

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – OCTOBER 9, 2018

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, October 9, 2018 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. Nufrio called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. Taylor led the Board in the Pledge of Allegiance.

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

Mr. Nufrio stated in discussing this very important open statement, by Mr. Taylor’s analysis – the word “discouraged” is the key word not prohibited – is that correct Mr. Taylor? Mr. Taylor stated correct. Mr. Nufrio stated what is definitely not permitted is responding to any comments and correct me if I don’t say it verbatim as you did, that if there is a comment that is made that the Board must not respond to it if it is regarding personnel matters. Mr. Taylor stated personnel, student privacy, pending anticipated litigation, all the matters that are exempt from public disclosure pursuant to the Open Public Meetings Act. The public can say what they want to say and they run the risk of being sued individually by the person – the Board and administration cannot respond. The key word is “discouraged” because often times I would recommend to interject to discourage but the reality is we can’t necessarily stop them for using their time to speak about what they want to.

Mr. Nufrio stated Mr. Tatum if he chooses to comment that would be entirely up to you and I would certainly ask that if you have it, you are inclined to do so; if you are not it is what it is. Mr. Tatum stated this is something that if there is an answer to satisfy that particular need at

that time then certainly rather than prolong that at that point I would respond to it. Mr. Nufrio stated it is your choice.

Mrs. Regis-Darby read the District's mission statement.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

None

APPROVAL OF MINUTES:

Minutes will be approved at the regular meeting

COMMUNICATIONS:

Communications are part of personnel and operations.

Mr. Nufrio stated the letter from the Superintendent of the Recreation Department is requesting the use of the Jefferson School parking lot which in the agenda review which we did last Thursday with Mrs. Minneci, Mr. Taylor, Mr. Brennan and Mr. Tatum – it was indicated and confirmed that the particular approval will also have the condition that it is not to be used for any political statements or otherwise. This is for the Trunk or Treat. Also I was informed today that it is also in the rental policy that too is stipulated there.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated next week we will have the banking service presentations and also I will have a presentation next week on some new programs that we are undertaking under the Title I, Title IIA, Title IV grants that we have in the District and at that time you will see other grants that we are looking and applying for that will help us in terms of having more offerings to our students and our staff.

Also, I will talk about some of the highlights of the District – we have the week of respect that happens in October and all of the other activities that come my way to share with you.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mrs. Regis-Darby gave an update from the committee meeting.

Mrs. Regis-Darby stated we met as a committee to discuss some of the programs that are going to be implemented for the afterschools. Union High School afterschool program is one of the first ones and it is a matters program for academic SEL program. Then we have the Title IV – career and college readiness program and that is also at the high school. It will focus on writing essays for the high schoolers that are going into college; resume writing and a whole lieu of things for the students at the high school.

The physical education program at Burnet Middle School - which is Title I and another writing program at Burnet which is supposed to be starting soon which is very good for the students and the 21st community learning center program is a grant that we want to apply for and the deadline is April so I believe Ms. Guilfoyle is already in transition to get her ducks in line

and her paperwork so we can get that grant started. It is not Title I and we will be able to use it for our entire District and it is something to look forward to for our students.

Mr. Nufrio asked for resume writing, can you specify the grades? Mrs. Regis-Darby stated most likely for the high schoolers and 12th graders that are transitioning into college and the work force. Mr. Nufrio asked can we bring it down a couple of grades because kids do apply for jobs? Mrs. Regis-Darby stated 11th and 12th graders.

Mr. Tatum stated one of the things we talked about in education is these are programs that we are utilizing funding that we haven't used before and we recognize that we have the ability to be flexible with some of the programs that we are putting together. These are the programs that are in their infancy right now because we want to utilize those funds in terms of being part of our District and our District budget. So that is the targeted audience and I know one of the programs will be the replacement of the extended program and a lot of those skills of social/emotional learning will take place in that form but certainly we can make adjustments. I don't think there are restrictions on how to utilize those funds.

Mr. Arminio stated even in our conversation, the application for the position changed to go from just college applications to any work force applications. Mrs. Regis-Darby stated so good things are coming up out of the Education Committee.

Mr. Tatum stated the one grant that Mrs. Darby referred to is approximately a half million dollar grant. One of the things that I have been talking about over the last couple of years is really having the point person to be able to manage all of that and we also talked about some of our Title I funding being able to go school wide and I talked to the Board a little about this last year – funds can be funded to support not just a target group but the entire school which would help us with our current funding and take some of the burden off of the LEA budget and utilize and repurpose that money for the entire school. I have done some interviews and I will also have next week a recommendation for an oversight of that program because that will be instrumental as we build our next budget which we will probably be starting next month.

Mrs. Regis-Darby stated in terms of equity to go school wide – imagine what that would look like – to provide equity for all of our students and not just for certain students. As for the public just think about the role that equity plays when we think about our students here. Mr. Tatum stated if we are successful, I think it will be an increase in funding for our District as well which we have needed for quite some time. Mrs. Regis-Darby stated yes. Mr. Tatum stated I met with Anthony Wright, the guy from the State, about a year ago and for a district this size and the amount of money that we actually every year have this carryover money, that is not being utilized, certainly we can do a better job of repurposing that money to utilize it within our budget so that those gaps that we currently have can be filled. It is certainly the time to move forward with this. Next week we will have a presentation to get a better overview so that the entire Board can hear about all these programs and things that we plan ahead to help with our funding and our education programs.

Mr. Nufrio stated questioning school wide – labeling of Title I – what is the percentage expected? Mr. Tatum stated 40%. Mr. Nufrio stated this way the public understands that we

have 4 out of 10 children who qualify for Title I than the entire building can actually qualify for Title I which is an amazing change from the past. Mr. Tatum stated we have assessed that number and two years ago we were pretty close. I think we were 37-38% in some of our buildings and now I think we may be right on the cusp. One of the things that I talked to Dr. Wright about was being that close and what we can do. He even said there is a possibility because we are that close, that they may give us a waiver and then be able to qualify. In talking to Ms. Guilfoyle and Meg Berry, I get the impression that we are right there.

Mrs. Regis-Darby presented the Education/Student Discipline Committee agenda.

DISCUSSION:

Mr. Nufrio stated in the agenda review last week, Mr. Tatum had a question whether that was a renewal or whether that was a new person in E-7? Mrs. Cappiello stated new. Mr. Tatum stated normally we do a renewal. Mr. Benaquista stated I think she forgot to send it in. Mrs. Minneci stated it looked like in the back-up that it was a reminder to reapply. Mr. Benaquista stated she applied last year. Mr. Tatum stated I think it is a renewal. Mrs. Cappiello stated I will change that.

Mrs. Regis-Darby stated E-3 – it is about a student. Mr. Taylor stated what is the question and we can figure out if it needs to be discussed in closed session versus public session. Mrs. Regis-Darby stated in terms of tuition and cost to the District. Mr. Nufrio stated it is about a student. Mr. Taylor stated if it is just about cost, that is public information – so your question is what is the cost? Mrs. Cappiello stated it is in the contract. Mr. Brennan stated “agrees to pay 1/10 \$1,613 of the tuition charge of \$16,131 – each month. Mrs. Regis-Darby stated why are we taking in this student? Mr. Nufrio stated it is probably not appropriate. Mrs. Regis-Darby stated I want to be clear of what I’m voting on. Mr. Taylor stated getting into the particulars of this student should be discussed in executive session.

Mr. Nufrio stated I assume the number that is being charged to the Irvington District is in line with our tuition costs. Mr. Brennan stated correct. Mr. Tatum stated I feel we can answer this question but if you prefer in executive. Mr. Taylor stated if it is general it is o.k. Mr. Tatum stated this is the second year for the student because we offer a program that meets the needs of this particular child.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

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-21. APPROVE CONTRACT FOR IN-SCHOOL NURSING SERVICES

Approve contract for in-school nursing services with Starlight homecare Agency, Inc. d/b/a Star Pediatric Home Care Agency, at the rate of \$55/hr for RN services and \$42.77/hr (not

to exceed \$45,000) for LPN services for the 2018-2019 school year [Account #7043/11-000-216-320-01-19], in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated F-21 – I am going to assume that it has been considered for our current budget and it isn't anything that would be above and beyond what we have projected for such services. Mr. Brennan stated yes.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

None

GRIEVANCE/NEGOTIATIONS COMMITTEE RESOLUTION:

Mrs. Williams presented the Grievance/Negotiations Committee agenda.

DISCUSSION:

Mr. Nufrio stated when voting next week all conflicted Board members must abstain.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson presented the Operations Committee agenda.

DISCUSSION:

Mr. Monge stated the comment pertains to the schedule is that visible online? I don't know if on School Dude you are able to make it visible to the public. It needs to be visible to the public. Mr. Loessel stated I'm not sure but I will get back to you tomorrow.

Mr. Taylor stated the question is whether the fee schedule can be posted online? Sure if the Board has a policy for use of the facilities – just have a link

Mr. Monge stated just a quick recommendation – if you have it on the school website, then that link can be on School Dude. Ann Hart and Sandra Paul will look into it and see what can be done with School Dude or if unable we will make sure it is on the website.

Mrs. Paul stated there is a way to the schedule into School Dude. Whoever is applying for it, it gives them the cost of the actual fee schedule. You put the fee schedule into School Dude. So when the person chooses it, it gives them the fee. Mrs. Williams asked can you separate it into class 1, 2? Mrs. Paul stated I will have to look into that.

Mr. Benaquista stated under class 0 – I'm looking at the policy now and it doesn't list anything next to it. I have a concern. Let's say we are giving a free use that requires us to put on

security, if there is a custodian in the building that isn't a problem, but my budget with security – and it costs the District a lot of money and if it is a five-hour event x \$68 an hour, it can add up and I'm concerned that I can't fund it in my budget for events that I don't know about. I'm putting that concern out there and that maybe security we should have some sort of language that says if it is a cost to the District, because of the size of the event, that we can pass it along.

Mr. Nufrio stated it is a good point and Mr. Loessel when you speak with Mrs. Paul, take all of these into consideration.

Mr. Monge stated I'm glad you pointed it out – to expand on that we actually said was that if someone is going to get free use of the facility, no facility charge, but any expenses they were going to take on and we would pass down. He just talked about security but I'm adding custodial. Mr. Nufrio stated whatever needs to be added – should be a part of it and it is a condition that we are not going to simply dismiss unless the Board feels differently. Does anyone feel differently – it should be free on everything? What has been in the past Mr. Brennan? Mr. Brennan stated insurance. Mr. Nufrio stated that was the only condition everything else was not. The Board needs to decide if we haven't already, what exactly comes with that free lunch - so this is a work in progress.

Mr. Tatum stated it appears that it has changed now but I thought in policy everyone got a utility use charge depending on what it was. If it going to go on School Dude you don't want John Smith expecting everything free. Mr. Tatum stated I may be quoting something that has been changed because at one time some years back, a free event, every event required a surcharge for utilities – no matter what it was. Now I see it is completely free and again that policy may have been amended.

Mr. Monge stated our conversation and we can go back to what we discussed – if you are going to have a facility charge that is \$0, you are still going to be assumed to pay anything that is a cost to the District – security, custodial, whatever else. The only thing that may be a question is the utility surcharge – it's \$20 an hour – maybe that is something that I would add on and that would be the charge as well. The only thing that would be free would be the facility charge but the expenses would be passed through.

Mr. Arminio stated so does that mean the Board doesn't have the option of overriding the policy in voting on it at any time. For instance, several years ago we hosted the Union County Soccer Tournament here, do we charge our Athletic Department to put on a County tournament? Does the band who hosts a band competition and has 30 bands here – do we charge our band to put on a band competition here? Where is the line that we draw? If you say every single person who uses the facility gets charged.

Mr. Taylor stated your use of facility policy and the attendance fees are for outside groups – outside community groups, outside churches, outside citizens. If it is a school sponsored function, by its nature you are already paying for it because it is your event. Mr. Arminio stated the County tournament – is that an outside event or is that a school event? Mr. Taylor stated I would submit that to the extent that your school is participating in it – it is a school event – you happen to be the venue for it and you are probably getting revenue. Mr.

Benaquista stated when we did the regions, x-amount of dollars is allowed to be spent on security or paying people to work the tournament.

Mr. Tatum stated a good example would be the Unsung Hero Program this year. It is a County event. Mr. Taylor stated that being said you do reserve the right to waive fees upon a class or submission. A lot of those extra fees, Certificate of Insurance, maintenance – that is typically language in the policy. The fee schedule can be updated year-to-year without touching the other stuff. I would imagine that is always in your policy and you are just tweaking the rental fees.

Mr. Benaquista stated it does say rental of school facilities, including custodial and security fees, shall be in accordance with the following classifications and under free use it is zero so that is saying right now, if it falls under zero we are taking the hit on security and custodial and that is what the policy says.

Mr. Monge stated I'm saying that is not what we should be doing. Mr. Arminio stated I'm saying it is – it should be. Mr. Monge stated maybe we are talking two different things. If it is a school event, then I agree with what we were saying. Mr. Arminio stated I just want that to be clear. Mrs. Regis-Darby stated we have to re-word that policy.

Mr. Monge stated going back – class zero is assumed that it is within the District. Mr. Nufrio stated why can't that we specified – in District. Mr. Monge stated District Use. Mr. Tatum stated when someone applies from the community and they ask us for a waiver of fees, that is not a school funded event, but it is still a class zero. Mr. Nufrio stated but not the liability and other things. This needs to be worked on. Mr. Monge stated when someone goes on if they are going on from outside there is always going to be a charge, if they want to request a waiver of fees, class 1, 2 or 3 with a waiver request and that is coming back to us. Mr. Tatum stated so minimum class 1 but zero is only for our District programs so that makes it clear to me then. They can apply for a class zero. Mrs. Minneci stated no. Mr. Tatum stated it has to be subjected to the Board's consideration.

Dr. Francis stated what about schools like Jonathan Dayton who rented out our football field. Mr. Tatum stated we passed everything on to them. Mr. Arminio stated they paid us.

Mrs. Richardson stated in the class zero – free use defined – it has for meetings conducted by the parent/teacher association and/or employee negotiations associations where no admission is charged. So that means that every time there is a PTA meeting, they have to put in an application? Mr. Tatum stated they put in one for the year. Mr. Loessel state there is two reasons for that one is for the fire department and for us so we know who is in the building.

Mrs. Richardson stated discussion item from Crossroads Christian Fellowship requesting use of Battle Hill School Gym for the volleyball/basketball program from January 3, 2019 through April 11, 2019. Mr. Nufrio stated the question would be (1) what has been done in the past and (2) waiver of rental does not mean total absolution of all other expenses. Mr. Loessel stated this organization has had this for at least 4-5 years in a row. There are no real fees for the custodians because they are on duty any way. You can waiver the fee for the gym for them to

use it and they have been there before. Mr. Nufrio asked what about the utilities? Would they fall under classification zero? Mr. Loessel stated I guess they would because they always have. Mrs. Richardson stated they have been using it since 1985. Mr. Nufrio stated we are in another conundrum because it doesn't clarify the bottom line. We need to clarify the bottom line. So it is not just an in-district necessarily.

Mrs. Richardson stated if we are going to have a rental agreement, then we can't waiver here and there. Mr. Nufrio stated it needs to be more specific and easier to understand.

Mr. Monge stated the one thing I think we need to take into consideration and this has happened in my past life professionally – if you end up having two events going on in the building, you wouldn't charge two different people for the same maintenance person. There are going to be caveats that are going to be handled. Mr. Brennan stated it is usually worked out by Ginger in Barry's office. Mr. Monge stated it seems like you are going to have to come back and say here is what the offer is. Mr. Nufrio stated based on what was said before, each and every time a resolution is presented to the Board, and at that point if it requires further analysis then we have to do it.

Mrs. Minneci stated since they have been renting from us from 1985, they have the Certificate of Insurance, the custodians are already on, do we waive the fee for them since they have been doing this for so many years? Even though they come in class 1. They are servicing our own kids. Mr. Monge asked do they charge? Mrs. Minneci stated no they don't. Mr. Monge stated the opportunities are for our kids at least my belief is that we would consider them like a District use since they are providing services to our kids and they are not charging, it is not like a dance school that is charging.

Mr. Nufrio stated would it be possible Mr. Loessel that when you do get these requests that you present it to the Board for a vote or consideration that you would indicate that this particular entity qualifies for a class 0. Mr. Loessel stated sure, I'll put down how many years that they have been here. Mr. Nufrio stated it would save us a lot of time.

Mr. Taylor stated I'm looking at your policy now – 1330 – rental of school facilities, including custodial and security fees, shall be in accordance with the following classifications and it goes through the 0, 1, 2, 3 – but when I look at the 1, 2, 3 – it doesn't have what the expenses are for security and maintenance etc. There are two ways you can do it. You can amend your policy to a standing dollar amount or reference to an addendum. Mr. Loessel stated we do – there is custodial which is around \$30. Mr. Taylor stated the question goes back to class 0 if you want to charge or not. If you want to charge for class 0 just amend this and put those numbers in. Mr. Monge stated we don't charge for class 0 but we define class 0 versus free use as District programs. Mr. Taylor stated it is also to your discretion as a Board. Whatever you want to do. It is your decision.

Mr. Nufrio stated in the past it was always indicated and this was a general statement that was made. If it is our kids in Union then there shouldn't be additional charges. If it benefits the children of Union – it wasn't my statement – but I recall it very often it was said – if it benefits the children of Union then it should be class 0; that is something I always recalled.

Mr. Benaquista stated going back to my security budget because I don't want to go over budget. If it is a fundraiser, I look at it differently. If we are putting on a program free for children. If they are making \$5,000 on a dance, they should pay for security up front because unless they want to get volunteers to monitor, I don't mind that but what has happened is Mr. Ardito bills districtwide events – on an average in the past we spent about \$80,000 in district overtime. I had to cut that down based on cuts in our budget this year. I already made up some of it because there were a lot of administrators and teachers in the buildings, we don't need it for every event but if someone wants it and they are fundraising or charging but that is where we would have to amend class 0.

Mr. Monge stated you can't exceed your budget. If somebody comes here and say I have another free event and we are already at the ceiling in your budget? Mr. Benaquista stated the high school is putting on their homecoming dance and I already talked to administration and they are already willing to take the cost of security out of the proceeds before they count that towards the fundraiser. I know it will come back into my security budget and I'm fine with that.

Mr. Taylor stated your policy states “the Township of Union Board of Education recognizes that since the District facilities belong to the community their use should be generally available to community groups and organizations at times when such use would not interfere...” Typically across the State the middle school dance is not considered a community group, that is a school function, and whoever is having this for your students isn't charged extra – typically. If you want to do that, that is your prerogative as a Board. The example you gave wouldn't necessarily qualify for passing the expense on to that school based group. If it was a community based group holding the same dance then yes you would charge them pursuant to whatever your fee schedule is.

Mr. Nufrio stated free is the key word and if nobody is paying to get to dance, then they qualify. Mr. Taylor stated again if it is the 8th grade dance, students paying a dollar to get in to benefit the 8th grade booster club, that is still a school event and that is how I interpret your policy. If it was the local pop warner team having the dance then that would trigger – it may be the same kids. Mr. Loessel stated we wouldn't ask security on that because they would have their own parents and coaches.

Mr. Monge stated nonetheless ultimately if something is coming here with a request for free and you don't have it in the budget that has to be part of the presentation for free. Mr. Benaquista stated the other thing I wanted to take into perspective is security has changed so much over the 15-20 years I have been in the District where years ago you were o.k. with 12 teachers attending the homecoming dance – today you need a police offer and four security guards because you never know what is going to happen. The safety of the kids come first. We are not going to put on an event that we don't feel is safe. It is either going to be expensive to the District because if I feel we need a cop and security guards I'm going to go to Mr. Tatum and say we need to hire these people but we have had so many events and we are hosting so many events over the years that our budget can't afford it and I want to be able to protect the kids and have the event but I don't feel it is a problem if the person putting it on knows but if they are not making any money, I understand that, but if they are making money and the homecoming brings

in several thousand dollars – so if they make \$2600 instead of \$3000 to cover security I think it is a win-win. I think times have changed.

Mr. Tatum stated is it possible to say that there is asterisk that says “subject to needs of the particular group, the event, the number of people” some type of caveat that suggests there is certain circumstances where you may have to charge. So it is left up to the discretion of the particular situation.

Mr. Nufrio stated Mr. Tatum’s suggestion is to do some amending to the policy which would possibly be just an add on with an asterisk. Mrs. Richardson you inherited the job. You and the committee will try to work something out and discuss it with Mr. Tatum on how to best word it – but “may be subject to” could be the operative words.

Mrs. Richardson stated we have another request – a letter from United Community Center requesting use of Hannah Caldwell Elementary School auditorium on Martin Luther King Jr. Day for annual celebration – January 21, 2019 – 10 a.m. to 3:30 p.m. Mr. Nufrio stated has been perennial – we have done this year after year. Where do they go on classification on this? Mr. Loessel stated zero. Mr. Tatum stated don’t forget awards are given to students that have been involved and it is mostly student based. I can tell you right now if there is any rejection from this group, I will not sign my name to it. Mr. Nufrio stated students are recipients of awards, recognition, they put on performances – it is a wonderful event. It is highly recommended event.

Mr. Monge stated last year a request was made and I think it was respected. We made a point as it pertains to having consideration to the kids – some of them are special need kids and the length of the program, especially the political speeches and the like. Can we request the same? Mr. Nufrio stated that could be voiced with no problem and I’m sure they will comply. Mr. Brennan that would be your job to reach out to the individuals who put this event on and be sure that they at least repeat the same request we had last year and they fully complied and we appreciated that. In other words, put the kids on first.

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

O-5. APPROVE REQUEST FROM TOWNSHIP RECREATION DEPARTMENT

Approve request from Superintendent of Recreation Department for the Township of Union requesting the use of Jefferson School parking lot on Saturday, October 27, 2018 from 9 a.m. to 5 p.m. for the Township’s Trunk or Treat event, in accordance with the information in the hands of each Board meeting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci

MOTION CARRIED

Mr.Monge stated this is the same thing and you already mentioned it Mr. Nufrio but the same situation with. Mr. Nufrio stated it was affirmed that it will be a condition of that.

PERSONNEL COMMITTEE RESOLUTIONS:

Mrs. Minneci presented the Personnel Committee agenda.

DISCUSSION:

None

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

P-1. PERSONNEL ACTIONS

Personnel Actions be approved 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

POLICY COMMITTEE RESOLUTIONS:

Mrs. Richards presented the Policy Committee agenda.

DISCUSSION:

None

RESIDENCY COMMITTEE RESOLUTIONS:

Mrs. Williams presented the Residency Committee agenda.

DISCUSSION:

Students will be removed after the October 15th deadline.

TECHNOLOGY COMMITTEE RESOLUTION:

Mr. Monge presented the Technology Committee agenda.

DISCUSSION:

Mr. Monge stated this is not part of the one-to-one initiative – the rollout plan. This is money coming from the budget of Jefferson School this year and projected for the following

years. The only thing that I would say is this shouldn't be new money. It should be within their budget.

Mrs. Paul can you give some of the updates we discussed, especially that cost savings? Mrs. Paul stated I have been in contact with Comcast and I saw some discrepancy with the Comcast bill invoices so I reached out to them and started a discussion. The District has been overcharged for their internet and the connectivity between the buildings and according to the Middlesex Regional Services Contract which Union is a part of it, their invoices have been overcharging us for approximately a year. I spoke with my sales person and their accounts department and we will be getting a credit for approximately \$80,000 with the possibility that it could be more. I'm trying to find the exact date because they are trying to give me an estimate. Through the research of Middlesex Regional, it is approximately \$9,000 more a month they were charging us.

Special education got new Chromebooks for their staff and that is being worked on right now and distributed. Craig has completed the high school but we are working on the Child Study Team right now.

Craig has also been doing some training for the math middle school teachers and some one-to-one for Google classroom with the new updates. The door access cards for Central Office have been done. They will also be given out to maintenance and transportation and Board members.

Mr. Nufrio stated with regards to Comcast, you say you have to do research for about a year – I am going to add something to that because I have been on the Board for eight years and this is not the first time we had questions concerning their billing practices or their actual charging practices. I would ask them to go back 50 years – I'm only kidding that is an exaggeration but I know early on in my tenure back in the 11-12, we had those questions. There was suspicion that they were over charging us and that is why we started looking at other possibilities to get away from that.

Mrs. Paul stated I noticed it immediately. I will try to see what I can find out to see how far back I can go. Mr. Nufrio stated how far back legally can we go? Mr. Taylor stated legally you can go back to the beginning of time. There is no restriction but practically what is reasonable. Time is money so you are spending money on your staff to do that. Mr. Nufrio stated you would have to figure out what is reasonable.

Mr. Monge stated it is great that you found that – who's responsibility is it to check that on a monthly? Is that a monthly charge? Annual charge? Mrs. Paul stated it is a monthly charge. Mr. Monge stated what is the process – it could be that charge, it could be anything? What is the process of checking invoices? Your department to the business office? Mrs. Paul stated it goes to the Business Office first. Mr. Monge stated with the Business Office, how do we make sure something like that doesn't happen again and it is not happening in different areas. How does something like that happen? Mr. Brennan stated for energy and gas bills, we have Antonella who is one of our accountants look through the bills. With Comcast, it was a contract and the bills go to accounts payable.

Mr. Taylor stated can I suggest something. The more I'm listening to this, my first appearance at this dance, it sounds like this may be a potential cause of action against Comcast to recoup an amount that we allege that is due and owing to us from being over charged. So I think this would be a better conversation in closed session. It may lead to anticipated litigation or claims. Mr. Nufrio stated it could be more than one year. The question that arose years ago was specifically related to the contractual agreement which there was some suspicion. Mr. Taylor stated lets have this conversation in closed session or start the investigation at least. Mr. Nufrio stated to be continued.

Mr. Monge stated let's just don't do this again. That is a big mistake. Mr. Brennan stated I don't know if it is the Business Office's mistake, we will look into it.

APPROVAL OF BILLS:

Bills will be approved at next week's meeting.

UNFINISHED BUSINESS:

Mrs. Regis-Darby stated food services – I attended the PTA meeting at the high school and some of the concerns were certain lunch periods the students had to wait about 30 minutes to get their food because they don't have enough staff on hand so the kids are waiting a very long time to get food and the period is 45 minutes. I think we need to take a look at food services.

Also, I have asked and others have asked for a food survey. Mrs. Moses stated Mr. Wojcik is in charge of that and working with poll service. Mr. Wojcik stated the first one that we are working on is the culture and environment survey. What they are going to look like esthetically, figuring out how we are going to frame our questions and how the process all works. We create the survey and it goes through the process where they evaluate it to make sure that we are going to get valuable data back from our surveys and if there is any gray area with our questions or answers and they will help us really narrow it down. I'm working with the administrative staff to go over the questions to make sure we have everything as far as that goes and as soon as that is completed, within three or four days they do their evaluation and we can start pushing it out. Mrs. Regis-Darby asked if they can push that up because parents have been waiting and it has been about 2 years now. We have been waiting to see what has been going on with food services – I think we are doing a disservice to our students and they are providing the service and we need to hold them accountable to what they are doing. I think it is important to get on them right away. Mrs. Moses stated by the end of this month those surveys should be out. The food survey is simple – how is the food? How is the wait time? Since we are paying for the service they need to get on it because we paid them.

Mrs. Regis-Darby stated the questions are coming from where? Mr. Wojcik stated the questions are from us – they will help us narrow our questions to make sure that there isn't too much gray area.

Mr. Nufrio stated when you heard that there was a delay, was that a onetime situation? Mrs. Regis-Darby stated no it has been happening since the beginning of the school year. Mr.

Nufrio asked all lunches? Mrs. Regis-Darby stated no. Some lunch periods are fuller than others but I think it has a lot to do with food services. They need more people.

Mr. Monge stated on the survey if I can suggest that you reach out to the PTA's to see if they have any ideas on questions.

Mrs. Regis-Darby stated to remind the Board and the administration that corporal punishment has been illegal since 1867 and if you have students have silent lunch for 45 minutes it is corporal punishment so we need to come up with better solutions to deem what is appropriate and what is not appropriate for our students so we should take a look at that.

Mr. Nufrio stated that is the first I heard this. Mr. Taylor stated not to my knowledge but it is pretty standard in the school setting to ask the class to quiet down or be quiet for a time period. Do you have a reference to a statute or a case? From a New Jersey standpoint I'm not aware of any prohibition to require silence during a lunch period and/or being equated with corporal punishment. Corporal punishment is typically striking a student physically so that is my understanding. Mrs. Regis-Darby stated I will send that over to you but as a reference to have kids – this is their free time, their lunch time and it is a good socialization time for them also and to have them sit someplace for 45 minutes silently and not saying anything, I believe it is a form of corporal punishment to do that and we should not as a district put any child in that position because put me in a line at target and tell me don't touch anything, I can't do it so we shouldn't be doing that to our students.

Mr. Tatum stated we need to know what circumstance to which this is happening because I have heard of silent lunches before but apparently there is something going on that we have not been made apprised of and we need to be made apprised so we can address that issue with that particular school or staff member. Absent that information, I can generally make a general statement to all the building principals but I may not be targeting the source and where the concern lies. We need to discuss this. Mr. Nufrio stated you might want to forward whatever information to Mr. Tatum and Mr. Taylor. I think both of us were guilty of that either once or twice. A silent lunch could be keep it down, keep it to a whisper because it is too loud, too noisy. Mrs. Minneci stated to me it sounds like a punishment.

Mrs. Regis-Darby stated I can understand if the kids are a bit loud and rowdy that they may have an announcement and it may get a lockdown or drill in place and they need to hear the announcement but we need to make sure that everyone is safe. The students have to know that they are safe in the building and they need to hear announcements but there is a way you can work collaboratively as the administration and as students to get that done instead of punishment. Mr. Nufrio stated I played music for them and it quieted them down.

Mr. Monge stated I attended the PTA meeting for Connecticut Farms and I had the opportunity to talk to Mr. Brennan about the traffic study and how the check is being held and there is a request to have the consultant make a presentation to the PTA, the parents and administration. They will definitely welcome that because they have been waiting quite a long time for that.

We talked about the facility plan and there is going to be a bullet point overview for us next week. Mr. Brennan stated if I can a response from Mary Lyons from Phoenix Advisors. Mr. Monge stated I'm going to hold folks to the promise because that is what we said we would have last month. We have been waiting for an overview for a couple of years. I hope to see something next week.

The bus – you reached out to the Director of Transportation about some of the street closures and the like – I have a bus stop right in front of my house. Mr. Brennan stated I told you I was out of the office but to my knowledge they have all been addressed. Mr. Tatum stated despite what has been addressed there are other things. Mr. Monge stated they started paving my street today so I don't know if they are going to have a bus stop or not.

I passed out the process that we had proposed from committee for the RFP/RFQ for review. I am asking for it to be put on the agenda for next week but I am going to present it next week – Mr. Brennan did review it and he had no problems with it. I would appreciate it on for next week.

Now that we have Mr. Taylor here I would like to give you the opportunity to take a look at the Shared Services Agreement. I have been complaining about that agreement and our inability to follow it since it has been put in place. I think there is an issue with that and I can share with you old emails at it pertains to that.

Mr. Nufrio stated I think the Board needs to hear what Mr. Taylor's analysis is of that. Mr. Taylor stated my first question is about the second issue – Shared Services Agreement – I will be happy to take a look at it if it is the will of the Board and the administration. If you want me to look at it we can discuss what the questions or issues are if any.

On the recommendation that you have – in preparation of tonight's meeting and just general representation of this District I took a look at your policy manual. Specifically your bylaws that govern the operation of the Board – a lot of the questions that I get are to referee questions, disputes, etc. about how you govern yourself as a Board. At looking at this it led me to your committee structure because you have a committee structure in your bylaws 9130 and essentially this is already addressed in your bylaw and it reads as follows "The president from time-to-time appoints such special committees as the business of the Board may require. These committees shall consist of not fewer than two members and shall function only for this specific purpose for which they have been appointed." Here is the operative language "from time-to-time the Board President shall convene an ad hoc committee to review RFP's submitted for professional services and make recommendations to the entire Board before listing those items on a voting agenda." This proposal is already covered under your existing bylaws.

There is a procedure to amend your bylaws. For a policy, revision, amendment, adoption typically requires two readings. To amend a bylaw, it requires the same two readings but also requires a two-thirds majority vote of the Board which a policy requires a majority vote. If you want to amend your bylaw, you can make the recommendation but you have to have your multiple readings but also two-thirds of the majority vote. On the others, my suggestion I would make in this regard is since this talks about a prospective kind of process – you have two months

left in the year. You will have a new Board constituted – it may be the same faces or new faces for next year, unless you have pending RFP's that are in the pipeline right now, this might be a more appropriate issue for the "next" Board to deal with because they might want to govern themselves differently.

Mr. Monge stated the last point I disagree with respectfully. I have been trying to talk about this for months now. The reality is while it is stated in the bylaws, it wasn't followed and I know it is the president's opinion on whether he wants to do it or not and that is how it reads and the reality is that we started an RFP/RFQ process in April and we still haven't concluded and in the past when we actually had a committee, and we had the same Board President, we were able to review and make decisions on a timely basis and we were done before we even started the school year. What my understanding was that one could present a resolution for adoption in new business. Mr. Taylor stated you can. Mr. Monge stated and that was the route I was trying to go here. I have gotten to a situation where I have no other avenue. I have tried to go through committee and get peoples' feedback and it has gotten nowhere. Mr. Taylor stated it is a democracy. Mr. Monge stated the thing is if it was democracy than I would be o.k. with it. Mr. Taylor stated sometimes you win and sometimes you lose. Mr. Monge stated but the process that we are in was not a Board decision. Mr. Taylor stated I got you again respectfully I'm not making a determination or judgment; it sounds like a great proposal. All I'm saying is it is encompassing in your existing bylaw. In order to change your bylaw, I outlined the process which is if you want to present it; it has to be two readings and you need two-thirds vote to change your bylaw. If you don't make that two-thirds, you may not be going anywhere.

Mr. Monge stated my understanding of being able to present a resolution in new business and this being to adopt a process, can't you still approach that way as well? Mr. Taylor stated no because the resolution has the impact of changing your bylaw. But the process is governed by your bylaws. You can make a resolution to build a Ferris wheel tomorrow but with respect to making a resolution that has the impact and the intent to change your bylaw so your bylaws have a procedure within which this body has adopted to govern itself. Since you are making a resolution, a motion to amend the bylaws, you have to follow that process. Yes it starts with walking on a resolution during new business but it also has a step-by-step procedure. I will read that "formulation, adoption, amendment of bylaws 9312..."

Mr. Monge stated we can talk about this afterwards in the interest of time but what I will do I can formulate this into a resolution so my question would be how does a member that is not on the policy committee make a request to actually have something like this updated. Mr. Taylor stated two things and in the interest of time – one sentence – propose new bylaws and suggested amendments to or revisions to existing bylaws shall be adopted by two-thirds vote of the full membership of the Board during the second of two regularly or specially scheduled meetings of the Board. As I indicated, because your recommendation is essentially an amendment of your bylaws and that is how you do it – you make the motion and at the second of two regularly or specially scheduled meeting – this is a worksession so it might be more appropriate to do at your public meeting. You make it next week, the language that you want – that is the first reading and at the next month's meeting in November, bring it up again – make a motion and if it is properly seconded you can have a roll call. If you get two-thirds vote, then you have your new bylaw - simple as that. Mr. Nufrio stated this would involve the policy committee then obviously. If it is

turned over to them, whatever resolution is proposed to amend the bylaw, it gets approved on the second reading then the policy committee takes over and should begin to work on amending or revising the policy. Mr. Taylor stated it doesn't have to go back to them per se – he is recommending the policy as written. In this instance, if the Board desires and the President desires, let me go back to the other policy, the Board President also pursuant to your existing structure has the ability to refer items to committee. Mr. Nufrio stated I would prefer that it go over to policy – that would be my preference.

Mr. Taylor stated there is a whole section on the role of the president in your existing bylaws. These things existed before you even got here and this is how this entity operates. It is not inconsistent with the law. It is your will. I did not print the one with the role of the president. Here it is under committee 9130 – “the president shall name the chairperson of each committee and each chairperson shall set the agenda for his respective committee in consultation with the Superintendent, Board Secretary and Board Administrator. Each committee shall perform its duties under the direction of the Board and shall be subject to the call and direction of the chairperson or the president of the Board.” Just because one person wants to create this policy, it doesn't mean the committee has to study it and formulate a policy because it is a majority rule by consensus. If you have a majority of the members that want to endeavor upon this road, then yes the committee and I would advise the Board to look at it and come back with a proposed policy but if only one person wants it then no, your colleagues don't want to spin their wheels on something that they don't want to vote for when it comes to how you govern yourself. Your request is legitimate, legal, ethical and all that kind of stuff but it is between your other eight colleagues.

Mr. Monge stated I don't disagree with that but it has been months of trying to present something. I am not going to be here next year so it will be in the future what is going to be best for the District. It is not about what Jeff Monge wants to do, it is about presenting something for the Board and for the betterment of this District to have competitive efficient RFP/RFQ process.

Mr. Taylor stated and all I'm saying is that is your opinion and if two-thirds of your colleagues don't agree with you. Mr. Monge stated I just want two-thirds of my colleagues to be able to have an opportunity to have an opinion. There has been no forum for me to be able to put it on the table and say what does everybody think. Mr. Taylor stated I just gave you that forum. Mr. Monge stated I wish you were here six months ago. Thank you very much. Mr. Nufrio stated I always reference the policies and some of you chose not to look at them. Mr. Monge stated it isn't about that. When he talked about as far as a committee, you chose not to have a committee and you chose to have a committee of the whole. Mr. Nufrio stated which is indicated in the bylaws. Mr. Monge stated it was your right. Mr. Nufrio asked can we move on please. It has already been established that it is in the policy.

Dr. Francis stated the readings – can the readings happen on a worksession and then happen on a general meeting at the library. Mr. Taylor stated my opinion is that your policy references regularly scheduled meetings. The worksession is not typically a meeting where you take action unless it is an emergent issue. Dr. Francis stated that is what we do anyway. Mr. Taylor stated I'm just saying when it comes to changing policy because everyone talks about transparency with the community to be apprised of the action that you are taking, my

recommendation would be absent the policy needed to be amended on an emergent basis to accomplish an immediate need. What I heard was changing a process for next year's RFP's so since there is no urgent rush for it, my recommendation would be to do it at your next scheduled regular meeting and have the second meeting at the next scheduled regularly scheduled meeting so that the community because what I heard want to include and engage and they can be apprised of what you are doing and have their input heard as well. If it was something that we needed to do in time for Thanksgiving I would say you could do it in that instance. Dr. Francis stated it has been done in the past and that is why I bring it up. Mr. Nufrio stated the urgency doesn't exist of what I'm hearing and certainly transparency is the issue as well and since this would be a noticeable change in the bylaw which I didn't construct as Mr. Taylor said it has been there since before I was born. Mr. Taylor stated I didn't say that long. Mr. Nufrio stated you now have a legal interpretation from the Board attorney.

Mr. Arminio stated last Friday, Union Got Talent was held in the auditorium at the high school. There were 16 acts and at least 12 were our students from grammar school all the way to some seniors. There was one contestant from Kean University and one contestant that was a resident of Union but not a student. They all were fantastic and it raises money for our kids – our UPAC and scholarships for our kids.

Athletically – our football team is 4-1. We played Hunterdon Central this Friday away and our next home game is October 21st. Mrs. Williams stated I think we are 5-1. Mr. Arminio stated I'm just going by what Ms. Ionta told me. I agree with you. We will go with Ms. Ionta's number she is the Athletic Director. The next home game is homecoming but if we beat Hunterdon Central this Friday we will maintain or increase our 14th rank position in the State.

Boys' soccer is unbelievable at this time. They are 8-0-2. They are in the quarter finals of the County tournament and that is this Saturday at Memorial Field.

Girls' soccer is 9-3-1. They are also in the quarter finals County tournament this Saturday. They are ranked 18th in the State. We have two of our ball teams in the top 20 of the State.

Mr. Brennan stated the football team is 5-1. Mr. Arminio stated I will yell at Ms. Ionta.

Girls' volleyball is 15-3 and their County tournament starts next week. Field hockey we are 4-5-2 at this time.

The Union Public Library has two programs that might be of interest. One for our students – Career Kickstart for our seniors – mostly for seniors that are looking to start careers and getting jobs – using social media, applying for jobs, writing resumes – all the things we have been talking about.

The other one is mostly for those that are retired on October 27th and it is using Google Drive and Google Apps.

This is for Board members and people that are here – Thursday, November 1st there is a showing from a former Union High School student – a film called “American Carney”. It was out in the movie theaters. Nick Basil was a Union High School graduate and made this film. He is going to show this film at the Library and he will be present and answer questions and talk about the film after it is over.

Mr. Nufrio stated I want to personally thank you for staying at the game. I had to leave at half time and Mrs. Williams graciously texted me the final score.

Mrs. Minneci stated one of our graduates in June, Kye Ledban is participating in the Junior Olympics representing Bermuda and he is in Argentina right now participating.

Mr. Taylor stated full disclosure – I just want to quote another sentence and I don’t want to come next week and surprise any Board members and having suggested that I missed something. This way everyone can be guided and govern ourselves accordingly. Looking at your existing bylaws – “the proposed additions, amendments or revisions shall have been described in writing in the calls for these meetings” – that means that it has to be on the agenda. Technically this proposed revision or amendment to your existing bylaw is not on the agenda for today and which is the agenda for next week’s meeting so this technically this couldn’t be considered until the November meeting at the earliest provided that it is on the agenda. Your bylaw 9121 governs the agenda setting function which is vested with the Superintendent and the Board President. This is that your existing bylaws says and I’m relaying them to you. So in order to revise your bylaw what is what your proposed resolution does, it has to be in the agenda for your colleagues and the public to see.

Mr. Monge stated and I would love to hear what other Board members opinion on this. What is being proposed here benefits the process. Unless I’m missing something – what I requested from Mr. Nufrio and I’m requesting it from you Mr. Tatum, as Mr. Brennan has already been a part of the process because it was asked of the committee because I was a committee of one; Ms. Higgins and Ms. Richardson was part of that process and making that recommendation months ago. If we can have this on the agenda and Mr. Arminio has said that he would help me and I will talk to you Mr. Taylor – if what I have is enough to be able to generate or is it editing or existing policy – I will talk to Mr. Arminio the best way to incorporate the concept there. Ultimately this is going to survive all of us. We tried two different ways. The last time it worked, it needed some tweaking and that is the tweaking we put together with Mr. Brennan’s feedback. What we are doing now didn’t work. We should all agree that it didn’t work. What does everybody else think? It seems like I am talking in a vacuum. Mr. Nufrio, everybody knows what you think and everybody knows what I think. I would like to hear everybody else’s story. Mr. Nufrio stated you don’t want to hear my thoughts? My thoughts are and to recall Mr. Taylor’s words, I concur and I think we all should concur for the simple fact that if in fact it calls for a specific process that hasn’t been adhered to and it should be adhered to. He is the final arbiter for this Board and that is why we pay him to be that and that was told to you by the School Board Association that we should at all times consider the Board attorney’s recommendations, interpretations, etc. When you did say Mr. Taylor the fact is that we are at the footsteps of a new board that could come into existence in January – there are no incumbents currently running so there will be three new faces in January. In that alone, my personal opinion

is, it should be up to that new Board to make decisions that is going to impact the Board, the District in perpetuity. Mr. Monge stated then let's all go home. Let's just put down our pencils and leave because we are supposed to be here doing the business of the District until our last day. For me to sit down and agree to something that I think is going to better our District it is ludicrous. Mr. Nufrio stated my thoughts are not ludicrous is your opinion – you don't have to agree with me. You don't have to, that is fine. Those are my thoughts and I think they are valid. Mr. Monge stated we can always agree to disagree. Again I don't want to talk in a vacuum everyone has heard Mr. Nufrio, everybody has heard me – what do other people think.

Mrs. Minneci stated since Mr. Taylor is the legal expert, I think following the procedure, it will get done before. I know your frustration because this has been ongoing. I think following his advice is the way to go - to have it on the agenda two times and then vote. Mr. Arminio stated it would still be December and it would be November first reading and December second reading. I think we should put it on the agenda. The Board can then decide.

Mrs. Regis-Darby stated I agree. It should be up to the Board to decide. In terms of process we have been going through this and I was part of the original RFP process a long time ago and it was a lot of work but we got it done but I also believe that something needs to be in place. In terms of policy, whatever needs to get changed, then we vote as a Board to change it – if it needs to remain the same, we need to do it collectively as a Board that it remains the same. But something needs to get done and we need to come together to get it done.

Dr. Francis stated I agree with Mr. Monge, Mrs. Regis-Darby and Mr. Arminio – there is something that you said “it can't be added to the agenda” since it already happened Friday but I'm talking about new things to the agenda. Mr. Taylor stated what I said was I interpreted your existing bylaws – it says in order to amend or alter a bylaw, it has to be advertised in the call of the meeting which means it has to be on the agenda. I said it is not on tonight's agenda which is the agenda for next week. I didn't say it can't be I just said it is not. Dr. Francis stated so in order for it to be added. Mr. Taylor stated your president has the authority to add things to the agenda. Dr. Francis stated that is my whole point, what I'm saying is if he is the person that has to authorize the changes to the agenda, it is never going to happen. Mr. Taylor stated I'm just interpreting the rules that you have. Mr. Nufrio stated you can't read my thoughts – so please don't.

Mrs. Regis-Darby stated since this is a discussion can we ask the members of the Board to ask the president to put this on the agenda. Mr. Nufrio stated it has to be submitted to me and Mr. Tatum in writing. We will look at it and make the determination. I never said you couldn't. I just expressed my thoughts that the new Board should have some input on it and I still stand by that. Mrs. Regis-Darby stated so make your request. Mr. Monge stated o.k. I can do it tonight. Mr. Nufrio stated please don't. Mr. Monge stated you don't have to read it. What is the request that is what I'm trying to get to. Mr. Nufrio stated let's hear Mr. Taylor. Mr. Taylor stated I'm looking at your proposed process and I preference my comments with there is nothing wrong with this – it is a matter or procedurally how you accomplish this. I am not for or against it.

Let me get to your proposed process – per Board and Mr. Tatum's directions, submissions are reviewed by staff. That presumptually already happened because you get your

RFP's in, there is a rank of prices, the services. Two, the BOE President will select a review committee consisting of finance and operation chairs and other BOE members with relative experience. That right there amends another bylaw that you already have which is pretty consistent across the entire State of New Jersey – all 611 school districts which says that the president of the Board has the authority, and yours does too, to appoint members to committees. What your proposal is doing is not only changing the bylaw to require this but it is also altering the president's authority as already exists to appoint members to committee. So you are asking for a committee that is already in one bylaw – because it says committee of two and/or committee of the whole but now you are trying to dictate or proposing to dictate which members of the Board is on the committee. The president already has the authority to delegate chairs. So guess what he can make the chair of both these committees himself and your goal will still not be accomplished. This is basically already in place – that is all I'm saying. Three, staff review will be based on relevant review points that will be summarized for committee review in a form presentation – I don't know quite what that means but I presume the staff already summarized it to the extent that you need it. I don't know if presentation means a formal presentation in public or presentation in committee or what have you. Staff will select top three candidates. Again I represent the Board, for professional services, you don't need the staff recommendation. That is the one area you get to pick so now you are stripping the Board of its power. Staff will select top three candidates when a single firm is needed and top five candidates when 2-3 firms are needed with recommendation of Superintendent. My point is the same, you don't need the Superintendent's recommendation of who your lawyer is by doing this that is what you are requiring. The committee will review with staff and make recommendations to the full Board and Superintendent. Now you open up the Board to a lot of scrutiny because what is going to happen when they recommend firm "A" and the Board says guess what we want firm "B" – now you have a whole bunch of ethical issues. This is problematic.

Mr. Monge stated let me translate what that means. I'm just telling you what the feedback from the Board was that you have the BA looking at banking services and we want their expertise assuming there is no expertise on the Board. We want their expertise to say based on the information we received, here are our top three choices. The committee will look at that; looking at everything and you can look at the full 18 in front of you but here are the three they recommended. Ultimately at the end of the day, the committee is going to look at that and do their own due diligence and come back to the Board and report this is the top one or two. Everyone on the Board still has access to all the information. I'm going to tell you what we did before was the Board went in and looked at volumes and we did it and we did it in the time period and then we came to the administration and said this is the feedback we are providing talking to grounds people for architect and the like but when you have a teacher, no disrespect, looking at architectural submissions then there is a crossing so the point of that and if you can give me some advice, to be able to find Board members with like experience to be able to review RFP's/RFQ's because otherwise what benefit are we providing this District as fiduciaries if we have dunces looking on how to do brain surgery. Mr. Taylor stated I think what you are saying philosophically sounds great, I don't disagree with it, but what happens when you have nine teachers who run for the school board and win. You will never have the expertise you are talking about on the Board. Mr. Monge stated ultimately what that says is when the president selects that teacher, somebody has to be the head of finance, and going through that process you are going to lean on some expertise to make a presentation to you as part of a committee and

then you are reviewing that and you are ultimately making your own as a committee making your recommendation to the full Board. Mr. Taylor stated I'm not disagreeing with you. My suggestion is the language that you are using here I think strips the Board of some of the discretion that you are trying to exercise which is legal and ethical in the RFP/RFQ process. All I'm saying is and I'm saying it publicly because I have nothing to hide but we should kick this back to a committee or something and roll our sleeves up. By way of a bylaw, directing your staff to make the top three candidates recommendations to you – when you do that you are relying upon their expertise. When you have a teacher that is a chair of the committee saying forget the expertise, I have my own top three candidates. Why empower the administration in the first place to make the selections when you don't have to follow their recommendation. Prime example of administration making a selection, if for some reason that committee then exercises its authority and discretion pursuant to paragraph 5 to say thank you but no thank you we are going to number seven, now you have to answer why when that vendor challenges it and the public challenges it. Mr. Monge stated they should. Mr. Taylor stated no but that is my advice and I'm not going to debate it much more in public but we can talk about it in committee or individually. All I'm saying is the way this is worded, you can do what you want to do for the record but all I'm saying I gave you the outline, a road map to do it, tonight's not it and you can do what you want and when it gets on the agenda you can vote for it. I'm trying to help you out and achieve your goals.

Mr. Monge stated we can have this conversation after this meeting because I don't understand what the alternative is. If the alternative is a committee of the whole, then we have wasted many hours and we are doing it still as it pertains to business hours, you can be doing other business and people that come out here, the community to express themselves and the like, we have gone through this many hours. The last time we did it, we knocked it out and it worked. Ultimately at the end of the day it is about being able to have a committee – pick whoever you want and it is unfortunate and my idea is that if you have someone who is an expert in chopping down trees and you have an RFP for chopping down trees, if that person is not part of that committee, then that is the issue and it is not for the best of the District. Mr. Taylor stated that is your opinion.

Mr. Nufrio stated we will be here until midnight – so here is my recommendation. It is the authority of the president to do some of those things and there is a process that needs to be followed and I suggested what that should be – if you wish to submit something in writing, I would also go to this extent. Just as Mr. Taylor just now reviewed your recommendation and has pointed out some extremely important aspects that could possibly propose future problems when trying to solve another problem and I also I believe that in what I heard is that when you are the Business Administrator or Superintendent may submit 2-3 names and then the committee submits “we don't like those” to me that is borderline micromanaging if not micromanaging in itself. I caution everyone in the beginning of every time that we had any discussions, micromanaging is an ethical violation – that I cautioned everyone. I still repeat that. I'm glad you find it funny Mr. Monge. Mr. Monge stated I'm not talking about you. Mr. Nufrio stated the point is it is micromanaging as far as I'm concerned in my opinion. With that what I suggest you do is submit something, send it to Mr. Taylor, Mr. Tatum and myself. I will acquiesce to whatever Mr. Tatum but Mr. Taylor is the Board attorney if Mr. Tatum has a recommendation that is fine we can discuss it. The process will be followed that way and that is the way it should

be. Let's try not to cross lines because we pay the Business Administrator and his Assistant enough money to at least have enough trust that they are not going to do the wrong thing for this District. There is no more discussion. Mr. Monge stated Mr. Taylor just said that we can't give our (inaudible). Mr. Nufrio stated there is no more discussion after this. You are beating a dead horse. We understood. I just gave you a solution – take it or leave it.

NEW BUSINESS:

Mr. Monge stated I was at the PTA meeting at the high school and we were talking about community service hours. I put it out there but I heard it is already being done but the parents can't see it as far as having community service hours on Genesis – be visible to the parents. It seems like we are doing that but it is not visible to the parents. Ann Hart stated they are already logging in hours. I will check to see how we can get it so the parents can view it. Mr. Monge stated the parents and kids would really appreciate that.

I was at the Franklin PTA meeting with Mr. Arminio and one of the things that was stated and I don't think Mr. Tatum heard about it. They were asking about the windows and whether they were fire hazards – slam windows that are screwed shut. I know there was supposed to be a review by the principal to check if there were any classrooms with all the windows shut. There was also a question about windows and the HVAC system and if they were working/functional or not and we talked about the whole State moneys that came in and I left that with Mr. Brennan. I reached out as a concerned citizen to the EPA and then I passed that information to Mr. Brennan but we are going to exchange notes and the only person I could identify that would view it at potentially finding that contract. The State funded it once. They should hopefully be able to help us in replacement because we don't have the money for the replacement.

Lastly, I found out about this today and I brought this to Mr. Tatum's attention and I am going to bring it to the full Board. I found out along with other citizens that Union TV34 and 36 is not going to be airing the Board of Education candidate debate or forum from the League of Women Voters which has been done for countless years and there was a change of their policies. Mr. Nufrio stated this is not school business. Mr. Taylor stated this isn't new business, it sounds like it is an old issue. When you are in that new business portion of the agenda, it is typically new things versus old.

Mr. Monge stated this is new. There is an agreement between Union TV, the Township of Union and the School District as it pertains to their policy and procedures and in section x and I can share this with you Mr. Taylor and Mr. Nufrio – it states “revisions to operational policies and procedures, the Town may only modify policies and procedures effecting Union Public School system only after formally presenting to the School Superintendent and the Board of Education.” What use to be our policy piece was “public issue, forums or debates carried on Union TV34/36 shall offer a balanced perspective on the issues, political forums and debates may be broadcasted in their entirety under the following conditions. The forum or debate is structured, organized to equally represent all parties or candidates.” That now reads “political issue forums, Union TV34/36 shall offer a balanced perspective on issues. Political forums and debates are prohibited. The Union TV34/36 will provide three minutes of air time to all political candidates with a format to be determined by the Union TV34/36 station manager to hear 20 days from the election day and follow equal time guidelines as stated by the FCC for programing

of political partisan issues.” How I read that because if you are not going to have a public debate forum, call it what you may, on TV which has been every year and you are going to remove that from the public, that does affect our school district because it can affect the outcome of a Board of Ed election. Based on that alone, it is a breach of this agreement. The Township should not have voted on that in August, they should have come to the Superintendent of Schools to discuss it and the Board of Education. I think it is something that we should all be up in arms about.

Mr. Taylor stated you say this agreement – is this an agreement to which this Board of Education is a party. Since you are publicly alleging a violation or breach of this agreement, that falls under the “anticipated litigation provision” of the Open Public Meetings Act. So this is not the appropriate forum to discuss potential causes of action against other entities in the public. Everything you just said should have been discussed in closed session. My suggestion is that no further discussion of this topic be conducted in public because it could lead to potential litigation because you are alleging a breach of an existing contractual agreement – so that is my comment.

Mr. Monge stated set aside that I can offer my general concern. Mr. Taylor stated your concerns can weaken your position. You talk about concerns in closed session so that you can mount your strategy to either initiate litigation and/or defend litigation. Talking about it in public is not advisable and quite frankly could also be violation of the Code of Ethics – NJSA 18A:12:24.1 which you won’t take any action or do anything that may compromise this Board of Education.

Mr. Nufrio stated my suggestion would be Mr. Taylor. Mr. Taylor stated closed session. Mr. Nufrio stated certainly the contractual agreement that Mr. Monge alluded to you might want to get a copy of that. Mr. Taylor stated I would love to see a copy. Mr. Nufrio stated to prepare yourself for any possible entanglement with that entity. Mr. Monge stated timing is of the essence.

Mrs. Regis-Darby stated I would like to tell the Board and the community that is here – parents for change is hosting their 2nd annual – “it takes a village” forum – October 13th and we want everyone to come out and support “it takes a village” commitment to our children in this Township that we live in. Please come and support “it takes a village”. The person that will be speaking is Mr. Don Erdman and we have a lot of great panelists who will be speaking about how important it is for the community to stay involve in our students education. I believe every Board member was invited and I look forward to seeing everyone there – October 13th at Kean University.

Mr. Arminio stated the YMCA of Union does our before and aftercare. They also supply free membership to our 7th graders. As of today, over 175 7th graders signed up to use the facility. They are also coming up with a new program and this is for you Mr. Tatum, Mrs. Moses and Mr. Benaquista – it is a program for those who are in the 95th percentile BMI – it is a national program that they are starting and rolling out in January. I know that if they ask for a list of students, I know you can’t supply it because it is a breach of confidentiality, however, if we can get something – if they come up with a flyer that is sent out to our students. It is also not just for the child, it is also for the parent of that child so the parent and the child working together and it is all aspects of a health lifestyle. Mrs. Moses stated there will be classes and

activities. Mr. Arminio stated it is twice a week for eight weeks. I don't know the exact details but the program is starting in January. If they come up with a flyer, maybe we can get that out to the parents because it is something that will benefit our children who are in need of some assistance. Mrs. Regis-Darby stated the YMCA will be at the forum and they will be talking about.

Mr. Tatum stated any of the entities that we work with here in this District, when they have such a flyer and it comes through my office and as long as it is not for profit, we normally approve them and distribute.

COMMENTS FROM THE PUBLIC:

Paul Casey stated I know you said it will be discussed in closed session but a number of us just came from the Township Committee meeting where we expressed our concerns about the debate not being aired on TV34. There is a public policy that we were able to look at – the previous one and the current one and in that policy it does state that the Superintendent and the Board of Education are supposed to be communicated with when any changes are made to a policy impacting TV34. I asked the Township Attorney if the Superintendent of Schools or the Board of Education had been contacted in regards to this policy change. The Township Attorney responded by saying the Superintendent was aware of the change. Mr. Nufrio stated I am going to ask Mr. Taylor if we can proceed. Mr. Taylor stated it is public comment. Say your statements, questions, etc., the Board and/or administration can respond, if they can't they will look into it and take it under advisement. A statement was made and there is no requirements to respond. Quite frankly it was a denial so move on sir.

Mr. Casey stated it is important that the public know what the six candidates of the Board of Education stand for and it is important that it airs so anything that the Board of Education can do to push the envelope back towards the Township Committee and have this debate aired would be very much appreciated so that the community can see what all six candidates bring to the table.

They went back today after we asked questions about why this decision was made and how it happened they gave a nod answer and said that they would be talking about it. The debate is scheduled for the 22nd of October; that doesn't leave a lot of time to make the necessary arrangements to have this aired. I don't know what they are going to come back with because they didn't give us any change in the current decision.

What is the policy in regards to pictures and social media in the schools? If a parent is in the school and takes a picture at a school related event and then posts it on twitter or facebook is there a policy on that? Mr. Taylor stated ask your questions, we will respond afterwards. You have 5 minutes of public comment and we don't want to have a "debate" or "conversation". Are you finished? Mr. Casey stated it is based on the answer. Mr. Taylor stated again, that question if you want to have a conversation, you call the Superintendent and schedule a meeting and have that conversation. At the Board meeting you make your comment, you ask your questions, when you finish, the Board responds.

Mr. Casey stated as a parent I have concerns that there are pictures being taken in our schools that are being used on social media and I'm assuming there is a policy that says pictures of kids shouldn't be shared on social media from school related events but if there isn't there should be a policy because it is happening and it is something that should be addressed.

Mr. Taylor stated typically those policies deal with staff and the school environment. For example, a football game – you can't police every phone that is in the stadium and say you can't use it without confiscating phones. We can only police what the staff do not what the public does with their devices at public events. Mr. Nufrio stated if you still have concern as Mr. Taylor said you can address them with Mr. Tatum.

Mr. Tatum stated we have the releases as a standard practice every year and we have to have it on file before any event we have. With all due respect to Mr. Casey's question, I would have to research what he is talking about because that is not something we would permit and say you can take pictures any time you desire. It is not the policy of the Board but we will look into that and get some specifics in terms of what is happening and where.

Mr. Casey stated there is campaigning. Mr. Taylor stated you had time to speak. Mr. President you might want to call the next speaker.

Mr. Nufrio stated do you wish to respond to the remarks pertaining to being aware. Mr. Tatum stated I just did a search on my phone and I will have to see if it came to my secretary, but I don't have any concrete evidence to say that I received anything. The last time I received something from TV34 was in 2007.

Chasity Santana stated I need help at Washington School and I was going to speak to you specifically Vito. I don't know why but it is the only PTA that conflicts with this meeting. I already spoke with the PTA president and I would like it moved. Other people tell me Washington moms are very clicky and they don't care. I have always been my own person. I am a Washington mom and I need to be there and here and I don't know how to split myself. Moving forward and at PTA meetings we conform to Robert's Rules so they already set forth their bylaws but Ms. Ahern said she was going to try for an amendment. So I need your help because I would like to be here and I would like to be at my PTA meetings. We are the only school that does it and I don't know why – I guess I had to get into Washington first to make a fuss about it. Mr. Nufrio stated it is the same topic I broached years back because they scheduled not only the PTA meetings but also Open House which I couldn't attend because I had to be here. Mrs. Santa stated I need your help Vito because that is your school.

This is my first year at a new school because my son has now moved up and I'm having a lot of transition issues, along with my son because his grades are not great, what I felt is in this administration that we need to be welcoming to parents. It doesn't work if you are excluding the parents. When I get to a door and I get it there is security and protocol and I'm all for it and I kid you not, I have passport, my birth certificate, my marriage certificate – just in case you ask for it I will give it to you. But when I get to a door and you see me 500 times in a day and what are you here for and I'm here to drop off lunch money because I don't trust my six-year old to get it to you, I'm here to talk to I don't know who, I'm here for 500 reasons. I need to go to the office

let me in. I'm feeling alienated and I'm feeling that people don't love Chasity and I love you guys. I need to feel the love in my building levels. Like I said I'm not talking to any one person in particular but I feel in a building level when any parent goes out they should "hello, how are you, thank you for coming here, how may I help you today" and I'm not saying you have to be cheery but don't make me feel like I'm left out and that is what I have been feeling in my new school. I'm the kind of person that you either love me or hate me or you have to get use to me. People get use to me after a while. Unless I hit the lotto I'm not going anywhere. My youngest is in first grade and I'm here for a while.

I'm here to try to help my teachers – my teachers are my number one point of contact. They are all my pawns so I support my teachers. Whenever my kids are acting up because I don't know about you guys I didn't give birth to angels – I wish I did because it would have made my life easier. I have a whole lot of kids and they are not angels and they get into trouble so I need to go to my first line of contact and that's my teachers. Sometimes we don't all get along with every single teacher in the world but it is like a boss, I don't get to choose my boss – I don't get to say you know what – boss I don't like you – I have to deal with what I have so does my kid. When I'm approaching administration, teachers – I'm not feeling the confidence in the respect that we are giving our parents. Just because I'm not getting paid to do what I do trust and believe that my time is just as valuable as everybody else in here. Just because I'm volunteering on different initiatives, please don't mistake my kindness for my weakness because you will be disappointed. I love to be underappreciated because I will get louder. I almost got escorted out of one of your buildings today and I told him you don't have to call security yet, I will let you know when you have to call security. I'm serious I'll let you know because I will leave first because I don't have enough bail money for that, I need to feed my children. All I'm trying to say is that I'm around for a while and maybe you don't get a parent like me in every building all the time but you need to make our parents feel comfortable. You have to let them want to come in because we are an untapped resource to everything that you guys give.

Mr. Nufrio stated not feeling loved, I hope it is not in this room. All that you said I'm sure Mr. Tatum has absorbed it and is trying to process it. Mr. Tatum stated I heard this around 10:00 a.m. this morning.

Mrs. Santana stated when I want attention and I need to talk, I will come to your admin and I'm not going to call anybody out but I will say "hi how are you" and it is 9:00 a.m. in the morning – I have until 12 – I will sit in that chair; I need to speak with somebody. You tell me one hour, two hours, three hours – I'm giving you three hours, make time for me. Don't have your secretary come out and say well you need to talk to I don't know who – that is unacceptable and if you don't do it to Mr. Tatum, don't do it to me. I will tell anybody in this room and I will tell Mr. Tatum – you can trust and believe that.

Mr. Nufrio stated I'm sure he will address this further with you. Mr. Tatum stated we had a very good conversation this morning and some of what you said had been addressed already and more to come. Mrs. Santana stated I think you need to love the parents.

Mary Katherine Kelly stated I know you are going into closed session so I won't ask for anything specific, I just want to say that it is my opinion that they should continue to air the

debates. My husband works nights, I work days, there are elderly people in the community that can't go – they are talking about doing a 3-minute snap. Nobody can rebut anything – almost like a commercial. Michael is getting an education – we just came from a Township Committee meeting and he just started high school and he is seeing things that are not really good. We need transparency and a 3-minute thing on each candidate doesn't tell me anything. We have done it all these years and I think it is important to make an educated decision you need to have the facts and you need to be able to rebut. Going forward, if it hasn't been decided it is important to me and other people in the community, and if it is on TV34 you can record it. I don't go to too many Township meetings because I come to Board meetings because I have three children in the system. I don't understand why they hold that meeting the same day as the worksession. I understand you have the meeting next week but I think it is important to sometimes come to the worksession.

Jill Hall stated I didn't speak last month because I was afraid with everything else going on this would not be heard. I heard Mr. Tatum discuss tonight that the budget is starting to be prepared for next year and this can't wait. I raised three kids that were all English majors so maybe I'm a little jaded when it comes to the written word and part of that is because of the exceptional education that they got here in Union specific to the work of our librarians and we gave our kids one-to-one Chromebooks and that is like handing over the keys to the palace with no training and to imply that a kid with Chromebook does not need a library flies in the face of any logical conversation that anyone could ever have. It is like saying you have a book so you don't need a teacher. I know and I'm so respectful of the work that this Board did and I know how hard it was and I was at every meeting watching you guys have to make those impossible decisions but I have watched what it has cost our kids and it is only October. I have watched librarians who are trying to get everything done and they can't. I am seeing kids looking for and they have no place to find it. We have professionals who have the qualifications that are just incredible that are so frustrated because they can't do their job because they have to be here and there and they are trying to service the kids and the libraries are closed and the kids can't study. It is not o.k. As you get into those discussions for the next school year, and I don't envy you, because I know your that heart hurt about that decision as well because we spoke about it and I know that these are not easy times for us when it comes to finances but for whatever it is worth, if we are talking about the academic development of our kids – we cannot do it without librarians. I am asking you before it gets lost in all of these other discussions that are no less important, and I would dare say that, that this remain a priority conversation among this Board.

Mr. Tatum stated part of what I talked to the Board about and part of what we have done over the summer and going into the school year is to start looking very closely at different sources of funding. We are on the path right now in more than one direction and we are looking at just that. Part of it is when we get money that comes into the District for the purpose of programs that cover certain salaries, it frees up money to repurpose other things. What I want you to know is where I can't see here and guarantee anything, but I heard you. I have heard other people and there are other issues going on in the District that needs to be addressed. I will say this also and to everyone in this room, some of the people that I have worked with when it came to the budget process, there are some ways of keeping what you have but it means being flexible. It means being able to sit down and say you have to make a choice and that choice is designed for the best interest of everyone in the District. Some choices are not the traditional

way of doing things but please understand and the community needs to understand as well is that we are not resting here. People may think we don't care and that is the farthest thing from anybody that sits in this administration. We are everyday working on things and very shortly we will be coming forth with other information that you will see we are hoping to turn the tides on some of this and be able to develop a budget next year and maybe further down the road this year that will accomplish some of the things that you mentioned and parents mentioned to me. You know me I'm big on the short and the long term – there are some things that are short term and some things that are long term but we are going to be looking at how we are able to repurpose things that will help those goals. Mrs. Hall stated I hope that I didn't imply that you were not taking it seriously. Mr. Tatum stated I certainly didn't take it that way. The reality is and I will say this publicly and professionally, when Jill Hall comes forward with something you can best believe that it has purpose. I say that all the time. The other thing that happens all the time is when Jill Hall recognizes a staff person to me, it is not a fly by night person, it is someone who will come into this District and will do the very best for children – I made those statements before. I don't want you to think anything that you say is designed in any way to appear that we are not hearing you, I want you know that we do and our goals are always to ensure that the very best comes for our students and we did not forget anything that we don't have right now – we are working on ways to get those things. People doubt us all the time. People go out and say these bad things about the administration that we don't care – if I didn't care I wouldn't be here. Ms. Hall stated Jill Hall doesn't doubt you for one bit. Mr. Tatum stated I always say the day I leave here, the District has to be better than when I took it over and that is the only goal I have.

Melissa Francis stated I wanted to piggy back on what Paul stated earlier. I also attended tonight's Township committee meeting and I was the one who posted the question – I read part of their policy which states that the Superintendent should be involved in making these decisions. The question was posed the lady answered and I'm not sure the television was turned off or the airing was turned off at the time but the attorney did say that it was to his understanding that you were aware. I just wanted to make that statement.

The other thing I wanted to say and I don't know if it was already addressed. For years I have been attending PTA meetings and parents have concerns over ARAMARK our current food contract company. At the time in Livingston, the principal addressed some of the issues but I recently attended the high school PTA meeting which parents addressed their concerns but I was wondering if there will be looking to negotiate that contract and look into other food companies in the near future because there have been so many complaints. The main concern was the way they set up. There is not enough time and I believe it is the 6th period lunch. Mr. Nufiro stated that was noted before. Mrs. Francis stated are you guys looking to possibly negotiate a contract or look into other contracts with competitors. Mr. Brennan stated at the end of this year we will put out an RFP because our 5-year agreement with them is up. Mr. Tatum stated there are issues that we have to look into now. Instructionally Mr. Brennan's office will be looking into it because we understand there are issues with service. I know last week there was a meeting with ARAMARK. Hearing some of the concerns that have come up tonight we will still have to look into. Mr. Brennan stated I did hear the concerns earlier and I did reach out to ARAMARK and I have received a response and I shared it with Mrs. Darby. We are bringing it to their attention and hopefully we will get a resolution. Mr. Nufrio stated I would appreciate if you would share it with the rest of the Board.

Mr. Monge stated we had the Board approve an RFP/RFQ calendar this year and food services is on there and to my understanding the first time we are going out to RFP/RFQ opening for food service so I'm very proud that we are doing that because we have had them for quite a long time. Mr. Nufrio stated they are a 5-year contract. Mr. Monge stated we approve them every year. Mr. Nufrio stated this is the end of the 5th year and it is open game.

Mr. Brennan stated it is an email to Deb Smith with our earlier concerns. Mr. Taylor stated it is an email and you are communicating with them. Mr. Nufrio stated I'm limited to three people, you are not so you can disseminate it to the Board and to Mr. Taylor.

Darren Martin stated Mr. Taylor you and I know each other – I'm the Board of Trustee President for Little One's when you were Mayor of East Orange. Mr. Taylor stated knew you looked familiar and it is good seeing you. Mr. Martin stated Union High School principal – what is the status of that? I know there was a fight there last week. My daughters are there and I'm very concerned about and I'm not going to say “lack of leadership” – I know the Assistant Superintendent is there helping out but the fight went on and that went viral – pulling hair and some guy broke it up – I don't know which security it was. I don't like the situation there.

TV34 – transparency – as I told that group that we call elected officials down there I'm a little concerned about and for five years I have been watching elected officials make decisions for 60,000 people in this District. It has nothing to do with you guys here but the career politicians are going to be going away because we are helping to organize to get rid of that – enough is enough with these people that think they can do whatever they want to do.

I agree with you, librarians, I spoke about it at my son's school, Burnet. I spoke with you about it and you gave me the best answer you can give me and I get it but we want literacy. We said kids are important. I know it is not easy decisions but that has to be put back.

If I can make a suggestion about food, when I was PTO president in Newark we created a nutritional committee in each of the schools and we looked at food vendors and that is how we came up with a decision for the food vendor and solved that problem instead of having the same one all the time.

Also to your point when I was PTO president, two meetings in one day – the same content but one meeting was in the morning and one was in the evening so that way it didn't conflict so I don't know if you want to take that suggestion or not.

Every year since I have been here, I get this life insurance thing in my kids packet that comes home. Who is this insurance company and why are they marketing to our kids every year? Who is deciding that? I don't want that coming home to my kids. They have life insurance – I don't want my kid marketed. Obviously someone on the Town Committee, their friends or something and it shouldn't be in any schools. For the last five years, it has been in their packets. That should not be happening. I don't feel good about kids being marketed that way. Parents make a decision whether they give their kids life insurance. I hope next year that goes away otherwise I'm going to file charges because that makes no sense to me.

Stay transparent because it doesn't seem to be happening from the committee. People are talking about Union Township. I co-host a radio show and it comes up all the time – Union is being talked about a lot. I was born and raised in Jersey City – poli-tricks over there is crazy. I lived in Newark for 11 years before coming here – poli-tricks – same thing here too much poli-tricks. We have to start being honest with people. We should be informing, engaging and empowering people. That is all that we should be doing. Everything should be above board. We should not be playing tricks on people. Not saying that you guys are doing it, just be careful on how you acting. I'm also a Deacon so integrity means a lot to me. Integrity – stay above board and that is all I have to say.

Maria Fonseca stated earlier this year I made a statement to the Board of Ed. I said that my class and I and the class underneath who are 18 – will be able to vote. We have been watching and we have been seeing what is going on – so we can vote. I'm not going to talk about the 12 years of being in school. I'm in college now. I'm here so I can talk to you guys. For whatever reason the debate is not going to be aired, it does matter. It should be aired. There are people that are my friends that graduated in Chicago, in Maryland, Boston – even if they are in New Jersey not all of us have the time to go to this meeting, this debate. I am studying to be a chemical engineer, I don't have time for this so if it is going to be on TV I need to be able to see it. I don't know if it was your decision or the Town's decision. Whoever's decision it is you as the Board of Education should worry about educating the people on the candidates. If it was their decision you like fix this because we need to be educated. I don't think my comment in March was the reason for this not airing – whatever reason doesn't really matter. It should be heard.

Jocasta Brand stated my youngest son was very concerned because I gave my address at the Township meeting. I found it extremely ironic that he is going to give a PSA on voting, voting rights, and the importance of being an educated voter. Here I was learning that there is suppression of information here happening in our Town for something as important as the Board of Ed elections. That is extremely disappointing. What was even more disappointing was that we attended this meeting hoping to get some answers from the Township Committee and basically people were shut down. There were no answers as to why this decision was made. There was a question regarding whether or not the Superintendent had been informed. Not just informed but actually that there had been conversations with you. We could not get an answer on this. By default you have given us an answer now. That is extremely disappointing and I am hoping that the Board will not disappoint as well that we will get some answers from you that you will go back to the Township Committee and say look this is important for our taxpayers, this is important for parents – we need to know who is going to be at the table. If you are not sitting at the table, maybe you are on the menu. We want to make sure we know who is sitting at the table.

In regards to feeling welcome at the schools, Chasity I hear you. It is not just Washington – other schools where we walk through the door – it is not necessarily a welcoming environment. Not from the principal, not from any of the teachers but it is happening. It is disconcerting because we are parents. The students, the parents we are your job. If I am coming into the building and feeling that I'm imposing on you, then you are the one that is the problem.

You should be listening to us. Thank you and I hope you can address this concern regarding the Board of Education debate. I learned and listened to other people that were in the room talking. It is not a political debate, it is the Board of Education debate. Let's have some transparency in the room.

Mr. Taylor stated to the Board members and members of the public – there have been a number of comments about this debate and what is aired on TV. Prior to public comment a Board member raised the issue and requested that the administration and my office review the contract to determine if the school district has any say or control over of what is aired on the TV station; whether it be by authorization or input or notification etc. As it stands this evening, we don't have a copy of the contract, there has been a question as to whether the district/administration was notified. I want to say that because everyone is saying the same question and I'm not saying that you can't but the issue is already teed up to be reviewed and report back to the Board what options if any that it has.

Mr. Nufrio stated it is I guess for expediency. The issue is definitely on the table and Mr. Taylor has assured the Board that he will review whatever contractual agreement there is which would absolutely encapsulate what you are talking about.

Mrs. Brand stated again, this is a timely issue. Mr. Nufrio stated you were here so that is why he is informing you. Time is of the essence, I understand that. We must relegate this to our Board Attorney to see if in fact there is some legal steps that may be required. Hopefully it will be done as expediently as possible.

Sienna Boku stated I know you said for the sake of expediency but I'm probably going to repeat everything you guys just said because I have a different perspective. I am almost 19 years old, going to be a college student and a product of Union School District. What we should be the most proud of – we have students that have gone all over the country. I have a friend who is going to school in Paris right now – University of Paris – she graduated with me last year. And we are all voting. We can get absentee ballots and we need to be informed; that is what you teach us – you teach us to vote and be informed. You teach us to be informed on things that come out of our mouths much less than picking people who are in seats that our parents pay for, will pay for, hopefully will stay in this Township but that is up to the trajectory of the schools and you guys.

Also, listening to a parent that say libraries are great is one thing but it doesn't have the same impact when it comes from a student. I can tell you that I know what I want to do with my life. I want to be an advocate for victims of human trafficking because of a project I did in the middle school library. We got a founder of a charity that works internationally to come speak to us because of that project in that library. I was part of battle of the books. My entire team quit on me and the librarian said don't leave I'll put you on another team, please stay and that was 6th grade. I stayed with that for three years and I learned how to write research papers. My first research paper was on Dr. Jekyll and Mr. Hyde. I researched mental illness because of the librarian. I know how to do all of that. I can write college papers. I can cite things that English teachers don't have time to teach you because they have to teach you how to write so that is the librarians' job – so that is super important.

The March regular session meeting I came in with a binder of Board policies and I was talking about all the mental health issues and I was actually talking about budget which went by the waist side when everything happened this year and we had to do crunch time and so we are talking about making new budgets and that is something that we had to revisit. We are talking about per kid this is how much money is allocated for them and then counseling within all the schools and that was in the budget but how that is genuinely distributed and how those resources are readily available to every single student not just the students that immediately be on the radar. That is something to think about when you are doing the budget. I know it is super hard. It is really important to me and to all of my friends and all of the people that are going to be voting and because we are not going to air this debate, we are the ones that are telling them. This is what is going on because I'm in Union. I'm not going to be in Union next November, I am going to be in Boston and she is going to be telling me and hopefully we can rectify all that in time but just putting it on everyone's radar because we are listening too. It is not just young people that can't vote, their parents and us and we are the future and we are the ones that are going to have the kids hopefully still be in Union and we are going to be ones making sure that this District is alive.

Mr. Nufrio stated I know you have a thirst and hunger for knowledge. I think I heard you saying that the elected officials, meaning the Board members here, that your parents pay for us – we don't get paid.

Elsie Mackie stated three things – how are we doing about transportation? Mr. Tatum stated we are working on it. Mrs. Mackie stated second we have new legal – does that include special education? It is a whole new team now? Mr. Brennan stated all together. Mrs. Mackie stated I need clarification on OPRA guidelines – I guess I will direct that to the lawyer, Mr. Tatum and BOE President. Mr. Nufrio stated no, OPRA guidelines Mr. Brennan. Mr. Brennan stated I also consult with the attorney.

Mrs. Mackie stated here's the scenario, if I a parent sends an email to Mr. Tatum with a concern about my child with a disability to you the Board President and any Board member, questions or concerns, or any issue pertaining to the wellbeing of my children, in terms of sending information to you guys how protected is that information when an OPRA request comes in? Who looks at it? Who makes the determination? My concern is while it is being viewed, there is a lot of privacy stuff in there and I would hate to think that my child's, or any child in special education, information is compromised because of an OPRA request for email. Nothing is sacred and private, I get it, but now I'm learning and I feel I can't send you an email or any of you an email because I'm nervous that the information may be used. Fully aware of the laws, surrounded and protected, so we have a concern now when OPRA – where emails are being OPRA especially when you are dealing with our children – where is the privacy.

Mr. Taylor stated Mr. Tatum is not so lucky where he can't get emails. You can email him all you want. As a general proposition and this is not about your child, this is generally speaking, every email, piece of paper, text message that Board members send to each other, every email about Board issues, Board business, is technically a government record. Whether on paper or in the cloud – it is a government record technically. There are numerous exceptions and

protections to the disclosure of those public records upon request. Generally those exceptions are student's privacy issues, whether disability, special ed, grades, attorney client privilege information, contract negotiations, student safety and security, building safety and security – those are the number of exceptions to disclosure. Yes it is a public record and no it can't be disclosed to the public upon request.

Mrs. Mackie stated who goes through it to ensure that information is private? I had scenarios situations where everyone is aware of when it comes to my child and my concern is who is going through this information. Is it you? Your team? Do you go through it? How do I know and all parents, not just special education parents, but parents in general know that comes of the year these requests are being made. How effective is that information? I have to trust that if I have a problem and I get it – government – but if I'm sending you an email pertaining to my kid, I don't want anybody going through that because it is a tricky situation and you guys get multiple emails. We hear the stories all the time with the parents. My first inkling is send an email to the three of them, send an email to Mrs. Conti – now I'm finding out that an OPRA request can happen with everybody having access to go through it, that is a deep concern especially around certain times of the year.

Mr. Taylor stated without commenting about your specific situation or past situations or concerns, in general, a public entity has a designated custodian of records. In a school district it is typically the Business Administrator/Board Secretary. Ninety percent of OPRA requests are routine. For the ones that deal with potential confidential information is not uncommon for the record custodian to seek the input of the attorney to review it for certain exceptions.

Mrs. Mackie asked are we as parents notified that we got this OPRA request? Mr. Taylor stated no. Mrs. Mackie stated I am extremely nervous right now with the thought process. Mr. Taylor stated again there is a process for the public to ask for records. There is a process for which the District has an obligation to comply but they also can voice certain objections or not disclose those records. Sometimes there is litigation, court cases where records come up, it is not a yes or no. You can go to the government records council – under the website grc.org – government records council of New Jersey and they have fact sheets and sample documents and the whole procedure lined up for you.

Mrs. Mackie stated for the purpose of this team, should we be confident that we are protected. Mr. Benaquista stated in defense of Mrs. Mackie she wasn't here for your statement as far as all the questions so that is why she got a back and forth.

Mr. Taylor stated this is my first Board meeting and I can tell you in the last week I have reviewed 3-4 OPRA requests from the administration in order to not just protect or not in order to not give the information, but to make sure that they are appropriately providing and/or not disclosing information they can. By the questions I know that they are very knowledgeable about the process and sometimes you don't always get the right answer unless you ask the right questions. They are in compliance to my knowledge.

From a Board policy standpoint, public comment, every section of a Board meeting must be set aside for public comment. The bylaws of the Board provide for 5 minutes for each person

to speak one time. Once you get your 5 minutes that is it until next month. You also can't borrow and trade your time. If you don't use your 5 minutes, then you lose it.

Mr. Nufrio stated you can submit the question that is related to her concerns directly to Mr. Brennan or Mr. Tatum.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mrs. Minneci, that the Board go into Executive Session at 10:12 p.m. 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.
- Matters which would constitute an unwarranted invasion of individual privacy.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

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

MOTION CARRIED

Mrs. Moses left prior to executive session (10:15 p.m.)

The Board returned to public session at 11:40 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Dr. Francis, that the meeting be adjourned at 11:40 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**