

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES - FEBRUARY 20, 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, February 20, 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 7:04 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,

ABSENT AT ROLL CALL:

Mrs. Mary Lynn Williams (arrived 7:05 p.m.)

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Kim Conti, Mrs. Anne Hart

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

Mrs. Williams arrived at meeting (7:05 p.m.).

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.

Mrs. Richardson read the District's mission statement.

Mr. Nufrio stated before I open up the portion on comments from the public. I would like to take a moment to reflect on the tragedy in Florida – the shooting at the school. I would ask everyone to just have a minute of silence to acknowledge the lives that were lost and those that were injured in that tragedy.

(moment of silence)

Mr. Nufrio stated Mr. Tatum and I had some discussions on how to at least fortify our own District to ensure or give added protection. We will be discussing this further.

Mr. Tatum stated I want to acknowledge the fact that I received several emails from parents regarding the safety and security of our District. In particular there was one email that really hit home in terms of how we have things set up in one of our schools. I want everyone to know and be rest assured that issue is going to be dealt with very quickly and suggestions that they indicated in their emails are going in the same direction as the issues that we talked about in terms of safety and security in the District.

Mr. Nufrio stated anything receive I hope you will share with the entire Board. Mr. Tatum stated absolutely. Mr. Nufrio stated just so the community understands, we are very serious about doing what absolutely needs to be done to help our children be safer and our staff so that nothing like what occurred in Florida would ever occur here. Additionally just as a matter of information unless it was misinformed or unless the news gave the wrong information, this year alone there were 18 shootings in schools throughout the United States; that is horrifying and we are dedicated to ensure that are children and staff are protected as much as possible and afforded all the protection that we can possibly muster and provide them.

#### COMMENTS FROM PUBLIC ON RESOLUTIONS:

Mr. Ronnie McDowell stated I would like to comment on resolution P-7. I'm here this evening to commend our Board of Education to begin the process of offering to Gregory Tatum a new contract. A new contract which will allow him to continue to be the educational leader of our school district. Mr. Tatum has done an outstanding job in bringing our school district into the 21<sup>st</sup> century. He is focused on preparing all our students for the future. During my tenure as a member of the Board, I was fortunate enough to see Mr. Tatum move from an Acting Superintendent to Superintendent. To see him bring in two dedicated and highly qualified individuals as Assistant Superintendents – Annie Moses and Gerry Benaquista; to see him wisely bring in more individuals as our district evolved at no cost to our District. Our district is more technologically capable; our buildings are being better maintained; our teachers and curriculum call for more and better learning opportunities for all of our students. The Board is more fiscally responsible. I believe all these accomplishments and more can be directly linked back to the leadership of Mr. Tatum.

During my time as President of the Board, I learned that Mr. Tatum would always be trusted to do what is best for our students. He can be trusted to do the right things. To me that is all the justification needed to have Mr. Tatum to continue to be the educational leader of our District. He is qualified, experienced, knowledgeable and dedicated to our students, parents, teachers and staff. I believe he will soon be Dr. Tatum. Once again let me commend the Board for taking this step in commending Mr. Tatum for a job well done. All of you keep up the good work.

#### APPROVAL OF MINUTES:

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

1. December 12, 2017 – worksession
2. December 12, 2017 – executive session
3. December 19, 2017 – regular meeting

4. December 19, 2017 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins, Mrs. Richardson

MOTION CARRIED

Mr. Nufrio asked who abstained. Mrs. Richardson stated she did because she was not a Board member at that time.

Mr. Nufrio asked Mrs. Higgins to consider that as well. Mrs. Higgins stated o.k. she will abstain (vote was changed).

COMMUNICATIONS:

REQUEST FROM UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION

Request from Union Township Community Action Organization Inc. to use parking lots and driveway at Jefferson School on June 7, 2018 from 4:00 p.m. to 7:00 p.m. for the Senior Pre-Prom Red Carpet Event.

REQUEST TO USE BATTLE HILL SCHOOL – PASTA NIGHT FUNDRAISER

Request for use of Battle Hill School for Pasta Night Fundraiser on May 4, 2018 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund.

LETTER OF RESIGNATION – EIDEL

Letter of resignation from David Eidel, districtwide teacher, effective December 1, 2017.

LETTER OF RESIGNATION – CARDINALE

Letter of resignation, for the purpose of retirement, from Louis Cardinale, custodian-Union High School, effective March 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – BARCA

Request for extension of current unpaid maternity leave - non FMLA/NJFLA from Jamie Barca, special education teacher-Hannah Caldwell Elementary School, new return date June 1, 2018.

REQUEST FOR EXTENSION OF LEAVE – MATOS

Request for extension of unpaid non FMLA medical leave from Maria Matos, paraprofessional-special services, new return date May 1, 2018.

LETTER OF RESIGNATION – KAKKALIS

Letter of resignation from Arlene Kakkalis, greeter-Connecticut Farms Elementary School, effective February 23, 2018.

**REQUEST FOR EXTENSION OF LEAVE – MURPHY**

Request for extension of unpaid FMLA/NJFLA (concurrently) followed by unpaid maternity non FMLA/NJFLA from Alison Murphy, teacher-Hannah Caldwell Elementary School, new return date September 1, 2018.

**REQUEST FOR EXTENSION OF LEAVE – MARSHALL**

Request for extension of unpaid medical non FMLA leave from Gary Marshall, custodian-Burnet Middle School, tentative return date May 1, 2018.

**REQUEST FOR EXTENSION OF LEAVE – BOGNER**

Request for extension of unpaid medical non FMLA leave from John Bogner, special education teacher-Hannah Caldwell Elementary School, new return date March 1, 2018

**LETTER OF RESIGNATION – GONZALEZ**

Letter of resignation from Esperanza Gonzalez, Spanish teacher-Union High School, effective March 26, 2018.

**LETTER OF RESIGNATION – VENDOLA**

Letter of resignation from Ronda Vendola, paraprofessional-Burnet Middle School, effective February 12, 2018.

**LETTER OF RESIGNATION – DeBRIZZI**

Letter of resignation from Jared DeBrizzi, paraprofessional-Jefferson School, effective February 1, 2018.

**REQUEST FOR EXTENSION OF LEAVE – BALLARD**

Request for extension of unpaid FMLA/NJFLA (concurrently) from Katie Ballard, teacher-Hannah Caldwell Elementary School, new return date of March 1, 2018.

**REQUEST FOR LEAVE – BANKS**

Request for paid intermittent FMLA from Linda Banks, math teacher–Burnet Middle School, from January 28, 2018 to January 28, 2019.

**LETTER OF RESIGNATION – FLORIO**

Letter of resignation, for the purpose of retirement, from Joseph Florio, security officer-Union High School, effective June 1, 2017.

**LETTER OF RESIGNATION – GILCHRIST**

Letter of resignation from Deborah Gilchrist, part-time bus assistant-Transportation, effective February 2, 2018.

**REQUEST FOR EXTENSION OF LEAVE – GINLACK**

Request for extension of paid medical leave from John Ginlack, custodian-Battle Hill Elementary School, with a new return date of March 1, 2018.

**REQUEST FOR LEAVE AND INTERMITTENT LEAVE – HICKS**

Request for unpaid paternity under FMLA/NJFLA (concurrently) from Fashad Hicks, paraprofessional-Battle Hill Elementary School, from February 12, 2018 to March 12, 2018, followed by intermittent through December 22, 2018.

**REQUEST FOR EXTENSION OF LEAVE – HOCTOR**

Request for extension of unpaid non-FMLA/non-NJFLA from Deirdre Hoctor, special education teacher-Union High School, with a new return date of April 2, 2018.

**REQUEST FOR LEAVE – HOLLENBECK**

Request for paid intermittent FMLA/NJFLA (concurrently) from Casey Hollenbeck, special education teacher-Hannah Caldwell Elementary School, from January 5, 2018 to February 26, 2018.

**REQUEST FOR EXTENSION OF LEAVE – KAPLAN**

Request for extension of unpaid FMLA/NJFLA (concurrently) from Nichole Kaplan, teacher-Franklin Elementary School, with a new return date of June 1, 2018.

**REQUEST FOR LEAVE – LICKS**

Request for paid intermittent FMLA/NJFLA (concurrently) from Suzanne Licks, teacher-Connecticut Farms Elementary School, from February 14, 2018 to February 14, 2019.

**LETTER OF RESIGNATION – MAUER**

Letter of resignation, for the purpose of retirement, from Bonnie Mauer, occupation therapist-Battle Hill Elementary School, effective July 1, 2018.

**REQUEST FOR LEAVE – McCULLOH**

Request for paid medical leave from Sarah McCulloh, school social worker-Union High School, from March 26, 2018 to April 23, 2018.

**REQUEST FOR LEAVE – OLIVIO**

Request for paid ;medical leave from John Olivio, special education teacher-Union High School, from February 6, 2018 to April 16, 2018.

**REQUEST FOR LEAVE – SANCHEZ**

Request for paid medical and unpaid FMLA from Nichol Sanchez, science teacher-Burnet Middle School, from December 22, 2017 to February 13, 2018.

**REQUEST FOR LEAVE – WALKER**

Request for paid medical leave from Jannette Walker, special education teacher-Battle Hill Elementary School, from February 19, 2018 to April 16, 2018.

**UPDATE TO LEAVE – WINTERS**

Update to paid maternity leave from Jacqueline Winters, English teacher-Kawameeh Middle School, to begin on February 20, 2018.

**REQUEST FOR LEAVE – AFRICANO**

Request for unpaid non-FMLA medical leave from Anna African, paraprofessional-Livingston Elementary School, from January 17, 2018 to May 13, 2018.

**REQUEST FOR LEAVE – BULLOCK**

Request for paid medical leave from Dolores Bullock, ICR teacher-Livingston Elementary School, from February 21, 2018 and with a return date of March 19, 2018.

**UPDATE/CORRECTION TO LEAVE – DOS SANTOS**

Update/correction to unpaid paternity under unpaid FMLA/NJFLA from Casiano Dos Santos, health and physical education teacher-Battle Hill Elementary School, from February 21, 2018 to March 7, 2018.

**LETTER OF RESIGNATION – FALLON**

Letter of resignation, for purpose of retirement, from Patricia Fallon, paraprofessional-Union High School, effective June 30, 2018.

**SUPERINTENDENT’S REPORT:**

Mr. Tatum stated there is an adjustment on the presentation tonight. The first part – the parent literacy workshop – there will be some information given out and of course my report on upcoming events.

We will have a presentation by Mr. Loessel but before that I will call up Mr. Craig Wojcik, our Assistant Director of Technology, to give us an overview of the Future Ready Schools he attended the other day. Mr. Wojcik will come back next month with a full presentation.

Craig Wojcik stated I just want to give you an update on the future ready training that we went to the other day – myself, Sandra Paul and Mrs. Moses down in Trenton. It was very informative and we learned a lot - a better understanding of where we are and where we are going. We got to work in groups to help form what our vision is and where we want to go. One of the things that I took out of it most of all is that we need to use the Future Ready framework to meet us where we want to go so that we are aligning everything with the State standards and what their expectations are. One of the nice things as well was we got to make contacts with all the members of the State Future Ready team so they will be there to support us and move forward and answer questions along the way.

We also got to meet with other districts that are moving forward and are in the same spot of updating their process as we are and discussed what their pitfalls were and issues that they faced so that we could collaborate and figure out how to avoid them as a team.

They also had a group come in from one of the districts that have already received certification in one of their schools. They went through the process of how they were able to achieve the certification and after the meeting Sandra Paul reached out to them and she is going to work on getting us an opportunity to go visit them so we can see how exactly they had implemented it and how it is going.

Mr. Nufrio stated what I would do with Mr. Tatum's permission is forward to you a magazine from New Jersey School Boards which specifically has headlines "Future Ready Schools". Perhaps there is something in it that you can extract. Also giving you some contact numbers – individuals you may be able to reach out to as well. Mr. Wojcik stated that is what this whole process is about – collaboration.

Mrs. Regis-Darby stated just for the public and I have been talking about the Future Ready School for the last eight months – can you elaborate a little bit to the public so they know what the Future Ready School is and will your team be attending the March 9<sup>th</sup> Future Ready Event in Trenton? Mr. Wojcik stated we have no plan to go to the March 9<sup>th</sup> event but we are starting our process for the high school over the next couple of weeks.

To answer your first question – what is the Future Ready framework? It gives us the framework to follow and help us implement technology that addresses the needs of the student and aligns with the curriculum and the need that the State is going to require. It is actually a Federal initiative and the one that we are using is the New Jersey adapted from the Federal initiative. It is more than just implementing. It is for implementation as well as sustaining collaboration and making sure that the curriculum matches the tools that are being put in place. One of the things is districts put technology in place and it is just a replacement tool. We don't want a computer to replace paper and pen, we want it to create opportunities that would not have been there otherwise and that is what this program is all about. Mr. Nufrio stated any other questions from the Board? Thank you very much.

Mr. Tatum stated I look forward to the presentation you are going to do next month. I would like to call Mr. Loessel to talk about our District lighting. I had an opportunity to read Mr. Loessel's report. I think some of his analogy that you will hear in his report may be quite entertaining.

Mr. Loessel stated I'm Supervisor for Buildings and Grounds. At one of the last meetings, Mr. Nufrio brought a concern about the health effects of the LED lighting in the District. I did some research on the LED lights.

In 2010 the federal government began to phase out incandescent bulbs. There are two types of high efficient bulbs that can be purchased – CFL compact florescent lamps and LED light emitting diodes. 85% of CFL lamps are in home lighting the other 15% are in schools, hospitals, factories, etc. The CFL lamp contains a mercury gas and if you break a bulb you could be exposed to this toxic gas but not to worry there is about 0.07 micrograms of gas in a bulb. Research states "one can of tuna has almost 700 times more mercury than one bulb". Manufacturers are not installing a plastic coating to prevent being exposed to mercury gas if a bulb is broken.

We dispose of our CFL bulbs through Omega Environmental. I advise that the citizens of Union, if you have any bulbs, you can bring to Home Depot or Loews and they will take them.

LED lights are 50% more efficient than CFL lights. The life efficiency of CFL's are about 6-10 years, the cost is about \$6 a bulb compared to LED lights which can cost about \$12 per bulb which lasts 10+ years.

Research states all light bulbs emit either a red hue or a blue hue. The red hue is a soft light and the blue light is a brighter light. It is shown that human eye is especially sensitive to blue hues but also go on to say that electronic devices such as cell phones, televisions and computers, emit even higher levels.

Now I want to talk about the lights we installed at the high school, if you look up you can see that the lights have a filter over the bulb and are backlit so the light is soft to the eye. The LED lights that are used outside do not have filters, which allow them to project further. The outside lights are where most concerns are. Just to tell you a story of how far these lights can project, we installed two LED lights at Connecticut Farms in the back. One of the parents called me a couple of days later and said five houses up on Bond Drive – the lights were so bright that it was lighting up her living room without her lamp on. So of course we went and lowered the light.

How efficient are the LED lights in the high school, one of the old 2x4 fixtures uses as much energy as 8-10 of the new fixtures, and add into that the motion detectors, will lower our electric bills and the savings will go back to the students.

Mr. Nufrio stated thank you Mr. Loessel. Initially we did discuss this and thank you for looking up and doing the research. It is important that the community understand as well as students and staff that no harm will come to them as long as those filters are attached.

Mr. Monge stated just to expand on the cost savings. There was an analysis done at the time and based on that savings, within nine years the project would essentially pay for itself. The other thing I wanted to offer clarity to the public, we are always calling it the lighting project at the high school but the reality is it was just that. Mr. Loessel stated it was the fire alarms which were antiquated so we brought the high school up to new technology and now we have carbon monoxide detection which we will have to put in all the other schools and also upgraded the cameras which now you can read a denomination of a coin off the floor and that is how clear it is. Mr. Monge stated obviously into the discussion we had as far as school safety, that was imperative that we got to do and there is cost savings that we will be able to get. Mr. Loessel stated and the cameras are up to 60 days because we are on the cloud.

Mr. Nufrio stated Mr. Tatum I didn't get a chance to speak with you this morning but a major concern of the entire country, which we will be discussing with the Board as well but I'm curious, the doors and there are many in the building, are they outfitted to have some local alarm sound if a door is left open? Mr. Loessel stated they don't have an alarm when they are left open but if someone goes out and opens the door the alarm will go off until someone goes and checks that door. Mr. Nufrio asked all our exit doors have that? Mr. Loessel stated yes.

Mr. Nufrio stated the reason I brought that up is the State is mandating that we make a proper change to our policy to indicate that it is absolutely prohibited to leave a door open or ajar



whether it is someone getting a smoke outside which technically shouldn't be on school grounds but leaving a door open of course it sets up the possibility of an intruder to come in. We will be addressing that as part of policy changes. Hopefully at the next Board meeting.

Mr. Tatum stated student attendance – 94.8% and staff attendance 94.7%.

Before I go into the monthly highlights I would like to go back to the safety and security measures in the District. One of the things that I want to remind everyone is we continue our monthly drills each month. One is required a month by law and one safety and security drill is required by law. We try to ensure that the staff and students are always trained in a manner in which an emergency does arise they are able to follow procedures.

We continue to work with the Office of Emergency Management and the County and of course locally to provide wide scale fire drills and emergency management drills throughout the course of the school year. We have had in place for a number of years. Last year we had a simulated drill which was really an interesting topic. There was one that was different than what we normally engage in – in a school setting. I want the public to be assured that we continue to monitor, to revise and maintain a safe school environment as we possibly can. Most of what we have done over the course of the year is that they have been in reaction to the things that have happened around the country. Mr. Nufrio referred to the number of school shootings that have taken place over the last year and every time one of those take place, we reflect on our own school system and we work diligently with those that are part of the emergency management process to ensure the safety and wellbeing.

Sometimes we get to the point where the topic is so broad that minor things that parents point out like the emails that I received are things that will overall enhance the safety of our building site. We don't take anything you send us lightly in terms of maintaining the safety and security of our students and staff and community members as well. Again, thank you for all of your comments.

Thank you everyone who attended a night of engagement with yours truly and Mrs. Moses. It was a descent turnout. I was hoping for more parents out but I realize the hour was also early. I was happy to hear some of the concerns and taking into consideration some of the things that may not have been as well communicated to the parents. We started in the beginning of the school year and we want parents to be a part of what has been going on in the District. That meeting was actually a follow-up to a meeting we had in September – we had Board members, members of the PTA and we had a breakout session afterwards and we discussed many of these things that we had planned for this year. The whole purpose of that meeting was to follow-up on that and discuss where we are and we will be doing that again. Next week we have our Board planning session so more of that will come.

Please understand it is always about you being informed about what is going on and your input is very important to myself and my administration and the Board of Education.

### **Monthly Highlights**

- The Vauxhall Historical Society has begun their 5<sup>th</sup> annual Black History Essay Contest for all fifth-grade students.
- On January 19<sup>th</sup>, Ms. Cobb hosted a title 1 family literacy night called “Camp-Read- A-Lot” at Franklin Elementary School. This was a workshop providing tips for parents on how to help their students become lifelong readers. Students participated in various literacy activities including a scavenger hunt, and bingo for books. Each student was provided a backpack and a choice of 5 books.
- Black History Month – February is Black History Month. Some of the events taking place in our schools have been daily announcements, bulletin board displays and decorated hallways, classroom lessons and discussions, books read on notable African Americans, students wrote biographies and reports, etc. On February 8<sup>th</sup> the Bureau of Lecture and Concert Artists provided Livingston School students an assembly on African Drum and Dance. Jefferson School students participated in an assembly titled Spirit to Overcome, the struggle for freedom faced by African American women on February 16<sup>th</sup>. Additionally, the high school had its first annual Black History Month Jubilee on Friday, February 2<sup>nd</sup> with a showcase of performances in the high school auditorium.

### **Student Recognition**

- Congratulations to Union High School student, Sydnee Alava, for being on the winning team at UC Step this past December at Kean University. On January 25<sup>th</sup>, at the Union County Freeholders Meeting, she was recognized along with students from all over Union County, for their team effort and winning initiative “Branches Against Bullying”.
- Congratulations to the JROTC Drill Team. They won first place in all 11 categories at the North Jersey State Drill Championship on 2/10/18 held at Franklin High School in Somerset. Their next competitions are on March 3<sup>rd</sup> in New York City for the Northeast Drill Championship and April 14<sup>th</sup> for the National Drill Competition in Louisville, Kentucky.
- We intend to invite the ROTC, as well as, many recognizable sports teams to the next BOE meeting for recognition in their recent successes. (Swimming championship, Bowling tournament wins, Track competition wins, and girls’ soccer accomplishments)

### **Upcoming Events**

- Family STEM Night at Connecticut Farms School is scheduled for February 28<sup>th</sup>
- March 7<sup>th</sup> is the Union High School Tricky Tray
- March 16<sup>th</sup> begins the UHSPAC performances of Peter Pan. Please visit the UHSPAC website for specific dates, times and ticket information.
- Family Literacy Night will be Tuesday, April 10<sup>th</sup> – Parents and Students from Grades 5-8 are invited to attend. During this event, parents and students will rotate to various workshops that allow them to practice literacy skills while having fun. Students/parents can choose which workshops to attend. There will be 4 sessions from 6:30-8:00pm. The theme is Super Readers. All staff in attendance will dress up as superheroes and all workshops will be themed to super heroes.
- The Board Planning Session will be on Tuesday, February 27<sup>th</sup> at 7:00pm.

**EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:**

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

**E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB**

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period January 2, 2018 to January 31, 2018, in accordance with the information appended to the minutes.

**E-2. APPROVE AMENDING DATES FOR SECOND SESSION OF CAMP INVENTION**

Approve amending dates for second session of Camp Invention at Jefferson School to August 6-August 10, 2018 (not school funded).

E-3. *Agenda item approved at February 13, 2018 worksession (Smart Center).*

**E-4. APPROVE CHILDREN SPECIALIZED HOSPITAL - EVALUATION**

Approve Children Specialized Hospital to provide speech feed/swallow evaluation at the rate of \$713.00 for the 2017-2018 school year, not to exceed \$1,426.00 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

**E-5. APPROVE ACES - EVALUATION**

Approve Assessments Counseling and Education Services (ACES), Florham Park, New Jersey to provide deaf and hard of hearing assistive technology evaluations at the rate of \$1,200.00 per evaluation, not to exceed \$2,400.000 for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

**E-6. APPROVE CURRICULUM GUIDES**

Approve the following curriculum guides:

- a. Advanced Placement United States History I – February 2018
- b. Advanced Placement United States History II – February 2018

**E-7. APPROVE CULTURAL SENSITIVITY WORKSHOP – MARCH 16, 2018**

Approve cultural sensitivity workshop (Option 1) – Workplace behaviors related to cultural sensitivity and communication methods – March 16, 2018 (12:45 p.m. – 2:45 p.m.) presented by Rutgers University for approved staff, 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**

**FISCAL AND PLANNING COMMITTEE RESOLUTIONS:**

Mr. Monge stated I would like to point out F-14 – approve the lease purchase of new copiers. I had an opportunity to talk to Mr. Brennan and Mr. Tatum and one of the proposals that went out to the Board members but we also talked about giving a little bit of time to provide for a second bid.

Mr. Brennan stated the company does have a State contract but we thought it would be best to get a second proposal and before you go home tonight, I do have the proposal and I will give it to you before you leave.

Mr. Monge stated with Mr. Tatum’s recommendation was to pull it from tonight’s agenda for next month’s meeting. Mr. Tatum stated it doesn’t make sense to vote on it if it is still in process. Therefore, the best thing to do is to look at the second proposal and make an informed decision. Mr. Nufrio stated so we will pull it for this evening. It can be reintroduced at the next session.

Mr. Monge stated Mr. Griggs can you offer some suggestions. Mr. Griggs stated there has been no motion made so you can just pull it from the agenda.

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

**F-1. TREASURER’S REPORT**

That the Treasurer’s Report dated January 31, 2018 be accepted.

**F-2. SECRETARY’S REPORT**

That the Secretary’s Report dated January 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 January 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 January 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	3340/Athletics: softball	BSN Sports/softball equipment	\$3,000.00
Union High School	2049/National Honor Society	NASSP/pins, cords and tassels	\$1,761.00
Union High School	3220/Athletic: Student Trainer Club	UHS Scholarships - Estimate for the Lou Rettino Scholarship (Football)	\$1,000.00
Union High School	3220/Athletics: Student Trainer Club	UHS Scholarship – estimate for the student trainers scholarship	\$3,000.00
Union High School	2018/Senior Awards	Policeman's Benevolent Association – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Spencer Savings Bank – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Special Children's Committee of Union – Lodge Elks #1583 – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Special Children's Committee of Union – Lodge Elks #1583 – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Khalid Shahid Memorial Scholarship – Student TBD	\$2,000.00

Union High School	2018/Senior Awards	Khalid Shahid Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Douglas M. Krueger Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Wayne Russo Memorial Scholarship – Student TBD	\$2,500.00
Union High School	2018/Senior Awards	Connect One Bank – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Connecticut Farms Church Heritage Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Vogel Memorial Prize for the Excellence in French – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Jason Lopes Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Crystal Sretchen Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union EMS Unit of Union – Student TBD	\$1,000.00
Kawameeh Middle School	41/Musical Production	Marianne Deczynski – to purchase items for concession sales for Alice in Wonderland, Jr.	\$2,000.00 (not to exceed)
Union High School	2059/Pepsi Account	“No Squares in my Circle” – keynote speech – Jean Clervil	\$1,000.00
Union High School	2072/Hiking Club	Union BOE Transportation Dept – reimburse Account #7538 for hikes on 9/30/17, 10/21/17, 1/9/17 and 1/27/18	\$1,691.25
Union High School	2046/Key Club	DCON – District Convention of Key Club - end of service year awards and new board elections	\$7,000.000 (not to exceed)
Kawameeh Middle School	40/Principal	Passaic Valley Coaches – ski/snowboard club trip to Stowe, VT (March 23-25, 2018)	\$6,400.00
Kawameeh Middle School	40/Principal	Ski 93 Trips, Inc. – ski/snowboard club trip to Stowe, VT (March 23-25, 2018)	\$15,167.00
Union High School	2045/Music	Worldstrides – payment #1 for Boston competition	\$23,057
Union High School	2045/Music	Worldstrides – payment #2 for Boston competition	\$23,056
Union High School	2045/Music	Worldstrides – final payment for Boston competition	\$15,370
Union High School	77/Theater	Rose Brand – rental of star drop for UHSPAC Peter Pan	\$2,293.50
Union High School	77/Theater	Vance Entertainment – final payment for set and prop rental for Peter Pan	\$26,302.60

Union High School	3350/Athletics: Boys Baseball Club	Sports Academy Zoned Inc. – estimate baseball team training	\$2,500.00 (estimate)
Union High School	3350/Athletics: boys baseball club	BSN Sports Inc. – baseball sweatshirts for entire team	\$2,500.00 (estimate)

**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:

Fundraiser/Event Name	Date	Purpose
Gertrude Hawk-Spring Trip 2018	February 23, 2018	To raise funds for the UHS/Chorus/Band 2018 spring trip to Boston
Vending Machine	2017-2018	To raise funds for the UHS/athletic trainer scholarships (Lou Rettino Scholarship)
Candy/water sales	2017-2018	To raise funds for UHS scholarships
Alice in Wonderland playbills – ad sale fundraiser	February 21-March 8, 2018	Raise funds to cover cost of playbill printing and other production expenses for musical – Alice in Wonderland
Annual Baseball Program – Ad sale fundraiser	February 26-March 19, 2018	To raise funds to cover costs for winter zoned workouts, pre/post team food events and Union Middle School night game event
Stop & Shop Community Bagging Fundraiser	March 3, 2018	To raise funds for winter zoned workouts, pre/post team food events and Union Middle School night game event
Snap Rise Fundraiser	March 5-31, 2018	Donations to be used for winter zoned workouts, pre/post team food events and Union Middle School night game
March of Dimes – Dress Down Day	April 27, 2018	Raise funds for the national, state and local regional campaign for FBLA (UHS)
Feminist Club T-Shirt Sale	February 1-June 1, 2018	Raise funds for the UHS Feminist Club
Iceland Trip Rummage Sale Fundraiser	March 17, 2018	To raise funds for transportation to/from airport for UHS Environmental Science Field Trip - Iceland Trip
Bake Sale/Food Sale Fundraiser	February 1-June 30, 2018	To raise funds for the UHS/ISO recipient scholarships
Fruit Snack Sales Fundraiser	February 1-May 30, 2018	To raise funds for the UHS/twirling competition entries and equipment
Ad Booklet Fundraiser	March 1-March 31, 2018	To raise funds for the UHS softball team
Pretzel Sale	March 2018	To raise funds for a German Honor Society field trip to the Neue Galerie in New York
Zumba Night	February 27, 2018	To raise funds for the UHS/Class of 2018 activities (project graduation, senior trip and prom)
Coffee and Canvas Night	March 9, 2018	To raise funds for the UHS/NAHS Senior Scholarship Fund

Shoprite – Bagging Event Fundraiser	March 31, 2018	To raise funds for the student-run production of Avenue Q School Edition (UHSPAC Advanced Musical Theatre Class)
Fundraising by canning in front of stores	March 1-June 25, 2018	To raise funds for snacks after games and practices for football and boys soccer teams
Snack Sale Fundraiser	February through June 2018	To raise funds for boys volleyball team
Red Cross Blood Drive	March 20, 2018	UHS/Peer Ambassadors – blood drive – scholarship to be given to Peer Ambassador
March Madness T-shirt sale	February 21- March 29, 2018	To raise funds for Student Council
Bake Sale	February 21-June 22, 2018	To raise funds for Student Council
Night Out at Chick-Fil-A	March-June 2018	To raise money for Field Hockey Summer Camp
Apparel Sale	March 1-May 1, 2018	To raise funds for the UHS/Feminist Club projects and potential field trips
Martin Gendron Chocolate Bar Sale	March 21-May 30, 2018	To raise funds for the Hiking Club

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Merck	Union High School	\$2,500.00
Lifetouch	Franklin Elementary School	\$660.40

**F-13. APPROVE DISTRIBUTION OF FUNDS – UHS SENIOR SCHOLARSHIP AWARDS**

Approve distribution of funds from the following Union High School Senior Scholarship Awards: (a) \$100 – Dora D. Feins Achievement Awards Fund, (b) \$82 – Dora D. Feins Achievement Awards Fund (cost of two plaques), (c) \$100 – Myrtle V. Hassey Awards Fund (two awards - \$50 each), (d) \$1,500 – Bob O’Dell Scholarship Fund, (e) \$500.00 – Bob O’Dell Scholarship Fund (June O’Dell Award”) (two awards - \$250 each), (f) 12,000 – Ellen S. Rever Memorial Scholarship Fund (two awards - \$500 each), (g) \$1,000 - Anna Zofay Slobodanyk Memorial Fund (two awards - \$500 each).

F-14. *Agenda item removed from agenda at February 20, 2018 regular meeting (Approve lease purchase of new copiers under State Contract Commodity Code G-2075 and State Contract A40467 for Savin Copiers districtwide from Atlantic Business Products).*

F-15. *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.

**DISCUSSION:**

Mr. Monge stated Mrs. Darby made mention to me as an extension of our conversation from last week – F-9 – approving activity items. There are some descriptions here that lack really any information of what the fundraisers are for. I don’t know if we do this through policy and I would probably suggest it if we don’t have it is we have fundraisers for a particular reason so we should make sure that the money is raised is used for that particular reason.



Mr. Tatum stated I have actually developed an action plan for what you just spoke about and it does cover procedures that should be followed and the advertisement of those issues and it is something that is going to be implemented for all fundraisers in light of some of the things we talked about in recent weeks. Mr. Monge stated Mr. Brennan as we vote on this, if it is o.k. Mr. Tatum, can you take a look at this because there are some descriptions that are pretty vague so let's just make sure that follows policy.

Mr. Nufrio asked are you still moving this? Mr. Monge stated yes I just wanted to make a point.

Mr. Arminio stated I know we don't vote on F-15 – I did not see it and I probably just missed it but the amount in F-15, does that include negotiations. Mr. Nufrio stated I believe I saw some of the details but I will let Mr. Griggs answer that.

Mr. Griggs stated I don't know the answer to that, I don't look at the bills. Mr. Nufrio stated I believe I did see something in there about negotiations. Mr. Monge stated my review of the invoices in the past, it is covered under two buckets – special services and general ed. How it is divvy up within those buckets, I was not able to see it. Mr. Griggs stated we can talk about that and whatever you want I am glad to do it. Mr. Monge stated I did offer when talking to the Fiscal Committee to come up with some buckets to be proposed to be more detailed in those invoices.

Mr. Nufrio stated one contained special services and central staff and I saw some numbers pertaining to negotiations as well. Mr. Brennan stated that is correct. We have general counsel, special education and negotiations – all listed in detail.

Mr. Nufrio stated if you want to come up with some other I'm sure Mr. Griggs and his firm will.

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 (F-8-contract 85992 only)

MOTION CARRIED

#### OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson stated O-4 has been pulled from the agenda. Mr. Brennan stated I am going to recommend to pull that. It was left on the agenda. It should not have been left on the agenda because I was going to bring information to the Board so you can make a good decision. I have arranged for LegalShield to come in on March 13<sup>th</sup> to make a presentation on these services. Mr. Monge stated first it is supposed to be back on the agenda based on our policy. I think that we all agreed in committee that it is something that we shouldn't move forward with and there should be a competitive process. Personally speaking I don't think we need to bring them in. I think if it is a scope of services that we think is good for the District, and we get three bids, and then take it under consideration. I thought the idea and as Mr. Nufrio said how did they come without going through a process, I would suggest that we go through the process. But

going back to the policy, I think it is supposed to come back on the agenda and then the question is do you want to pull it and it goes back to Mr. Tatum just like we did the other item.

Mr. Nufrio stated if I may make a slight correction to what you just said, the individual who is responsible for placing the resolution on the agenda may in fact decide not to replace it immediately at the next meeting and that is part of the policy. The individual may choose not to re-present the resolution until such time as he may have had enough time to do the proper background work to be sure that the process is fully exhausted.

Mr. Monge stated I totally agree but these are the Superintendent's recommendations. Mr. Nufrio stated they were inserted by Mr. Brennan. Mr. Monge stated that is just a process. Mr. Brennan provided the agenda to Mr. Tatum. Mr. Nufrio stated the three of us, Mr. Brennan, myself and Mr. Tatum are responsible for the entire agenda.

Mr. Monge stated the policy speaks to whose recommendation is and in this case they are Mr. Tatum's recommendations. Mr. Nufrio stated it goes back to the original initiator of the resolution. Mr. Griggs please comment on this.

Mr. Griggs stated my impression from the last work session is that this was pulled from the agenda. Mr. Monge stated by Mr. Nufrio. Mr. Griggs stated Mr. Nufrio, however, at the next meeting the policy provides that the person who made the original recommendation can bring it back or not bring it back. Mr. Brennan is saying he wants to bring somebody in for the Board to hear the presentation. Mr. Monge stated it is not his recommendation. Mr. Griggs stated he is not bringing it back so that is my point. Mr. Monge stated but it is not his recommendation. Mr. Griggs stated I am not going to argue with you. Mr. Monge stated I'm not going to argue with you either I am just making it clear that the agenda says "the Superintendent recommendations" it doesn't say "Mr. Brennan's recommendation".

Mr. Nufrio stated we all know that the resolutions are not engendered by Mr. Tatum alone. As per the policy Mr. Tatum, myself and Mr. Brennan confirm and make a decision on the resolutions. The initiator of the resolution as the policy specifically says may choose not to bring it back. I don't understand what the problem is. I think we are all in favor of doing the due process for everything, especially in your particular committee which I many times have said that the committee has done excellent work. This is a resolution that is actually almost moot given the fact that the NJEA and NJESA offer legal services to their members. Mr. Monge stated it is not about the resolution. Mr. Nufrio stated it is not about the resolution but you are clearly disregarding the policy which says the person who put it on the agenda may choose to pull it. He is not doing it frivolously, he is doing it because he needs more time to do the right process. Mr. Monge stated you are paraphrasing the policy. Mr. Nufrio stated read the policy Mr. Monge. May we move on please. Mr. Monge stated we can totally move on. Mr. Nufrio stated it is written in policy. We are not going to argue this. Mr. Monge stated I'm not arguing any more. I'm trying to move on. Mr. Nufrio stated I'm trying to move on and you keep saying it is still not being done correctly and I'm saying it is. Mr. Monge stated I'm trying to move on. Mr. Nufrio stated let's move on Mr. Monge.

Mr. Monge stated we will pull this. Mr. Nufrio stated we are not pulling this Mr. Brennan is pulling this. Mr. Monge stated I'm saying that in a general manner. I am not going to argue this because it doesn't matter at the end of the day because the result is going to be the same result. Nobody is arguing to have it on. We are going to pull it.

Dr. Francis stated what it all comes down to is there is a problem with the policy and that really needs to be looked at. I think we need to go get more information. Mr. Nufrio stated I would appreciate if you have a comment to ask to be recognized and that is also policy.

Dr. Francis stated I think the policy is the problem. Mr. Nufrio stated it is a process. Dr. Francis stated I have the floor now. I think it is something that we should look at as a full Board and we should not be allowing one person to unilaterally do things. It is really the full Board. Anything that needs to be pulled or tabled, it should at least be heard from the full Board and we should make a decision based on that not just somebody, usually the President and or else making a decision for the full Board. Mr. Nufrio stated I would appreciate if you would look at the policy carefully before you make a statement. Dr. Francis stated I did look at the policy.

Mr. Nufrio stated Mr. Griggs can you comment on this please. Mr. Griggs stated I think you should probably move on folks, I think everyone got your point. If the motion was made, it is the Board of Education who tables it. It is not the superintendent or the Business Administrator. If I can continue thank you Dr. Francis with all due respect. Dr. Francis stated you are talking to me. You are speaking to me. Mr. Griggs stated what does that mean. Dr. Francis stated unless you are finished you can go on. Mr. Griggs stated how nice of you. The motion is the Board's action. The board makes policies. If you want to change your policy, then the Board of Education has to change the policy. It is as simple as that. I did not make the policy.

Mr. Nufrio stated Mr. Griggs this was a policy that Mr. Arminio clearly referenced it last week. This policy originally had an open ended number of times that the President could pull a resolution and during Mr. Arminio's presidency and I as vice president, we discussed it at length and we felt that it was much too open ended and so we should set a number. The number was set to one. One pull and at which case the Board agreed to that policy so now here we are looking again at the policy which is fine. We have a committee. The committee can certainly look at the policy, take recommendations, present it to the Board, it goes to a vote, the policy is changed. We have a policy and it will be respected because that is what we are about.

Mr. Monge stated this is my last statement – we haven't followed the policy just like we are trying to do even in your interpretation, we haven't done this before. We have had many things that have been pulled and never returned back to the agenda. If we are going to try to fix it then fantastic and that is the whole idea about this – trying to get some clarity; but we don't have it. We obviously have a difference of opinion.

Mr. Nufrio stated I would appreciate if you are going to make a statement like that – that you would cite the specifics. I have only been President for two months and this is the only resolution that I have pulled.

Mr. Griggs stated I would respectfully suggest that you move on.

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 PROPOSAL – EXTERIOR WALL REPAIR STUDY**

Approve proposal for architectural and engineering services for exterior wall repair study at Administration Building (not to exceed \$4,500), in accordance with the information appended to the minutes.

*O-3. Agenda item approved at February 13, 2018 worksession (Change Order #11-ceiling, lighting, fire alarm-UHS)*

*O-4. Agenda item removed from agenda at February 20, 2018 regular meeting (LegalShield as a voluntary legal service program available for District employees).*

**O-5. REQUEST FROM UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION**

Approve request from Union Township Community Action Organization Inc. to use parking lots and driveway at Jefferson School on June 7, 2018 from 4:00 p.m. to 7:00 p.m. for the Senior Pre-Prom Red Carpet Event, in accordance with the information appended to the minutes.

**O-6. REQUEST FOR USE OF BATTLE HILL SCHOOL**

Approve request for use of Battle Hill School for 4<sup>th</sup> annual Pasta Night Fundraiser on May 4, 2018 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund.

**O-7. APPROVE RFP/RFQ CALENDAR - 2018**

Approve 2018 Request for Proposal/Request for Qualifications calendar, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated O-7 – is there back up. I couldn't find it and I didn't see. Mrs. Cappiello stated it was online as of Friday.

Mr. Monge stated O-2 – we were trying to see if we could get a fixed price out of that contract. There was a proposal for structural damage at the administration building and we talked about trying to get a fixed price versus hourly.

Mr. Loessel stated I reached out to EI the other day and had a conversation. He was calling the guy that was going to do the boring for ground samples and that guy has not gotten

back to him yet but we are in the process of doing that. Should have the quote to me by tomorrow.

Mr. Nufrio stated Mr. Monge are you suggesting that we table this resolution? Mr. Monge stated I think Mr. Griggs – I don't know if you had an opportunity to look at the contract but there was a lump sum number and then there was language that basically allowed them to continue to charge us. The lump sum number was the number and that is going to be the fixed number then can we vote based on that being the fixed number. Mr. Loessel stated in the past they haven't charged us and I know that there is that possibility.

Mr. Griggs stated so there is going to be a contract. You can still approve it subject to my approval and I know what you don't want in there. Mr. Monge stated if there is a lump sum fee. We can vote on it exactly in the fixed fee and that would negate all the extract charges that went along with the contract. Mr. Arminio stated unless we have change orders. Mr. Monge stated there isn't going to be no change orders here. This is an evaluation – somebody comes in and looks at the hole or whatever on the building and do an analysis and says this is what we think is wrong and this is how you go fix it and based on that we go out and bid that work. This is not the hourly open ended thing. This should be very projectable.

Mr. Nufrio stated I agree Mr. Monge in terms of what the actual job is. I presented that question myself as to how much does it really cost to find out if a wall needs \$10,000 worth of work or just \$1,000 worth of work. Mr. Griggs stated you can approve a contract for the lump sum of \$4,500. Mr. Nufrio asked can we amend this now Mr. Griggs? Mr. Griggs stated sure – a friendly amendment. The mover and the seconder have to agree. Mr. Nufrio stated it has already been moved and seconded. Mr. Arminio stated they need to agree. Mr. Nufrio stated we need to have a motion. Mr. Griggs stated the original mover and the seconder need to agree to the amendment. Mr. Nufrio stated that is Mrs. Richardson. Mr. Griggs stated and whoever seconded it. Mrs. Cappiello stated Mrs. Williams. Mr. Griggs stated make a friendly amendment – in other words informally say it is o.k. to change our motion. Mrs. Richardson stated change our motion to “having a limit of \$4,500 for the study”. Mr. Griggs stated correct. Mr. Nufrio stated seconded by Mrs. Williams. Mr. Griggs stated so we are good.

Mr. Nufrio stated I think it is important to note that this is part of what we should be doing all the time – to take notice of how our money is being spent. Certainly the contracts that warrant the open ended factors – we can't change those but this is one that really required it.

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

P-1. *Agenda item approved at February 13, 2018 worksession (personnel actions).*

**P-1A. PERSONNEL ACTION**

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

P-2. *Agenda item approved at February 13, 2018 worksession (substitute lists).*

**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>
DeBrizzi, Jared	Paraprofessional -SS	Jeff	2/1/18	Resignation	
Eidel, David	Teacher	DW	12/1/17	Resignation	
Gonzales, Esperanza	Teacher of Spanish	UHS	3/26/18	Resignation	
Kakkalis, Arlene	Greeter	CF	2/23/18	Resignation	
Vendola, Ronda	Paraprofessional -SS	BMS	2/12/18	Resignation	
Gilchrist, Deborah	P/T Bus Asst.	Transp.	2/2/18	Resignation	
Aguero, Christopher	Math teacher	UHS	3/30/18	Resignation	
Kennedy, Coral	Math teacher	UHS	3/30/18	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
Cardinale, Louis	Custodian	UHS	3/1/18	Retirement	02/21/2003	TBD
Florio, Joseph	Security Officer	UHS	6/1/17	Retirement	1/24/2005	TBD
Mauer, Bonnie	Occupational Therapist	BH	7/1/2018	Retirement	9/1/1998	N/A
Fallon, Patricia	Para-professional	UHS	6/30/2018	Retirement	10/16/2002	N/A

**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.
Barca, Jamie	Special Education Teacher	HC	Extension Return 6/1/18	Unpaid NON FMLA/NJFLA Maternity Leave	Org. leave return 3/1/18. FMLA/NJFLA entitlement time exhausted.

Bogner, John	Elementary Teacher	HC	Extension Return 3/1/18	Unpaid NON FMLA Medical Leave	FMLA requirements not met. Org. leave began 11/14/17.
Marshall, Gary	Custodian	BMS	Extension Return 5/1/18	Extension of Unpaid Medical NON FMLA leave	FMLA entitlement time exhausted. Org. leave began 6/5/17.
Matos, Maria	Paraprofessional – Special Services	BH	Extension Return 5/1/18	Unpaid NON FMLA Medical Leave	Org. Leave began 9/1/16. Does not meet FMLA hour requirements.
Murphy, Alison	Elementary Teacher	HC	Extension Return 9/1/18	Unpaid FMLA/NJFLA (Concurrently) followed by unpaid Maternity NON FMLA/Non NJFLA	FMLA/NJFLA entitlement time 12 weeks. Org. leave began 10/19/17.
Africano, Anna	Paraprofessional – Special Services	Liv	Extension Return 5/13/18	Paid followed by unpaid Medical NON FMLA	Org. Leave began 5/3/16. Request indicates 3 months from 2/13/18. FMLA Requirements not met.
Ballard, Katie	Elementary Teacher	HC	Extension Return 3/1/18	Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement time 12 weeks. Org. leave began 9/18/17.
Banks, Linda	Mathematics Teacher	BMS	1/28/18-1/28/19	Paid Intermittent FMLA Leave	FMLA entitlement time 12 weeks.
Bullock, Dolores	ICR Teacher	Liv	2/21/18-Return 3/19/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Ginlack, John	Custodian	BH	Extension Return 3/1/18	Paid Medical Leave	Original leave began 10/16/17 Use of available sick days only at this time
Hicks, Fashad	Paraprofessional	BH	2/12/18-3/12/18 followed by intermittent through 12/22/18	Intermittent Unpaid Paternity FMLA/NJFLA (Concurrently)	FMLA/NJFL/NJFLA entitlement time 12 weeks.

Hector, Deirdre	Special Education Teacher	UHS	Extension Return 4/2/18 (Mon)	NON FMLA /NON NJFLA Unpaid Maternity Leave	FMLA entitlement time 12 weeks. Original leave began 10/23/17
Hollenbeck, Casey	Special Education Teacher	HC	1/5/2018-2/26/18	Paid Intermittent FMLA/NJFLA (concurrently)	FMLA entitlement time 12 weeks. Original leave began 1/5/18.
Kaplan, Nichole	Special Education Teacher	FES	Extension Return 6/1/18	Unpaid FMLA/NJFLA (Concurrently)	FMLA entitlement time 12 weeks. Original leave began 12/19/17.
Licks, Suzanne	Elementary Teacher	CF	2/14/18-2/14/19	Paid Intermittent FMLA/NJFLA (concurrently)	FMLA entitlement time 12 weeks.
McCulloh, Sarah	School Social Worker	UHS	3/26/18-4/23/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Olivio, John	Special Education Teacher	UHS	2/6/18-4/16/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Sanchez, Nichole	Science Teacher	BMS	12/22/17-2/13/18	Paid Medical followed by Unpaid FMLA Leave	
Walker, Jannette	Special Education Teacher	BH	2/19/18-4/16/18	Paid Medical Leave	Use of available consecutive sick days at this time.
Winters, Jacqueline	English Teacher	KMS	Update to start date only 2/20/18-5/18/18	Update to Paid Maternity start date only	

**P-5. APPROVE DESIGNATED SCHOOL SAFETY SPECIALIST – BENAQUISTA**

Approve the designation of Gerry Benaquista as School Safety Specialist, pursuant to P.L. 2017 c. 162, in accordance with the information appended to the minutes.

**P-6. APPROVE ATTENDING MEETINGS AT MUJC**

Approve Latesha Jenkins, Supervisor of Special Services, to attend meetings at the Morris Union Jointure Commission, at no cost to the District for the 2017-2018 school year.



Mr. Nufrio stated P-7 by Mr. Griggs indicated as a separate resolution. Mr. Griggs stated that should be a separate resolution. Mr. Nufrio stated you are presenting P-1A. Mrs. Richardson stated P-1A with the inclusion on P-3 of the two additions and up to P-6.

**DISCUSSION:**

Mr. Arminio stated just to point out three individuals who are retiring – Louis Cardinale – many years as custodian in the high school and Washington School – I wish him good luck in his retirement. Joseph Florio – unfortunately had to retire because of an injury and we are going to miss him. Patricia Fallon was a paraprofessional for many years at Kawameeh and we are going to miss her. Good luck to all of them.

Mr. Nufrio stated is that the correct date for Mr. Florio – June 1<sup>st</sup> of last year? Mrs. Cappiello stated that is what I was given from Personnel. Mr. Griggs stated that was on his letter. Mr. Nufrio stated I thought it was typo so it is correct June 1, 2017.

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. Richardson, seconded by Mr. Arminio, that the following resolution be approved:

**P-7. APPROVE RENEWAL OF EMPLOYMENT CONTRACT – TATUM**

Approve renewal of the employment contract of Gregory A. Tatum as Superintendent of Schools for the contract term beginning on July 1, 2018, under terms and conditions to be mutually agreed to by the Township of Union Board of Education and Gregory A. Tatum and subject to approval by the Union County Executive Superintendent.

**DISCUSSION:**

None

Mr. Nufrio stated there are three Board members that are conflicted – myself included and we will not be voting on this. Mrs. Higgins, myself and Mrs. Minneci are excluded from voting on P-7.

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

NAY: Mrs. Richardson

ABSTAIN: Mrs. Williams

**MOTION FAILED**

Mr. Nufrio stated will you explain the results please Mr. Griggs. Mr. Griggs stated the motion failed because you need five votes. The abstention doesn't count.

Mr. Nufrio stated can you further explain the outcome. Mr. Griggs stated the outcome with regard to this vote is that unless the Board of Education approves this contract, then Mr.

Tatum's existing contract would automatically renew for another identical term of three years and eight months I think it is by virtue of the law. Mr. Nufrio stated thank you Mr. Griggs.

I guess Mr. Griggs you will be in touch with Mr. Tatum. Mr. Griggs stated I will. Mr. Monge stated for a point of clarification – an abstention is part of the vote. Mr. Griggs stated it is no vote. Mr. Monge stated it is not a yes or no. Mr. Griggs stated it is not a yes or no. Mr. Monge stated but it is an existing voting bond. We have a majority of the Board that took a vote. Mr. Griggs stated what is your point? Mr. Monge stated I'm asking a question. Mr. Griggs stated it wasn't a question. Mr. Monge stated we have a majority of the Board that is on record as taking a vote. Mr. Griggs stated you have beyond a majority, you had six people. Mr. Monge stated so based on your feedback right now, although we don't have the vote to approve him tonight, it automatically goes into a renewal because of the vote. Mr. Griggs stated no it is because of the law. Mr. Monge stated the law o.k. thank you.

#### 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 [seven (7) students exited from January 17 through February 16, 2018 (2 from elementary, 3 from secondary and 2 from high school) or a total of twenty-four (24) students for the 2017-2018 school year] who are not domiciled in this school district, in accordance with the information appended to the minutes.

##### R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #216531 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.

##### R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #248227 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.

##### R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #268212 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.

##### R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #186064 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.

##### R-6. APPROVE TO REMOVE STUDENT

Approval to remove student #288178 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.

R-7. APPROVE TO REMOVE STUDENT

Approval to remove student #240835 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.

R-8. APPROVE TO REMOVE STUDENT

Approval to remove student #220563 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: Mrs. Higgins, Mrs. Minneci, Mrs. Richardson, Mrs. Williams, Mr. Nufrio,

NAY: None

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

Mr. Nufrio asked what is the outcome please? Mr. Griggs stated 5 in favor so the resolution passes.

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated the good news is tomorrow the Chromebooks are going to be rolled out at Kawameeh Middle School and Burnet Middle School and the carts are all set up. Regardless if any parents signed the forms – every student will get a Chromebook. We are hoping that this school year goes well and next year the students can bring the Chromebooks home at the end of the school day and then we will be able to give the carts to the elementary schools. I know Mrs. Paul is getting quotes on wiring the elementary schools for that. I know that Mr. Wojcik and others from Burnet went to shadow teachers at Mountainside Schools to learn how they use the Chromebooks and how the students are moving from classroom to classroom. Typically we have not been allowed to have backpacks so we want to make sure Chromebooks are traveling safely and not being destroyed. They learned a lot about that and they are continuing their education to stay connected with those people that they met and students and so on. For the Chromebooks being distributed, Kawameeh and Burnet shortened each classroom period by a minute so that they have more time at the end of the day. The Chromebooks are being distributed during the morning homeroom and collected at the end of the day homeroom.

There is going to be a cyber security and management in the district soon and Mrs. Paul is working on that and office of standardized online web security program put in place.

Mrs. Regis-Darby, Mr. Monge and Dr. Francis may have something to add as well. Mrs. Regis-Darby stated that was fine.

Moved by Mrs. Higgins, seconded by Mrs. Williams, that the following resolution be adopted:

**T-1. APPROVE DISPOSAL OF EQUIPMENT**

Approve the disposal of laptops and computers from the District inventory, in connection with the information appended to the minutes.

**DISCUSSION:**

Mr. Nufrio stated I should be familiar with the disposal process but I guess for edification for the public – how do we actually do that? Mr. Tatum stated depending on what it is but for textbooks there is a particular website that they need to go on and you have to advertise. Mr. Brennan do you have any comments on how the equipment is disposed of? Mr. Brennan stated if we are going to dispose, you get a qualified company to come in to dispose of the equipment and usually at no cost to the District and then we take it off the inventory and I also believe there is a website to go and get value of the equipment. Mr. Nufrio stated so the District doesn't receive any compensation? Mr. Brennan stated it depends on what you are disposing. Mr. Nufrio stated I'm seeing here laptops, computers – I recall the district I worked at we actually did an auction for equipment. Perhaps you are familiar with that. Certainly these particular items hold some value especially the mother boards. Has technology advanced that much that they are totally irrelevant or unusable? Mr. Brennan stated I use to be in technology myself and some or most of these are obsolete. I will rely on Mrs. Paul's expertise in the area and noting that they are obsolete and therefore no value to them like motherboards that are five years old – it is not going to handle programs that are running on the newer motherboards and newer CPU's. Mr. Nufrio stated I get that but even if we can get 10 cents or a penny on the dollar that would be quite a benefit. I would strongly suggest that Mr. Tatum and Mrs. Paul confer with you to see if we can squeeze the lemon.

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**

**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:**

Mrs. Minneci stated after looking through all the bills, I see that we have large transportation reimbursement and I understand a lot of our students go out to private schools for religious reasons, athletic reasons and just a comment that I would hope that we can figure a way to bring them back to our District. It is a large amount of money and I know it is transportation reimbursement.

Mr. Brennan stated I can comment on the fiscal part of that and not bringing the students back. Aide in lieu of transportation is paid out in February and June and that is why you are seeing it there and it is now up to \$1,000 per student. It was \$880. Mrs. Minneci stated I saw it

today and spoke to someone about it and it is a lot of money and I understand why people send their children to other schools and a lot is for religious purposes but it is just a little comment.

Mr. Monge stated on the financial side, the reality is we have a lot of special need kids so the busing – you will see a lot of numbers there. I'm not sure about the religious reason being the majority of that I would suspect that you are talking about special services.

Mrs. Minneci stated I believe this was mostly catholic schools and saw religious schools. It was just an observation. Mr. Brennan stated aide-in-lieu does not include special education. Mr. Nufrio stated special ed falls under a different category.

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 #49500 only)

MOTION CARRIED

#### UNFINISHED BUSINESS:

Mr. Monge stated it is definitely unfinished business for me – as it pertains to going into the box of process, the RFP/RFQ calendar that we voted on and it is something we need to work on as it pertains to process. The process that I understood would be that it would go from committee to the Superintendent then back to committee and then to the Board. While I did not have any issue with the change, that didn't happen. It went from Mr. Tatum, there was an adjustment and then back to Mr. Tatum and it was not part of the committee. If there is something we need to do, we need to discuss the process and talk about it because the President of the Board can't unilaterally change something that is coming out of a committee process and going to Mr. Tatum – whether as a president or not. That is something that I would hope we will talk about.

The other thing I would like to put out there as well this ends up being part of unfinished business with me is while we have conflicted members specifically the President of the Board of Education – that is not supposed to be part of the Superintendent process, the process of identifying an ad hoc committee and not drawing from a hat but possibly selecting people to be part of the ad hoc committee is part of the process because it is not a guessing game – you put numbers in a hat, it is actually a thought process to identify people to be on a committee. I believe and you can still disagree with me Mr. Griggs then I think it is something that we need to have to follow up with.

My last piece is as it pertains to the ethics committee. We were supposed to have our ethics committee training today which at the eleventh hour today got cancelled and I still view it as a training and it is another thing that we follow up with because I know we have a difference of opinion on that Mr. Griggs but out of all days, we should have had an ethics training today because the process of selecting or voting on a superintendent baffles me that one would make a decision based on not being invited to a meeting. That is not an excuse – as a parent here, my kid is here. It is not an excuse. Very disappointing today.

Mr. Griggs stated what are you talking about not being invited? Mr. Monge stated the last comment had nothing to do with you. Mr. Griggs stated I just want to correct something which I explained to you and you are welcome to the meeting. I asked the question whether the ethics workshop had been advertised and it was not advertised and that is illegal. It is a quorum of the Board and you are going to discuss Board business and it is violation of the open public meeting act. You held that in executive session in the past that is also illegal. You can't hold an executive session down in public session. I confirmed that with the New Jersey School Board's Association representative. I talked to her on the phone and said Ms. Thornton, you won't be able to come up here today because the meeting is not legal and she said you can't do it and I said you are correct about that and I asked her for other dates. That is why that meeting is not held. You mentioned to me that you have a Board policy somehow supersedes. Mr. Monge stated I didn't say supersedes I just pointed out to you that our Board policy states as it pertains to meetings that we are conducting business. You said that there is a chance that this could be conducted because we have a quorum of the Board and I just made point and you may be right but I'm just saying. Mr. Griggs stated I am right. Mr. Monge stated there are things we can agree and disagree as well because some stuff is interpretation – this may not be interpretation Mr. Griggs and I'm not going to argue with you on that but all I made was a point that this has historically not been the case and we historically didn't do anything wrong based on what I was just saying which is fine but to find out the day of the training and you saying you didn't know anything about this training until today was little interesting at the end of the day.

Mr. Griggs stated I asked the question of the notice because I do look at your notices. You put a notice out for March and I do look at your notices to make sure you're doing what should be done. Again for the record, the public has the right to witness this Board of Education to do whatever they are going to do. I don't know where you got the advice in the past but it should not be in executive session, it should be advertised and the public should be able to attend. Mr. Monge stated we needed it today.

Mr. Nufrio stated had we conducted the meeting as Mr. Griggs said, we would be in violation. The meeting has now been scheduled for April 10<sup>th</sup> and it will be advertised as such. It will begin at 4 p.m. and that is the day that we have worksession so after I received a call from Mr. Griggs, I certainly said let me see what we can do to get this schedule because by regulations, we have to have at least one training session per year. I also asked if there were any deadlines that we may be violating and perhaps an exception can be made and the answer was no. As long as we do the meeting once a year – perhaps for next year, it should be considered to do it even earlier in the year. I think earlier in the year is better than later in the year.

Mr. Griggs stated it is typically done after your organization meeting and you have a period of one year to do it. Most of our Boards are going to meetings now and having field representatives. It usually takes about an hour in most places.

Mr. Nufrio stated Mr. Brennan was part of that discussion this morning as well. If we had conducted that training this evening, we would all be in violation and I certainly would not want that to happen. April 10<sup>th</sup> is the next scheduled meeting. It will begin at 4 and I tentatively asked that it end at 5:15 p.m. to accommodate the Board so they can have a short break between that and the committee sessions which begin at 5:30 p.m.

Dr. Francis stated historically we didn't do it in executive session we always did it right before the worksession. Because you have a quorum of the Board doesn't mean you are going to be there speaking about Board business. In fact, most of the ethic training was historically speaking to us about what is a violation. We never spoke about anything dealing with the Board so I thought that was a lousy excuse and it was done at the 12<sup>th</sup> hour which it should never have been done.

Mr. Griggs stated if you check your minutes, you are going to find that you didn't convene your worksession meeting until you got into the room and that is the difference. Dr. Francis stated there was never a meeting to go into executive session – that was never done. I have been on the Board for five years and you just got here.

Mr. Arminio stated we also need to find a way to notify Board members because I was here at 4:15 for the training. Mr. Nufrio stated I learned of it about 10 – correct Mrs. Cappiello. Mrs. Cappiello stated about that time. Mr. Nufrio stated I reached out to Mr. Brennan because Mr. Griggs called and asked if this meeting been noticed and I certainly did not know and I didn't have firsthand information. I then asked Mr. Brennan to immediately notify all the Board members that this had been cancelled. We did it as expediently as possible. Yesterday we were closed and it would have happened yesterday if we had been the similar situation. Unfortunately Mr. Arminio you didn't see an email but there was an email that was sent out in the morning by Mrs. Cappiello.

Mr. Arminio stated the Unsung Hero which we lobbied to get presented here at Union was here but got changed to Rahway and in sometime in March they changed the date and Mrs. Moses if you know the date – share it with us. Unsung Hero is to highlight those individuals in the County who are not the smartest kids in the school not the greatest athletes but something about them deserves recognition and each high school in the County gets to nominate and recognize one individual and the one that was recognized last year from Union if you didn't have tears in your eyes when she finished telling her story, then you have no heart.

This year I hope we have just the same type of individual. Next year in 2019, we are going to be hosting the Unsung Hero. It was confirmed but who knows what goes on down at NJSBA. They are the ones who run it.

#### NEW BUSINESS:

Mr. Arminio stated Region IV wrestling starts tomorrow because it is the 48<sup>th</sup> year that Union has been hosting the region wrestling tournament and it is unbelievable that we have been running it so many years and so successfully. If you are not doing anything tomorrow night, Friday night or all day Saturday, come watch some NJSIAA wrestling here in the Louis Rettino gymnasium.

Read Across America is March 2<sup>nd</sup>, I know it is at Franklin and I know every Board member got an invitation to go to Franklin. I don't know if any of the other schools are doing Read Across America on March 2<sup>nd</sup>. Check it out.

For the public and the Board and I know Mr. Tatum spoke of Peter Pan starts on March 16<sup>th</sup> at the high school but Burnet is performing Guys and Dolls Jr. on March 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup>. Check it out.

At Kawameeh they are doing Alice in Wonderland on March 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup>. Mark your calendars.

Two Union High School students are set to begin an internship with the Chamber of Commerce of Union. This is a new program that we approved last year. The joint venture between the Chamber of Commerce and the Board of Education and it is finally getting started. There are many Chamber members who are looking for intern and employment for high school students so if you know any high school students looking for jobs, there are many part-time jobs available for high school students. These two students are starting an internship with the Chamber of Commerce itself. They will be doing computer work and looking how businesses operate.

This is something for everyone and especially for teachers, there is a Jefferson School teacher who has just been named to the New Jersey State PTA – outstanding teacher of the year for the whole State of New Jersey and it is computer teacher Christine Nunes from Jefferson School. As the PTA President from Jefferson said Ms. Nunes has been very supportive of the students, the families and the PTA.

What is even more remarkable is Ms. Nunes as the PTA outstanding teacher of the year, the second place teacher of the year for the PTA for the State of New Jersey is Mr. James Mosser so we had two of our teachers recognized as first and second place as PTA outstanding teachers of the year.

On February 24<sup>th</sup> at 1:00 p.m. there is going to be stage reading of the Amen Corner by James Baldwin and it is going to be held at Jefferson School. It is a 1954 production that addresses the theme of the roll of the church and the effects of poverty and social prejudice on the African American family. It is part of Black History Month. You can get tickets right at Town Hall.

Sienna Boku was honored by the National Girls and Women's Sports Day. It is a celebration of female athletes hosted by the New Jersey Association of Inter-collegiate Athletics for Women. I think Sienna is a senior here. Congratulations to Sienna.

The Union High School bowling team won the Section II Group IV State Title and that was with a 3,043 pin total. The highest in the whole tournament of Section II – we won Group IV and Kierra Powell who reported a 267 game and 678 series and I assume that is pretty good but unfortunately as a girl her score did not count for Boys State Individual Tournament qualifiers because this was a mixed team. She didn't qualify for the girls individual States she has to qualify at a later date.

We beat Livingston, Westfield, Seton Hall, Bloomfield, Phillipsburg, Montclair, West Orange and Plainfield to take first place in the Group IV Section II bowling.



The Union High School athletes of the month Kye Legman – boy athlete in swimming and Kierra Powell – girl athlete of the month.

The school newspaper for Union High School is an online newspaper and according to how it's done, the school pays a fee for this website and then the school puts the newspaper on this website and the kids go for it and I don't know the name of the website and then the kids can then access the newspaper but unfortunately somewhere along the line the fee was not paid for the website. The advisor reported it and it was still not paid and so the website was shut down so the online school newspaper can't get to the students. We as a District have to do something that the school club which is the school newspaper get out there to the students.

Mr. Nufrio stated Mr. Brennan is there any comment on that – perhaps why that was not paid. Mr. Arminio stated I don't think it came up here. Mr. Nufrio stated would it have gone to your office or did it not ever come as Mr. Arminio suggests. Mr. Brennan stated I am not aware if it did come but I will check on that and get back to you on that. Mr. Nufrio stated get back to Mr. Arminio.

Mrs. Williams stated we were at the Burnet Middle School PTA on February 7<sup>th</sup> and they sent a great big thank you to the Board for appointing Mr. Harrell as the principal. They are very pleased with the work they are doing so far. Another parent spoke up about her daughter who has an IEP and she said she is very happy with the ESS program and it has been very beneficial for her daughter. Some of the parents' concerns were they were very happy with the paint job and loving what we've done at the middle schools and how much nicer it looks. They were talking about the posters and how they have motivation posters up and they wanted to know if we could look into getting shadow boxes for them so they don't mess up their new paint job.

Another one of the more serious concerns was Stone Street. There are issues with traffic on Stone Street and the parents and some of the teachers and administrators are wondering if they can either make it a one-way street or get a greater presence on Stone Street to address some of the safety issues. There was another concern about potential falls from inclement weather and they were wondering if they could get some mats throughout the schools to address that.

Mr. Nufrio stated I brought the Stone Street issue to Mr. Tatum's attention the very next day. That is something that this Board has also in the past had discussion on. I don't know where we are with that Mr. Tatum at some point perhaps you can report back to the Board to see how we can resolve that serious concern. I don't think I mentioned the indoor mats. But I did notice that Mrs. Williams was taking notes.

Mrs. Regis-Darby stated this is probably Old Business – I just wanted an update on the District Science Fair and I know the kids are excited and looking forward to that.

Mrs. Moses stated we are going to have a District Science Fair – elementary to middle school. The supervisors from elementary and secondary levels are working with the principals and an email went out to all the PTA parents. When I get those dates I will share them so more to come on that.

Mr. Monge stated I would like to add something with that PTA meeting at Burnet that was a concern and we spent a little time on it and I did talk to Mr. Tatum about it. The negative perception of Burnet – I don't like to use – but the term that was used was “stepchild” and the word “stepchild” especially my daughter is my daughter, she is not my biological daughter but I never like to use that term but the whole negative perception of Burnet when you are looking at it against Kawameeh and that negative perception is there but they did say thereafter was that the academic results that are coming out of Burnet is something that we shouldn't be ashamed of – they have done very well especially the kids that are going into the high school. I think it is still something that we need to work on in this District. I don't think that is a made up assumption and is a lot of negative can be turned into positives and one of the biggest messages at least I tried to offer is that we need to create our own stories as parents and we can't allow folks to create our story. It is something that we definitely need to work on as a District.

Mr. Nufrio stated I know there were five of us present at that meeting but I want the public at home and here as well that before any discussion began I brought to their attention that we cannot answer any questions or actually partake in any discussion because it would have been in violation of the OPMA regulations. We heard what they had to say and I did emphasize that they should address matters directly to Mr. Tatum or actually come to a Board meeting or if they couldn't possibly get in touch with Mr. Tatum at the time or if it was something urgent bring it to the Board as a whole and we would hear whatever the concern is and certainly we would ask Mr. Tatum at that point to address it. I also mentioned that to Mr. Tatum because any time for those that may not know only four Board members are permitted to assemble at any one location. After that it becomes questionable as to the intent and it is clearly or could be clearly a violation of the OPMA regulation. Just to set the record straight, we didn't violate anything that evening even though there were five of us. We simply listened and I reported to Mr. Tatum what we heard – some of it, especially the Stone Street but other than that we made no comments. All we were asked to do was to identify ourselves and a little bit about us and that is about it.

Mr. Monge stated as far as New Business – I know that at your forum with the parents Mr. Tatum there was a couple of concerns as it pertains to the level of reading. Mr. Tatum stated writing. Mr. Monge stated writing in particular, and I will offer one on the reading side. At the high school level as it pertains to honors and AP and regular classes – my understanding is that the curriculum in the previous years has changed but there were novels that were read. There were more reading of novels and it was integrated into the classroom and one of the examples that I heard was that honors classes last year, reading as many as eight novels and this year they are on two. It is just something to put on the radar and I know we are going into a new curriculum and we need to make adjustments but that is one of the things that we should eye on as it pertains to the reading and of course the additional writing.

Mrs. Regis-Darby stated in reference to that I think I looked at some of the AP's and honors curriculum and I think even though they went down to 2-3 novels, it is what is being asked of them. I think we also have to take a look at that. What is being asked and what is being required for that particular novel, they can probably take another novel to complete that. I think we just have to look at the values. Mr. Monge stated that is a good point because what we were hearing was what they were being asked for is definitely much deeper than memorization. It was

what was the symbolism behind it and that is where we are going. There is more material but the idea of getting endurance to be able to read novels as you go into college. You will do a lot of reading so they would have that endurance and it is beneficial to the kids.

Mr. Nufrio stated I have something new to report to everyone including the rest of the Board. Approximately a week ago we met with the Union County Sheriff, Peter Corvelli, the newly elected sheriff and interestingly he approached me the night we had the Board member recognition ceremony at City Hall and he asked me would I consider speaking with Mr. Tatum with regards to scheduling seminars, presentations on a topic which is extremely difficult even to say but it has to do with the opioid addiction that this country is facing nationally and of course locally and I said absolutely and I said I would speak with Mr. Tatum. I did that and to summarize it I asked Mr. Tatum to schedule a day that we can meet with Mr. Corvelli and we did. In fact I also asked Mr. Griggs to attend so to be sure not to cross any lines in terms of what entities or what could be disseminated to our students and staff. Bringing it forward, I then had the pleasure of getting a phone call back from Officer Victoria Smith who is the point person at the Sheriff's office. Sheriff Corvelli raved about her ability to convey all the knowledge, all that she could possibly convey to our students. She then called me this morning and I asked several questions as to what grade level she would be targeting and she said primarily it would be 7-12 and she gave her reasons why the lower grades at this time were not the immediate concern or the target. With that I asked her for dates that she could meet with Mr. Tatum so as to give him an idea of what the presentation is all about, the length of time. I then said this is the most opportune time to involve our SACs. Mrs. Hall, I am sure Mr. Tatum will be calling you. I gave dates to Mr. Tatum which primarily are in March. She is extremely busy and she is all over the County doing presentations and unfortunately she is the only one. I said to Sheriff Corvelli isn't there any way you can get some other people to do that and he said money is the factor. We do have this Officer Smith and Mr. Tatum perhaps by tomorrow if you could select a date from the several days that she gave to me of her availability. I guess the SACs from the middle schools and from the high school – your decision of course. Mr. Tatum stated the dates have already been selected and I don't know if you received a call today but you will be by tomorrow.

Mr. Nufrio stated I asked whether or not these presentations could possibly be integrated or incorporated with the DARE project and she said no because the DARE is strictly 5<sup>th</sup> graders. I am anxious to see and I just wanted the community and the rest of the Board to know that we are also going to be directing our concerns and asking Officer Smith to bring all that she knows to our students. She said the presentation would last anywhere from 45 minutes to an hour and she also welcomed the idea of utilizing the SACs because at some point you can also turnkey the information down the road to those that may not be able to attend.

The meeting that you guys will have with her shouldn't be more than 30 minutes depending on how many questions you have for her. There is a tremendous need as you have heard on the news and other means of communication and the opioid addiction is out of control. We are just a little bit behind on that but thanks to Sheriff Corvelli in bringing us up to date on this and I'm certainly looking forward to hearing from Mr. Tatum tomorrow so I can get back to her the day that you guys will be able to meet.

Mr. Loessel stated we touched on a lot of stuff but one of the things that we didn't touch on is the flu. There are a lot of children dying from that and I just wanted the Board, the faculty, the parents and the children to know that we are doing our due diligence in trying to combat that problem. The Board of Education bought 13 electronic static disinfecting machines and there are two tablets that we use – chlorinated – the smaller one during the day when the kids are in the classrooms. We spray on the doorknobs, handles, railings and things like that. At night we use a more powerful tablet which kills 99.9% of the germs so we are spraying desks and everything else. I just wanted everyone to know that we are trying to fight that illness. Mr. Nufrio stated thank you very much that is much appreciated. I'm sure the parents are also appreciative of the fact that you are taking direction on that.

Mr. Monge stated Barry I saw on the news that there was one district that was actually going to the extent of disinfecting the buses. Mr. Loessel stated we do have some extra machines and we can give it to transportation. Mr. Monge stated I think that is important.

#### COMMENTS FROM THE PUBLIC:

Jill Hall stated I want to respectfully disagree that we are behind in the opioid battle. I have seen Officer Smith's presentation and I have been involved in that. Last year we had a Town Hall roundtable including Mr. Cryan and (inaudible) high school. We are the first District I think in the State but certainly the County that has a Narcan policy and that has been in place for over a year. We have been in front of this very much so within the schools and we are not running from this. We have kids in treatment. We are recognizing it and we are being very proactive. I think it is a great event and we have some other things planned. We are scheduling a presentation for May and we have things planned prior to the prom. While it is never enough we are certainly doing a lot of things and I am really proud of the work that the District SACs and the school counselors and the nurses and Mrs. Ionta have done with the support of this Board. I do appreciate that.

I also wanted to bring up that we have the first of what will be four events kicking off on March 1<sup>st</sup>. The schools were approached by the Township through the Mayor and her initiative to discuss digital citizenship and concerns about social media with our kids and our adults. They put together a series of four events starting with March 1<sup>st</sup> at Town Hall at 6 p.m. where Dawn Carrera from the County Prosecutor's office will be in and there will be a documentary shown and then there will be a Q&A afterwards. I also have seen her presentation before and she is very good. We will be addressing not just the issues around the cyber bullying but also the implications of the footprint you leave on social media, not only for our kids, but also for our parents and we are going to talk to the parents about the examples that they set for their children and that kids are watching. We will have one event in March and three up to the calendar year – December.

Mr. Nufrio stated I just want to clarify why it was indicated that we were behind because the presentations that she does could be either in small groups, medium size groups or large groups and she has been doing it throughout the County. Mrs. Hall stated she is excellent. She is very good. The last one I saw was in Springfield was extremely well attended. It was part of a presentation that was done in connection with the current trend in the County so they tagged

teamed it and it was done in combination and it was very powerful and a great presentation. Mr. Nufrio stated there was something very disturbing that was indicated to Mr. Tatum and myself.

Ron McDowell stated P-7 – since that did not pass. I understand from Mr. Griggs that his contract is automatically renewed. Mr. Griggs stated correct. Mr. McDowell asked for how long? Mr. Griggs stated it is renewed for the same term which I believe is 3 years and 8 months. All the other terms and conditions remain the same. Mr. McDowell stated my comment is I came here earlier to commend the Board for taking the step for re-signing Mr. Tatum. Now I'm going to take it back. I think it is a little bit disgraceful for the job he has done. I also think that the ad hoc committee recommended a special meeting from the Board tonight and I don't know if the same people know on the ad hoc committee or not but if they were how can you then vote no or abstain.

Nancy Zuena stated first of all I would like to start by saying the three years that I worked on the Board of Ed I can't really remember a negative superintendent's report so it is really a sham that the vote turned out the way it was tonight because there was plenty of preparation for voting and plenty of information given. With that being said, I would also like the statute reviewed because from what I was told and understood that as long as there is a full Board here, that it is the majority of voters that are eligible to vote if the superintendent's renewal comes so how did that change?

Mr. Griggs stated you need five votes to certify. Mrs. Zuena stated do you have the statute handy because the statute reads that the eligible voters – a majority of the eligible voters so there are three that are not eligible.

Mr. Griggs stated the statute says that he needs five votes. Mrs. Zuena stated I think it should be reviewed because I'm pretty sure it is different. I know I am right. It needs to be reviewed.

Susan Lipstein stated I believe Mrs. Zuena is correct and if we had done some research on our own and we asked a lot of people and I think she is correct. I would like to sit down and talk with Mr. Nufrio and Mr. Griggs and figure out what went on here.

Mr. Tatum's contract is renewed – that is correct? Mr. Nufrio stated that is correct. Mrs. Lipstein stated I think that there is a differential from everything that I have been told from people who have served on other boards of education and attorneys so let's review exactly what that statute is because I haven't seen it and I would like to know for myself. I have been sitting here for many years and watching board of ed meetings and contract negotiations and I'm as confused as probably people are at home and probably don't even know what just transpired.

I wanted to give new business – I'm am going to talk now separate from myself as the President of the Education Foundation. If you don't know the Education Foundation has been around since 2001. We are a 501(c)(3) non-profit charity and every year we raise money and we get grants for teachers that are vetted by the Assistant Superintendent. They do a very good job of making sure they fit the requirements for the District and we award funds directly to the teachers. We see materials go right to classroom and children. We don't have to sit and deal

with a lot of this stuff we get it right to the place. We raised over \$200,000 since we started. We have a fundraiser scheduled for March 16<sup>th</sup> – it is our pizza tasting and we did it last year and sold out. Doors open at 5 p.m. If you are going to the play you still have time to get pizza. At least nine pizzerias in the Town are participating. Tickets are \$10 for adults and \$5 for children – to age 12 and 3 and under you are free. Nobody went hungry and there is time to eat before you go to the play or dance. Those flyers will be posted on our website and hopefully distributed throughout the school as soon as they are approved.

Now back to me as myself. I am disappointed and I just want the public to understand a little bit about how the voting procedure goes and I will probably post the information on the residents' forum so that people can understand it a little more as soon as I understand exactly what happened.

Gentleman in audience – he appreciates Mr. Tatum and the Board and regardless of what happened here tonight and continue your good work. The issue with what happened in Florida and how do we prevent that happening in our community. He noticed in this country that we do nothing to prevent anything. When he came to this country it was a time where you had attacks on postal workers and now when you go to the post office there is a bullet proof screen to protect the workers. He would like to suggest that we should get metal detectors in all our buildings and if possible police presence once in a while.

The other issue is about AP in high school and it is just another way that CollegeBoard makes money. He said he was looking through his daughter's program for the 11<sup>th</sup> grade and he was amazed by the programs. We should ensure that children perform better rather than loading them with AP classes and the AP classes are time consuming and that drains them. He spoke to one of the counselors today in high school. Rather AP classes should be for students who completed the high school requirements and they probably only require English and fitness. Most likely that would improve the performance across the board of our students.

Lastly, our teachers do a great job and it is not about what happens in the school, it is about what happens outside the school. Until we find a way bringing parents to be involved in their children's education it will be difficult to have it better than what we have now. Unless you keep them in school until 6 or 7 p.m. in the evening.

He stated he will continue to say this – school uniforms.

Mr. Nufrio stated your comments are very much appreciated and I know you have come before the Board in the past and I do recall you talking about uniforms perhaps this is something Mr. Tatum can revisit at some point. Your other comments regarding security and safety, this is our primary focus, this month especially. We will be hopefully in connection with Mr. Tatum and his staff, coming up with some good ideas on how to improve what we currently have.

Woman in audience stated a lot of parents have questions and concerns about lock down procedures and I think parents in our school are not clear of what the procedures are. Having conversations with our children and I don't think they are comfortable with it. Hearing lock the door and just hide and there are no other things in place or for us to do. Notifications of drills

and actual events – I think for me due to some of the events at our school is a concern. I have spoken to many parents outside of the district both in New Jersey and outside of New Jersey and they all have options to get notifications via text or email. We get plenty of phone calls and messages that don't apply to everyone. I think this is something that we should definitely get notification of. I have little children and probing them to find out what happened in school doesn't make them comfortable and it doesn't make me comfortable. I prefer to have a notification ahead of time to have a conversation with them and to reassure them that school is safe place. If that is something that can be looked into I think parents would be very happy. We are in scary times.

Mr. Nufrio stated Mr. Tatum I'm trying to recall some of the regulations pertaining to drills but I will leave that up to you.

Mr. Tatum stated I will say that every drill that is practiced each month are mandated and sometimes when a building goes into a lock down procedure, that procedure is not always established by the school district a lot of time it could be Emergency Management for various reasons. There is a protocol that we follow in terms of notification. A notification is something is always questioned in terms of how we go about doing it. We have an Emergency Management Plan that has procedures that we do follow. A lot of times when there is a need for notice, I receive phone calls, emails and so forth asking why did x, y and z happen. Sometimes we are under the advisement of the police department, the County and I can give you an example. When we had the spill at the high school and that was an event that was certainly not as most emergencies are – which was not planned. It was not one that we practiced other than the fact when the building went into a shelter in place basically everyone knew what to do. Three statements went out that day. One was written by the County Emergency Management, the second was a joint statement that myself and the Township put out together and the third was an individual statement that I put out. The procedures vary depending on what the particular issue may be but it doesn't mean that some of the procedures that we have cannot be looked at and possibly re-evaluated. Again there is an Emergency Management Team that doesn't just include staff in the district, it includes first responders in the Township and also in some cases County and universities and all that kind of stuff – depending on the nature of the incident. We practice wide scale drills over the course of the year where all the responders were involved. It really depends on how that plan is written. We don't reveal what those plans are only because they are emergency plans. We don't want to make ourselves vulnerable to someone who may want to do something inappropriate.

The issue of those things that we can make minor adjustments that is one thing and I think in terms of the notification process and that depends on the nature of the incident and how the plan was established. It doesn't mean it can't be revisited. We meet a number of times throughout the course of year. It is something that can be discussed.

Mr. Monge stated I know last year there was a discussion that was brought to the Board as far as the special needs children and staff and how we have strengthened that. Mr. Tatum stated I have to credit Mr. Benaquista who is not here tonight who spearheaded the opportunity but there was indeed a drill that was done in consideration for students with special needs. A lot of times when we are planning we are planning to the general public, but in some of these cases,

the contingencies that we have depends on what school it is and what the needs are because one child could be in one school and then go to another school the following year and those procedures have to be readjusted to fit the needs of that child. The drill that we did last year not only did it involve the needs of children but also staff members that have a handicap or need. We are constantly trying to cover everything in terms of emergency management and keeping everybody safe.

Mr. Nufrio stated also there is one element that needs to be understood as well and recognized actually is the surprise element. These drills are done so the children will react as if it is real so that is also a component that is part of it. But that doesn't preclude that some adjustments can be made according to the plan.

Steven Le stated I just want to close a loop on potentially misinformation going out with regards to the vote on the Superintendent. I pulled out the Statute 18A:17-15 – Appointment of Superintendent – “the board of education of a Type 1 district and of any Type 2 district now having or hereafter authorize to have a superintendent of schools may by contract appoint for a term not less than 3 nor more 5 years and expiring July 1<sup>st</sup>, a superintendent of schools by the recorded roll call majority vote of the full members of the Board” and the interpretation of full membership of the board is of all the seats that are filled which is nine and a majority of a full membership which is five. Mr. Griggs stated yes. The issue as to conflicted Board members relate more so to the School Ethics Commission and the rules and regulations and who is conflicted can't vote of the document necessity which cannot be used in a situation like this because five members are not conflicted. The State law did not change. The Board's policy requires five votes, the Statute requires five votes, it is teaching staff members and that is what I know.

Miguel Guzman stated two comments. One with regards to Gregory Tatum – just as a note, I would like to say that particularly to Mr. Griggs is if we can allocate some type of laptop or iPad that doesn't require a member of the public to quote a statute and that way it brings clarity to issues that are being brought before the Board today. We can't just say we know the law. It is a matter of stating the facts. When we state the facts we can move on with that.

That being said I would move on to my second point – when it comes to the safety of our children – I just want to know that the issues that happen recently in Florida started beyond. Truthfully I'm not sure if there are measures that the school can fully implement to prevent tragedies as such. But there are protocols that can be put in place that can be guard rails for preventing situations like that to happen but one of the things that I wanted to bring to Mr. Tatum's attention and the Board is that to me it starts a simple thing called process of creating awareness - creating awareness not just from the staff perspective or administrative perspective but start with the students. There are behaviors that were acted out or displayed whether in social media or school behavior that are key indicators and so when I talk to my kids about situations regardless if there is tragedy like the one that just happened or any security issue and I say to my kids and it is something that we practice – if we see something, I say something. If I see funny behavior in my neighborhood, I don't have to call 911, I call the local police department and tell them what I'm seeing. The idea is to bring awareness and when you have an administration and school principals, teachers, students that are aware of situations and they need to be brought to



light and there shouldn't be any reservation from sharing that. It should be an opportunity and be taken as an opportunity for the school to implement where students are encouraged not necessarily use street terms like rating people out but do it in a way where you are bringing awareness. If it is brought to the attention of the administrator, teacher or principal or whoever that may be where one particular student is constantly being brought to the table, then that should raise flags and those are indicators and that doesn't draw conclusions but those are indicators. There needs to be professionals within the school district that can assess that and say this is alarming and those are the things that we need to bring because the tragedy that happened in Florida – my wife and I were watching the news cast and unbeknownst to us we have our middle one who was also watching the news cast and the next morning my son who is very affectionate but was more affectionate – mom I love you, dad I love you and hugging and kissing and my wife and I as much as we embrace that we see that as a flag – and say there is something concerning him. It was what he saw on the news the day before. As a parent with three kids in three different public schools in Union, I'd be concerned and I want my kids to feel safe. The safety part starts at home but at the same time I want a school district that is aware of what they need to be doing not just saying we are going to do this, this and this and calm the general feeling of the feelings that are displayed now but we are implementing protocols that five years down the line we are not negotiating all of them, they are still there. We see tragedies like this happen and they reoccur – my time is up but you understand what I'm saying.

Mr. Nufrio stated it is similar or echoes what the gentleman was saying earlier that not only safety at home is the responsibility of the parents – as parents we make sure that our kids are not doing things that are questionable and they are not showing signs of instability – emotional or otherwise. There are many factors that go in but you know what if parents are more diligent also at home and take notice of what they are doing on the computers or laptops – perhaps the vigilance should really begin there and then we go from there in terms of bringing that information to our students which hopefully our staff will do so at the recommendation of the Superintendent and perhaps a little more frequently than it has been done.

Mrs. Richardson stated a lot of times parents are the first to know that there is something wrong with the child in the home and they don't move forward. Secondly the federal government going down to the State government has reduced a great deal of funding towards mental health. They changed the focus more on addiction. Mental health and addiction go hand and hand. As citizens we all need to know that we are not seeing these funds being taken away and I work in an urban community and a lot of them don't have resources to find a private psychiatrist, a private therapist to talk to the child. These children wind up in the hospital, they are there for six hours, evaluated, they are seen by a psychiatrist – the only question of concern is are you going to kill yourself or someone else and if the answer is no they are released within six hours. There are so many signals and signs that we hear about every day and they are not taken seriously. Then there is another issue of suicide. There are so many children that have suicidal thoughts and they leave signs and they are noticeable but again it starts at home and the school district can be seen by it but is not as noticed as one who lives with the child. I think the responsibility of the family to try to get help at the very beginning. Sometimes this starts with children that are 5-6 years old. That is all I need to say.

**MOTION FOR EXECUTIVE SESSION:**

Moved by Mrs. Williams, seconded by Mrs. Richardson, 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.

- Matters rendered confidential by state or federal law.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

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: Mrs. Higgins, Mrs. Minneci, Mrs. Richrdson, Mrs. Williams, Mr. Nufrio

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

ABSTAIN: None

**MOTION CARRIED**

Mr. Nufrio asked what is the outcome? Mrs. Cappiello stated 5-4.

Dr. Francis, Mr. Monge and Mrs. Regis-Darby left prior to Executive Session at 9:30 p.m.

The Board returned to public session at 10:25 p.m.

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

**APPROVE CONTINUATION OF SUSPENSION OF STUDENT #190846**

Approve the continuation of the suspension of student #190846.

AYE: Mr. Arminio, Mrs. Higgins, Mrs. Minneci, Mrs. Richrdson, 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 Mr. Arminio, seconded by Mrs. Minneci, that the meeting be adjourned at 10:30 p.m. All present voting YES **MOTION CARRIED**

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
BOARD SECRETARY