

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – JUNE 12, 2018

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, June 12, 2018 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. Nufrio called the meeting to order at 7:04 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Dr. Guy Francis (arrived 8:30 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Regis-Darby led the Board in the Pledge of Allegiance.

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

Mrs. Williams read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTION IN BOLD:

None

COMMUNICATIONS:

Communications are part of personnel.

APPROVAL OF MINUTES:

Minutes will be approved next Tuesday.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated next week we will have the following presentations next week.

1. Jih’neil Hill – student – to read his poem – he won a poetry contest
2. Recognition – Jalen Boyd

3. Speech Contest Winner from our rotary club – Gabriella Valente – we heard her speak and we were inspired by her message.
4. Presentation by ARAMARK
5. Presentation – Iceland Trip

There will also be a presentation on retirements.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

DISCUSSION:

Mr. Nufrio stated E-2 – a little more explanation – I know we have had both Board members and the public wanting to know exactly what this is about. As per past practices and approved by the Board, full-time staff members are given the opportunity to bring their child to our school district. The only thing I would suggest doing is to make it a little more transparent, these two individuals, whether they are new or simply repeated – is there any way to asterisk it. Mr. Tatum stated it is actually in the resolution – “continue” to attend. We have had a number of these throughout the course of the school year. Mr. Nufrio stated so “continue” meaning they are not new in our listing of students. Mr. Tatum stated and they meet the criteria of Board policy. Mr. Nufrio stated full-time status.

Mrs. Regis-Darby stated E-7 – is this the same evaluation that was for the 2017-2018 school year. Mrs. Moses stated no, this is new. This is an evaluation that was approved by the New Jersey Department of Education that was streamlined for observations for administrators. There are a lot of information that principals and supervisors have and that it doesn’t sometimes align with the district and with the superintendent so it is all going to be aligned. Mrs. Regis-Darby stated when I looked at the domain and I was happy to see that it was on the agenda because it matches up with the seven domains and with that being said, even with the artifacts that needs to be collected with the evaluation and it matches with what is expected of his goals from his evaluation which is a good thing.

E-8 – the textbooks for students who attend non-public schools – is it always customary to have the 10% surcharge on that or is that something new? Mr. Brennan stated that is something I will have to look into. Mr. Tatum stated we do this every year – I’m not sure about the 10%.

Mrs. Regis-Darby stated E-9 – I notice that we also provide the technology for the non-public school students. What did it cost us for the 2017-2018 school year? Mrs. Conti stated we deal with IDEA so I would have to defer to someone else. Mr. Tatum stated it comes in and comes out. Mrs. Regis-Darby stated so it is a pass through cost.

Mrs. Richardson stated E-7 – the policy for that was given to Mrs. Cappiello. I know you have a bunch of stuff but they may be available for next week? Mr. Arminio stated the policy was changed – it needs our approval. Mr. Benaquista stated we will reflect it in the policy. Mr. Nufrio stated since negotiations are upcoming, the committee that is doing the negotiations should make sure that this becomes part of their MOA as well.

Mr. Arminio stated this is a question for our attorney. Next week E-8, E-9, E-10, E-11, E-12, E-13 and E-22 all are dealing with UCESC, I should abstain from those. Mr. Griggs stated yes.

FISCAL AND PLANNING COMMITTEE:

Mr. Monge stated we will be voting on F-7, F-9 and F-11 and F-11 the driving factor is that one is a June date. Mr. Brennan stated yes.

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

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
Burnet Middle School	Yearbook	Josten's – student yearbooks	\$8,498.64
Union High School	2033/Marching Band	KeyPoulan Music – 2018 marching band music for winds and pit – half time show	\$1,825.00
Battle Hill School	2035/Principal	Rachel's Challenge – sustain package	\$2,880.00
Union High School	2208/Special Ed	Villani Bus Co. – field trip to Jenkinson's Beach & Aquarium	\$1,250.00
Union High School	2055/Yearbook	LifeTouch – yearbook balance	\$3,000.00 (not to exceed)
Union High School	2097/Senior Dues	Oak Hall – Class of 2018 cap and gowns	\$7,162.50
Union High School	2205/Senior Class	Project Graduation-balance payment	\$40,000 (not to exceed)
Union High School	2012/Senior Prom	Grand Marquis – final balance payment – Class of 2018 Prom	\$38,305.23
Union High School	2205/Senior Class	O'Donnell Sign Company-balance for graduation lawn signs	\$1,144.00

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Union Girls Soccer Snap Fundraiser	8/15/18-9/15/18	UHS/girls soccer - Raise money for video equipment, warm-up uniforms, equipment bags, practice balls and uniforms
Bake Sale/Snack Sale Fundraiser	September 7, 14 and 15, 2018	UHS/twirling club – raise funds for the twirling club competition fees
Fruit Snacks & Lollipop Sale Fundraiser	September - December 2018	UHS/twirling club – raise funds for the twirling club accessories and competition entry fees
“Sponsor a Twirler” Fundraiser	September – November 2018	UHS/twirling club – raise funds for individual twirling club competition fees
Old Fashion Candy Sale Fundraiser	September- November 2018	UHS/girls volleyball – raise funds for girls volleyball – end of year party, jersey purchase, summer volleyball league
Dress Down Day Fundraiser	Date in September 2018	UHS/twirling – raise funds for the senior scholarship and competition entry fees
Snack and Drink Sale Fundraiser	June 1-20, 2018	UHS/Junior Class – to raise funds for the senior year activities
Car Wash Fundraiser	July 21, August 11, September 1, 2018	UHS/Cheer & Step/Dance – raise funds to purchase team apparel and other items
Bake Sale Fundraiser	September 27, October 25, November 15, 2018	UHS/Cheer & Step/Dance – raise funds to purchase team uniforms and other team items
Black History Month Jubilee	January 1-February 22, 2019	UHS/Step/Dance – to acknowledge black history month through a celebration of performances

DISCUSSION:

Mrs. Regis-Darby stated F-11 – the bake sale fundraiser I noticed it was to purchase uniforms, shouldn't we be doing that for them and not have them raise money to do that? Mr. Tatum stated my understanding this is a Club and they do fundraising for this and we recently spoke with one of the people involved and I asked about cost of uniforms because I heard what you said about being purchased by the District and I'm waiting to get numbers but the clubs all do fundraisers for various activities. I think they want new uniforms but I don't know if we even budgeted for this because it is a club. But I do intend to try to support these efforts.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Monge presented the remainder of the Fiscal and Planning Committee agenda.

DISCUSSION:

Mr. Arminio stated F-33 – when is the end of the year for that? Mr. Brennan stated June 30th. Mr. Nufrio asked Mr. Tatum if he had a comment about that. Mr. Tatum stated the

increase in the legal services from an analysis that was undertaken last week – the original appropriation was \$260,000. When the budget was developed for this particular year for whatever reason and I don't know if Mr. Brennan can shed any light on it but \$200,000 was budgeted and because of the activities that have gone on during the course of the year, we are somewhere in the neighborhood of where we were the previous year which is the reason for the additional costs that we will incur until the end of this month. That has included a lot of personnel and issues where we are going into court and different cases of litigation. The problem that has happened here was because this line was under budget and we find ourselves once again to increase a line that was under budgeted.

Mr. Monge stated if this is a situation for the remainder of this year, this is not an increase for next year's budget. Mr. Tatum stated whatever the appropriations are for next year is in that budget and that is what was budgeted. Mr. Monge stated and what was that? Mr. Brennan stated off the top of my head I don't know – I will get that to you.

Mr. Monge stated over the last several months I have been talking about our legal fees and our ability to try to curtail those. I think we have an ability to do that on this Board. There are certain things that need to take place but there are things, with all due respect Mr. Griggs, that he doesn't need to be every place he has been over the last six months or so. I think that is something that we need to look at as a Board to try to curtail those expenses. Based on the projections, we have been almost 40% above where we have been for Board activities over the last three months and that would be \$60,000 and that is a job essentially. That is something we can do better and I think we should try to do that as a Board to make sure we try to reduce expenses.

Mr. Nufrio stated I would like to comment on that and I know we talked about it briefly in Fiscal Committee that I was part of. When it comes to legal fees I think we all need to understand, especially the public, that in the past before we decided as a Board not to replace the former Board Attorney who was a full-time employee who also had a dual hat as Board Secretary. Primarily the function of that individual was for the legal aspects and it was a full-time position and it was in-house and the salary of that individual with benefits and all was somewhere around \$260,000; that is where that \$260,000 was originally gotten from in terms of what needed to be replaced. Of course that went down to \$200,000 for whatever reason that was. The legal aspects – you can never project or predict how much or how many times you are going to need a lawyer and for what purposes. Just as in special education, things change quite often and very quickly. I simply said to the committee we can try to do without an attorney and see how far we will get. As far as what expenses need to be cut, if the Board wants to review all of them, that is perfectly fine but bear in mind each and every time that the attorney has been brought in on either a committee or an agenda review, it has been with dual participation by Mr. Tatum and myself in terms of whether or not the individual is required for that particular review which is a 2-hour review.

Mr. Monge stated just for clarification, the discussion that we were making – we are not talking about getting rid of the attorney, we are talking about reducing the activity. He has been going to meetings not necessarily needed. Mr. Nufrio stated that is your opinion. Mr. Monge stated he wrote the resolution. Mr. Nufrio stated that was required. Mr. Monge stated he wrote

the resolution to stop the high school students from marching and Mr. Tatum had nothing to do with it. Mr. Nufrio stated Mr. Tatum was perfectly made aware of that because we had it in the agenda review Mr. Monge. You are out of order because Mr. Tatum was part of that review. Yes I can cut you off because you are out of order. Mr. Tatum was perfectly aware the Friday before that there was going to be a resolution so don't even go there. Mr. Monge stated so let's not digress than. The point I'm making is that there are many things that Mr. Griggs does not have to do that he is being requested to do by the Board President and that is things that we can try to curtail here. Mr. Nufrio stated I take total objection to that and you are out of order. I told you before and I said, if you have a problem, send it to the SEC. I am perfectly willing to stand up to any challenge. Mr. Monge stated this is the Board. Mr. Nufrio stated you are accusing me of having him do services that are not required. I don't know whether or not your legal status gives you that right. Do you have that legal status? No. Mr. Monge stated I don't know what you are talking about Mr. Nufrio. Mr. Nufrio stated I would like to move on because you keep beating a dead horse.

Mr. Monge stated the point that I'm making. Mr. Nufrio stated there is no point to be made. I am moving on. Mr. Monge stated this is my committee. Mr. Nufrio stated I am moving on. Mr. Monge stated the suggestion here is as long as this is for this year, because that is where we are unfortunately, then it is what it is but going forward, we should as a Board and that includes everybody, including the Board President, we should try our best to reduce costs because we are at a higher cost level than we were last year when it came to our Board of Education activities so that is the point and everybody should be o.k. with that because we are trying to save money. \$60,000 is a job. We should be o.k. with that.

Mr. Nufrio stated Mr. Tatum already explained that it was a reduced number from the previous year. Mr. Monge stated I'm talking about next year. As I said going forward. Mr. Nufrio stated going forward, you cannot predict these things. Mr. Monge stated you can predict when you invite him to come to meetings that he shouldn't be at. Mr. Nufrio stated that is your opinion and you are out of order and I'm taking a personal offense to it. Moving on.

Mr. Monge stated F-18 – it is a fiscal item but I'm going to relate it to a discussion item. We are being asked to pay for the Department of Recreation for buses and bus drivers for the summer camp which we are not a sponsor of but we are asked to carry that expense. On the flip side we are being asked to pay for police officers at an increase rate of \$40 per hour; up from \$25 an hour – for our graduation. I think this is a great opportunity for the Town and the Board of Ed to be able to work together so that we can go ahead in turn provide our buses and bus drivers for the bus trips but request from the Town for the ability to cover the police officers for our graduations. I don't know if that was ever discussed but I think it is a great opportunity for us to work together and discuss that and maybe a wash on the Shared Service Agreement.

F-22 – Mrs. Conti this is punted to you – is this an increase from last year? Mr. Brennan stated it is Title I. Mr. Benaquista stated it is an increase – especially Title IV. I don't have the exact numbers from last year. Mr. Monge asked do you know what we budgeted for 2018-2019? In our numbers – income/revenue side for these allocations? Mr. Benaquista stated it is based on the positions that you are using for the funds. Mr. Griggs stated it is 85% of your prior year allocation. Mr. Benaquista stated I think it is 80%. Mr. Monge stated 80% of the prior year so

we had an increase. Mr. Benaquista stated mainly because of the Title IV funds. Mr. Brennan stated these are funds that come to us and we expend. Mr. Monge stated I understand but what I'm saying is right now in our numbers and in our budget we have a lower number than we actual have. Mr. Brennan stated that was originally approved – yes – back in April. Mr. Tatum stated you will hear more about that later.

Mr. Monge stated F-21 – what is the deal with that? Mrs. Moses stated that is the grant for the Title I – it is the new grant that is coming in. We don't have control of what comes in, it is just what they give us.

Mr. Monge stated F-6 – there is a trip to New Orleans, is there a deliverable on that? A report that comes back – it is a conference. Mr. Arminio stated they are required to fill out a report.

Mr. Monge stated the NHAC training – seems like a fantastic training but the only folks that are going are from Burnet. Is there a reason why we don't have any from Kawameeh? There are three staff members from Burnet. The training was surrounding special needs. Mrs. Moses stated when a school has decided to do their PD and that is why we are moving over to the State Department's evaluation – this is PD that is based on the buildings needs and I know Kawameeh's PD is at the end of June based on the data of their building and what they need and the nature of certification has to do with the social, emotional learning that they are pushing through their building. They feel that they need that and they opt to go for this one based on the data that they have. Mr. Monge stated and Kawameeh feels that they don't have to. Mrs. Moses stated that doesn't mean that they won't do social/emotional learning; when you get the data and do surveys and speak with the teachers and staff, you are going to go with what the building needs are and what you need for your school community and you are going to go out for PD in the summer. We will talk about what is priority for you and your building and what you really need to get that knowledge and start running in September. They are going with the writing, the RTI for Kawameeh.

Mr. Monge stated this is a great program and it seemed that something of that sort would be needed for the District. Mrs. Moses stated I'm sure once they come back, they will turnkey. When administrators go on PD, they come back to turnkey so they share the knowledge. You can pay \$50,000 for everyone to go individually but they come back and train. Mrs. Regis-Darby stated that would be domain six on their evaluations.

Mrs. Richardson stated Mrs. Conti for the public's viewpoint, F-23 to F-32, these are all opportunities for the children to be able to have services but it doesn't mean we are going to use all of these services. Mrs. Conti stated correct. Mrs. Richardson stated if you look at the numbers, it looks like a lot of money and we are facing a year that is going to be difficult. As we face this year, and being on the Fiscal Committee, we are looking at every dollar; we talked about it and you needed to put this in there to have it available, if needed, and if not needed it would go back. Mrs. Conti stated some of the times the vendors that are on here are not utilized in a year or sometimes we might use the vendor two-three times – some years we need them and some years we don't. It is all based on need. We can't wait for the approval process so we have

to be ready to go with the student's need for service. Mrs. Richardson stated it looks like a lot of dollars but it doesn't mean it is all going to be utilized.

Mr. Nufrio stated Mr. Tatum in order for the Board and the District to have total and full understanding of what is entailed for legal services, I would like to have you ask Mr. Brennan to compile the total amount of legal services that were rendered and paid for over the past five years. One thing that has not been mentioned but I will mention because it is a fact is that when we had an in-house attorney, the legal services were not always rendered by that individual. It was contracted out to many firms and we are talking about special services especially, where the hourly rate was \$190 an hour to address all special services. Just to conclude so that everybody has a fair understanding and factual understanding of what the legal services have been on a yearly basis and what was rendered and was actually the cost to the District. I will make a prediction, it is at least \$150,000 less than it was in the past. Mr. Monge stated it was a full-time staff person, of course it was. Mr. Nufrio stated no, we are talking about other firms that were paid by the District to do what the in-house attorney was not doing because it was not within his purview. Can we have that for next week? Mr. Brennan stated I have a historical. Mr. Nufrio stated I don't like having information being given that isn't factual.

OPERATIONS COMMITTEE:

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

O-4. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS

Approve submission of Anticipated Facility Requests for the 2018-2019 school year to the New Jersey Department of Education (Union County office), in accordance with the information appended to the minutes.

O-5. APPROVE SUBMISSION OF ALTERNATE METHOD OF COMPLIANCE

Approve submission of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3 and/or 6.4 for toilet room facilities for early intervention, pre-kindergarten and kindergarten classrooms (2018-2019 school year), in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Richardson presented the remainder of the Operations Committee agenda.

DISCUSSION ITEM:

1. Letter from Township of Union Recreation Department requesting a school bus and driver for field trips (various dates from June 25 to August 10, 2018), in accordance with the information appended to the minutes.

2. Letter from UMOJA Dance Studio requesting the use of Jefferson School auditorium and two rooms on either June 15, 16, 23 or 24, requesting waiver of all fees, in accordance with the information appended to the minutes (Certificate of Insurance to be provided).

3. Letter from the Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on September 14, 2018 for auditions and October 6, 2018 for rehearsal and public performance, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Richardson stated it is my understanding that it has been a program that has been done for years by the Recreation Department. I think it was one of the items that Mr. Monge stated that possibly we could do shared services with the Township. Mr. Nufrio stated with regards to that the Shared Services Agreement, that is a 5-year agreement, which will expire in 2020. We have two more years to go but it doesn't mean that it can't be visited. I asked the committee two years ago to address that and nothing came of it. It was always we are going to do it. Do it.

Mr. Monge stated over the last several months to year, I have been asking for just that – follow that lead and try to get information on the accounting of it to see if it is fair on both sides. We don't have the vehicle to produce that. I have been asking for that for over a year. Mr. Nufrio stated I have been asking for 2-1/2 years.

Mrs. Minneci stated that is jobs-in-blue so I don't know if that can be because it is separate from the shared services. Mr. Nufrio stated within the shared services, certain services are in fact just that – shared, where they do something, we do something – it is reciprocal. Some services such as the jobs-in-blue are not part of our shared services at least to what I know of unless someone shows me differently. Shared services has to do with a lot of other fiscal aspects.

Mr. Monge stated the shared services is a horrible agreement that says nothing. Mr. Nufrio stated again that is your opinion. Mr. Monge stated it is my knowledge. Mr. Nufrio stated it was approved by the Board and it has to be adhered to unless the committee – two years ago would have found errors or discrepancies and I saw none and heard none. Mr. Monge stated Mr. Griggs reviewed it. Mr. Griggs stated it wasn't much of an agreement as it was to figure out what side was getting what and that is the assessment you are talking about. The agreement is very general. In order to go back and talk to the Town, you needed to have the information to say custodial services the value of that as compared to snow removal and that was being studied

by I don't know who. Mr. Monge stated that has been the request over and over again that we have not been able to produce. It is not the committee, all we can do is ask. The President of the Board only can do is ask and that has been asked but it hasn't been produced. There is enough generalization in that agreement to ask for a good partnership between the Town and the Board of Ed on something that can be shared. It doesn't hurt to ask.

Mr. Nufrio stated I think Mr. Loessel had indicated sometime last year that there was some type of document. Mr. Loessel stated there is a lot that we share together; monetarily can we put it together in a package, it is very hard and time consuming. Mr. Nufrio stated very subjective; but is there any way you can fine tune it, even if you only do projection. Mr. Loessel stated just the salt alone keeps us covered for what we give them. Mr. Nufrio asked what does the salt cost? Mr. Loessel stated on an average about \$75,000 a ton. We probably go through a winter about 100 tons, maybe more. Mr. Nufrio stated at \$75,000 a ton – so that is one you can put a value on. Is there any way you can do a spreadsheet for the Board to see maybe before this agreement expires in 2020. Mr. Loessel stated I'll try but you have to understand that there is a lot that goes into it when they come into the building. We may have custodians that are on – do you charge them for that? To me shared services is what it is; I don't think there should be a monetary thing on it. I believe we are getting just as much as we are giving them.

Mr. Monge stated in all due respect to Barry, Barry is not an accountant; that is an accountant process that we are asking. We were talking about the Recreation Department having real estate that they don't pay for so is Barry taking the square footage of that and looking at market rent to see what the value of that? That is an accounting process, how many events are being held here that they are not paying for. It is not trying to dig at anybody, it is really about having an agreement that we are supposed to have a reconciliation after every year and neither side is doing that. It is an agreement that is not functioning and it is a hand shake and we are asking and here is an opportunity to ask again. Mr. Loessel stated as to real estate, they are giving us parking lots too. How do you figure that out monetarily. I will talk to Mr. Brennan.

Mr. Arminio stated I know we are enjoying conversation but we need to focus on items 1, 2 and 3. I would like to talk about #3 since they all sort of deal with each other and the same type of request. Just as the Vauxhall Civic Association wanted to use Jefferson School and have all the fees waived and I don't know what became of that – whether they paid or didn't pay. All of the events were for our kids. Not one thing that they did for that job fair was for anybody but our students. No. 3 – the scholarship fund program is not only a community event but it also raises money for scholarships for our kids and only our kids. Outsiders come to watch the show but as long as they live or work in Union, they can perform in Unions Got Talent but the proceeds simply go to our kids. I don't know about #2. I have seen this before many times over the years and the same as #1, the bus and the field trips are for our kids only. Whether it is within the shared services or not, the same is true for the 5K that comes up in October. The money that the Chamber of Commerce would have to pay detracts from the money that goes to the charity and the charity is always a family in Union who has some kind of illness to help alleviate costs and that is all the money went for so if you detract from that, it is less that goes to them. To me that is all part of shared services. It is going for our people and our Town.

Mrs. Regis-Darby stated if those of you that have completed the Superintendent Evaluation, Section 4, question 5 – talks about Boards of Education opportunity to share the buildings with the community so we have to take a look at that also.

Mr. Arminio stated I would like to make a point of order at this time – there are people in the hallway and I don't know if we can break for five minutes and try to find some chairs to bring in or so they can sit out there.

Board went into a five minute recess (8:00-8:05 p.m.)

Mr. Nufrio stated thank you everyone. I hope we all have a more comfortable situation for some but unfortunately it may not be for everyone but we do the best we can.

Mrs. Richardson stated one of the events is June 22nd so I think we need to do something. Mr. Nufrio stated are you asking for them to be put on the agenda for next week. Mrs. Richardson stated I am.

Mrs. Higgins stated the dance studio is a little different. It is for Jefferson's students – they get reduced fee. It doesn't seem like there is a huge advantage to the community or the students. Mrs. Richardson stated coming from working in Irvington, a lot of times when we have an event at the school, we do have performers that go to these dance schools and they learn a lot but they wouldn't have the opportunity to go to a dance school because they don't have the money for it. Mr. Monge stated it is for one date. We left the budget meeting saying we have been giving out free space which we are o.k. with but the question is as it pertains to maintenance and security – we were essentially subsidizing staff and the like to be able to cover for security and maintenance and that number is a material number that we said that we were going to try to reduce that cost and be able to pass that costs down to folks that want to use that space because we shouldn't be subsidizing every space.

When we talked about the job fair, we had a huge number - \$3,000 – where did that come from? Mr. Loessel stated that comes from my office. Mr. Monge stated the community and the school will benefit if we have a price. Mr. Loessel stated we have had two other dance schools coming up – one at Burnet and one at Kawameeh. One is a Union school and one is out of Union and they have to pay. Any dance recitals that come to Union we charge. The auditorium is \$180 per hour. Custodian is \$90 per custodian per hour. Classroom is \$222 per hour and for security guard it is \$57 per hour. Mr. Nufrio stated that would be applied to this. Mr. Loessel stated yes because we do charge all the dance schools because they make money. Mr. Nufrio stated so based on this request, the waiver of all fees would have to be denied unless they are willing to comply with those numbers. Mr. Tatum stated the performance is free to all students and staff at Jefferson School. I think that is the difference. I don't think the other dance studios were giving anything free. Mr. Nufrio stated what was the past practice for this particular? Mr. Loessel stated we charged every dance group that comes in. Mr. Nufrio stated this specific dance group. Mr. Loessel stated I have never seen this dance group. Mr. Nufrio stated is there any way to communicate to these individuals about our fees? Mr. Loessel stated we have already done that but they are waiting to see if you are going to waive the fees. If you vote to waive the fees, we won't tell them anything but if you chose to make them pay, we will tell them

it will be about \$2,200. Mr. Nufrio asked Mr. Tatum do you have a recommendation to the Board? Mr. Tatum stated it is a first time event, there are some unknowns here. There is supposed to be a utility surcharge for Town vendors and that was the extent of the fees – somewhere down the road that has changed. I'm simply saying if we are going to waive the fees on the other two, give this person an opportunity to try it and see if it feasible and if it not feasible, we do it differently.

Mr. Nufrio stated since Mr. Tatum is recommending this, should we take a vote on whether we should proceed with a resolution for next week or not. Mr. Griggs stated I think you should but also this group needs insurance too.

Mr. Nufrio asked how would you proceed? Mr. Griggs stated motion to authorize the placement on the agenda of the approval of these three and then it can be voted on next week.

Mrs. Minneci stated can I make a suggestion – right now in June to do this if we could come up with something over the summer and say as of September this is the new procedure just so people are aware that when they apply. Mr. Nufrio stated we did say that.

Mr. Monge stated I think it is for clarity. What makes it one-two maintenance guys? What makes it one or two security people? There has to be a schedule saying based on this type of event, this is what the requirements are for security, maintenance for renting the space so someone can see that and know where they are and we know. Mrs. Minneci stated right and this way if we get that all set, come September people are aware when they come to us to use our facilities. So there are no surprises and everyone is on the same page.

Mrs. Regis-Darby stated I think we are just opening up the doors – here we are charging the other two dance companies for the basically the same space, we are charging them and they are doing the same thing. Mrs. Minneci stated this one says it is a donation. Do they charge to come in? Mr. Loessel stated everyone is charged to come in. Mrs. Regis-Darby stated I don't think any of that matters, the point is we are charging the other two and they all should be charged.

Mr. Nufrio asked can we bring this to a final concept. Look at those dates, I think that is viable anyway, I think at this point that the only two dates that would be available are the 23-24 and schools are closed. That would present another problem because your custodians start a shorten day. Mr. Tatum with all due respect, perhaps that this one this year may not make the muster but we should be reviewing the policy that governs the facilities and all of the expenses so that there is a more clear understanding as to what exactly is expected of the people who request. Mr. Tatum stated I gave you my opinion and that is my recommendation. It is your prerogative on which way you want to go. Mr. Nufrio stated it is not on the agenda for vote and the timeline unfortunately is too close to make it and the other two days we are not open. It is a conundrum that I think we can simply resolve at this point to take a vote in terms on whether or not we put it on the agenda or not. Let's do that. We need someone to make the recommendation for all three or just the two.

Mr. Arminio stated I don't know if there is a point of order – I have never seen to vote to put something on as a resolution. That is up to the President and the Superintendent to determine what is on the agenda when you have an agenda meeting. You determine based on our discussion whether it has validity or not. Mr. Nufrio stated no problem – Mr. Tatum and I will discuss this again and we will make the determination. No vote is required.

PERSONNEL COMMITTEE:

Mrs. Williams presented the Personnel Committee agenda.

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

P-1. PERSONNEL ACTIONS

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

DISCUSSION:

Mrs. Regis-Darby stated I remember last year we approved the evaluation for the end of the year for all of the coaches. Is this part of it also for this coming year and the evaluation is in this? Mr. Benaquista asked you mean the actual evaluations or what they are using? Mrs. Regis-Darby stated they are using the same one from last year that we have updated. It was approved this school year before evaluations in the fall. Mr. Nufrio stated so the evaluations were submitted to the Director. Mr. Benaquista stated yes, Ms. Ionta evaluates the coaches. Mrs. Regis-Darby asked they were all completed? Mr. Benaquista stated I will follow-up with her. Mr. Nufrio asked where do those evaluations go - Mr. Tatum's office.

I have a question for Mrs. Paul – I saw some job assignments for summer IT assistants. I may have asked this in the past but refresh my memory. It was a total cost of \$37,000. Mrs. Paul stated these are employees that come back and help us in the summer in order to clean the PC's, move equipment and anything that needs to be done. We have over 4,000 Chromebook that we have to maintain and make sure they are working for when the kids come back in September. They help us do maintenance. Mr. Nufrio stated I don't recall the number of hours or is that a full-day service that they provide. Mrs. Paul stated it isn't eight hours. Mr. Nufrio stated a number of weeks and not to exceed for each individual listed. Mrs. Paul stated correct.

Mr. Arminio stated on all the Athletics that were listed – the coaches – I noticed two things. One is the number of the coaching positions were not present in the list so I was wondering why and secondly it says 6/12/2018 so we are authorizing them getting paid. Mr. Benaquista stated a lot of the coaches start July 1st so they have to be approved by the Board because of liability purposes. Mr. Benaquista stated I will follow-up with her. Mr. Tatum stated it could be because of the start time. Mr. Nufrio stated are all sports on? Mr. Arminio stated they are all on. Mr. Tatum stated he is saying a couple may be missing. Mr. Nufrio stated the ones that are missing they are for spring. Mr. Benaquista stated next week we will have a P-1A next week and I will check with Ms. Ionta.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mrs. Richardson stated the policies I submitted to Mr. Griggs in April and he wrote back that he took care of it and sent it on to administration. The new policies that you sent to me that needs to be addressed – the Policy Committee met. We completed them and I gave them and she is going to try to get them done by next week. There is a lot there. Mr. Nufrio stated there is a change on where you should be sending them.

Mr. Tatum stated Mr. Brennan is the point person for policy in the District. The policies should be dropped off and if it needs Mr. Griggs because of legal. We also are starting to take a look and there are a lot that needs to be updated at Strauss – a firm that keeps the policies up to date. At this time, the Central Office Administration is concentrating a lot of their efforts on personnel right now because we have deadlines. Mr. Nufrio stated can you explain what the services would be and how it would be a more efficient way of getting things done. Mr. Benaquista stated there are a lot of districts that use Strauss to update policies on a monthly basis. Most agendas you will see a couple of policies every month and a lot of times it is just minor changes but the State makes these changes and you are required, especially the mandated ones, to keep them updated.

Mr. Brennan stated I went to a presentation last week at NJASBO given by Strauss and provides these policies in a very timely manner and the districts are updated very expeditiously. Mrs. Richardson stated I think it would be cost effective to the school district. Mr. Brennan stated I gave them my card and we are going to get a quote. Mr. Nufrio stated it will reduce the amount of time that the Board members put into the application of the new policies or the tweaking. I believe you gave me a number for the District to having continuous monthly updates which then they would send to us and we would look at it, tailor it if necessary, present to the Board for approval. Do you have an idea of the cost? Mr. Benaquista stated I reached out to a Superintendent that I know and they pay approximately \$5,000 for an annual agreement to keep the policies up to date. They will send them to the District for review and then adoption. If you have any changes they can adjust it to our needs.

Mr. Arminio asked can it be adapted to our format. Mr. Benaquista stated absolutely. Mr. Arminio stated so there are no number change. Mr. Griggs stated what happens is you send your policies to Strauss, they take a look at them, they develop new policies – I think the number will be different from School Boards and then the Board has to go through the exercise of reapproving all the policies. It is a very aggressive push but once you complete that you are up-to-date and you get the updates. You have to go through the policies initially because some districts you will find language that does not apply to Union but applies somewhere else. The process takes 4-5 months to do. QSAC is a motivating factor.

Mr. Arminio stated that is a separate charge, sending our policies down there. Mr. Griggs stated I think there is an initial setup and he will tell you what that is. They can give you a presentation too. Mr. Benaquista stated maybe we can get him on for July. Mr. Brennan stated I will reach out to him to come speak to the Board. Mr. Nufrio stated bring the information and get started and policies can't wait. Especially with QSAC, if your policies are not updated we will get sanctioned. I know you are in the middle of things but let's see how fast we can perceive with this Mr. Brennan.

Mr. Arminio stated should Mrs. Cappiello make all the changes to the ones that we gave her? Mr. Nufrio stated Mr. Tatum have you looked at them? Mr. Arminio stated she can do it and then forward to Mr. Tatum. Mr. Griggs stated she can do them. Mr. Nufrio stated without putting you under the pressure.

Mr. Benaquista stated they need to be updated and I don't think Diane Cappiello should be the one doing it. Mr. Arminio stated she just needs to make the changes. Mr. Benaquista stated I think we should find someone else to make the changes beside Diane Cappiello. Mr. Nufrio stated the clerical aspect he is talking about. Mr. Benaquista stated yes. I think it is a lot of time. We need to talk and someone else needs to do it. Mr. Nufrio stated you guys figure it out and maybe first reading next week, if not, then July. I think that is cutting it close.

RESIDENCY COMMITTEE:

Mrs. Williams presented the Residency Committee agenda.

Mrs. Williams stated these two will be able to finish the school year and they will be issued transfer cards so they will be removed for September. Mr. Nufrio stated which is usual practice at this time of the year.

DISCUSSION:

None

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated there was nothing to report on at tonight's meeting.

Dr. Francis arrived at 8:30 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Nufrio stated I spoke with Mr. Tatum and Mr. Brennan at some length that has to do with the RFP's. The process that I requested was to have all the RFP's sent electronically to all the Board members. I was assured all of that was done. At some point the Board members would then submit to Mr. Brennan and copy Mr. Tatum and myself and Mrs. Minneci your recommendations because there is a deadline that must be met and that is June 24th and that is the deadline to notify those entities that submitted RFP's that they were not in the final selection process. I would ask that each of us submit to Mr. Brennan by the end of Thursday so then he can start working on refining the list and then next week we can have discussion and vote. The most important aspect of this process is that we don't violate that 60-day rule. Mr. Brennan stated I sent out my recommendations for whatever that is worth. Mr. Tatum stated the recommendations that the Board is going to determine based upon what he has submitted or all of the vendors under consideration. Mr. Nufrio stated both – all that were submitted and Mr. Brennan did make his recommendation as the Business Administration which is part of his job. Mr. Tatum stated but what you sent to the Board was your list that you paired down. Mr. Brennan stated yes, that is correct. Mr. Tatum stated so we will be looking at that paired list.

Mr. Arminio asked can you take it from Google Drive and put it into regular drive because I can't open it. Mr. Brennan stated why is that? Mrs. Regis-Darby stated he is using his personal email. Mrs. Paul stated you have to use the "twp" account. Mr. Arminio stated I can't. Mrs. Paul stated I will fix it now. Mr. Brennan stated what about a thumb drive. We will get it for you.

Mr. Nufrio stated can you send each Board member the steps. Mrs. Paul stated sure. Mr. Brennan stated you have to use your "twpunionschools" email address. Mrs. Hart stated the email has not changed – you still have "twpunionschools" what you have to do is log onto Google email.

Mr. Monge stated Mr. Griggs to offer clarification on this 24th deadline. My understanding is if you have an RFP or RFQ, you have the ability to pull and reissue. Mr. Griggs stated that is 60 days from when it should be awarded. Mr. Monge stated it didn't matter if it was an RFQ or RFP. Mr. Griggs stated no. Mr. Monge stated it was the inability of taking an action. The action was to pull and reissue. Mr. Griggs stated potentially you have to reject all the proposals. It is like a bid. The statute talks about bids but it is the same rules. Once you put an RFP out you can't change what you are requesting. You can't bargain or negotiate or anything like that. This is what the specs were. The Board didn't do anything. This is how the system works.

Mr. Monge stated we talked in committee – we did this 2-3 years ago when we actually had a committee that reviewed and discussed this versus the way we are approaching it now. We did a best and final for banking services. Mr. Griggs stated you can't do a best and final. It is what it is. It's what you put out. If I'm the vendor and I'm putting my estimate in, this is what I'm putting in. You can't go back to those companies and ask for their best and final. What they submitted to you should be the best and final. If the entity or the Board has an issue with the price that you see, they have the ability to reject them and go back out. Sometime the difficulty

like banking – when I am administrator, something like that impacts a lot of moving parts like payroll, bank accounts and things like that and that is where you need to be sensitive to it. I don't know how many accounts you have. Mr. Brennan stated a lot of wires. Mr. Griggs stated you can't do a best and final that can't be done. Mr. Monge stated we did it last time. You were here. Mr. Griggs stated I wasn't involved in that decision. I think you folks went to Mr. Vieira and he went to whatever bank. And he went back and asked is this your best offer or something like that – you really can't do that legally. They don't keep on negotiating. It is like a sealed bid. The proposal comes in, you have your specifications, people bid using those specifications.

Mr. Monge stated the unfortunate part about this is here we are days before – we had 60 days to do this and before we had a committee and now we are doing it as a committee of the Board and there is zero discussion on any of these and some people haven't even seen them. Now you have to lob in a decision to Mr. Brennan on who we individually believe should be selected. Frankly if this is a committee of the Board, we should have open discussion about folks that responded publicly. Otherwise what are we doing? Before there was a process and now this is a disadvantage to the Board and to the process.

Mr. Nufrio asked do you have any comments Mr. Brennan? Mr. Brennan stated I don't have any comments. Mr. Nufrio stated you indicated to me that these things were sent out. Mr. Brennan stated yes, I thought you were asking about how the committee was set up. They were sent out about four weeks ago on the Google Drive and the emails with the link was sent. Mr. Monge stated that wasn't my point. Mr. Nufrio stated I wanted for the record that it was sent out.

Mrs. Regis-Darby asked has the schools been selected for the all-day pre-k program and if so, I know a lot of the stakeholders in the community are getting different price point for the all-day pre-k in terms of registration – is there a point person that they can speak to in terms of the fees that they have to pay now for registration? Mr. Tatum stated I don't think we actually announced a fee per se but we kind of have the school selected but we haven't told anybody what they are yet. I believe there are a three.

Mrs. Moses stated there are going to be three schools. We are still looking at that. There will be a fee. To talk about a fee, we have to talk to the Education Committee and we will come up with that. I collected some numbers from the BA office. I checked around with other districts for their pre-school. The high enrollment for pre-school is 18 plus an assistant in the class. There will be a monthly fee. The \$500 that was already paid will be deducted from that. The monthly cost is to be determined. In every school there will continue to be a half-day pre-school because this is a pilot program. We are waiting for the State to put out a grant for pre-school expansion. If we get the pre-school expansion than we will rollover in October with all pre-schools.

Mrs. Regis-Darby stated when you call the different elementary schools, the community is being told \$700 by one school and \$500 by another school. I think that has to be clear to the public that for half-day pre-k right now is \$500 which is a registration fee. Mrs. Moses stated when we decided to do that, we went right in and pulled those names out right away. When Mr. Tatum decided to have an all-day pre-school pilot program – three. We went into the system and

pulled all kids out from the different schools. There are three classes for a total of 54 students who will be able to attend. The only way we can go down that list if the parents say no, they aren't ready for full-day. There will be individual calls.

Mrs. Regis-Darby stated so the Education Committee will meet next time to discuss this. Mrs. Moses stated yes.

Mr. Nufrio asked will the parents be notified immediately thereafter? Mrs. Moses stated yes.

Mr. Arminio stated just a reminder to Board members – self-evaluation has to be done and non-conflicted members have to do the Superintendent's evaluation. Mines done, Nellis, Jeff, Linda – the rest that are non-conflicted and the self-evaluations have to be done.

Thank you for all the people on CORE Team and for your donations for Relay for Life. We didn't reach our goal but we came close - \$600+. If you still want to participate it goes until August 30th that you can donate.

Next week I will mention Mr. Benaquista and Mrs. Moses on their award from the Rotary Club. Mr. Tatum will do it next week.

Mr. Arminio stated ESL summer program – I have the curriculum if anyone wants to see it. I think it is going to be a wonderful program. Thank you to those four teachers who wrote the curriculum for the ESL summer program. I hope that kids participate in it. Thank you to PRIDE for the donations from the UTEA for all the kids who are participating because they are going to get a load of stuff just for coming.

Next week I will talk about the summer reading program by the library which is an amazing program. Last year there was about 500 of our kids who participated but we are trying to get it up to 900.

There are two dates for negotiations set with the administrators and supervisors the 18th and 19th. Linda is the only one who can't be there.

Today there were three students – Elizabeth Arius from the UHS, Emily Arius from Burnet and Taylor Ortiz from UHS – who volunteered and it is the first relationship with Nora Gardens. It is a senior housing for those who fall below a certain income level and it is on Stanley Terrace and they volunteered their services to help serve a special lunch – hot dogs and hamburgers. I complimented them. I hope that we can have a better relationship not only with Nora Gardens, but the other two, Air Hart Gardens and Shaffer Gardens and have our kids do their hours at those places. There are a lot that live there that are disabled and the kids helped a lot. Congratulations to them.

Our twirling team and to quote from the letter from Ms. Vocca from the high school – UHS is the only school in the County and very few in the entire State of New Jersey that still represent twirling. The team won three State championships in three organizations – this year –

the NJTA, the NBTA and the USTA. They are world-wide known events that had never before been attended by a UHS twirler. They won it the third year in a row – the girls have won a State championship. Congratulations to our twirlers.

NEW BUSINESS:

Mrs. Higgins stated UHS did amazing at the Paper Mill Rising Stars Awards. We were originally nominated for 12 awards and wound up with five. The Lost Boys won for best supporting group. We won for best choreography, best lighting and Alyssa Carbonel won for best supporting actress – she was Tiger Lily. Best of all we won overall best musical – so we won the top prize of the evening. Jennifer Williams won the choreography.

Mr. Arminio stated they won five; they had 12 nominations but there were only eight categories because we had double nominations. Mrs. Higgins stated the first nomination we won and we started the night with a win. Mr. Nufrio stated the Lost Boys won the first and your daughter is to be complemented because she was one of them. Mrs. Higgins stated thank you – she was so excited that she was able to go on stage to accept the award. Mr. Nufrio stated it was an excellent event.

Mr. Monge stated you were going to provide a revised letter for financial services. Mr. Brennan stated I can do that. Mr. Monge stated just to understand the process one last time – so people are going to submit emails? What is the process? Mr. Nufrio stated that is the process and I said that last month. Mr. Monge stated it wasn't clear to me. You are asking every individual. Mr. Nufrio stated to submit to Mr. Brennan your selections. It comes down to one vote and that is where it is being cast. Mr. Monge stated so this will be on next week's agenda? Mr. Nufrio stated correct and then we will vote on those that he has refined it to based on the Board's submissions. If the consensus was these two then that will be for that category and then we all vote. It comes down to one vote.

Mr. Monge stated just a recommendation for next year. When we went through the committee process, we had categories and there was a comparison and the business office was part of that process. There was a discussion and then we made a very detailed educational recommendation to the rest of the Board. At the end of the day we saved a lot of money for the District going through that process. As we go through process for architects and the other professional services, I would hope that we would go back to the last way that we did it and that was when Mr. Nufrio was President at that time and it was very effective and it ended with some very great results.

Dr. Francis stated I would like to make a motion to remove Mr. Griggs as our counsel and to have another attorney from the Sciarrillo law firm represent us affectively starting our next meeting. Mr. Nufrio stated I don't think that motion is permitted. Mr. Griggs stated he can make a motion. Mr. Monge stated I second that motion. Mr. Nufrio asked can I wait for an answer. Mr. Griggs stated the Board policy permits a motion to be made on the floor.

Mr. Nufrio stated so let's understand the motion clearly and Dr. Francis you just arrived, right? Dr. Francis stated that is correct.

Mr. Nufrio asked Dr. Francis to repeat the motion. Dr. Francis stated I asked that we remove Mr. Griggs who is our current counselor in the Sciarrillo group and be replaced by another attorney in that same group, effectively for our next meeting.

Moved by Dr. Francis, seconded Mr. Monge, to approve the following resolution:

APPROVE REMOVAL OF PAUL GRIGGS AS BOARD ATTORNEY

Approve removal of Paul Griggs as Board Attorney and to be replaced by another attorney from the Sciarrillo law firm.

DISCUSSION:

Mr. Arminio stated I'm on two boards and I have never heard of an attorney being dismissed in this fashion. It is usually done through the Superintendent who requests it. You can ask. Dr. Francis stated he is not the Superintendent's attorney, he is our attorney. Mr. Arminio stated he is the Board's attorney and the Superintendent is a defacto member of the Board. Dr. Francis stated correct but he represents us. Mr. Arminio stated I understand he represents the Board. I'm just telling you in all my years of experience. Dr. Francis asked does that make a difference Dave. Mr. Arminio stated yes. Dr. Francis stated that is neither here nor there. Mr. Arminio stated it does make a difference.

Mr. Nufrio stated first of all let me just correct something here. Mr. Arminio has the right to speak his opinion. It is not a conversational situation. It hasn't reached that point yet. I have the floor Dr. Francis. You made your motion, Mr. Arminio made his comment and I'm going to make a comment. Dr. Francis stated I'm going to make the first comment, not Mr. Arminio. Mr. Nufrio stated I don't know what rules you follow Dr. Francis but we started at 7:00. Dr. Francis asked what does that have to do with anything. Mr. Nufrio stated it has to do with something else. There were also committee meetings this evening.

In fact I totally agree with Mr. Arminio. I have been on this Board for seven years and I have never heard of such a motion even to be considered to begin with. Secondly there are a lot of innuendos there as to whether or not the Sciarrillo firm has someone they can in fact bring to this table which that contract expires June 30th.

Mr. Griggs stated I can make this statement. Our firm is retained by the Board. I am not retained by the Board. Two, there is an existing contract with this Board. Three, I question the availability of anybody else in the firm to attend your next week's meeting given there are 12 of us and there are 12 meetings this evening and that is the practical part of it. It is the firm that you have your contract with. I am just a member of that firm. Mr. Nufrio stated assigned by the senior partner.

Mr. Monge stated as part of the discussion. I have nothing but respect for Mr. Griggs personally and professionally we have butted heads and have been on the same side many times over. I think what has happened on this Board unfortunately is that we have had a lot of situations with the Board attorney that I have never seen. In my professional life, I have never had someone that worked for the Board, and me being one of nine members and defacto, had the type of exchanges that we have had. Two, essentially I feel we have gone through a process

where we are getting a representation of an attorney for the Board but for the Board President and it has happened more than once. For instance, many times when we have had situations where Mr. Nufrio. Mr. Nufrio stated I am going to stop you because you are out of order because you are making. Mr. Monge stated I have the floor. Dr. Francis stated he has the floor. Mr. Nufrio stated as President I can stop you. I have said this to you a million times before and I will say it one more time. I resent the innuendo and your accusations and I will stop you right now. Mrs. Minneci stated can we discuss this privately and not in front of everybody if you two want to have a discussion. Mr. Griggs stated that is correct.

Mr. Monge stated this is important. Dr. Francis stated this is for discussion with the Board. Mrs. Minneci stated all right it is for the Board but I don't think that everybody needs to hear us arguing about it. That is my opinion. Mr. Monge stated Mrs. Minneci I had the floor, I was trying to make a point. Mr. Nufrio stated as President I can stop you because again you made accusations that he works for me. I have my own attorneys. I am stopping you right now.

Mr. Griggs stated you are about to get into privileged discussion which typically occurs in executive session and that is what I'm hearing. I shouldn't even be commenting because I am somehow in the middle of this whole thing which is not my plan. The reality is what you are now getting into is some privilege discussion – attorney/client – because with all due respect you seem to think you need to break back into a conversation when someone is talking. You are getting into a privileged discussion and that privilege can only be waived by the entire Board of Education not by you or Dr. Francis. My recommendation and suggestion would be that if you want to have a discussion about our firm – legal services, that should occur in executive session because that is where it should be and that is my opinion.

Mr. Arminio stated we have a motion on the floor. Mrs. Minneci stated I'm just making a suggestion because this arguing back and forth in front of people is quite embarrassing. Mr. Arminio stated we do have a motion on the floor we either have to have it withdrawn or vote on it.

Dr. Francis stated I want to have my speak on it. I'm sorry Mrs. Minneci that you think that it is embarrassing but it is about transparency and I agree with Jeff on some of the things that has happened. I feel that we don't get full representation from Mr. Griggs and specifically there are a couple of things that I felt that Mr. Griggs as our Board Attorney should not have placed things on the agenda because that is not his right to place things on the agenda. He doesn't cause agendas – it is either by Mr. Tatum, the Superintendent and you. Mr. Griggs stated again you are getting into a privileged discussion. Dr. Francis stated it is a process. Mr. Griggs stated that is your opinion. You are talking about my recommendation. Dr. Francis stated it is fact. Mr. Griggs stated you are just going to keep talking. Dr. Francis stated it is fact, just like you are talking. Mr. Griggs stated I'm telling you that my opinion is you are talking about privileged conversation. I don't care what you have. He controls the floor.

Mr. Nufrio stated I would like to end what should be privileged discussions and not put into public venue. Dr. Francis stated this is a process. Mr. Nufrio stated there is a motion on the floor and it was indicated that this is totally out of character to begin with. Secondly, this contract expires June 30th and what you are asking to do is not only embarrassing to this Board

but it is embarrassing to the District. Do you wish to proceed with this motion or withdraw it and discuss it in executive session? Dr. Francis stated I plan to keep it there on the table. Mr. Arminio stated can we take a five minute recess. Mr. Griggs stated it is a point of order and a brief recess.

Mr. Arminio stated point of order, I make a motion to take a five minute break, seconded by Mrs. Higgins. No objections from Board members.

Board took a recess from 9:10 to 9:17 p.m.

Mr. Nufrio asked if there were any more comments which would need to be generic. Please read back the motion:

Dr. Francis stated I would like to make a motion that Mr. Griggs, our current counselor from the Sciarillo group be removed as our counsel and replaced with another attorney from that group effectively before the next Board meeting.

DISCUSSION:

Mr. Nufrio stated if that should in fact occur, we could conceivably be without an attorney at the next Board meeting. Dr. Francis stated Mr. Nufrio that is not our responsibility. Mr. Nufrio stated it is our responsibility. Dr. Francis stated the firm has to deal with that. Mr. Nufrio stated to be clear we can't dictate to the firm if they are not able to send a replacement. Dr. Francis stated to tell you the truth we don't always need – remember he is a part-time attorney. You don't always need a Board attorney present at our meetings - even this meeting. Mr. Nufrio stated o.k.

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

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

ABSTAIN: None

MOTION FAILED

COMMENTS FROM THE PUBLIC

Mr. Nufrio stated let's move on to comments from the public because it has been a long night and I apologize to the public.

Carter Jones stated ESS has helped me by being there when I have needed it. There were times where I felt like I was going to freak and ESS has helped calm me down. It has also helped other students greatly. There are kids in the school including me who would not do so well without ESS being there. ESS has helped me to calm down easier but really ESS has helped Burnet a lot. There are kids with anxiety issues that are calm down by ESS. Then there are kids with the other issues and/or problems that can be dealt with ESS. The staff of ESS are very kind and love the kids in the program. We need ESS since middle school is very stressful and we need somewhere to go to calm down and talk it out. We also need occasional breaks. You just can't replace ESS with new things or people because we know and love ESS staff. The kids in the program are very sad to hear that ESS may be going away. Please keep ESS and most importantly in the school – don't get rid of ESS.

Rich D'Avanzo, UTEA Vice President, stated first I want to direct a question to Mr. Tatum – can you give us an update on non-renewals that went out. Ann Margaret couldn't make it tonight and there is still a lot of concern and you tell members that basically you got a pink slip and a job to come back to unless something occurs in the meantime – for the most part here it is June 12th – not just the non-tenured but also the tenured people, whether they are going to be back and what grade they are teaching and building and I'm sure as administrators of the building too for the overall.

Mr. Tatum stated let's talk about the tenured staff. There is a requirement pursuant to the contract that tenured staff receive a tentative assignment two weeks before the close of the school – which certainly will happen. The key word is tentative not necessarily the actual assignment. The goal has always been to place all the tenured teachers first. We have been working extremely hard in trying to restore positions. As I stated before there have already been some restorations of positions and one of the things that we talked about last month was before we were able to completely update the public on where we were with the Board of Education – we need to be updated on the scenarios that we have put together. Earlier this evening and last week, the President, the Vice President and myself, the attorney we spoke about the plans moving forward. In personnel we talked about it a little more and when we go into executive session tonight, the full Board will be apprised of that information.

After the Board has been apprised, the next step is a meeting with the principals individually to talk about what you just said a moment ago about the actual staffing in their buildings and where they are being placed. The reason why we said tentative because we are placing people in positions that we have that are available but there are a lot of dynamics going on behind the scenes. Part of it is repurposing funding that we have received in the District that will help bring back some additional positions. I believe right now with repurposing some of the money that we have, we probably knocked off another 13 positions that will be restored in addition to what we already restored and we continue to move forward with that.

As we receive letters and I think I mentioned this at one other meeting, a person who is taking a year-long leave, the idea of a long-term leave replacement is out the window, it will go to one of our teachers, one of our non-tenured people, so we have been receiving those letters as well and that will also increase that number in terms of renewing a contract. We have a replacement that is going to a teacher rather than a leave replacement because we constantly have leave replacements which theoretically means if a teacher is coming back, another person is going out, they will have a certified teacher for that spot. Unless it is a specialized area where by virtue of certification we are not able to find a certified person, then we would have to advertise that position. The other side is in terms of certification, we are looking closely at the certifications of our staff. One of the things that I recognize and most of the people in this room at some point in time have interacted in terms of their employment and there were a number of teachers that we hired that had dual certifications. We are looking at where people are certified and if indeed there is an opportunity to take that person who may get laid off but if an opening comes because someone does retire or it happens that they take a job in another district – have been on the call-back list and then that position goes to a person who has the appropriate certification. All positions that will become vacant in the District will go to our staff before

anyone is hired; as long as they meet the certification requirements. I think when we actually explain how some of the money is being repurposed, I think you will understand some of the comments I have been making over the last year about some of our title programs and how that money has been underutilized and the time has come where we have really sat down and started to take a look at how that money can be utilized in the best interest of the District; not in the best interest of people making more money but in the best interest of maintaining our staff and we develop a program that is conducive to the new regulations that have come out which is every child succeeds act – so we are looking at those things as a guideline to bring people back.

Let's go a step further in terms of notification. I would expect that next week when you see the agenda you will see an updated P-1 with some names being included that you haven't seen yet because my goal over the next few days is to sit with Mr. Benaquista, Mrs. Moses and each individual principal and talk about where we are going to place people. Once we have that information together and the Board has been apprised we will be ready to start notifying people and bringing them back to work. The effort will not end there. The effort will continue to try to bring back as many people as we possibly can.

I don't know of any Superintendent or any administrator that wants to see people lose their jobs. I can tell you in my own experience I have dealt with this a lot. Twenty years in a district that when the budget was voted on 19 years the budget failed and we were in the room every year trying to bring people back. You heard Mrs. Moses talk about a grant. I have also be looking at teachers who are qualified in our early childhood program because if we are able to secure a grant – the first people I will go to are the people that have that certification and are already employed in Union and they will be the first to be offered those positions should that money come to us. That is where we are up to in terms of our position and our value of our teachers. Sometimes out there you will hear that they aren't getting any information – you are not getting information of what you like to hear because we are working. When you come here we want to give you good information – good news. I think there is some good news that we have here – it may not be the best news but we continue to work to get good news.

A conversation I had last week about repurposing Title I funds is how we go about having a person that is also going to start to look at more competitive grants for the District. One of the first things I said when I came into this office was we need to pursue alternative funding sources. I know on a couple of occasions we tried to go for 21st century grants but it requires a great deal of time and effort and the ingenuity to know the terminology and things like that. I think that part of the plan that we have and working toward will also satisfy that issue as well. It will also satisfy those programs that we really need to bring into the District that we may not have and that would be of interest to our students. There are a lot of things that are going on and I don't want anyone to get the impression that we have given up and we have considered this a done deal. We consider this a work in progress. I think it would be nice to send as many people home next week with knowing that they have a job than to wait until the summer. When we have opportunities they will be the first to go back.

Mr. D'Avanzo stated I'm glad you brought up grants because on the federal level and their funding bill there are grants that would even help students with mental health issues and that falls under Title IV not just security for the building. There were other districts that reached

out and found out there were programs even if it is security officers under Title IV, as well as other programs for the students with needs. Mr. Tatum stated we have seen increases in those funding but we will be pursuing all of those avenues to get those funds in and repurpose those salaries. The best way to put this is when you repurpose money from the grant money, it will free up money in the LEA budget and that helps us overall to bring people back. As we move forward you will see how that is being done. Mr. Benaquista stated we couldn't do that until we found out the current funds. As far as the Title I funds, we met last week with Ms. Guilfoyle to find out what it was going to be and that was one of the things that we were waiting on to see how it can alleviate less people being cut. We can use those funds to offset and pay teachers under Title I funds instead of local funds and this way you are able to save some jobs.

Mr. Monge stated to offer greater clarity, what are we doing now that we are hoping to do differently. Where is that money going and how is it being used. Mr. Benaquista stated almost all the money is being used for supplemental programs. When we use it during the day, that is a teacher's job and we rather have to save more teaching jobs and we will have to try to find ways to offer some programs after school. We are looking at the main day-to-day process.

Mr. Nufrio asked was there any realized increase in the Title I funds. Mr. Benaquista stated there was a little bit of an increase and Title IV I think a lot of districts saw an increase. There are specific aspects of Title IV that you have to spend your money on but a lot towards the social/emotional learning for the kids. Money can be allocated for different areas during the day to help the kids. Mr. Nufrio stated as long as there are recipients for that and eligible. Mr. Benaquista stated we have to follow the guidelines.

Mr. D'Avanzo stated the passing of the State budget and talks and of course one of the big things with Governor Murphy taking a position of wanting to influx more money into the public schools because of what has happened under Christie for the last eight years and going against a brick wall with Steve Sweeney and he wants to change some of the formula and they may have come to a compromise. If you looked at chart in Union, we gained some additional moneys, not immediately, but over the course of a several year plan – may not be extremely significant. Mr. Tatum stated if you look at where we should be in terms of the actual funding formula, we would be close to \$6 million more than where we are now. I want everyone to hear this and internalize this that is the same \$6 million that the Governor took from this District when he reduced our State aide. One of the things that I also did and shared it with the Personnel Committee, State aide figures for the last ten years, if we look at our State aide in 2008 and we look at what we are getting in 2018, we are finally back up to the number that we had in 2008 despite the rise in costs of everything that we are dealing with. There is another piece you need to know, if you take a look across those 10 years and divide it up, we are \$1.7 million more over a 10-year period and you take it and divide it over 10 years, this District has been running on \$179,000 per year as an increase on an average and if you take a look at the budgeting practices in the District, we have been surviving and back filling – surplus – that's the gospel truth. Unfortunately we have been depending on that and there is a revenue shortfall and because of those cuts if you spend your budget you have a deficit. If you spend the money that come from the taxpayers and you ask them for it every year, all the revenue sources, that is what you end up with. When we got that \$1.1 million taken away and then the \$6 million reduction, I still say this District never really recovered from that. Don't forget that costs continue to go up. Remember

the year before last we had a flat health benefit cost. This year is 10% so there are a lot of factors that go into this. I don't want anyone to walk away with the impression that the Board of Education didn't listen. They did what they needed to do over the years to keep this District afloat but the unfortunate factor is that now cost is getting out of reach and as you have heard me say once before the federal government has to take a look at this District and maybe say they need more funds. We have been underfunded for a number of years – almost a decade.

Mr. Benaquista stated the other thing as Mr. Tatum stated earlier, Title I funds and leaves – you saw on the agenda tonight – there was at least 2-3 people on the agenda for year-long leaves. When we talk about it, we talk about filling in current staff members that may have been cut into those positions because what does next year hold – Mr. D'Avanzo you said it we don't know what funding is going to be like next year. It might get a little better or we might have another \$1.7 million in retirements so now you just bought a year for these people in a different position; however, you can save them next year guaranteed. That is why when we are taking our time with doing this every day, we are looking at all these things. Every single day may be another position because of some new information that we found out. If we would have released this a month ago, when it first came out it was 146 positions, that equated to that \$7.5 million. Along the way we listened to Board members, we scraped the budget, we looked at District overtime, we looked at different revenue sources, custodial services and different programs where we could utilize different funds to equate to jobs. I know it is not an easy thing and Mr. Tatum said, I'm upset about one position not coming back. Unfortunately we are facing a lot of money difference in revenue versus expenditures – that we are faced with. Don't get it wrong, one position is too much for me. Unfortunately I can't stand here – Mr. Tatum and Mrs. Moses – we can't tell you that somebody is not going to be affected. We keep fighting every day and looking in different areas to try to save as many jobs as we can.

Mr. Tatum stated with all due respect to the young man that came in here and which I thought was outstanding and his presentation was well taken and it shows that when we do make an investment in a program it does pay off and if it affects one child that we actually see benefiting from the program, then it is money well spent. I gave Mrs. Conti a challenge and I said to her you need to come up with a plan to save ESS and save that program. I said if we can do it with the new existing budget, let's do it. I don't want you to think that we took anything and thrown it away but it is about the feasibility of trying to keep things in place. When we took that program on, it was a program that wasn't truly budgeted for. It was a concept that someone brought into this room one night and the Board listened to it and said that sounds like something that might be good. Maybe the expectations were a little higher but when I asked Mrs. Conti to do this and come up with a cost analysis and by the way I didn't fully read it just yet but it is quite comprehensive. The fact is it seems to be something that we did on the fly but seems to be effective and it is something we have taken the time to investigate about how we might be able to keep that and maybe repurposing some of this money that might help us keep that program. Maybe there is a way to maintain the constraints that the County office has put on us in terms of trying to control some of our special services spending, that might be a way of helping maintain that program and maybe bring some of our children back. We have to weigh both of those things out. I want to say to everyone tonight, I don't want you to think that anyone has abandoned the idea of trying to maintain our programs and most importantly our staff. I think that everyone knows especially those sitting in this room that walk into that classroom every day, it goes back

to a question that I use to ask when I was a principal in Hillside – do you understand what you are getting into and do you want to be here. Obviously everyone in this room understands the charge of teaching and they want to be here and if not they wouldn't be here tonight. I will say this again with the most sincerity, that is our goal and that is what we have been up to.

Cathy Sharpe stated I don't know if you will be able to answer this question but it is questions I'm getting – they are coming to me as an executive member of the association and the teachers are asking me these questions and the parents. When you start calling back non-tenured people, will you call back in seniority order if they have the qualifications for the job? Mr. Tatum stated that is part of the administrators input. I would say what you are saying is something that is under consideration. We will be working with the administrators. There is a part that you don't know about and you are working with the unknown but as I said earlier there may be people that may already be back, they just don't know yet until next week.

Mrs. Sharpe stated some schools – word is out that AAP is out. Other schools have word that AAP is just going to be cut back. Are we eliminating the AAP program or not? Mr. Tatum stated the concept of what we know as AAP is really not the intended purpose for AAP. We are probably going to be coming out with a revised program that may be called “basic skills” – there is a new term for it. They may be some people doing half time, as an instructional assistant. Mrs. Sharpe stated there will be a resource. Mr. Tatum stated absolutely because part of what Title I is about is support the children in classrooms. I think one thing that we have done a good job at and I'm saying what we haven't done a good job at is the purposefulness of the Title I funds and the target population in those buildings deserve that support. You have heard me say this at meetings and to the Board at open and closed sessions – I think that is a resource that we have that we haven't done a good job with. Not just now but historically. We shouldn't be carrying over a million dollars in Title I funds when we can repurpose that money in our budget and make better use of it. For years that money was frozen because we weren't using it the right way. Remember last year I said I'm happy to announce we actually have use of that money. We will repurpose it the way it needs to be repurposed.

Mrs. Sharpe stated class size – I sat here how many hours – a very important thing to both teachers and the parents – is it true that class size will be way up? This is what they are hearing – 25 maybe higher. Mr. Tatum stated no. First of all we try to maintain a cap of 25. You and I know our elementary classes are far lower than that. A couple of years ago, through attrition, we eliminated a number of sections and even doing so the classroom size is still low. Certainly class size in my mind will be comfortable because one of the things that people forget we have been in classrooms too – I was second grade with 27-28 in a class and it is difficult especially when they are 7 year olds and they are all over the place and everyone wants your attention.

Mrs. Sharpe stated I was glad to hear that you said you are working and trying to get the number of people that were rifted back but I want you to remember that in seven days a lot of these teachers are going to be walking out of this building and I hope that you can let as many of them as possible before walking out. Mr. Benaquista stated you will see a renewal list on next week's agenda. We just need to meet with the administrators. Mrs. Sharpe stated let's try to have a nice big long list with a lot of names. Mr. Tatum stated we want the list to be as long as

possible too but that means don't ask me for a new parking lot this year or anything like that. Mrs. Sharpe stated I'll hold off on the parking lot if you bring all my rifted educators back. Mr. Tatum stated as soon as we get that kind of funding, those people will be back. Mrs. Sharpe stated thanks for putting up with all my questions.

Ann Margaret Shannon stated Mr. Benaquista just said something about the list – does that mean the principals? Mr. Benaquista stated the process started with us coming to the table with all the administrators. As I stated earlier, it wasn't one person doing this, two people doing this. It was taking input from everyone - Mr. Tatum, myself and Mrs. Moses – now that we are pretty much at the final stages, need to go back to the administrators to make sure they can run their buildings with what everyone put on the table. There was an email today and one thing in my mind has to change – but we haven't had the chance to discuss it and based on evidence that we have needs, changes need to be made because of what that administrator shared with us today. Over the next couple of days we want to meet with every administrator to say this is where it is heading, are you o.k. with this. Otherwise we need evidence why they are not and then we need to come back to the table and may need to change it based on that information. It has been a working document and ongoing.

Ms. Shannon asked are the department supervisors coming? Mr. Benaquista stated in certain areas they will be needed again. Ms. Shannon stated I'm sorry I was late but are you bringing everybody back? Mr. Benaquista stated no. Mr. Tatum stated I would love to bring everybody back. Ms. Shannon stated we do have a number of non-classroom teachers and if we are going to cut some I would love for people that are working in offices, kind of sudo-administrative positions, maybe those are the positions that we look at so we are not affecting the kids in the classroom. Maybe we can look at that. Mr. Tatum stated we looked at everything and there is a sense of what is needed throughout the District and the main focus is on the teachers. For example, you talk about non-quasi but what you have to understand is – there is one position here and you are not going to like the answer to this – if I cut, I have to let another teacher go. Which doesn't make sense to me because I put the position together almost free. It was a free salary. But if I take that person who is a tenure teacher and put them back where they were – that means a tenured person would go and another person would lose their job. I say free even with the money being repurposed from someone who retired, we replaced them at a much lower salary. I think and everyone else has to look at the value that some of those positions bring. Rich and I had a discussion about a few things and certainly there are things we are looking at but maybe not everything that people would like to see. One of the things that I have to do is maintain those things that are sensible to the whole operation of the District and teachers are a priority.

Ms. Shannon stated did you mention the program at the high school. Mr. Tatum stated I'm not discussing programs or anything like that because as I mentioned the Board has not been briefed on programs. I did say something about the program at Burnet only because I already had given direction to Mrs. Conti about that program. We are looking at some other programs as well. You will know more about that shortly.

Ms. Shannon stated I have talked to people – administrators and supervisors and I'm sure that you have a plan B because when you bring those lists out, there may be people that have

found other jobs. I know you and I have talked about working with Kean and I'm sure you have a plan B in case you reach out to people and they don't say yes. Is that part of the conversation? Mr. Tatum stated I do believe that we have a district and unless the opportunity is far greater than anyone that we bring back within the next week would want to stay especially since they have invested years into it. However, I'm confident that we will have the staff that we need to start the school year. Mr. Benaquista stated so far we haven't gotten any resignations. Mr. Tatum stated if one person gets a job somewhere else and they really want to take it, then plan B is to go to another person within the District. Unless it is a specialized area, I don't want to hire anybody new until all our people have a shot of getting a job back.

Mr. Nufrio stated Mr. Benaquista can you repeat that for the record. Mr. Benaquista stated a person doesn't have to submit a letter just yet but we haven't received any to my knowledge as far as people resigning and taking another position. There are people that resigned that we already knew about. Mr. Nufrio stated but none resulting from the RIF. Mr. Benaquista stated not to my knowledge as of yet. We met with administrators and they gave us the heads up that people are looking and we spoke to individuals and said that there is a good chance because of their cert we will not be cutting there - a cert that is specialized or a hard cert to get - so we already gave a heads up to individuals to say as much as we can to make sure that they know most likely it is not an area that will be affected. Again, we can't guarantee. The renewal list will say a lot.

Michael Cohan stated I came to the Board tonight to make certain that you are aware of some of the really good things that is going on. I was invited to the dedication of the gymnasium at Jefferson School last week and while I was there I said to Mrs. Damato I hope you can give a tour of the school. She invited me to come back on June 1st - student leadership day. I wanted to make certain that the Board is aware of what is going on at Jefferson School because as someone who has worked in this District for 30 years and who has been working at the State level advocating for public schools for the last 12 years, I can tell you I was blown away. I have always had concerns about the manner in which our district deals with the empowerment and involvement of the staff. Our culture here has always been a very hierarchical top down decision making process. It is a culture we all grew up in and it isn't something that anyone at this table started. It is what you learn. It has been sustained. The Leader In Me program that Mrs. Damato and the staff at Jefferson School implemented in my opinion is the most coherent and successful schoolwide program implemented in this District. I say so based upon a lot of experience and looking at schools around the State. I had a colleague with me and I believe Mr. Arminio was there. As we went on the tour led completely by the students, I just got more and more impressed each step of the way. I was most impressed with what I saw in the classroom. We went into a mathematics classroom and the program that is based on the seven principles of highly effective people was completely integrated into instruction, character education program that the school has implemented and I asked lots of questions because I like to understand what is going on. I asked teachers did you get the kind of support that you needed to implement this program throughout the school year and everyone said yes. When we sat in the classroom with the students, they were going over their science lesson and we asked them questions that were tied to the principles of the program, they had answers instantly. They weren't rehearsed. This is just part of what they do in their day-to-day activities in the classroom. I wanted to make sure that the Board was aware that was going on and you know how powerful and valuable it is and I

would encourage you to try to ensure that the benefits of that program at the 5th grade school percolate up through the middle school. One of the questions that I asked Mrs. Damato was has this had any kind of positive impact on discipline issues and she said absolutely. A couple of youngsters that might be her frequent flyers are less so because they are engaged in the classroom and are working. I couldn't have been more impressed and I just wanted to make sure that the Board knew about that.

On a less happy note, as someone who attended these Board meetings without fail for 10 years back in the 80's and 90's, I was embarrassed tonight because I have never seen a board act with such little decorum as I witnessed earlier this evening. I would encourage the Board to remember some of the things that I'm certain that you learned in your training. You don't have any power as individuals. You have power only as the nine of you sitting at this table. The one person that is most important in this school district to make sure that the policies that you adopt are enacted is Mr. Tatum. Under Statute and the Administrative Code – he is the Chief School Administrator and he makes the decisions, you set the policies. I would hope that you would bear that in mind as you progress and you continue to deal with all the issues that you have and I don't want to discount that. You have a lot of real challenges before you and obviously all your positions are volunteer positions. You are not compensated for the work and many hours that you put in. I suspect when we all leave you are still going to be here for an hour or so. I also think it is important to comment on one of the issues that was being discussed. I heard Dr. Francis make a comment that you have no need to have an attorney present. As a taxpayer in this community, I sure hope that you would never meet and act as a public body without having counsel present. You have an awful lot of responsibilities under the Statutes and the Administrative Code of this State and to act without counsel is just foolish. The other thing that I would point out is whether you like the individual that has been appointed as your counsel or not, when he or she gives you legal advice, you better follow it because otherwise anyone of us could file a cause of action against you for malfeasants in office and someone affected by your actions could file a cause of action and that is going to cost me money as a taxpayer so I don't want that. I want you to have that money available to spend in the classroom and operate the school district. Thank you.

Megan Hire stated my daughter goes to Livingston Elementary – she is a third grader. I came here with a certain agenda but I just wanted to point out that Miss LaRue and Miss Marcal from Livingston are here – two amazing teachers who I really hope that we don't lose. I actually came here tonight because there was a concern I had with the voting being in the school last night. For lack of a better word, I was really freaked out. The world has changed as we all know. I reached out to Mr. Tatum, Mr. Kloc and I just was not comforted with the lack of security. We ended up keeping my daughter home that day. The teachers should not have another burden to worry about the children and people having open access to the building and they are already watching our kids. It was just over the top for me and I really hope and I know it is complicated because I talked to a lot of people and who said it is hard to move voting but we are closed on election day. If we can't get voting out of the schools, can we be closed also for primary? I asked if there could be a Union Police officer there and we were told no. Could that be something that is discussed – I just feel that the world has changed and we need to be proactive and not reactive.

Mr. Tatum stated I will say that there was some concern last week. As parents were writing us I know that we had somewhat of a security plan. We had every security officer available out that day. Nothing will ever replace having an armed person at those locations. One thing I will say is it may take some maneuvering with the Township and this Board but if it means that we have to amend the calendar and replace a day, that maybe we will do that. It is certainly not something out of the realm of possibilities. We close in November and we had this back and forth issue with the elections in the schools. The Central Office Administration, Mr. Benaquista in particular, was out that day and checking the buildings. I saw it in my own Town there was a uniformed police officer for voting at the school but the issue was the front door was wide open. I was getting text messages from Board members in the early morning – there was a lot of communication that was taking place regarding that. I just want everyone to understand that your concerns are being heard. We had a discussion last week. We talked about this in our agenda briefing and we are going to be looking at how we can do this.

Mr. Nufrio stated in the agenda review one of the possibilities was talking with the Township Officials would be key and this is where we would hope to see some attempt on their part because you can't change the date to a Saturday. What I would like to do with Mrs. Minneci, who is the liaison to the Township, and Mr. Tatum when things get a little less hectic, I would like to schedule a meeting with the Mayor and Deputy Mayor, possibly the Police Director and see how we can work this out. One of the possibilities is maybe a half day which would only require a half-day of services by the Town or by the Board. One of the recommendations I indicated a month ago, let's call in the substitute security officers but they ran out of substitutes. We will definitely get on it, you can be assured.

Chasity Santana stated I'm just going to piggy back on what Mrs. Richardson was talking about before and the fiscal committees in respect to special education when we use psychiatric associates for psychological services – she mentioned if we don't use any, obviously it doesn't get charged, but also there is a max. If we use \$500 there is a max and then it gets revisited as far as more money.

Dr. Francis stated I'm speaking as a citizen. Mr. Cohan, you may have been through several years of Board meetings over 10 years, but you are not privy to a lot of information. Mr. Nufrio stated point of order. I have the right to make that statement. You need to address the Board not the individual. Dr. Francis stated Mr. Cohan and Board members. Mr. Nufrio stated policies, policies, policies. Dr. Francis stated you may have been present at meetings years ago, you don't know what goes on in the workings of the District – of the actual Board itself. When you have an attorney that represents just the Board President and not the full members of the Board, that is a problem. I am about transparency and I'm not up here to lie to you guys. The point is he has to represent the whole Board. Me, in terms of what you were saying about having an attorney present, an attorney doesn't have to be present. There have been many boards that don't deal with a full-time attorney and sometimes they are not at every meeting and that is simply the facts. But for me when you have an attorney that does not do what the Board members are asking him to do, when he lies to the Board. Mr. Griggs stated I take exception to that statement – you are defaming me. Mr. Nufrio stated you are out of order. I can ask you to leave. Dr. Francis stated when you have an attorney defend. Mr. Nufrio stated I make a motion to recess to discuss the behavior of this resident. You are being stopped right now. File your

complaint with whomever you wish. You need to stop. I don't know what your problem is but you need to stop. Security can you please ask him to leave please – we will make that a precedence. Do I have to ask you politely or will you kindly leave by yourself. Dr. Francis stated I'm not leaving. Mr. Nufrio stated then you need to stop. I'm sorry folks that you had to witness this but this is what we go through every month. Any other comments from the public? You are starting your campaign early. Any other comments from the public? Dr. Francis stated I don't have to worry about starting to campaign.

MOTION FOR EXECUTIVE SESSION:

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Brennan left prior to the start of executive session at 10:15 p.m.
The Board returned to public session at 12:07 a.m. (June 13, 2018).

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minnici, seconded by Mr. Nufrio, that the meeting be adjourned at 12:07 a.m., June 13, 2018.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY