

**TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – November 13, 2018**

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, November 13, 2018 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. Nufrio called the meeting to order at 7:08 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

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

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

Mrs. Williams read the District’s mission statement.

APPROVAL OF MINUTES:

Minutes will be approved next week.

COMMENTS FROM PUBLIC ON RESOLUTIONS IN BOLD

None

COMMUNICATIONS:

They are typical communications regarding leaves and resignations and as more detailed in personnel.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated there is going to be an amendment – Ms. Jordan – the ACE Mentor Program was going to speak tonight but it will be as it is written on the agenda.

Mrs. Bridges will have a presentation next week. Next week I will speak about various things that are going on in the District. I would like to talk about next week about the districtwide planning committee and a meeting we had a week ago and some of the productive things we have coming ahead and there may be some other surprises but of course I don't tell you what they are until we actually know that it is a fact. Only good things coming our way in the next week or so.

Let me take this opportunity to introduce to you our new Director of Instruction and Funded Programs – Mrs. Maureen Guilfoyle. In a little bit of time that Mrs. Guilfoyle has been doing her job – maybe 2 weeks – she has been coming up with some tremendous opportunities. We have some good opportunities coming along to this District and I think you will all be pleased.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-5. APPROVE DISTRICT PERFORMANCE REVIEW - 2018-2019
 Approve NJ Single Accountability Continuum (NJQSAC) District Performance Review for the 2018-2019 school year, in accordance with the information appended in the minutes.

E-6. APPROVE TRANSPORTATION OF STUDENT
 Approve transportation of student by District representative to NJSIAA Student Advisory Council on November 15, 2018 at the Woodbridge Community Center, in accordance with the information appended to the minutes.

DISCUSSION:
 None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

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

DISCUSSION:

Mrs. Regis-Darby stated E-2 – we talked about this in our committee meeting that we are going to approve the Danielson Framework. If you looked at the backup there were two pieces of paper which was the framework and the rubric and as a Board we should be careful and mindful about that. The framework is something different than the rubric and to attach the rubric with the framework it may be considered a taboo because it is owned by Charlotte and we should separate it and take it out and not attach it to her framework. Mr. Benaquista stated it will be updated by next week.

Mrs. Regis-Darby stated some other updates from our committee meeting. The QSAC is going to happen around February 12th and the District also did a self-assessment and they had a score of 91.5 – which is close to 92 – which is good and I think to pass you have to have a score of about 80%. We are heading in the right direction with that.

Preschool expansion program update – they had a meeting last Thursday and they have two more meetings in the next week or so. Parents who paid tuition for September/October will be reimbursed for tuition only. Afterschool programs at the elementary schools will start in January. Middle School Academy is going to be both Kawameeh Middle School and Burnet Middle School. I think there is a total 13 kindergarten classes for next year which will be 8 full-day programs and 5 half-day programs. I think this is a really good direction especially for early intervention. You know the importance of early intervention. I think we are going in the right direction on that. It is going to be a lottery for the classes to make the picking of students. Good job. That is my update for our committee – with Mr. Arminio and Mrs. Minneci.

Mr. Monge stated I am ecstatic to see the computer science curriculum in there. What is the timeframe for that? When is that going to be rolled out? Is it actually going to be classes? Mrs. Moses stated we actually have them rolling out. Mr. Monge asked at the high school? Right now? Mrs. Moses stated yes. Mr. Monge stated I didn't see it – so note to the husband and wife – that is fantastic.

The other thing with E-5 – the performance review – we talked about this before. Everyone seems to judge us on every different day. Somebody comes out with the report card for schools and no matter what the measurements are we get judged – good, bad or indifferent. It would be ideal, and I have said this before, if we came up either through the planning committee, the Board of Ed – come up with a way we can grade ourselves. I know the Department of Education has a grade for us and I think it is “B” but we say this is the grade and the system that we are using and how we generate these grades – so then the District and the community can understand what we are judging ourselves by versus all types of stuff that comes out.

Mrs. Regis-Darby stated maybe we can create a matrix. Mr. Monge stated then we can look at ourselves from year-to-year and judge ourselves honestly through something that we all agree to. Mrs. Moses stated are you talking about something for the community and the Board of Education? Mr. Monge stated first and foremost the Board of Education, it is for the school district but it is something that you share with the community so then they can understand what is happening with their tax dollars. What is the production coming out of our school district? First and foremost for the families of the students, the parents and the Board of Education.

Mrs. Moses stated what NJ QSAC is about is every three years the District is evaluated by those means. You have instruction and planning, personnel, operations, we have governance – so there is a score in this form here that is open to the public to see and the grading – reassessment has to go through the District with your input. I sat down with Mrs. Minneci and asked her to come in so we could go over this as a Board member. We sat down with teachers, administrators and we did an assessment of all of that and that included some of the things from the Board of Education, from evaluations to transportation to building and structure and all of that is inside of this. If you are talking about something for the public – this will be public.

Mr. Monge stated I think this is part of it but I think that with the public, including parents, is a comparative analysis and I know Mr. Tatum has said. Mrs. Moses stated a self-assessment. Mr. Monge stated yes and it is like where do we rank amongst other like districts but also setting a benchmark for ourselves that you are able to review on an annual basis. Mr. Tatum stated there is some merit to this whole discussion but one of the things is looking at ourselves from a baseline perspective and then using that as a growth model to say here is where we are and here is where we would like to go. Based upon that it sounds like a very good task for the planning committee. Then once we put that in place, it comes to this body for approval. So then everyone is in concert in terms of what is where we actually are, what we are achieving for and it is goal or desire. I see that as another subcommittee of our planning committee. That may be something that we have prepared maybe as we move through this school year to start in September.

Mr. Monge stated I know a couple of guys that are not going to be on the Board of Education in January and maybe you can ask. Mrs. Minneci stated so what you are trying to say is instead of all these reports that we read in magazines, we want it from us so the community knows what we are doing and how we are progressing. The information that we get in a lot of those magazines are really not true to what we are doing here. That is the point you are trying to make. Mr. Monge stated sometimes in our favor, sometimes against us and it is just not fair. People don't know what is really going on and we need to create our own story.

Mr. Tatum stated on Friday I do have a meeting with a parent representative and one of the things that we are going to be doing with the planning committee this year is that you will have a parent component. I am looking for representation from every school in the District and start to put together a dialogue of what our needs are in each of those schools and the fact that parents certainly can have. That can be brought back to the Board, have discussions about that and we continue to move forward as a group. There is a lot of concerns that parents have that may not necessarily get addressed until there is a problem. I would like to hear what is on the minds of some of our parents and how that transcends on how we make some improvements.

Mr. Monge stated I'm tired of every election year that this District gets thrown underneath the bus because of politics and it takes us months to recover from that. Once we recover, a couple of months after the election is over, it starts all over again. We need to start defining the good things that we are doing here and stand behind it. The improvements that we need to make, we stand up behind that also – identify that we need to make improvements and we have some goals for it.

Mrs. Regis-Darby stated in terms of the QSAC, can we post the hyperlink on the District website so the parent can click the hyperlink so the parents can get the results of the QSAC? Mrs. Moses stated we do – it is mandatory. Mrs. Regis-Darby stated so the parents can review the graphs, see the data and see what is happening.

Mr. Tatum stated Jill Hall said something on Wednesday and it was a powerful statement – we are at least talking about this now. We are identifying things that we need to work on and

have a healthy discussion about these things and how to move forward. Some things we talked about that day were really productive and they are not just ideas, they are research based.

Mrs. Richardson stated I think we do have to start bragging. We do have to get out there and let people know. When my kids were in school “what helps me helps Union” – we did all that; we praised our schools and really presented a good picture and I think we do that and start bragging and letting people know and I don’t think they know everything that goes on and what you do as an administration for the District and what the Board contributes to supporting you – so that should be our focus – making this look – the picture looking much better than it looks like right now.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

DISCUSSION:

Mr. Monge stated I had a couple of comments during our committee meeting. Just pointing out that there is a Jefferson trip to the high school that actually happened before; so we always talked about approving trips before they happen so Mr. Tatum you are saying I’m asking you guys to approve it – that is fine but then there are three trips that have a TBD date on it and I never remember approving trips with a TBD date on it. Mr. Tatum stated what bothers me is it is on for tonight which says to me it is something that is going to happen before. Mr. Monge stated there are a number on here that are far in the future. Do we know these to be determined trips? Mr. Tatum stated we want something to speak to the actual dates and we will have that because there is a whole process that has to be filed and I don’t understand why that particular one – Liberty Science Center – the date of the next Board meeting. Mr. Brennan stated the next page has all the other trips. Mr. Monge stated is it possible to move it forward with the indication that Mr. Tatum is going to get back to us. Mr. Nufrio stated we can approve something with the understanding that more information will follow. Mrs. Cappiello stated the only thing that is being approved tonight is the top one – all the other ones are for next week. If it needs to be changed, we can change it. Mr. Brennan stated I will talk to Gail tomorrow.

Mr. Monge stated Mr. Board Attorney – we would have to change the motion. Mr. Taylor stated it has already be seconded so it would have to be amended to reflect whatever amendments you want. Just amend it accordingly – whoever seconded and they agree with that you can approve it for vote as amended.

Mr. Monge stated I would like to amend F-7 only include the first page. Mrs. Cappiello stated the date on that sheet says 11/13, all the others say 11/20. Mr. Brennan stated so you really don’t have to change the resolution because the dates are separate.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mrs. Richardson asked on F-14/F-15 that is from the 2017-2018 year? Mrs. Cappiello stated yes.

Mr. Monge stated in our committee meeting I pointed out a couple of items on F-2 – secretary’s report which I promised I would share with Mr. Brennan, Mr. Tatum and the rest of the committee. It is really about what seems to me that we have budgeted items that have one number and projected costs for those line items that are higher than the budgeted items. Just want to get some clarification there because there are certain items that we are under budget on and we will need some future adjusting. I will leave the rest for old business/new business.

Mrs. Regis-Darby stated F-11 – where it says the “go fund me” fundraiser – I just want to know if we have had an opportunity to look at the “snaprise” which is one of the companies that does this “go fund me” and to look at the contract and the service of agreement and the percentage wise that is going to go back to that fundraiser. We have done a lot of business with snaprise and I think it is an area that I think you guys should look at that.

Mr. Tatum stated I guess we need a clarification if this is a fundraiser being done by the coaches or what department. Mrs. Regis-Darby stated it says the students do the fundraiser and people would do it online and donate. But doing that now you are committed to give back this percentage to snaprise – so I want to know if we actually read the agreement that we are going into. I think you should read that. Do we know what the needs are? Can we identify those things? Mr. Benaquista stated we will have them sent to all the Board members. Maybe Mr. Taylor can help us if there is a contract, he should review it. Mr. Taylor stated get it to us and we will look at it asap.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson presented the Operations Committee agenda.

DISCUSSION:

Mrs. Richardson stated O-2 resolution is going to be revised. Mr. Brennan stated to make it more concise. This resolution was approved back at the regular meeting in May for the 18-19 school year. However when it was sent to the Department of Agriculture at the State, they noticed that 0.0553% was their management fee which is a calculation that they use but exceeded the Consumer Price Index of 3%. The Department emailed Meg Berry who is charge of food service for the District and we need to adjust that fee by .0001% to bring it down to 3% which

really brings us an additional \$220 to the District. It is regulated by the State so it has to be accurate. It is a revision to the administrative fee rate.

Mr. Monge stated the point that was made and acknowledged is that how this reads is not that. If you are reducing the management fee by .0001% and you are increasing our revenue than I would think the resolution should simply say that it is revising our current agreement with ARAMARK, reducing their fee by x from y and increasing our revenue from x from y. Mr. Brennan stated we can put some verbiage in an attachment too. We will simplify this. Mr. Monge stated this reads as if we are doing a new revision. Mr. Brennan stated it is just a slight adjustment that equates to \$220. The main thing is from last year our guarantee return was \$228,000 and this year it is \$252,000. Mr. Monge stated that reimbursement per se because they have obviously been getting a higher fee since May so is there a reimbursement for them receiving more money than they should have been receiving? Mr. Brennan stated I'm not so sure that they were receiving more. We will find out. Mr. Monge stated you had to reimburse their management fee down because they were charging too much. Mr. Brennan stated let me find out if that is the case. I will make sure that the students weren't being overcharged.

Mr. Monge stated the other thing I pointed out because I wasn't here when you guys voted on it in May. You sent the contract out prior to – every time prior to that vote and last year when I asked before, it was always presented that we have a 5-year agreement. It is not a 5-year agreement, I read the contract. It is a one-year agreement with four one-year renewals. We have the ability to terminate as the client. It has always been presented over the last couple of years that it is a five-year contract; we have to wait until the five years is up. Just an FYI to everybody that was not the right information that was shared.

Mr. Taylor stated the administrator asked me is that how it usually works? I haven't seen the contract. I have seen others like that and to your point it is not uncommon to have multi-year contracts. Just keep in mind, especially for food services, it is not something that you can just flip the switch and just change. If there is going to be an effort to, during dependency of those five years, to go out to RFP to get a different provider, that you not wait until 30-60 days before the contract expires. Often times they have to come and assess personnel, infrastructure, etc. It is a multi-month process to do. I'm not saying you can't.

Mr. Brennan stated we are in that fifth year so what is your suggestion? Mr. Taylor stated let me read the contract first. Mr. Monge stated timing wise beyond reading the contract because that is an important point that you just made. Mr. Taylor stated January/February timeframe. Nothing needs to be done next week or next month. Mr. Monge stated the point being is the year is up June 30th so my read of it is we do have a right for early termination. We can go out to RFP and I'm assuming someone will go through the process of what they need to do to take over but you wouldn't want them to do it on a Tuesday. Mr. Taylor stated we are saying the same thing. Let the record reflect that we are saying the same thing.

Mr. Brennan stated we wouldn't want to do that during mid-school year; that is a big operation that we would have to do and it would be a big upheaval but we do need to get ahead of the game and put the RFP out there in a timely manner. We can if we choose to go with another company and make that transition.

Mrs. Richardson stated this reimbursement rate – I know we have students that have not been paying towards their school lunches. Mr. Brennan stated Mr. Monge brought that up. Mr. Monge stated don't put that on me. You have a track of kids that have outstanding bills but I have heard crazy stuff about that. I heard parents saying that all of a sudden they receive a bill for hundreds of dollars and where does this come from. I'm just telling you that well that is an issue you have to figure that out. Mr. Brennan stated we already started the process. Mr. Monge stated it is a multi-prong approach that we have to take here. Mr. Brennan stated we met with food service-ARAMARK, Meg Berry – so we have a plan going forward.

Mr. Nufrio stated that was brought to my attention in the fall. Mr. Brennan stated it has been an ongoing accumulation of years. Mr. Nufrio stated these parents received these mortgage payments so hopefully that will cease.

Mrs. Regis-Darby stated O-1 – do we usually approve the drills before or after. Mr. Tatum stated this is done a couple times a year so the drills are done and there is a benchmark. Mr. Benaquista stated it is always after they are completed. Mr. Tatum stated I believe there are two benchmarks. Mr. Nufrio stated that is predicated on the fact that the building principals have effectively executed those drills. We can't approve it unless we get confirmation. Mr. Brennan stated you are approving a report. Mr. Nufrio stated it is a legal document and that is important to note because if an administrative should submit a document that said we did two drills and they didn't that is fraud of the highest level.

Mr. Monge stated I mention this every year. Coordination with special services and making sure that we know where our kids with special needs are. Mr. Tatum stated Mr. Benaquista coordinated that in the security piece during last school year. Mr. Benaquista stated each building has an evacuation point – we do drills with the fire department yearly on evacuating special ed students and each building has specific plans to the needs of the kids. Mr. Monge stated that is signed off on by each building principal. Mr. Benaquista stated they created it. Her department is involved with identifying the needs. Mr. Benaquista stated her personnel within the building. Mr. Nufrio stated her case managers. Mr. Benaquista stated every school now has an emergency evacuation wheelchair – we purchased and some schools have more than one. We have done several drills at this point – practicing that as well as response time. Mr. Nufrio stated that also applies to fire drills. Who in Central Office receives the reports? Mr. Benaquista stated Mr. Ardito shares them with me. Mr. Nufrio stated Mr. Ardito receives the reports of which ones? Mr. Benaquista stated fire drills, evacuations districtwide and he compiles it and submits to us for Board approval and sent to Diane. Mr. Nufrio stated those documents are preserved in Central Office. Mrs. Cappiello stated they are in the minute books each month. Mr. Nufrio stated the documents themselves should be preserved. Mrs. Cappiello stated I only have the list – I don't get any backup. Mr. Nufrio stated the principal has to sign off on the fire drills. Mr. Tatum stated fire drill reports. Mr. Benaquista stated years ago each building kept their own building and I will confirm that nothing has changed.

Mr. Tatum stated I would like to go back to Mrs. Darby's question. The question you raised, I responded to bus evacuation reports – those are the benchmarks two times a year. The security drills are monthly. I just wanted that clear and on the record.

Mr. Nufrio stated if there is a question down the road and the parents are asking, you guys looked at these reports and they have to be signed by the building principal or whoever is in charge that day. Mrs. Moses stated yes they are.

PERSONNEL COMMITTEE RESOLUTIONS:

Mrs. Minneci presented the Personnel Committee agenda.

DISCUSSION:

Mr. Nufrio stated I think we touched on this last week. Mr. Tatum stated we did and there was a point of clarification. Mr. Nufrio stated it had to do with the fact about evaluations – in order for the Assistant IT Director to do evaluations, it would have to become part of his job description. Mr. Tatum stated Gerry, just to clarify that because we want to make sure we have the correct information that we put in the job description because part of his mentoring that he is going to be going through by the State and the State recognizes that in order to activate that certification that person has to be qualified. Mr. Benaquista stated right and it was the principal's cert that they recognize. Mr. Nufrio stated which was required. Mr. Benaquista stated we were going to vote on that tonight but we will have to do that next week. Mr. Tatum stated I think we have a meeting planned and we can sit down tomorrow morning – the three of us. Mr. Nufrio stated more to be added I guess. Just as a note, the principal certification and/or supervisor certification. Mr. Tatum stated the principal certification and the supervisor certification – unlike the olden days, they became separate now – two separate certifications and there are only certain certifications that you can use to use the director's title and this is not one of them. You can't use a supervisor's certification.

POLICY COMMITTEE:

Mrs. Richards presented the Policy Committee agenda.

DISCUSSION:

Mr. Nufrio stated it wasn't on the agenda last week. Mr. Tatum stated there was a question that came from Mrs. Richardson. Mrs. Richardson stated at the last meeting it was stated that it would be put on the agenda next week. Mr. Tatum stated I sent out an email to everyone that was on that email last Thursday indicating that it had to be an oversight because per Mr. Taylor's recommendation it had to be done at the worksession here but it was sent pending your approval to be put on the agenda but I didn't hear from you. Mr. Nufrio stated I never got the email – I never got the communication. Mr. Tatum stated here is the issue and we talked about it today. Whether or not you would give approval or do something else with it. I asked her to leave it on. Mr. Nufrio stated it is a deviation of the process Mr. Taylor.

Mr. Taylor stated the process is the agenda is set by the Superintendent and the Board President as discussed in the last three Board meetings. If the matter is on the agenda with your approval then great; if it is not you have that prerogative as the Board President not to place it on the agenda – simple as that. Mr. Nufrio stated I didn't receive any communication. Mr. Monge stated you were copied on the email that Mr. Tatum sent. Mr. Nufrio stated how do you know I was copied? Mr. Monge stated because I was copied on it. Mr. Tatum stated everybody was copied. Mr. Nufrio stated I didn't get it.

Mr. Monge stated it is on there so asking if you could keep it on the agenda. Mr. Nufrio stated first of all there was another process that was stipulated with regard to this matter. I will refer to Mr. Taylor as to what was stipulated as to how this particular policy was going to be processed.

Mr. Taylor stated the process that I recall is that there were some relatively minor revisions to the policy all being brought up on the table at a prior Board meeting – I guess that was October worksession meeting. The recommendation was that the matter be referred to the committee for the committee's review prior to being resubmitted to the Board. I don't know if that has occurred yet. Mr. Monge stated it did.

Mr. Taylor stated so that occurred and we are back to square one which is whether the policy was related to the Board chair which is your standard protocol and whether it made it to the agenda with the approval of the Superintendent and the Board chair. From what it sounds like it did not. You are back to your request which is whether the chair will consent to be on the agenda and he does we can move forward; if he doesn't I suggest that we move forward without it because that is your protocol.

Mr. Nufrio stated basically I did not see the email, I'm not privy to what committee reviewed or its recommendation and I would like to have time to be able to do that. If I decide to keep it on the agenda I will do so before next week. Mr. Monge stated so the answer is no. Mr. Nufrio stated the answer is no for now. Mr. Monge stated so officially we have one opportunity to pull something. Mr. Nufrio stated I didn't say that – don't put words in my mouth. I would like an opportunity to be able to review what the changes are in that bylaw. I had not had that opportunity. I wish to have that opportunity and I'm entitled to. With that and it was supposed to be a response as well from Mr. Taylor because I said send it, Mr. Taylor will review it, send it back to me and it will go to the committee by me, he wouldn't send it to the committee I would and that didn't happen. I want an opportunity to do it. I'm not pulling anything it is not on the agenda for me to pull – it is not on the agenda for me to pull – it is not on the agenda. I will decide before next Tuesday if I decide to put it on the agenda.

Mr. Taylor stated if it is going to be on the agenda pursuant to your bylaw, it has to be advertised in advance rather than walk it on. As previously indicated pursuant to your bylaws 9130, if and when it is on the agenda, first you need two readings. If it is on the agenda for next Tuesday, that is the first reading and the second reading would be in December; if that is the protocol and it would need a 2/3 of a majority vote of the Board to be approved by way of amendment – that is a procedural guidance for you.

Dr. Francis stated that's a bylaw this is a policy. Mr. Taylor stated no it is bylaw. Mr. Monge stated it's public, it was on the agenda – you can't say it is not there. He is saying that he didn't see the email therefore he didn't know about it and it is being taken off the agenda. It was on the agenda. Mr. Nufrio stated it is not on the agenda. Mr. Taylor stated it is physically, it is visible, it is on the agenda, it is in black and white. Mr. Monge stated it was published it's online. Mr. Taylor stated all I'm saying is your agenda and I'm not for or against the issue – I'm just stating. Mr. Monge stated I'm just providing you the facts as well. Mr. Taylor stated with

that logic, that argument, anybody can put anything on the agenda without the superintendent even knowing and you can say it is on the agenda. Mr. Monge stated that is not true. Mr. Taylor stated it could happen. Mr. Monge stated it is a process. Mr. Taylor stated I'm just saying since the Board chair, it could be anyone of you here, when you vote in January – whoever the Board chair is you are vested with that authority to control “what gets on the agenda”. In this instance, your Board chair was saying publicly in a room full of people he didn't get the email, he wasn't informed of the request to place it on the agenda, so he never gave his consent for it to be on the agenda. So pursuant with the policies, he is not in a position to put it on the agenda.

Mrs. Regis-Darby stated one suggestion, when any Board member sends an email out to any other Board members, just do a read receipt so you know the person opened the email and read the email. Mr. Monge stated just for a point of information, it is a census and it is a census that has been shared with you for a month, maybe more so there is no surprise here. If you don't want it on the agenda, just say pull it, it is a consensus. Mr. Nufrio stated I'm not pulling something that is on the agenda. It wasn't publicly notified – moving on.

Mr. Arminio stated can I ask a question about policy. Mr. Nufrio stated it is not going to be unless I decide. Mr. Arminio stated the original thing that was sent in had three other lines and just was wondering why the lines are not in. Mr. Taylor stated I didn't modify the bylaws. Mrs. Cappiello stated I have to look at what I received. I didn't see it that way.

Mr. Taylor stated the draft that was circulated this evening wasn't even the final draft that was intended to be presented to the Board – that needs to be clarified. If it was on the agenda, it could have been cleaned up but if it is not, it can't be.

RESIDENCY COMMITTEE RESOLUTIONS:

Mrs. Williams presented the Residency Committee agenda.

DISCUSSION:

Mr. Monge asked where are we as it pertains to kids exited from the District this year versus last year – more or less. Mrs. Williams stated I think last year was 45 – by June we are at 28. Mr. Monge stated prior to that I think we had higher numbers than that. It seems like the re-registration definitely was helpful to reduce those numbers and it seems like that stabilizes the lower amount. This year is 14. Mrs. Williams stated 13.

Mr. Nufrio stated Mr. Taylor you shared with me earlier with regards to Residency Committee. Mr. Taylor stated we met and we talked about some procedural/protocol oriented issues in terms of how the hearings would be conducted – to make it more efficient for both the District and the parents. Mr. Nufrio stated I think you used the word “streamline”. As long as we are in compliance with State regulations, some aspects of those hearings could use a little improvement to be more expedient.

TECHNOLOGY COMMITTEE:

Mr. Monge stated it was more updates than anything else. Mrs. Paul give me two highlights. Mrs. Paul stated Craig had reported that there was a big increase of usage in classroom – more teachers are actually using it. Mr. Wojcik stated over the last 12 months or so

we have been targeting the lower tech teachers and providing training for them and we have seen a big increase in our usage from the end of last year. Last year we had about 800 classrooms and we are over 1000 classrooms now so we have seen a big percentage increase and as far as the students' usage – we have seen the numbers go up by 300% as far as them posting on the Google Classroom.

Mr. Nufrio asked what is the criteria for the State, consequently the District's, that have to abide by in terms of having a computer teacher? What are the criteria and the credentials required? Mr. Wojcik stated they may be able to answer it more accurately than me but I know they just put in a new, as far as high school level, bill that was just passed but that is grandfathered and it is not taking effect for a little while. They have a new certification but that is not being put into place until enough people acquire that certification. Mrs. Paul stated computer science because that is actually coding and that type of thing for computer science. Technology teachers makes the difference. Mr. Nufrio stated currently the only standard we have or the only criteria that we use Mr. Benaquista is what? Mr. Benaquista stated it depends on the courses. Mr. Nufrio stated let's talk basic level. Mr. Benaquista stated it needs a teacher's certification. Mr. Nufrio stated this is for the public's understanding. I do know. What about the next level? Mr. Benaquista stated if it a specific course – computer science. Mr. Nufrio stated it is going to. Currently those do not apply presently. Mrs. Paul stated elementary level there is no requirement. But when you go up to the high school level that is where the certification becomes specific because you have computer science certification, then you have a business level certification, Cisco certification – that is where the distinction between the different types of technology that are done according to that certification. Mr. Nufrio stated the reason I asked the question is because of what you said Mr. Wojcik – low level teachers so that the District doesn't get the notion that we are hiring low level teachers. Mr. Wojcik stated there are teachers that have been in the District for a long time. Mr. Nufrio stated we have the UTEA here and we don't want to have any arguments about this. There are no low level teachers.

Mr. Monge stated the last thing that I will say is the school infrastructure at the elementary schools is near completion and that is probably the two highlights that are worth mentioning.

APPROVAL OF BILLS:

Bills will be approved at the regular meeting next week.

UNFINISHED BUSINESS:

Mrs. Regis-Darby stated just a quick update – about a month ago we met, the Education Committee, about the dress code. Wondering if there are any updates to that one. Mrs. Moses stated we did the update and we went over all the updates for the dress code and now we post it. Mrs. Regis-Darby stated so it is online now – good – the code of conducts.

At the last PTA meeting at the high school, it was brought up that the lunch lines in certain periods were really long so any updates with ARAMARK in terms of have they put in any additional staff to reduce that lunch line. Mr. Tatum stated Mr. Brennan you talked to ARAMARK about that. Mr. Brennan stated Mike from ARAMARK is right there – Mike, can you talk to that – the back-up in the lines.

Mike Sacco stated we got our requisitions out and we had to make ourselves a little more competitive and a little more attractive. As far as compensations we had to realize an increase and we looked at other areas to streamline things.

Mrs. Regis-Darby stated I think the high school is a priority because when kids are waiting 45 minutes – 35 minutes to get lunch and the lunch period is 45 minutes – I think it is a big priority that we should take a look at that school first because it has become an issue.

Mr. Brennan stated can you shed a little light on the survey that Deb Smith is doing. Mr. Sacco stated the survey for high school and middle school is actually running currently. Mr. Brennan asked are you going to survey parents? Mrs. Regis-Darby stated when she was here we asked to survey the parents and the students. Mrs. Moses asked so you don't want us to do our survey? Mrs. Regis-Darby stated we want to get their feedback first and then we want to do an internal one in-house – we want to do both.

Mr. Monge stated that is one thing that we talked about at the technology meeting – we talked about the survey going only to students versus students and parents. I think we are talking about students and parents.

Mr. Tatum stated Mr. Wojcik can you speak to that because he is the one who is developing it. Mr. Monge stated I spoke to him.

Mrs. Regis-Darby stated in terms of testing – I noticed the quarterlies and the benchmarks are happening at the same time. If you can take a look at that because I think that is a lot of testing for our students all at the same time – especially at the high school level. Mrs. Moses stated the test calendar that is mandated by the State so every district has to put their test calendar up. If we are talking about the tests that the teachers are giving in class, is that what you are saying? Because the benchmark dates are set and so any test after that – that the instructor is giving has to be around that. Mrs. Regis-Darby stated it seems like it is happening at the same time at the high school because they are taking their quarterlies and some benchmarks are happening right now so we need to take a look at that. I think it is a lot of testing. Mrs. Moses stated they need to go between those dates and that is the purpose of putting it online.

Mr. Monge stated we talked about Phoenix Advisors and trying to help the Business Office come up with a financial plan to fund long-range facility plan and I don't know if everyone took a look at it. Everyone was included in the email – so they have a copy of it. I actually did review and summarized it of course and I'm going to review one more time and share it with everybody but high level – my takeaway for folks to consider – based on what they are saying we have a good opportunity to take advantage of three options that they put out there that could potentially allow us to bring \$15-\$17 million of capital projects to the District which is half of what we have identified as priority programs in the long-range facility plan and that is through lease purchasing, self-financed vehicle that Barry has mentioned a number of time with conduit energy savings and lastly the rolling over of old bonds that are expiring and we can

essentially replace – even at the same level we would be able to have minimal impact on the taxpayer and be able to drive about \$15-17 million of capital projects.

Above and beyond that they identified that we have a good balance sheet and that we had a lot of capacity to be able to bond for needed projects that we have in the District. If we are not doing anything now, we have a plan and I'm leaving, if you don't do anything starting now I think we are going to find ourselves come next summer with minimal money for capital projects. What they are talking about is a now thing and we shouldn't sit on this as a District.

NEW BUSINESS:

Mrs. Regis-Darby stated just an update on the transgender rights guidelines that was sent out on September 27th. Students must be addressed by their names that they want to be called. ID cards may be in the names chosen by the student. They shall be able to dress with whatever gender the student is identified with. Just to make sure that we are following the rights of our transgender students because it was sent to all districts on September 27th.

Mr. Nufrio stated I think there is one other aspect that I recall reading and that the parents don't need to be notified. Mrs. Regis-Darby stated absolutely. Mr. Nufrio stated I don't know if that was intended to cover all Mr. Taylor because minors are still in school – of course some seniors are not minors. Mrs. Regis-Darby stated it covers everything. Mr. Nufrio stated I just wanted to make sure that was out there.

Mrs. Williams stated I just want to share something – the things that were done at the NJSBA workshop 2018 which was held in October. It was called “engaging every child” and they had a really strong emphasis on the social/emotional learning and the mindfulness thing. I have been talking to Mr. Tatum and I know Mrs. Moses has been doing some stuff with teachers. But the interesting thing is our current Commissioner of Education is really on board with this. There were a lot of seminars and things that focused on the social/emotional learning aspect and mindfulness as a supplement to that and I think it is a really good time to jump on board with the mindfulness program because it works. He used it when he was a superintendent in Asbury Park and he turned his district around. I think it is an opportune time to get on board with this and something that we should look at.

Mr. Tatum stated we received your correspondence that you sent but without revealing too much – this is one of the good things that I am also doing in areas before our next board meeting we will be meeting with the mindfulness committee and they will be giving us an update on where they are and the services that will be in the district. Also one of our new goals – that is a piece of it.

Mrs. Williams stated one of the presenters that was absolutely amazing for the mindfulness committee was Alyssa Delorenzo – she is a social worker, she is still working in Asbury Park. Absolutely loved her energy so that might be somebody to come in and do a presentation.

Mr. Nufrio stated it is part of that social/emotional – I attended several workshops and one of them was dealing with school security, the other one was Mr. Taylor's presentation on the

Janice decision which I'm sure the officers present this evening is quite familiar with it as well. I thought it was a very good presentation – it was chronological, historical – you didn't just jump into it you talked about the history and it was quite interesting. But with regards to the security, one thing that was highlighted and it was roundtables – group discussions and it was a superintendent in a nearby district who did the presentation. He didn't just do a presentation, he led group discussion and then we each gave a contribution towards what we thought was essential for our districts and in light of all that is going on in the world we still need to address something in the past that I think we broached but didn't quite fully execute. The primary issue everyone seemed to have was afterschool activities. Once the classes are out and the population is out, there are still kids in the building. There are still staff in the building. Yet we have no security. The winter sports is quickly approaching – do we have any considerations from you Mr. Tatum as to how to best provide the best security. Mr. Benaquista stated I just met with the high school administration and evaluating their budget and trying to find money that they can pull to support the security during the winter months. Mr. Nufrio stated that would be the high school and middle schools. Mr. Benaquista stated I met with the high school. I will meet with the middle school principals. Mr. Nufrio asked do we have any resources that we can tap because that can take some time. Mr. Benaquista stated I already know the high school – we are going to make it happen. Mr. Tatum stated I think the discussion needs to continue and we talked about the rotation of the elementary school. We talked a lot about investing in the class three officers. Mr. Benaquista stated I'm meeting with Zieser tomorrow in reference to 303's so that is hopefully another option. I will have more information on that. Mr. Nufrio stated I hate to put the pressure on but can you get it quick – God forbid something happens. Mr. Benaquista stated again once I meet with Mr. Zieser I will find out. Mr. Tatum stated essentially he has to approve anything we use. Mr. Benaquista stated they are technically hired by the police department, we fund it, but they are under their command. Mr. Nufrio asked what about our own security staff in terms of overtime? Mr. Benaquista stated right now with the budget situation from last year, there was a lot of money that was cut and overtime districtwide again is very tight this year. I have been diligent and over the past years there have been events that we had security at and this year so far we collapsed on a lot of them and made sure the administrators were involved. For example back to school night, some of where we just don't have the money to support it at this point with what we went through last year. We are working on trying to find funds to find support to our needs. Most importantly I'm working with the high school because the winter months are here. Mr. Taylor stated I'd like to wrap that up.

Mrs. Regis-Darby stated we currently have security at our high school in the afternoon? Mr. Taylor stated Board members could we please hold off on this discussion about safety and security, tactics, techniques, etc. because that is an issue for closed executive session. It is exempt from discussion in public under the Open Public Meetings Act. Mrs. Regis-Darby stated we can't ask if we have security? Mr. Taylor stated yes you can ask that but getting into the details – that should be in closed session. Mrs. Regis-Darby asked do we currently have security in our high school? Mr. Benaquista stated yes. Mr. Nufrio stated my question is do we have security when all classes are out? Mr. Taylor stated my suggestion is to discuss this matter in closed session.

There is a recent case from Plainfield 2018 where the Appellate Division found that the supervisory duty extends to perceivable dangers and in that case a student was sexually assaulted

in the bathroom by another student or students and due to the “lack of security” the district was found viable. We should not talk about plans in public.

Mr. Nufrio stated the emotional and social aspects that you alluded to Mrs. Williams, I spoke with Mr. Tatum about a very knowledgeable individual psychologist and was quite impressed by her analysis of the social and emotional components that go into security aspects on how to improve. What I told Mr. Tatum, he was interested and possibly we can get this very knowledgeable person to do a presentation to the staff and I will be forwarding him the information about that person.

Dr. Francis stated I would like to congratulate Mr. McDowell, Dr. Morgan and Mrs. Ruiz.

COMMENTS FROM THE PUBLIC:

Jill Hall stated February PD at the high school is going to be for mindfulness for a small group. We are going to target some of the counselors first and Title IV staff – thanks to the generosity of a grant and that is where we are starting and we would like to expand that out a little more. I have seen this presenter and she is fabulous and I’m hoping that is something that we can start. We are out in front with mindfulness.

Something came up before when Mr. Monge was talking about a report card or something to put out to the public. I have been coming to these meetings for a really long time. Years ago there was a whole list on this wall of the District goals and I thought what better way for us to assess how we are doing than to look at our District goals and assess from the inside out – how far we have gone. One of the worst things that you can do is set a goal and never look at it again. I’m not saying that we do that. If we have those goals and we know at the end of the school year we are going to be looking at assigning ourselves a grade based on a rubric – I’m not saying we would be more diligent but we might be able to focus a little bit more on the goals that were very specifically set with meaning early on in the school year and proceed from there. I don’t think you have to reinvent the wheel - we create our District goals and we do it every year and that is what we should assess ourselves on and put that forward to the public. This is what we decided was important. We did really well on this – we have some work to do over here and then it keeps your focus as well as providing some really valuable information for the community. Mr. Monge stated you are hired. Mrs. Hall stated I was afraid of that – it is just a thought. I know we already have those goals and it is a great place to start.

Chasity Santana stated Washington PTA is still today. I sit at the New Jersey State PTA level as a diversity and inclusion chair and I usually don’t put that out there. But when your New Jersey State President calls you up and says “Chasity I just came from the NJEA and they were talking about Union” and I’m saying great, she is going to say great stuff about Union and I’m going to be so happy – but she called me to let me know that the librarians were letting her know that in Union Township once again we are out four of our librarians and she knows how much I talk and what an advocate I am and as to why we still don’t have the adequate number of librarians throughout the whole district. I was very disappointed. This is why I feel that we don’t want to be a model district because we are; now we need to show them that we are this model district. Yes I get it there is a budget and everybody has a budget. We need to do what

we have to do to get our children what they need and they need librarians. Also I was coming from Washington PTA and they are talking about Spanish teachers which I didn't even know because in the school I have three children and of the three children, one of them gets Spanish; the other two don't because only half the school is getting Spanish. I'm telling you what I have just been told by the principal and everybody there. Half of the school is getting Spanish, the other half isn't and I don't know why.

It wasn't even me – this is what came into my lap on the Friday before election day and I kid you not, I had the only fight I had with my husband. I was so upset with him I didn't even know what I was going to do and then I got this. I completely forgot every to do with my husband. I got a text and this is what it said and I will omit what I have to omit. “Dear Student, recently funding for our schools has been drastically reduced to shortfalls in revenue. As a result moneys that ordinarily would be granted to blank middle school will not be forthcoming. In short our schools are facing severe budget problems and the Board of Education has been forced to consider alternative funding sources. Therefore new policy is being enforced effective immediately. Each student in social studies class will be required to pay for photocopy materials. The fee will be a nominal \$1.00 per page. There will be no exceptions to this rule. Any student that does not pay the \$1.00 fee will be unable to participate in classroom activities that include photocopy materials and will receive a zero for these activities. While this may seem a burden, let us at the Board of Education assure you that it is absolutely necessary and appropriate and we hope this does not deter your parent from re-electing us on election day. We must all work together to solve this temporary financial problem. The Union Township Board of Education” and this is what I'm going to say to this.

If at a PTA meeting I cannot campaign to an adult, please in your school do not campaign to my children. That is what I'm going to say to that. I got an array of excuses as to how this is an exercise for money and taxation that has been going on in this school for years; that for eight years, 8th grade students have always gotten this. I consider myself an educated person or an informed parent and I would never have questioned the illegitimacy to this letter. If I was to get this, I would send \$1.00/\$5.00 – anything that you need, not only for my child, any other child in there what they need.

I am going to pray that this was not some type of campaign tactic that came out accordingly – the Friday before election day because they knew that they were not going to hear my mouth until today or the next Board meeting. I pray that our administrators, all administrators, know what they are doing in their schools; know what their teachers are giving out to our students because that just happened to fall into my lap – from a parent that I hardly know. She said do I really have to send in a \$1.00. I don't know hold on let me find out.

I was very upset on Friday and yes I know a robo call went out and we got emails about it but happens is if a child reads this, you can't take that back. You can't go in his brain and take this out. As adults we can – these are the excuses to that and we can strategize. Don't strategize to our children for any political reasons. Thank you.

Susan Lipstein stated I want to echo with the library situation. I am a librarian and we work very hard and I know Mr. Tatum has worked very hard too. The library staff at least as good as it was, I will let him handle that.

One question – the new Policy 9130 that was posted in the backup – 9130 is out for the public and was that the correct one – no.

I will talk as the President of the Education Foundation – we need this more than ever before because of the budget cuts – we are doing our own fundraiser on December 6th at Tiff's and our annual spring reception is May 7th at the Knights of Columbus. We hope we see everyone then and what we do is we make sure that teacher's that have projects get funding no matter what the budget is. The more money we get the more money we give.

Ann Margaret Shannon stated I just want to echo “go library” and want you to know that we always advocate for the Township of Union at the convention. I spoke to the Commissioner of the State Board of Ed in public and he tried to put it on the local, which is true, but that is not the point you have to work with the legislators to get us the money so that we can fund these programs. We are always fighting for you guys – Trenton, DC, AC wherever.

I'm looking forward to speaking with Mr. Taylor about “Janice” – I'm not spoken directly about the workplace democracy act with the Board of Ed and I think we might have to have a discussion on that. As Mr. Brennan knows, he and I are trying to plan a luncheon and I spoke to the NJEA today about membership and with the payroll department and it is stuff I'm still working on and maybe we can bring Mr. Taylor into it. That is really big on my agenda right now. We are having some gray area.

I thought the high school is well covered with security for the 12 years that I worked there and I hope that continues.

The social studies lesson – I totally feel Chasity for you seeing it; however, I would like to remind everyone that we do engage student, we just don't tell them what to think and there was no letterhead on this letter, there was no signature on this letter and by the end of the class, the teacher said this is just an experiment – the high school does it many times and the principal has been involved in that type of situation. You want to say trick the kids, I don't know what you want to say but that is engaging – what if this happens? How would you feel? What would you do? There was never any political intent, it has been going on for 15 years and I can't apologize enough. Mrs. Santana stated it needs to stop, it needs to say this is a project.

Ms. Shannon stated I don't want to go into details I just want to tell you honestly that I have been working here for 20 years. Mr. Taylor stated excuse me, members of the public can you address your comments to the Board chair and others please wait your turn.

Ms. Shannon stated I just want everyone to know that the UTEA is not political, we do not get involved in Board of Ed type of situations, learning or otherwise, elections or otherwise, it was an engaging lesson and it goes on in many schools in the District and I just want everyone

to understand it was truly just an education experience and I hope you can all consider it for what it was and I apologize if anyone was offended.

Mr. Nufrio stated I just want to comment on the “Janice” decision, there was a bulletin sent out by the New Jersey School Board Association, which you probably don’t get because you are not a Board member, and I would like to forward that to you and you of course can still talk to Mr. Taylor because he did give a very good presentation on that but the School Board’s also in their bulletin delineated quite a bit and detailed it all.

Kathleen Brunsmeyer stated I just wanted to piggy back on the ARAMARK and the lunch situation and when she mentioned the high school and the lines – I have had the fortune or misfortune of being both a parent and being a staff member that gets to go to lunch with 138 of my best friends every day and be there. This year I’m only with 100 of my 2nd grade friends and there are times when these children are getting three minutes to eat their lunch and this is not against you Mr. Mike, I have seen you and you see what I do and I see what you do – it is not against you personally but the company seems to be not having as much staff – I don’t know if it is across the Board and it feels like their hours and I’m not seeing the staff that are there so it seems like the hours that the people that are working are being cut. I understand in life things go up and the prices of food is going up but we are affecting our students. Mr. Taylor stated can you please address your comments to the Board chair. You can talk about ARAMARK but you talk about them to the Board chair.

Ms. Brunsmeyer stated I am one of the people who did bring up at several Board meetings publicly about the amount of money that is owed by certain people. If you are telling me now as a public person we have letters going out to some of those people that owe money and if it is a size of a mortgage, I’m sorry, you didn’t know that you weren’t paying for your kids to eat for years. I’m sorry – you know what you are doing for your kids and you know if you are paying for your kids to get food or not. I understand that but we do and as a parent who has been paying my kids lunch, I thank you if we are sending out letters out trying to collect some of that revenue. Two or three years ago I asked a question to an ARAMARK official because my daughter took a picture in the middle school of her lunch because she was trying to tell me she was getting the same size lunch as in the elementary school and I said there is no possible way that can be true. She took a picture of it and she had the exact same amount of lunch so I happened to question an ARAMARK official within the building one time and they said the lunch is based on the government regulation of the content and the this and the that so it would be the same because of their age or whatever. There is no possible way that you should expect a 13-14 year old kid to eat the same as a kindergartener or first grader and if you are, why are we charging more money for the middle school kids if they are getting the same amount of food as the younger kids. I never got an answer. They said they would have to look into it and that was 3 years ago. I know they had a lot of turnover. If we are going out to try to get competitive bids I would love to see it happen as soon as possible because I would hate for anybody to be going back and forth and arguing at another public Board meeting that we have to come back for things. You guys work so hard – all of you – it just does a disservice when we are at a public meeting on TV and the bickering is going on and then we have to go back because we didn’t get the bids in the right time or we didn’t do this or do that; we have to look at this again. Please let’s be proactive and not reactive.

Rich D'Avanzo stated UTEA Vice President – exactly a week ago there was big change here in the State of New Jersey when you talk about our politicians that we elected in this State and the NJEA endorsed fully supporters of public education and that is one thing that especially what goes on in Washington DC. Ann Margaret and myself were down there – what we hear and hopefully there will be some change especially when we talk about funding in particular because that is where our money comes from Washington.

The last week of the convention was a complete breath of fresh air to listen to the Commissioner and he has only been in the position since June. It's fabulous listening to him speak and the initiatives and goals – for the parents in here about all the PARCC nonsense and everything else that is going on and it will not be considered PARCC anymore. It is going through a process of changing; that process hopefully in the future, whatever they adopt as a name to take its place for a lesser amount of assessments, lesser in time and of course. These are all the initiatives and they did that by basically holding all these Town halls and listening to the stakeholders of the State which really hasn't been done before. It was educators, politicians, board of ed members, parents and they take that all in and he is definitely for that and I'm sure Mr. Taylor knows the Commissioner because he used to teach in East Orange.

One of the things he brought up especially with what you guys introduced last month – funding for the pre-k – he talked about that initiative and they followed through that pretty quickly and for our District to take advantage of that money coming in and we all know as Mrs. Regis-Darby said about early intervention and how important it is at that young age.

Finally, the whole PARCC thing, it can't evaporate overnight. It is a process that has to go through in order for it to change and they do still have a contract with Pierson but the name PARCC will be going away and what they will eventually turn to and one of the things too talking about benchmarks – they are quarterly assessments but one of the things that we come across as educators is at the same time of year when our SGO's – we are giving that test and it coincides with the timing of PARCC. Sitting there for hours certain days of the week and then they have to realize they are back in the classroom. It is not fair to the students and not fair to the educators and that is one of the changes that is taking place.

Just to let you know too when all this talk was brought to the last school board meeting in October, for the first time ever you had a State Senator, Teresa Rowese testifying being a proponent of PARCC and going from a State Board of Ed first time that anyone could recall that a State Senator testifying on behalf so I wonder where she is getting her funding from. When the leadership of the NJEA reported back to us, it was astonishing that it took place. It should bring light on it and unfortunately a lot of people don't like politics but politics dictate a lot of things that go on and unfortunately education as I was told is the last thing that they feel they can get a grasp of especially when it comes to money and especially what we had to suffer over the last eight years and how he bled districts like ours as well as cutting funding for schools and everyone is trying to make numbers. We hear Statewide, nationally and national is a whole different issue but here in this State there are a lot of districts that are suffering still to this day to make that turnaround.

To piggyback Ann Margaret that she asked that question about the librarians and it was brought up by a couple of different people and it is really more of a State issue and it is something that they are going to look into. They have their hands full; it is a turnover. For the last couple of years there were people acting in that position and not doing their job.

Mr. Nufrio stated what you said about PARCC, the State made modifications but it wasn't to the extent that they were hoping to have but modifications were made. Down the road it may change but for now those modifications are still in place and we have to abide by them unfortunately.

Catherine Lewis stated I have a few comments that don't need responses which it is supposed to be anyway. I'm a stickler for how things are supposed to happen. I will start and end on a happy note and the ugly stuff in the middle.

Kawameeh Middle School's production of Aladdin Jr. is going to be on February 28th, March 1-2. Come out and support them. I don't have dates or information on the high school or Burnet.

I wanted to comment on what Mr. Monge said about our scores and piggy back on what Jill Hall said. Not so much the scores, I feel sometimes some of those scores and how we are ranked don't really show what we do. I feel that Union offers so much more than what we are rated on. We have wonderful extracurricular programs, sports programs and there are so many other things that we do that some people just write off as not being important but they are very important and we excel in those things and I think we should go back to what Mrs. Richardson said and put focus on those positive things that we do and have that be part of the goals, not just that we are going to learn these things, kids come out of their shell and get better at public speaking or advocating for themselves or all these other things that we do.

I also wanted to agree about approving things before they happen. I think one of the Board members said that about field trips. For me I absolutely agree with that because I had tried to put in for a field trip with the Union Historical Society and I was a few days late of meeting the deadline for the field trip and it is not a big deal I'm going to reschedule and do it later but the Board meeting was still going to be before my field trip would have been but I missed the deadline. If that rule is going to apply for one person, it should apply for everybody. It is just unfair. We should all have to follow those same suggestions.

I had emailed Mr. Benaquista and Mrs. Moses and Mr. Tatum about a conflict on some fundraisers and I'm not going to get into that and I hope that you guys will discuss that in executive session. If anyone wants a copy of my email you can ask them for it and there are some conflicts there and I would like for you all to be aware of them and address them.

Also Mrs. Regis-Darby – you always find out what happens as a Union High School PTA and I think that is amazing and I love that and I wish that and I'm not knocking anybody but I wish that the other schools' PTAs would and I know there are some conflicts some of the nights but I feel that someone should be at every one of those PTA meetings for all of the schools so

you can see sometimes when things come up and you are made aware and other schools fall through the cracks on some of those things.

Sorry to be annoying but I'm on top of you guys but I'm passionate about my students and if anyone wants to come visit me I'm in room 229 at Burnet Middle School – come see me teach, I don't mind, I like visitors – I know you have to contact Mr. Tatum first but I always invite parents and Board members to come see me.

I also had one small other thing, back in September there was a P-1 document at the public meeting that wasn't available for the public because it was short and quick and we didn't have time to have it out and you guys approved it and then later on the document was made available, there were some errors on that document and I highlighted them and I sent them up but I haven't seen any revisions made or seen that come up again – so I wanted to throw that out there.

Joscelyn Rodriguez stated I have twins at the high school. I have great concerns when it comes to safety and I am here to make a request. I would love to have the Board members when you go into private to have a discussion and consider having metal detectors and searching bags in the schools. We all know what is going on in our nation and we should be proactive at this point rather than reactive. So that is my request to you to please consider having metal detectors and having the bag search especially in the high school.

Mr. Nufrio stated that concept was introduced several years back and I introduced it specifically because we worked in the same district and you obviously still work there. That too takes money and there are many aspects of security that we can approve on and that is certainly one of them. We will talk about that as well.

Mrs. Rodriguez stated everything is money but we are talking about the safety of our schools. Not only our students but teachers, staff - I think when it comes to safety it should be the number one priority.

Suehay Monge stated I have so many things and I'm trying to pick what I'm going to talk about. I just want to piggy back off of what Chasity said regarding the project/letter that was sent out. There was a signature on it, it was signed "Township of Union Board of Education" and it was very specific to what is going on in the District today. Me personally as a parent, I think it was done on purpose. As it pertains to being a project that was done for over 8 years, my kids just graduated from there back-to-back and they are in the high school now – never seen the project. I just want to put that on record that is not something that was done in the past.

I have questions that I don't want them to bite into my time so I don't know how you want to handle. Mr. Taylor stated just ask the questions and then we will respond.

Mrs. Monge stated the bus evacuation drill, I know there is a policy because I looked it up but it is very vague. It really doesn't describe what students get on – is it all students, or just the students that take the bus. Do the teachers get on the bus with the students? What are the specifics because to piggyback on what Mr. Benaquista was saying about the special needs

population – my son participated in the drill and he got lost and he was on the wrong bus and he didn't know where he was and he didn't know he was on the wrong bus and he has special needs. Teachers were not on the bus with them. They were there with aides that facilitated the drill and I'm not sure how that works either. Are these aides trained? It became an issue and he got irate – imagine it was a drill but if this was a real situation, you are putting a special needs student on a bus with complete and total strangers. I don't think that is a good thing to do. If there is no specific policy because I didn't find one saying if the student is supposed to be on the bus with teachers so that snowballed in getting security involved and him not having his ID and trying to run away from security. When you approach a kid that as Asperger's in that fashion – no one knew what his diagnosis was, he was a stranger amongst 2200 kids in the middle of a bus drill; that really didn't go well so I just wanted to put that out there.

Questions about the transgender laws – you mentioned bathrooms, what about locker rooms and as far as safety for those particular students. I a perfect world everyone would be accepting but we know that sometimes there are going to be kids that will do things that they are not supposed to do and I just want to make sure that those students have a safe place to go – change as it pertains to gym and use the bathroom.

ID's – I understand about the whole wanting them to use the name that they want but how would that work security wise. I feel like a plan needs to be in place with that as well.

Lastly, ARAMARK – I have a list of about 10 emails and 7 social media posts – complaints from parents and students alike at the high school and the elementary school – about the quality of lunch that ARAMARK provides. I would love to read you one that really stood out to me if I have time. Either way, how long has ARAMARK been contracted with the District? When is their contract up? About their surveys, it is very important to send surveys but not just to the students. If you are sending it to elementary students they may not know and as a parent I would want to know – even for my high school student. I would want to talk to them about it. What does this question mean? What do you think? Or whatever the case – I think parents definitely need to be looped in on that.

From Mr. Brennan summary – this is something that was old but it is just being put back on because we were paying them more and now it has to be lowered? Mr. Brennan stated it is a tweak in the rate. It is not going to be as detailed.

Mrs. Monge stated there are quite a few things – it shows an increase. Mr. Brennan stated that is the original resolution from May.

Mrs. Monge stated I have a copy of these letters and I will put them together for you Mr. Tatum.

Mr. Brennan stated ARAMARK – Union was their first customer as a school district. This is the last year of the 5-year contract. Mr. Arminio stated half a century. Mr. Brennan stated it ends June 30th. We are going to RFP.

Mr. Nufrio stated with regards to the question you had on the bus specifics. Do you have any comment on that Mr. Tatum? Mr. Tatum stated I can say that depending on the circumstance of the drill – a simulation of what is to happen if an emergency were to occur I think when we talk about a student being on their regular bus, there is a greater familiarity of who is on the bus as opposed to when they are doing a simulation. I do know that in the schools they do them in blocks so there are a number of students that are out there. I do know in previous years the way it was done, Mr. Benaquista is closer to this than I have, is that the students were bus students that were assigned to the emergency drills and that may have changed somewhat. Mr. Benaquista stated we do all students now. Without getting into specifics, I will look into it and I will reach out to you and let you know what I felt could have been done better. Mrs. Monge stated I have already reached out. Mr. Benaquista stated I will look at it as well.

Mr. Nufrio stated when they do the drill does the bus actually leave the premises? Mr. Benaquista stated no but there was some stuff that Mrs. Monge said and I'm concerned about. I will either way follow up with Mrs. Monge. Mr. Nufrio stated unless it was done at the end of the day and they considered it a drill. Mr. Benaquista stated no. Mr. Nufrio stated I'm saying that because that sometimes can be done.

Elsie Mackie stated one was a suggestion by my son and talking about the drill, security and safety and we talked about some concerns that he had. He is use to my paranoia. His suggestion was maybe a Town hall. Something to bring the parents and students together so we can all be on the same page in terms of drills and the process and procedures. Often times in his words, we parents and the Board and the teachers and everybody just make the decisions and we don't have the input from the students on how it really is and it would be good if we could all just be on the same page – maybe have a presentation – understand response time, understand the making of having a drill. Even if it is a drill you are still going to get paranoid and even if something was found in this situation, then you start with the multiple questions so you make sure that they are all on the same page. If you guys can consider it – he said you know mom you can bring this up.

The other thing that he didn't want me to bring up – just for clarification in terms of leadership at the high school; often times kids get together and by the time it gets to the parent it is a whole exaggerated story so I do take that into account. But it is a continuous story amongst multiple children. Apparently there was an assembly where a kid made a comment and the principal lost it on the stage, children got unruly and it was hard to get control of the auditorium. Another rumor was that teachers were videoing it or snapchatting it or whatever the case may be. Again I am not going to sit down yay or nay because this is a bunch of kids but if it is more than one some sort of truth about it happened. I think with the rumors around we need clarity in terms of management of the high school. We understand the role of acting/interim principal – what does that mean? I get lots of phone calls from Mr. Paterno. What is his role? You really don't hear from Ms. Osty. Also the email says that Mr. Benaquista will be at the school managing – how is that all working out. I think it is important to have clarification because then the rumors will stop and the worst thing to me in terms of being a parent is to feel like my child is in an environment that is not managed correctly.

CPAC is having a potluck on Monday, November 19th at Kawameeh. We are inviting the whole community because the goal is for special education and children with disabilities – bringing the community together and invite a family environment. Often times we feel like we are on an island so we bring everyone together – so please come and bring food and label it because we are of the age of allergies.

Comments from the public, can that be moved to the beginning? Does it have to be at the end? Is it mandatory? Mr. Nufrio stated I don't know that. It is not a new concept. I have heard that before but I will defer it to Mr. Taylor. Mrs. Mackie stated for the parents it is beneficial. I don't mind sitting here listening to you but often times we have issues that we have, you have already discussed and input should be heard before you get to the table and make these discussions. Sometimes these things drag.

Personnel issue in terms of special education and the advancement for students – I am going through transition with my son, he is 14 years old and we are having different types of conversations and it is very rough. I am just asking all of you to be forward thinking when we move forward and it doesn't have to be the rubric. They come, we teach them daily living skills, 18-19 they go into adult day program – we need to raise the bar for them. I was at a meeting and listening and it was geared toward an adult day program. No we need to have the same set of expectations that we put on his twin brother and we need not pigeon hold them into day program is your only thing and that is what happens. When we are coming to the table with Mrs. Conti we always are forward thinking. I'm about not doing the norm but society is not use to that. If we start in district, we are already a model, we should really think about that when we are moving forward.

Mr. Nufrio stated we will discuss as a whole and Mr. Taylor will give his input. I have my opinion on that but I will refrain from commenting. Mrs. Elsie stated I'm encouraged that you will consider it.

Nancy Zuena stated as per the Board attorney and we can't talk about security. There are different reasons that I'm at the school at night and it needs to be addressed. The other thing is the policy that is in talk of being on or not being on – what is the policy about or is it on the back-up. Mr. Monge stated it is about committees. Audience stated it is online.

Chasity Santana stated she is going to read something from another parent. The transgender policy that is coming up – the other children – are we sensitizing them and supporting them in a way and the reason I say that is because she knows someone that has a son in 5th grade that he had somebody in his class and he came to me and said mom, I don't know if it is a boy or girl, I don't know what to do and at the time he was 10 years old and we hadn't even talked about sex and I didn't know what to say to him. How are we supporting and I don't want to say general ed children, because transgender children can be general ed children, but how are we supporting the other children so that we know that they can say hey what's up – this is what this is about. If we put somebody that is different in the room, and the children don't know about it, it is not going to be good. Ms. Hall stated school counselors. Ms. Santana stated yes I know Ms. Hall but you are just one. Mr. Taylor stated please limit this to the Board members.

Mr. Nufrio stated part of the process is a Board meeting is controlled and run by the Board President and I think I extend courtesies to everyone but there are times I get none. I think that is an excellent comment and anticipating what Ms. Hall is probably going to say, I would have said it as a former administrator, I would hope that our counseling department, all of our resources will be addressed perhaps not in mass but individual concerns and that is what counselors are supposed to do.

Ms. Hall stated we have programs across the Board from K-12 to address issues of diversity and we don't shy away from this conversation about our LGBTQ community because they are members of the school community and to the extent that we need to feel comfortable we also need to have the students that they are interacting with recognize and shun the word tolerance, I hate the word tolerance, we are going for acceptance and that is really part of the curriculum that we infuse. Not maybe specifically at the younger age to the young LGBTQ but with that mentality and we extend to the middle schools and the high school and it is very specific to that demographic. Mr. Nufrio stated we also have counselors in all the elementary schools. If the child is not coming forward, perhaps timid or afraid to say anything, then I think the parents should reach out to the counselor and say listen can you talk to my child he is disturbed about this and he doesn't understand it. Thank you for that, that is an excellent comment and thank you for presenting it.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Mrs. Regis-Darby, that the Board go into Executive Session at 9:25 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.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege. *Ionta vs Township of Union Board of Education and Lowery vs Township of Union Board of Education*
- Matters involving employees and terms of their employment and contract.

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.

Mr. Monge stepped out of meeting prior to vote.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:05 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mrs. Williams, that the meeting be adjourned at 11:05 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY