

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING AGENDA – November 20, 2018

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, November 20, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:06 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 (arrived at 7:11 p.m.)

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Anne Hart, Mrs. Maureen Guilfoyle, Mr. Craig Wojcik

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. Arminio led the Board and audience members in the Pledge of Allegiance.

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

Mr. Arminio read the District’s mission statement.

Mrs. Higgins arrived at 7:11 p.m.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

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

1. July 17, 2018 – regular meeting
2. July 17, 2018 – executive session

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

COMMUNICATIONS:

LETTER OF RESIGNATION – TORR

Letter of resignation from Jessica Torr, paraprofessional-Kawameeh Middle School, effective November 16, 2018.

LETTER OF RESIGNATION – VEGLIA

Letter of resignation from Christine Veglia, teacher-Jefferson School, effective October 22, 2018.

LETTER OF RESIGNATION – BORGES

Letter of resignation from Ruben L. Borges, Jr., paraprofessional-Franklin Elementary School, effective December 1, 2018.

LETTER OF RESIGNATION – ZEBALLOS

Letter of resignation from Jennifer Zeballos, cafeteria aide-Washington Elementary School, effective November 9, 2018.

LETTER OF RESIGNATION – COVINO-HUNTER

Letter of resignation from Lauren Covino-Hunter, paraprofessional-Battle Hill Elementary School, effective October 31, 2018.

REQUEST FOR INTERMITTENT LEAVE – TOBIN

Request for intermittent FMLA/NJFLA (concurrent) from Susan Tobin, teacher-Washington Elementary School, effective October 22, 2018 to April 22, 2019.

REQUEST FOR LEAVE – GUNDERSEN

Request for paid medical leave (non FMLA) from Jamie Gundersen, teacher-Connecticut Farms Elementary School, effective November 15, 2018 to December 12, 2018.

REQUEST FOR LEAVE – VINCENT

Request for paid medical leave followed by unpaid FMLA/NJFLA from Jaclyn Vincent, teacher-Connecticut Farms Elementary School, effective October 19, 2018 to March 4, 2019.

REQUEST FOR EXTENSION OF LEAVE – POLIZZI

Request for extension of child rearing leave from Abby Polizzi, teacher-Battle Hill Elementary School, new return date of February 1, 2019.

**REQUEST FOR EXTENSION OF LEAVE – PLACCA**

Request for extension of child rearing leave from Nicole Placca, Spanish teacher-Union High School, new return date of May 13, 2019.

**LETTER OF RETIREMENT – SCHOENBERGER**

Letter of resignation, for the purpose of retirement from Nancy Schoenberger, general/vocal music teacher-Kawameeh Middle School, effective June 30, 2019.

**LETTER OF RETIREMENT – GINLACK**

Letter of resignation, for the purpose of retirement, from John Ginlack Jr., Custodian-Battle Hill Elementary School, effective December 1, 2018.

**LETTER OF RESIGNATION – SAEZ**

Letter of resignation from Maryluz Saez, part-time transportation assistant-Transportation Department, effective December 1, 2018.

**REQUEST FOR INTERMITTENT LEAVE – OSBORNE**

Request for intermittent unpaid FMLA/NJFLA leave (concurrently) from Amie Osborne, teacher of science/special education-Union High School, from September 21, 2018 to June 30, 2019.

**REQUEST FOR LEAVE – WAHLERS**

Request for FMLA/NJFLA leave (concurrently) followed by unpaid leave of absence from Jennifer Wahlers, teacher-Jefferson School, from November 16, 2018 to June 30, 2019.

**REQUEST FOR LEAVE – FILIPPONE**

Request for paid child leave followed by unpaid FMLA/NJFLA leave (concurrently) from Nicole Filippone, preschool teacher-Hannah Caldwell Elementary School, from April 23, 2019 to June 30, 2019.

**REQUEST FOR LEAVE – CHI**

Request for paid medical leave from Virginia Chi, school nurse-Washington Elementary School, from October 9, 2018 and with a tentative return date of January 2, 2019.

**REQUEST FOR EXTENSION OF LEAVE – ARDITO**

Request for extension of current NJFLA leave from Nicholas Ardito, Director of Security-Districtwide, through November 17, 2019.

**REQUEST FOR LEAVE – CAPPIELLO**

Request for paid medical leave of absence from Diane Cappiello, Executive Administrative Assistant-Business Office, from December 27, 2018 and with a tentative return date of January 16, 2019, followed by paid intermittent leave of absence under FMLA/NJFLA (concurrently) through December 27, 2019.

Mr. Arminio stated good luck to Nancy Shoenberger, teacher at Kawameeh, we will miss her and good luck to John Ginlack, custodian at Battle Hill.

#### H. Superintendent's Report

Mr. Tatum stated there will be two presentations today – one from Dina Jordan - ACE Mentor Program Architect and Engineering and one from Patricia Bridges on Global Travel 2020.

Dina Jordan stated I have Laurie Ann Jones here with me who is an architect with our mentoring firm. She is also a Board member, a team leader for one of Jersey teams.

Thank you so much for letting me present to you this evening. ACE New Jersey is a community based school career based learning program. We have been around for over 25 years – started in New York City and now in Newark, New Jersey. The Newark New Jersey team is the second oldest team and has been around for 19 years and we are very proud to have that longevity.

The mission is to enlighten and motivate students toward architecture, construction, engineering and related careers – interior design, landscaping and including both the skilled trades and professional pursuits. We have alignment with contractors, other union groups that actively support our students and programs and we take field trips to some of those locations.

The benefits of the program are career awareness and readiness. We also offer scholarships for continuing education – college or trade schools. Our scholarships range from \$500 to \$2,500. Last year we gave away 22 different scholarships from Cumberland County to Hudson County. We follow the full scope and range of New Jersey.

What is this going to cost Union Public Schools to have a New Jersey team? Nothing much at all – as a partner, the only thing that we may need from our partner is space. We have two team models – one is a school team based model – where our students attend the school on location or we have community based teams – where a mentoring firm, architect, construction, theater – have offices and the students go to their offices to meet. Half of our teams are school based and the other half community based teams. In both instances we have field trips to sites because hands on and seeing a project in action is where you get the genesis of what is happening, the benefit and award of such a valuable program. ACE fundraises to provide transportation to those field trips but we may ask our partners to support the transportation for our field trips.

Students learn the different aspects of the building and design trade and they learn by designing a project. Laurie Ann works with the Middlesex team.

Laurie Ann Jones stated there is a national program that is put together for the students and there is a national competition too. Our team competed nationally and was awarded an honorable mention. The construction industry roundtable which is another organization that is very positive and to make sure that students that are interested in these careers get opportunities to study and explore them before they go off to college. They put together a competition for the

students on an annual basis and that year we competed in two competitions – one was for ideal schools and the other was for a modular home. In ideal schools, students were given essentially second place in that category.

There are a lot of great opportunities for students. It is also about the ongoing connection. I have been mentoring long enough where I have had one of my students come work with me. All the way through college and working towards his architectural license doing his internship opportunities to studying for exams and going through that program - one of the very first students that I mentored – the nature of those connections and being able to help someone come up in a career the way you were may or may not have been helped through the career and being able to help someone was great for me.

Ms. Jordan stated we have a mentoring firm in Cumberland County where a student has participated for four years, went to college, graduated and now she works at the firm as an architect and is a mentor for the team that is still going.

We are excited to come to Union; our team in Trenton is trying to come back. So there are two teams in the pipeline right now.

Summary overview is appended to the minutes.

Mr. Monge stated here in Union High School we have some terrific programs – a draft program where you actually after the fourth year you can get a drafting certification. We also have an engineering program and I think we are trying to extend to a fourth year and other classes that could be considered trade classes – which is fantastic. But going through some college tours with my son, he wants to be an architect and had an opportunity to actually shadow Laurie Ann a couple of days at her office. What is happening with a lot of kids – visiting different schools – is the experience and being able to be with architects like Laurie Ann and understanding what it takes to actually know if you have an interest and take it into a classroom to be able to have portfolio to show the school and when you are in college even to be able to have those contacts to get internships.

Ms. Jordan stated as educators, you understand experience and exposure that enriches our students. ACE is about diversifying building and design trades. Our program is very diverse – male, female, all different races participate in our program. We have teams from Hudson County all the way down to Cumberland County and we would love to be here in Union County.

Mrs. Moses asked if you could speak about the mentors and how we go about getting those mentors? Ms. Jordan stated the mentors come from the community. If there is building project going on in the schools, we should ask those groups if they are interested in supporting this program. We will certainly tap our data base of mentors because our business partners have offices throughout the State. You also have businesses here in Union. Companies want to give back – whether financially or volunteerism with their staff. The Trenton team in the pipeline is a community based program where the Boys & Girls Club of Mercer County is actually seeking to launch that program. They are having a career construction day in two weeks and that is their avenue of trying to find mentors to be part of this program. Not only encourage students into

construction careers but also have companies come to share their knowledge of construction career to the students to be part of the ACE program that they are trying to develop in their community. Those are individuals that you can reach out to or we can reach out to on your behalf.

We have an ACE mentor program called Safety 101 – it is important to us because I know it is important to you. Every single mentor, volunteer has to have a background check before they can participate with our students. Any one that has any activity with our students, they must have a background check. It is important to us as it is to you. Safety of course is important to us.

Mrs. Regis-Darby asked will there be a cost on students? Ms. Jordan stated ACE is a national program, we are from New Jersey to California. We are in about 30-40 states in the US and over 100 teams across the US. We have mentors who volunteer, their companies support those efforts and project materials needed.

Mrs. Regis-Darby asked how many days do they mentor? There is 40 hours of volunteer? Ms. Jordan stated each team is different and an overview of a typical model – most teams meet twice a month, every other week, after school, every other Tuesday. Most teams kick off at the end of October through the beginning of May. May is when we have our presentation and in June our scholarship dinner. Thank you for having us here and we look forward to possibly have an opportunity to bring our program to Union.

Patricia Bridges stated it is an honor to sit before the Board of Education this evening to emphasize the importance of global travel for our students. As a school counselor I see how our students measure up with the rest of the students across this nation and one of the things that stands out to any admission process is global travel or some type of experience and exposure to outer kinds of experiences – global experiences, national services or community orientated, volunteerism.

It was 2013 that I entered into discussions with EF Tours – Education First Tours. This is a reputable, trusted and 5-star company for global travel opportunities that I sought for the peer ambassador's program - taking our leadership skills from the school, to the city, to the state, to the nation and to the world. Since that initial contact with EF Tours we have done two service learning trips, one in 2015 and 2017 to the Dominican Republic and working with their environmental sustainability program as well as the child enrichment program. This all aligns with the United Nation's sustainability program that extends to any kind of volunteerism or global travel for high school and middle school students.

Sustainability outlines where they are the topics of our reflections every night as we reflected on how our service has touched the world even with the activities that we had on both trips. In 2018, a group of 30 plus students and adults and chaperones traveled to Iceland on an amazing journey and returned forever changed.

During spring break of 2019, my understanding a group of 20 plus will be traveling to Greece. In June 2019, there is a literature and artistic trip scheduled for England and Scotland of

which I have been asked to oversee – that is not taken lightly when we venture out of our borders and we have entrusted this one company with every trip that we aspire to go on. These trips continue to revolutionize the learning experiences of our students with teachable outcomes which greatly enhance their classroom, social and emotional experiences.

In 2020 we hope to embark on an international tour experience to China - entering into China through Beijing, Shanghai and finally Hong Kong. This will be one of the longest trips that we have embarked upon. Students and chaperones as always will experience full-time directorship, coverage with private transportation, 24/7 emergency service through EF Tours – all provided through the payment each student is responsible for.

In addition as well as the introduction to this cultural immersion through the tours, historic explanation and nightly guided reflections led by our director, our students will return to Union Township having been changed and transformed by their experiences. This is always the case with EF Tours. The community service hours will be offered to them and the possibility of gaining college credits is always a possibility.

In October of 2018 I was privileged to be invited to a global teachers summit in Denmark. Forty-seven teachers across the nation were gathered to impart to one another and emphasize the seriousness of global learning. Middle school and high school representation were at the table so this is a possibility even for our middle school students. What I am proposing is that if the Board of Education really would support, not blindly, but know that we are investigating, working with this 5-star company and trusting our students to go through the training needed for a successful trip or excursion then we can actually put our students in a better placement when it comes to standing out on their college application. Students across the nation are traveling and this will outweigh our graduating students in global activity and global experiences on their applications and their co-curricular transfers. Our students are great but these experiences and possibilities and programs through these trips will also make them greater on a global scale. Thank you.

Mr. Arminio stated just to endorse education first – this past summer I had a student from China staying with us for the month of June into July and through Education First and he was from one of the major cities in China and I think the experience for both the Chinese students that came here was a tremendous experience not only to learn the language and our culture but also to show what we are really like. I think our going to China will show the people there what we are really like and our students will learn what it is really like in the culture of that country. I think it is a great program.

Ms. Bridges stated in 2019 I will be traveling with the go ahead group which means an adult group through EF Tours to Israel so that is one of the things that I'm hoping to bring back – how to also engage our adult population with global travel as well. Proposal appended to minutes.

Mrs. Richardson asked what is the cost of these trips? How does it get paid? Ms. Bridges stated the cost of the trip is handled specifically from EF Tours. It depends on the length of the trip, as well as the Country we are visiting. When we visited the Dominican Republic, it is

a close proximity on a scale of travel and we usually stay during spring break so that trip for 8 days includes airfare, cost of hotel/lodging, three meals a day and then private transportation and the director – around \$3,000. Mrs. Richardson asked who pays for that? Ms. Bridges stated the parents of the students.

Mr. Nufrio stated I recall reading a Linden trip to Italy – were you part of that? Ms. Bridges stated no, my heart is in Union. My first introduction to EF Tours came from a vice principal that takes her students from Glen Ridge high school and since then that has been the company that we choose.

Mrs. Higgins asked is there fundraising to offset the costs? Ms. Bridges stated there is fundraising offered by EF Tours and it is really one of those types of “go fund me” but they handle everything and it is a way that online payments can be made and students can take the initiative to ask their parents, extended family to choose between birthday/Christmas present and ask for the funding instead of the present to be uploaded to their account on EF Tours. Fundraising is something that the student will have to do on their own. Mrs. Higgins stated handle it on their own. There is no stipulation for lower income students. Ms. Bridges stated the cost of the trip is usually one that does not move. I have spoken to EF Tours in regards to what is necessary for scholarships for low income students. We only had one student who has expressed but even with his scholarship, she was not able to attend because of the funding.

Mrs. Richardson stated my son was on the US soccer team when he was 15 and he had to write letters to family and friends to fundraise for the trip to England and Denmark. He was able to get half of the cost paid through people supporting him. He had to do that on his own and then we paid for the rest of it. It was a great experience. Ms. Bridges stated in this technological age they will do everything online – emails, text messages and have everything uploaded to their own specific account on the EF Tours site but it does build the initiative building, leadership skills that are necessary and it is from beginning to end. Once we establish a date for the China trip in 2020, which is usually during spring break or right after school ends, my hope is that we can start the process now in 2018 and allow the parents and students to have maximum time to fundraise and come up with the funding. It is never the same year, it is always a year and half out.

Mr. Tatum stated Student/Staff Attendance - Student Totals 96.25% and Staff 93.25%

Monthly Highlights - Snow Day – November 15th - on Thursday November 15, the weather forecast called for a 1-3 inch snowfall. Surprisingly, this minimum amount of snow turned into a major storm that left 6 or more inches on the ground in this area. As we all know, the Township of Union, as well as surrounding communities, experienced total gridlock causing major delays on area streets. We noticed around 4:00 pm parents were still picking up students from Union High School, whose normal dismissal time is approximately 2:40 pm. Consequently, at around 4:30 pm we received a call from Ms. Bossard, acting principal, who informed us that approximately 30 students were still in the building. She assured me that she and Mr. Paterno were making efforts to ensure that all students were being picked up safely. Our buses departed at our regularly scheduled times, however, they too became delayed as a part of this unanticipated weather emergency. The transportation office was flooded with phone calls, as we

learned that buses had not arrived at their scheduled destinations. Mr. Vieira, Assistant Business Administrator, alerted the central office administration about the activities going on in the transportation department at approximately 5:45 pm. At that point, I received another phone call from Jefferson school indicating that students from Battle Hill, Connecticut Farms and Livingston, would be dropped off at Jefferson School but no parent notification had been provided concerning the timing of their arrival. At that point a first all-call was completed to alert parents where to pick up their children. Unfortunately, this information did not coincide with the timing of the bus arrivals. At this point, Mrs. Moses and I started to assess the number of students that were still stranded in the district. We contacted each school only to learn that the building administrators and staff were still housing students who had not been dismissed. As we all know, students remained in school and on buses until they were successfully reunited with their parents. As information came to us we tried to keep families informed.

The following is a breakdown of the staff who remained with students during the storm in each building:

- Battle Hill: 16 staff members, 5 parent volunteers with 79 students.
- Burnet: 4 staff members with 24 students
- Connecticut Farms: 5 staff members with 50 students
- Franklin: 17 staff members with over 50 students
- Hannah Caldwell: 34 staff members with 150 students
- Jefferson: 9 staff members with 45 students
- Kawameeh: 4 staff members with 25 students
- Livingston: 4 staff members with 70 students
- Union High School: 6 staff members with 30 students
- Washington: 2 staff members with over 150 students

In addition, members of our transportation department including, supervisor, Gail Calderone and her assistant, Tracey Kessock, remained steadfast in their efforts to ensure that children arrived home safely. This weather crisis, throughout the district, ended at approximately 12:30 a.m.

I want to take this time to publicly thank all of our staff members for their commitment and diligence in helping to keep all of our students safe. All staff members will be recognized appropriately for the efforts and dedication.

American Education Week was November 12-16. Our schools participated by inviting parents into the schools to spend a lesson with the class.

Parents at Hannah Caldwell were able to participate in activities such as math puzzles, STEM activities, interactive SmartBoard lessons, and many more.

Washington also held a Veterans Day assembly where they invited veterans to share their stories with the students and parents who were in attendance for American Education Week.

Planning Committee meeting reconvened on October 30<sup>th</sup> and determined there will be 4 meetings annually; created sub-committees, grade-level configuration, next meeting: December 5<sup>th</sup>. We also have a mindfulness committee chaired by our principal Mr. Matthews, a grant committee and we are putting together a parent committee that will represent every school in the District – to seek input from parents and work, improve communication between home and school. That is not everything because every time a topic comes up a new committee gets developed. Jill Hall has been tremendous and also a social and emotional committee has been put together.

Upcoming Events - next District Planning Committee Meeting will be on Tuesday, January 29th at 6:30pm.

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

#### E-1. AFFIRM SUPERINTENDENT’S RESOLUTION OF HIB

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

#### E-2. APPROVE DANIELSON FRAMEWORK

Approve the Danielson Framework for Teaching Evaluation Instrument for the 2018-2019 school year, in accordance with the information appended to the minutes.

#### E-3. APPROVE STUDENT COUNCIL ADVISORS – CONNECTICUT FARMS

Approve the Student Council Advisors at Connecticut Farms Elementary School: Olga Korzen and Jennifer Parkhurst.

#### E-4. APPROVE CURRICULUM GUIDE – 2018-2019

Approve the following Curriculum Guide, in accordance with the information appended to the minutes: (a) UHS Computer Science Essentials.

E-5. *Agenda item approved at November 13, 2018 worksession (NJQSAC District Performance Review)*

E-6. *Agenda item approved at November 13, 2018 worksession (transportation of student)*

#### DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

## FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

## F-1. TREASURER'S REPORT

That the Treasurer's Report dated October 31, 2018 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated October 31, 2018 be accepted.

## F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

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

/s/ Gregory E. Brennan

Gregory E. Brennan, Board Secretary

\_\_\_\_\_ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of October 31, 2018 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

## F-4. APPROVE APPROPRIATION TRANSFERS

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

## F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

## F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. *Agenda item approved at November 13, 2018 worksession (student field trips).*

**F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS**

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

**F-8. APPROVE LIST OF 2018-2019 STATE CONTRACT VENDORS**

Approve the amended list of the 2018-2019 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	2214/Senior Class	Carr and Associates Marketing/food truck festival organizer	\$2,000.00
Union High School	2033/Music	Piryls Distributors/food purchase for sale at concessions at marching band competition	\$1,601.45

**F-10. APPROVE 2018-2019 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approval be given to amend the 2018-2019 out-of-district student placement list, in accordance with the information appended to the minutes.

**F-11. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Go Fund	December 1, 2018 to January 15, 2019	UHS/Winter Track – to raise funds for nationals and the needs for winter track
Dressdown/Spirit Wear Fundraiser	November 15, 2018-March 1, 2019	BMS/Drama Club – to raise funds for Theatre Department
Family Winter Festival and Vendor Fair	November 16-December 7, 2018	BMS/Builder's Club, Student Council, NJHS – to raise funds for schoolwide events
Program Ad Sales	December 1, 2018 to March 1, 2019	Kawameeh/Drama Club – to raise funds for the production of Aladdin Jr.
T-shirt Sale	December 1, 2018 to May 31, 2019	Kawameeh/Music – to raise funds to provide music department shirts for students and fund for a potential field trip
Shoobox Recycling	November 21, 2018-June 20, 2019	Kawameeh/Student Renaissance – to raise funds for students and help people in need
Candy/Soda Sale	November 21, 2018 to March 1, 2019	Kawameeh/ski/snowboard club – to raise funds for school ski/snowboard trips throughout the winter
Candy Cane Grams	December 1-21, 2018	Kawameeh/student council – to raise funds for 8 <sup>th</sup> grade trip

Philly Pretzels	November 21, 2018 to June 2019	Kawameeh/student counsel – to raise funds for 8 <sup>th</sup> grade trip
Pictures with Santa	December 18, 2018	Kawameeh/student council – raise funds for 8 <sup>th</sup> grade trip
Shoprite Bagging Fundraiser	December 1-31, 2018	UHS/National Spanish Honor Society – to raise funds for the Spanish Honor Society’s scholarships and event fundraising
Bake Sales	December 14, 2018 to April 12, 2019	UHS/Student Council – to raise funds for the student council upcoming events
Student vs. Faculty Football Game t-shirt sale	November 21, 2018 to April 1, 2019	UHS/Student Council – to raise funds for the student council upcoming events
Holiday Grams Fundraiser	November 30-December 21, 2018	UHS/Student Council – to raise funds for the student council upcoming events
Powderpuff Football Game Fundraiser	April 12-May 31, 2019	UHS/Student Council – to raise funds for the student council upcoming events
March Madness Fundraiser	February 15-March 29, 2019	UHS/Student Council – to raise funds for the student council upcoming events
Valentine’s Day Grams Fundraiser	January 14-February 14, 2019	UHS/Student Council – to raise funds for the student council upcoming events
Snack Sale	January 8, 15 and 29, 2019	UHS/Chess Club – to raise money for the in-school chess tournament trophies and prizes
Coca-Cola Vending Machine Sales	November 20, 2018 to June 30, 2019	UHS/Senior Class – to raise funds for the Class of 2019
Bake Sales/Raffle/Holiday Showcases/T-Shirt Sales and Spring Fling	November 26, 2018 to May 31, 2019	UHS/Creative Content Club – to raise funds for the creative content club
Teacher Dressdown Day Fundraiser	December 7, 2018	UHS/Disability Awareness & Empowerment Club – to raise funds for the disability awareness and empowerment club
Pretzel Sale	November 16, 2018	UHS/German National Honor Society – to raise funds for the German honor society’s German Art gallery field trip in New York
Food Drive	October 25 to November 21, 2018	UHS/HOSA (Healthcare Occupation Students of America) – food drive for Township Food Pantry
T-shirt Sale	March 1 to April 1, 2019	UHS/French Honor Society – to raise funds for the French honor society’s senior cords, club holiday parties and scholarships
Gertrude Hawk Chocolate Sale	January 5-February 5, 2019	UHS/French Honor Society – to raise funds for the French honor society’s senior cords, club holiday parties and scholarships
Snack Sale	November 21, 2018 to May 31, 2019	UHS/UHSPAC/Swing Choir/Advance Musical Theatre – to raise funds for the UHSPAC production and activities costs
Holiday Ornament Sale	November 26-December 20, 2018	UHS/National Art Honor Society – to raise funds for the senior national art honor society scholarships and NAHS fund

#### F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
New York Jets Foundation, Inc	Union High School – Football	\$2,000.00
Anne and Charles Koenig	Union High School – Football	\$350.00
NJ State Council Knights of Columbus	Center for Educational Opportunities – John Olivio	\$1,000.00
Atlantic Health System	Union High School-Athletic Department	Automated External Defibrillator and case; smart pad cartridge; fast response kit; AED cabinet, 2-way wall sign (\$1,126.50)
NFHA Foundation	Union High School – Athletic Department	Automated External Defibrillator

**F-13. APPROVE AMENDMENT TO FY19 ESEA GRANT**

Approve an amendment to the FY19 ESEA Grant to be submitted due to the FY18 ESEA Carry-Over Funds needed to be budgeted. The following amounts are the FY18 Carry-Over Funds for each title: Title I-A: \$143,837; Title IIA: \$176,573; Title III: \$3,939; Title III Immigrant: \$1,794; Title IV: \$10,337 – Total: \$336,480.

**F-14. APPROVE TUITION CONTRACT - ELIZABETH PUBLIC SCHOOLS**

Approve Tuition Contract for the 2017-2018 school year with Elizabeth Public Schools for A.B., in accordance with the non-public information appended to the minutes.

**F-15. APPROVE TUITION CONTRACT - ELIZABETH PUBLIC SCHOOLS**

Approve Tuition Contract for the 2017-2018 school year with Elizabeth Public Schools for K.B., in accordance with the non-public information appended to the minutes.

**F-16. APPROVE TUITION CONTRACT – POINT PLEASANT BOARD OF EDUCATION**

Approve Tuition Contract for the 2018-2019 school year with Point Pleasant Board of Education for C.V., in accordance with the non-public information appended to the minutes.

**F-17. APPROVE TUITION CONTRACT – POINT PLEASANT BOARD OF EDUCATION**

Approve Tuition Contract for the 2018-2019 school year with Point Pleasant Board of Education for D.C., in accordance with the non-public information appended to the minutes.

**F-18. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENTS – UCESC**

Approve the Union County Educational Services Commission 2018-2019 Nonpublic School Technology Initiative Program Agreements for the following participating schools located within the District: (a) Holy Spirit School and (b) St. Michael School, in accordance with the information appended to the minutes.

**F-19. *For informational purposes only – vote not required.*** List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated F-11 – did we get an opportunity to review the contract for the fundraiser? Mr. Brennan stated I reached out to Mrs. Ionta and the previous fundraising company was getting 20-25% of the cut; now with GoFundMe it is 3%. A big increase for our students for fundraising.

Mr. Monge stated F-2 – I had a discussion with Mr. Brennan and I will share it with the rest of the Board.

F-7A – Mr. Brennan spoke with me before. Mr. Brennan stated that is the list of student field trips and last week there were questions on the TBD – why there wasn't a date for the trip. One of them we did get a date today which is Jefferson School going to a Christmas Carol – December 20<sup>th</sup>. However, two of the trips aren't until May and we don't have exact dates. One is for a trip for the Special Olympics and a date has to be honed in on and given to us by Ms. Ionta. Another one was to a court house with Jefferson School and it is an observation of the judicial system and they have to wait for a Judge to get back to them to give them dates. The question is do we want to approve those two trips in May or pull them and wait til we get dates.

Mr. Tatum stated the Jefferson trip is annual and that has been going on for a number of years. I would also caution with any of the field trips to be determined, I think supplementary information can be given to us. What we found ourselves in a position a number of times is actually missing a Board meeting because of trying to get trips approved – I think with advance notice we shouldn't be in that situation. Mr. Monge stated if that is your recommendation, then we will approve them. Mr. Tatum stated and if it needs to be amended, then we will amend it.

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

NAY: None

ABSTAIN: Mr. Arminio (F-18 only); Mrs. Minneci (F-8-vendor #85992 only);  
Mrs. Regis-Darby (F-11 only)

**MOTION CARRIED**

**OPERATIONS COMMITTEE RESOLUTIONS:**

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

**O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS**

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2018-2019 school year, in accordance with the information appended to the minutes.

**O-2. APPROVE REDUCED MANAGEMENT FEE WITH ARAMARK**

Approve reduced management fees (\$0.0552) due to CPI being 3.0% which increases the District's guaranteed return of \$252,638.

**O-3. APPROVE DISPOSAL OF TEXTBOOKS**

Approve disposal of textbooks (all textbooks under 10 years old will be listed on the textbook sharing website), in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Monge stated O-2 – it was revised so thank you Mr. Brennan. Mr. Nufrio stated I think there was a question as to whether it was retroactive? Mr. Brennan stated it is. Mr. Monge stated it is the ARAMARK contract which is a reduction in fees versus an increase. Mr. Brennan stated it was reviewed by the Department of Agriculture/State of New Jersey and they strongly suggested that we correct that and it is to our favor.

Mr. Higgins stated the contract is being reduced by not extended – is that correct? Mr. Tatum stated correct. Mr. Nufrio stated you weren't at the worksession, it was prompted by the Department of Education – it was a minor amount and as such is being amended.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**PERSONNEL COMMITTEE RESOLUTIONS:**

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

**P-1. PERSONNEL ACTIONS**

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

**P-2. APPROVE SUBSTITUTE LISTS**

Approve Substitute Lists for the 2018-2019 school year in accordance with the information in the hands of each Board.

**P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT**

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Torr, Jessica	Paraprofessional	KMS	11/16/18	Resignation	
Veglia, Christine	Elementary Teacher	Jeff	10/22/18	Resignation	
Borges, Ruben	Paraprofessional	Franklin	12/1/18	Resignation	
Zeballos, Jennifer	Café Aide	Wash	11/9/18	Resignation	

Covino Hunter, Lauren	Paraprofessional	BH	10/31/18	Resignation	
Schoenberger, Nancy	General/vocal music teacher	KMS	6/30/19	Retirement	
Ginlack Jr., John	Custodian	BH	12/1/18	Retirement	
Saez, Maryluz	Part-time transportation assistant	Transp. Dept	12/1/18	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ <b>Corrections:</b> All tentative approvals are pending required documentation.
Tobin, Susan	Elementary Teacher	Wash	10/22/18-4/22/19	Intermittent FMLA/NJFLA (Concurrently)	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Gunderson, Jamie	Elementary Teacher	CF	11/5/18-12/12/18	Paid Medical Leave	
Vincent, Jaclyn	Elementary Teacher	CF	10/19/18-3/4/19	Paid Medical Leave followed by Unpaid FMLA/NJFLA	FMLA/NJFLA Entitlement not to exceed 12 weeks.
Polizzi, Abby	Elementary Teacher	BH	Extension Return of 2/1/19	Child Rearing Leave Extension Non FMLA/Non NJFLA	FMLA/NJFLA Entitlement exhausted
Placca, Nicole	Teacher of Spanish	UHS	Extension Return of 5/13/19	Child Rearing Leave Extension Non FMLA/Non NJFLA	FMLA/NJFLA Entitlement exhausted
Osborne, Amie	Science teacher/special education	UHS	Intermittent leave 9/21/18 to 6/30/19	Unpaid FMLA/NJFLA (concurrently)	

Wahlers, Jennifer	Teacher	Jefferson	11/16/18 to 6/30/19	FMLA/NJFLA (concurrently), followed by unpaid leave of absence	
Filippone, Nicole	Preschool teacher	HC	4/23/19-6/30/19	Paid child leave followed by unpaid FMLA/NJFLA (concurrently)	
Chi, Virginia	School nurse	Washington	10/9/18-1/2/19 (tentative)	Paid medical leave	
Ardito, Nick	Director of Security	Districtwide	Extension through 11/17/19	Extension of current NJFLA	
Cappiello, Diane	Executive Administrative Assistant	Business Office	12/27/18-1/16/19 (tentative) Followed by Intermittent Leave through 12/27/19	Paid medical leave of absence followed by paid intermittent leave of absence under FMLA/NJFLA (concurrently)	

**P-5. APPROVE DESIGNEE – STUDENT ACTIVITIES ACCOUNT**

Approve Laura Finnerty as a designee for the ConnectOne “Battle Hill Elementary School Student Activities Account,” at no cost to the District.

**P-6. APPROVE STAFF MEMBERS SALARY FUNDED THROUGH ESEA FY18**

Approve the following staff member whose salary is funded in full through the Districts’ ESEA FY18 Title IIA grant: Zakiyyah Roseberry-Cobb – Franklin Elementary School - \$69,000 – Title IIA (CSR) ELA.

**P-7. APPROVE REVISED JOB DESCRIPTION – ASSISTANT DIRECTOR OF INSTRUCTIONAL TECHNOLOGY**

Approve revised Job Description for the position of Assistant Director of Instructional Technology, in accordance with the information appended to the minutes.

**P-8. APPROVE DESIGNEE – STUDENT ACTIVITIES ACCOUNT**

Approve Althea Bossard and Sean Paterno as designees for the ConnectOne “Union High School Student Activities Account”, at no cost to the District.

**P-9. APPROVE JOB DESCRIPTION – BEHAVIORIST/BEHAVIOR ANALYST**

Approve Job Description for the position of Behaviorist/Behavior Analyst, in accordance with the information appended to the minutes.

**P-10. APPROVE JOB DESCRIPTION – RECEPTIONIST/PUBLIC RELATIONS COORDINATOR**

Approve Job Description for the position of Receptionist/Public Relations Coordinator, 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:** Mrs. Regis-Darby (P-1 only)

**MOTION CARRIED**

**POLICY COMMITTEE:**

Mr. Monge stated our last meeting there was a presentation for the Bylaws 9130 – I have been trying to get it on the agenda for a number of months now. I sent it to two of your emails and you didn't respond. Why did it again not get on the agenda?

Mr. Nufrio asked Mr. Taylor to explain that. Mr. Monge stated I'm asking you. Mr. Nufrio stated you are going to get an answer from Mr. Taylor. Mr. Taylor stated in accordance with your Board bylaws, the Board President has the authority to place items on the agenda as indicated on last week's worksession meeting – the information was not received and I'm not saying it wasn't sent but it was represented by the President that it wasn't received by him in advance of the worksession and so it was not on the worksession agenda. He has indicated that he in his role as President is not going to put it on tonight's agenda but has however proposed a modification to it and is going to refer it back to the Policy Committee with the intent of it being revised and re-presented on the agenda at the December meeting.

Mr. Nufrio stated I want to add to that since you asked for an explanation. Last Thursday while the snow was piling up, I sat with Mr. Tatum and Mr. Brennan on some items that we needed to discuss and among that was that exactly. As Mr. Taylor said and we also included Mr. Taylor on the conversation by phone apprising him of the meeting and we will be forwarding final language after Mr. Tatum, Mr. Brennan and I meet once again next week so that Mr. Taylor can have in hand the language of the proposal which is not much different than what you submit which I finally got to see on Thursday last week. That will be forthcoming and that is the explanation. The three main entities that put the agenda together met – that would be the Superintendent, the President and the Board Secretary. In compliance with the policy, that is exactly what we did and it will be language to that effect submitted to Mr. Taylor for final review after which the Policy Committee will receive.

Mr. Monge stated the reality is you had it for at least two months and what you have in your hand is a sentence. If I submit it to the chair of the Policy Committee, and she submits it to the Board, how does the President of the Board who has the same power as every Board member that is up here – had the ability to revise it without anybody seeing it for discussion. If those were presented and he had recommendations or revision, I get it but he doesn't have the

authority to go and change a suggestion that came out of committee. Mr. Taylor stated you are correct and that wasn't my intent in saying the proposed revision from the President after consultation with the administration – wasn't to suggest that he has unilateral and sole authority to change the policy and present it to the Board. What I was emphasizing and referencing as I indicated at prior meetings on 2-3 occasions was that pursuant to your Board bylaws that have been duly adopted and approved by this Board of Education, the Board President is vested in conjunction with the Superintendent to place items on the agenda. This matter was not submitted and/or received, not that it wasn't sent again, but it wasn't received and represented by the President last week in advance of the worksession for it to be considered for placement on the agenda. Therefore, the item is not on tonight's agenda pursuant to the President. He did indicate after the meeting with the administration that there was a suggested change that he was going to refer it to the committee, just like any other Board member can refer a change to the committee and also that the intent is for the item to be placed on the agenda for next month for the first reading and then you obviously pursuant to your policy the second meeting and a two-thirds majority vote to approve the change in the bylaw. Not that he had the sole power to change it, but he did have a suggested revision. That revision quite frankly may be rejected if the Board doesn't like it – that is your prerogative.

Mrs. Richardson stated as chairperson of the policy committee, it was received by me by Mr. Monge, I did forward it to Mr. Tatum, Mr. Nufrio and Mr. Brennan by email. I guess it will be put on the next agenda and prior to the Board meeting in October I sent an email to Mr. Tatum as a reminder and not realizing that you had already met for the Board agenda and he saying that it was an oversight and asked for Mr. Nufrio's approval. We weren't under the impression that he didn't have it.

Mr. Monge stated this is my last comment and I will put this to bed. What we went through for this whole RFP process as you call it was an embarrassment to this Board of Education. From having to put out RFP's a second time from having to haggle essentially to approve firms that actually would be a cost to our District to having Brown & Brown and Mrs. Richardson wasn't here during that time – four members of this Board voted for Brown & Brown – one of the members was part of the committee received \$7,800 contribution to their Board of Ed campaign and the other two, maybe three, indirectly associated and that same gentleman that made that donation presented to our Board so if you think that code of transparency that you can go ahead and present and vote and you have people that are donating to Boards of Education campaigns \$7,800 out of their pocket and think they don't want anything, it is a joke and an embarrassment to this District.

Mr. Nufrio stated you are assuming that the change that the three entities – Mr. Tatum, myself and Mr. Brennan discussed and indicated that we will be forging language which is minor in itself but it still needs to be reviewed legally so not to tread on any policy or the spirit of the policy – that will be forthcoming, I just ask for your patience. I did not receive the email Mrs. Richardson – maybe you sent it to my Township email – which I was not able to access because they changed the password 27 days before and I had no access to it. Usually your communications to me are usually on my personal email. With that, you may have sent it, that is very possible but I did not see it and that is the end of that.

Mrs. Richardson stated Mr. Tatum sent it. Mr. Nufrio stated Mr. Tatum didn't send me any email. Mr. Tatum stated let me clarify that. What I did was I created a response and I replied all – so if indeed it did go or didn't go to Mr. Nufrio's email is beyond me. My premise was that I thought we were discussing this in at the last meeting and on advice of counsel, he said it should be discussed in a worksession and it should have been on the agenda for discussion during our agenda review and I said that I thought the Business Office made an oversight so therefore I forwarded that information to you in my response and asking for the approval of the President.

Mrs. Regis-Darby stated if I can make a suggestion, if everyone sent an email and want to know if a Board member is reading it, just do a read receipt and you know who read the email. Mr. Monge stated it was sent to the personal and the Township email. Mrs. Regis-Darby stated just click the “read receipt” and you will know if they got the email.

Mr. Taylor stated let me make one suggestion since we had a lot of dialogue about emails and school district accounts and personal accounts – it would be behooved of all of you to please try to limit your email exchanges to utilizing, for District business, your school district email account. Nothing says you can't use your personal email account; however, it makes it a lot easier to track down your emails when we get OPRA requests particularly if members are no longer on the Board – when we get OPRA requests from three years ago it is harder to track you down versus going to the server to pull the emails. That is one suggestion to keep in mind.

#### RESIDENCY COMMITTEE RESOLUTIONS:

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

#### R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [four (4) students exited from October 1st through October 31, 2018 (3 from elementary, 1 from secondary) or a total of thirteen (13) students for the 2018-2019 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

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

Approval to remove student #311045 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

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

Approval to remove student #301066 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

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

Approval to remove student #270773 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

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

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

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**TECHNOLOGY COMMITTEE:**

Mrs. Higgins stated that Mr. Monge gave an update last week and there was no additional update.

**APPROVAL OF BILLS**

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

**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:** Mrs. Minneci (vendor #85592 only)

**MOTION CARRIED**

**UNFINISHED BUSINESS:**

Mr. Arminio stated winter sports starts this week and we are looking for the same success we had in the fall.

The Education Foundation is having a dining to donate to raise money for teachers scholarships – December 6<sup>th</sup>.

Mrs. Regis-Darby stated yesterday I attended the Union High School PTA meeting and one of the questions that was raised was the Genesis community service hours online for the parents to put in the community service hours – is that linked live to submit those hours? Is the permission slip if the student goes someplace else to get community service hours – do they have to print that out and bring it back to the school counselor? How does that work? Ann Hart stated that part I'm not sure about because they would give it to the teacher or whoever is in charge of community service. I have it all set up. The teachers or the advisors who are in charge were

putting it in the wrong place – there was a bit of miscommunication between me and the vice principals. We are rectifying that. Mrs. Regis-Darby stated but the link isn't live so a parent can't put in the hours. Mrs. Hart stated the parents can't do it, the advisor has to do it. Mrs. Regis-Darby stated so the advisor must do it still. Mrs. Hart stated it has to be approved. The student needs to be bring it to the advisor that they completed it – the proof that they did the community service and then the advisor approves it and then enters it. Hopefully by next week it will be in correctly. Mrs. Regis-Darby asked is the permission slip online for the community service? Mrs. Hart stated I don't have it but it could be on the high school website but I will look into it to find out.

Mr. Monge stated I asked about the technology possibility of can you scan that information in there – so if you do community hours are you able to scan in the information for review? Mrs. Hart stated they can scan it and email it to the advisors but they still have to go to somebody to be approved.

Mrs. Williams stated last week Mr. Monge asked for numbers for residency and I gave numbers but I think there might have been some confusion so I just want to clarify. For 2016-17 school year as of June 20, 2017 – the number of students exited was 45; for 2017-2018 as of June 19, 2018 – it was 28 students; as of this year we exited 13 children. I would also like to recommend that we revisit re-registration and also look into the Verified Resident Service. They were in Atlantic City. They provide a service where they do a residency audit which comes back within 48 hours. I think that is something that we might want to look at. Mr. Tatum stated we had discussed at the last registration that what we completed was an interim step into an electronic system. I don't know where we are on the process right now regarding that. The whole idea was to streamline the entire process. Although we may have exited more students, it was more costly as well. It was a different system all together from what we did two years prior. Somewhere within the course of the school year, we do need to revisit the electronic system and look at what is most feasible. I do know that the one that we did last year was to take a look at our current Genesis system, it was identified that won't do it but I believe there was another system called Info Snap and I think we put the brakes on that so that we could call the Genesis system. We do need the technology committee to talk about this a little more and see what system we can look at. Mrs. Williams stated they do a quote if you go online and you put the information in and they will give you a quote and then we can compare those numbers to the electronic and all the other options out there.

Mr. Monge stated 17-18 was essentially the results of the re-registration and that is a big drop from 45 to 28. This is a year to date number – 13 – so it seems like we are on track to be potentially lower or the same as last year. Once again this ends up being the reputation of the District. I heard people talking about this campaign process – residency fraud – this doesn't seem like residency fraud to me. Mrs. Minneci stated as a member of the residency committee you need to sit in some of those hearings. Mr. Monge stated I was on the residency committee. Mrs. Minneci stated I mean recently – we have a lot of work to do. Mr. Monge stated these numbers don't indicate. Mrs. Minneci stated we have to come up with a better plan and better way to verify. There are a lot of people slipping through the cracks. Mr. Monge stated I agree but I'm saying again, hundreds is not a real number. Mrs. Minneci stated I don't know Mr. Monge. Mr. Monge stated are you seriously saying that? Mrs. Minneci stated maybe not

hundreds but there are a lot more. Mr. Nufrio stated your thoughts that re-registration may have led that the numbers are less – I would say that would not be an accurate explanation because so much goes into the process – first identifying the children that may be out of district and that comes in many different ways. It could be from another student, from a teacher, something the child may say, it could be a returned notice by mail. Re-registration certainly worked and I'm sure we anticipated the reduction but I would say that Mrs. Minneci is probably more inclined to see the operations of it because she is on that committee, as some of us were in the past. It is not an easy process and if there is no real explanation nor true accounting of how many students still are out there that shouldn't be in our schools, as terrible as that sounds, because all children need an education – that is my take on that.

Mr. Monge stated I look forward to your leadership, you are the chair of the residency committee. Mrs. Williams stated actually I am. Mr. Monge stated I look to that leadership and I will tell you that many times and I heard because people come to me directly and I hear other people say the same thing, it is the same storyline. It is interesting that it is the same storyline from different people as if it is a message that is being sent out there and they keep on pointing to the kids that go on one bus that goes out to the Stanley Terrace area that is outside of the busing. They see those kids and they say "you see those kids getting on that bus and they are going to Irvington". This is what we see and "net net" is have kids of color that are waiting at that bus stop – catching that bus because there are no buses that go to that area because they are within the 2-mile or whatever it is. Mrs. Minneci stated but they continue on into the other towns. Mr. Monge stated Mrs. Minneci the point is just because they are kids of color doesn't mean they are continuing on. I'm just telling you. Mrs. Minneci stated I'm offended. Mr. Nufrio stated I am asking that you please refrain from continuing this back and forth – the point you were making was made it has been heard. Mrs. Minneci made her point. Mr. Monge stated I didn't finish Mr. Nufrio. Mr. Nufrio stated I thought you were because she gave you an answer. Mr. Monge stated I was making a statement. Mr. Nufrio stated Mr. Taylor – I would like to move on. Mr. Monge stated I would like to finish my sentence – I had the floor. Mrs. Minneci the point was not to offend – I was just telling you the feedback and if there is an issue, those kids that are getting on that bus, that we keep on hearing, then let's focus on that. If there is not an issue, then we need to get rid of that. Mrs. Minneci stated I agree with you but it has been an ongoing thing. I am in this Town a long time – 37 years – this is not a new issue but we have to figure out a way to confirm.

Mrs. Williams stated I thought about bringing that up under New Business – to revisit and confirm who belongs here – not who is taking buses but who is physically in this school that doesn't belong here.

Mr. Tatum stated when you speak about residency, there is a broad base of regulations that govern residency. When someone suspects that someone does not reside in the Town, there is a process that we do engage in. There is surveillance, there is double surveillance and there are other contingencies that also go along with students that "may or may not" reside here. We talked about this at one of our meetings and one thing that I emphasize to you as a real number is that having served the District as a homeless liaison, we had one student that qualified as homeless. The broad definition with the State and federal government on homelessness – it has an impact on residency. When you are suspecting that there is a student that may not necessarily

live in Town, one of the things in the McKinley Venture Act is very clear, you are not hold surveillance on those students once they are identified as homeless – no matter where they are going. The whole idea is many times it comes that you are surveilling a student that is allowed to attend school because under the homeless act, it doesn't necessarily coincide with the domicile law of the State of New Jersey and I think that is part of the problem. One of the things that we identified in Central Office is that there are a lot of families that don't want to come forward because they are in that situation. When they are apprehended, if you will, then they will come in and request services and provide the documentation – an eviction notice and once I see that it means that they qualify. I do think it has an impact on residency.

Mr. Taylor stated I will simply add that upon recommendation of the committee, myself and my associate, Miss Rose, met with the committee at its last meeting and in lieu of doing a residency hearing that was scheduled, that was postponed and we provided a comprehensive update and action plan on how to update some procedures and protocols to not only assure due process for the families that come before the committee, but also ensure the District is in full compliance with the law as it pertains to identifying residency issues; making sure we comply with individuals, parents that may not be here legally – making sure that there are certain types of information that is acceptable to request versus not acceptable. We are putting in place to not only ensure heightened levels of compliance – not saying that there was lack of compliance in the past but heightened levels because you can always do better but also to expedite the process – both for the committee but also for the families that come before the committee so you don't have to have a supreme court trial that goes on for hours and hours – you can identify the issues and get through it in a fair and reasonable manner.

Mr. Nufrio stated Mr. Taylor before I make a suggestion, would it be o.k. to request the residency committee to also identify the number of cases that they may have heard, along with the number of students that were extricated from the District. Is that o.k. to ask? Mr. Taylor stated I think your administration would be happy to put that information together for the committee. Mr. Nufrio stated that could be another way of learning and understanding exactly what you guys go through with regards to discerning the facts surrounding a student who may have been discovered as out of district. We can get that information from the meetings hereon – or identify the cases you heard this year.

Mr. Taylor stated I was trying to punt that to Mr. Tatum for him to jump on and say his administration would be happy to do that. Mr. Tatum stated that was going through my mind but the reality is the records are right in the residency office and that certainly will be put together.

#### NEW BUSINESS:

Mr. Nufrio stated I wanted to identify a certain gentleman that walked in this evening – to please stand and be recognized – congratulations to Mr. McDowell for returning to this Board and I think you know what is ahead of you in terms of the amount of work that is involved. Thank you once again for offering to do this service in the District. Congratulations to Mrs. Ruiz as well and I don't see Dr. Morgan but also congratulations to her.

Mrs. Regis-Darby stated Union High School tricky tray tickets will go on sale January 3<sup>rd</sup> – tickets are \$50 and if you purchase by credit cards they will be \$52 so purchase with cash.

Also if you are planning on doing any holiday shopping this year – if you log on to Amazon – type in “smile.amazon.com” every purchase that you make a donation will be made to the Union High School PTA – so please purchase your Christmas gifts through Amazon.com.

Mrs. Richardson stated as a mental health advocate working in an agency, an email came across today that the Mental Health Association of New Jersey have coordinated a youth mental health first aid train the trainer certification for school personnel. It is from the Robert Wood Johnson Foundation and someone from the school would be trained to look for different facts – at risk for suicidal harm, non-judgmentally, encourage appropriate professional help, encourage self-help and other support strategies. This would be very helpful to our school district. Mental health can be diagnosed as a disease and it can go unnoticed in many cases. I have a handout for all the members of the Board and you can review it and talk about it.

Mr. Nufrio stated it was something that came out of the Department of Education regarding mental health approach so this would go as well. Mrs. Richardson stated this is an opportunity for the Superintendent to obtain a \$15,000 scholarship for participating and they had three pilot schools participate and it was successful.

Mrs. Williams stated I wanted to bring up the mindfulness again and I’m excited to hear that there is a mindfulness committee. The other thing that was brought up in Atlantic City – a really strong focus on the social, emotional learning and the mindfulness thing and I was very excited to bring it up last week during the work session and see the enthusiasm from Jill and hear that we have a mindfulness committee. One of the things that was brought up is when you see a child or even a teacher or anyone and they are having a really bad time – to look at them and ask what happened to them as opposed to what is wrong with you? As we start to build this and we embark on this practice that we start thinking in terms of what happened to that student before they got to school? What happened to that teacher that they are in a really bad mood? Start to change the mindset and the culture and get ready for the program. I am really excited about it and I look forward to all the changes and all the good things that are going to happen in our District. Mr. Tatum stated that committee will be meeting before the January 29<sup>th</sup> planning committee.

Mr. Nufrio stated at the worksession or prior to that I brought to Mr. Tatum’s attention that there is a mental health specialist that I had the privilege of seeing her and hearing her presentation with regards to safety and security and that is exactly her specialty that pretty much are not really explored as well as they should be, especially with regard to preventing a tragedy in the future. I gave Mr. Tatum the contact numbers of Dr. Reeve and hoping at the next meeting we can inform the District as to possible dates we can invite Dr. Reeve for presentation to the staff as a whole.

Also to follow-up with the Atlantic City experience, I attended the safety and security workshop which was well attended. The primary problem that was identified by school districts had to do with afterschool security and whether we are staffed sufficiently or not and most districts had said that were experiencing the same problem – money – it is a budget issue but when it comes to safety of the staff and students, hopefully that is a workable problem. I did encourage Mr. Tatum to speak with Mr. Brennan and his staff to see how to best address that.

Mr. Benaquista stated we can discuss it more in executive session. There is something in place. Mr. Nufrio stated I believe you did say you had some ideas. Mr. Benaquista stated I will share some immediate stuff as well as ideas.

#### COMMENTS FROM THE PUBLIC:

Patricia – Executive Director – NJ Library Association stated we noticed yesterday that there will be the reinstatement of two school media specialists in the District. I want to thank you all for that – for the tremendous effort. I do feel you understand the importance of having these school media specialists in your District. Thank you for all your work.

On behalf of the membership of the New Jersey Library Association we are concerned about making sure that there are school media positions in every school in the District. Through their educational training media specialists receive graduate level training in literature, research, technology skill in a 21<sup>st</sup> century learning environment. No other faculty member is so uniquely qualified to ensure that a student has the literature background and research skills to succeed in the increasingly competitive global educational environment. We believe that students at every grade level must have a strong information literacy curriculum brought by certified media specialists. Eliminating the school media specialists at any grade level weaken a student's reading and information seeking skills. Every school building should have a school media specialist to assist students and faculty. Requiring a school media specialist to divide their time between schools often jeopardizes the quality of instruction.

New Jersey Library Association membership is comprised primarily of public and academic librarians who understand the critical role that a school media specialist plays in the educational development of a student. We see it every day. Students who have strong foundation in their school library come into the public and academic libraries fully prepared. Again we thank you and we strongly urge that school media specialists positions be kept in the District in every school because it is important for a school learning environment.

Mr. Tatum stated thank you so much for your commentary. I need to give an explanation to this Board because when I did talk to the Board members in personnel about getting one more librarian not two but I can tell you that it was brought to my attention at another meeting when a person here at the high school actually resigned, that person was never replaced so therefore there was a vacancy that existed and yes UTEA you can take bow. In that conversation since I was looking at bringing another person back, one of the things that you will see on the agenda tonight, was a repurposing of a salary from the regular budget to one of our title programs. Bringing in our Director of Funding, we have sat and worked quite closely on this to repurposing that money alone provided us funding to add the additional librarian without touching the funding that becomes available because of pre-k expansion program. We are finding opportunities to close the budget and restore some of the positions that were being cut. These are funds that are currently in the budget, it is not in addition to the funds that are being repurposed so that we can offer services to our children. There was no one sitting up here that is anti-librarian. Let me just make that clear. I had the pleasure at one point of working with District librarians and I remember when we looked at the librarians and how hard they work; unfortunately whenever you are in a situation where reductions in the budget take place you try to keep as many as possible and hearing all of you about the work you do in the library. I

recognize having two middle schools is a big undertaking and the same thing with the high school. We are working very diligently to try to restore as much as possible. Discussion with the Board personnel committee and the Board of Education as a whole – certainly requires to take a second look at how we repurpose the money and bring some librarians back to our students. Thank you for all that you do for our children.

Chasity Santana stated everything that is being said at this moment is out of love. I must speak on accountability. I would be a hypocrite if I didn't speak to the need of holding our District administration accountable for their building. When I go to the building, I hold our principals accountable. Our jobs as leaders is to keep abreast of fires that need to be put out for incidences in our building. We as leaders need to keep our ear to the ground and nip things in the bud. If not problems fester as we know. They become expensive lawsuits. Mr. Tatum I understand what it is like to making hard decisions when you are working with an unstable Board. I feel you are one of my favorite left-handed people in the world just like myself.

That doesn't mean that you let your house run wild. There has to be accountability and consequences. I am not privy to most of the information that you all are privy to but you are in charge of the court of public opinion and my opinion is that you must stand for the best of our kids even if it makes you unpopular with this Board. I promise you or anyone else that stands in your shoes, if you have the kids of Union backs, I will always have your backs 100% but when allegations are being tossed around in our high school and our high school is in crisis, this is unacceptable. When I say crisis for our high school, I mean rumors, news articles and high schoolers giving us information that should be coming from our leaders.

Mr. Nufrio and the Board members, we have to do a better job at being a unified Board. I am tired of Union Board of Ed meetings being the butt of jokes. I'm proud of Union, I'm proud of where I live and we need to do better together. We need to learn to argue behind closed doors and show Union why we specifically elected you all to sit here. Whether I personally voted for you, you are my Board and I will hold everyone up here accountable. Union needs everyone up here to act like the elected officials that they are.

I am going to be the one to ask a difficult question and I know I won't get a definitive answer but here we go – while perusing through the latest Tap into Union article, I was left with a hindering question or maybe I needed clarification as to what it was actually saying. I was left wanting to know if there is a significant amount of grievances against our minority principals which would be Lowery, Harrell, Warren, McCloud as opposed to our non-minority or white principals – Damato, Matthews, Hoyt, Kluc, Malanda, DiGiovanni by the UTEA – I would like to know how I would find out that information. In the article it made a lot of inferences to this so if there is no truth to it then what we need to do is take the breath out of the lung of this vicious war and if there is truth to it, we need to speak to this.

When I was looking at the agenda I saw that our Director of Security is going on leave. If our Director of Security is going on leave who is there to take his place? I say this because I am a huge advocate for special education and we are learning about these new laws that have to do with seclusion and restraint and we were going to sit down with the Director of Security and

find out how we were going to go about it. I am very concerned on where we are going to go with this.

My child is in Kawameeh and he is receiving the RTI program and specifically I am going to talk to my son but I feel that his issue is not just his. He was born in an age where PARCC came about and when PARCC came out a lot of his peers were telling him it doesn't matter just click anything the test doesn't even count. As we all know, PARCC matters. There are different matrix that you can see. I have a 6<sup>th</sup> grader and went in with my principals and we saw that he was just clicking away and when I sat down with Shaw and Malanda they told me that the RTI programs need more funding. Mr. Taylor told Mrs. Santana that her time is up. Mr. President with respect to the comment about articles referencing pending litigation and/or anticipated litigation, and also your comments about personnel related matters, as you may be aware the Board and administration is precluded from commenting on litigation and/or personnel related matters in public. I believe on behalf of the Board your comments are well taken, they have certain constraints on what they can say about them and even acknowledging them.

Mrs. Santana asked how do you get the information to maybe find out if there is anything to those rumors? Mr. Taylor stated there is the Open Public Records Act which entitle members of the public to certain documents depending on the categories in which you referenced. While there may be records or documents that exist they may very well be excluded from production at least at this time due to pendency of litigation and first amendment privileges.

Beth Thomas stated she is vice president of the New Jersey Association of Librarians and she read a letter on behalf of the American Library Association and American Association of School Librarians – letter appended to minutes.

Leslie Blatt stated she is the past president of the New Jersey Association of School Librarians and a retired school media specialist. She read a letter from the Association for Educational Communication and Technology – letter appended to minutes.

Ann Margaret Shannon stated thanks to the Board for the two posting for the media specialists. The media specialists are required to have their master's degree – they make a sincere difference in our District. Their resume alone is amazing.

As far as community service hours, the people who run the community service division, they are the ones to approve. My understanding is Genesis is the parent's vehicle to read the document and that you just can't go on and put what your son or daughter did. If I'm wrong please let me know. The people in the high school are approving and Genesis is a read only document.

I don't like Donald Trump at all but I also don't like fake news and stuff that I have been reading is really getting my Irish-up because they are out-and-out lies and I would like to make one statement. The UTEA in no way has ever been a party to any discriminatory action and never will be. Thank you.

Christina Cucci, President of New Jersey Association of School Librarian, school librarian in Bergen County and resident of Morristown stated thank you for posting those position and then read a letter – same appended to minutes.

Mr. Nufrio stated this is an extremely important topic and it is appreciated that all this literature is being presented to the Superintendent and the Board. Neither this Board nor the Superintendent or his staff have anything other than accolades and appreciation for school librarians/media specialists. As a former administrator I don't know what I would have done with the librarian back then.

Suehay Monge stated at the last meeting I talked about ARAMARK food services so I'm here to follow-up on a few things. The parent survey I would like to know when that will be sent out. Mr. Brennan said that an RFP will be going out and I know the contract for ARAMARK is up in June – I just want to know when the process for the RFP will be happening. I don't want to be in a situation where all of a sudden June is upon us and we have nothing to try to allow for other companies to supervise information as well.

This particular item that was on the agenda that was changed from last week – which was due to an overpayment – what is the total of that overpayment. June is a long time from now and that is seven months to subject our kids to continue eating lunch with the issues that are happening. I am going to read and I will be here at every meeting from now until June reading emails that I have. I want to read an email from a parent.

“I hope this email finds you well. I have daughters in KMS and the high school. My daughter is an 8<sup>th</sup> grader at KMS and a freshman in the high school who no longer eats school prepared lunch. The reason why they don't partake in the food provided by the school is because they find it subpar. In their particular words the chicken patties taste horrible, look like fake chicken and they are pink. The juice most of the time is expired and are frozen. The vegetables look like mush. Close to the thanksgiving holiday they serve turkey with mash potatoes and gravy, the texture of the turkey is like rubber and the gravy is watery and flavorless. The ziti is tolerable and pizza tastes like catsup and cheese. Since my daughter is finding only things that is palpable are the tater tots. My husband and I find this a waste and I no longer pay for school prepared lunch. For all of the above reasons, we send them to school with packed lunch. We would definitely appreciate a change in the nutrition quality and selection of food. Our daughters have been in Union schools since pre-k. If ARAMARK will not be willing to make these improvements, then a change in vendor is needed to provide quality and nutritious food and we support that change.”

That is one email of various emails that I have received but I will be here from now until June and reading emails every month. This is a very serious thing. This is our children's health. This is coming out of their mouths, not just the parents.

I have a question about Genesis – I want to know if there is a policy regarding Genesis and how long the teachers have to post grades and if it is not a policy than are there best

practices? If not, I would like to recommend that it be instituted across the board. I know when I was at KMS the principal did have a rule that teachers had to input the grades within a 24-hour/48-hour period – I find that is not the case across the board in all schools. I have an issue with that especially since we are going paperless and reports and reports cards are not being sent home. It is a great idea to go paperless but then we have to institute best practices as it pertains to Genesis and announcements on activities that are going on as well because we are not getting the paper at home, then maybe calls should go out. Today we got a robo call concerning report cards and I thought that was great. Parents aren't going to know unless we get reminders. We are paying for that service so we might as well use it. Not just main office but within the buildings as well. I know at KMS Mr. Malanda would send out robo calls for things that were going on within the school. I think that is very helpful especially if we continue to go paperless.

If there are policies in place or best practices in place and a teacher does not follow that – how is that enforced because I find that we as parents and adults in general, at school and at home, we are big on enforcing rules and consequences for our students and I think that should go for adults as well.

Mr. Brennan stated parent surveys – there are two surveys – one is by the District. Mrs. Moses stated the survey from ARAMARK is going out first. Mr. Brennan stated today we got a link to the ARAMARK survey and we just alerted Ann Hart and she has the link. The administration is going to review the survey first and if all systems go we will have it out tomorrow and it will be on the website.

Mrs. Moses stated we have a platform where we collect the data from students. The first survey should have gone out the first marking period so the second part of the school year will start in January so we will do another survey January/February to see the results. After you give the first survey, we want to see the concerns or if any of the roadblocks have been removed and it has gotten better. If it has not then the second survey we can see even more details. I know there was a concern with the two surveys going out but think of the survey – one survey in advance and then a follow-up survey from a different angle and perspective and different questions.

Mr. Brennan stated regarding the RFP this will be the first time as the Business Administrator I'm going out for an RFP for food services. I am going to poll my colleagues, I have a good network of business administrators and see what their time frame is but I'm thinking the middle to end of January in hope that we get the responses back by the middle of March and that will give us plenty of time if the company does change – plenty of time to make the transition.

As far of the O-2 – the dollar difference – it is \$228 for the whole year. It something that we are not going to pay out.

Mrs. Monge asked what are we going to do in the interim – because there are serious issues. Mr. Taylor stated at an extreme risk of talking to a Board member's wife – it is not a back and forth conversation. Mrs. Monge stated I'm not a Board member's wife, I'm Suehay Monge, a parent – just to let you know. Mr. Taylor stated with all due respect, you made your

comments and the administration can respond if they feel the need or want to if they have the information. I trust that the surveys once they come back and the information is digested, then they can come up with action plans and the next steps so it may be premature to comment on that at this time.

Mr. Tatum stated the questions you raised regarding equity in the Genesis system, if you would be so kind to send an email to both myself and Mrs. Moses regarding that so we can assess what is taking place in the District and it will provide us an opportunity to give you a more comprehensive answer and you talked about policy and take a look at any existing policies and/or recommendations that can be made to the policy committee. More so commencing in January when the Board reorganizes. Mr. Benaquista stated it is Policy 5124 – reporting to parents and guardians and we can take a look at it ourselves.

Joyce Torras stated currently the library clerk at Kawameeh Middle School, I was also at Jefferson and Hamilton in between. In my 16-1/2 years of being a clerk – what concerns me is that the librarians that are excellent educators are also library directors and because their scheduling has been changed by various principals, their ability to do budgeting, collection development and things that library directors do has been undermined and a lot of the school libraries are suffering because of this. The fact that we can get two more media specialists in the District is fantastic but their jobs – it needs to be understood that they are not just teachers, they do not just supply an extra prep to the homeroom teacher, they are library directors. There is a lot that I can't do as a library clerk and now having a part-time librarian, I turn away kids every day that come and ask me for something that I can't give them because I don't have a librarian in my library. When you hire these new media specialist, please keep in mind that they are not just teachers, they are not just supplying an extra prep to homeroom teachers – that they are library directors and there is more to their job.

Mr. Tatum stated there is some good news tonight, you are getting your librarian back – that much I am guaranteeing you.

Jill Hall stated we have been here for about 2-1/2 hours and it is time to talk about the kids. I want to applaud Mr. Tatum and tell him I hope you know how much you were in my thoughts on Thursday – because no matter what decision you made somebody will be looking to put your head on a stick. I also want to applaud all my colleagues, I am so proud, who stayed with their kids because that is what we do – we are educators. You hear the criticism and all that is not getting done and all of these things and think about those teachers and staff members that stayed. They weren't with their own families in order to protect the kids in this District. If that is not a testimony of who we are – I don't know.

Today we had an assembly for our sophomore class and we brought in a program from Kessler Institute called Think First and we had a young man who was paralyzed in a drunk driving accident to speak to the kids and I want to talk about how the kids responded to that assembly. There were 500 kids in there. You could have heard a pin drop when he got up to speak to share his story and they were so respectful and so engaged and at the end when they had a chance to ask questions it wasn't those curious questions, it was questions like were you able to forgive the person who did this to you? Can you talk about the motions you went through? I

was sitting in the back saying they are finally getting it. There is more to this experience and exposure than anything else. I am so proud of them. This was targeted to sophomores because they were starting drivers ed and they left and they were talking amongst themselves and I will do so follow-up with the health classes to make sure the discussions move forward but I thought to myself this is the after effects of what we do and to watch them react the way they did and be so mature and there were some gigglers. It was so important to them to hear the message and take it with them out of the room and I didn't have a chance to say it to them because we had to get them to lunch but I'm going to try to get to the sophomores and tell them they did a great job and you would have been proud of the kids and proud what we are doing at Union High School for those kids. I invite you to come up and see what we do because you will be pleasantly surprised.

Mr. Nufrio stated with Mr. Tatum's coordination and cooperation, please remember that this spring we are hoping to have Officer Smith for the opioid presentation/training in March. Just a reminder to submit some dates so Mr. Tatum can review and we will be in touch with Officer Smith see if she can accommodate us – maybe once or twice. Mrs. Hall stated she is going to target our 11<sup>th</sup> graders and also attached to that we are going to offer another Narcan training. Mr. Nufrio stated I want to reach out to her again to see if she can move it up a little bit. She did tell me to call her before the new year. Mrs. Hall stated she said that we are at the top of the list and we would be the first. Mr. Nufrio stated I will let Mr. Tatum know if she has an earlier availability.

Tom Kemps stated first I would like to commend the Board on getting rid of the inadequate overpaid law firm that was misinforming this Board for so long. I'm assuming that your new counsel has told you that you were completely wrong and he told me at the last meeting that I was at that we can't comment on personnel – you understand now that is not true. Based on the Sunshine Law – “The public body cannot censor your speech during a public comment portion because it does not agree with what you are saying. The public body also cannot prohibit comment based on subject.” Last time you told me that there was saying that we couldn't comment on personnel. I'll ask our new attorney is that true or untrue? Mr. Taylor stated sir you have 3 minutes 50 seconds left and you can continue and finish your comments and questions and then the Board, administration and/or I may respond.

Mr. Kemp stated I am going to comment on personnel. I came here about a year and half ago because I was very upset about inadequate coaching that was going on here. I don't think it is fair to our kids that our Athletic Director hires and keeps coaches. Mr. Taylor stated pause his time – let me interject – you have 3 minutes and 21 seconds left – the Open Public Meetings Act does not prohibit members of the public from commenting on or about personnel matters or individual employees of the school district. It does prohibit and restrict the Board of Education and administration from discussing matters in public about terms and conditions of employees' employment in the District unless those employees exercise their rights under the rights versus the Union County case to have a discussion in public. Any action of course has to be in public. With that being said, what I do often say and I can't give you advice because I'm not your lawyer and I represent the school district. While you can as you indicated say what you want about people, those people may exercise their private right and action to bring a lawsuit against you for liable, slander or etc. Say what you want to say but you may be exposing yourself to

those individuals to bring a cause of action against you. My comment is not to intimidate or restrain you from saying it but I want to put that out there to the Board and for the public to be aware of that.

Mr. Kemp stated I think the coach's record speaks for itself. If we had good coaching I think we could have been above 500 the last few years. Instead every year we are in last place. It is very disappointing. I was disappointed that I was told that there wasn't going to be a new hiring until much later on this year and then the same coach was brought back in. I don't know why. I don't know what was the rush. I don't understand what is going on with our schools. As one of the parents said before, things are running amuck here. Our principal is not here. We are getting sued. If these things were nipped in the bud a year and half ago we wouldn't be facing all these problems. We have coaches that are coaching JV teams that never played the sport. I don't understand how that is good for our kids. How can we approve coaches as a Board when that coach never even played the game and doesn't know how to play the game. We are handing them \$6,000 or whatever – more than that. I don't get it. I don't get why we are not holding people accountable for their actions. If you are going to hire somebody and you are going to hire somebody that is unqualified and inadequate to fill a position, at the end of the day the buck should stop with that person. It is ridiculous that we keep allowing this to happen. A year and half here over the same thing and I was told that nobody really wants the softball job. I talked to three different women who would happily coach but somehow again it went through and they weren't notified – they are teachers in Union – they weren't notified, they weren't made aware, I don't know if adequate public – put in the paper for two weeks – I don't know if that happened because the last time we spoke you told me it would be months. Now the same teachers that listen to those comments, they wouldn't be looking for the job posting because our superintendent said it would be months and low and behold let's slip her in and she is all set for 2019 – another losing year. It is ridiculous and there was no accountability for the fact that a fundraiser was done without Board approval. What was the consequences for that? Nothing. What was the consequences for spending \$1800 of student fundraised money on food without Board approval? What are the consequences for these people who are breaking the rules? There doesn't seem to be any consequences. Had there been consequences, maybe we wouldn't have been getting sued right now. Instead it got sugar coated – it was an accident – she accidentally deposited the money in her own business account. Who does that? Who takes student money and accidentally puts it in their own business account? That doesn't happen in the real world. I don't buy it.

Elsie Mackie stated I want to talk about the recent law of physical restraint and seclusion that was passed by the State of New Jersey and just try to gain some understanding. I know special services is working on policies and things of that nature. It is an ambiguous law and I just want to make sure that the Board as a whole understands this law and what it entails. But more so this is directed to Mr. Tatum, Mr. Benaquista and Mrs. Moses. On the news there is made up restraint room inside the classroom and what they do is they put gym padding and put it in a box and it looked like a cage but they had it in a school environment for when a kid has a moment and they put the kid in this padded made up box. Is the District really prepared? What plans are in place? Do we have this restraint rule so if a kid is having a moment that they are not harming themselves. I know the out-of-district schools are designed for that so they have specialized rooms but what is in place in District. Question two – I know the security director is

on leave when will we find out who will take his place? Question three – training and communication (inaudible) – how well is security trained to understand the difference from when a kid is having a moment and we can't make an assumption that this child is bad. If a security team doesn't understand this we have a serious issue. Are they trained to understand the signs? Are they trained in the guidelines? What is the case scenario when you have a child like mine that is non-verbal and can't express himself? Can the security teams pick up on that? How safe are our kids? This law is really dangerous if placed in the wrong hands of someone that doesn't understand it. I need to be confident as a parent but also as community members, as chair of CPAC, as advocate for all kids with disabilities and actually all kids to know is the District really ready (inaudible). I am deeply concerned about it and I want to know where we stand and more importantly I hope there is no padded rooms or cage around in our District. Mr. Tatum stated I have not seen them yet. At Morris Jointure they do have a special room. Mrs. Mackie stated there is nothing there to harm them. Mr. Tatum stated we are certainly not there and more training will need to be done. Our security has been trained in various areas. They are not in tuned yet with this regulation. In terms of the director that is intermittent. Mr. Benaquista stated I'll just comment on leaves – not all leaves are long term. Sometimes people set up intermittent leaves because they might have an issue with a child or something like. Mrs. Mackie stated in the interim will we be advised of who it will be? Mr. Benaquista stated I oversee Mr. Ardito so everything he is doing I oversee. Mrs. Mackie asked when will security be made abreast of this law and understanding it to better address. Mr. Taylor stated with all due respect your time is up and that was with the extra 20 seconds.

Mr. Benaquista stated our next half day our security will be with me for professional development and there are many topics that will be discussed. We started last half PD day – for our security officers and it is not going to stop. Mrs. Mackie stated parents have not received any notification. Mr. Benaquista stated a goal of mine by the end of this calendar year I have several different levels but one is a security meeting with parents. All are invited. It is to start the conversation of what they feel is needed for our schools. I am also going to meet with students, educators, as well as speaking with the Board. We are moving in the right direction. Security overnight changed into many different things. The word security is not defined the same today as when I started in education but we are going in the right direction.

Mr. Arminio stated this is a good time to bring up this point. I have been serving on the Union County Ed Services Commission for nine years and the first week of December will be my last meeting. I think the Board has to get someone that has a passion to go to extra meetings at the Union County Ed Services Commission. It deals with special education and they have a room also that is padded and a safe environment for students that are having an issue. But those are the things that we discuss at our meetings and I think it is time for someone to step forward who is going to be on the Board and assume the role of going to those extra meetings. It is the first Thursday of every month.

Mr. Nufrio stated I'm sure the new Board after the reorganization meeting in January will be able to take that. Of course any Board member, including the new Board members, if they want to submit something ahead of time you can certainly send it to me.

Sienna Boku stated the first thing I would like to talk about is the mental health aspect and I have been talking about this since March and I have been on it every single time. I'm glad we are talking about it and I'm glad we are talking about mindfulness and things of that nature. Specifically, what I will add is the Board itself and we are talking about language and how we phrase things – you should be an example for your students, for your teachers. We are talking about phrasing what's wrong or changing the way that is phrased – something like disagreements is also negative so comments and things of that nature – I would suggest that you be mindful of while you are sitting on the Board and talking to everyone else. You still should be mindful of the way you present that to us because those are the things that matters to students, teachers, everyone else in the public watching – so focus on that.

Also talking about the librarians and equitable sources of information and leveling the playing field. You don't know how good it feels to be sitting in a room with a bunch of private school students with battle of the books and knowing that these brand new kids from Union, New Jersey who aren't necessarily on the same financial levels of all the people we are competing against and knowing that we are competitive is an amazing feeling. That is specific to the librarians in middle school. It is generally something that shows how important you can be. We all have aspirations out there but we don't necessarily know it. That is wonderful.

I do want to talk about positive things and my experiences of playing sports – I was never on a winning team but that taught me how to do things like this – where I might not necessarily see the results that I want within the next nine innings or be in the second half of a field hockey game but that doesn't mean I don't know how to play – I'm not a stellar athlete and there isn't potential for girls because of those people that are in positions of leadership – it is all about how to work towards a goal within whatever kind of situations – it is all about one individual and records don't necessarily tell the whole story. My sister played field hockey, she played against an Olympic player. My sister was on the team playing her. It is not a level playing field and talking about not a level playing field. But she still died on that field that day and continued to do it and it is one of the best experiences in my life. It taught me more than school books – it is learning on how to face adversity and continue to go on the field every single day. It is something that you do and it teaches you to be strong individual. I just wanted to say that is something that I learned in my experience in Union as a major confidence.

Mr. Nufrio stated I would like to compliment you on that particular statement because you are absolutely right – it is an experience that those children that would like to participate in sports, they look forward to the experience. I don't think they go in there thinking I'm going to be on a winning team this year. It is an experience and it takes a team and takes everyone's involvement and participation and dedication that comes with playing sports. You are right, it is not always the record that counts. The experience is definitely valuable.

Paul Casey stated congratulations to Mr. McDowell, Dr. Morgan and Mrs. Ruiz and thank them for serving in our community. I also want to thank Mr. Monge, Mr. Arminio and Dr. Francis for their service to the Board for the last three years – they have done a tremendous job and it is not going to be easy shoes to fill. Moving forward we can be confident.

My comments together is not just the congratulations and the great job. I also want to touch on the recent articles in Tap into Union. Within the past year and it was brought to the attention of many parents that there were messaging from one of schools that was very divisive in nature from someone that is in a leadership position. Without getting into names of who that was, it was something that was very concerning because it was putting one group of people over another. As a parent in the community I don't feel confident that was the press because there wasn't any message to the community that you were bringing our communities together in a meaningful way and I didn't see any actions in the school that showed that we were going to be a community that was bringing people together.

In January of this year I sat at these meetings and implored the Board to bring our community together and to work together to better serve our children. We haven't really seen that in the leadership of the Board. We have seen a lot of division, arguing and that hasn't been good for what we see from a community standpoint and what are schools are doing. Thankfully Ms. Hall comes up and talks about what is happening in our schools and with our children. I think that is really important.

But now that we have that issue with that school and we have those two different articles in the District and what people are seeing is division and issues that are arising as opposed to the great work that is being done. My question to the Board and Mr. Tatum is what are we going to do differently moving forward to lift up the great things that are happening in our school and lift up the differences between us instead of focusing on the things that divide us? If I can't get an answer tonight, I hope that is something the planning committee and I brought up previously in meetings and talk with the teachers and staff about this and how this can be addressed in our schools and that is probably being done based on things that I'm hearing from Mrs. Hall tonight.

It starts from the top and Mr. Nufrio I think your leadership is very poor this year and I think as a community I'm somebody that voted for you and regret that vote and I'm asking you to step down because you are not a good example for the community and our children.

Cathy Sharpe stated I have been here for well over 30 years and for all those years I have had the privilege of sitting many days in the cafeteria at lunch time and when I say many days – 5 days a week for all those years because I go to lunch with the children. The email that was read to you was not an exaggeration by young people. I have watched and I'm only speaking about elementary right now. I have watched them go through the lunch line, get a grilled cheese sandwich, burnt on the bottom but of course that is on the bottom so the kids don't see it. The top part not toasted at all, the cheese in the middle dried out – the sandwich cold. I have seen hamburgers that could be used as hockey pucks. I have seen children get their lunch, walk to their seat, sit down, look at it, get up, throw the whole thing out. You have children from kindergarten to 4<sup>th</sup> grade going all day without eating because they just couldn't do it.

I have seen people behind the counter touching students' sandwiches, putting them on the trays, nothing on their hands. You don't have to be a 5-star chef to work in a school cafeteria but you do have to use common sense and you do have to care for the children.

Children get most of the time, 20 minutes from the time they get into the cafeteria until they have to be up from the table and lined up so the next group can come. I have seen children that sit down with their lunch, they have 5 minutes and you have to leave, it is because of lack of people working behind the counter handing out the food. Maybe they don't have any feelings for these children but to these little kids, food is an important thing. It is important to you and me and it is important to them and I hate to see these lunches thrown away and these children go all day some of them are lucky enough to have some money in their pockets so they go buy an ice cream – that's it. You want your children, your grandchildren having just ice cream – it is an easy problem to settle. We have a lot of problems in this District, to me this is an easy one to settle. Send your survey out, see what the parents say but then turn around and ask us the people that are in that lunchroom every day and I'm sure you will hear the same story over and over. I urge you before you sign any contracts with your food service to please go deeper into this situation and see what is going on – go to the cafeteria yourself. You will see that these are not exaggerations. If the children are coming home telling their parents it is a bad lunch, they are not making up stories – it is not just that they don't want to eat. Please give this as much consideration as you possibly can because this is a very fundamental thing to our children. Thank you for your time.

Mr. Nufrio stated the hygiene part – I would hope that when that was observed that it was reported to the principal of the building or to someone so that would cease because regardless of taste or preference, I'm more concerned about the hygiene and that should not be the case. Thank you for bringing it up.

To everyone here and at home, Happy Thanksgiving.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mrs. Minneci, that the Board go into Executive Session at 10:00 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Matters rendered confidential by state or federal law.
- Matters which would constitute an unwarranted invasion of individual privacy.
- Matters concerning protecting the safety and property of the public.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session 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.

Action may be taken when the Board reconvenes in public session.

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

The Board returned to public session at 10:50 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Darby, that the meeting be adjourned at 10:50 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
BOARD SECRETARY