

TO ALL BOARD OF EDUCATION MEMBERS

A special meeting of the Board of Education of the Township of Union will be held on Tuesday, August 25, 2009 at 8:00 a.m., at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey.

A special meeting of the Board of Education of the Township was held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey on Tuesday, August 25, 2009 at 8:00 a.m. pursuant to notice sent to each board member.

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

ABSENT AT ROLL CALL: Mr. Thomas Layden, Mrs. Versie McNeil, President

In the absence of Mrs. McNeil, Mr. Manochio, the Vice President of the board, called the meeting to order.

Mrs. Gaglione led the board and audience members 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.

COMMUNICATION

LETTER OF RESIGNATION (RETIREMENT) - JAKUBOWSKI

Theodore A. Jakubowski, Superintendent of Schools, submitted a letter of resignation for the purpose of retirement, effective January 1, 2010.

FISCAL AND PLANNING COMMITTEE

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

F-1. ACCEPT FY 2010 FUNDING ALLOCATIONS FOR THE AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 (ARRA) (Public Law 111-5)

That the Board accept FY2010 Funding Allocations for the American Recovery and Reinvestment Act of 2009 (ARRA) (Public Law 111-5) as follows and in accordance with the information appended to these minutes: (a) Basic - \$1,998,672 and (b) Preschool - \$72,032.

DISCUSSION:

Mrs. Salazar asked what "basic" means and what it covers. Ms. Dunn said that the "basic" allocation deals with all special education students districtwide. She said that the "preschool" allocation is money that can only be used for those students between the ages of 3 and 5 years old. Mrs. Gaglione asked if these are the funds that would have been used for Head Start. Ms. Dunn said it was not. Dr. Jakubowski said that he has been working with Mrs. Conti to move the program with Dr. Goddard up to Union High School. He said that it has been recommended that these funds be used not for personnel and staff because after a year or so the money will run out and the district will then have to let people go, etc. Dr. Jakubowski said that these funds should be used for things that are beneficial to the district as a "one-time shot." He said that Dr. Goddard's program began at Central-Five and it will now be finalized at the high school. Dr. Jakubowski said that this will allow all teachers from grade five through the high school will be trained in behavior modification and strategies. He said that the district would not be able to put this program into place at the high school without these funds because it is very expensive. Ms. Dunn said that all of the necessary applications to obtain these funds have been submitted.

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

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

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

O-1. ACCEPT PROPOSAL FOR FOOD SERVICE MANAGEMENT FOR THE 2009-2010 SCHOOL YEAR – ARAMARK EDUCATION

That the board accept proposal for Food Service Management for the 2009-2010 school year from ARAMARK Education, 1101 Market Street, Philadelphia, PA

in accordance with the information appended to these minutes.

O-2. APPROVE SUBMISSION OF PROJECT TO NJ DEPARTMENT OF EDUCATION-
I.T. DEPARTMENT RENOVATION AT UNION HIGH SCHOOL

That the board approve the submission of the following project to the New Jersey Department of Education. (This is an "Other Capital Project" and the board is not seeking state funding): I.T. Department Renovation at Union High School

O-3. APPROVE AMENDMENT OF LONG RANGE FACILITY PLAN

That the board approve amendment of the Long Range Facility Plan to include I.T. Department Renovation at Union High School project.

DISCUSSION:

Mr. Arminio said that he noticed that there were two other vendors who did not submit bids for food service management. He asked if any other bids, besides the one from ARAMARK, were received by the district. Mr. Damato said that ARAMARK was the only company that submitted a bid. He said that the State actually tells the board who to send proposals to and the board cannot force someone to submit a bid. Mr. Damato said that any vendor that is not going to submit a bid must send in a letter stating that they decline to participate in the bid.

Mr. Helmstetter asked Mr. Magliacano to give the board an update on the various projects going in the district. Mr. Magliacano said that the work at the Administration Building is "substantially complete" and a punch list has been formulated but it will be ongoing with minor adjustments and corrections. He said that the small parking lot in the front of Kawameeh Middle School has been repaved and striped. Mr. Magliacano said that the resurfacing of the track at the high school was completed last week. He said that the roof project at Central-Five has been completed and the roof repairs at the high school and Franklin School is ongoing. Mr. Magliacano said that the walls are up at the Livingston School Tot Lot, the grading is complete and the equipment was being delivered today. He said that he would be calling the contractor to reset the equipment and then the rubber surface will be installed. Mr. Magliacano said that he would also be calling for an estimate on the installation of new fencing. Mr. Helmstetter asked what the timeframe was for the work being done on the high school and Franklin School roof repairs. Mr. Magliacano said that the work that he hoped the work would be completed before the students came back into buildings. He said that after the roof repairs are completed at Franklin School, he would address the hallways and ceilings during school breaks. Mr. Arminio asked why the porch at Kawameeh was being redone. Mr. Magliacano said that originally the lights were to be replaced in that area at Kawameeh and when the contractor went to replace the lights, the wiring was rotted and the area had to be rewired in the overhang at Kawameeh. Mr. Arminio said he meant the flooring at the main door at Kawameeh. Mr.

Magliacano said he believed this was also part of the original contract. Mr. Arminio said that this work had been previously done so why was it being done again. Mr. Magliacano said that the mortar that was used originally was defective and the contractor had to re-do the work. Mrs. Gaglione asked if the district was paying for this work. Mr. Magliacano said that the district would not be paying for the work. Mr. Helmstetter said that this was included in the work done at Kawameeh a few years ago. Dr. Jakubowski said that he and Mr. Magliacano were at Franklin School and the work is proceeding. He said that the roof at Franklin School has been leaking on and off for the past twenty years. Dr. Jakubowski said that he believed the repair of the cupola at Franklin School will be more extensive than first thought. Mr. Manochio said he thought a new roof had been put on Franklin School. Mr. Magliacano said that the roof was installed with the 03 Bond Referendum funds. He said that the present problems have to do with parapet walls, pitch pockets, etc., things that were defective that were not addressed in the bond referendum. Mr. Manochio asked if there was usually a ten year guarantee on new roofs. Mr. Magliacano said that the particular problems that are being fixed now were not addressed in the bond referendum projects. He said that it is not the roof itself that is defective but things that protrude from the roof, such as the mushrooms, air handlers, etc. Mr. Manochio asked if the weed whacking at Franklin School has been done. Mr. Magliacano said that that work is complete. Mr. Perkins asked whether the cupola could be removed at Franklin School. Dr. Jakubowski said that he was going to ask Mr. Potter to take a look at the project and come up with a recommendation but he thought that this project would cost around \$200,000. Mr. Manochio asked about the renovation of the high school auditorium. Mr. Magliacano said that project will be bid over the winter and the work will be performed over next summer. He said that the renovation at Hannah Caldwell will also be bid over the winter. Dr. Jakubowski said that he had a meeting with Dr. Coleman from the Morris Union Jointure Commission and he said that a hard look has to be taken at the exterior of Hamilton School. He said that although the Morris Union Jointure Commission has indicated that they want to continue to rent or possible purchase the building, Dr. Coleman has indicated that he is having a difficult time convincing parents to select Hamilton School to place their children when Hamilton is compared with Morris Union Jointure's other facilities. Dr. Jakubowski said that he believed the board should consider doing a "facelift" of the building, because to lose the rental income would be difficult for the district. He said that the district has about 20 students who attend this facility. Mr. Perkins asked where the funds would come in order to do the work. Ms. Dunn said that it is in the maintenance budget as a required maintenance. Mr. Manochio asked if there was any talk of Morris Union Jointure taking over the building. Dr. Jakubowski said that the Jointure wanted to extend their lease and he wanted to start working on that process with Mr. Damato as quickly as possible. He said that the Jointure has done a lot of work on the inside of the building. Mr. Perkins asked

Dr. Jakubowski if he knew what the revenues have been received over the years on this lease agreement. Ms. Dunn said that the district receives approximately \$90,000 per year. Dr. Jakubowski said that the district does pay the utilities on the property and there was also a \$1.5 million payment at the commencement of the lease. He said that the \$1.5 million was pure profit.

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

MRS. MCNEIL ENTERED THE MEETING AT 8:15 a.m.

PERSONNEL COMMITTEE

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

P-1. APPROVE PERSONNEL ACTIONS

That the board approve personnel actions in accordance with the information in the hands of each board member.

P-2. APPROVE PAYMENT TO STAFF FOR SUMMER 2009 SECURITY AND MISCELLANEOUS TASKS

That the board approve payment to staff for summer 2009 security and miscellaneous tasks assigned by the Principal at Union High School as follows: (a) Johnny Derosiers at a rate of \$ 25.06 not to exceed 7 hours per day and (b) Joe Florio at a rate of \$34.20 per hour not to exceed 7 hours per day.

P-3. ACCEPT LETTER OF RESIGNATION – JAKUBOWSKI

That the board accept letter of resignation for the purpose of retirement from Theodore A. Jakubowski, Superintendent of Schools, effective January 1, 2010.

P-4. APPROVE PAYMENT FOR SUMMER 2009 SECRETARIAL WORK – MANDERICCHIO

That the board approve payment to Betsy Manderichio for Summer 2009 secretarial work at a daily rate of \$180.27 not to exceed 10 days or \$1,802.70.

DISCUSSION:

Mr. Manochio said that as chairperson of the Personnel Committee Dr. Jakubowski's letter of resignation is probably the most difficult resignation letters that he has ever had to address. He wanted to know what a "transition coordinator" was. Dr. Jakubowski said that there were many special needs students in the district and with the elimination of the Head Start program, Ms. McGovern, who is a social worker and is capable of being a "transition coordinator" it was decided that the district would keep her on in this position. Dr. Jakubowski said that the other individual who is being hired as a part time accountant will be assisting Special Services with all of the grants that the district presently receives. He said that this individual is presently the Treasurer of Monies for the New Providence Board of Education and also works with their municipality so she has a good handle on this type of operation. Dr. Jakubowski said that he did not know how long this position would be in existence. He said that this individual will be working with Ms. Dunn, Mr. Vieira and Mrs. Manochio. Dr. Jakubowski said that there were several other positions filled in resolution P-1 along with transfers of Assistant Principals becoming Vice Principals. He said that instead of having four individuals overseeing Career Education, he has decided to assign one person to the position of Supervisor of Career Education for more continuity. Dr. Jakubowski said that the individuals who would become Vice Principals would not do so until November 1st. Mr. Perkins asked why the wait until November 1st. Mr. Manochio said that these individuals coach fall sports. Dr. Jakubowski said that these individuals will not be coaches after this year. He said that there were some questions on what step the Vice Principals were being assigned and why wouldn't these individuals start at Step 1 in the new positions. Dr. Jakubowski said that contractually, the district cannot do that. He said that two of the individuals are coaching the fall season and none of the district's administrators are allowed to coach. Mr. Manochio asked if there would be a problem since the positions were not "posted". Mr. Damato said that in a lateral transfer, it should never be contemplated as a "posting" issue in his opinion. Mr. Manochio said that Assistant Principal to Vice Principal was a different position and the job description was different. Mr. Damato said it was experience that the district has never posted for positions like this when lateral transfers were done. Mrs. McNeil asked if the Assistant Principal positions were being eliminated. Dr. Jakubowski said that they would not be eliminated on the organizational chart, right now those positions would be vacant. He said that if in the future an elementary principal needs an assistant, that title would be available. He said that the Vice Principal position will not exist at the high school level. Mrs. Gaglione said she was concerned about the transition coordinator position being added. Dr. Jakubowski said that in the district's pre-monitoring for special education, this was one of the areas that was cited and it was indicated that the district does not provide adequate services. He said that this is why the district is still looking for an I&RS Coordinator. Ms. Dunn said that she was sure that the salary for the new transition coordinator was going to be

coming out the IDEIA Grant. Mrs. Gaglione asked if this salary would come out of the grant every year. Ms. Dunn said that every year the district charges about four different salaries to this grant. Mr. Abraham asked if the new Vice Principals would take on the responsibility of evaluating staff. Dr. Jakubowski said that the responsibility to evaluate staff at Union High School is the Department Supervisor's responsibility in coordination with a building principal. He said that those are the individuals who make a recommendation as to whether a staff member's contract is renewed or gets tenure. Dr. Jakubowski said that it is the responsibility of the building principal to either evaluate the teacher himself or to send someone else in to evaluate, to help the Supervisor. Mr. Abraham said that on the personnel list there are a number of custodians that are being transferred and he noticed that there were custodians listed that had been transferred before because of problems in a particular school and now they are returning to the original buildings. He asked Mr. Magliacano to clarify this. Mr. Magliacano said that the situations have been cleared up and these transfers were done at the principal's request for one of the individuals to return to his building. Mrs. McNeil said that she had a comment with regard to the transfer of titles. She said it was her understanding that a Vice Principal has the ability to do formal or informal evaluations. Mrs. McNeil said that these evaluations tend to help teachers who might need the extra motivation to make sure that they are utilizing information or skills learned at workshops. She said that a Vice Principal does not need to be an expert in a particular subject matter to see if all of the students in a classroom are being engaged and if the teacher is doing what they should be doing. Mrs. McNeil thought that this was positive move.

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

MOTION WAS CARRIED

MR. HELMSTETTER EXITED THE MEETING AT 8:30 A.M.

POLICY COMMITTEE

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

Pol-1. ADOPT POLICY CODE 8462 – REPORTING POTENTIALLY MISSING, ABUSED OR NEGLECTED CHILDREN

That the board adopt Policy Code 8462 – Reporting Potentially Missing, Abused or Neglected Children in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Perkins said that with regard to this policy, he would caution to make sure that in training district staff that they understand the relationship between the school district, law enforcement and child welfare agencies. He said that the district does not really exert jurisdiction with regard to this issue and that it is the obligation of every individual to report child abuse if it is observed. Mrs. Gaglione asked if this is a "new" policy or was this a revision of an existing policy. Mr. Damato said that the district has a policy for abused and neglected children but the district does not have a policy for missing children. He said that as he looked at what the district needed to do for monitoring, this came up on a checklist. Mr. Damato said it was decided that all of these issues be put into one policy. Dr. Jakubowski said that even though the district did not have a policy, when a student has not come to school for ten days in a row and the district has not had contact from a parent or guardian, there are several steps that the district takes. He said that first, the district contacts the police department and the Division of Youth and Family Services. Dr. Jakubowski said that the police department and DYFS have an agreement as to who will be in charge at that point.

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

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Mr. Arminio said that he attended a NJQSAC meeting with the entire committee and a little section of the monitoring was covered. He wanted to know if there would be another meeting where the NJQSAC committee will meet to go over what has been accomplished. Mr. Arminio said that as a representative to the committee on behalf of the board, he felt he was "in the dark". Dr. Jakubowski said that there were three or four "small" meetings but there will be another meeting to go over everything. Mr. Abraham said that at the July board meeting there was a consensus of the board that the district review the dress code policy. He said that Mr. Gibbons has sent out a letter to all parents of high school students with regard to what would and would not be acceptable regarding various issues at the high school for the 2009-2010 school year such as dress, I-pods, etc. Mr. Abraham said that the district's policy was very generic and he felt that the board should make the policy more specific so that Mr. Gibbons can use this policy in conjunction with his criteria so that he can enforce it. Mr. Perkins asked why the board should make the policy more specific. Mr. Abraham said it would assist Mr. Gibbons if there is an issue with a parent. Mr. Manochio said that it made sense. Mrs. Gaglione said that one of the specifics in Mr. Gibbons' letter was that girls

have to "cover" their shoulders and they cannot wear "spaghetti strap" shirts. She said that in the district's policy there is no mention of girls not being allowed to wear such a shirt. Mr. Perkins said that the policy does give the building administrator the authority to do what he did. Mr. Perkins said that the board does not want to be specific in its policy. Mr. Manochio said that there should be certain specifics in the policy because it will allow a parent to challenge the principal. He said that he would rather have specifics listed so that a parent knows that something is not acceptable. Dr. Jakubowski said that one of the reasons that the board decided to have a more generic policy was so that the building principal would have the authority to specify certain things without being challenged. Mr. Perkins said that the board looked at this issue, discussed it over a period of time and got input from counsel and it was decided that a more generic policy was the way to go. He said that he feels very firmly that the board exhausted all possibilities and he felt that this was clearly delegable authority to be given to the building principal. Mr. Perkins said that this allows for a greater degree of flexibility. Mr. Manochio asked if other districts had this type of policy. Mr. Perkins said that they do. Mr. Damato said that there is a section in the law that talks about disciplining teachers and in that section it says "conduct unbecoming". He said that this is very generic and it is left purposely generic by the state legislature because there are situations that come up that do not fit into "neat little boxes" and students are so smart these days that they come up with new ideas about how to do things that are "pushing the envelope". Mr. Damato said that the district needs to be ready for these situations and there needs to be a little leeway. Dr. Jakubowski said that he met during the first week of August with Mr. Gibbons, the Vice Principals and the Assistant Principals from the high school and discussed the letter which Mr. Gibbons was sending out to parents. He said that Mr. Gibbons did not send out the letter without input from him. Dr. Jakubowski said that he had informed Mr. Gibbons that there were board members who had a problem with students wearing flip-flops to school. He said that everyone at this meeting said that flip-flops were not an issue and many of the students did wear them. Dr. Jakubowski said that he had spoken to the superintendents of six or seven other districts and was advised that most districts have no mention of flip-flops in their dress codes because students wear them all the time. He said that his discussion with the high school group centered on what they believed were easy regulations to enforce. Dr. Jakubowski told the group to come up with a dress code and if there is not a problem with students wearing flip-flops, they should not be mentioned in the letter to parents which was being sent home over the summer. He said that he informed Mr. Gibbons and the others that the board, first and foremost, wants decency. Dr. Jakubowski said that Mr. Gibbons and his staff did work diligently on the letter to parents. Mr. Perkins said that there is an awful lot of juris prudence addressing delegation of authority to regulatory agencies, not just in the school context and there is nothing special about the school context when

you talk about legislative construction. Mr. Manochio said that he can understand the concept of "conduct unbecoming" and that it is a matter of interpretation but when a student is suspended, are there rules and regulations as to why they are suspended or could that also be "up to the building principal" and the policy is generic. Mr. Damato said that there are general statutory guidelines for the reasons why students can be suspended. He said the statute is very broad about and it talks about "conduct unbecoming" or "disruptive behavior". Dr. Jakubowski said that in the high school handbook there are certain "specifics" such as if a student is caught smoking in school or fighting. He said that there have been challenges from parents. Mr. Damato said that attorneys usually use the words "included, but not limited to" or "by example" in this type of a situation. Mr. Manochio asked if there was a list of specifics in the letter that was sent home to the parents. Mrs. Gaglione said that it was a very good letter and there was a list of "specifics" included in it. Mr. Abraham said that the letter did address some of the issues that the board had previously discussed. Dr. Jakubowski said that he told Mr. Gibbons to put into the letter things that he was certain that he could enforce for the entire year. Mrs. McNeil said that the board should discuss the dress code issue at a later date.

COMMENTS FROM THE PUBLIC

Ms. Hall wanted to know if an I&RS Coordinator had been hired. Dr. Jakubowski said that the individual who had been offered the position did not want it because the individual was not happy that she would only be receiving a stipend as the guidance counselors do. He said that he had another individual in mind for the position but he has not been able to speak to her as of today. Dr. Jakubowski said he hoped that this position would be filled if not by September 1st as soon as possible because this person is part of a Child Study Team and someone would have to fill that position. Ms. Hall said that she was present at the board meeting when Dr. Jakubowski was appointed Superintendent and now she was present when Dr. Jakubowski's letter of resignation was accepted. She said that, professionally, she found this to be a tremendous loss as it has been a joy to work for Dr. Jakubowski. Ms. Hall said that personally she was very happy for Dr. Jakubowski because he earned this time and she wished him the best.

Ms. Swan said that she had been speaking to Dr. Jakubowski regarding transporting her children to school. Dr. Jakubowski said that Mrs. Swan is a Union resident whose children attend St. Theresa's School in Kenilworth. He said that one was in the eighth grade and one was in the fifth grade. Dr. Jakubowski said that the district subcontracts some bus routes through the Union County Educational Services Commission and they had sent the district a letter which indicated that they would not provide any type of transportation for any student who does not live at least two miles away from the school they are attending. He

said that the district's policy indicates that students who are in sixth through eighth grade must live two miles from school in order to be transported but up to the fifth grade, the district's policy states that students will be transported as long as they live 1-1/2 miles from school. Dr. Jakubowski said that the State has indicated that the law is two miles and wanted to know why the district buses students at 1-1/2 mile. He said that this policy started in 1969 when the district integrated and the students in the Vauxhall area were bused to the other elementary schools in the district. Dr. Jakubowski said that in Ms. Swan's case, the district will provide "aid in lieu of" for her child who is in the fifth grade if there is no transportation available but for the child in the eighth grade will not be provided with either. He said that Ms. Swan has expressed the concern that in order for her children to get to St. Theresa's from where she lives, the children would have to walk over the Garden State Parkway on the Boulevard and she believed that this was "unsafe". Dr. Jakubowski said that Ms. Swan had indicated if the route were designed in another way that would go through Roselle Park and bypass the Boulevard, there are sidewalks throughout this entire route; and this would be approximately 2.5 miles. He said that setting up the route is not something that the district, alone, has the license to do. Dr. Jakubowski said that the State says the route to a school is "the most direct" or the "straightest point to get from A to B". He said that he did receive a letter from the Chief of Police in Kenilworth stating that the Boulevard was an "unsafe" route. Dr. Jakubowski said that he has also spoken to the County Superintendent of Schools, several Union Township Officials and the Assemblyman representing the district. He said that the "aid in lieu of" for the fifth grade student is something that the district will absolutely provide to the Swans as this is a policy of the district. Ms. Swan said that she was not disputing the "two mile" requirement but what she was asking was for the district to have the route designated as a "hazardous" route. She said that she had a copy of the State Student Act which basically says that if there is a route that is deemed "hazardous" busing should be provided for the student and the district would receive 100% reimbursement from the State. Ms. Swan said that in order for her daughter to walk to school, she would have to walk in the street as there are no sidewalks in some areas. She felt that the board should think about this because it was a major safety issue. Mrs. McNeil said that she would have Ms. Dunn, Mr. Damato and Dr. Jakubowski look over the legislation. Dr. Jakubowski said he was advised that if a student was attending a school within the district, the "hazardous" route issue was covered by the Act. Mr. Perkins asked if Ms. Swan's fifth grader was receiving "aid in lieu of". Ms. Swan said that she was on a bus. Mr. Perkins asked who was providing the bus. Ms. Swan said the Township. Mr. Perkins asked Ms. Dunn if one of the district's buses was taking students to St. Theresa's. Ms. Dunn said it was not a Township bus that was transporting the students. She asked Ms. Swan if the her fifth grade student actually got a bus pass from Union County Educational Services. Ms. Swan said that she only received a rejection letter for her daughter

who is in eighth grade and that Dr. Jakubowski confirmed that the fifth grader would be transported. Dr. Jakubowski indicated that since Union County Educational Services Commission would not transport any student who did not live at least two miles away from a school, he indicated that Ms. Swan would receive "aid in lieu of" for the fifth grader. Ms. Dunn said that the district receives requests for nonpublic transportation in March for the next school year. She said that she must then coordinate with a Coordinated Transportation Services Agency (Union County Educational Services Commission). Ms. Dunn said that over the years the district had accepted at face value the mileage amounts that were filled in by the parents on the applications. She said that the law provides that if a student lives between two and twenty miles from the school that they attend, the student will either receive transportation or "aid in lieu of". Ms. Dunn said that the district now has a sophisticated in-house mapping system and she started checking the mileage on each application and the mileage was adjusted accordingly. She said that when the applications were sent to Union County Educational Services Commission, they returned all applications that were under the 2 or 2.5 mile limit, because they follow the state guidelines for transportation. Ms. Dunn said that there were some students that in the past either received transportation or "aid in lieu of" who would not receive either in the upcoming year. Ms. McNeil said that she believed it was Ms. Swan's concern, as a parent, was the safety issue and she felt the board was also concerned with the safety of the students. She said that Ms. Dunn, Mr. Damato and Dr. Jakubowski will discuss this issue further. Ms. McNeil assured Ms. Swan that as soon as a remedy could be reached, they would contact her. Ms. Swan said that she believed that if the Chief of Police, the Transportation Department and the Superintendent were all in agreement then the route could be deemed "hazardous". Mrs. Gaglione said that it was her understanding if parents choose to send their children to a "nonpublic school" this does not necessarily mean that the children will be bused and if they are reimbursed for transportation, the parents can find their own way to transport the student. Ms. Dunn said that was correct. She said that there is more to determining what is a "hazardous" route than Ms. Swan has indicated. Ms. Dunn said that the district must also deal with the municipality to make this determination.

Mrs. McNeil thanked Mr. Arminio, Mrs. Gaglione, Mrs. Salazar and Mr. Manochio for making the board aware of the situation at Franklin School. She said that Dr. Jakubowski has indicated that the situation has been taken care of and she hoped that this situation would not occur in the future. Mrs. McNeil said she was

sorry to see that Dr. Jakubowski would be leaving in January but the board must move forward. She said that she has reached out to New Jersey School Boards and Mr. Manochio, to Seton Hall, and has information regarding their Superintendent Search services. Mrs. McNeil said that the representative from New Jersey School Boards is willing to meet with the board and give a brief presentation at the next worksession. She said that an Ad Hoc committee would be selected after the board has received the information and has had a chance to review same. Mr. Manochio asked what period of time the board would like to have the individuals from the superintendent search firms spend explaining their procedures. He said that this is a big decision that the board is being asked to make. Mr. Manochio said that the gentlemen from Seton Hall told him that the process would take anywhere from four to six months. He said that this is not an easy process and the Seton Hall brochure offers two different fees; one is an extensive fee that includes meetings with the community, the schools, municipal officials and they get feedback as to the kind of Superintendent the district needs. The other search is not as extensive. Mr. Abraham thought that each individual would be able to make a presentation in half an hour and then the board can discuss each firm and make a decision on which one to employ. Mrs. McNeil asked if the presentations could be made before the worksession begins. Mr. Abraham suggested that the worksession begin one half hour earlier to accommodate these presentations. Mr. Damato said that if the whole board will be hearing these presentations, the time of the worksession would have to be officially changed to 6:30 p.m. Dr. Jakubowski asked if the presentations could be made during an Executive Session. Mr. Damato said they could not. He said that individual interviews of candidates can be done during Executive Session. Mrs. McNeil distributed an information packet from New Jersey School Boards and Mr. Manochio also distributed information from Seton Hall so that the board could review it before the worksession.

Mrs. McNeil asked what was happening with before and aftercare. Dr. Jakubowski said that the program was still being run by the YMCA. He said that when he inquired as to who in the district might be interested in working a before or aftercare program, he did not get enough support from people who would be willing to come in at 7 a.m.; he said that teachers would have wanted a "fortune" to do it and there may have been a few classroom assistants who would be willing to man the program. Dr. Jakubowski said that he would meet with the classroom assistants in the fall to see who might be interested.

Dr. Jakubowski said that test scores at the elementary level were received. He said that there were considerable drops in scores; for example at Washington School the third grade Language Arts score dropped 30 percentage points from 92% passing to 62% passing. Dr. Jakubowski said that there was not a school in

the district that made AYP. He said that he and Ms. Moutis are very upset by this. Dr. Jakubowski said that Ms. Moutis spoke to other districts and found that they also had similar results and she said that out of 1200 third and fourth grades in the State only 100 of those passed AYP and hearing this made him feel a lot better. He said that when he gets more information, he would let the board know. Dr. Jakubowski said that Ms. Moutis is interviewing for another AAP teacher at Central-Five in light of the test scores because over 400 children will be in need of services.

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mr. Abraham, seconded by Mr. Arminio that the meeting be adjourned.

AYE: Mr. Abraham, Mr. Arminio, Mrs. Gaglione, Mr. Manochio,
Mrs. Salazar and Mrs. McNeil.

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Respectfully submitted,

JAMES J. DAMATO
BOARD SECRETARY