

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – JULY 17, 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, July 17, 2018 at 7:00 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Vito Nufrio, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mr. David Arminio, Mr. Jeffrey Monge (arrived at 7:02 p.m.), Mrs. Nellis Regis-Darby (arrived at 7:02 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

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

Mr. Monge and Mrs. Regis-Darby arrived at 7:02 p.m.

Dr. Francis read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mrs. Minneci, seconded by Mrs. Richardson, that the following minutes be adopted: (1) April 10, 2018 – worksession, (2) April 10, 2018 – executive session #1 and (3) April 10, 2018 – executive session #2

DISCUSSION:

None

AYE: 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 FROM MARANATHA CHRISTIAN CHURCH

Letter from Maranatha Christian Church of America requesting use of Burnet Middle School on September 8-9, 2018 from 6 a.m. to 8 p.m. and requesting waiver of rental fees only.

LETTER FROM VAUXHALL HISTORICAL SOCIETY

Letter from Vauxhall Historical Society requesting use of Jefferson School on November 10, 2018 to honor veterans from the Vauxhall community.

LETTER OF RETIREMENT – BRAHAM

Letter of resignation, for purpose of retirement, from David Braham, music teacher-Jefferson School, effective October 1, 2018.

LETTER OF RESGINATION – DeFRANCESCO

Letter of resignation from Paul DeFrancesco, special education teacher-Kawameeh Middle School, effective July 1, 2018.

LETTER OF RESIGNATION – DiBISCELGIE

Letter of resignation from Idaliz DiBiscelgie, café aide-Livingston School, effective July 1, 2018.

LETTER OF RETIREMENT – GABBAI-COCHAVI

Letter of resignation, for the purpose of retirement, from Freda Gabbai-Cochavi, teacher-Hannah Caldwell, effective October 1, 2018.

LETTER OF RESIGNATION – GEORGE

Letter of resignation from Kristy George, special education teacher-Union High School, effective June 28, 2018.

LETTER OF RESIGNATION – LLANOS

Letter of resignation from Kristin Llanos, 7<sup>th</sup> grader teacher-Kawameeh Middle School, effective September 1, 2018.

LETTER OF RESIGNATION – SIMONE

Letter of resignation from Shaun Simone, special services teacher-Union High School, effective September 1, 2018.

**LETTER OF RESIGNATION – SANCHEZ**

Letter of resignation from Kaitlyn Sanchez, language arts teacher-Union High School, effective June 30, 2018.

**REQUEST FOR LEAVE – AIELLO**

Request for unpaid child rearing FMLA/NFLA (concurrently) followed by non-FMLA/NFLA from Alexandra Aiello, special education teacher-Battle Hill Elementary School, from September 1, 2018 and with a return date of February 1, 2019.

**REQUEST FOR LEAVE – AMES-VELOZ**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Shaunte' Ames-Veloz, math teacher-Kawameeh Middle School, from October 9, 2018 and with a return date of January 22, 2019.

**REQUEST FOR LEAVE – CARHART**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Cynthia Carhart, teacher-Connecticut Farms Elementary School, from September 6, 2018 and with a return date of December 17, 2018.

**REQUEST FOR LEAVE – COBB-ROSEBERRY**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Zakiyyah Cobb-Roseberry, teacher-Franklin Elementary School, from September 13, 2018 and with a return date of November 1, 2018.

**REQUEST FOR LEAVE – DESROSIERS**

Request for unpaid child rearing FMLA/NJFLA (concurrently) from Johnny Desrosiers, security officer-Union High School, from September 4, 2018 and with a return date of October 1, 2018.

**REQUEST FOR EXTENSION OF LEAVE – FORD**

Request for extension of unpaid non-FMLA/NJFLA from Erian Ford, teacher-Hannah Caldwell Elementary School, with a new return date of January 2, 2019.

**REQUEST FOR LEAVE – KRATZ**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Robyn Kratz, teacher-Franklin Elementary School, from September 20, 2018 and with a return date of February 7, 2019.

**REQUEST FOR INTERMITTENT LEAVE – McCARTHY**

Request for paid intermittent FMLA/NJFLA leave (concurrently) from Jill McCarthy, school counselor-Burnet Middle School, from September 1, 2018 through June 30, 2019.

**REQUEST FOR LEAVE – NIOTIS**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Jenna Niotis, teacher-Connecticut Farms, from September 11, 2018 and with a return date of December 17, 2018.

**REQUEST FOR LEAVE – WEST**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Heather West, science teacher-Kawameeh Middle School, from October 1, 2018 and with a return date of February 15, 2019.

**LETTER OF RESIGNATION – WILLIAMS**

Letter of resignation from Jennifer Williams, 12-month administrative assistant-Central Office, effective July 16, 2018.

**LETTER OF RESIGNATION – DESAMOURS**

Letter of resignation from Therese Valery Desamours, school counselor-Union High School, effective June 30, 2018.

**LETTER OF RESIGNATION – LANGER**

Letter of resignation from Jason B. Langer, effective September 4, 2018.

**SUPERINTENDENT’S REPORT:**

Mr. Tatum stated there are two items listed – one is the HIB and building self-assessment. I was informed that the self-assessment is posted on the website. The self-assessment is a year behind of what I understand. What you will see there are numbers from the last school year and just released recently. The State has been back and forth on the way it is to be reported. I believe I brought that information to you in January or so. All can be found on our website. There is 76 points and we are about 72 – that is an assessment of all of our buildings.

Student attendance – 92.8% and staff attendance – 95%.

I will go through the HIB which is required and there are still adjustments being made but according to the information supplied to me we had a total of 22 reports. Status of 12 founded and 10 unfounded. The nature of the founded HIB was based on protected categories – one was race, one was religion, sexual orientation, gender identity, mental/physical or sensory disability - 2 and distinguished characterization – 7. I try to remind everyone that sometimes when there are two in a category the number may double itself because there is more than one – so there is not necessarily one in every category.

The names of investigators are Tara Colandrea, Jill Hall, Karen Hoffman, Eric Jackson, Kim Marano, Jennifer Parkhurst, Ashley Kondracki, Monika Roberts, Ingrid Soares, Janette Tramuta, Lucille Williams, Madeline Wenz.

Type and nature of support services and/or discipline imposed were change of environment – 4 HIB, 1 non – total 5; counseling services 12 HIB, 9 non – total 21; detention – 3 HIB, 1 non – total 4; educated – 2 HIB, 0 non – total 2; group counseling – 0 HIB, 1 non – total 1; in-school suspension – 1 HIB, 0 non – total 1; mediated – 4 HIB, 0 non – total 4; monitored – 5 HIB, 0 non – total 5; out-of-school suspension – 4 HIB, 0 non – total 4; parent conference – 4

HIB, 2 non – total 6; police notification – 3 HIB, 0 non – total 3; warning – 0 HIB, 1 non – total 1.

Other programs - districtwide and building based: PBSIS, anti-bully club, advisory lessons, collaborating with health classes, week of respect/unity day, red ribbon week, leader in me, peer mediation programs, peer leadership programs, school violence awareness week, character education, district wide parent assembly, school wide incentive programs, lunch bunch, classroom lessons, service learning, ceiling tiles, anger management, social skills, new student, school spirit weeks.

Training districtwide/building based: district HIB policy training for administration and all new employees – August 2017, HIB specialist trainings (9/25/17, 12/11/17), anti-bullying parent workshops, school safety team meetings, individual school trainings.

I would like to congratulate all our Union High School graduates. We had some good weather, just a few drizzles but went well. Project graduation went well – well attended and more this year than any other year. Both the middle school promotional ceremonies and Mr. Benaquista attended and 4<sup>th</sup> grade farewells – we all got out and Mrs. Minneci and I went to Hannah Caldwell.

There was a kindergarten celebration that I would like to mention – one of the Board members attended – Mrs. Minneci – it was very nice, in cap and gown.

Upcoming event, August 14<sup>th</sup> we will have our planning session at the Administration Building at 7 p.m. Mr. Nufrio stated it will be two hours – 7 to 9 and it will be televised. Mrs. Cappiello stated no, unless you tell us to. Mr. Tatum stated I guess it will be now.

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Williams, 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 June 1, 2018 to June 22, 2018, in accordance with the information appended to the minutes.

##### E-2. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2018-2019

Approve parent/pupil transportation contract for special education student attending NJEDDA High School at the rate of \$24.36 per day for the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

##### E-3. APPROVE TUITION AMOUNT FOR FULL DAY PRE-SCHOOL

Approve the tuition amount of \$6,000 (not to exceed) for full-day pre-school (10-months-payable monthly; \$600 per month).

**E-4. APPROVE CHILDREN’S HOSPITAL OF PHILADELPHIA – BEDSIDE INSTRUCTION**

Approve teachers employed through Children’s Hospital of Philadelphia to provide bedside instruction for District students on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$2,500.00 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

**E-5. APPROVE STUDENTS ENROLLMENT – VO-TECH**

Approve students’ enrollment for school year 2018-2019 AM and PM vo-tech, in accordance with the non-public information appended to the minutes.

**E-6. ACCEPT VANDALISM AND VIOLENCE REPORT**

Accept Vandalism and Violence Report for the second period of the 2017-2018 school year, in accordance with the information appended to the minutes (Superintendent presented results of this report during the Superintendent’s Report).

**E-7. APPROVE PROFESSIONAL DEVELOPMENT – DANJEA CORP**

Approve full-day motivational training on “bringing joy back into education” by Danjea Corp for educators at Union High School on September 5, 2018 in the auditorium from 8 a.m. to 2:30 p.m. (reduced speaking fee of \$3,000), in accordance with the information appended to the minutes.

**E-8. APPROVE CONTRACT – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED**

Approve Service Contract with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the District for the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

**E-9. APPROVE RESOLUTION/AGREEMENT FOR COORDINATED TRANSPORTATION SERVICES – HCESC**

Approve the Resolution/Agreement for participation in Coordinated Transportation Services with the Hunterdon County Educational Services Commission for the 2017-2018 School Year, in accordance with the information appended to the minutes.

**E-10. APPROVE RESOLUTION/AGREEMENT FOR COORDINATED TRANSPORTATION SERVICES – HCESC**

Approve the Resolution/Agreement for participation in Coordinated Transportation Services with the Hunterdon County Educational Services Commission for the 2018-2019 School Year, in accordance with the information appended to the minutes.

**E-11. APPROVE TEACHERS EMPLOYED THROUGH EI US, LLC – BESIDE INSTRUCTION**

Approve teachers employed through EI US, LLC dba Learn Well (formerly Education, Inc.) to provide beside instruction for District students on an “as needed” basis for the 2018-2019

school year, in the amount not to exceed \$8,000.00 (Account #7693-11-150-100-320-01-19), in accordance with the information appended to the minutes.

**E-12. APPROVE PLANNING FOR ADULT LIFE/THE ARC OF NEW JERSEY – TRANSITIONAL EDUCATIONAL CLASSES**

Approve Planning for Adult Life/The ARC of New Jersey to provide transitional educational classes for students and their families for the 2018-2019 school year, at no cost to the District, in accordance with the information appended to the minutes.

**E-13. APPROVE NJTIP AT RUTGERS – TRAVEL INSTRUCTION**

Approve NJTIP at Rutgers to provide travel instruction (bus/train) per students' IEPs for the 2018-2019 school year (not to exceed \$14,252), in accordance with the information appended to the minutes.

**E-14. APPROVE ATTENDANCE – EDUCATIONAL/CURRICULUM MEETINGS –MUJC**

Approve attendance for educational/curriculum meetings at Morris Union Jointure Commission: Annie Moses; Assistant Superintendent, Gerry Benaquista; Assistant Superintendent, Supervisors: Randi Moran, Jeremy Cohen, Nicole Ahern, Robert Ghiretti, Theresa Matthews, Maureen Guilfoyle, and Maureen Corbett, Principals: Corey Lowery, Jason Malanda, Tommy Harrell, Michelle Warren, Mark Hoyt, Ben Kloc, Tom Matthews, Latee McCleod, Kathy DiGiovanni, and Laura Damato, Directors Kim Conti, Ann Hart and Sandra Paul and Assistant IT Director Craig Wojcik. Attendance at Morris Union Jointure of Commission is at no cost to the District for 2018-2019

**E-15. APPROVE ATTENDANCE – NJDOE WORKSHOPS**

Approve attendance for all central office administrators, district principals, supervisors, directors and Assistant IT Directors to attend professional development workshops provided by NJDOE; in accordance to the state calendar events that pertain to the district and schools' action plan and/or individual PDP; evidence driven and shared with building community to improve students and teachers outcomes (at no cost to the District).

**E-16. APPROVE WELLNESS MANAGEMENT SERVICES OF TRINITAS REGIONAL MEDICAL CENTER – STUDENT SUPPORT**

Approve contract with Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support Services for the 2018-2019 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated E-3 – I see the tuition rate is \$7500 for the year. How was that determined? Mr. Tatum stated it was determined by the Business Office based upon student district tuition for pre-school. Mr. Brennan stated Mr. Vieira had the tuition rates and polled other preschools. Mrs. Regis-Darby stated which ones? Mr. Brennan stated I will have to find out from Mr. Vieira, I don't have that information on me. Mr. Tatum stated I believe area districts were surveyed. We took a look at a number of districts around and they were around \$700 a month. Looking at the cost of pupil versus the amount of money the other district charges and that is where that number came from. As far as the particular number is concerned,

and we talked about this at our agenda review, that number is really based upon a pilot program. It is not a number that is written in stone. We are coming up with a number that we believe is the average cost in the area. It is a Board recommendation that we are making and if there is a need to further talk about this we can.

Mrs. Regis-Darby stated in terms of last year's pre-k program, the tuition for the half-day was \$500 for the parents. I was looking on the budget and I can't find the line item where that money went to – where did that money go for tuition? Mr. Tatum stated that is question we have to have answered because the question was if we were to collect tuition, where does that money get displayed in the budget and also to show how it is going to be spent. There are different line items that will need to be created based upon that income. Our goal is to try to ensure that we provide a program that is equal to or better than what people are paying for out there right now. We also have right now teachers that are paid pre-k salaries and part of that will be incorporated into that number.

Mrs. Regis-Darby stated I did some research myself and when you look at most of the pre-k classes that our students are already going to here – it is the one right here on Morris Avenue and Townley and for the most part when they leave that pre-k they usually come to our schools. I spoke to two of the directors there and 90% of those kids come into our schools. I looked at the two catholic schools – Holy Spirit and St. Michael's and I went to visit them and tuition there at Holy Spirit is \$4,650 and that is if you are a non-parishioner. At St. Michael's pre-k program is \$3,375. My thing is you don't want to be in competition with schools in your own district but those are the kids that the parent's didn't have an option for pre-k students to come into the public schools. We have to compete with them because parents are still going to put them into the catholic schools because their tuition is so much lower than ours. When you talk about a tuition at \$7,500 plus I called the YMCA and that is another \$2,575 for aftercare so that brings the tuition up. You have to put that all into consideration when you are talking about the price. I understand that you looked at the other towns but our kids don't go to the other town's they go here. We have to be at a price that is reasonable and feasible for the parents here. I think whoever is in that budget office, you did come up with hard numbers because I don't think that is fair for the parents.

Mr. Monge stated I would have thought that we would have started with a budget to be able to execute such a program so that break even number is the starting point. The cost is x-amount of dollars per child and that is our starting point and that is what I thought. As it pertains to what we offer, you match us up against the others. It is essentially a business plan. Here's our competition, this is what they offer, this is what their price point is, this is what our price point needs to be and then figure it out. I don't know if you were trying to make this a cash cow which I don't think. I thought the takeaway last time was to provide a service but break even if possible and that would be the starting point. This seems like it is a shot in the dark and without the due diligence that Ms. Darby was talking about.

Mr. Brennan stated we had a conversation at the agenda review and we went over some numbers and we have three classes of 18 in three different schools and you are talking about a teacher salary, possibly an aide will be required and you are looking at approximately \$300,000. Mr. Benaquista stated just three teachers alone is close to \$300,000 and three paraprofessionals



can cost you \$150,000. That cost is already less than the cost of this program for the number of students we can put into the classes and that is rough, that doesn't include supplies and things like that. We are not making money on doing these three classrooms. Mr. Monge stated you have the number of teachers based on classrooms. Mr. Benaquista stated three classrooms with 18 kids in a class. Mr. Monge asked is it multiple sites? Mr. Benaquista stated three different buildings. Mr. Monge stated to expand on what other folks are doing is like a cost benefit. Are the other sites doing it at a loss as well? I don't know. Mrs. Moses stated one reason why I didn't do a catholic school is because we are a public school. The other reason is we don't know the salaries of the teachers at the catholic schools. The other thing is our teachers in the preschool, they are under contract so they have to have prep so that means our kids get a gym teacher, a music teacher, an art teacher, they have to get everything else that the kindergarten kids get because that is what a highly effective program looks like. I'm not talking about the money, just what they would get. When I called to other public schools, this is what they are getting and they even had options for teachers – we are a pilot program so we are not even going there – the teachers come in early and they leave early and that's a long day for the kids because the parents need to drop them off early. The fact of the matter is, when we looked at the preschool, we are looking at making sure that the pilot program is of quality. We know we can provide that. We know we can provide that our kids at 4 years old have a computer/technology class. We know we can provide the phys ed which addressed the incorporation of playing with others and with multiple personalities of adults and adjustment to transition. That is a plus but this is a pilot program.

Mr. Tatum, myself and Mr. Benaquista were talking it would be a collaborative team of this table to decide what the fees would be. The fees came from the Business Office but as Mr. Tatum said it is always open for further discussion because we do want the program for our children and I know that the community it is a mandate for that. We would like to see our 4-year olds come in and the closest public school is Roselle Park and they have the 3 and 4 year olds. Our hope was to have a grant but when we did the research and many communications with the State and emails to Mr. Tatum from the State, that we did not apply for the grant – we didn't do the application for the grant four years ago so the grant will open up again for application in 18-19 which will last for four years. We are hoping that next year we do the grant and everyone can have the opportunity to be part of that without any cost to families.

Mr. Monge stated it is fantastic that you thought of that programmatically on the financial side. We don't want to deter people. My kids went to Connecticut Farms and we weren't going to go to catholic schools; we were always going to the public schools so it is driven by necessity and cost point. I think it is something we should take a second look at because we want to bring the kids to the program and we want it to be competitive. It seems like we are going to have a carrying cost and that is the income based on what you said Mr. Benaquista. Mr. Benaquista stated they were rough figures but the one thing that we have to be careful of it being now another budget thing we have to deal with because we know where we are at budget wise; especially this year coming up. We don't want it to be a shortfall of a large number. We have to find that point we can still manage everything and make it where we can bring the kids back.

Mr. Tatum stated one advantage that we might have right now is some of the people that are part-time teachers and teaching half-day pre-k because the enrollment was low, we might

find ourselves in a little better position in terms of the actual dollar amount because they are salaries that are already included in our budget. Mrs. Regis-Darby stated that was my impression also because we already have a half-day pre-k program so those teachers are mandated to stay here from 8:30 to 2:30. Mr. Tatum stated part of the reasons why some of those teachers were also doing AAP in the afternoon was for additional support was because of the lack of enrollment. There is another piece here too is many parents come to us and ask us if we can transport their child to a daycare center in the afternoon. I was thinking if we had this program that would alleviate their need to have someone transport their child from point A to point B and in some cases it also hinders our transportation department because when a parent comes to me I always say yes. I am not going to put a 4-5 year old on a street corner without an adult. It has been going on for a number of years here.

The other point I want to make is when we talk about comparing our program in our schools to a private school, I have friends that have dealt with private schools – many times the teaching staff does not have the same qualifications that our teachers have. Our teachers are certificated by the State of New Jersey and qualified to teach those classes. Sometimes you have people that are even non-degree. I think we consider that as one of the reasons the school district is charging a little bit more.

When I think what I have to pay for my own children over the years, \$750 sounds cheap when your kids are \$1,000 plus – it is almost like we are giving it away but I appreciate what you said Mrs. Darby about where we are and what the needs are of our community and that is why there is some latitude for some discussion.

Mr. Monge asked is there Title I consideration? You don't want to get into the haves and have not. Mr. Tatum stated that is a question I raised with the business office because at one point we had that Head Start program under Title I but then the question becomes if you are offering a program, all our students that need it, whether there is some reduction in that and that is a research question I raised earlier. I don't have the answer tonight but I did raise that question before and it is something we need to take a hard look at. Mrs. Moses stated we don't have that in all the other schools just the one school. Not even in the designated for the pilot program. Mr. Nufrio stated none of the three are. Mr. Tatum stated it precludes them from Title I. One of the buildings that we considered was Title I but that would be only if we had to open another class. Mr. Benaquista stated one of the schools possibly in the future with different things can be Title I because they are not far off based on their requirements.

Mrs. Minneci stated in the parochial schools the teachers get paid less and it is a whole different set up in the public schools and that is why they can charge less and their expenses are less than public schools.

Mr. Nufrio stated Mr. Brennan did you disclose the numbers – the salaries. Mr. Brennan stated at this tuition rate with 54 students it would be \$405,000 in tuition money coming in and then the cost of aides and benefits and things of that benefit. Mrs. Regis-Darby stated if we already have those teachers slated for those classes, we already have pre-k classes – half day. Mr. Benaquista stated we still have half-day pre-k classes. Mrs. Moses stated these are pilot programs.

Mr. Monge asked is this number at a loss? Is this at an operating loss? Mr. Tatum stated if I would answer that question right now, I would say no but depending on our half-day enrollment ends up going and more people go for half day and I have to use that teacher for the other half and then I have to hire somebody, then it becomes a question. Mr. Benaquista stated either way you are in the ballpark and a small loss. I think this number is one that we would be running where it would be minimal if it was an impact on the District. It is hard because you have to know how many people are going to register because if you don't fill up all the seats that is missing money.

Mrs. Regis-Darby asked how many kids have registered for the pre-k. Mrs. Moses stated twenty-something percent. What I'm hearing from my Administrative Assistant, people are wanting to see if there is an adjustment in the cost. We know that the community has asked for a full-day pre-school. We know that in order to find out whether or not – we have to collect data – we need to know what we are doing and how we are doing it. Just because 18-19 we plan to do the application, that doesn't mean we are going to get it. We have to find a place where everyone feels comfortable. Mr. Benaquista stated and we want to be able to sustain this. Mrs. Moses stated it is good for the community, for the kids to get the intervention and expectations are in school so I know it is a good thing. I think the community and the struggle with the \$750 a month. I understand that. This is the world we live in and everything is up. Every year tuition in any school will go up. It is just the way it is. I know the community needs it and that is why we decided to do a pilot program but we can't get rid of the half-day pre-school. Everyone at the table has to think about the fees. It came from the Business Office so there is nothing in stone.

Mrs. Minneci stated some people are under the impression that pre-k is a guarantee. They don't realize that they do have to pay some type of fee. Mrs. Regis-Darby stated I think everyone understands that pre-k is not mandated in the State of New Jersey but the benefits of pre-k is what everyone needs to think about. The benefits of early intervention. When you have kindergarteners coming in with IEPs and in pre-k they have a 504, that is a big difference for the District. We have to understand the benefits of early intervention. Mrs. Minneci stated I'm not talking about us, I'm talking about the community and they think it is automatic.

Mr. Monge asked when would you have to have this approved in order to execute. Mr. Tatum stated it would be great to have it tonight. Mr. Benaquista stated a lot of people are waiting for an actual number to get approved so they can come with us or not. Mr. Moses stated you are talking about fees. Mr. Monge stated the community wants to talk about the fees as well. Beyond the number a question comes back again the haves versus have nots. Seven fifty may not be a big deal for one household but a Title I household it may be a big deal and there is not consideration as it pertains to scaling the fee as it pertains to economic status of households. Was that ever contemplated? Mr. Nufrio stated the half-day program is still going to be in place and those individuals that only have that available to them, I'm sure they're making adjustments in their lives to take care of their children the rest of the day – either the a.m. session or p.m. session. If this pilot program doesn't get the response that you would hope to get, certainly we would abandon it or make adjustments. In order to meet and balance the numbers which are marginal right now on how much it would cost to have this and we don't have the accessibility to get funds from the State. We talked about this last week.

Mr. Tatum stated if we would have taken a look at the economics and look at who is on free and reduced lunch – we could tailor our tuition based upon that. The difference there is and in most cases with free and reduce lunch, there is reimbursement that comes as a result so they are still paying the exact same amount but because of the economic circumstances they are able to get a reduced rate or in some cases free but there is a refundable amount that comes from the State and federal government that offsets the cost so the district really doesn't have a loss there. If we are talking about a non-Title I school, then there is no use of Title I funds to make the program fly. There are students on free and reduced lunch in other schools but we just don't use the percentage. A family that is in a school that is a non-Title I building, nothing will be derived with these restructured figures for those families. There is no income coming in to offset that. Mr. Nufrio stated if there are 20 children in that building and 10 choose to do the pre-k they would be eligible for that reduction based on their income status. Mrs. Moses stated I did research a district and asked if they had a half-day pre-school and the pre-school they have is full day and they charge \$700 a month, their half-day they charged \$350 a month. I understand what Mrs. Darby is saying because you have half-day paying \$500 a year and then you have full day paying \$750 month so that is why it is a shock to them. I understand that but I also understand the piece of the business office.

Mr. Tatum stated he said could the resolution read not to exceed \$750? Mr. Brennan stated we would approve and then adjust it. Mr. Monge stated I would expand upon that. You would have a second shot at the final budget approval next month. Mrs. Moses stated you want to make sure you have everything in place for your kid at least by the end of July. You have to prepare, some schools close out and what are you going to do. I would say we need to talk about it later on tonight and come to some place. There is only 54 spots because you can't overcrowd the classrooms – 18 in a class. Once we get to 54, nobody else can get in.

Mrs. Regis-Darby stated how are we asking for the tuition from the parents? Monthly? Mr. Benaquista stated we are talking to Mr. Griggs and a contract would have to be drawn up and it would be on a monthly basis. Mrs. Moses stated and they would pay into "Smart Time" and then they would give the check to the District. Mr. Monge stated if you have a not to exceed number and you have considerations out there, one is the consideration of people's ability to pay – making sure we have equal opportunity as it pertains to that. Two, making sure that it is not a money maker and down the alley of what Nellis is saying – in the future it will be a money maker. We are investing in our kids and there may be some opportunities for early intervention that may pan out in the end. You all are going to take a look at any which way possible and it may end up reducing that number. To just say not to exceed \$750 and then it is \$750 and we never knew what ended up happening and then we are the ones held responsible for that number out in the public. I don't feel comfortable doing that.

Mr. Tatum stated when we come up with a number that is comfortable and affordable to our parents, you will have more that want to take advantage which would be great. What we don't want to do is turn people away. It is not a matter of separating anyone. When the parent came to the meeting and talking about a full-day program, that wasn't the first time, we felt good about trying to put something together and we discussed it a couple of times with the Board on how we could go about doing this and you guys graciously approved the program concept. What

I'm saying is I would rather see it the other way where tuition is affordable so everyone could take advantage of it and it brings more students to this. What Mrs. Darby said a moment ago that many of the students come in with needs and we can start attending to those needs while they are young and get them ready for kindergarten and transfer them to first grade where it is a really critical time in terms of students learning to read.

Mrs. Minneci asked what do you feel comfortable with? Mr. Tatum stated I know what my number is. Mrs. Minneci stated how about a range \$600-\$750. Mr. Monge stated I don't have enough information. Mr. Nufrio stated a range would be fine but the numbers are what they are currently. It is calculated on a total enrollment of 54 students. If that doesn't reach 54 than we are actually in the red so up to \$750 is fine but it is going to be recalculated depending on those children you eluded to that may qualify for a reduced tuition cost status. We see what the enrollment is. I don't think this Board can afford to dive into a pool that only has a foot of water otherwise we would end up in another crisis. Yes it is something we would all love to see and even the number come down if that is feasible and doable. This Board is not going to be resistant to any recommendations that would come forth from Central Office.

Mr. Benaquista stated in the future we can apply for the grant and if we get that there would be zero cost. Mr. Nufrio stated I said are we a district that qualifies for that and the answer was no because something in the past occurred which currently now puts us in that situation where we are not qualified for but that can be revisited and once the applications and proper criteria is met, the district can then say we qualify for some funds.

Mr. Tatum is making a recommendation to change this number to not exceed \$600 and you are paying for the rest – that is on the record now. Mr. Tatum state yes. It is on television too.

Mr. Benaquista stated what we do have to talk about if we continue this and continue a half-day option. We have to make it adjustable and that might offset the price of the full day. May be take both of them put them together and get that medium price where the full day went down and half day went up. Right now it is not equal. Mr. Tatum stated I would not do that this year – maybe something for next year.

Mr. Nufrio stated so your recommendation is to amend the current number. We need a motion to affectively address that.

Moved by Mr. Monge, seconded by Mrs. Minneci, that E-3 – tuition amount for full-day pre-school be changed to a not-to-exceed amount of \$6,000 (\$600 per month).

#### DISCUSSION:

Mrs. Richardson asked is there a reason why we are starting with three schools and not two schools? Would we be better starting off with less? Mr. Tatum stated we are trying to have them centrally located. Mr. Nufrio stated we don't have a crystal ball to see what the enrollment is going to be. It may come down to two schools to meet the numbers. Mr. Tatum stated that is possible.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Benaquista stated if the number comes down and then open up a fourth class, then the number can come down to \$550 because we are not trying to make money but the more students you have at a lower price, you still are coming out with the dollar amount that you need to run the program.

Mr. Nufrio stated now the community has a framework and work collaboratively to try to figure out the best possible course. I would insist with the Board approval that we do whatever we need to do to effectively correct the past errors of not being part of that consortium. Mr. Tatum brought to my attention at the agenda review that we did not qualify because of that. Mr. Tatum stated "The Race to the Top". Mr. Nufrio stated they may have something else because the concept of pre-k is a qualifier and hopefully next year will be a different story.

Mrs. Higgins stepped out of meeting at 7:55 p.m.

Vote for all Education items (E-1 to E-16)

AYE: Dr. Francis, 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 preliminary Treasurer’s Report dated June 30, 2018 be accepted.

F-2. SECRETARY’S REPORT

That the preliminary Secretary’s Report dated June 30, 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 June 30, 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 June 30, 2018 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the

appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

**F-4. APPROVE APPROPRIATION TRANSFERS**

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

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

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

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

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

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

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

**F-8. APPROVE LIST OF 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
Kawameeh Middle School	26/Yearbook	Jostens – final payment for yearbook sales	\$2,827.45
Union High School	3202/Athletics: Hall of Fame	Nixon Company – estimate for Varsity Banners and Alumni Banners	\$4,000.00 (estimate)
Union High School	Senior Prom	Township of Union – police security for senior prom/project graduation	\$1,638.74
Union High School	46/Key Club	NJ Key Club – payment for fall rally registration	\$1,500.00 (not to exceed)
Union High School	46/Key Club	Key Club International – Key Club dues	\$2,700.00 (not to exceed)

Union High School	Cheerleading	Omni Cheer – cheerleaders package items	\$6,000.00 (not to exceed)
Union High School	3300/Athletics: girls soccer	Kicks & Sticks – Varsity and girls soccer apparel	\$2,000 (estimate)

**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
Snap Raise	July 25 – September 25, 2018	UHS/Football Club – raise funds for food, items for entire team – practice uniforms, video equipment, items not covered by BOE

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
ASD.com Inc.	Washington Elementary School	\$1,305.60
Pepsi Bottling Group LLC-FSV	Union High School	\$491.30

**F-13. APPROVE UHS SENIOR SCHOLARSHIP AWARD – MARGARET FEKETE FUND**

Approve the following Senior Scholarship Award amounts for 2018 Union High School graduates from the Margaret Fekete Fund – two (2) \$5,000 awards to colleges of two students chosen based on the criteria set forth by the Margaret Fekete Trust, in accordance with the information appended to the minutes.

**F-14. APPROVE INCREASE FOR ARCHITECTURAL PROFESSIONAL SERVICES**

Approve increase to architectural professional services, EI Associates, in the amount of \$2,000, for purposes of additional services due to non-completion UHS/HVAC project, in accordance with the information appended to the minutes.

**F-15. APPROVE APPLICATION – PLAY UNIFIED GRANT**

Approve the school based applications to the Play Unified 2018-2019 Grant, Special Olympics for the following schools: (a) Burnet Middle School, (b) Kawameeh Middle School, and (c) Hannah Caldwell Elementary School, in accordance with the information appended to the minutes.

**F-16. APPROVE PETTY CASH ACCOUNT – COMMUNITY BASED INSTRUCTION**

Approve the establishment of a petty cash account for costs associated with students’ IEP driven community based instruction (CBI) for the 2018 Extended School Year Program (ESY) in the amount of \$200.



**F-17. APPROVE JEWISH VOCATIONAL SERVICES – VOCATIONAL EVALUATIONS**

Approve Jewish Vocational Services to provide vocational evaluations at the rate of \$900.00 per evaluation and community based assessment at the rate of \$60.00 per hour for the 2018-2019 school year (not to exceed \$1,800.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-18. APPROVE BAYADA HOME HEALTH CARE INC. – NURSING SERVICES**

Approve Bayada Home health Care Inc., to provide Nursing Services, at the rate of \$45.00 for RN and \$36.90 for LPN, not to exceed \$55,000 (per the Beach, Vitale Act Senate #375) for the 2018-2019 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-19. APPROVE UCESC TO PROVIDE TEACHER OF THE DEAF SERVICES**

Approve Union County Educational Service Commission to provide Teacher of the Deaf services at the rate of \$106/per hour (not to exceed \$8,000) for the 2018-2019 school year (Account #11-000-216-320-01-19).

**F-22. APPROVE EFFECTIVE SCHOOL SOLUTIONS, LLC**

Approve Effective School Solutions, LLC (ESS) to provide therapeutic mental health services through licensed professionals to students in our District for the 2018-2019 school year (not to exceed \$385,000) [Account #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

**F-23. APPROVE TEAM SCHOOL PHYSICIAN – GILSENAN**

Approve Dr. Michele Gilsenan as the Team School Physician for athletics for the 2018-2019 school year at an annual rate of \$8,500.

**F-24. APPROVE CHIEF MEDICAL INSPECTOR – MULLICK**

Approve professional service contract with Bharati Mullick, M.D., as Chief Medical Inspector pursuant to N.J.S.A. 18A:4901 for the 2018-2019 school year at an annual fee of \$20,000.

**F-25. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

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

F-26. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Nufrio stated there was a question whether the healthcare broker has been finalized? Mr. Brennan stated Willis is our current broker and Brown & Brown. We are prepared to move forward with that and how should we approach this? Mr. Monge stated can we approve everything that I made a motion for? Mr. Nufrio stated that is fine.

Mrs. Williams asked for F-22 – do we know the current cost for ESS this year? Mr. Tatum stated the number was actually \$275,000 but this \$385,000 includes a high school component. When Mrs. Conti and I met and drafted a plan that we discussed and we talked about additional funding – I said we might as well go for the entire program and have it to transition from 8<sup>th</sup> to grade 9 and move forward. We also talked about bringing additional students back to the district and some cost savings and hopefully that will offset. Mrs. Williams asked have we brought students back? Mr. Tatum stated yes. There was a projection of about five and the number of students that could potentially need to go out and also the cost for students that are currently in this program if we have to send them out. There are a couple of components that we talked about here. We looked at our extraordinary needs and it is actually more feasible and we found something that is working and it is benefiting our students and the parents are happy. I had said that my recommendation of this program would be based upon whether or not there was some success in the program. We have seen some success and it has been made very clear by demonstration that we have seen with students and the parents. It is worthy. Kim Conti stated you were very comprehensive.

Mr. Nufrio stated for five students. Mr. Brennan stated \$100,000 per student including transportation. Mr. Nufrio stated hopefully these five will grow larger in number. The added cost is inclusive of the high school component. Mrs. Conti stated the projected number is a mix of both high school and middle school and also if the program is not here to support students than you might need additional out-of-district placement or a BD program. Mr. Nufrio stated if you had to revisit the BD program, that is an added cost to the District – approximately \$150,000 per class. The difference between what was \$275,000 does this number have a limit on students? Mrs. Conti stated the \$275,000 was 18 and the additional counselor at the high school will allow for 9. Mr. Nufrio stated for a total of 27 children. Mrs. Conti stated so far for this year, we did max to 18. They have been very benevolent and wanting to give us ESY free of charge so we venture into negotiations with them and I would hope that the more business that we do with them, we continue to take that into consideration while we are talking about the number of students.

Mr. Monge stated thank you and there were concerns from the parents from the middle school and now going to the high school and now following with services. I'm glad to see that. I'm assuming that all the kids leaving the Burnet program and going to the high school will be in the program. No one is being denied services if they need it. You are also going to have kids coming from Kawameeh who did not have the program. How is that program being introduced to those kids and how do you provide the early intervention that you talk about really from the elementary school and then hopefully tier down. Mr. Tatum stated I would think you would look at the effectiveness of what this program has done in the middle school level first and foremost and the cost saving is realized over the course of the years and the effectiveness of the program; that in my mind would delineate where we are going and what age level is appropriate for it. I think when they first came in they were middle and high schools. Do they have elementary? Mrs. Conti stated they are primarily a middle school and high school. The program is open is open to both middle schools – it is not based in Kawameeh but if there is something that Kawameeh students couldn't attend that program there, then they would obviously would be at Burnet. Now going up to the high school we educate all the case managers about the program because it is better that they are school based. That program is open to both middle schools and

also when they go up to the high school, all the case managers and CST are aware of the program and educated about the program so when they make those decisions they have to remember that ESS is an option when they are sitting down and talking about IEP team decisions.

Mr. Monge stated currently that is not the case. Parents believe that is a program for Burnet kids and not Kawameeh kids. It is good to hear that but that is something that needs to be discussed. Mr. Tatum stated it is like everything else when we brought this program in it was a pilot initiative. It is something that has caught on and it is being expanded to the high school. As the program grows, the same thing will apply to those students that are at Burnet and Kawameeh that have the need and will also be available for the program at the high school as well. My last point, as we recognize the effectiveness of this program, for students in the lower level that there might be ways of trying to replicate programs. Mrs. Conti stated that is already in the works.

Mr. Nufrio stated with regards to ESS, is this expense possibly eligible for special education funding? Mrs. Conti stated when we do extraordinary aide there are certain requirements and you have an extraordinary service. Mr. Nufrio stated this is an extraordinary service. Mrs. Conti stated when we do extraordinary aide there are certain qualifiers. They give you a list of qualifiers. Mr. Nufrio stated can we find other districts that have this program actually have that in terms of eligibility for extraordinary aid. Mrs. Conti stated I will talk to Connie who is our accountant but we always look at expenses and there are costs that we claim already. Mr. Nufrio stated did we include that in our list of services to obtain the extraordinary aide? Mrs. Conti stated I would have to go back and take a look to see if there were any students that qualify. You have to remember that is the qualifying piece. Connie does look at all of the services that the student has and she takes a look at whoever is qualified and then she goes through the checklist and you have to hit a certain threshold amount. Mr. Nufrio stated I think it is crucial to find out. Mrs. Conti stated extraordinary aide – we had someone solicit us to see if we wanted to hire their service to help us increase our extraordinary aide funding. They told us that we were the top 25 in the State in revenue that we do maximize. I will confirm that with Ms. Krupa because she was on the other end. Ms. Krupa every year submits larger amounts of extraordinary aide and we are in the top 25 maybe we should hire ourselves out. Mr. Nufrio asked what is the deadline for filing extraordinary aide? Mrs. Conti stated February – June.

Mr. Monge stated we asked yesterday on a call if this was in the budget and the answer that we got was that it was going to be covered by extraordinary aide. Mr. Brennan stated anticipated extraordinary aide. Mr. Nufrio stated that is the extraordinary aide that we get but it didn't necessarily include this particular program because it has to meet certain criteria. If we add this \$385,000 to the service that we are getting, we may get even more.

Mr. Monge stated it seems like it is a question of whether it would qualify for extraordinary aide or not – that is what Mrs. Conti is saying. Mr. Brennan stated going forward we can do that but we can't go backwards. Mrs. Regis-Darby stated this \$385,000 is for the 2018-2019 school year, it is not covered under extraordinary aide. We have not applied for extraordinary aide. Mr. Monge stated this is an unbudgeted item. Mr. Nufrio stated this is being covered by the extraordinary aide we already got. Mr. Brennan stated that is coming in from the 2017-2018 school year. Mr. Monge stated it is projected. Mr. Brennan stated yes. For 16-17 we

budgeted \$700,000 in extraordinary aide revenue coming in but last summer it came in and we had \$1.5 million so we took the excess \$800,000 and we put it towards tuition for special education. Mr. Monge asked what if we don't get as much as we hope? Mrs. Conti stated I said this quite clearly when we did a cost benefit analysis. The funding either the IDEA grant every year or extraordinary aide, there is never any guarantees. You can go by your history and see what you have been given back traditionally but there is no guarantee. Even when we budget for the IDEA grant, you can only budget 70%. Every year has it come in the ballpark of what we perceive? Yes.

Mr. Monge stated let's just make sure that we are not going to have a situation where we are going to end up being over budget. What you are doing is we are approving something based on what you hope is going to happen. Mrs. Conti stated Mr. Tatum asked me to do a cost benefit analysis that did not also include the extraordinary aide. Mr. Monge stated I don't want the program to be cut back. Mr. Tatum stated we go to two sources to cover this plan rather than depending on that.

Mr. Monge stated F-4 – the transfers – Mr. Brennan I'm going to take one line item here as an example and try to get clarity. This is our last transfer presentation for the budget. We have gas, utility for the high school and we have an owed amount of \$141,000 – the adjustment is a reduction of about \$20,000 and then it says new balance \$120,000. What does that new balance represent? Mr. Brennan stated it is the amount of money appropriated for that account. Mr. Monge stated if we are finishing up this month and we are not going to spend \$120,000 in utilities. Mr. Brennan stated we had a finance committee yesterday – this is as of 6/30/18 – new balance \$121,000. Mr. Monge stated what I'm getting to with F-2, when we are showing an underfunded end of the year budget and make an adjustment to that, what happened to that line – that is a third of what the negative number was – what happened to that number in that analysis. Mr. Brennan stated I would have to see the whole report of the adjustments. At the end of the year we have to cover all the negative balances in any account by law. This money had to go to cover negative balances and that could be in salaries because of retro pay, it could be benefits because our benefits were \$800,000 more. Mr. Monge stated as that presents it seems there is a remaining balance of \$120,000 to be used for this last month and we are not going to spend it. Mr. Brennan stated can I get back to you tomorrow on this? I will get you an answer tomorrow.

Mr. Monge stated the other thing I wanted to point out that we had a conversation about – F-14 – it is not a lot of money, I think in the scheme of things I don't know, I think it is worth an explanation for the rest of the Board as it pertains to the \$2,000. Mr. Brennan asked Mr. Loessel to handle. Mr. Loessel stated we had an issue at the high school with the air conditioning and Mr. Griggs can elaborate on that – the contractor was asking for \$100,000 and he only put the condenser unit on the roof. He was also supposed to put the air handler in the attic which he did not do so I stopped him from getting that money which he in turn went to his lawyer to say that we weren't paying him and Mr. Griggs got involved and it was a long and lengthy process and the architect had to get his lawyer so that extra \$2,000 was added on to our bill for the architect.

Mr. Monge stated we have a contractual agreement with the architect – a not to exceed number and they obviously went above and beyond what they expected in their scope of services. They have put in a request for consideration to increase their fees by \$2,000 and I want

to make sure that everybody in the administration was o.k. with that idea and went through a process and it seemed liked the “right thing to do” based on what went on. For everybody else’s FYI on the Board, it is above and beyond what the contract amount was. Mr. Griggs stated that is correct.

Mr. Nufrio stated we will be voting on all resolutions except for F-20, F-21 and F-26.

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

NAY: None

ABSTAIN: Mrs. Minneci (F-8 vendor 85992 only)

MOTION CARRIED

Mr. Nufrio stated F-20 is for healthcare broker and we can have each Board member declare what company they would prefer or go each one separately. Mr. Griggs stated I would suggest that someone make a motion for a particular broker, get a second and take a vote.

Mr. Monge stated Mr. Brennan sent out a memorandum, can he give an overview of that memo to the public. Mr. Brennan stated as all Business Administrators do the recommendations and I did that back in June but we came to an impasse on this particular service. I wanted to put out for our current broker, Willis Towers Watson and they have been with us approximately two years. The service is extremely responsive and they have been worked with us to cut our flat fee rate from our previous broker which was \$240,000 down to \$130,000 in our first year. They also negotiated a 0% increase for a year from March 1, 2017 through February 28, 2018. They also have and I haven’t seen this in other proposals, a direct-path call center which is a full-service call center and it is outsourced and paid for by Willis Towers Watson so that is built into their price and they also have a COBRA administration department and that breaks down to the cost for COBRA is seventy cents per employee per month – 1100 employees approximately and that equates to approximately \$240 annually and the direct-path call center is \$1.40 per employee per month and that is approximately \$18,500 and add those two together and you have \$27,750 – Brown & Brown is at \$75,000, Willis is at \$115,000 – they dropped their rate – there is a \$40,000 difference but these services cut into that. They have worked with us with the UTEA negotiations, they worked with Mr. Benaquista very closely, they have also conducted a compliance audit for the District and came up when we went from a Direct Access 20 to a 15 with our new UTEA contract. They came up with a calculator on the website so all our employees can go in and select different plans based on their salary and it calculates their contributions. Chuck Walters has been spectacular, along with Denise Lang. I wanted to put that out there for all the Board members to know that. I don’t have a vote in this situation. I talked with Mr. Benaquista about it. Mr. Benaquista stated when we were going through negotiations, they did an excellent job in anything we needed. Anything I asked for they were right on top of and handled it in a professional manner. Not that other vendors won’t but since they have been with us for the two years, obviously there was an adjustment switching but they have done an excellent job for anything I needed from them. Mr. Brennan stated Ms. Carlin also appreciates the call center.

Mr. Benaquista stated as far as those two things that Brown & Brown aren’t offering in their proposal – if they are not, it is a huge burden on Ms. Carlin and she will not be able to

handle those two functions within the job responsibility that she does. I would have to talk to Mr. Tatum about reallocating those responsibilities to someone or hiring someone to oversee those two responsibilities. Again for the number of employees that we have in our district – just the leaves each month 30-40 each month – those all come with questions on benefits and stuff like that and a lot of other medical things. The direct-path does help. As far as the COBRA, anytime anyone leaves us we have to follow the law and certain documents that cover us with the COBRA. That has always been facilitated through the health benefit broker. If we are going to change it, we need those two services built into the proposal.

Mr. Monge stated last time we went through this process it was the same type of proposal with Brown & Brown and we saw that there were gaps and that is the unseen fees that we would have to eventually incur – as a committee at the time we brought it to the Board and that was the reason why we passed on them – there was more to their proposal than met the eye.

Mrs. Minneci stated so in the other proposal you didn't see any of this. Mr. Brennan stated it did not appear that they provided that.

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

F-20. APPROVE ACCEPTANCE OF PROPOSAL – HEALTHCARE BROKER  
Approve Willis Towers Watson as healthcare broker for the 2018-2019 school year.

**DISCUSSION:**

None

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

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

ABSTAIN: None

**MOTION FAILED**

Mr. Nufrio stated may I suggest as Mr. Monge did last time, perhaps we need to repost this as well to get additional entities involved.

Mrs. Minneci stated can they come in and do a presentation? Mr. Griggs stated last time you had the health brokers come in and make a presentation. I would suggest you do that and you can ask your questions.

Mrs. Minneci stated I talked to Mr. Brennan today and said we have this list but we don't have a list to compare. Mr. Brennan stated the proposals you have. I have had experience with Willis here and I also had experience with Brown & Brown but a different branch.

Mr. Nufrio stated point of order, we did a vote. The thing to decide now is how to proceed for next month.

Mr. Monge stated for point of information, Brown & Brown is not just one company, they have various companies like a franchise. Mr. Nufrio stated forgive the interruption, this is

not procedural, we are not hear to discuss. Mr. Monge stated it is just a point of information. Mr. Nufrio stated we will have them come in and do a presentation and everyone will be able to hear their presentation and questions can be asked and then we do the vote. Just like we did two years ago when BGIA and the other brokers were invited to make their presentation.

Mr. Monge stated my point here is that we should know what fraction of Brown & Brown is coming and we should be able to get their information and share it. We are looking at the big company versus the individual. Mr. Griggs stated last time the proposals were distributed to the Board members.

Mrs. Richardson stated I was trying to get a comparison between the two companies and what the costs to the District would be. Is there a possibility that we could have a comparison of what the costs are for Willis and Brown & Brown to provide health benefits to the district and what the bottom line number is and what the services are. The in-house services that we would have to provide would also be in that number – this is what we have to do and this is what they are going to do. I don't see spending additional money from the district for health benefits if we don't have to. Mr. Brennan stated it is all about the service you are getting. A breakdown of the service and what the cost is. Mrs. Richardson stated exactly what is going to be provided and if it is a negative to us then it would come in as a negative. Mr. Brennan stated I think we should have the companies do that for us. Mr. Nufrio stated the instructions to them would be what services are you offering. Mrs. Richardson stated and you would have to tweak it as Mr. Benaquista said we would need additional personnel to take care of the COBRA. It is a cost savings when you don't have to take care of that.

Mr. Monge stated it would be interesting to find out what the process is to bring someone new in. Mr. Brennan stated I will contact both brokers to come in. Mr. Nufrio stated I don't think it would be wise for the planning session. Mr. Brennan stated to be clear, I'm not going to reissue the RFP – just have the two to come in. Mr. Nufrio stated have them come in and make their presentation and then we take a vote.

Mr. Nufrio stated Mr. Monge are you going to make a motion for F-21. Mr. Monge stated I think we are going to discuss – what are we talking about? Mr. Nufrio stated make a motion to what entity you are going to recommend.

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

**F-21. APPROVE ACCEPTANCE OF PROPOSAL – BOARD ATTORNEY**

Approve the law firm of Cleary Giacobbe et al to serve as Board Attorney for the 2018-2019 school year.

**DISCUSSION:**

Mr. Monge stated we talked last month about they have a great representation throughout the State of New Jersey of various school boards. One of the other things that was important to me was that they weren't politically connected in this Town. We looked at their disclosures and I also looked at their principle's disclosure – those that work at the firm – and I didn't see any

contributions in the Town of Union which is important. The other route we were considering – there was a number, thousands of dollars contributed to Joe Cryan and Joe Cryan is very influential in this Town and eventually he is the main funder of Board of Education campaigns and very influential behind folks that have been elected to the Board of Education and supported by Steven Le. That is something I took a look at so one qualify and two not politically connected so we don't have any paid to play.

Mr. Nufrio stated the nomination is for the Cleary firm to be the Board Attorney for 18-19.

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

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

ABSTAIN: None

MOTION FAILED

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

**F-21. APPROVE ACCEPTANCE OF PROPOSAL – BOARD ATTORNEY**

Approve the law firms of Sciarrillo, Cornell, Merlino, McKeever & Osborne and Florio, Perrucci, Steinhardt & Cappelli as co-counsel for the 2018-2019 school year with a transition of roles and responsibilities as determined to take place in September or October 2018.

**DISCUSSION:**

Mrs. Richardson stated I want to know about the transition. Mr. Nufrio stated the transition period would be the continuance of the unresolved matters will still go on with Sciarrillo. Mrs. Richardson stated unresolved personnel matters or what? Mr. Nufrio stated that is what we will determine and we can talk about that next month as well. Mrs. Richardson stated my concern is paying two attorneys. Mr. Nufrio stated we won't be paying two attorneys. Mr. Monge stated that is not true. Mr. Nufrio stated I would request that those kinds of comments be refrained from making those comments. Mr. Monge stated why? Mr. Nufrio stated because you are calling this a lie. Mrs. Richardson there will not be two attorneys paid, the transition period will be so that we as a Board will determine the services for the respective firms. They both will be the firms for the Board for the upcoming year. Mrs. Richardson stated the whole year? Mr. Nufrio stated September, October will determine. Co-counsels for 2018-19. We will then determine which services each firm will provide.

Mrs. Minneci stated I was under the impression with the discussion we had last month that Sciarrillo would finish out the things that they are presently working on and the other would transition in. Mrs. Regis-Darby stated that is the impression I got last month too. Sciarrillo would be able to finish up cases they were working on now and then transition out. Mrs. Minneci stated it may take more than September to transition out. Mrs. Richardson stated but no new cases would be assigned.

Mrs. Regis-Darby stated this motion is different. This motion is saying to continue with Sciarrillo for the 2018-2019. I just want to be clear. Mr. Nufrio stated to understand it better, if



they are to continue to provide services, they would need to be approved. Do we approve for 2-3 months – no – it has to be the approval, once the transition takes place then that is done.

Mrs. Richardson stated it should say the approval of cases that are currently being handled by them and once those cases are closed out, then their services are no longer needed.

Mr. Monge stated when Sciarrillo came to the Board, we dropped our legal representation and they took over cases that were being held by other attorneys except for those that were in court and Mr. Tatum had some say at it pertains to those. You may have a situation with a case that was here before I was here but for example the close out of Jefferson – we cut that from the law firm that was working on that and they took that over. What I heard from Mr. Nufrio, they would be co-attorneys and we are here to select an attorney for next year and in my position, unless Mr. Tatum and his team recommend otherwise, I think we select one. If there is a recommendation for Sciarrillo to stay on for a couple of cases because it is important, then bring that back to the Board for our consideration. Because right now, open ended doesn't work for me.

Dr. Francis stated regarding one particular case, the Superintendent's contract that we have been trying to get taken care of and under Mr. Griggs' direction, this has not happened. For that reason I don't want to be dealing, as a non-conflicted Board member, with the Sciarrillo group trying to get this to be taken care of. This is something that should have been happening since March and it has been dragged on to July and I think with what Mr. Monge said, when you decide that you are going with a different attorney, that attorney should be able to complete all the things that need to be done. I don't see having an open ended law firm available because that will run up the money and we are not really controlling that part of it but we know for sure that when we vote on the amount of money that we will have available for that law firm whether it is Cleary or Florio or whoever you decide, we have a budget and that is what we are going to work with. You have another law firm which is closing out cases where is it coming from – that budget – that they are eating up. Going forward we should vote either on Cleary and that was no, vote on Florio and see where it falls and vote on Sciarrillo and see where it falls. But to have Sciarrillo as a co to finish up I don't think it is necessary and a waste of money. The Sciarrillo group is not doing us justice for us.

Mr. Nufrio stated your voice is heard but procedurally we have a motion and it has been seconded. We need to finalize that particular process.

Mrs. Richardson stated I'm worried about the cost. Mrs. Williams asked would it still be the \$200,000? Mr. Nufrio stated yes. Mr. Monge stated that is the budget but obviously we found out from this year but that doesn't necessarily mean that is what the number is going to be. Mr. Nufrio stated just like the engineer Jeff, there are always things that come up and need to be added to that number. It would be no different for legal matters.

Mr. Monge stated the reality is we can't project what will happen when you have two lawyers. The Board Attorney – there will be some discussion between the two law firms to report back to decisions that we may need to make. Ultimately, efficiency breakdown – it costs you more money.

Mrs. Richardson stated are we going to have two attorneys sitting in the Board meetings. Mr. Nufrio stated no, Mr. Griggs do you have any comments. Just as we continue from last month, to continue with some services of Sciarrillo, without even a contract. Just an agreement verbally accepted by the firm. Mrs. Richardson asked are we being billed? Mr. Griggs stated of course you are being billed. We just took on a client and talking with the old law firm to transition process for the benefit of the client. Neither one is looking to bill a lot of money or double bill and that is the process. It is not an unusual process.

Mr. Monge stated it is not an unusual process to transfer and I think if you are going to select a law firm, just transfer it to the other law firm. The new law firm you select you can see what their recommendation is and you might of said this Mr. Griggs it is better for this group to continue with this case because they are down the road with it. Otherwise, you will have two attorneys working and one is dealing with the Board so there will have to be a meeting of the minds of the two attorneys with certain cases potentially to come back and report. Every time you do your reports, your reports are comprehensive. Mr. Sciarrillo stated what typically happens and it happened with a matter that was just settled this past year was that attorney depending upon the stage of the case and the need of the Board to know and make a decision would come to the Board meeting to report on the case and then go home.

Mr. Monge stated when your firm was selected, we didn't select a co-firm to figure out. You looked at the cards on the table, talked to the administration and there were certain decisions that were made in the best interest of the District.

Mr. Griggs stated I'm not getting involved in that because I sense you are drawing me into the motion. I would like not to get into the motion.

Mr. Nufrio stated this is not an unusual practice to have co-counsel. It is not. I'm familiar with other districts and they have co-counsel. Mrs. Richardson stated some attorneys specialize in education, special education and stuff like that. Mr. Griggs stated it is usually special ed, general and construction. Some districts we do everything and some we just do special ed.

Mr. Nufrio stated Mrs. Cappiello retrieved a resolution from last month and it reads as follows: "Approve to retain the law firm of Sciarrillo et al to complete all unfinished cases in progress". I will make that motion but we have a motion on the floor that needs to be responded to. Mrs. Richardson asked how long is it going to take to do all these cases? Mr. Monge stated what you just read means that they have all of them. They continue with all cases. Mr. Nufrio asked Mr. Monge are you speaking for her? Mr. Monge stated I'm speaking for myself. Mr. Nufrio stated you are interrupting and you don't have the floor. You are at of order, that is twice.

Mrs. Richardson stated so that means no new cases. Mr. Nufrio stated that is what that means, obviously, all unfinished cases in progress; that is a resolution that we already did. Procedurally, we still have to finish the motion.

Mrs. Minneci stated we already approved this but now this is a different motion. Mr. Nufrio stated this is a new motion that needs to be approved or not approved then we move to this motion. I don't understand what the problem is. We have a motion on the floor that needs to be voted on, that needs to be exhausted, that is the procedure, if that fails we go to this motion. Mr. Brennan stated that was approved in June for all the unfinished cases. Mr. Nufrio stated but you had it on the agenda for this evening. Mr. Brennan stated no. She wanted to remind you of what was voted on in June. Mr. Nufrio stated so you are saying that resolution is moot. Mr. Brennan stated no. We have to vote on an attorney.

Mrs. Higgins asked for the motion to be restated. Mr. Nufrio stated "approve the Sciarillo firm and the Florio firms as co-counsel with a transition of roles and responsibilities as determined to take place in September/October of 2018" which coincides with that except that one gives a full year to have them complete the unfinished cases.

Mrs. Richardson stated what you are saying leaves it open so you can do new cases for the 2018-2019 – so that is different. Mr. Nufrio stated you can agree to disagree but this is the motion.

Mrs. Minneci stated depending on how this goes then there can be another motion. Mr. Nufrio stated we go back to that – unfinished cases.

AYE: Mrs. Higgins, Mr. Nufrio

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

ABSTAIN: None

MOTION FAILED

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

#### APPROVE ACCEPTANCE OF PROPOSAL – BOARD ATTORNEY

Approve the law firm of Florio, Perrucci, Steinhardt & Cappelli to serve as Board Attorney for the 2018-2019 school year.

#### DISCUSSION:

Mr. Monge stated I want to read something and then I have statement. This is the Code of Ethics for School Board members. "F. A school board member shall abide by the following code of ethics for school board members. I will refuse to surrender my independent judgement to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends." Everybody has to abide that here. Based on that again we know that I know I assume, this group is here, Florio is here, people have requested outside of this membership here, requested support that group for political gain of others. If you tell me that Joe Cryan, Union Dems, Steven Le, had no say, no conversation. Mr. Griggs stated hold on, you are not talking to the audience, you are talking to the chair, you are talking Steven Le. I'm cautioning you in making statements which may affect you personally. Be real careful. Mr. Monge stated I

apologize and that was not my intention. My intention was a global statement. I put myself out there and what I will say is if we have an opportunity to bring in insurance brokers to make a presentation, then we should have the opportunity to bring the law firms in and be able to speak to this. I think that would be fair and we go through a process. Mr. Griggs stated there is a motion on the table. Mr. Monge stated it could be revised if Mrs. Minneci would be open to that idea?

Mr. Griggs stated you have a motion on the table and what you are asking is whether she wants to amend her motion or withdrawn the motion.

Mrs. Minneci stated I will withdraw the motion.

Mrs. Richardson stated we don't know these people so I think it is a good idea.

Mr. Monge stated we talked about Cleary and Florio. Mr. Nufrio stated that motion failed. Mr. Monge stated I thought we said we would bring them in. Mr. Nufrio stated the Cleary firm failed. Dr. Francis stated when the lawyers come to speak to us that Cleary, as well as Florio and Sciarrillo would come in. Mr. Nufrio stated that is negating the Board vote. You can't do that. You are saying the Sciarrillo and the Florio firm – is that what you are saying Dr. Francis? Dr. Francis stated I'm saying that when we talked about Willis and Brown, Willis didn't pass but we brought Willis in to speak. Mr. Nufrio stated they were the two entities. Dr. Francis stated yes and who are the three entities we have a law firm – Cleary, Sciarillo and Florio – why would we just bring in Florio and not bring in Cleary. Mr. Nufrio stated I was just relegating it to the two remaining firms – the only two firms that were on the table. With Cleary failing, there were only two remaining firms.

Mr. Monge stated Willis failed too; so same difference. Mr. Nufrio asked Mr. Griggs any legal opinion on this? Mr. Griggs stated I will make a suggestion – each member provide to you, three firms that they would like to interview. Bring those three firms and interview them; you need closure here. You need counsel. Mrs. Richardson stated these were the three firms that he suggested. Mrs. Regis-Darby stated we don't need each member submit – everybody recommended who they wanted – some people wanted Florio, some people wanted Sciarrillo and some Cleary – so bring in those three.

Mr. Nufrio stated based on what Dr. Francis saying, I have to agree – that's a new one. Since Willis failed to pass, they are given the opportunity to present. In that sense the three entities should be permitted to come in and do a presentation which will have to be scheduled. Is that o.k. with you Dr. Francis? Dr. Francis stated yes it is.

Mr. Nufrio stated we will have two different interviews – one for the healthcare broker and one for the law firms.

Mr. Griggs stated my recommendation to you would be to either have a special meeting and I understand this time of year is not the best time of year due to vacations or you move it to the worksession in September but allow adequate time to give you an opportunity to ask questions. Mr. Nufrio stated and it has to be a public meeting. Mr. Griggs stated yes.

**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 2017-2018 school year, in accordance with the information appended to the minutes.

**O-2. APPROVE REQUEST FROM LINDA IONTA**

Approve request from Linda Ionta requesting use of outside fields for August 11, 2018 from 9 a.m. to 12 p.m. for event sponsored by the Union Athletic Department and the Union Recreation Department to promote fitness and sports participation for the youth of Union.

**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 joint events like O-2 – is there consideration given to splitting costs? I know we will have a host of maintenance folk? This is a general statement – whenever we are doing something in collaboration with someone, we should make sure there is evenness in the costs that are being incurred.

Dr. Francis stepped out of meeting at 9:12 p.m.

Mrs. Minneci asked Mrs. Moses is there anything we can do to donate them. Mrs. Moses stated the website is by law. Mrs. Regis-Darby stated you have to make sure it doesn't go to countries that support terrorism and that kind of stuff. Mr. Nufrio stated it is part of regulation. If there is no response, can we donate them? Mrs. Moses stated no we trash them. You can give them out. Mrs. Regis-Darby stated that is a lawsuit waiting to happen.

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Mrs. Richardson stated we have two discussions items.

Letter from Maranatha Christian Church of America requesting use of Burnet Middle School on September 8-9, 2018 from 6 a.m. to 8 p.m. and requesting waiver of rental fees only (Certificate of Insurance to be provided).

This is a church from Newark and the number of attendees expected is 400 and not to exceed 750. We did talk about this yesterday in finance and about the concerns. They did use it

last year and they left a mess last year. They want the fees to be waived – 2 custodians and 6 for the 9<sup>th</sup> and one police officer and fireman, one security guard and they will hire an ARAMARK person. We are getting back to the same conversation about people renting and utilizing. This is not a rental, it is a waiver. Mrs. Regis-Darby stated just like the university did, one school came in for graduation and left a mess and no schools are allowed to go to that college to have a graduation ceremony. Mr. Monge stated even beyond that we said we weren't going to be waiving the fees. Mr. Minneci stated I agree, they left a mess last year.

Mr. Nufrio stated when this was approved last year, was that the first time they requested it? Mr. Loessel stated yes. Mr. Nufrio stated so that is the last time. Mr. Loessel stated I'm happy with that. Mrs. Minneci stated last year I questioned the amount of people.

Dr. Francis returned at 9:14 p.m.

Mrs. Richardson stated the next one is the letter from Vauxhall Historical Society requesting use of Jefferson School on November 10, 2018 from 10:00 a.m. to 2:00 p.m. to honor veterans from the Vauxhall community and requesting waiver of fees and insurance and requesting the presence of the Union High School ROTC to lead the pledge of allegiance.

Mr. Nufrio stated I fully support the request but it is up to the Board. Mrs. Richardson stated we need to honor our veterans. Mrs. Regis-Darby stated we do this every year. Mrs. Minneci stated it is a very nice program.

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

**O-4. LETTER FROM VAUXHALL HISTORICAL SOCIETY**

Approve request from Vauxhall Historical Society requesting use of Jefferson School on November 10, 2018 from 10:00 a.m. to 2:00 p.m. to honor veterans from the Vauxhall community and requesting waiver of fees and insurance, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** 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. Richardson, that the following resolutions 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:

**Retirement**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Braham, David	Teacher of Music	Jeff	10/1/18	Retirement	
Gabbai-Cochavi, Freda	Elementary Teacher	HC	10/1/18	Retirement	

**Resignations**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
DeFrancesco, Paul	Teacher of Special Education	KMS	7/1/18	Resignation	
Desamours, Valery	School Counselor	UHS	6/30/18	Resignation	
DiBiscelgie, Idaliz	Café Aide	Liv	7/1/18	Resignation	
George, Kristy	Teacher of Special Education	UHS	6/28/18	Resignation	
Llanos, Kristin	Teacher-7 <sup>th</sup> Grade	KMS	9/1/18	Resignation	
Simone, Shaun	Teacher of Special Education	UHS	9/1/18	Resignation	
Sanchez, Kaitlyn	Teacher of Language Arts	UHS	6/30/18	Resignation	
Williams, Jennifer	12 Month Admin Assistant	Central Office	7/16/18	Resignation	
Langer, Jason B.			9/4/18	Resignation	

## P-4. APPROVE LEAVES

Approve leaves for the following staff:

**Leave of Absences**

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Aiello, Alexandra	Teacher of Special Education	BH	9/1/18-1/31/19 Return 2/1/19	Unpaid Child Rearing leave FMLA/NJFLA (Concurrently) followed by Non FMLA/NJFLA	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Ames-Veloz, Shaunte'	Teacher of Mathematics	KMS	10/9/18-1/21/19 Return 1/22/19	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Carhart, Cynthia	Elementary Teacher	CF	9/6/18-12/14/18 Return 12/17/18	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Cobb-Roseberry, Zakiyyah	Elementary Teacher	Franklin	9/13/18-10/31/18 Return 11/1/18	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Desrosiers, Johnny	Security Officer	UHS	9/4/18-9/30/18 Return 10/1/18	Unpaid Child Rearing leave FMLA/NJFLA (Concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Ford, Erian	Elementary Teacher	HC	Extension Return 1/2/19	Unpaid NON FMLA/NJFLA Child Rearing leave	<b>FMLA/NJFLA entitlement time exhausted. Original leave began 10/2017</b>
Kratz, Robyn	Elementary Teacher	Franklin	9/20/18-2/6/19 Return 2/7/19	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
McCarthy, Jill	School Counselor	BMS	9/1/18-6/30/19	Paid Intermittent FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>



Niotis, Jenna	Elementary Teacher	CF	9/11/18-12/14/18 Return	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
West, Heather	Teacher of Science	KMS	10/1/18-2/14/19 Return 2/15/19	Paid Child Rearing leave followed by unpaid FMLA/NJFLA (concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>

P-5. APPROVE ADDITIONAL EMPLOYEES FOR REAPPOINTMENT – 2018-2019  
 Approve additional employees for on the attached list be reappointed for the 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:  
 None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

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

POL-1.APPROVE POLICY 1250 - VISITORS

Approve Policy 1250 – Visitors, in accordance with the information appended to the minutes.

POL-2.APPROVE POLICY 2131 – CHIEF SCHOOL ADMINISTRATOR

Approve Policy 2131 – Chief School Administrator, in accordance with the information appended to the minutes.

POL-3.APPROVE REGULATION 3541 – SUBSCRIPTION BUSING

Approve Regulation 3541 – Subscription Busing, in accordance with the information appended to the minutes.

POL-4.APPROVE POLICY/REGULATION/LLEGAL REFERENCE 4116 – EVALUATION OF TEACHING STAFF MEMBERS

Approve Policy/Regulation/Legal Reference 4116 – Evaluation of Teaching Staff Members, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated File Code 4116 – evaluation of teaching staff members – the first page we weren’t given the opportunity to give feedback – that first red bolded on page 1 of 16, I know we usually ask the teachers to give our students feedback in a timely matter so I think

that should be added also that when supervisors feedback that they should be able to give the teachers back those feedbacks in a timely manner. Something like that should be added.

Mr. Tatum stated I believe there is something contractual that speaks to that. Mrs. Regis-Darby stated if it does, we should speak to that in here.

Mr. Nufrio stated can you clarify what it is you are asking. Mrs. Regis-Darby stated in terms of timeframe, are we supposed to give a feedback to the teachers in a timely timeframe. It is not stated here. Mr. Nufrio asked isn't that inherent in the original regulations that there has to be a certain number of days? It is a NJ Statute and it is also contractual.

Mrs. Regis-Darby stated in terms of page 2 of 16 (a) – when it says ineffective, partially effective and highly effective, is that rate for the framework? Mrs. Moses stated yes. Mrs. Regis-Darby stated I looked at the framework and the wording is “ineffective, effective, developing and highly effective” so I don't know where that came from. I just looked at that this morning and I'm not sure if that correlates to what the framework says. Mr. Tatum stated most of these policies change by State regulation. Mrs. Regis-Darby stated I just want to make sure the policy is saying the right thing.

Mr. Nufrio stated Mrs. Moses are we o.k. with what we have or do we need to make a change. Mrs. Moses stated no we are not going to change it – this is from NJ Achieve. Mr. Nufrio stated we are good with the language and it doesn't need any tweaking.

Mrs. Regis-Darby stated again with 4116 in terms of the regulation – it says “Board of Education – establish a District evaluation advisory committee” when is it done and who does this? Mr. Tatum stated the District advisory committee was something that was put in a number of years ago and at the time I was the Assistant Superintendent in charge of that responsibility. After that the committee was meeting when Dr. Lishak was here as Assistant Superintendent and she took that over. Do we still have that committee? Mrs. Moses stated we have DECA – as of this year, it is up to the district to keep it going because the State said that we don't have to have the DECA committee. We have the DECA and the SKIP in the building. SKIP will stay in place and DECA doesn't have to but we decided to keep that committee because it is very affective. Mr. Nufrio asked who is on that committee? Mrs. Moses stated Mr. Arminio, myself, Mr. Tatum, teachers and administrators.

Mr. Monge stated this is more logistics – under visitors' policy – there is language as it pertains to the Superintendent or his/her designated representative and when we talk about the schools, we only speak to the principal having that authority but I would think practically speaking if the principal is not around then the principal would have a designated person as well. Mr. Tatum stated the buildings that have vice principals – there is a catch all phrase when the vice principal actually acts as the principal in his/her absence. The schools we don't have vice principals, one of our other VP's will go over and cover that building. Mr. Nufrio stated you can't just assign a teacher to a role. Even if they have that, it is not really approved by the State. We need an administrator where a principal without a second administrator – you need to have an administrator there for that day. Mr. Tatum stated the value is when a principal is out for a week and there are evaluations, observations, cafeteria, buses and that kind of stuff.

Administrative duties that the principal assumes or he assigns so to have that VP over there certainly helps maintain that and if anything that comes up they would be able to handle it.

Mr. Monge stated “designated principal” – the black and white here says the principal. Mr. Nufrio stated it is inherent Jeff because the State says if the principal is out, there has to be someone there. Mr. Tatum stated with a license. Mr. Nufrio stated it has to be an approved administrator of the district otherwise you will have problems with the State.

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

NAY: None

ABSTAIN: Mrs. Regis-Darby (POL-4 only)

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

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

DISCUSSION:

None

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approve six (6) students who will be allowed to complete the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

AYE: 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 RESOLUTIONS:

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

T-1. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – NJECC

Approve participation in non-binding cooperative purchase agreement with New Jersey Educational Computing Cooperative (NJECC) for the 2018-2019 school year.

DISCUSSION:

Mrs. Paul stated it is an added benefit to the District. It is a cooperative that has discounts for school districts that belong to their cooperative. There are different software licenses, equipment and they can give discounts to the school district comparing us buying it directly from the vendor or even using the State vendor contracts that is why we are joining.

One of the things we use is the Adobe Creative Cloud in the school district and the original price for it was \$38,000 if we join the NJECC it comes down to \$18,000.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

#### APPROVAL OF BILLS:

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

#### DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (Vendor #49500 only)

MOTION CARRIED

#### UNFINISHED BUSINESS:

Mr. Monge stated the capital projects – we said we approved a tentative budget but then we also had a caveat if we weren't going to have money, we would replenish the capital reserve and we shouldn't spend the full \$1 million we set aside. I want to get an update on that and we were supposed to get a final tally on what we are doing and we haven't received anything.

Mr. Loessel stated we put \$1.1 million into the capital projects and we are way less than that. We are at about \$700,000 right now. I can't give you an exact because we had extra moneys that we needed to put out for certain things so maybe \$800,000 right now. Mr. Monge stated that contradicts what we voted on. At least the caveat which was we were going to set that aside and that was going to be a placeholder in the budget and then get a final budget that we were going to forward with the understanding that if we didn't have that money replenished – I can go back to the minutes – but I thought we said at least 50%. Mr. Tatum stated I didn't remember the amount of money that we were putting aside. Mr. Monge stated the expectation from my end was we were going to get a proposed final budget of what we were going to agree to do and then we are not going to expend above 50% of it if we didn't replenish the money. What I'm hearing now is the projects are being funded and that 50% threshold seems to be exceeded. I would ask that the Board should know what projects we are doing and what our budget is for it and if we are exceeding what we had said that we were not going to do then we should have an explanation. Mr. Tatum stated if it was essential. Mrs. Richardson stated the parking lot. Mr. Tatum stated I think there was a lot of and I spoke to the Town about that issue and a couple of incidents concerning that parking lot. I believe they may have come in and helped us patch a few things. Mr. Loessel stated yes they did. Mr. Tatum stated that was one of our main priorities. Mr. Monge stated ultimately at the end of the day we should know what our budget is and we should not spend all that money unless someone has bright ideas for money for

next year. Mr. Tatum stated what we need to do is tell them where we are and next month you report back. Mr. Brennan stated we will report back. Are we going to have one tomorrow?

Mr. Monge stated the other thing we thought we agreed to and maybe it is for next month – because we are not going to have two meetings in the summer and that we were going to try to get the materials a week ahead of time to review and have committee meetings the prior week. I don't know if that is the hope for next month. It is very helpful because it is very difficult to get all this material on Friday and then we have read and vote a couple of days later.

Mr. Nufrio asked Mr. Brennan any comments on the possibility of the request? Mrs. Cappiello stated we will try. As I said to Mr. Monge it just didn't work for July because from one meeting to the next meeting there was not enough time plus I was on vacation. I am hoping to get the planning session agenda and the regular one out at the same time as posting for the planning and that would give an extra week. Mr. Nufrio stated work out the logistics and notify Mr. Tatum and myself. We will take a look at and forward to the Board. Mrs. Cappiello stated I think we can. Mr. Nufrio stated I know you had a problem with the planning session and certain recommendations. Mrs. Cappiello stated it will work out.

Mr. Tatum stated to Mrs. Williams, the Chair of Residency, we have been trying to schedule. Mrs. Williams stated I thought we would do it in August. Mr. Tatum stated I was going to suggest the last week of July into the first couple of days of August and Mrs. Minneci won't let me forget that. Maybe we can pick a day that you are available – August 1<sup>st</sup> at 12.

#### NEW BUSINESS:

Mrs. Regis-Darby stated Phil Murphy has been hosting a lot of in-person sessions in terms of PARCC and so far he has had seven. I have been to about five of them. There has been three webinars and I listened to two. On July 10<sup>th</sup> he actually drafted changes to testing to transition away from PARCC and the changes will reduce the number of required testing in high school from six to two. The test data will be more timely so teachers will be able to use that data to actually instruct the students in the classroom which is a big thing. We don't have that right now with the PARCC results coming at the end of the summer and the kids transitioning to another grade.

The decreased testing for all grades by 25% meaning grades 2-12 – 25% of that will be reduced which would I think is a good thing. Reducing the wait of assessment of teachers which is a very good thing.

He and his team actually proposed only ELA for 10<sup>th</sup> grade – Algebra I assessment in high school, rather than ELA in grades 9, 10, 11, Algebra I, Geometry and Algebra II so they want to cut that down which is a good thing.

No State assessment every year and even if we don't have a State assessment every year, we still remain in compliance with every student assessment. I just wanted the Board members and everybody to keep that in mind that changes are coming for PARCC. Let's keep on top of those changes.

Also, 2018-2019 I think he is going to conduct another six in-person sessions. If you want me to forward the email and they want to attend.

I know the school year has ended, but I think we as community members we have to be a little sensitive in terms of the things that go out to our students. I was offended by the Kawameeh Middle School year book that went out.

Lib and Christina I want to thank you so much for the information for the public school pre-k students to be able to read for the summer at the library and transition into pre-k with awards and being able to be recognized when they go into kindergarten in September for reading over 100 hours. She does have the envelope with the flyer and post it on our website so parents can download them and the kids can get their hours when they transition to kindergarten and pre-k for the summer. Thank you for getting me this information.

Mr. Monge stated a suggestion – the AP and the honors rubric – we should have a workshop for open discussion for parents as it pertains to that. I have had many conversations with parents as it pertains to that process and I think we can definitely benefit from a lot of the feedback and ideas. I would recommend that we have something of that sort to welcome parents in. Mr. Tatum stated maybe we can have an open forum to start the school year off. That may be the time to discuss it and I know there were things parents spoke to us about at the last meeting and we need to give updates on and we will plan another one of those sessions for the District.

Mr. Nufrio stated this is for the entire Board and I will send an email to Mr. Arminio for the planning session. Please forward some ideas that you may have for topic of discussion – send them to me and copy Mr. Tatum so we can prepare an agenda or list of items and issues that are before us. One is because of all of the new construction in Town, an expansion of a building and Mr. Tatum, myself and Mr. Benaquista talked about the possibility of looking at Livingston. Buildings that have grounds which you can expand on so let's make that one of the topics and maybe you can come up with some ideas; Livingston is a more probable site and at some point the congestion is going to be on us and that is one of my suggestions for the 14<sup>th</sup> but please submit any recommendations or concepts that you may have and let's keep it within the two-hour timeframe.

#### COMMENTS FROM THE PUBLIC:

Ann stated I have a concern regarding the teachers in general. We heard that a lot of the teachers that have taught us at Burnet would be removed from their positions or demoted. I wanted to ask about that information because it is a huge concern. Mr. Tatum stated no one has been demoted. Most of the teachers that were there last year will be returning. You should be in good shape for September. Person in audience stated transferring. Mr. Tatum stated you mean the change of teaching in different grade levels. That is usually done by the building principal. I don't know if Mr. Harrell has mentioned any changes to Mrs. Moses in terms of grade level. Mr. Benaquista stated I know Mr. Harrell has been meeting with supervisors and collaborating with them. They have tried to let as many people know before they left. It was a collaborative meeting and spoke about all their teachers in different departments and if any changes needed to be made they tried to let them know in advance. Mr. Tatum stated so it is not a demotion it is

just a change in grade level but same subject and we do this because some teachers have a greater strength or see things at that grade level and they are there to make it better to the higher grades. Mr. Nufrio stated it is to meet the needs of the building and at the discretion of the principal who does collaborate with supervisors and central office as well.

Lynn Cornaccio stated I know you have been diligently working on trying to bring back as many staff members as possible. I do know that the teachers are the first ones to come back but I will speak as a para. The paras are a big part of the community of teaching. We help the children. Is there any way you can give me a glimmer of hope so I can let the paras know when I do see them that there is a chance. Mr. Tatum stated most of the paras in the District are IEP based and it based upon the need of the students and one of the reasons why the budget was reduced so we can ensure that we are providing those paras for the students. In doing so Mrs. Conti and I concluded that we need to meet again and there is still a lot of movement going on right now with resignations, programs being created and that necessitates. There is increased enrollment and one day of phone calls and five were special services so with that is attached IEPs. I don't foresee hiring anyone brand new when we have people out there looking to be reappointed unless it is a very highly specialized area that we don't have here.

Ms. Cornaccio stated I do know that and I do thank you for that and I know this year for ESY program that is at Battle Hill – this is the largest amount of children that we have had – over 300 and we have 22 buses that come every day. I do know that on days if you are a one-on-one with a child – they are looking for paras because there aren't enough. To me the population of special ed kids that are coming into the District seem to have been increasing – I'm not sure. Once you settle down with Mrs. Conti and figure out the numbers we can bring back as many of the paras as we possibly can. Mr. Tatum stated that will be based on programs and needs.

Elsie Macki stated transportation and special education – I have had two incidences with my son where his safety was placed in jeopardy. Those two incidences I worked with special services, the police department to come up with programs to avoid it. The second incident we worked together to figure out a way to identify them on a bus with an ID on the bus.

I had a recent incident again where the bus came and dropped my child off. For those that don't know, non-verbal autistic cognitively – doesn't understand the sense of danger – thankfully people were in the home but they let him off the bus and he ran into the house and the adult said Julian and when we went outside the bus had zoomed off. Again I called Mrs. Conti and then I called Ms. Calderone and we talked about what happened. I'm trying to understand because most of the parents are complaining about the bus transportation. I'm not the only one. I have had stories that I have shared with Mrs. Conti just so she can get an idea. Ultimately, special education parents go straight to special services.

What I want to know is how much control do you guys have over the busing companies. I hear votes, budgeting, xyz – what is the responsibility – do you have a say in the company? Parents are complaining over and over and the same buses are showing up. One do we have to wait until something happens? This would have been strike three and honestly I have been really patient and still work with everybody but my child's safety can't keep on being compromised. Who is to blame?

When I speak with Ms. Calderone she has to go through Union County Commission – they then investigate on behalf of busing that this district uses to transport our most precious population who can't even tell you what is going on. When they do investigate, they start with the lies, the parents get the blame. With this particular instance, thank God his team was in the house and they said that they were at the door, they saw the person and let him off the bus. We know that kids have to have curb-to-curb pick-up. A parent must go to that bus, especially someone like my child, grab him by the wrist and walk him into the house. Who decides all of this? Are we waiting for real incident to happen to do something. How much say do you have? Who is picking these bus companies? If it is a third-party like Union County Commission, ultimately we are blaming the district. I just need some clarity because a bunch of parents have had a discussion about this and everyone has been complaining and everyone has had multiple issues. The summer is the worst time. Is there a reason why transportation can't be owned by the district because you don't hear these problems with the kids who go to Central 5 because that is in-district. Is it a cost thing? What is it? I'm not going to have a fourth time for my child.

Mr. Tatum stated the routes are contracted out based upon the population and the amount of fleet and drivers we have here and anything that goes beyond that it is contracted out. That has been historical. What has never been looked into is whether or not there is a way to save money and by changing our fleet. Mrs. Conti has had a number of discussions not just about transportation but about some of the services that have come out in general. I think this is something that Mr. Brennan because he oversees transportation and sit with Gail and how this can be rectified. I don't know how many routes we have.

Mrs. Mackie stated it is not about that, it is deeper than that. There is no accountability for the safety of our children. The last time it happened to me I got blamed for it and it wasn't even our fault. There was no policy, there was nothing in terms of how things would go in situations and that is how we have been forced curb-to-curb pick-up. When you call, they do the investigation and then the bus company covers and gives their story and that is presented to you and the parent and anyone knows it is a lie because who wants to admit that you potentially put a child in harms' way and nothing happens.

In this particular instance I have bus company that said someone was there to pick-up the child and released him off of the bus. Child walked to the door and was received by said person when you have four adults who happen to be there and all watched this kid run in the house and that is what happened the last time and the police were involved and thankfully because of problem one, they knew who he was. This is not going to end good and I'm not going to be here telling you guys; we can't keep having this and there is no accountability and I don't know who to blame and it isn't really about blaming, it is about this Board and assisting and all you guys taking this seriously. How long do we wait until something happens? Or does it end up like that bus with the teacher and the kid dead – is that what we are waiting for? Mr. Tatum stated certainly not. I'm hearing what you are saying and I'm hearing the story for the first time; I had not heard that issue at all. What I'm hearing is that you do need to go back once again and look at these companies and the procedures. You outlined what I thought was put into place the last time and that person is to come out of the house.



Mrs. Mackie stated when you speak to other parents, it is heartbreaking what you hear, bus drivers leaving and if you speak to the paras because they know and Mrs. Conti can share stories because her team gets the first defense when we parents go crazy. It is across the board in districts. To me I don't understand when you are planning and things of that nature and situations you are aware of why isn't this important? Why isn't this looked at? Why is there a third-party responsible to tell you what happened to your kid that you are responsible for in this district.

Mr. Nufrio stated there are definite expectations that this Board and Central Office should have in place which I'm sure you do. I want to echo Mrs. Mackie and say how many times does a complaint need to be registered against a particular company before we say this is it you are done. Mr. Brennan stated this is a contract with the UCESC and the company has many companies to work from. This is the first I'm hearing and I'll talk to Mrs. Calderone. Mr. Nufrio stated there shouldn't be more than one time. Mr. Brennan stated K&S, maybe they can switch.

Mr. Monge stated very straight, we shouldn't be dealing with the company any more. I was part of the first process and trying to help out. Mr. Tatum stated we were on the phone for hours that night. Mr. Monge stated let's eliminate that company. Mr. Nufrio stated even if it is a consortium. We are o.k. but we don't want anyone from K&S picking up our kids.

Mr. Griggs stated one thing you need to talk about is whether that is the only company that transports to that school. Mr. Nufrio stated that is up to them to make that adjustment. Mr. Griggs stated it is no excuse but when they bid them I would guess the only group that bids is K&S. Mr. Nufrio stated years back we had a problem with Villani and I said why are we still using them? Yet we are still using them but it wasn't something as serious as that.

Mrs. Mackie stated most of the children are non-verbal, cognitively impaired, can't come home and tell you what happened on this bus. You have children that have been sitting on these buses for hours getting home – they can't go to the bathroom, who have bathroom issues. This is deep and it just seems like the parents – we are all frustrated. I can only speak for my child. This is the third time. Mr. Nufrio stated now that the entire Board has heard and you said this is the first time you are hearing it. Mr. Brennan stated this incident. Mr. Nufrio stated since you oversee transportation, you are to look into this and report back to the Board as to what you would like to recommend to the Board.

Mr. Monge stated let's not use this company. If we are saying as a Board, the opinion of the Board is get rid of this company, this is the third time – we can figure this out right here and the recommendation to Mr. Tatum. Mrs. Mackie stated not to cut you off K&S is a different incident. Each of the times, it is three different bus companies. The first company was immediately terminated. K&S is multiple feedback from parents because I wanted to make sure I wasn't the only one. You know how I am with the community.

Usually he has First Medical which is a really great company; I don't know why they took it away for the summer. I don't make a big stink about certain types of stuff. As a district you have no control over who is transporting. Mr. Nufrio stated we do have control and we will

exercise that control. Be assured that this Board does have control over a situation like that. If it means terminating them, we terminate them. It's that simple.

Susan Lipstein stated F-20/F-21 I am very glad that you are going to hear presentations from both of the healthcare brokers and the attorneys. I am concerned why we didn't hear the presentations because there were a lot of questions from everybody. When votes are taken for example the law firm and there were no's – it turns out that nobody really knows about any of those firms. For someone who has watched this Board for many years, I would like to think that everyone here is voting because they have as much information as possible – total and open complete and honest transparent information – that is what we fought for. We want to see to it that it continues.

The demographic study – has that been officially approved or does it need to be approved by the Board? Mr. Brennan stated it was finalized and presented to the Board. Mrs. Lipstein stated so it is available to the public? Mr. Brennan stated yes. Mr. Tatum stated I looked it over and it was fine. Mr. Monge stated the information the Town provided the consultant as it pertains to the Merck site was inconsistent from what we heard from that project. Based on some back of the napkin numbers, they increased the three bedrooms but the story line continues to be that it is not going to affect the schools but based on the formula the consultant used, the number was 30-50 additional students. To Mr. Nufrio's hope of expanding those schools, projects like that should have been taxed to be able to help for that type of preparation for that growth.

I think he made some changes. If the largest project and this is only a quarter, he doesn't have the 1,000 units in there, we don't have the right numbers of the units, who knows if we have the right numbers for the other one. Just an FYI.

Mrs. Lipstein stated that is important for a district and public to know. When the study was done the accuracy of the figures is in question and a question as to the responsibility of the community because of possible expenses that the District is going to incur.

Ann Margaret Shannon stated UTEA President – Mr. Tatum meets with Rich and myself and a lot of people and he spent a lot of time with us yesterday and I want to publicly thank him. We went over a lot of individual cases and global things. As you know, I'm still nervous about the positions that may or may not be filled. I have been listening a lot – the capital projects, the pre-school and it may not be popular but I like the \$750 number and I think the \$500 number should be increased. As much as I appreciate the feedback I'm getting, I'm hoping you can bring back as many people, if not everyone, back.

When is the next time you will take a vote or bring people back? Mr. Tatum stated next month I hope – August 21<sup>st</sup>. Mr. Benaquista stated we are calling people when we put them on the agenda. Some were voicemails but everyone we spoke to was very thankful that we let them know prior. Nothing is official until the Board votes on it.

Tom O'Reilly stated I'm from Rahway and I'm a board member so I understand it is getting late but I want to thank and Mr. Tatum met with me personally. I was one of the teachers

rifted and I know a lot goes into as a board member. My supervisors, Mr. Joe Seugling, Mrs. Conti were in contact with me and giving me what updates they could. Mr. Benaquista called me on Friday to let me know. I appreciate Mrs. Moses and the UTEA leadership that has been in contact with us. I hope that more people can come back. Thank you.

Rich D'Avanzo stated UTEA Vice President – were you able to get a hard number Gerry? Mr. Benaquista stated the final amount – I know we brought back 49 and 17 and if Mr. Tatum wants to go through specifically and announce it in August but I publicly stated one is too many for me. We are working very hard and it is ongoing. We have a resignation that came in today and I hope I can find a cert that can replace that. I spoke with Mrs. Conti about bringing back one of her people. As this number dwindles, I don't want to put numbers out prior to that I want to put out what we came up with that is the best number. The least amount of impact and there are still humans out there that is waiting for that call back. I carry this day in and day out. I'm upset that this many people got effected. When I call someone it gives me hope that I helped out bringing back someone and I feel good about it. I don't feel good about letting people go because everybody has lives. There were lives impacted by this and it is unfortunate and we have to learn from this and in the future do a better job projecting things like this and collaborating and saying next year, I want to make sure our budget for next year we stay ahead of the game and make sure we are hiring let's say a teacher's position that we can't absorb next year so that we are solidifying the jobs we are employing right now. I don't want anyone else affected in the future. I'm hoping we don't deal with anything like this. I rather speak to Mr. Tatum and have him review everything and what direction he wants to go. Mine is always about bringing back as many as we can.

Mr. Tatum stated we keep talking about enrollment, the certifications, we already repurposed a number of our teachers with certifications in other areas and in some cases repurpose a person to open up another position for someone and keep that trend moving and again there are building we are watching enrollment right now. Some of the trends in the building they get killed in the last week of August. We have had a few emergency hires because class sizes have gotten well over what we think is a manageable class size. Right now class size is still pretty good and we have increased them very slightly. I would say 21-22 is a pretty good average.

Mr. D'Avanzo stated we know a lot of work goes into this and those individuals are attacking us and wondering and sitting by as well. We tell them it is a process. On the other hand we are at a place with the State budget coming out and we brought to Mr. Tatum's attention about what they published in the paper showing that people thought Union was going to get additional amount of money but that was the original amount of money. Now there are districts in Sussex County where the opposite is happening because their funding is cut and they will have to let people go and that is a worst case scenario. It was years under Christie when he was giving zero and absolutely nothing, it has come to roost in the State budget but it was allotted to fix the problem over the years and it will take a lot longer.

Great publicity – you will be getting the NJ Review – one of the writers covered the Leadership Day at Jefferson and it is a great article and I will forward it to you. Hopefully I will

have the actual magazine as well and the light house status came through as well so Jefferson is being recognized as a light house school.

Mr. Nufrio stated Ms. Shannon I will take an opportunity to make a correction of what you said so for the record it doesn't confuse people. You said you were o.k. with the \$750 it is \$600. Ms. Shannon stated I was giving my opinion. Mrs. Minneci stated she was o.k. with the other number. Mr. Nufrio stated just for the record is \$600 which was approved.

Cathy Sharpe stated I just have to have it clarified myself. My phone has been ringing for two days. P-5 – why isn't there any material. People ask me to come to this meeting to find out if they are on the list and I'm here at the meeting and there is no back up material. All stated it is online. Ms. Sharpe stated some people don't have computers and don't have access to online. I can't go back and tell anybody who is on. Mr. Benaquista stated we didn't make the agenda upload. The normal practice is getting it posted. Ms. Sharpe stated it would be nice if there was some thought to people who don't have computers.

Besides that this number of 17 – is this teachers, all employees, where is this magical 17 – are paras – who is included? Mr. Nufrio stated are you asking who they are? Mr. Benaquista stated if you want you can come over and review the list tomorrow. Ms. Sharpe stated so they are all teachers. What is the number of staff – are you bringing back anybody other than teachers at this point? Mr. Tatum stated that question was answered a few moments ago. It was about paras in particular, again that will be based upon need. The staff is being hired as needed. We only have a certain amount of budget available; the moment money becomes available we will bring back people to fill those spots. Unless we don't have someone here that fits that profile that we need, then we go to the outside. Things are evolving day-by-day.

Ms. Sharpe stated I know it is not your fault but the word is out and it is like comedic combat. Come to meetings and you will find out but that is like talking to the wall. At this point the only people that are getting consideration are the teachers and that bothers me when it is said. I know when I sat with you or Ms. Conti and that is why I want to say it on the record, when I sat with you and Mrs. Conti and talked about it, it wasn't just staff and I want the public to know about that. Everything they hear out there is not always the truth and I know when it comes to staffing of course you have to have a teacher first. I don't want the public going around with the theory that we don't care about anybody but professional staff because if that was true I wouldn't be here doing this job for 36 years if I thought that is how this district worked. Thank you for whoever got me this piece of paper because I'm one of those people that do not have a computer in my home. I am computer illiterate and I love paper. Mr. Benaquista stated if anyone has a question, you can call human resources/personnel.

Mr. Le stated I wasn't going to speak tonight but since my name was strongly impugned twice tonight, I'm going to speak. Since my name was impugned so falsely and wrongly twice with regards to the law firms that were discussed tonight. I just want to put forth a point of information of some language that was carefully danced around regarding the political contributions of the Cleary firm. The Cleary firm has provided political contributions to mostly republican candidates for office since I was in diapers and I can give you some examples. For example, let's talk about \$1300 political contribution from that firm to Republican State Senator

Robert Singer, \$500 in 2013 to Assemblyman Sean Kean and \$2600 to candidates for the Lakewood Township Committee. Lakewood has many significance in education and in the State. Lakewood has serious issues. Rather than focusing on me, we should be focusing on making sure and helping this Board of Education and administration and I see Assistant Superintendent Benaquista clearly disturbed and emotional over what has transpired over the last few months. We should be talking about how we help everyone in the school district out, the children, the teachers, the paraprofessionals, the people whose lives have been effected rather than impugning my name and we should be supporting people like Gerry Benaquista and this administration who is trying their best to make sure that we never go down the road of Lakewood. Let's focus on the children and let's focus on the people that make this school district great rather than some petty two bullet talking points that are being rehearsed for the fall.

Man in audience stated this is from a man that filed a lawsuit against the Board. Mr. Nufrio stated you are out of order.

Mr. Monge stated for point of information to repeat what I said. Mr. Nufrio stated Mr. Griggs. Mr. Griggs stated this is a public session. You don't have the right to repeat what you said.

Jeff Monge (as a private citizen) stated as it pertains to law firms or any firm for this District, the point of pay-to-play is not whether you invest in other elections in different towns and the like, it is about what happens here – not just about republicans and democrats because people from Florio – they have contributed to both republicans and democrats – this is non-partisan – this is about the kids and that is the issue with this Board of Education and many boards of education. The issue is we end letting political folks get in and focus on their personal self-interest instead of our kids and as a parent that is what brought me and made me an involved parent because ultimately I saw and we see every election how tens of thousands of dollars come in to support candidates for the Board of Education from politicians that receive moneys from firms – BGIA put in campaign money to support Board of Education candidates and they turned around and had a contract with the Board of Education. We have had someone Mr. Steven Le who actually tried to sue. Mr. Griggs stated I am going to stop you because we are not going to have a back and forth. You are bringing his name up again. Leave it Jeff. You have a right to make a public comment and I will say the same thing to him.

Mr. Monge stated that is fine. At the end of the day, the community needs to wake up and needs to understand what is behind all of this money that is coming in to support Board of Education candidates against people that are grass root folks who are trying to fight for their children.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Richardson, that the Board go into Executive Session at 10:36 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

- Matters involving employees and terms of their employment and contract.

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

AYE: 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 12:25 a.m. (July 18, 2018)

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Minnici, seconded by Mrs. Williams, that the meeting be adjourned at 12:25 a.m. (July 18, 2018). All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
BOARD SECRETARY