

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – APRIL 24, 2018

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, April 24, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:05 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

Mr. Monge read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Susan Lipstein stated my comment is on P-9 – Agenda Item Removed – who put it on and who took it off? Is it going to be revisited and when? Mr. Nufrio stated since I am conflicted I had nothing to do with placing it on the agenda or removing it. I will refer the question to Mr. Griggs. Mr. Griggs stated I put it on but I did not take it off.

Mrs. Lipstein stated why did you put it on because the meeting I went to two weeks ago explained how agendas are done – it’s the Board Secretary, the President and the Superintendent - it never said anything about an attorney putting an item on the agenda. Mr. Griggs stated the Board Policy sets forth the Board President and Superintendent will prepare the agenda with the Board Secretary. The Board President was conflicted, the Board Vice President is conflicted, the

Superintendent is conflicted because it relates to him and the only alternative was to call the Business Office to put it on the agenda. Mrs. Lipstein stated shouldn't Mr. Brennan have put it on? Mr. Griggs stated he did put it on. Mrs. Lipstein stated I don't think he put it on. Mr. Griggs stated I'm not going to argue with you. Mrs. Lipstein stated my concern I had was the information that was on it – my assumption is people saw it that are conflicted as well as the public and I don't think that information is something for the public to see and it applies to personnel. I think it was put on incorrectly and I think that Mr. Griggs did not follow proper procedures and I don't think it was supposed to be on here.

Mr. Tatum stated the removal of the item was done by yours truly on the advice of counsel. Mrs. Lipstein stated I think that was absolutely correct.

Mr. Griggs stated Mr. Tatum's attorney told me directly not to discuss his employment with him directly. There were additional reasons why we did what we did but that was one of the reasons because I was told by his counsel that no discussion whatsoever about his employment.

Mr. Tatum stated I'm not going to get into any back and forth here tonight about any of this information but the disclosure in mind was an issue and with the attorney and if it is going to be revisited to be revisited in another way. Nowhere in the State of New Jersey has any one every seen that done in that manner and that is the last comment I will make because it is not a discussion that we should be having in this forum.

Mrs. Kahn stated I'm here to comment on E-2. Mr. Nufrio stated Mr. Tatum stated to me that we will be pulling E-2 for further discussion because some issues were brought to him by the Teacher's Association – UTEA and as such it will not be voted on this evening.

Mr. Tatum stated I know why you are here this evening but that will not change and it is on the calendar and that will be presented to be voted on; however, due to some of the maneuvering that we did based upon conversations that we had, we will revisit the calendar and hopefully we will have it prepared to everyone's satisfaction and hopefully approved at our next meeting. The item you are referring to is on the calendar and it will remain on the calendar.

Mrs. Kahn stated so for those of you that are not familiar – Eid al Fitr marks the holy month of Ramadan from dawn to sunset and a reflection honoring the first month that the Koran was revealed from the Prophet Muhammad. On behalf of the Muslim community of Union Township – my family and friends, I would like to commend the Union Board of Education for making Eid al Fitr a holiday. I want to applaud you for recognizing and inclusion for the Muslim-American citizens that live in our vibrant and diverse Township. Thank you for making every family feel included regardless of who we are. Mr. Nufrio stated thank you for your complement Mrs. Kahn – the Board appreciates it.

Steven Le stated I come to speak on several resolutions being proposed tonight. The first one is with regards to F-1 – I did notice the Treasurer's Report and the balance of the month ending March 31st – with a balance of \$11.5 million. If you compare that with the Treasurer's Report from last year – March 31, 2017 – the ending cash balance was \$17.3 – nearly \$6 million

was lost in those 12 months. How is that \$6 million be accounted for? Especially when we have a budget hearing on Thursday which the public has not received the advertised budget whatsoever in the Local Source and the Star Ledger. What are the implications of \$6 million being lost in the general fund balance over the course of 12 months in addition this Board having \$5 million less in its excess surplus for the upcoming budget year. What kind of budget shortfall does this District have for the upcoming year? Is it the sum of \$5 million and \$6 million which ends up being \$11 million? Is it \$10 million, \$12 million? It is concerning because people really need to know what is going on in the school district in regards to fiscal management and the budget being advertised in a transparent manner to the taxpayers, to the citizens and to the teachers and faculty and this entire school district. It leads me to my next question. If my concerns are validated and if there is a significant budget shortfall, I don't know why we are considering tonight P-6, P-10, P-11 and P-12 in which the top administrators minus the Superintendent of schools will receive a 2% increase in their salary in what I see as a significant budget shortfall. A serious shortfall that I think poses another question regarding how that will be addressed. Will it become an issue of cutting positions, laying off positions, reduction in force notices going out to teachers, faculty and staff. Their livelihood is on the line. Meanwhile this Board is considering tonight to put forth a 2% raise – that should be considered.

Mr. Brennan stated Mr. Le – the current situation is that we had a \$6 million decrease in our surplus, that means \$6 million decrease in our revenue for the upcoming budget and we also had a 15.8% increase in our health benefits which amounts to about \$3 million. We have what is going to be approved maybe tonight, the Collective Bargaining Agreement, where we will have an increase of 2.7% in salaries and we had special education going up 7-8% per year which is about \$2 million. Special Education has gone up from \$29 million four years ago to approximately \$37 million. These are challenges that we are addressing as administration and as a Board and it has been a very tough budget process. These are the issues that we are facing. We had a 2% tax levy which is only \$1.7 million. Our tax levy is \$87 million.

There is bank cap that is going to be including \$320,000 – we also did finally receive \$1.4 million in additional State aid. We have not received additional State aid in over five years. So 35% of our budget has been held flat; 65% of our budget we get a 2% increase – so if you do the math - 1.7 divided by \$130 million budget – it is only 1.3% so we have major issues just like other school districts in New Jersey.

Mr. Nufrio stated I would add that Thursday we do have a budget meeting and I urge the public, including yourself, and anyone who is interested you will get more information on Thursday evening.

Danielle stated I'm a science teacher at Kawameeh Middle School and I'm on the UTEA executive board. I wanted to comment on a few agenda items that Mr. Le commented on – F-1, P-9, P-10, P-11 and P-12. I don't know what the feeling is around the other buildings in the District – the staff at Kawameeh is very concerned about this debt situation. Yesterday we walked into a brand new floor in the main office, administrative offices, nurses office – meanwhile there is talk about letting go teachers, adjusting our schedule to ensure that teachers don't receive stipends for teaching a 5th period class. Personally I am worried about my colleagues – the non-tenured colleagues. More importantly I'm worried about my family. I have

an 8-month old, a 4-year old and I don't know what life is going to look like for us if all these changes take place. If my class size increases, if my class periods get cut, if I lose my stipend, if I teach the same amount of time and more students but for less pay. As a teacher and parent you really expect that your time and your heart is going to be split between the children in your house and the children at your school because really they are all yours and you care. It is a very difficult balance but with the increasing needs of our students and all these potential issues, it is getting a lot harder and almost impossible. Teachers, counselors, paraprofessionals, CST members, nurses, security guards, secretaries are not the people that caused this budget problem and we aren't the people that should be paying for it. Neither are our students and our families. I want to ask you tonight as a resident, I know my property taxes did not go down, I know as a teacher I buy supplies for my classroom constantly – in science class I'm constantly buying materials to run labs that I don't get reimbursed for. Our contract has yet to be finalized although it was set in December. The woman's bathroom in our school has been broken for as long as I can remember but my students have Chromebooks, we are constantly hiring new confidential secretaries at the Board office. We have administrators and supervisors getting paid in the six digits but we can't figure out where the money has gone. I would like to know who is responsible. Mr. Nufrio stated the only answer I can give you which is the most realistic one is your concerns are ours as well but Thursday evening you will get a complete picture or a more in-depth explanation and would be the time to present your questions as well. I certainly don't want to put that off but it is only two days away and I'm sure the presentation will give some explanation.

APPROVAL OF MINUTES:

Moved by Mrs. Minneci, seconded by Mrs. Williams, that the following minutes be approved:

DISCUSSION:

None

February 13, 2017 – worksession and executive session, February 20, 2017 – regular meeting

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

February 20, 2017 – executive session

AYE: Mr. Arminio, Mrs. Higgins, Mrs. Minneci, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Dr. Francis, Mr. Monge, Mrs. Regis-Darby

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM DERRICK WATKINS

Thank you letter from Derrick Watkins - Holy Spirit Union Red Hawks.

LETTER FROM TOWNSHIP OF UNION

Letter from Township of Union requesting to renew partnership with Union High School for Great Inflatable Race and Food Truck Festival on May 12, 2018 and to use UHS parking lots and football field and track.

REQUEST FOR EXTENSION OF LEAVE – ATZBI

Request for extension of unpaid maternity/non FMLA/non NJFLA leave from Erin Atzbi, science teacher-Union High School, updated return date of September 3, 2019.

REQUEST FOR LEAVE – CARLIN

Request for unpaid non FMLA medical leave from Anthony Carlin, part-time café aide-Livingston Elementary School, April 13, 2018 to June 22, 2018.

REQUEST FOR EXTENSION OF LEAVE – CERCIELLO

Request for extension of unpaid maternity non FMLA/non NJFLA leave from Michelle Cerciello, physical education/health teacher-Union High School, with a new return date of September 1, 2019.

REQUEST FOR INTERMITTENT LEAVE – CIAMPI

Request for unpaid intermittent FMLA/NJFLA (concurrently) from Anthony Ciampi, custodian-Burnet Middle School, from July 13, 2018 to July 13, 2019.

REQUEST FOR LEAVE – CLARKE

Request for unpaid non FMLA/non NJFLA leave from Hazel Clarke, part-time café aide-Franklin Elementary School, March 27, 2018 and with a return date of April 9, 2018.

REQUEST FOR EXTENSION OF LEAVE – HOUSE

Request for unpaid maternity/non FMLA/non NJFLA leave from Danielle House, teacher-Hannah Caldwell Elementary School, updated return date of September 3, 2018.

REQUEST FOR LEAVE – HUTCHINSON

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Randi Hutchinson, supervisor ELA grades 5-12-districtwide, August 27, 2018 to November 25, 2018.

REQUEST FOR EXTENSION OF LEAVE – PARKHURST

Request for extension of unpaid maternity/non FMLA/non NJFLA leave from Jennifer Parkhurst, school counselor-Connecticut Farms Elementary School, updated return date of June 1, 2018.

REQUEST FOR LEAVE – WEBER

Request for unpaid FMLA medical leave from Patricia Weber, teacher-Franklin Elementary School, March 26, 2017 to May 2, 2018.

LETTER OF RESIGNATION – AARON

Letter of resignation from Charlene Aaron, Café Aide only – Jefferson School, effective March 19, 2018.

LETTER OF RETIREMENT – BANKS

Letter of resignation, for purpose of retirement, from Linda Banks, teacher-Burnet Middle School, effective July 1, 2018.

LETTER OF RETIREMENT – D’ELIA

Letter of resignation, for purpose of retirement, from Doris D’Elia, Library Media Specialist-Jefferson School, effective June 30, 2018.

LETTER OF RETIREMENT – DROBAN

Letter of resignation, for purpose of retirement, from Suzanne Droban, English teacher-Burnet Middle School, effective July 1, 2018.

LETTER OF RETIREMENT – ESPOSITO

Letter of resignation, for purpose of retirement, from Maureen Esposito, 10-month secretary-Franklin Elementary School, effective June 30, 2018.

LETTER OF RETIREMENT – GENOVA

Letter of resignation, for purpose of retirement, from Vita Ann Genova, teacher-Livingston Elementary School, effective June 30, 2018.

LETTER OF RETIREMENT – HOLDWRIGHT

Letter of resignation, for purposes of retirement, from Catherine Holdwright, English teacher-Burnet Middle school, effective July 1, 2018.

LETTER OF RETIREMENT – HOFFMAN

Letter of resignation, for purpose of retirement, from Karen Hoffman, school counselor-Jefferson Elementary School, effective June 30, 2018.

LETTER OF RETIREMENT – JOSEPH

Letter of resignation, for purpose of retirement, from Gaililee Joseph, bus drive-districtwide, effective June 22, 2018.

LETTER OF RETIREMENT – MOREIRA

Letter of resignation, for purpose of retirement, from Claire M. Moreira, 10-month secretary-Battle Hill Elementary School, effective July 1, 2018.

LETTER OF RETIREMENT – MACHESKA

Letter of resignation, for purpose of retirement, from Elizabeth Macheska, teacher-Washington Elementary School, effective June 30, 2018.

LETTER OF RETIREMENT – NICHOLS

Letter of resignation, for purpose of retirement, from Shirley Nichols, teacher-Livingston Elementary School, effective May 1, 2018.

LETTER OF RETIREMENT – WAGER

Letter of resignation, for purpose of retirement, from Richard Wager, custodian-Jefferson School, effective July 1, 2018.

LETTER OF RETIREMENT – WALTER

Letter of resignation, for purpose of retirement, from Elizabeth Walter, math teacher-Burnet Middle School, effective July 1, 2018

LETTER OF RETIREMENT – SANTORA

Letter of resignation, for purpose of retirement, from Donna Santora, teacher-health related- Union High School, effective July 1, 2018.

REQUEST FOR INTERMITTENT LEAVE – HOLMES

Request for paid intermittent FMLA/NJFLA from Sharon Holmes, paraprofessional-Burnet Middle School, April 2, 2018 to April 2, 2019.

LETTER OF RESIGNATION – MOORE

Letter of resignation from James Moore, part-time bus driver-Transportation Department, effective April 10, 2018.

LETTER OF RESIGNATION – FREEMON

Letter of resignation from Mark Freemon, custodian-Franklin Elementary School, effective April 11, 2018.

LETTER OF RETIREMENT – WEISLO

Letter of resignation, for purpose of retirement, from Christine Weislo, teacher of AAP-Connecticut Farms Elementary School, effective June 30, 2018.

REQUEST FOR EXTENSION OF LEAVE – KAPLAN

Request for extension of current unpaid FMLA/NJFLA (concurrently) from Nicole Kaplan, pre-k and AAP teacher-Franklin Elementary School, new return date of September 1, 2018.

LETTER OF RESIGNATION – PERALTA

Letter of resignation from Giancarlo Peralta, part-time bus driver-Transportation Department, effective April 23, 2018.

REQUEST FOR INTERMITTENT LEAVE – CUCCINIELLO

Request for intermittent FMLA/NJFLA leave (concurrently) from Theresa Cucciniello, 10-month secretary-Burnet Middle School, from April 15, 2018 to April 15, 2019.

REQUEST FOR EXTENSION OF LEAVE – BOGNER

Request for extension of unpaid medical non-FMLA leave from John Bogner, teacher-Hannah Caldwell Elementary School, with a tentative return date of May 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – ESPOSITO

Request for extension of paid medical leave from Maureen Esposito, 10-month secretary-Franklin Elementary School, now through June 23, 2018.

REQUEST FOR EXTENSION OF LEAVE – OLIVIO

Request for extension of paid medical leave from John Olivio-special education teacher-Union High School, new return date of May 1, 2018.

REQUEST FOR CORRECTION OF END DATE – STEEB

Request for correction to end date of unpaid intermittent FMLA leave from Laura Steeb, teacher-Burnet Middle School, new end date June 30, 2018.

REQUEST FOR UPDATE OF LEAVE – GINLACK

Request for update to type of leave to unpaid FMLA intermittent leave from John Ginlack, custodian-Battle Hill Elementary School, from March 9, 2018 to June 23, 2018.

REQUEST FOR EXTENSION OF LEAVE – WYCKOFF

Request for extension of unpaid FMLA from Russell Wyckoff, health and physical education teacher-Franklin Elementary School, a new return date of May 1, 2018.

REQUEST FOR LEAVE – ANDRIULLI

Request for paid medical leave followed by unpaid FMLA from Teresa Romeo Andriulli, teacher-Franklin Elementary School, from April 30, 2018 to June 11, 2018.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated will start with the Hannah Caldwell Librarian presentation, then Mrs. Paul and certificates for Parent Google Workshop and then the Ed Foundation.

Karen Franciosa stated I am the media specialist at Hannah Caldwell, as well as Battle Hill and I am here tonight to briefly talk to you about some of the activities that we do in our media program. We have at Hannah and Battle Hill we have a themed reading challenge program per year. We change the theme every year and this year is the Olympics. It was a huge undertaking. There are five rings, five grade levels – each grade level got to choose a ring and a color. They were given a continent and then they chose a country and then we research. Not only with books but online too. One of the things I went over with them is the step to research and credible sources. Since they are in elementary, it is a foundation. There are two reading logs, they get them every month and they have to fill it out and log their minutes. They hand them in and I keep a record of them. They are going for gold, silver or bronze metal. We had an

opening ceremony which we did a mock ceremony and I carry my torch all over and it lit up and we had a caldron and it lit up and the students came in by class. The day Mrs. Minneci was coming through Hannah she happened to come to the library where the children were creating and research their flag and they had to create their flag so on the day of opening ceremonies they came in with their flag and they all proceeded in and we had a mock opening ceremony. That is just a little bit about the reading program.

We have a jeopardy challenge every year for all of the skills that I have taught and then I give out a prize. They get a little statute and here are some of their research projects. There are many other things that are included in this presentation – the beginning is about information literacy and I created this and I hope you enjoy. (video shown)

Ms. Franciosa stated as you can see we are much more than books on our shelves. We love what we do. We are the hub and we are the coordinators with the teachers and we are the activities and we are the window into the world with our reading and our love for reading. I love what I do. Thank you for having me and I appreciate it. Mr. Nufrio stated it is obvious.

Mr. Tatum stated I know the work you do at Hannah and Battle Hill and when Mrs. Minneci came to me and said I was in the library and the first thing she said that you were outstanding and all the things that you are doing. Thank you for the presentation it was very nice.

Sandra Paul stated we had a Google parent workshop a couple of weeks ago and I just want to publicly thank all the parents that came out. We had students from Burnet that came out to help and one of our IT staff came out to help out our parents. We gave them exactly what it was like to be a student using Google Classroom so they got to experience what their students do on a day-to-day basis inside the school. I have certificates but just realized that none of the students are here – I did invite them. I will give them to Mr. Harrell. I would like to thank Connie – she is one of our IT staff members and she came out to help our parents navigate.

Mr. Tatum stated Mrs. Lipstein do you have the recipients here tonight? Remember about two years ago we had a recognition ceremony for our grant recipients at the Administration Building and for some reason we didn't do it again but our outstanding teachers are here being recognized for getting grants.

Mrs. Lipstein stated Education Foundation raises money for grants for teachers for creative and innovative educational projects. On April 10th we voted on our grant recipients for the 2018-2019 school year and the teachers are going to be honored at our annual spring reception on May 10th from 5-8pm at the Knights of Columbus, 1034 Jeanette Avenue in Union. Our community is invited to attend. Information about that is on our website and you can get to it through the District's website.

The mini-grant recipient, Kelly Kitzman of Livingston School, designed a program titled "Kid Bloggers." This program will be implemented by grade 3 and grade 4 teachers and AAP teachers. The students will use an interactive writing program where students and teachers can teach, learn and communicate interactively in a positive learning digital atmosphere.

The other recipient of the mini-grant is Greg Pardo of Connecticut Farms School for "Fixing is Engineering." Students will learn basic engineering skills by taking a hands-on approach. They will refurbish a non-working pinball machine by taking it apart and troubleshooting any problems. They will work together as a team to restore it back to working condition.

Five macro-grants were awarded to district teachers for their innovative ideas. Mary Ellen Patricco and Brooke Gilligan, fourth grade teachers at Connecticut Farms School, titled their grant "Ignite Lifelong Learning." The class will receive Chromebooks and materials to continue their study of engineering in the classroom.

Marianne Deczynski, Kawameeh Middle School music teacher, was awarded a grant for "Music Hands On!" This project will provide instruments for use in the sixth and seventh grade music cycle classes. Xylophones and ukuleles will be added to provide more opportunities for hands on learning. These will be used in addition to the tubano drums which were received at Kawameeh from a previous grant funded by the Township of Union Education Foundation.

Jennifer Reguinho, kindergarten teacher at Hannah Caldwell Elementary School, will use "iPads in the Classroom." Five iPads will be added in the classroom to provide a myriad of literacy center activities. Lessons can be differentiated for different levels of learning. The program will be implemented by additional staff members; Alina LoGuidice, Maria Manfra, Alison Murphy, Jessica Oliveira and Teresa Marino.

Tommy Harrell, principal of Burnet Middle School, was the first principal awarded a grant for "The Nature of Things," which will provide for construction of a greenhouse in the courtyard at Burnet. Students in grades 6-8 will use the greenhouse to study environmental science and utilize writing skills explaining their project's connection to physics and biology.

Maria Sibilgia and Elena Patricco, fourth grade teachers at Livingston Elementary School, received the final macro-grant for "Full STEAM Ahead." The classroom will receive two Chromebooks and specific material which includes LEGO models, conductive building clay, and chain reaction kits for building. The students will then explain their projects and type their ideas and share them. Students will take an active role in their own learning.

I want to thank our grant recipients for going above and beyond and coming out tonight. This is our 18th year – we have given out over \$200,000 and something that I am very proud of. The more funds we can raise the more that we can do for the children.

Mr. Tatum stated congratulations to the grant recipients. It is interesting because many of the names we hear are teachers we have heard in the past and they continue to enhance their program by applying for the grants at the Ed Foundation. We thank them for their continued service.

Student/ Staff Attendance - Student Totals: 95.1%; Staff total: 93.3%

Monthly Highlights

- The following students were the winners of the Vauxhall Historical Society’s Black History Essay Contest: Mueez Balogun, Lynda Franca, Selena Zayas
- April 2nd was Autism Awareness Day the district recognized this day by wearing blue.
- PARCC Testing has begun throughout the district. Parents please make sure your students get a good night’s rest and breakfast in the morning.

Student Recognition

- The Union High School Twirling Team took 1st place in both Senior Twirl Team and Senior Twirl & Dance at the National Baton Twirling Association Competition on Sunday, March 9th
- They also took 1st and second place honors at the New Jersey Twirling Association Competition on Sunday, March 25th

Upcoming Events

- On May 12th Union High School will be hosting the Great Inflatable Race and Food Truck Festival at the UHS Track, Parking Lots, & Rabkin Field. The proceeds will benefit the UHS Seniors’ Project Graduation.
- May 21st is the Union High School Awards Ceremony 6:30pm in the Union High School Auditorium.
- Just a reminder June 2nd is Relay for Life. Remember to sign up!

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mrs. Minneci, to pull E-2 from the agenda.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Mrs. Regis-Darby, seconded by Mr. Arminio, that the following resolutions be approved:

E-1. AFFIRM SUPERINTENDENT’S RESOLUTION OF HIB

Affirm the Superintendent’s resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period March 1, 2018 to March 30, 2018, in accordance with the information appended to the minutes.

E-2. *Agenda item removed at meeting for updating (2018-2019 calendars).*

E-3. APPROVE SECONDARY PULL/OUT, REPLACEMENT PROGRAM

Approve the establishment of a secondary pull/out, replacement program, 6th grade at Kawameeh Middle School, effective September 1, 2018, in accordance with the information appended to the minutes.

E-4. APPROVE SUMMER BRIDGE LEARNING CAMP

Approve Summer Bridge Learning Camp for students currently enrolled in District entering into grades 1-5 from July 9, 2018 to July 26, 30 and 31, 2018 (Monday-Thursday) for the following schools: (a) Hannah Caldwell Elementary School – grades 4-5, (b) Livingston Elementary School – grades 2-3 and (c) Washington Elementary School – grade 1.

E-5. APPROVE NEW START TIME – ELEMENTARY SCHOOLS

Approve the new start time of the school day to 8:45 a.m. for grades K-4 for the following elementary schools: Battle Hill, Connecticut Farms, Franklin, Hannah Caldwell, Livingston and Washington.

E-6. APPROVE CHANGE OF BLOCK SCHEDULING – BURNET MIDDLE SCHOOL

Approve the change of block scheduled at Burnet Middle School to a standard scheduling, in accordance with the information appended to the minutes.

E-7. APPROVE CHILD OF EMPLOYEE #10442 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #10442 to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the minutes.

DISCUSSION:

Mrs. Higgins stated E-6 – if you take away the 6th period, will the teachers lose their stipends? Mr. Tatum stated the 6th period stipend is based upon need and a specific program in place. The UTEA agreement focuses on five periods and the 6th period stipend was designed for the overage in the amount of students and classes that we need to offer so that is the fundamental background of a 6th period stipend. Unfortunately we get accustomed to 6th period stipends and that has been the trend over a number of decades. What you are going to find right now is as you change to the response to intervention program and change of our scheduling and many of those stipends may not be necessary but that depends on the schedule. We are not taking 6th period stipends away; however, it is on a need basis.

Mr. Nufrio stated it is also useful when there is a vacancy that occurs unexpectedly and until the replacement is found, then the teachers that are certified in that subject may be called upon and at which case as per the contract, they are paid the stipend that is required.

Mrs. Williams stated E-7 - the number of employees' children that are attending? Mr. Tatum stated I think I mentioned last time was they apply every year but we can get a total number of employees on role that have made the request.

Mr. Nufrio stated they have to request this on a yearly basis. Mr. Tatum stated that is correct. I don't think the number is that exorbitant but I will check for you.

Mrs. Minneci stated maybe you can explain to the public about the earlier start for K-2. Mr. Tatum asked Mrs. Moses to answer the early start time. Mrs. Moses stated the early start time – over the years elementary has had a desire to move the start time to 8:45 a.m. – note that the start time is 8:45 for 3rd and 4th graders. Also note that the buses pick up all students from pre-k and drop them off at 8:00 so that means pre-k, kindergarten, 1st and 2nd are on the playground for an extensive amount of time. Also note that the start time that teacher contact is the time that students are deemed in school by the schedule which means that students that are in pre-k, kindergarten, 1st and 2nd – we have assigned duties for teachers to go out to do that. With RTI coming into play in the District which is a response to all intervention which is a response to the emotional needs and the academic needs. The 15 minutes make a big difference because student contact time is when they are at the playground, if the students arrive at 8 a.m. for breakfast – by the time they finish and head to the playground – 30 minutes and then they are in. Teachers reported to their principal that they prefer that. We had a long discussion over months and we talked about it in detail before we presented it. I would note that although pre-k, kindergarten, 1st and 2nd have teaching contact at 9:05, they are still dismissed at 3:05 with everyone else which means 3rd and 4th grades – 8:45 – 3:05; pre-k, kindergarten, 1st and 2nd – 9:05 – 3:05. I'm thinking at looking at what we need to do with so Spanish, computer literacy and all the courses that kids are taking now – 15 minutes makes a world of difference and it is good for parents in my opinion.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge stated this is more on how to proceed – I sent out my concern about F-14, F-15 and F-16 and how it was presented as well as F-18. I want to make a recommendation on how we could edit those and offer some more clarity to folks. F-14, F-15 and F-16 is the approval for environmental engineers, civil engineers and architectural services. We recently approved RFP/RFQ schedule with an idea to trying to make sure that we are engaging people at the right time for these services to try to get ahead of the January date where these go out so we can actually be competitive and get the best prices possible versus engaging people after the fact and going out for projects later and to pay more. We were talking about trying to get them in before January so my suggestion is that the start dates would be November 1st to October 31st and that would give us an opportunity to go out for RFP/RFQ's a couple of months prior so we can review them and make a selection by November 1st and then we will have people in line before we need them. All we are doing is aligning to the new schedule that we voted on. That is my suggestion for F-14, 15 and 16.

With respect to F-18, we have an extension of a firm that is already with us. While it seem like a material contract amount, there is still something that is on our RFP schedule and it

should go out for competitive RFP/RFQ. I would recommend that we do so instead of them just providing a contract without a competitive process. My recommendation for that would be that we renew them under the contract schedule that we have. My recommendation would be July 1st to June 30th so we are keeping them but we are extending them through the terms that we agree in our calendar. Otherwise why did we go through the process of approving an RFP/RFQ calendar if we don't follow it.

Mr. Brennan stated you did bring that to my attention prior – we were supposed to talk further about that at the budget meeting. I have no problem with that. The RFP calendar was up for approval, we worked on it together and if we need to adjust that and move it back to the anniversary date of a November 1st to October 31st – I have no issue with that. Also with Phoenix Advisors, it is an immaterial amount. They are our debt service compliance company. They make sure that all the payments are being made and that we are in compliance with our debt service. I have no problem with that either.

Mr. Nufrio stated you are suggesting that these resolutions are o.k. but we want to change the dates. Mr. Monge stated for F-14, 15 and 16 – I am recommending that we change the period from January 1st to December 31st – change that to November 1st to October 31st – to align with our calendar. Mr. Brennan stated we want to renew them from January 1st through October 31st and then we will change the RFP calendar and I will work with Mr. Monge on that to reflect a November start date.

Mr. Nufrio asked what would the calendar dates be for the submission of these? Mr. Brennan stated the start date would be November 1st, 2018 through October 31st, 2019 – so three months prior.

Mr. Nufrio stated so three months before would be on your calendar to put it out for RFPs. Mr. Brennan stated we received five professional services today for a start date of July 1st.

Mr. Monge stated F-18 would be approved for January 2018 to June 30th, 2018 – based on the calendar. If you want to make a recommendation to extend it out a year maybe that is something we can discuss – unless you put the RFP out. Mr. Brennan stated I don't have one developed yet – it would take a little time to get that together. Do you just want to extend it? Mr. Monge stated or we can table it – sorry for taking so much time but this is important. Mr. Brennan stated you can table it. Mr. Monge stated we will table it and then we can make a decision to extend it out. Mr. Nufrio asked when does this expire? Mr. Brennan stated June 30, 2018. Mr. Monge stated based on the calendar you would have to have an RFP/RFQ ready to go and if he doesn't, I don't want to put words in your mouth but you may want to consider doing something else so we have next month to figure it out. Mr. Tatum stated so you want to table it for now and then have something next month. Mr. Brennan stated we can discuss how to move forward and I think that is the best way. Mr. Nufrio stated you will have enough time to meet the criteria for responses. Mr. Brennan stated 60 days so it would be very tight. Mr. Monge stated he will either do that or extend it. Mr. Brennan stated we can make that decision. Mr. Nufrio stated extend to when? Mr. Monge stated a year – that is what we did with the other guys. It is a discussion we need to have. Mr. Brennan stated to play it safe we can table it and discuss it and

if we want to either extend them or we can change the calendar to go out a little later. Mr. Nufrio stated you will set up a meeting with the Fiscal Committee. Mr. Brennan stated certainly.

Mr. Griggs stated I would suggest that Mr. Monge pull back his motion, change the agenda to address the changes you just made and then remove F-18 and then make a motion to approve what is listed here as amended.

Moved by Mr. Monge, seconded by Mrs. Richardson, that F-18 be removed from the agenda.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio
NAY: None
ABSTAIN: None MOTION CARRIED

Moved by Mr. Monge, seconded by Mrs. Williams, that the December 31 date on F-14, F-15 and F-16 be revised to October 31.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio
NAY: None
ABSTAIN: None MOTION CARRIED

Moved by Mr. Monge, seconded by Mr. Arminio, that the following resolutions be approved:

F-1. TREASURER’S REPORT
That the Treasurer’s Report dated March 31, 2018 be accepted.

F-2. SECRETARY’S REPORT
That the Secretary’s Report dated March 31, 2018 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT
Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of March 31, 2018 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan
Gregory E. Brennan, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of March 31, 2018 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is

solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

F-8. APPROVE LIST OF 2017-2018 STATE CONTRACT VENDORS

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	77/Theatre	World Stage – main lighting rental for Peter Pan	\$8,900.00 (not to exceed)
Union High School	2045/Music	Gertrude Hawk – approved fundraiser	\$3,925.53
Kawameeh Middle School	41/Musical Production	Sasi 5 Apparel – t-shirt sales for Alice in Wonderland	\$1,123.00
Kawameeh Middle School	41/Musical Production	Marianne Deczynski – purchase supplies to make costumes for Alice in Wonderland Jr.	\$2,500.00 (approx.)
Kawameeh Middle School	41/Musical Production	C&R Graphics – playbills for Alice in Wonderland Jr.	\$1,375.00
Burnet Middle School	Drama Club	CMT Sound Systems LLC – school play	\$3,818.00
Union High School	2205/Senior Class	Dave and Busters – UHS Senior Class trip deposit	\$3,149.25

Union High School	2205/Senior Class	Dave and Busters – UHS Senior Class trip	\$9,000.00 (not to exceed)
Union High School	2205/Senior Class	Trans Ed – UHS Senior Class trip transportation	\$3,666.00
Union High School	2012/Senior Prom	Cheryl Fiske – supplies needed for prom	\$1,138.52 (not to exceed)
Burnet Middle School	Music	Music in the Park – admission (30) (June 1, 2018)	\$1,493.00
Burnet Middle School	Music	Music in the Park – tickets (85) (June 1, 2018)	\$4,355.00
Burnet Middle School	Music	Villani Bus Company – transportation to Music in the Park (June 1, 2018)	\$3,240.00

F-10. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name	Date	Purpose
Selling lanyards for the day of silence	April 27, 2018	UHS GSA – raise money for senior scholarships 2018-2019 and donate money to Pride Center, in Highland Park, NJ
Popcorn Sale	April 25, 2018 to May 16, 2018	Kawameeh Student Council – raise funds for 8 th grade trip
Shoprite Bagging Fundraiser	May 12, 2018	UHS-Hiking Club – raise funds for end of year trip
Clothing Sale	April 25 to May 2018	UHS-softball club – raise funds to pay for food, camps, party and senior gifts
Graduation Lawn Sign	April 25 to May 9, 2018	UHS/Senior Prom – raise funds for Senior Prom
Dine to Donate – Emily’s Portuguese Bakery	April 28, 2018	UHSPAC Advanced Musical Theatre Class – to raise funds for student-run production of Avenue Q:School Edition

F-12. ACCEPT DONATIONS

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
Life Touch	Livingston Elementary School	\$763.20
Pfizer-YourCause, LLC	Livingston Elementary School	\$100.00
Pfizer-YourCause, LLC	Livingston Elementary School	\$100.00
Bottling Group LLC-FSV (Pepsi)	Union High School	\$547.13

- F-13. APPROVE RENEWAL OF PETTY CASH FUND FOR 2018-2019 SCHOOL YEAR
Approve the renewal of the following petty cash fund for the 2018-2019 school year:

<u>Fund</u>	<u>Amount</u>	<u>Resp. Indiv.</u>
Board Secretary	\$500	Mr. Brennan

- F-14. APPROVE FIRMS TO PROVIDE ENVIRONMENTAL ENGINEERING
Approve extension of terms for the following firms to provide environmental engineering, as assigned by the Superintendent of schools, for the period of January 1, 2018 to October 31, 2018 to (a) Omega, (b) Pars and (c) RV&A.

- F-15. APPROVE FIRMS TO PROVIDE CIVIL ENGINEERING SERVICES
Approve extension of term for the following firms to provide civil engineering, as assigned by the Superintendent of schools, for the period of January 1, 2018 to October 31, 2018 to (a) The Reynolds Group, (b) Suburban Consulting, and (c) LAN Associates.

- F-16. APPROVE FIRMS FOR ARCHITECTURAL SERVICES
Approve extension of term for the following firms for architectural services, as assigned by the Superintendent of schools, for the period of January 1, 2018 to October 31, 2018 to (a) Parette Somjen Architects LLC, (b) EI Associates, and (c) DiCara Rubino Architects.

- F-17. APPROVE INCREASE IN P.O. #18-01211 – CAROTENUTO
Approve an increase to P.O. #18-01211 with Isabel Carotenuto, MD to provide Neurology evaluation services for the 2017-2018 school year from \$6,000 to \$9,200. This increase is necessary as a result of student need, in accordance with the information appended to the minutes.

- F-18. *Agenda item removed (Phoenix Advisors – disclosure obligations for continued compliance).*

- F-19. APPROVE AMENDED LIST OF STUDENT ACTIVITY ACCOUNTS
Approve amended list of Student Activity Accounts, in accordance with the information appended to the minutes.

- F-20. *Agenda item approved at April 10, 2018 worksession (increase in proposal - Peter Fallon, Esq. independent investigation of affirmative action complaint).*

- F-21. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

- F-22. Approve increase in the hourly rates for Job-In-Blue effective April 13, 2018, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated F-22 – suppose that we don't pass this resolution – what are the implications? Mr. Brennan stated I will defer to Mr. Benaquista. Mr. Benaquista stated I will ask Mr. Griggs to join us on this conversation. The local PD – their rate for school jobs – in

mid-April the local PD changed their overtime rates – one being the school if we need an officer to come to an event. It went from \$25 to \$40 per hour. As a matter of past practice to be transparent, usually all our rates get approved through the Board; but that is the rate we would have to pay if we want an officer. If the Board does not choose to approve that rate, is it something that needs to be approved. We have done that in the past. Mr. Griggs stated you should do what you have done in the past. The Board should take action on it. If it is defeated then I think Mr. Tatum and yourself – we should talk because it seems to me it is a critical service with regard to covering your activities. I assume graduation and things like that. You should approve it but if it is not approved then I think we need to have a discussion because it is critical.

Mr. Monge stated I spoke to Mr. Benaquista about it – the first question is do we even need to approve something like this because they are basically telling us there is no negotiation. I was wondering why we even had to approve this and I had questions about what the difference in the rate and trying to find out what we have spent in the past on an annual basis and what kind of increase is going to be for the District. Mr. Benaquista stated we always set up an open purchase order – for athletic events we need to hire an officer to be at plus other events throughout the District. When Mr. Ardito contacts the police we put in a request for example two officers at a school dance. Most of the times prior to approving this rate, they weren't taking the jobs. I also got feedback from the police department that the police officers were upset with us because I guess their PBA went to negotiate rates for their officers because when they worked some people that were taking jobs, our security was saying we make more than you. I could probably make an assumption that they were upset and they weren't taking the jobs – they are making \$25/hour and our other employees are making a much higher rate. Mr. Monge asked what's the rate? Mr. Griggs stated it is part of the Collective Bargaining Agreement. Mr. Benaquista stated it is time and half of what the person makes so there are two different amounts that security makes. We classify them as certified and non-certified. It is approximately \$50/hour.

Mr. Nufrio stated just so we understand, if we can't negotiate then we can't negotiate obviously. Mr. Benaquista stated it is part of the UTEA bargaining agreement. Mr. Nufrio stated that is fine but to get a little better feedback, what are the surrounding districts paying? Will they be paying the same amount of all the districts in the State? Mr. Benaquista stated this is for our local PD. I can check with other municipalities and see what they pay officers to work in schools. Mr. Nufrio stated to see at least if we are competitive. Mr. Benaquista stated Mr. Ardito can definitely find out. Mr. Monge stated this is part of the conversation we had with Mr. Vieira, Mr. Brennan and Mr. Benaquista about budget and trying to find out the latest and greatest and that came up (inaudible). Mrs. Richardson stated in other communities I know for a fact in Irvington – police officers that are working on assignment, are assigned to a specific location – I don't know what happens when St. Michael's church has two officers there. Is St. Michael's Church paying them directly but I do know in Irvington that officers that if there is a function that is within the Township at school, officers are in-kind there because it is still tax dollars. Even in cases where there have been block parties, they assign firemen because they also taught at the Academy how to provide security. If we could work with the Township and maybe develop some kind of situation because this is still taxpayer dollars. If we are paying police officers, it is coming out of tax dollars. Mr. Benaquista stated it is something that we

should at least have a conversation with the Town. I know Mr. Monge has mentioned before about the agreement we have – Shared Services – again it has to be something that we work out with the Town. This is the way it has always been but it is worth that conversation and I also would like to say that a lot of districts and anytime an organization comes into the school district, two fees that are never waived are custodial overtime and security overtime – whether a cop or security guard. I know districts that even when you are doing a fundraiser for your own programs, how the proceeds – the first thing that has to be paid is for those overtime rates so the district is not taking that on. So that is another thing that we can talk about when people are asking to rent our buildings a lot of times that we do not get reimbursed and yet it could be five hours of overtime for two security guards or two custodians and it does add up. Mrs. Richardson stated if you were to have two police officers assigned. Mr. Benaquista stated unless it is our event, we would never hire a police officer. Mrs. Richardson stated I didn't say hire, I'm just saying come to an agreement. I know on Sundays there are police officers at St. Michael's directing traffic – is St. Michael's paying for that? Holy Spirit? McCracken funeral home – are they paying for that? Do you think they are paying for that? I don't. Mr. Nufrio stated for the funeral homes do pay them.

Mr. Monge stated that is one of the line items that we identified as a potential cost savings because we spend a lot of money on custodial services. There are some savings there in my opinion. Mr. Tatum stated currently the Jobs in Blue program are off duty police officers. They are not actually on duty when they provide that service. Mrs. Richardson stated my husband and my brother too, they were working when public service was working and water company was working, jobs in blue were for those situations, where they were not related to tax dollars and that is what I'm looking at – tax dollars. We look at this and say you know what we are paying double taxes now because we are paying for two events – it is just an idea and if we could get that accomplished I think we could save some money.

Mr. Monge stated we talked about third-party events and passing all these expenses on because we are approving third-party events and we may have two security guards there and I think to offer a space is fantastic but for us to cover expenses. Mr. Tatum stated it sounds like a Finance/Operations Committee meeting. Mr. Monge stated I think there are some opportunities there. We have done it historically but if we are going to have a conversation – it really doesn't matter if we vote on it or not because if we use a police officer they are going to charge us a rate so if we have an opportunity to discuss it and maybe some potential ways to work together. We are talking about safety which is such a hot topic. It is an opportunity to work together and come up with a reasonable solution.

Mrs. Minneci stated if we choose to approve it but we don't have to use it. Mr. Griggs stated you need to vote on it to approve or not approve it. Once you approve it I would immediately have your meetings and also meet with the Township representatives and see whether something can be worked out. To my knowledge there is no contract per se all the Board has done is approve/authorize the payment of the rates. There is no contract with a termination rate or anything like that. Given the season that is coming up as we move forward with student events and graduation, I would recommend that you approve it and then immediately sit down with the Township and try to work something out in terms of the rate you

folks are being charged as compared to a private party or something like that. Like you said, it is taxpayers' dollars.

Mr. Nufrio stated the point that Mr. Benaquista brought up is also a good point that sporting events that wind up with some proceeds, gate money, where I worked in Elizabeth – police were paid from gate money. I don't know what the current circumstance is here – is that coming out of the general fund? Or is the gate money assisting in paying these people? Mr. Benaquista stated separate with athletic events, we build events into the budget that require overtime – like the prom, graduation. Mr. Nufrio stated there is no gate money there. Mr. Benaquista stated a dance – if it is a school function that is yearly – like Mr. UHS – we would make sure we allocated two security guards and that is built into our overtime budget for security and we do it every year. Yes right now the District is paying for it and those organizations are making money for their organization. It is raising money for the students. To answer Mrs. Minneci's question – if we approve this rate, and we don't use any officers, we are not obligated. We post out for events that we need. The big events that we use officers at is graduation besides that maybe 1-2. Mr. Arminio stated we have them at every athletic event. Mr. Benaquista stated we do but a lot is in the winter but I don't know if they are at spring events.

Mrs. Richardson stated I have seen at construction sites – tearing up streets and public service in Irvington – they were actually using County and State Troopers and I don't know if it had to do with the rate because I questioned it as well. Mr. Benaquista stated I know in the past for graduation when we couldn't get local PD to work we went to County. It has to be released to County of what I understand after the local don't pick up the jobs and then we can push it on to County.

Mr. Monge stated F-17 – we are almost at the end of the year and we have an increase – is there a why we have an increase? Mr. Nufrio stated it indicates that it went up from \$6,000 to \$9,200 is that due to increased number of cases? Mrs. Conti stated yes there was an increase in students. Mr. Nufrio stated so there was an increase in the number of cases and what was projected. Mr. Monge stated this money is owed because we are at the end of the budget year and there is a 50% increase. Mr. Tatum stated we have had a couple of cases where there were specialists that were involved and a little more special than the normal. I know we talked about it one time and we were hesitant about giving details of that if you recall. There was one in particular that was extremely more expensive and that was something that was not anticipated so I believe that could have some impact on what you are seeing here. It is very difficult some times when you budget a certain amount when it is based upon the amount that we spent in the prior year and someone moves in and you have to provide the testing that causes this. Mrs. Conti stated when it was approved in the 17-18 school year, we had incurred 15 evaluations – so although the 17-18 budget amount was \$6,000 and that was the current amount that was expended, it appears reasonable because we also had another service provider who did evaluations as well but because of the increased need we had to incur more evaluations. Mr. Monge stated this is based on actual. A couple of months into the budget year there is a 50% increase and I think it is a fair question. You are saying that you are going to have that need. Mrs. Conti stated we are projecting that need. In other words, as we can see that we are going to be using up that money, what we do we have to come to you and increase it because we have kids on the horizon that are going to be using it but the Board also asked me when we see that

happening always put a little bit more in case there are one or two more evaluations that do come up. Mr. Monge stated I go back to these transfers – we have these transfers that go into these budget lines that already have money in it and sometimes it is a material amount of money that always confuses as a Board member on why that is happening. There is an F-2 presentation that we were promised that we were going to have as a regular presentation every month and it is something that I have been fighting for a while which basically says this is what we voted on – the original budget that we are going to vote on a budget this week and you are going to see that every month and all these transfers change the new budget line and we are going to see those differences because that presentation that we saw – there are some budget lines that there are one section at a million dollars and we used a million dollars less than we budgeted and it was moved around. Basically money is moving around and we are not really seeing it as a Board to make sense. We should know what we are voting on and that is the full story with the transfers. Otherwise it is hard for us to follow.

Mr. Nufrio stated one comment about Dr. Carotenuto – I have seen this name for a number of years. This amount is specifically earmarked for that doctor and no other doctor. Are there any others? Mrs. Conti stated I believe we do. We asked if it was over a certain amount to go out for quotes to make sure that we are looking at competitive rates. Dr. Carotenuto could not fulfil all of the needs that we had. She has other districts as well. So we have to go out and Board approve another neurologist at one point so there is a reserved amount of money for that doctor to cover their evaluations. Mr. Nufrio stated those are not negotiable items. Are they? Mrs. Conti stated you mean negotiated with the doctors? Sometimes we can and sometimes we can't. Some folks do us a favor by saying you have been with us for many years, we aren't going to raise your rate; but not all vendors. Mr. Nufrio stated neurologists are specialists.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Dr. Francis (F-22 only)

MOTION CARRIED

Mr. Monge stated for clarity that we are going to have a follow-up meeting and we are going to talk about F-22.

GRIEVANCE/NEGOTIATIONS COMMITTEE:

Moved by Dr. Francis, seconded by Mr. Arminio, that the following resolution be adopted:

G-1. *Agenda item approved at April 10, 2018 worksession (MOA – UTEA).*

G-2. APPROVE COLLECTIVE BARGAINING AGREEMENT – UTEA

Approve Collective Bargaining Agreement between the Township of Union Board of Education and the Union Township Education Association for the contract term September 1, 2017 through August 31, 2020, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mr. Griggs my question to you is the three of us that are conflicted will not be voting. Mr. Griggs stated correct – Mrs. Higgins, Mrs. Minneci and Mr. Nufrio. I have been going back with the Association to reach the final agreement – the only changes were from changes, nothing else, nothing to do with substance and I recommend that the Board approve the Agreement.

Mr. Nufrio stated Mr. Tatum obviously G-2 met with our approval and that is why it is on the agenda. Mr. Tatum stated correct.

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Williams stated I just wanted to say she is voting yes but I do have some serious reservations about voting yes because of our current budget crisis but we made a commitment to our teachers and I will vote yes.

Mr. Nufrio, Mrs. Higgins and Mrs. Minneci are conflicted and therefore unable to vote on G-2.

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mrs. Richardson, seconded by Mrs. Williams, that the following resolutions be adopted:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2017-2018 school year, in accordance with the information appended to the minutes.

O-2. APPROVE REQUEST FROM TOWNSHIP OF UNION

Approve request from Township of Union to renew partnership with Union High School for Great Inflatable Race and Food Truck Festival on May 12, 2018 and to use UHS parking lots and football field and track, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Moved by Mrs. Minneci, seconded by Mr. Arminio, that the following resolutions be adopted:

P-1. *Agenda item was approved at April 10, 2018 worksession (personnel actions).*

P-1A. PERSONNEL ACTIONS

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

P-2. *Agenda item was approved at April 10, 2018 worksession (substitute lists).*

P-2A. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Aaron, Charlene	P/T Café Aide Only	Jeff	3/19/18	Resignation of Café only.	She will remain in transportation.
Freemon, Mark	Custodian	Frank	4/11/18	Resignation	
Moore, James	P/T Bus Driver	Transportation	4/10/18	Resignation	
Peralta, Giancarlos	P/T Bus Driver	Transportation	4/23/18	Resignation	

Retirements

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences. (May include Substituting history)	Attendance to BOE meeting
Banks, Linda	Teacher of Mathematics	BMS	7/1/18	Retirement	9/1/98	
D'Elia, Doris	Library Media Specialist	Jeff	6/30/18	Retirement	11/1/95	
Droban, Suzanne	Teacher of English	BMS	7/1/18	Retirement	9/1/88	
Esposito, Maureen	10 Month Secretary	Frank	6/30/18	Retirement	10/16/2000	
Genova, Vita Ann	Elementary Teacher	Liv	6/30/18	Retirement	9/1/2000	

Holdwright, Catherine	Teacher of English	BMS	7/1/18	Retirement	10/16/97	
Hoffman, Karen	School Counselor	Jeff	6/30/18	Retirement	9/1/79	
Joseph, Galilee	Bus Driver	DW/Trans	6/22/18	Retirement	10/12/04	
Moreira, Clair	10 Month Secretary	BH	7/1/18	Retirement	6/30/18	
Macheska, Elizabeth	Elementary Teacher	Wash	6/30/18	Retirement	9/1/92	
Nichols, Shirley	Elementary Teacher	Liv	5/1/18	Retirement	9/1/97	
Santora, Donna	Teacher/Health Related	UHS	7/1/18	Retirement	01/25/93	
Wager, Richard	Custodian	Jeff	7/1/18	Retirement	4/25/05	
Walter, Elizabeth	Teacher of Mathematics	BMS	7/1/18	Retirement	9/1/99	
Weislo, Christine	Teacher-AAP	CF	6/30/18	Retirement	09/01/1997	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Leave of Absences

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Atzbi, Erin	Teacher of Science	UHS	Extension Return 9/3/19	Extension of Unpaid Maternity Leave/Non FMLA/Non NJFLA	Org. leave began 9/5/17. FMLA/NJFLA allotted 12 weeks exhausted.
Carlin, Anthony	P/T Café Aide	Liv	4/13/18-6/22/18	Unpaid Medical Leave/Non FMLA	Does not meet FMLA requirements.
Cerciello, Michelle	Physical Education/Health Teacher	UHS	Extension Return 9/1/19	Extension of Unpaid Maternity Leave/Non FMLA/Non NJFLA	Org. leave began 1/3/17. FMLA/NJFLA allotted 12 weeks exhausted.
Ciampi, Anthony	Custodian	BMS	7/13/18-7/13/19	Unpaid Intermittent FMLA/NJFLA (Concurrently)	FMLA/NJFLA not to exceed 12 weeks.
Clarke, Hazel	P/T Café Aide	Frank	3/27/18-4/9/18	Unpaid Medical Leave/Non FMLA	Does not meet FMLA requirements.

House, Danielle	Elementary Teacher	HC	Extension Return 9/3/18	Extension of Unpaid Maternity Leave/Non FMLA/Non NJFLA	Org. leave began 9/18/17. FMLA/NJFLA allotted 12 weeks exhausted.
Hutchinson, Randi	Supervisor ELA, 5-12	DW	8/27/18-11/25/18	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA not to exceed 12 weeks.
Parkhurst, Jennifer	School Counselor	CF	Extension Return 6/1/18	Extension of Unpaid Maternity Leave/Non FMLA/Non NJFLA	Org. leave began 9/11/17. Org. leave began 9/11/17. FMLA/NJFLA allotted 12 weeks exhausted.
Weber, Patricia	Elementary Teacher	Frank	3/26/18-5/2/18	Unpaid Medical FMLA Leave	3/26/18-5/2/18
Holmes, Sharon	Paraprofessional	BMS	4/2/18-4/2/19	Paid Intermittent FMLA/NJFLA (Concurrently)	Not to exceed 12 weeks.
Cucciniello, Theresa	10 Month Secretary	BMS	4/15/18-4/15/19	Paid Intermittent FMLA/NJFLA (Concurrently)	Not to exceed 12 weeks.
Bogner, John	Special Education Teacher	HC	Extension Return 5/1/18	Unpaid NON FMLA Medical Leave	FMLA requirements not met. Org. leave began 11/14/17. 5/1/18 is a tentative return.
Esposito, Maureen	10 Month Secretary	Frank	Extension Through 6/23/18	Paid Medical Leave	Requested the use of sick days only at this time.
Kaplan, Nichole	Special Education Teacher	Frank	Extension Return 9/1/18	Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA Entitlement Not to exceed 12 weeks.
Olivio, John	Special Education Teacher	UHS	Extension Return 5/1/18	Paid Medical Leave	Requested the use of sick days only at this time.

Steeb, Laura	Teacher	BMS	Now through 6/30/18	Unpaid Intermittent FMLA	Unpaid Intermittent FMLA Leave end date corrected to reflect 6/23/18. Intermittent leave began 9/1/17.
Ginlack, John	Custodian	BH	Now through 6/23/18	Unpaid Intermittent FMLA Leave	As requested, leave type/end date updated to reflect Unpaid Intermittent FMLA leave. FMLA up to 12 weeks of unpaid leave. Org. leave began 10/16/17
Wyckoff, Russell	Health & Physical Education Teacher	Frank	Extension Return 5/1/18	Unpaid FMLA /Unpaid Medical Leave	FMLA Not to exceed 12 weeks. Org. Leave 12/15/17.
Andriulli Romeo, Teresa	Elementary Teacher	Frank	4/30/18-6/11/18	Paid Medical Leave Followed by Unpaid FMLA	Sick days initially followed unpaid FMLA.

P-5. *Agenda item approved at April 10, 2018 worksession (designee – Hannah Caldwell student activities account).*

P-6. **APPROVE EMPLOYMENT CONTRACT – VIEIRA - Agenda item failed**
Approve Employment Contract of Manuel E. Vieira, Assistant Business Administrator for the 2018-2019 school year.

P-7. **APPROVE TERMINATION OF EMPLOYEE**
Approve termination of Employee #12204, effective April 25, 2018.

P-8. **APPROVE TERMINATION OF EMPLOYEE**
Approve termination of Employee #12196, effective April 25, 2018.

P-9. *Agenda item removed.*

P-12. **APPROVE EMPLOYMENT CONTRACT – BRENNAN**
Approve the Employment Contract of Gregory E. Brennan, School Business Administrator/Board Secretary for the 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated those that are retiring and have given years of service to our district – I commend you and I congratulate all of you who are retiring. Congratulations and enjoy your retirement and thank you for your service.

Mrs. Regis-Darby stated I would like to also congratulate Mrs. Genova and Mrs. Nichols from Livingston School – they are fantastic teachers and I’m going to miss them. Congratulations to them and enjoy their retirement.

Mr. Nufrio stated to the conflicted Board members – Mrs. Higgins, Mrs. Minneci and myself – we would have to abstain – we cannot vote on P-10 and P-11 but by counsel’s recommendation P-12 is a vote resolution for us. Mr. Griggs stated correct.

Mr. Monge stated being that Mrs. Minneci is conflicted, should she be the one reading the resolution? Mr. Griggs stated she can read the resolution but if you are more comfortable someone else reading the resolution someone else can. Mr. Nufrio stated I’m comfortable with it. Mr. Griggs stated she is doing an administrative type of action. Mr. Monge stated I just wanted to make sure.

Mr. Griggs stated to make this easier, we will do a roll call on all but the two motions where we have conflicted members and then do a roll call with the conflicted members.

Two roll call votes – one roll will be for everything with the exception of P-10 and P-11 so the conflicted members can vote. The second roll call will be for P-10 and P-11 where the conflicted members cannot vote.

Mrs. Minneci stated there is so much going on as far as the budget itself. With some of these resolutions I need to say that I’m just a little concerned. I’m concerned with the budget and how we got here. It saddens me that we are where we are. Mr. Monge stated I hear some of this information and this is like every year I have been on the Board and at the end of the day we have a balanced budget and Mr. Tatum has historically been able to take the budget that we approve and make maneuvers to be able to save opportunities. Do people actually know and I’m expecting Mrs. Williams to comment as well – what do we all believe as a Board? Mrs. Minneci stated I’m concerned as a former educator. Our job is to educate our students. I’m concerned about job loss. We are here to educate our kids. If our class sizes are large, I know what that is like. I’m concerned about our staff, teachers, paras and what is best for our kids. Mr. Monge stated I think we are all feeling the same. At the same, people have to do the math and a couple of thousands of dollars verses millions of dollars I think that there is a lot that we need to do as a Board to be able to not have that feeling. A couple of thousand dollars, tens of thousands of dollars, \$200,000 is not moving the scale on \$140 million budget. If there are things that we need to take a look at – we just had this conversation about custodial services – we are sitting there with \$800,000 remaining in that line and we have opportunities to have events for instance – we let people use the space and let them pay for their own expenses – we are able to save jobs. That is one line of \$800,000 and we are trying to increase that line makes no sense so things like that are going to save jobs and Mr. Brennan said 30 jobs or whatever the number was. Like special services, if we do a better fiscal management of that department but understanding that we have increases in enrollment but we have to do something because that is millions of dollars we are talking about. I think that folks need to understand and look at the budget and look at the big line items and see how that affects what we are trying to protect. Mrs. Minneci stated that is definitely what we need to do and that is our job to educate and we can’t do it without them. Mr. Monge stated absolutely and the RFP’s and we are not talking about 15% increase in a line and is

that negotiable – everything is negotiable and we found that out with our banking services. Now we are making \$300,000 more a year because we did a competitive RFP. The point is we all need to understand what the goal is here and it is millions of dollars that we need to try to continue to save for this District to be able to maintain our classrooms – my kids are in there too. We are all on the same page as it pertains to that.

Mr. Tatum stated two things I need to say – one, I'm certainly not an advocate of laying anyone off. For the last two years I have worked diligently to try to maintain everyone in this District. In this situation and I have talked to the Board on more than one occasion – we get to a point where we continue to increase; we end up decreasing our funding which is flat in certain areas and unfortunately every year that we have to add on without the revenue it does create a gap. I heard someone say earlier tonight about administrators, secretaries and this and that and the other thing and the truth of the matter is we have the same amount of staff that we have had over the course of the years as far as the administrators are concerned. In fact the one position that we have available right now happens to be because we have a shortage in the business office. We are running the business office almost this entire year with two positions needed. We actually had at one time in my years in the Central Office – three people in the accounts payable and receivable and now we are down to one. I want that misconception that sometimes people walk away with; we have actually done some reductions. Another example, last year we had a Director of Maintenance and Operations, we had an Assistant Director of Maintenance and Operations – the last year and half we have been running with one person doing operations, maintenance as well as projects. I don't want the perception to be that we simply just spend; we are cognoscente of it. We can probably save a couple of teachers. Another thing that needs to be considered as well is where is the waste – where is the overage? As times change so does needs and so do the programs. In all actuality we can also look to where there may be some waste. Person in audience yelled, it is not in the classroom. Mr. Tatum stated we are not saying it is in the classroom. I'm not going to challenge you about that but let me say this to you, I have been sitting in Central Office for the last 12 years, I know what is on the waste list and I have indicated to the Board what some of the waste is. I would much rather curtail some of that and reutilize some of those positions that are beyond what we need and the requirements of the State of New Jersey also changed and says that some of those things we don't need.

We probably have and I venture to say that we should do a survey on this but we probably have some of the lowest class size in the elementary level in Union County. You are talking to a man who was a 2nd grade teacher and who had 27 students in his class. I don't think I have one elementary classroom in this District that has that many students and I'm not proposing that we go that route either but what I am suggesting to you is that we are in a situation where unfortunately we are trying to do right by all of the professionals who work here. In the last couple of years we have hired some real dynamic young teachers and if you think as Superintendent I want to lose those teachers – you are sadly mistaken. There are people out there right now that I hired on day one and I looked at them and said you are going to be fantastic for this District and you are going to do great things and certainly I am going to be working probably night and day to keep as many people as I possibly can. We are going to be working very diligently to keep our teachers. I think you all know that I am certainly not a non-teacher friendly superintendent – I have never been that way and I never will be. We are going to do things that I think are feasible to keep the best education that we can in our financial

situation. After being capped at 2% for the last 8 years with flat state aide, we have done miracles in our District with being able to maintain what we have had all these years. Let's call on the State, let's call on the fed, let's call on those who do the funding and let's ask them for more. We are a district that unfortunately – we had what they use to call rim status – those districts that receive all the funding and we don't get anything because of our income level. The real issue is not us sitting up here. We are not your enemy we are your partners. Even though sometimes when I'm not able to give you all you want, we sure try to as close as we can. I'm telling you that my commitment is always to do the very best I can for our teachers and absolutely for our children. We do have some areas that are over expended but I will be talking to the Board about that and we will reveal some more on Thursday evening. We have been at the drawing board for a couple of weeks now. We have spent hours and hours that you know nothing about. We are working diligently and offer the very best and also support your new contract and your raises as well that we have maintained. It is a difficult task and not one that I like facing but at the same time I have to be realistic and honest with you as well.

Mrs. Richardson asked do we have a shortfall? Mr. Tatum stated yes we do. Mrs. Richardson asked do you know how much it is? Mr. Brennan stated \$6 million decrease in the surplus which goes to revenue for the 18-19 budget so that is \$6 million negative; on the positive side of appropriations we have \$3 million increase in health benefits; \$2 million increase in salaries and we also have special education going up \$1-2 million a year. We are talking about minus \$6 million plus \$6 million – you do the number line that is \$12 million. Now we got an additional \$1.4 million in State aid, we are also using banked cap and then we have our tax levy which is \$1.7 million so that is \$3.4 million off the \$12 million – so we are right around \$8.5-9 million.

Mr. Monge stated to add to that for the common person – what a surplus is for everyone's FYI – money that is left over. Money that you didn't spend at the end of the school budget and there is a formula attached to it and that money rolls over to the budget two years down the road. When we talk about the \$6 million that was a surplus – money that we didn't spend from two years prior to that. We call it income but revenue to us is like a salary that is coming in every year – it is not what it was. It was money that wasn't spent. We got the money, we didn't spend it and then it gets rolled over to another budget year. Ideally what we should be doing is being able to tighten up our budget so money coming in is money that you spend and if you have some savings fantastic then you roll it over but you can't assume that the \$6 million will come every year – it is not going to happen. What we were doing historically we had \$5-8 million left over at the end of the year and we are still taxing the taxpayer for one year prior to me coming on the Board – we actually took a banked cap so we took an additional \$1 million on top of money that we had left over. For two years we didn't take a \$1 million each year so the taxes didn't increase – which was about \$160 – so \$160 a year you are not paying because we decided as a Board over the last two years not to take the \$1 million banked cap – so \$2,000,000 of savings. On the flip side is we don't have \$2 million in revenue every year because we are saving in the tax money. Choose your weapon here – you are either going to save in taxes – we are one of the lowest school tax rates in the State or increase your taxes and we will have more revenue to come in here so then we can do more for the District and we are identified as one of the underfunded district in the State. We are doing more with less that is the reality but what we end up doing at the end of the last few years is that we depend on Mr. Tatum and his staff to be able to make

these numbers work. That's the conversation we are having Mrs. Minneci - you have to save here, here and here so we can try to make sure we are saving our jobs because we understand the importance of it.

Mrs. Richardson asked how are we going to make up the \$8.5 million? Mr. Brennan stated that's going to be in reduction in force – salaries and benefits. Eighty-five percent of our budget is salary and benefits. Mrs. Richardson asked are we looking at layoffs? Mr. Brennan stated yes. Mrs. Richardson asked do you have a number? Mr. Brennan stated not yet. We have a dollar amount. Mr. Tatum stated all areas of the budget. We also have \$1.1 million in savings in the retirements which offsets some of the money as well. The whole idea is what do we have to maintain and what don't we have to maintain. There is a lot of contingencies that go along with the budgeting issues and the other thing is consolidations. We have been doing a lot of work and there is a lot more work to be done.

Mr. Monge asked are you going to have those numbers for Thursday? Mr. Tatum stated yes. Mrs. Richardson stated that is why it is so hard to vote on the contracts when we don't know where we are with the budget. We don't know where we stand. We voted of course to get the teachers increases which they should get. The auditors when they gave the report they actually said we were not in good financial shape.

Mr. Tatum stated for the hours, the commitment, the time that is spent – I think Central Office also deserves their raises. It is a 2% increase. What has happened with our curriculum in this District and I'm not saying it is you Mrs. Richardson but we start looking at those individuals and their salaries and everything but at the same token that is the rate that they are allowed and it has been approved by the County Superintendent. You can vote however you feel necessary but at the same time I will tell you this much – we are talking about Central Office employees – people that have made commitment to this District and they are really bringing things together and they will be in that room with me for hours. I will say this right now – I am going to credit Mr. Benaquista right now – that man spends as much time in the business office as he does in the schools. It is to the point where people need to know what people do around here. They have this image that the people in Central Office is a group of people who sit around and have fun all day and that is the furthest from the truth. I have to tell you with all of that which is going on we also have to operate this entire school district – 10 buildings – 11 with special services and a lot of issues that are going on. My appeal is that I think it is time for us to understand that those folks who work with me also are facing the same issues and their hours are tremendous. You are going to learn something later on tonight about a particular issue that started on a Sunday night. We just don't work Monday-Friday as most people might think. We work 7 days a week and sometimes into the middle of the night depending on what is going on. You talk about a person getting a 2% increase based upon what they do and people get upset when I say this all the time – it is hard to understand unless you are sitting in this chair and you are facing the responsibilities.

Mrs. Richardson stated I'm not implying that you are not deserving or doing your job; what the concern is that we have this deficit and how are we going to fix it. What are we going to do? Mr. Tatum stated the amount of dollars that goes into the raise for these folks, I can tell

you if you take that away, that is not going to help too much. Mrs. Richardson stated it's like a drop in the bucket. It is a question and concern and I'm new.

Mrs. Higgins asked how do we compare to other districts? Is \$8 million a common place? Mr. Brennan stated I'm not going to say it is a common place but other districts are facing deficits like we are. There is a 2% cap on the tax levy, our revenue is fixed and our expenditures keep going up. Like Mr. Monge said, we all do the math and it is a hard budget year.

Mr. Nufrio stated I would like to move this on because we are saying the same thing in different ways. To be more cognoscente of the time that is being spent on this. Anything pertaining to the budget and I certainly will have comments that I will be making Thursday night but I'm going to refrain from saying anything this evening. I will have my comments and they will be directed at the budget because I have personal stake two years ago when I made a recommendation to begin a zero-based budget and that is all I will say for now. Thursday I will have plenty to say about that. Let's repeat what it is we are voting for. We are voting for all with the exception of P-10 and P-11.

P-1A to P-4; P-7-P-8 Vote:

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

P-6 Vote:

AYE: Mr. Arminio, Dr. Francis

NAY: Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams,

ABSTAIN: Mr. Nufrio

MOTION FAILED

P-12 Vote:

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby

NAY: Mrs. Higgins, Mrs. Minneci, Mrs. Richardson, Mrs. Williams

ABSTAIN: Mr. Nufrio

MOTION FAILED

Mr. Griggs stated P-6 failed – 6 no's. Mr. Nufrio stated so that resolution failed. Mr. Griggs stated P-12 – failed. Mr. Nufrio stated at this time I would like to make a change in my vote if possible – is that permitted. Mr. Griggs stated I would say no.

Mr. Nufrio stated for the record both P-6 and P-12 failed to pass. Mr. Griggs stated correct we need five votes.

Mr. Nufrio stated we will move on to vote on P-10 and P-11. The three of us are conflicted – Mrs. Higgins, Mrs. Minneci and I can't vote on it.

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

P-10. APPROVE EMPLOYMENT CONTRACT – MOSES

Approve the Employment Contract of Annie Moses, Assistant Superintendent for the 2018-2019 school year, in accordance with the information appended to the minutes.

P-11. APPROVE EMPLOYMENT CONTRACT – BENAQUISTA

Approve the Employment Contract of Gerald Benaquista, Assistant Superintendent for the 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio stated with all due respect, these two individuals and Mr. Brennan in P-12 – they are the ones to make things work. We need them. Mrs. Minneci when you said we are here to educate the students, without good leaders, we can't educate the students. I have been a teacher a long time and I was always of the mind that we didn't need principals and superintendents and supervisors and that we were the ones that did the work; however, after years being on the Board I have come to realize that we need the leaders to guide us where we need to go. Not giving them a 2% increase which amounts to less than the salary of one para I think, much less, we are doing an injustice to their morale, to their feeling of worth in the District and I think it is a discredit to them and anyone who comes here at night and to see cars here at 6-7 p.m. – I can attest to their dedication to the District and I am really encouraging us to vote yes so we can move forward and they can help us make the transition in the budget crisis less painful. If they left where are we?

Mrs. Williams stated with all due respect to what Mr. Arminio said what about the morality of teachers that are going to be losing their jobs? This is a rough situation for everybody. For people who say it is a drop in the bucket – it is still money and we are still in trouble. Mr. Monge stated what message do we send outside of this table. Who do you think is going to come in to this District and work their behinds off like they do for what they make and then for them to get a 2% increase and you think you are going to be able to bring somebody in here for much less and be able to do much more? We are going to end up losing extremely great people that bust their behinds and make tremendous strides in this District more so in the last three years than we have ever seen for the last almost 20 years. What message are we sending out there to the educators not only in this District but also outside the professionals that would look at a job announcement for positions like this in the District. The teachers deserve that raise and I'm glad that happened but these two individuals deserve this 2% increase as well. The drop in the bucket even if you are talking about \$20,000 – once again we have the opportunity to be able to save money in various ways that we sat there countless hours pointing out and trying to point to – to be able to save as many jobs as we possibly can. If you are going to set a precedence like this, you are going to end up losing good people in this District.

Dr. Francis stated this has nothing to do with the budget Jeff – I really think it has to do with people grandstanding, like Mr. Le, who came up here to set the groundwork for some of our Board members to descent on getting our Assistant Superintendents raises which amounts to

about \$3,000 which is nothing and that is not going to change the budget. The budget is going to be whatever it is going to be. I noticed that we have TapIntoUnion – Kathy Cryan here and you only see her when some kind of statement is to be made and put in the papers. It is just to embarrass people. Just like Mr. Tatum, we didn't have to vote on his contract or new contract or whatever. It is about embarrassing him – that is all it is. I will say what it is. Mrs. Moses and Mr. Benaquista, I think you deserve a raise just like the teachers and everyone else.

Mr. Nufrio stated it is also important that all Board members remember that you have an independent voice and we have a right to express ourselves irrespective of how we are perceived by others and certainly it is not wise to inject perception into someone's comment – it is perception. Hopefully we will refrain from doing that.

Mr. Griggs stated on the two motions relating to the two employees that didn't pass – just so you understand, one of those employees is a tenured employee. The other employee is not a tenured employee but these motions were limited to terms and conditions of employment. A non-tenured employee is reemployed at the recommendation of the Superintendent of Schools. He must provide that person, any non-tenured person in the District by May 15th – notice whether he is going to recommend renewal or not recommend renewal. He merely needs to communicate that to the Board before that point. What was defeated tonight were the terms and conditions set forth in those contracts. Just so you fully understand what is going on here.

The Superintendent is the only person who can recommend the reappointment of a non-tenured employee. The Board of Education frankly has no say in that. The Board of Education comes into play if he makes a recommendation to say a teacher, staff member – a non-tenured employee. They have a right to a statement of reason within 30 days and they also have the right to appear before the Board to plead their case as far as reappointment but that is pretty much it. I just wanted everyone to understand what occurred here tonight.

The “no” vote does not mean that Mr. Vieira, a tenured employee, Mr. Brennan, a non-tenured employee and it is up to the Superintendent recommendation so just for everyone to understand how the law works.

Mr. Nufrio stated Mr. Tatum do you have a recommendation to the Board. Mr. Tatum stated I would like to make a motion to reconsider P-12 without the 2% increase. Mr. Nufrio asked Mr. Griggs can you advise us. Mr. Griggs stated he may make a motion to reconsider a prior action during this evening. That requires a motion, a second and a roll call vote. Mr. Nufrio asked am I permitted to make that motion.

Moved by Mr. Nufrio, seconded by Mr. Arminio, that P-12 be reconsidered for vote without an increase in salary:

P-12. APPROVE EMPLOYMENT CONTRACT – BRENNAN

Approve the Employment Contract of Gregory E. Brennan, School Business Administrator/Board Secretary for the 2018-2019 school year, without an increase in salary, in accordance with the information appended to the minutes.

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mr. Nufrio

NAY: Mrs. Higgins

ABSTAIN: Mrs. Minneci, Mrs. Richardson, Mrs. Williams

MOTION CARRIED

Mr. Nufrio stated would you please repeat the conditions of the motion so that for the record it is clarified properly. Mr. Griggs stated it is approval of the contract with no raise.

(Mrs. Higgins, Mrs. Minneci and Mr. Nufrio are conflicted Board members and cannot vote on P-10 and P-11.)

Vote for P-10 and P-11

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson

NAY: Mrs. Williams

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mrs. Richardson stated we met tonight. Mr. Griggs had a copy made of the recommendations – Mr. Arminio was very helpful with bringing forward somethings that we did for the first meeting. Mr. Griggs has everything in hand now and we should move forward from this point. Am I correct Mr. Griggs? Mr. Griggs stated correct. I will be looking for the information and I will get back to you and I will return your documents to you.

Mr. Nufrio stated I believe the School Board’s would be very happy to assist. Mr. Arminio stated I’m taking care of that.

RESIDENCY COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolutions be adopted:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) student exited from March 21, 2018 through April 10, 2018 (1 from secondary) or a total of twenty-six (26) students for the 2017-2018 school year] who are not domiciled in this school district and eight (8) students who will be allowed to complete the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #230814 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated the Technology Committee along with Mrs. Paul have been talking about the antiquated phone system and replacing it with a phone system that is rich in security features and Mr. Benaquista is doing a lot of research on security not just the phone system but all schools in general. We really have to see what the budget is going to look like. We definitely feel that security is a number one concern.

Mr. Monge stated we had our meeting and brought that item up and talked about obviously the security and the cost related to a lot of other things that we have to do but this is something that really will get the biggest return on for the cost of the phone system. We are asking Mr. Brennan, Mr. Benaquista and Mr. Tatum to see how we can figure out how to maintain that dollar amount in our budget. Mr. Nufrio stated hopefully we will somehow be able to support the cost with the creative efforts of Mr. Tatum and his staff.

APPROVAL OF BILLS:

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

DISCUSSION:

Mr. Monge stated I know I'm a little late to the game as it pertains to the legal bills but I did highlight and provided to Mr. Brennan and Mr. Tatum and Manny and to rehash here; my concern has been and after sitting down with Mr. Brennan and Mr. Vieira – we are actually over our budget as it pertains to legal. In particular as it pertains to the bill for this vote which is from February, the activities for the Board of Ed legal fees are up about 50% of what we have done on our historical months. You put some numbers to that you are about \$60,000 a year and if you are going to talk about jobs and the like there are opportunities for savings there. I don't know what that would cover as it pertains to staff. I have highlighted some cost items that are here that I wanted to try to get some clarity on because I think that is something that we can work to try to control. What I was proposing was that if we had some type of indicator and frankly it is not the law firm – the law firm is doing what they are being asked to do – the control has to come from us. Unfortunately at the end of the day it ends up being the Superintendent and the President of the Board on behalf of the Board. I highlighted those and shared them with the staff and I have a copy here for Mr. Nufrio who asked for it and after we spoke with Mr. Griggs. What I would propose is that we table this until I get some feedback on this until Thursday.

The last meeting that we had I think there was a concern that I may be asking for too much but I don't think I am asking for too much. We should know why our lawyer is doing what he is doing and make sure that we manage that to be able to save some money. Mr. Nufrio asked Mr. Griggs do you have any comment on that since this is concerning your firm. Mr. Griggs stated no, I just like to look at what Jeff is providing. Mr. Monge stated thank you Mr. Griggs.

Mr. Monge stated Mr. Nufrio maybe you can offer me some assistance on that; I'm proposing that we pay the bills and table this bill until we get some feedback to put it back on. Mr. Griggs stated the way it works is there is a motion pending and if you want to table something you need to make a motion to table that particular bill with a second and then you will vote on it and then do a vote on the entire original motion.

Moved by Mr. Monge, seconded by Mr. Arminio, to table all legal bills.

DISCUSSION:

Mr. Nufrio stated my only comment on this is that these were for services rendered and I find it a little difficult to say to pay for services rendered. Services were rendered, bills were submitted; we are supposed to be at least responsible to accommodate those bills. Mr. Monge stated I had an opportunity to question bills. Mr. Nufrio stated you made your point, I made my point. The motion is on the table.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams

NAY: Mr. Nufrio

ABSTAIN: None

MOTION CARRIED

Moved by Mr. Monge, seconded by Mrs. Regis-Darby, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (vendor #85992 only)

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated this afternoon Mrs. LaMorte, President of the Union Township Historical Society hosted the history club of Union at the Caldwell Parsonage. There were about 15-20 students from Union High School, including President Emily Nunez, the Vice President and the Secretary and they are planning a project that will be on display at the Caldwell Parsonage and it is going to deal with the history of Union High School. They came to the Parsonage to get some background information and they were looking through all the yearbooks going back to 1926 up to last year 2017. They were wonderful guests.

If anyone on the Board is interested, this Thursday I'm going to be taking a tour of the Union County Educational Services Commissions – all five schools. We send another of students over so you can see what they do there.

The Diamond Circle Club meets this Saturday, April 28th – if there is anything that anyone from the Board wants me to mention to the Diamond Circle. The Diamond Circle is a group of staff members from the District of Union that have been in the District for 25 years or

more. They have been meeting since 1956 – twice a year. It is an old organization and there are hundreds of members and they are retired and non-retired teachers and staff.

Relay for Life is only 40 days away. Start getting people to donate money to our Team.

Mr. Tatum this is for you – a concerned citizen called me and we had discussion about a variety of topics. Instead of using valuable Board time – I have a list of questions for you to respond to and once you write them down, I will forward them to the appropriate person.

Mr. Monge stated I sent a couple of emails about the demographic study – the gentleman missed a sizeable development and we never saw a finalized update of that report. Mr. Tatum stated I actually looked at the demographic study this morning – I don't know if that is the most updated one. Mr. Brennan stated I will follow up with Ross Haber. Mr. Monge stated I appreciate that and please share with the whole Board.

Any update on our Amazon request. Mr. Brennan stated it is a work in progress.

Mr. Monge stated did I report on the Connecticut Farm traffic study presentation? We had our consultant present to our PTA at Connecticut Farms and giving them an update on the traffic study and Officer Reyes, he was there and he has been fantastic through this whole process but it is still a work in progress. There is a lot of information that DOT still owes our consultants and he has continued to work with the Town in trying to finalize. He has already had some ideas and the parents that were there were fantastic and offered some insight as well and it was helpful.

The other thing I wanted to report on – a recommendation that came from the Finance and Operations Committees. I was not able to hear back from Mrs. Williams but to her defense I sent it today and you were working so I apologize for that and thank you Mrs. Richardson and Mrs. Higgins for responding back to me.

From our last meeting we talked about the RFP/RFQ process that actually started during Mr. Nufrio's last tenure as Board President and we went through a new process where we tried to have competitive bids and during that whole process we actually found that we had folks that had been with us for 10-20 years and there wasn't much of a competitive process so we were losing money as you can imagine when you don't have competitive bidding.

We went through that process and a lot of good things came out of it and I think we probably saved hundreds of thousands of dollars over time including our insurance folks who came out of that process. The one thing that we did find is we as a review committee were doing the first look at these proposals and some had 15-20 proposals and it was hours of time and we didn't think that was the most feasible type of way for us to go about it. We had a proposal that we want to offer to the Board. The thought was that the process would be per the Board and Tatum's direction that the initial review is by the staff. The Board of Ed President will select a review committee consisting of the Finance and Operation Chairs and other Board members with relatable experience. Staff review would be based on relevant review points that will be summarized for committee review in a form of a presentation. Staff will select top three

candidates when we have a single firm needed and then top five candidates when we need 2-3 firms to be selected and with the recommendation summaries. So it would be narrowed down and we can make a review of it based on those recommendations.

Lastly the committee will review with staff and make final recommendations with the full Board and the Superintendent for consideration. I don't think we ever really put together a policy but I think in light of that this is the recommendation from the two committees and which is a recommendation to the full Board.

Mr. Nufrio stated so are you asking for the policy to be changed or amended. Mr. Monge stated I don't know what the policy consists of today. Mr. Nufrio stated the policy indicates that the Board President selects the ad hoc committee without conditions. There is nothing stipulated about conditions. What you are suggesting is a change of that policy – is that Mr. Griggs? Mr. Griggs stated correct. Mr. Nufrio stated in which case the process is that you forward your request to the Policy Committee, they will take it under advisement and of course it has to be two readings before it is acted upon. My comment is that all of a sudden I am not good at picking ad hoc committee members. I don't like insinuation. We have a window that needs to be met so we are not in violations. I have every intention of selecting an ad hoc committee within that timeframe so it may not even come to pass that there may be an ad hoc committee – depending on how many responses we have. It may come before the entire Board all of the proposals. If there are too many – we do the filter process like I suggested last week whereby the Business Office and Mr. Tatum can join in, would review and look at these proposals. The trust has to be established with the people that are being paid to do that job. We are looking to reinvent the wheel and that is fine but it takes time. You certainly can reinvent the wheel but for now and for expediency – moving forward I will consult with Mr. Brennan and Mr. Tatum regarding the number of proposals and then I will advise the Board by Thursday night in which way I will proceed with that. As the Board President and per Board policy it may not come to pass and there may not be an ad hoc committee. Some of these RFP's are already designated by policy to be handled by the Fiscal Committee – that is already stipulated. Correct me if I'm wrong Mr. Brennan. Mr. Brennan stated that is correct.

Mr. Nufrio stated that is without question and it doesn't require an ad hoc committee but there are some that may require an ad hoc committee and I will take charge of that because I do trust myself and perhaps you don't but I do. Mr. Monge stated it was a committee of four – Mrs. Williams you may want to give your two cents.

Mr. Nufrio stated you interrupted me so let me finish. Mr. Monge stated I'm sorry I thought you were finished. Mr. Nufrio stated I obviously have the authority to select an ad hoc committee and I will do so if necessary. It may not come to pass that one may be necessary and that is it for now. If you want to make your proposal to the Policy Committee and you want to change that policy that is fine and that is your right to do so and certainly it will come to pass after two readings if it passes and it changes, if not it stays.

Mr. Monge stated can I have the floor please. Mr. Griggs the Board President has the right to appoint committees – we are talking about a process here. Right now there is none. Selecting a committee is one thing; a process is something that should be a Board decision. The

last time when we did it two years ago if we want to talk about precedence because we did that earlier this evening – precedence that Mr. Nufrio help drive as Board President at the time was to select a committee and took some thoughts from other folks but we went through a process and it was something that we didn't need a new policy or anything like that because there isn't anything that exists as it pertains to that type of a process – so that is what we are talking about. We are talking from the Finance and the Operations Committees – it is not just Monge. I actually sent out an email asking for comments, questions, changes – I got the feedback so we are talking about two committees making a recommendation and I would think as Board President you would respect your other Board members and the policy does say he is able to select those committees – but the process itself, how does the Board President get to select what the process is without the full Board's feedback. There is nothing written that says he is able to do that as Board President.

Mr. Nufrio stated that was o.k. two years ago and I am going to still follow that. Two years ago you had no problem with the ad hoc committee and today you do. If an ad hoc committee is required because of the numerous amount of proposals that were submitted, it will go that way. If not, it will be through the entire Board.

Mr. Monge stated if you have an issue with the full Finance and Operation Committees – not just Jeff Monge – would you want to try personalizing. Mr. Nufrio stated Finance and Operations are not the only two committees on this Board; you are not the only Board members on this Board.

Mr. Monge stated Mr. Griggs if you could answer I would appreciate it. Mr. Griggs stated your Board policy provides that the president has the ability to appoint an ad hoc committee for professional services and you can do that unless you change your policy. Mr. Monge stated I'm not disputing that. Mr. Griggs stated are you asking me a global question? Mr. Monge stated I'm asking you about process – if you are saying the ad hoc committee creates the process in this scenario – is that what you are saying? Because what I'm hearing is that would be at the minimum the scenario – the scenario does not state that the Board President selects an ad hoc committee and a process to review the RFP/RFQs – I don't understand the big issue here. When we are trying to save money for this District and Mrs. Minneci you make the point about saving jobs. We went through a process and a lot of hours to be able to make the right decisions – just to save money here. This is not a personal thing. This is about saving teachers' jobs. This is about saving money for the District.

Mr. Nufrio stated you recall two years ago I structured an ad hoc committee and everybody was fine with that. I'm saying that this may not even be necessary this year depending on the number of submissions that we have and if so the entire Board as a whole will make that decision. Ultimately, the committee doesn't make the decision any way. The committee simply makes a recommendation. Mr. Monge stated I said recommendation, I didn't say make a decision.

My last point I have since I have the floor – one of the things that I sent out to Diane – when we put out these RFP/RFQ's we want competition. We don't want a situation where we only have a couple of people responding. If we do have that then we have a problem and we

should consider putting that RFP/RFQ back out because this saves us money when we have competition. My recommendation was that all the folks that responded last time – at minimum, we should be sending that notice to all those people that responded before. We should have a tally of who responded, the contact information and when we have those notices that go out we should be sending it to them because we want as many responses as possible because competition is good. I don't know if that was done after the fact. We didn't do that initially and that was my concern.

Mr. Griggs stated it was advertised. When that goes into the paper, there are clipping services out there who immediately provide those ads – that is how contractors, professionals learn about these things. Mr. Monge stated Mr. Griggs I will tell you right now is that probably and I confirmed I was able to do this. Through LinkedIn and that process and reach out to Mr. Brennan and Mr. Vieira at the time – you had banking services folks that didn't even know that this notice was out. I think Mr. Arminio had mentioned that. Our local banks didn't know about the banking services RFP. I respect what you say but think that there is no harm in us taking the second step to make sure that we get as many people to respond to our RFP/RFQ's as possible. Mr. Griggs stated I was providing you with information. I agree with you on banking services. All the rest of the RFP's you sent out, that is the clipping service. As far as the bank, that is unique. Mr. Monge stated what I'm asking for. Mr. Griggs stated I'm not disagreeing with you I'm just giving you information.

NEW BUSINESS:

Mr. Monge stated thank you to Mrs. Moses – I made mention about the calculators for PARCC and I saw the notices go home to the parents stating that the PARCC is taking place on such date and they said what kind of calculators they are allowed to bring. That is fantastic and to make sure that our kids are as prepared as possible because they are able to use calculators.

COMMENTS FROM PUBLIC

Laura Detjen stated thank you Mr. Tatum I have faith – a tradition of all Superintendent's trying to save as many positions as possible. There is a difference between approving an increase for a regular year as a teacher. Everything goes up but we are living on last year's contract. My son's tuition goes up but mine – so there is a difference and we have been waiting. I have voted for so many of you and should have come to the table sooner and get the job done sooner so we wouldn't have to live without an increment for eight months out of the year that we are teaching. The other thing is a question for the attorney – as a taxpayer voting for you, what is a committee? I'm not exactly sure if a paid person should be part of that committee. The taxpayers voted for you and if you want to create a committee that is going to save us money why shouldn't the Board members be a committee. I'm not exactly sure what the committee is going to be. The attorney, you and another person – why should that be? Mr. Nufrio stated I didn't mention the attorney, I mentioned Mr. Brennan. Ms. Dtjen asked what is an ad hoc committee? Mr. Nufrio stated an ad hoc committee is assembled by the President, as I did two years ago, and it is made up of entirely Board members. There is no attorney involved, no Business Administrator and not even Mr. Tatum is part of that. Since we are not a legislative committee structure, the committee can only recommend to the entire Board – the vote is up to the Board – they can vote yes or no or abstain and then you go back to the drawing board. It is not the final answer. The committee can never have the final answer. It is simply

recommendations to the entire Board. I said this may not even require an ad hoc committee because I don't know how many proposals have been submitted by the outside entities. If there are more than 5-6, then it may require an ad hoc committee to review those or we simply leave it up to the Business Administrator and Mr. Tatum if he wishes to join in but that is to review. Ms. Detjen stated before you get to that point, there is going to be a committee. Mr. Nufrio stated no, the committee will only come if it is necessary for them to review the remaining numbers. If it is only that many, bring it to the entire Board and each one of us will have to make a decision. Ms. Detjen stated am I allowed to direct a question to the Board member who brought it up because of what I heard, there was research done as to how you can have more competitive bids and there could be a committee to research those at the same time because it is such a long process. What am I not understanding? Mr. Nufrio stated there was no committee, it was simply a recommendation of the Board to the Business Office to do whatever they need to do to expand the outreach – which was done. Mr. Monge is again citing that perhaps we need to do more – that is fine, that is a recommendation. Ultimately, whatever is utilized in the area of outreach costs money.

Mr. Monge stated can I clarify what I said – two years ago I was part of the ad hoc committee as finance chair so I'm speaking about my experience going through that process and trying to build a better mouse trap – so looking at the positives and the negatives and that is what the recommendations are to the Finance and Operations Committees and this is what the idea that is agreed upon and it was based on my experience two years ago.

Ms. Detjen stated and that process of the outreach costs money and we have people on the Board that has expertise in that because they are doing it because we simply voted for them and they care about saving money. Mr. Nufrio stated the Board doesn't do that, it is done by the Business Office. The Business Office handles all the outreach. Ms. Detjen stated I'm just trying to understand the aversion to listening to the research. Mr. Nufrio stated there is no aversion to that. Whatever the Business Office determines to be the best viable method as to the outreach meaning how far do you go to elicit responses. It depends on the responses. Ms. Detjen stated sometimes it is just next door. Mr. Nufrio stated Mr. Brennan what methods do you use to post? Ms. Detjen stated I'll wait for the committee. Mr. Nufrio stated o.k.

Susan Lipstein stated I have a question about the demographic study – is that available to the public at this time or does that need to be approved by the Board? Mr. Griggs stated I will have to get back to you because I don't know what stage it is at – whether it is a deliberative at this point or if it is an actual public document. We will get back to you. Mr. Tatum stated I don't think it has been finalized. Mr. Griggs stated we have a presentation but we don't have a final. Mr. Tatum stated I redlined one or two items that needed to be changed; so it is not finalized yet.

Mrs. Lipstein stated I have sat at Board meetings for many years and I have seen budgets going up and down and I put my trust in Mr. Tatum that he will do his best to keep as many jobs as possible. I spent hours talking to him about how he juggles around and he knows the District and he is astute and sometimes budgets get bad. We hope for the best, prepare for the worst and hope for the best. But I think I have to say this that voting against approving employment contracts for the Assistant Superintendents is no way to save a district. Personally I have known

Mrs. Moses for years and I know how hard she works and Mr. Benaquista – I would have to say it isn't even a symbolic to save more money – it is not, it is for no reason I can figure out and I want to thank Dr. Francis for astute comment on some of what goes on. If we could all work together we would be in a much better shape. I have been doing this for many years. If we can do that we would be much better off. I look forward to seeing what happens and we will all work to see that our kids get what they need and I am confident that you all will do the best you can.

Tom Kemps stated I'm here because I have been coming here for almost a year and I have been asking for a couple of things. Some things have gotten done but one big thing that has not gotten done and I can't fathom why. I have put in OPRA requests. I provided documentation to Mr. Tatum and Ms. Ionta showing how our softball coach fundraised without Board approval, spent the money without Board approval, stole money. Mr. Griggs stated you need to stop right there sir. You can't start talking about personnel. Mr. Kemps stated yes I can. Mr. Griggs stated I'm telling you right now that you are out of order. Mr. Kemps stated I was told I am allowed to talk about it. Mr. Griggs stated I don't care who told you what but I'm telling you that you are out of order. Mr. Kemps stated what comment is out of order. Mr. Griggs stated defaming the employee. I am not going to argue with you – you are out of order. I defer to the chair.

Mr. Nufrio stated you indicated a staff member and then you followed up with something (inaudible) and that is where the line was crossed. Refrain from making any derogatory comments about staff as per the original statement that is read every week before we start the meeting – courtesy and respect for all and especially for staff is mandated.

Mr. Kemp stated I have an issue when someone takes money from a fundraiser and takes a check that was donated and deposited into their personal business account. What do you consider that? I have copies of the check. Mr. Griggs stated Mr. Kemp, I don't care – I'm directing the chair not to respond to that. He is not going to get in a back and forth. You are talking about an employee who needs to be noticed. Mr. Kemp stated what happens when you take a check from a donation and deposit it within your own business. Mr. Nufrio stated I would like to respond to you in a different way – all your concerns need to be addressed directly to the Superintendent. Mr. Kemp stated I have already addressed him and I didn't get any satisfaction. Mr. Tatum stated I did do the investigation and I did report to the Board of Education. All the information and concerns that you brought forth were reported to the Board and that is where we stand at this stage of the game. Mr. Kemp it is a matter of personnel. There are some steps that have been taken regarding the issues that you have brought forward and it was presented to the full Board in executive session and that is all I can say.

Mr. Kemp stated so everyone on the Board here is o.k. with what happened? Mr. Nufrio stated I will give you a response that will help you make sense out of it. When it comes to personnel matters, there is only one person who makes decisions on personnel matters and that is the Superintendent. All superintendents have the final resolve when it comes to issues pertaining to personnel. If the Superintendent makes a recommendation, the Board has to hear it. What transpired in executive session, we can't divulge so I again urge you to address Mr. Tatum and all I can say is the Board can't take action on personnel matters.

Mr. Kemp asked can the Board stop this person from being rehired? Mr. Nufrio stated if there is a recommendation for a reappointment – each Board member has the right to vote. Mr. Kemp stated I would urge everyone to please consider making a change in our softball program because right now it is a disaster. We are 2-6. The middle school is undefeated. Every year the middle school has a winning record. Can someone explain how that doesn't translate into the high school? The job was posted last year and I spoke to several people that would have been interested in coaching the Varsity and they said they were never made aware of the posting so I just want to make sure that it is posted. I was then told it like it is some job that anyone really wants and that is what I was told – I can't believe that is the way we feel and that is coming from our Athletic Director. Mr. Nufrio stated all the recommendations from certain staff pertaining to certain individuals and ultimately the Superintendent brings evaluation. Mr. Kemp stated you have to vote on it. Mr. Nufrio stated only when it comes to us. Ultimately it comes from the Superintendent. Mr. Kemp stated I just don't understand how this person still has a job when you steal.

Woman in audience stated the last time I was here it was for full day pre-k and I just wanted to find out if the Board and Mrs. Moses if it was considered and is there any updates. My daughter is currently in your school and I strongly believe in community and I don't think it is fair that I should take my child that lives in Union, out of Union to go to school because they offer full day pre-k. I wanted to know if there is any update on it.

Mr. Tatum stated we did have a discussion after the last Board meeting. Two things I can add to your concern is one, we are looking at our budget at this stage of the game and I think I mentioned last time around that depending on how the program is structured, it could be a revenue source and it could be a means of some of those teachers that are teaching half time, end up working full time and also have a source of money that supports the programing. That is where we are at this stage of the game. We even talked about identification of a few schools. But depending on what happens with the budget. Mr. Tatum stated Mrs. Moses do you want to say anything about our discussion. Mrs. Moses stated a pilot program for pre-school is needed in our community. Mr. Tatum asked did the Education Committee have this conversation. Mrs. Moses stated we did have this conversation. We will have more next month.

Woman in audience stated I think as a community we are doing a fantastic job. There are other school districts that go through so much and leadership is a really big role in how our school community transcends and I think we have to get to a point where we understand that our goal is not about self but it is about doing what is best for our students to ensure that they have a productive life. We talk about building life-long learners, we look at the Board as examples and we have to get to a point where our common ground is to work together. I want to thank Mrs. Moses and Mr. Tatum and Mrs. Regis-Darby for always listening to me when I come into the meetings and I don't get to come as often because I do have young ones at home but I do know what you are doing is impacting our community and I do believe that there are always little risks but we are doing a great job and I just wanted to say that.

Mr. Nufrio stated I was reading some article specifically addressing pre-k and I think there is going to be some money that will be released from the State. Mrs. Regis-Darby stated

\$56 million. Mr. Nufrio stated possibly more. The governor agrees with you wholeheartedly that we build a future and we start with pre-k. We are hopeful that we can get some of that money so that it will help us make better decisions that are guided by how much it is going to cost and as you heard this evening we do have a financial situation but the ultimate goal is educating the children and certainly pre-k is the best start and I certainly agree with that having been in education for 40 years of my life. Anything we do to bring those little guys to that arena of learning. The earlier we start and basically the comment was and I absolutely applauded it was it is the best investment that we can make for our children – hopefully it will hold up to that and put his money where his mouth is.

Mrs. Moses stated the Education Committee – we did look at some of the things that we are going to do and we are forming a committee to move forward with the pilot. We will form it this year and we are looking for space so we are walking around schools for that. It is a true project that we will take on and we will go for the grant.

Ann Margaret Shannon stated I just want to thank the administration for how they work for this District and I know it is a difficult time we are going through. The UTEA is behind everyone and do unfortunately have a special request to make that when a member of the public starts to defame our members that we should just shut off the mics so we don't have to listen to it.

Cathy Sharpe stated I like to take this opportunity to publicly thank my negotiating team, Dr. Francis and the Board negotiating team and the Board for the time and effort that was put into the contract. Thank you all for accepting it unanimously so maybe we can put this to rest and the professional staff that you have here can concentrate on finishing up the year on a good note. I know all the staff so thank you very much.

The other thing I want to speak to is and I was very happy because I was going to ask you to table the calendar. I just want to bring to your attention that the UTEA did look it over and they forwarded some good ideas to Mr. Tatum and they had good ideas on how to fix it and they also had glaring ideas of what is not going to work so I hope you take that letter serious and give it a lot of consideration. The calendar affects a lot of peoples' lives.

Mr. Nufrio stated the calendar should always have input from the Association, the Board President, the Superintendent and his Assistants – I am not even going to ask why this was not done so but it sounds like it is a revision of what may have been recommended before so we will leave it at that.

Steven Le stated I just want to close the loop on the comments I made earlier in regards to the budget and it pertains more so that transparency and the process and it is quite clear to me when a Board member asks three days before the budget hearing what is the budget shortfall and layoffs are coming. It is pretty concerning to me. The fact of the matter is this administration and this Board should have published an advertised budget into one of the designated local newspapers seven days before the budget hearing and it is stated in your Policy 3100 – the notice of public hearing of the approved budget must be published not less than seven days prior to public hearing at least one time in a newspaper published in the District. The New Jersey

Department of Education also says that and there is also a statute that said that – NJSA 18A:22-10 and the fact of the matter is the public never had access to that budget because it was never in the newspaper and it is less than seven days before the budget hearing. That process that I have seen over the past few weeks have been incredibly opaque not only to the public but it seems to be a few Board members as well and that is shameful in regards to what is at stake here with this budget hearing on Thursday. I hope that every community member and teacher and faculty and staffers that are concerned about this budget will come out to the budget hearing and have their voices heard.

Mr. Brennan stated Mr. Le the budget was advertised in the Union County Local Source – go check the paper. I also have to say this has been very transparent this whole budget process and Mrs. Richardson was involved with Mr. Monge at a budget meeting and I have been proactive in getting this out ahead of this and so has Mr. Tatum and we have been very transparent with this situation. Go look at the Union County Local Source – you will find the advertised budget. Once it is approved by the County, it has to be advertised – that is statute.

Mr. Nufrio asked what was the approval date? Mr. Brennan stated it was published on April 12th. Mr. Nufrio stated what was the approval date from the County? It was published on April 12th. Mr. Brennan stated April 12th in the Union County Local Source.

Mrs. Richardson stated I really didn't know the exact amount. Mr. Brennan stated right, I understand but we did talk about it and there were going to be cuts. Mr. Tatum stated just to be clear on the responsibility or the irresponsibility as it may be stated. One of the things I did say to Mr. Brennan on more than one occasion is at one point are we going to start to talk about the actual shortfall in the budget. Unfortunately for once Mr. Le and I agree on something that the public does need to know. There is nothing to hide here as far as I am concerned. As long as we have been compliant with the law – I am concerned about the fact that if we did not advertise that certainly is a problem but by the same token – I have been working with the Business Office and just for the record I want it to be understood that I spoke about the budget process and concerns that I had as a Superintendent with this Board many months ago. I don't want there to be any type of fear that this was something that was kept a secret. I expressed my concerns and historical concerns that I have had regarding the budget process and of course I did not have a solid number at that point. As I spoke earlier this evening, we are going to be looking very closely and I received a call from the County office about a week ago and I suggest that we had a number set but understand one thing that is going to be spread as evenly as we possibly can.

Mr. Nufrio stated I think Thursday night is a better venue.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Mrs. Minneci, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

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

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Griggs stated there will be action taken when the Board comes back from executive session.

The Board returned to public session at 12:25 a.m. on April 25, 2018.

Moved by Mrs. Minneci, seconded by Mr. Monge, that the following resolution be adopted:

APPROVE TO CONTINUE SUSPENSION OF STUDENT #190846

Approve to continue suspension of Student #190846 until the regular May Board of Education meeting.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mr. Arminio, that the meeting be adjourned at 12:25 a.m. on April 25, 2018. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY