departments to do drug testing. Mr. Perkins stated with respect to street parking, you cannot say to someone that they cannot park on the street but it is his recollection that the Township Committee has limited parking in terms of duration in the area around the high school to foreclose young people coming and parking in front of someone's house for an entire day because for some reason or another they do not want to park in the school parking lot; this is a matter for local police enforcement and something that is not addressed in the district's policy. Mr. Perkins said that visitor parking is not addressed at all and it was his recollection that the board had had some discussion about parking facilities both in the area of the high school and down Stahuber Drive. He asked Dr. Jakubowski if this was right. Dr. Jakubowski stated that it was correct. Mr. Perkins said that visitor parking certainly can be provided for in the spaces that are marked for visitor parking. He thought that the parking limits on the street are two hours but he was not sure. Mr. Perkins stated that he did not intend to get into a debate regarding this policy tonight, but these are the responses to the issues that were raised and he asked that if the people who have raised these questions to Mrs. Gaglione would like to make their comments known, they can go to the website, they can call him or write to him. Mr. Helmstetter stated that discussion regarding the parking policy will continue next month and he urged the members of the public to go to the website, review the proposed policy and comment on it. Dr. Jakubowski said that this afternoon he had received an e-mail from the county superintendent which talked about a workshop for superintendents and others from districts to attend regarding student driving, driver education and all of the issues that the board has been discussing. He said that he also spent a considerable amount of time reading the policy and he had a discussion with Mr. Perkins as to the intent of moving from what the board was originally talking about, which was educating the district's students to taking it to another level. Dr. Jakubowski stated that as he looks at the policy, he believed that once the board comes up with a policy that everyone is in

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agreement with and that the district can work with, the board of education and the central office will certainly implement whatever they have to do to make the policy work. He said that many of the things in the policy are there for the district's ability to do something if the district chooses to. Dr. Jakubowski said that the board does need to move forward on this policy and the questions that Mrs. Gaglione has raised are questions that people will have and he said that he would forward a copy of the memo that came from the county superintendent with regard to the workshop because obviously this is a topic now that is not isolated to Union, New Jersey, it is something that many areas are looking at with some real intensity to see what districts can do. He felt that the intent of the workshop was to educate more than anything else and he intended to send someone from the central office to attend as well as the supervisor of physical education who is responsible for the driver education curriculum. Dr. Jakubowski said that he encouraged the public to read the policy on the website and to express their concerns. He was confident that the board working together with the central office will come up with a policy that will be one that the district can live with and the central office will implement whatever it feels is best once the policy is adopted. Mr. Helmstetter thanked Mr. Perkins for his hard work on this issue.

APPROVAL OF BILLS

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

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

MOTION WAS CARRIED

UNFINISHED BUSINESS

Dr. Jakubowski said that he had the opportunity to see both the Kawameeh Middle School and the Burnet Middle School plays this year. He said that they were both outstanding productions done by the students at each school. Dr. Jakubowski said that Kawameeh did *Cinderella, Jr.*, and Burnet did *Annie, Jr.* He said that next weekend, Union High School will be presenting *Little Shop of Horrors*. Dr. Jakubowski said that he believed that the district's theatre arts program and the work that individuals put in, the time invested and what the students are able to accomplish is certainly one extracurricular

UNFINISHED BUSINESS

activity which allows students the opportunity to get on stage and perform in front of people. He said that he tries to get to as many performances as he can. Dr. Jakubowski said that Ms. Schoenberger at Kawameeh and Ms. Ditri and Ms. Dowson at Burnet did a great job with the shows. He encouraged the public, if they have never seen one of the shows at the high school, to try to get to one of the performances; he was sure it would be another great production.

NEW BUSINESS

None

PRESENTATION BY THE BOARD

Mr. Helmstetter stated that Mrs. Axelrod is not running for the board of education when her term expires in April and he wanted to express her appreciation for her help for the past six years on the board and having known Mrs. Axelrod since he moved into Union. He said that his son and Mrs. Axelrod's son went to school together and she has always been involved in the PTA, the Drug Alliance and other groups in the community. Mr. Helmstetter presented Mrs. Axelrod with a plaque which read:

"THE TOWNSHIP OF UNION BOARD OF EDUCATION, UNION, NEW JERSEY, GRATEFULLY ACKNOWLEDGES JUDITH AXELROD FOR SIX YEARS OF DEDICATED SERVICE RENDERED TO THE CHILDREN OF THE TOWNSHIP OF UNION SCHOOL SYSTEM AS A BOARD MEMBER, VICE PRESIDENT AND PRESIDENT. STEVEN HELMSTETTER, BOARD PRESIDENT. DR. THEODORE A. JAKUBOWSKI, SUPERINTENDENT MARCH 20, 2007."

Mr. Abraham offered his congratulations to Mrs. Axelrod for her dedicated service to the board of education, to the community and to its children. He said that she has served on the Municipal Drug Alliance and the Recreation Advisory Board, she has been actively involved in the PTA, she is on the League of Women Voters and she is also a member of the Union Township Education Foundation. Mr. Abraham stated that Mrs. Axelrod is someone that has cared a great deal for the school system, for the children who attend school in the district and for the community as a whole. He has personally had the great pleasure of serving with her for the past four years on the board and especially

PRESENTATION BY THE BOARD

on the education committee which she has so aptly lead for the past few years. Mr. Abraham stated that Mrs. Axelrod works very hard and he wanted to thank Mr. Axelrod for sharing her with the community. Mrs. Axelrod said that her breath had been taken away and she thanked Mr. Helmstetter and the rest of the board for the honor. She wanted to say to the voters who showed their confidence in her by electing her in 2001 and again in 2004 and to the many staff members throughout the district who supported her and to the central office administrators and staff who were willing and always there to give freely of their time and their thoughts. Mrs. Axelrod thanked her colleagues on the board and her family, her husband and two sons, who on many an evening uncomplainingly ate cereal for dinner while she was at a meeting. Dr. Jakubowski said that Mrs. Axelrod has been a super board member over the past six years and he thanked her for her dedication to this district and the community. He said that he would miss her presence on the board and he wished her the best of everything.

COMMENTS FROM THE PUBLIC

Miss Supino a student at Central Five/Jefferson School wanted to thank the board for the Family Science Night at her school in which she participated. She said that she found the program to be interesting and a great way to learn about science. Miss Supino said that the teachers were terrific and she hoped that the board would consider keeping this program going for the students in the coming years. Mr. Supino stated that he had also participated at the Family Science Night. He said that Mr. Petras and Ms. Pellerito were fantastic and it was a great, but simple and he was able to meet other parents that he probably would never have met. Mr. Supino stated that the program was very interesting and everyone learned about science in ways that were different. He said that the participants learned to explore and open their minds and think "outside the box" as Mr. Petras stated. Mr. Supino said he did not think it was a very expensive program to run but it was very worthwhile. He hoped to see it continue or possibly other programs that would allow avenues to be opened to other students to get them interested in things that they might not necessarily be interested in. Mr. Supino said that he knew the budget was tight and it would be very easy to lose a program like Family Science Night and he would hate to see a program like this go by the wayside. He said that the teachers involved really were able to communicate to both the students and the adults and everyone who participated was challenged to think. Mr. Supino thanked the

COMMENTS FROM THE PUBLIC

board for sponsoring such a program and he hoped the program would continue to do so. Mrs. Salazar said that she was happy to hear that the students enjoyed the program as she was an advocate for science and she has attended the science fair at the high school and Burnet Middle School and she felt that this was one way of opening up avenues for students to all the new things going on in science at this time. Mr. Supino stated that Mr. Petras and Ms. Pellerito did not realize it but Family Science Night has now become a Civics lesson as his daughter has now come to the board to exercise her civic duty and make comments in a public forum about her local school, the school board and her local government. Dr. Jakubowski said that there is also a Family Math program that is being done at several schools and he thanked Ms. Supino and her father for coming to the meeting tonight with their comments.

Ms. Loessel asked regarding communication #12 how long Mr. Lau had been employed by the district. Dr. Jakubowski said that Mr. Lau was only in district for about six months. He said that he has had discussions with Mr. Tatum, Mr. Damato and Mr. Helmstetter that the district may have to take a different look or a new look at how the district will manage its technology. Dr. Jakubowski said that the technology department was down to two and three/fifths individuals as Ms. Restivo is still only working three days instead of five per week. He said that the district may look at an outside group to add to the individuals that are employed by the board. Dr. Jakubowski stated that the technology department has been getting bigger. Ms. Loessel said that at last month's meeting the Football Head Coach position was tabled. She wanted to know if it was voted on tonight. Dr. Jakubowski said that it was voted on tonight and Brian Sheridan was hired to be the new football coach at Union High School. He said that Mr. Sheridan was a former player at Union High School and he has head coaching experience at East Side High School and he also has college coaching experience. Ms. Loessel stated that she heard Mr. Sheridan was a very good coach. Ms. Loessel said that she did agree with the idea of the parking policy and she did agree with Mrs. Gaglione on some of the issues she raised, but the one thing that really bothered her was that the policy read "Smoking shall not be permitted in any vehicle while on school grounds." She said that there is a state law that there is "no" smoking on any board of education property and it should read there is no parking on school property at all. Mr. Perkins said that issue is already covered and the policy emphasizes the fact that there will be not even be smoking in the vehicle but he would be happy to change it.

COMMENTS FROM THE PUBLIC

Mr. Donnarumma said that he remembered Mrs. Axelrod from years ago attending board meetings and she has always been very active in the community. He said that everyone was going to miss Mrs. Axelrod as she was a "real classy lady." Mr. Donnarumma said he was sorry to see her go. He said that he wished Mrs. Axelrod well in everything she did in the future.

Ms. Ciampi asked if the \$5,000 listed in resolution F-7(e) was a per person salary. Ms. Dunn said it was not per person but the salaries for all four persons named. She said that this would allow the student activity account to write the reimbursement to the board so that the individuals can be paid through the salary account. Ms. Ciampi said that one thing that she would really like to see is the parking policy spelled out clearly and what she meant by that, she noticed that it was all in paragraphs and she would like to see items "bulleted" and explained as it goes on. She felt that this was an extremely important policy that needs to be very clear and concise and she felt that the student as well as the parents, staff and board of education need to understand it clearly. Ms. Ciampi said that this type of policy, if not correctly used as far as inspecting or drug testing, could be abused. She said that she did notice in the policy that it said that permits would not be transferable but there are times when students will have to have their cars repaired and she felt it needed to be spelled out how a student would address that issue. Mr. Perkins said that there have been discussions concerning that issue with a few people and he said he would be open to some sort of multiple vehicle registration. Ms. Ciampi said she thought that the student should have to indicate which vehicle will be used on a regular basis and in the event that vehicle needs repair, etc., then another vehicle may be used. Mr. Perkins said that he appreciated Ms. Ciampi's comments and he said that he would really appreciate input on the website because that way all comments and suggestions can be accumulated and reviewed. He said that he would summarize all comments/suggestions and respond to each one and explain why some comments are more valid than others, etc. Ms. Ciampi asked if there were a limit of characters in the comment box on the web page. Mr. Perkins said he did not know. Ms. Ciampi said that she noticed that not every board member has an e-mail and she would prefer that if she had input that every board member get a copy. She agreed that there absolutely must be a policy established in the district and even after the policy is adopted, sometimes things don't work and need improvement and the policy should not be "set in stone". Ms. Ciampi urged people to have input on this policy.

COMMENTS FROM THE PUBLIC

Mr. Shanahan, president of the U.T.E.A., wished Mrs. Axelrod the best of luck. He said that he had had the distinct pleasure of coaching both of Mrs. Axelrod's sons in track and he also wished Brian Sheridan best of luck as the new football coach. Mr. Shanahan said that last week Mr. Gibbons came to his classroom and he informed him that a 1967 graduate of Union High School, Barbara Maholic, had contacted him. Ms. Maholic was given in 1967 four scholarships totaling \$400 from the Union Township Teachers' Association and she would like to begin, commencing with this graduating class, to present two (2) \$2500 scholarships to deserving seniors. Mr. Shanahan said that the UTEA was in the process of working out the criteria for the scholarships and this amount would be over and above what the Association presently gives in scholarship monies. He said not only is Ms. Maholic going to give the scholarship this year, but this will be ongoing and she will "will" monies to the Association that will then be given out in scholarships. Mr. Shanahan said it was important that the public realize that there are people, some of whom are no longer living in Union, that still care about this district. He said that everyone has a common goal and that is to help the district's students. Mr. Shanahan stated that Ms. Maholic does not want her name associated with the scholarships and he believed that the scholarships will be called the "1967 Alumni Scholarships". He said that he would get the information to the guidance office so that it can be distributed to parents and students and so that the seniors can apply for these scholarships. Dr. Jakubowski said that it has been a pleasure working with Mr. Shanahan as the president of the UTEA and it has been a refreshing change to have an individual that he can talk to, discuss issues on a regular basis. He said that there are some issues right now that Mr. Gibbons has talked to Mr. Shanahan about and he wanted to thank Mr. Shanahan for all of his support. Dr. Jakubowski said that once Mr. Shanahan got more information about the new scholarship he should speak to Mr. Damato especially if this is something that will be ongoing.

Mr. Abraham thanked Mr. Helmstetter for his dedicated service this past year as president of the board. He said that Mr. Helmstetter set lofty goals for the board and the board was able to accomplish many things. Mr. Abraham said not everything Mr. Helmstetter hoped for got done but certainly he wanted to thank Mr. Helmstetter for giving him the opportunity to serve as his vice president and thanked him once again for his dedicated leadership this past year and he hoped to see Mr. Helmstetter sitting on the board at the organization meeting in April.

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mrs. Axelrod, seconded by Mr. Ruhl that the meeting be adjourned at 8:25 p.m.

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

Respectfully submitted

JAMES J. DAMATO
BOARD SECRETARY