

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – DECEMBER 17, 2019

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, December 17, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:06 p.m.

PRESENT AT ROLL CALL:

Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins, Mr. Vito Nufrio

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Gerry Benaquista, Mr. Manuel Vieira, Mr. Barry Loessel, Mrs. Sandra Paul, Mr. Craig Wojcik, Mrs. Maureen Guilfoyle

ALSO PRESENT:

Mr. Lester Taylor, Esq., Mrs. Christine Sotto, Esq.

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

Mr. Vieira 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 RESOLUTIONS:

Mr. Monge stated this is not a resolution but it is communications – it’s Mr. O’s resignation. There are a lot of kids here tonight and I would respectfully ask that you allow for the kids and parents to speak.

Diego Monge stated first time I met Mr. O was the first day of school. Instead of being greeted with rules and regulations, he told us do what you think you need to do to succeed. Throughout the entire year he treated us as students and we treated him as our teacher and that’s the role of a teacher. Mr. O treated us as friends. He stood by everybody’s side and helped everybody succeed and made them want to exceed. Who would want to take advantage of him? Throughout the year, he was helping everybody in every grade. I didn’t know he was that helpful and caring. It’s not free to do the good things he does with his limited paycheck. He can’t do the things he loves to do for a living. If he has to change his entire life, move away, his

family will be affected by this – he was very emotional when he told every single class. I think you can make a change to prevent that. Maybe we can't prevent him from leaving but at least give us another teacher to expand on the program. This is not an ordinary class and Mr. O is a completely different teacher than all the other ones. Last year in my engineering class Mr. Asbie resigned and he did it for a better job and opportunities. We didn't have a teacher for the entire year. We had to rely on ourselves and other students that knew how to do this. With Mr. O leaving what are the seniors supposed to do; how can they pass the test with nobody to help them. If you don't have a replacement, or you guys don't even put more effort in to maintain this class as you put effort into other academics than our seniors may not do well on the test. The CAD program may not be able to succeed and go up to the next level and overall interest will go down.

Zachery Gonzalvez stated for this man to completely change his whole life to resign and move to a new school is unacceptable. He has to sell his house and move his children and this will mess up his children because as you know moving homes and towns – students struggle growing up – changing schools and making friends. When it comes to regarding money, Mr. O put more of his own money than anything else in that class.

When it comes to the drone theory, a new program this year, which we can also incorporate a certificate to get a drone license which can help us in the future getting a job, we weren't given enough budget money, supplies and he recently told us that when it comes to some of the supplies, companies doesn't even want to work with us anymore because we haven't paid them back in a few months and that to me is ridiculous. We are a school with this new drone theory program and if we want to keep this thriving for years to come and not have this crash and burn, the way the intro to engineering did, we need to help this man out. My favorite teacher Mr. O was my substitute for the remaining month when Mr. Asbie left in March and we were supposed to get a new teacher to continue this class and this was my second year and I wanted to pursue a third year my senior year however once I found myself month after month, day after day, I never received a new teacher. Obviously Mr. O supported us with the work and he helped us and he did the best that he could. The fact that we didn't receive a teacher to fill in that spot I find to believe ridiculous and the same situation this year with Mr. O. He was given nine classes to teach which I believe is illegal. He didn't get a lunch period throughout all his periods. Some classes we had 30 or so computers and he was given more students than he could even hold in his class. We found out a month and half into the school year we were finally given a new teacher for the other periods which gave him a break but he also teachers drone theory class. He was given nine periods of CAD, how could he also do this drone theory. It is a lot of stress on this man. For him to have spent so much of his own money on kids, he put so much effort into his classes. He inspired me to give back what he does for his students. The majority of the stuff he purchased out of his pocket, he is going to leave and that is an extraneous amount of money and him to leave that behind because he cares more about his students and the impact he had on them, is just amazing to me. Sometimes I wish I could see that in other teachers; that genuine friendship and love and passion for teaching the way we had.

Another topic at the beginning of the year, another issue was IT had to completely erase all of our CAD program – the programs that we do our work and receive our CAD certification and I remember along with my classmates, we spent over a week on each individual computer –

uninstall it and reinstall each program because they stated we should be able to do this on our Chrome Books which is completely farfetched that is nearly impossible to do that.

Mr. Taylor stated just for the public's knowledge, particularly the students who are in attendance, I understand that some of the adults in the room who are familiar with boards of education they know that personnel matters are private, privileged conversations and the Board cannot have in public. So to diminish expectations, the Board appreciates all that have taken the time to come out tonight and appreciates hearing from student population about the staff member; however, unfortunately, the Board cannot respond to you in any way, shape or form – to your comments about the staff member's decision to resign and/or any other personnel matter. It is a private matter that the employee has the right, legal protection from the employer discussing their employment in public. That employee has the right to opt discussion in public which to my knowledge has not happened. Even if any Board member up here wanted to share with you their feelings, good or bad about the employee, they can't by law. I just want you to understand that once you make your comments which the Board has been gracious enough to modify their agenda to hear from you, the Board cannot respond to you in any way, shape or form and I don't want you to take offense to that. If at the end you say what is the answer? The Board cannot legally answer your questions or comments because it is a personnel matter. I just wanted everyone to understand that because I don't want you sitting here an hour and not get an answer.

Lares Monge stated I was in his first class - this man has devoted everything. He has always be about the students first. He put in money from his own pocket into his program and it is amazing to me because how can he care about children this much, like they're his family. I have known him on a personal level for almost four years. He has been my inspiration to be an architect and I'm thankful for that because I got into colleges like NJT, Tufts, Jefferson and I applied to so many more and I'm just waiting for my acceptance letters. I don't know who is going to replace him and that is one of my biggest issues. Thinking ahead in the future, there is no one like him. He has certifications that he took down. Me and my classmates helped him take it down. For our certification he was the only one who could teach us and certify to give us that test which opens up a bunch of career options for us. Thankfully he is going to try to help us complete it but it will be a rough process and there is a possible chance I cannot get this certification. For me, my dream of being an architect, I need that certification to move on with life, so do my other classmates. So many students wanted to be in that class and it is not because it is CAD, it is for him, the teacher.

Daniel stated Mr. O was a different teacher. He wasn't like the rest of the teachers. Whenever I had a question, he was able to guide me through high school. It was crazy how he wasn't able to get what he needed to run the program. It is a vo-tech program and he was not able to run it correctly.

Student stated we don't want an answer we want a solution to Mr. O's departure. We want a teacher who will not be better but we want a good teacher. I have known Mr. O since the 8th grade open house. Me and mom walked in and talked with him and he seemed like a really cool guy. I liked his aura, his soul. After four years and not even completing the entire year with us, it destroyed us. When he came in that day and he told us what happened – everything. I

was speechless. For the past four years I always loved going to CAD. I never had such a connection with a teacher before. We learned about drone theory, how we didn't have the materials and for CAD we didn't have the software we needed, that we had to doctor it ourselves and slowly it just spiraled down. He hit his breaking point. We have to find a solution. We don't want an answer we want a solution to the problem.

Cynthia stated I have the same feelings for Mr. O. I want to ask what are we going to do? I'm upset that Mr. O had to experience these things – getting nine periods. Nobody cared; why did he have to experience that? Have we ever seen a superintendent come to any crucial programs? I haven't seen any effort. If this is the effort of the past, I'm worried about the future. What are you going to do about this program? This isn't English, this is different – I want to strive and be someone.

Jason Banks stated when I first met Mr. O he was amazing. The way he talked to us. He didn't speak to us like we were students. He talked to us like we were equals/friends. I have had him for 1-1/2 years. He is inspiring. Not only is he a hard worker but he did everything he can for us to get us to understand this program to give us a better future. To have him leave, it hurts. When he came in that day, and he's usual upbeat and happy and energetic to get the day going, but he sat us down and very seriously said sit down I have to talk to you guys. I remember everyone murmuring what's going on. As soon as he said he turned in his resignation letter, we were shocked. This is a teacher who taught us CAD for 1-3 years. We were all affected by it. I have a friend that said he wasn't going to take it next year because the reason he took it was because he was so inspired by Mr. O's way of teaching. It was heartbreaking to hear that my friend had to face a decision to leave the program because of this problem.

David Banks stated I want to start off by reading what I found on the Board of Education website. "The Township of Union Board of Education believes that every child is entitled to an education that meets his or hers individual needs in an environment that is conducive to learning". That being said how is the loss of a teacher for a program that is easily the most popular one in the school based on additional classes. How can be let a program go underfunded to the point where you lose a teacher with the qualifications that Mr. O had. I don't know Mr. O on a personal level but all the students have done an excellent job mentioning that. As far as his qualifications, there is going to be an extreme difficulty for you to replace a teacher with his ability, knowledge, passion, with his desire to teach these kids. This type of teacher is not like finding a math, English or history teacher – nothing against those teachers but this is very specialized. To teach and know CAD and to teach a program where people are looking to make a living from. To walk out of this program after four years and start their future; now a lot of these students are in jeopardy. It is unacceptable for us to sit here and not as of speaking start putting thoughts together in your mind on what we can do and how we can find somebody to replace him. It is going to be extremely difficult. When that process does begin, who is qualified to determine who is best to take that position? Looking at a resume is not going to tell you what this person can do and how he can teach and what he knows. I'm making that opinion and that statement on my 30 years of experience and over a dozen different design programs. I have been a user, an instructor, customized the application and I worked with a dozen people to over a thousand. I have been speaking with Mr. O and emailing with him and lining up what he is teaching my son and the rest of the students. It is going to be very difficult to find someone. I

think you need to format a plan, not just about finding somebody, how are you going to know this person is best for our kids. My son got into this by watching me for all these years do this program. I work from home right now. I'm lucky I have that opportunity. He watches me working 8-10 hours a day doing something I love. He would come to take my child to work day to see what I'm doing and they would be so passionate about what I had to do. I told him I had the best job in the world – I draw for a living. You couldn't ask for anything better than that. These kids are looking for that enjoyment for the teacher that shared that. I'm not looking to have answers right now but from this point on where do we go to keep this program going and get the funding it so much deserves to make it what it should be. When he was looking to get into the CAD program, I told him how great it is and how wonderful it is – it is a four-year program and you get your certifications and everything. Well what happens now, my son has only been in it a year and a half. What does he do? What do the kids do that were in almost four years? What about the ones that just started? My son is lucky he has me. I can teach him but what about the other kids – hundreds of kids who don't have that access. What do they do?

Beatrice Gonzalez stated I'm not going to say anything that anybody else hasn't said thus far. This situation is totally unacceptable. I voiced my concern via email to Mr. Tatum, Mrs. Moses and Mr. Benaquista. I'll be happy to share that email with the rest of the Board. My son Zachery was distraught when he came home. He was very emotional. I never seen him have a connection with a teacher before. In 60 days on February 11th he will no longer have a teacher to teach him CAD. Mr. O has inspired Zachary to pursue a degree in engineering. Our kids have been involved since the beginning of it. Now he is in 3-1/2 years of work and he is supposed to get a certification and now, the crucial time where he supposed to get prepared for this assessment, there is nobody there to prepare them. I'm an educator, I know what it looks like as a parent and I know what it looks like as an educator to see a sub placed in a classroom where the kids are doing nothing. It creates bad habits for students. This is a tough person who guys have to find a replacement for and I don't know what led to this point – where this man is leaving but it doesn't look very good for our Township that we can't sustain a STEM program when this is college and career ready for our students. We have to find somebody for now to finish this year off or I don't know what else can be done. A sub is not the answer. Our students deserve more than that and if we want to move forward as a Township, we need to invest in our STEM program.

Suehay Monge stated I have senior. I'm super disappointed. I don't know how we got to this point with Mr. O leaving. I saw it brewing in September when so many classes were opened without a teacher being hired which I couldn't understand why you opened so many classes without having a teacher. That was really the catalyst to this. In addition to what I'm hearing, supplies not being delivered. In a nut shell we are not doing the best to support our teachers especially a teacher like him. We have difficulty retaining those types of teachers and I want to ask why? What are we doing or not doing?

Last year Mr. Tatum I came to you when the same thing happened with the engineering program and the teacher left. The replacement was a substitute teacher. The substitute was a current teacher in the building but he was qualified. They sat there for months. My kid came home and he said we have a sub and he doesn't know the program – guess what we are going to be doing all year, playing video games and that is what happened – bad habits. We can't let that

happen with this program. It is one of the strongest points of high school. I have 8th grade parents reaching out to me I heard that this teacher left, what is going to happen with the program? Please I implore you – don't let what happened with the engineering program happen where we took several months to employ a teacher that is qualified. Please do the best you can. I know the job is posted and I'm happy about that. Try to get someone in here that is qualified. Nobody is going to be able to fill his shoes. This is going to affect the program as a whole. I ask that you keep that in mind. Put it in the forefront and put it out there as much as you can.

Woman in audience stated can we reverse his decision. We are here because we want to advocate for our children. My son is a senior. Sometimes they have teachers that know nothing about it. I know how difficult it is to teach. It is very important to make it easy for the kids. We trust you and we want you – I demand you as a parent. I'm proud to be in this community. I believe in these schools that is why my children are here. I want them to have the most potential that they have. They deserve to have the education we came for. The most important is they deserve to have good schools. Union was one of the best schools in New Jersey. We have to restore that. We all have to work together. Not just the parents and students but all of you who have the power to change it. Thank you.

Mrs. Ruiz stated I am a CAD student mom. I have a sophomore in the CAD program and he came home distraught on Wednesday when Mr. O told them he was resigning. This was a big selling point for our district. Most parents don't even know that we have it because it hasn't been around that long. When you tell parents, their eyes light up especially if they have a child that is interested in that program. My son has thrived greatly and he too is considering architecture as a result and exclusively because of Mr. O. He is great with the students and he is great with the parents. He has a way that he connects with everyone. He is welcoming and responsive immediately when you need to speak with him. I would stress to you Mr. Tatum if there is any way to keep Mr. O that we find a way to do that.

Mr. Taylor stated I'm sorry to interrupt and I apologize but typically no one complains when you are giving some accolades but Mr. O is a personnel matter and it really isn't appropriate for Board members to comment about this individuals performance – good or bad – in a public setting absent him receiving a rice notice and absent the employee affirmatively requesting that discussion be held in a public form. Mrs. Ruiz stated I'm making this statement in my capacity as a parent. Mr. Taylor stated unfortunately you can't because you are a member of the Board and you took an oath. You are still a Board member. Whether you are on the internet, FaceBook, Twitter – you are a Board member. In this setting, since this is a Board meeting, while you could give a disclaimer that these are your personal comments and not of the Board of Education when you are on Face Book but when you have a matter that is on the agenda this evening, even with a disclaimer, it may be an ethical violation for you to talk about it in a public form. I think we get the sentiment that the individual is and was a valuable employee. The individual exercised his personal right to resign; that is his prerogative. The Board can implement strategies, procedures to attract and retain talent within the provisions of the collective bargaining agreement and other requirements. My advice is for Board members not to comment publicly – good or bad about the employee in question because it would be a violation of his rights and your ethical obligations as a Board member.

Mrs. Ruiz stated I'm asking as a parent that we try to find a way to either keep him because the students are going to need the program. My son and other students stated there is no point to going back to CAD after this year. Whether they are right or wrong, that is how they feel. I would stress if it is possible to find a way to keep him.

Mr. Tatum stated I read some of the emails that parents have sent me and I have also done some research. I have also taken the opportunity to meet with the President and Vice President of the Board and shared my concern that I have had for a number of years. It centers around a Board of Education policy that I'm asking to be changed. There is documentation that the superintendent made that request on more than one occasion.

However, the issue about funding, the issue about there not being money to support the drone program, the issue about supplies – I have taken the opportunity to research each of those areas. The fact that we have had budgetary reductions in the last few years and one of the areas that we did not cut and have not cut and we have auditors here tonight to verify this is instruction and programs. The drone theory program, we created. Why would we create a program that we cannot fund and can't fund – that's the first thing. The second thing is when I looked at the moneys that were allocated for the program, I was in two funding sources, one is a grant, the other is the board of education budget – there is money in both those areas for those program. There was no budgetary items cut. Families – you hear things way before I do and you reacted to what you are hearing. I have the evidence that supports what I'm saying right now. I have had an opportunity to speak not only to the Board but also with the administrators and I had opportunities with the teachers as well. While you are saying what can be done to resolve this issue? Why are we constantly faced with substitute teachers when we have an area that is a specialized area is because there are things internally that needs to be changed. As superintendent I have asked for a number of years that those things be changed. Unfortunately they are still where they were right now.

I know what the problem is in terms of the attracting people. The father who asked who is going to be qualified to determine whether or not a person is able to teach our children? Let me say this to you, I have interviewed a number of candidates over the years. The technology class last year that Mrs. Monge is referring to – that would qualify. But there is a stumbling block that would have to be rectified. When that is rectified I guarantee that you will see qualified candidates coming into this district and being here for our students. I don't believe that the administration of this district are not concerned about our children.

The young lady said something about our not being in his classroom. We do value his work – Ms. Minneci was along with the Mayor and we did have the program. It is not that we don't value what people do in the district but there are issues that need to be worked on. As superintendent it gets frustrating to sit here and hear your disappointment which I have tried to address. In light of the fact that we do have funding issues, we never cut the programs. Every year we have created new programs despite our budgetary concerns.

Please don't sit there and think that in any way shape or form that our goal is to ever deny your children because it is just the opposite. We are constantly fighting to try to get the available

funding so we can have these programs for your children. We will never create anything we can't fund.

Parents – I have opened up my doors the other day and I'm opening it up again. I'm willing to sit down with all of you and have discussions about this and talk to you about what our needs are. My door is open and there is nothing to hide here. Everything I have here are verified documents. They go hand-in-hand with the budget and the grant and the reality of it all is the materials were ordered. Mr. Monge, you know what, let's not go back and forth I will talk to you about that I have the documents. There was one order I saw that should have been ordered in August and it was ordered in September. I have done the research and I have the documents right here. I don't want to get into a back and forth. I want to talk with you guys and insure you that what this gentleman in the back is saying and the parents are saying does happen but there is something that has to happen in this district but not to substitute and to attract people that are qualified that have the requisite skills. I want you guys to understand that a lot of information is circulating.

I asked a question yesterday of the individual at what point were you going to involve me in this discussion. You discussed it with everybody else but then when he (inaudible) come through they come to me. There are all these things going on around and circulating around and when I do the research I say wait a minute, it's here right where it needs to be. Then the question is and I asked and I questioned this in my investigation, why did it break down procedurally. You can't blame it on funding and I'll end there.

Approval of Minutes:

Moved by Mrs. Regis-Darby, seconded by Dr. Morgan, that the following minutes be adopted:

1. August 20, 2019 – regular meeting
2. August 20, 2019 – executive session 1
3. August 20, 2019 – executive session 2
4. August 22, 2019 – planning meeting

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Williams (August 22, 2019 only)

MOTION CARRIED

Communications

REQUEST FOR LEAVE UPDATE – ASHRAF

Request for leave update – FMLA followed by unpaid child rearing leave under NJFLA from Lisa Ashraf, school counselor-Kawameeh Middle School, November 26, 2019-January 3, 2020.

REQUEST FOR LEAVE – CUCCINIELLO

Request for paid medical leave from Terry Cucciniello, 10-month secretary-Washington Elementary School, November 7, 2019-January 2, 2020.

REQUEST FOR INTERMITTENT LEAVE – GEORGE

Request for paid followed by unpaid intermittent FMLA leave from Sheren George, paraprofessional-Burnet Middle School, November 21, 2019-November 21, 2020.

REQUEST FOR EXTENSION OF LEAVE – HAVYAR

Request for extension of unpaid child rearing leave non-FMLA from Amanda Havyar, teacher-Hannah Caldwell Elementary School, new return date May 1, 2020.

REQUEST FOR EXTENSION OF LEAVE – MAURIELLO

Request for extension of unpaid child rearing leave non-FMLA/NJFLA from Natalie Mauriello, school social worker-Special Services Department, new return date September 1, 2020.

REQUEST FOR LEAVE – RESTREO AYALA

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Annya Restreo Ayala, Spanish teacher-Franklin Elementary School, March 25, 2020-June 5, 2020.

REQUEST FOR LEAVE – WHITFORD

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Lauren Whitford, math teacher-Kawameeh Middle School, March 13, 2020-June 30, 2020.

LETTER OF RESIGNATION – SHAH

Letter of resignation from Dipti Shah, paraprofessional-Kawameeh Middle School, effective December 1, 2019.

REQUEST FOR LEAVE – DeCORTE

Request for paid medical leave from Annette DeCorte, teacher-Livingston Elementary School, January 20, 2020-March 13, 2020.

REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – CAPPIELLO

Request for extension of intermittent FMLA/NJFLA from Diane Cappiello, Executive Administrative Assistant-Central Office, through December 31, 2020.

REQUEST FOR LEAVE – CANTONE

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Diane Cantone, pre-kindergarten teacher-Hannah Caldwell Elementary School, January 2, 2020-June 2, 2020.

REQUEST FOR EXTENSION OF LEAVE – BRUMFIELD

Request for extension of paid medical leave from Catherine Brumfield, special services teacher-Union High School, new return date January 2, 2020.

REQUEST FOR INTERMITTENT LEAVE – JOHNSON

Request for unpaid intermittent paternity leave under FMLA/NJFLA from Aaron Johnson, ESL teacher-Franklin and Connecticut Farms Elementary Schools, November 26, 2019-April 3, 2020.

LETTER OF RESIGNATION – OYOLA

Letter of resignation from Edwin Oyola, draft/design technology teacher-Union High School, effective February 11, 2020.

LETTER OF RETIREMENT – WILCZEK

Letter of resignation, for the purpose of retirement, from Kathy Wilczek, security officer-Union High School, effective February 1, 2020.

REQUEST FOR INTERMITTENT LEAVE – CONTI

Request for intermittent FMLA/NJFLA (concurrently) from Kim Conti, Director of Special Services-district wide, January 2, 2020-February 14, 2020.

REQUEST FOR LEAVE – DiGIOVANNI

Request for paid medical leave from Kathryn DiGiovanni, Principal-Hannah Caldwell Elementary School, January 2, 2020-February 12, 2020.

REQUEST FOR LEAVE – DOMBROWSKI

Request for paid medical leave from Kathy Dombrowski, paraprofessional-Union High School, December 2, 2019-January 7, 2020.

REQUEST FOR LEAVE – HARRIS

Request for paid medical leave followed by unpaid FMLA from Nicole Harris, paraprofessional-Franklin Elementary School, October 31, 2019-January 13, 2020.

UPDATE TO LEAVE – HENDERSON

Update to leave from Lisa Henderson, math teacher-Burnet Middle School, new return date of March 1, 2020.

REQUEST FOR EXTENSION OF LEAVE – KELLY

Request for extension of paid medical leave from Eillen Kelly, teacher-Connecticut Farms Elementary School, through June 26, 2020.

REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – KRUPA

Request for extension of intermittent FNKA.BHFKa (concurrently) leave from Connie Krupa, Accountant for Special Services-district wide, January 1, 2020-December 31, 2020.

REQUEST FOR LEAVE – MELKOWITS

Request for paid medical leave from Valerie Melkowits, paraprofessional-Hannah Caldwell Elementary School, January 6, 2020-february 14, 2020.

REQUEST FOR INTERMITTENT LEAVE – PURCELL

Request for intermittent FMLA/NJFLA (concurrently) leave from Marianne Purcell, paraprofessional-Connecticut Farms Elementary School, December 9, 2019-June 24, 2020.

REQUEST FOR INTERMITTENT LEAVE – RAFFAELE

Request for intermittent leave from Robin Raffaele, English teacher-Burnet Middle School, December 6, 2019-February 1, 2020.

REQUEST FOR LEAVE – CARLIN

Request for paid medical and unpaid FMLA leave from Anthony J. Carlin, paraprofessional-Battle Hill Elementary School, December 19, 2019-January 14, 2020.

Superintendent's Report

Mr. Tatum stated despite the fact that we are here tonight with some not so good news – there is good news that we are going to celebrate. We have a championship football team. They were honored last week by the Township. Mrs. Minneci and Mrs. Moses were able to go down and share but we had issues going on here for me to be here. I am happy that the Township recognizes our students. I would like to call up Mrs. Ionta and the coaches. Mr. Grasso and I share something very common. We are both from the community of Roselle where the district stole him from as the head coach. Also, the connection between me and you – his father was our senior class advisor in high school.

We are honored this evening to recognize the football team, the coaches, the athletic director, the Board President and all of you for the success of this program.

Linda Ionta stated I would like to thank the Board of Education and the Central Office Administration for recognizing the football team tonight. In 1991-1992-1993, I was the athletic trainer when we won our last State football championship. It was amazing for me to see the stands look like they looked when the Lou Rettino era were here. For me I would like to say the school, the community and everybody involved who did that and supported our team this year, I am very grateful. Lou Grasso is our head football coach. Ron Zieser and James Melody are with us tonight. The other coaches aren't here.

Mr. Grasso stated it was great fun and the support from the school and community were unbelievable. The day of one of our playoff games we had a pep rally in the hallway that they surprised us with and it really was special. We want to thank everybody, thank the school. I would like to bring up our athletic trainers – how special they are. They really try to keep them healthy and on the field. They deserve a lot of credit. We brought several of our players. They work hard and they are a great group – very easy, very positive. They made history this year. We are very proud of them and excited for them and their future. I like to bring up Kristin Nunes – she recorded and took pictures and making it more special for the kids. She does all the social media for all of our sports and activities. We are very lucky to have that in our school and it is a big benefit to us and makes it a little more special for everybody. Thank you for a great season and we look forward hopefully to doing it again.

Mr. Benaquista stated I got to see a lot of games this year. I have been involved in coaching my whole career and it got me into teaching and where I am at today. I started as a substitute and I would never have ended up in education if it wasn't for sports. What sports teach you is something you will never forget. What I saw from you guys this year with your team and your coaches, if you don't have players buy into the system and believe in their coaches like in class believing in their teachers, you guys maximized your ability, you came together as a team, you fought through adversity this year – some adversity you will never ever face and you won. It is amazing. Hopefully you will take these things with you and it will get you through the next obstacle because you came together as a team and fought through it and you won the championship. I am proud of you guys.

Mr. Tatum stated this is a small token from all of us to the high school in recognition of them become State sectional north group champions. Everything that goes on in this district, whether good or bad, at some point in time it reflects me. I am happy there is a balance here tonight because it affects my leadership in the district. My hats go off to the athletic department coaching staff and the efforts of our students. Kristin Nunes, I am not going to allow you not to come up here. Come up here, she is part of my planning committee, and I gave her the responsibility of doing public relationship. The recognition for all of you is that this will be displayed here in the high school with all your signatures.

Mrs. Minneci stated I want to congratulate you and thank you for a great season. You are not only great athletes but you are great boys and human beings.

Mrs. Kathy DiGiovanni stated I want to thank you all for having us. Hannah Caldwell School - everyone is welcome; come visit us. We are the dolphins – we talk about respect and every morning when we give our announcements we really stress that and work, not just academically, but to feel good about themselves and every student move forward academically and socially and become productive members of society and our community. Because of cell phones, social skills are lacking so we need students to communicate.

See presentation on the Township website and presentation appended to minutes for: Hannah at a glance; Educational Initiatives; Student Academics – RTI; Special Area Classes; After School Programs; Student Activities; Other Student Assemblies and Special Presentations and Future of Hannah.

Mr. John Mooney of Nisivoccia, the auditors for the district, gave a presentation on the district's financial report. See summary of budget appended to minutes.

Mr. Mooney stated the audit was delivered to the district on Friday. We have everything in the district electronically to submit to the State. The deadline this year is December 23rd. Last year it was even further. We are always waiting on the State of New Jersey and they keep pushing the deadline back.

Your audit is on time. It is a lot bigger than it has been in the past. I think in the last three years they have added 40 pages of information that really to us, is not that pertinent to your day-to-day operations. They want us to put in liabilities that you don't have to pay for them or

put up a reserve for them but they want it reflected in your balance and take it off the State balance sheet – put it on all the districts balance sheets.

Most of my district want to know a two things. What is my fund balance this year end? And what are my recommendations going forward into next year? Your fund balance at the end of 2019 – this is the money you have left over at the end of the day. Your fund balance increased by about \$209,000 which isn't overly paid. You went from \$9.6 million in 2018 to \$9.4 million in 2019. There were a lot of different factors that make up that fund balance that have changed a bit. Even though the bottom line number didn't move too much, the composition of that has changed significantly.

Page 102 of the audit – gives a recap. There are different fund balances on different pages because there are so many versions of accounting now that we have to report on in your report. This is the page that recaps and is most pertinent to you to know as to where your district is in your end.

Your capital reserve ended this year at \$564,000. It is down \$1.1 million from last year. It is a big decrease. You did a project; you had an upgrade districtwide that was ongoing at the end of this audit. Once that is finished, if there is any money left over it will be cancelled and sent back to capital reserve.

I started with that one because you have a very large district. A half million dollars in capital reserve isn't a whole lot of money to have there. Last year we did \$1.1 million in projects. We also did window and door projects that we funded through the budget but we would like to see, and it is an informal recommendation I'm giving to you now, you increase that in the next couple of years. Even if you increase it and use the same amount, you still are going to replenish something. One of the ways to do that is at the end of the year, we would like to see a resolution done in June that will allow you to put fund balance dollars into capital reserve. If you miss June, you can't do it in July.

The majority of districts we see a not-to-exceed resolution where you say for example you are going to put up to \$3 million in capital reserves, if you have it. If you don't have it, you can't move it. If we have extra money left over at year end, rather than dropping down to excess surplus, it can be utilized in future years for capital type projects. We would like to see that. When we came into the district, it was about a \$6 million number. It was significantly higher and it can be up to your long-range facility plan which is a big number. My advice to you is to grow that number over time.

The other reserve is your maintenance reserve and your emergency reserve – those two amounts stay the same. There was no change there.

Where your capital reserve went down, your excess surplus went up. What excess surplus is in a nutshell is the State allows you to keep 2% of expenditures during any given year as undesignated surplus. That undesignated surplus this year is \$3.4 million. Last year it was \$3.6 million. That is the number I tell all my districts – that is as healthy as the State will allow you to do. \$3.4 million - any dollar amount above and beyond that is excess surplus in a

subsequent year. If you pass that resolution to move money into capital reserve, you are sheltering that money and keeping it there rather than having it as excess surplus. Your excess surplus last year was \$880,000, this year it is \$2.2 million and how we got there one of the things you received and weren't expecting, which was a good thing, when you constructed your budget you didn't factor in any State aid or pre-school education aid. That notification came in much later than you did your budget. You have this excess situation where you have your expenses and you have the ability to pay for them and they you got more money on top of it. You are in that position mainly because of that. It is not because you are hiding or hoarding money or making huge cuts. One of the functions of having that money come in to that preschool education aid.

The other fund balances are mainly the encumbrances or what you have to pay year end or open orders that either get paid or eliminated if you are not going to do whatever project it is – that was \$915,000 compared to last year's \$855,000. There were some little changes here and there. The two big ones were capital reserve and the excess surplus.

One of the things we would like to see and we will work with you is we would like to see that excess surplus be consistent from year to year. What that eliminates is a rise and fall of the tax rate because you are putting that money back – this \$2.2 million into a subsequent budget and it reduces the tax levy. You don't write the check to the Town or give the money back to the bank. It is just a reduction of what you are going to ask for in the future. When it goes from \$880,000 up to \$2.2 million and then it comes down to \$800,000 again you might see an uptick and a downslope of your taxes in Town. I don't like to pay taxes but at least I like when it is consistent and I know what I'm going to be paying year after year. I don't want to see major fluctuations in my tax rate.

With that said we had the three projects that were going on. All of them should have been done by December 2019 – windows and doors plus all the upgrades throughout the district. Once those projects are done you can send that money back to the funding source that it came from – if there is any money left over from the projects.

Debt service – I do this with my personal debt service. I like to take victory laps when I hit milestones. Your debt service at the end of the year, you are below \$20 million in debt service. All debt will be retired by 2032. You have one bond out there that hasn't been refunded. You are able to refund bonds if you represent 3.5% savings on those bonds. Your call on those bonds are not here yet. Usually it is 10 years out – 2022 you will be able to call those bonds but you would check with your bond counsel to see if you could call those bonds back and get a reduced interest rate. Right now they are at 3.5-4% for these bonds you might not make that window in a couple of years but it is something worth pursuing to save a little bit of money in interest.

Your debt limit – if you need to go out and borrow money; you do a referendum or anything like that or any big projects, you have the ability to have debt up to \$252 million. You are currently at \$19 million. That is not me as your auditor recommending you go out and get \$252 million worth of debt but it is important for you to know that you have the ability to go out there. You are currently at 7.75% of what you are allowed to go out for.

The other fund that I like to talk about is the Food Service Fund. It remains healthy even though you have less surplus this year. The fund balance is \$1.1 million of that \$1.1 million, \$800,000 is asset money. The difference between the two is what you have as your cash surplus. There is a large receivable due within that fund and that is from student's lunches and it is one of our recommendations that you try to do something to recoup those funds from those students. Whether it is utilization of your food service management company or it's an outside third-party vendor trying to recoup that money. That number is growing and it is over \$250,000. If there is anything that you can do that will help that fund out going forward.

Mrs. Regis-Darby stated for clarity, this is the second year in row that this recommendation comes to this district. Us as a district, we are being passive with that recommendation so we need to do something about it. This is the second year in a row that we have been flagged by you guys with this recommendation. Mr. Mooney stated I agree. You should be addressing it and it would be good to see it go away next year. Collectively, something needs to be done.

The only other recommendation that we have is the student-activity policy procedures need to be adhered to. Somethings that came up in our testing was items weren't deposited within 48 hours, there were credit card purchases that were reimbursed for.

I have to say for a district this size, we get everything we need from your business office. We have had an amazing relationship with the business office where they know what we are looking for, they provide us what we need, Gregory and Manny have done an outstanding job but their staff is amazing as well. You don't get a lot of praising in that type of a position but when it is due, I like to give it. I commend that office for doing the job that they do. The recommendations in here really don't land within that office, they are outside of that office recommendations and they have done an excellent job.

This is not the only time I can come here. If anybody has any questions I will answer any questions tonight but if anything comes up throughout the course of the year, I'm a phone call away and if we can't figure it out on the phone I can come down here.

Mrs. Ruiz stated on the capital reserve for our size district, what would be a healthy capital reserve amount? Mr. Mooney stated there is no guideline as to where you should be. But you know your buildings aren't getting any younger and as time goes on certain things deteriorate a lot faster and one building losing a boiler, that can be significant to your district. If you have that money sitting in capital reserve, you have the ability to do something about it. Rather than keeping it as excess surplus and letting that excess surplus grow, passing that resolution and taking it out, keeps the money within the district so that you can spend it in a subsequent year without going back to the taxpayer and ask for it again. Rather than be passing it back and forth, that resolution provides that.

When you were at \$6 million, I was a lot more comfortable with that. I would think that should be something you should strive to – maybe \$5 million but only you know what projects need to be done next year. What's the project that needs to be done in the 2020 school year?

What projects do we want to look at for the 2021 school year? Have that long-range facility – look at it and see what money you need and try to grow that capital reserve. If there are projects that you can do within that, do it. If it is a huge project that needs a referendum, different story. But if you could build up that reserve, you can do more projects within your district and try to replenish it on an annual basis.

Mr. Tatum stated for November student attendance was 94.6% and staff attendance was 92.8%.

One of the things I wanted to talk about tonight is the emergency aid we applied for. What I was going to say was illustrated in the auditor's report. We applied for emergency aid. The auditor spoke about the surplus declining balance and I mentioned that last week at the worksession that we are not sitting on \$6.7 million and over the years that has gone down and he said we have to try to start to rebuild that surplus. A question was raised a moment ago on what is a healthy surplus that we should have in the district because what is in that report reflects a minimal amount of money for a district this size. We had a budget that was balanced last year – clearly we did not qualify for emergency aid even though it was a minimal increase – 1% and the question was what did the reduction in State Aid – how did effect your ability to deliver quality instructional program in the district and although our aid was minimum, we worked very hard to put together a budget that was balanced and for the most part maintained all of our instructional programs as well as trying to maintain as much as we could. Again the emergency aid we applied for was more for what if there was money available at the end, we certainly can use that to support maybe some of the reduction that we had to do with the staff but we knew going into the process, it wasn't going to be easy task to retain that money because districts around the State in far worse shape than we were – even at budget time. We went through a number of hurdles to put the budget for this school year and basically we didn't qualify for that money. It was an act of good faith and we will continue to try to bring in other revenue sources in the district to maintain our programs.

The last thing that I touched on an \$800,000 surplus vs \$6.7 million – we do have a slight capital reserve – very small and minimal maintenance reserve. Those moneys can be used up at any time depending on the level of the emergency. It may appear that things were not done appropriately and I mentioned last week that I spoke to members of the Commissioner's office and the Commissioner himself and the conversation was keep doing what you are doing because besides those particular areas, applications went in – every application in the most part was returned to districts. We weren't going to apply at all. We decided to submit the application on the second round and there was an issue in the paper about the application not being complete, I have the completed application right here in my possession. I pulled it out this morning to make sure there was nothing on that application that wasn't complete. However, there were just a few items that the State called for in addition to what we submitted. When you talk about something being incomplete, the question is – is it because there is a letter that is coming out that reflects what happened around the State and this whole issue whether or not it was required and supplement information that we already submitted to them. I just want to end this part by saying we developed a balance budget but things continue to be what they are – our revenues are the commensurate with our expenditures. Every year we are faced with the goal of trying to bring those two together to continue to maintain all instructional programs in the district.

I want to take this opportunity to thank Mrs. Regis-Darby for her services with the Board of Education for the last three years. Mrs. Darby has challenged us as Board members and administrators to try to think outside the box. I think sometimes we don't want to hear what people have to say. You will never hear me say things are picture perfect but we continue to strive to improve. Thank you Mrs. Darby for your service on the Board – a job well done.

Friday, December 20th – half day session for all students and staff. I hope everyone enjoys their holiday season and happy and health new year. See you in 2020.

Education/Student Discipline Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, for adoption:

E-1. *Agenda item adopted at December 10, 2019 worksession (report/affirm HIB)*

E-1A. AFFIRM AND REPORT SUPERINTENDENT'S RESOLUTION OF HIB

Affirm for the period November 20, 2019 to December 10, 2019 and report for the period December 11 to December 17, 2019 the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions, in accordance with the information appended to the minutes.

E-2. APPROVE RESOLUTION AGREEMENT

Approve resolution agreement between the Township of Union Board of Education and Y.G., in accordance with the non-public information appended to the minutes.

E-3. APPROVE STUDENT CLUB – UNION HIGH SCHOOL

Approve the establishment of the following student club: (a) UHS Science Club – Michael DiPaolo – advisor (no stipend requested), in accordance with the information appended to the minutes.

E-4. APPROVE PRESCHOOL EXPANSION AID

Approve 2020-2021 Preschool Expansion Aid (PEA): One-Year Preschool Program, in accordance with the information appended to the minutes.

E-5. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2019-2020

Approve parent/pupil transportation contract for special education student attending First Children School at the rate of \$18.10 per day (\$3,801 maximum) for the 2019-2020 school year, in accordance with the non-public information appended to the minutes.

E-6. APPROVE TITLE I DISTRICT – SCHOOL PARENTAL INVOLVEMENT POLICIES.

Approve the Township of Union Title I District - School Parental Involvement Policies for Burnet Middle School, Union High School, Franklin Elementary School and Hannah Caldwell Elementary School, in accordance with the information appended to the minutes.

E-7. *Agenda item adopted at December 10, 2019 worksession (Settlement Agreement – T.S.)*

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Williams (E-2 only)

MOTION CARRIED

Fiscal and Planning Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mrs. Williams, for adoption:

F-1. TREASURER'S REPORT

That the Treasurer's Report dated November 30, 2019 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated November 30, 2019 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of November 30, 2019 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Manuel E. Vieira

Manuel E. Vieira, Board Secretary

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of November 30, 2019 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. *Agenda item adopted at December 10, 2019 worksession (districtwide travel)*

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

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

F-7. *Agenda item adopted at December 10, 2019 worksession (student field trips).*

F-8. APPROVE LIST OF 2019-2020 STATE CONTRACT VENDORS

Approve the amended list of the 2019-2020 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	2130/Athletics	NJSIAA – estimation of ticket sales for first girls state regions wrestling	\$8,000.00 (estimate)
Union High School	2033/Music	Pirylis Distributors – food items for concession during UHS March Band competition	\$1,241.00
Union High School	2072/Science	Fundraising.com – order items for fundraiser sale – raising funds for end of year trip	\$6,600.00

F-10. APPROVE 2019-2020 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2019-2020 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Clothing-Website Fundraiser	12/19/19-1/31/2020	UHS/Wrestling Team – to raise funds for wrestling team
Free-Throw Fundraiser	1/25-2/12/2020	UHS/Girls Basketball – to raise funds for team dinner, possible trip
Snack/Drinks Fundraiser	12/25/19-6/30/2020	UHS/Boys Soccer – to raise funds for soccer team

Read-A-Thon Valentines Telegrams Dress as Dr. Seuss Character Buds to Blooms 1.5k Fun Run	January 2020 February 2020 March 2020 April 2020 May 2020	Washington/4 th Grade Student Council – to raise funds for Make-A-Wish of New Jersey
Dress Down Day	January 17, 2020	UHS/HOSA – to raise funds for March of Dimes
Selling Pins	November 2019	UHS/Community Service – to raise funds for local family
Ambassador Dinner & Dance	May 15, 2020	UHS/Peer Ambassadors – to raise funds for future enhancement of services to community
Food Drive	November 2019	UHS/Community Service – to collect food for Hillside Community Food Bank
Holiday Ornament Sale	11/26-12/19/2019	UHS/National Art Honor Society – to raise funds for NAHS scholarship fund and art supplies
Pizza Sale	December 11, 2019	UHS/Freshman Class – to raise funds for Class of 2023 senior activities and project graduation
Bake Sale	January 8, 2020	UHS/Freshman Class – to raise funds for Class of 2023 senior activities and project graduation
Freshman Spring Dance	March 27, 2020	UHS/Freshman Class – to raise funds for Class of 2023 senior activities and project graduation
Freshman Field Day	May 29, 2020	UHS/Freshman Class – to raise funds for Class of 2023 senior activities and project graduation
Candy/Candy Cane Sales	12/16-20/2019	UHS/Peer Ambassadors – to raise funds for future enhancement of services to community
Wristband Sale	1/13-17/2020	UHS/Peer Ambassadors – to raise funds for future enhancement of services to community
Miracle Dance-a-Thon	March 20, 2020	UHS/Peer Ambassadors – to raise funds for future enhancement of services to community charity: Mountainside Children’s Hospital
Bake Sale	January 6, 2020	UHS/Seekers Club – to raise funds for future group trips and donations for charity
Wristband Sale	1/13-17/2020	UHS/Seekers Club – to raise funds for future group trips and donations for charity
Seekers Movie Night	March 13, 2020	UHS/Seekers Club – to raise funds for future group trips and donations for charity
Talent Show	April 30, 2020	UHS/Seekers Club – to raise funds for future group trips and donations for charity
Lollipop & Pretzel Sale	December 2019-June 2020	UHS/Hiking Club – to raise funds for end of year trip
Concessions	January-April 2020	UHSPAC/to raise funds for fall and spring productions – sell food and drinks
Production Program Ad Sale (Spring)	January-April 2020	UHSPAC – to raise funds for production costs
Apparel and Accessory Sale (UHSPAC logo)	January-April 2020	UHSPAC – to raise funds for Spring production costs
Pet Supply Drive	12/18/19-1/30/2020	UHS/Optimist Club – to raise supplies needed for local animal shelters/clinics in Town
% of Sales – Blaze Pizza	March 20, 2020 and April 9, 2020	UHS/Club TESSLO – to raise funds for club to support student learning and peer experiences

Bake Sales	12/19/19-6/5/2020	KMS/Middle School G&T – to raise funds to offset costs of Boston/Philly trips
Coffee and Canvas #1	1/2-27/2020	UHS/National Art Honor Society – raise funds for NAHS scholarship fund and art supplies
Valentine’s Day Flower Sale	1/27-2/14/2020	UHS/National Art Honor Society – to raise funds for scholarship fund and Relay for Life team donation
Teacher Mural Raffle	2/3-4/30/2020	UHS/National Art Honor Society – to raise funds for scholarship fund, Relay for Life and art supplies
Coffee and Canvas #2	3/2-4/30/2020	UHS/National Art Honor Society – to raise funds for senior scholarship fund and art supplies

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Jersey Mikes	Athletic Special Project Campaign	\$200.00
Hannon Floors of Union		\$200.00
Christ Divine Healing and Deliverance Ministry		\$500.00
Chief Gary Steitz	UHS-JROTC	\$500.00
Ray Catena of Union, LLC		\$250.00

F-13. APPROVE BUDGET CALENDAR

Approve a budget calendar, in accordance with the information appended to the minutes.

F-14. APPROVE TO AMEND THE MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES

Approve amending the maximum dollar limit for professional services (from \$2,484,000 to \$2,634,000), in accordance with the information appended to the minutes.

F-15. APPROVE JERSEY BEHAVIORAL CARE – MENTAL HEALTH SCREENINGS

Approve Jersey Behavioral Care LLC to provide Mental Health Screenings at the rate of \$120.00 per evaluation (not to exceed \$2,500.00) for the period September 16 to November 18, 2019, in accordance with the information appended to the minutes (Acct. #11-000-219-320-01-19).

F-16. ACCEPT COMPREHENSIVE ANNUAL FINANCIAL REPORT AND MANAGEMENT REPORT

Accept the Comprehensive Annual Financial Report (CAFR) and the Auditor’s Management Report, in accordance with the information appended to the minutes (auditors will present report to the public at the regular meeting on December 17, 2019).

F-17. ACCEPT CORRECTIVE ACTION PLAN (CAP)

Accept the Corrective Action Plan for Single Audit Fiscal Year ending June 30, 2019, in accordance with the information appended to the minutes.

F-18. *For informational purposes only – vote not required.* List of legal services for the 2019-2020 fiscal year, in accordance with the information appended to the minutes.

F-19. APPROVE UNITED THERAPY SOLUTIONS – BILINGUAL SPEECH EVALUATIONS

Approve United Therapy Solutions, Inc. for bilingual speech evaluations at the rate of \$500.00 per evaluation, for the 2019-2020 school year, not to exceed \$1,500.00 (Account #11-000-219-320-01-19).

F-20. APPROVE UNITED THERAPY SOLUTIONS – SPEECH LANGUAGE SERVICES

Approve United Therapy Solutions to provide Speech Language Services, Evaluations and Consultation and attend IEP meetings for students, at the rate of \$85.00 per hour for the 2019-2020 school year, not to exceed \$35,000.00 (Acct. #11-000-216-320-01-19).

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (F-8-Vendor 85992)

MOTION CARRIED

Operations Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mrs. Ruiz, for adoption:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-2. REPORT ON OFFICIAL REPORT OF ANNUAL SCHOOL ELECTION

Report on the Official Report of the annual school election held on November 5, 2019 as follows (*for informational purposes only*):

Three-year term:	Guy A. Francis	3187
	Nancy Minneci	3177
	Mary Lynn Williams	2657
	Jeffrey Monge	2645
	Nellis Regis-Darby	2531
	Nadege Ricketts	2390
	Chastity Santana	1120
	Alexander J. Balaban	884

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mr. McDowell (O-2), Dr. Morgan (O-2),
Mrs. Regis-Darby (O-2), Mrs. Ruiz (O-2)

MOTION CARRIED

O-2 is a reporting item and for informational purposes only.

Personnel Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Regis-Darby, for adoption:

P-1A. *Agenda item adopted at December 10, 2019 worksession (personnel actions-new hires)*

P-1A-1. PERSONNEL ACTIONS – NEW HIRES

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

P-1B. *Agenda item adopted at December 10, 2019 worksession (personnel actions-extra pay)*

P-1B-1. PERSONNEL ACTIONS – EXTRA PAY

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

P-1C. *Agenda item adopted at December 10, 2019 worksession (personnel actions-transfers)*

P-1C-1. PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2019-2020 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	<u>Notes/ Corrections</u>
Shah, Dipti	Paraprofessional	KMS	12/1/19	Resignation	

Oyola, Edwin	Draft/design technology teacher	UHS	2/11/20	Resignation	Last physical day 2/11/20 as per letter
Wilczek, Kathy	Security officer	UHS	2/1/20	Retirement	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Ashraf, Lisa	School Counselor	KMS	11/26/19-1/3/20	FMLA followed by Unpaid NJFLA/ Child Rearing Leave	FMLA Entitlement not to exceed 12 weeks. NJFLA entitlement not to exceed 12 weeks. Entitlement not concurrent.
Cucciniello, Terry	10 Month Secretary	Wash	11/7/19-1/2/20	Paid Medical Leave	
George, Sheren	Paraprofessional	BMS	11/21/19-11/21/20	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA.
Havyar, Amanda	Elementary Teacher	HC	Extension Return 5/1/20	Unpaid Child Rearing Leave Non FMLA/Non NJFLA	FMLA/NJFLA entitlement time has been exhausted.
Mauriello, Natalie	School Social Worker	SS/Franklin	Extension Return 9/1/20	Unpaid Child Rearing Leave Non FMLA/Non NJFLA	FMLA/NJFLA entitlement time has been exhausted.

Restreo Ayala, Annya	Teacher of Spanish	Franklin	3/25/20-6/5/20	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Whiteford, Lauren	Teacher of Mathematics	KMS	3/13/20-6/30/20	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
DeCorte, Annette	Elementary Teacher	Livingston	1/20/20-3/13/20	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Cappiello, Diane	Executive Administrative Assistant	Central Office	Extension of Intermittent Leave now though 12/31/20	Intermittent FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Cantone, Diane	Pre-K Teacher	Hann. Caldwell	1/2/20-6/2/20	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Brumfield, Catherine	Teacher-Special Education	UHS	Extension return now 1/2/20	Paid medical leave	
Johnson, Aaron	ESL teacher	Franklin/CF	Intermittent unpaid paternity leave under FMLA/NJFLA	11/26/19-4/3/20	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Conti, Kim	Director of Special Services	Districtwide	1/2/20-2/14/20	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA

DiGiovanni, Kathryn	Principal	Hannah Caldwell	1/2/20-2/12/20	Paid medical leave	End date is tentative at this time
Dombrowski, Kathy	Paraprofessional	UHS	12/2/19-1/7/20	Paid medical leave	End date is tentative at this time
Harris, Nicole	Paraprofessional	Franklin	10/31/19-1/13/20 Return date 1/15/20	Paid medical leave followed by unpaid FMLA	FMLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA
Henderson, Lisa	Mathematics teacher grade 6	BMS	3/1/20 (update to return)	Early return from leave	Originally scheduled to return 4/6/20
Kelly, Eillen	Elementary teacher	Connecticut Farms	Extension of paid medical leave through 6/26/20	Paid medical leave	Original leave began on 9/1/18
Krupa, Connie	Accountant for special services	Districtwide	Extension now from 1/1/20-12/31/20	Extension of intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA. Original intermittent request began 1/1/2019
Melkowits, Valerie	Paraprofessional	Hannah Caldwell	1/6/20-2/14/20 Return 2/17/20	Paid medical leave	

Purcell, Marianne	Paraprofessional	Connecticut Farms	12/9/19-6/24/20	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Raffaele, Robin	English teacher	BMS	12/6/19-2/1/20	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Carlin, Anthony J.	Paraprofessional	BH	12/19/19-1/14/20	Paid medical and unpaid FMLA	FMLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA

P-5. APPROVE ATTENDANCE MUJC SYMPOSIUM

Approve attendance of the following staff members to the Morris Union Jointure Commission Symposium for Behavioral Disabilities during the 2019-2020 school year: (a) Angel Navarette, (b) Yahari Rosales, (c) Brian Gillespie, (d) Fran Minnoia, € Desmond Stapleton.

P-6. APPROVE AMENDED 2019-2020 ATHLETIC EVENT ASSIGNMENTS

Approve amended 2019-2020 Athletic Event (a) staff assignments, in accordance with the information appended to the minutes.

P-7. APPROVE TEACHER – DOCTORATE PROGRAM IN EDUCATIONAL LEADERSHIP

Approve Laura Muller to proceed with her research to qualify for the completion of the College of St. Elizabeth's Doctorate Program in Educational Leadership, in accordance with the information appended to the minutes.

P-8. APPROVE MEMBERSHIP TO NJ EDGE CONSORTIUM

Approve membership to NJ Edge Consortium for Sandra Paul, IT Director, at no cost to the district.

P-9. APPROVE CLINICAL AFFILIATION AGREEMENT – EMERSON COLLEGE

Approve Clinical Affiliation Agreement between Emerson College and the Township of Union Board of Education, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mrs. Regis-Darby, for adoption:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [four (4) students exited for the month of November 2019 (3 from elementary, 1 from secondary) or a total of fourteen (14) students for the 2019-2020 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #281080 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #254041 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #288246 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #291068 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills

Upon recommendation of the Superintendent of Schools and moved by Mrs. Regis-Darby, seconded by Dr. Morgan, 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. McDowell, Dr. Morgan, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business

Dr. Morgan requested that the Superintendent add discipline data to his report because a newspaper article states that students of color are being disciplined more than anyone else.

New Business

Mrs. Regis-Darby stated I want to thank Mr. Arminio for the note that he sent to me. Mrs. Moses isn't here but I want to thank her. It has been a pleasure to work with her on the Education Committee. Mr. Tatum, I met you 15 years ago at Livingston School. When you came in we were going to give you a hard time and it was well worth it to give you that hard time. I want to thank you for listening to my concerns, especially when we disagree and coming to a mutual place. It was a pleasure working with you. I will be in the audience so be mindful that I will be here. Gerry, it has been a pleasure working with you. I see how hard you work for the students and I appreciate everything you do. Sometimes you are quiet but I know you are working for the students – so thank you very much.

Jeffrey Monge – I want to thank you because this has been a real journey with you. I met you at a PTA meeting and the president at that time gave me financial reports and you and Mrs. Monge sat in the back and raised your hands and questioned our president's report and I said who is this man? What is he doing? He doesn't know what he is talking about? I'm so happy to have met you and that you know what you are talking about. It was a pleasure serving when you were on the Board. I learned so much about the financial aspects of the Board and what we are supposed to do. Thank you.

I also want to thank Dr. Francis for making me laugh and learn a lot and asking the right questions. You are quiet but you speak up when you have to and you always say the right things and you hold people accountable for their actions so thank you so much.

I would also like to thank the Casey family for walking for so many hours. I appreciate everything you guys have done for me. Thank you.

To Kim and Dr. Morgan, I will miss you guys very much. I appreciate everything you have done. Kim - asking the right questions and following through and pushing the agenda. Dr. Morgan – I ask that you continue asking for our black and students of color. I think it is important that equity is sustainable in this district. Please continue to ask those hard questions, especially when it comes to equity.

Barry – thank you very much – I saw you in a different light.

Ms. Paul – thank you so much for your expertise and all you do here for the students in the district. Craig, I appreciate all you do and continue to do for the district.

Mrs. Minneci – thank you very much. I appreciate working with you on the Education Committee. I think we agreed on a lot of things.

Ronnie – thank you for being that reason. I appreciate your ability to just see the good in everything and everyone. I appreciate your commitment to the district. Thank you very much.

Mrs. Richards – thank you very much and I appreciate the opportunity to have done this for four years but I'm happy to go back to Tuesday's and spending time with my daughter. My other two are in college.

Thank you and I appreciate everything.

Mr. McDowell stated Mrs. Regis-Darby, in my humble opinion, no one has been better on the Education Committee than you. You take thorough notes, you are committed to the students and you bring up concerns and whenever you bring up concerns it is for the students. What I admire most is your copious notes and it is all for the benefit of the students and it was a pleasure to know you and continue to know you.

Mrs. Minneci stated thank you and I chose you to chair the Education Committee, I knew you were the best person for it. Your notes and questions, you did a great job and I thank you for that.

Dr. Morgan stated thank you for the budget calendar but I ask that we start to work on the 20-21 school calendar because we are always late getting it out. Mr. Tatum stated we normally start that after the holidays.

Comments from the Public

Dr. Francis stated I want to speak about the election and the whole process. I want to thank everyone who voted and supported Francis/Monge/Regis-Darby. Although my fellow running mates did not win, I want to congratulate them on a job well done. I still believe we were the best candidates. We all have children currently enrolled in the district. We are not conflicted candidates. We don't have any relatives employed by the district – work directly or indirectly with the district, we did not sit down (inaudible) or financed by a State Senator and assemblyman. Because of this I will continue to think independently of any political pressures and with not be beholden to anyone other than the children of Union.

I would like to congratulate Mrs. Minneci on her re-election bid and I truly mean that. Unfortunately, this election members of the UTEA conspired with your campaign and tried to discredit my name along with my running mates with extensive mailings, videos and emails that were sent to members of the UTEA. Despite all the lies and misinformation and absentee ballots, which pushed Ms. Williams who was in 5th place over Mr. Monge, I still ended up with the most votes. How ironic. Thanks again to the people that came out to the polls to vote.

Mrs. Minneci you probably would have won the election even without the unscrupulous tactics employed by your team. Ms. Williams, congratulations. You get a second chance to prove yourself hopefully by acting independently for the children of Union.

Secondly as the new year comes, I implore the new Board to remind each other that a Board attorney is not the 10th Board member and we should not let the Board president or any Board member to use the Board attorney to circumvent and undermine the superintendent's role and decisions. Everything that is done in our meetings be above board and transparent. The time has been long overdue for parents and voters to step up and help to put an end to politic influences over non-partisan global Board of Education elections.

Lastly, to my friend, Ms. Regis-Darby, I want to thank you for your time and service here on the Board advocating not only for my children but for every child in this district. Any time you talked about education, I knew what you were talking about. You always informed us of the latest trend and the direction that we should be going as a district. I appreciate you and asking for the dual language and all day pre-school for children of Union. Your talents will be missed. Thank you.

Mr. Monge stated Mr. Tatum I do agree with the emergency application but the effort is always necessary but it was for districts that had reduction in aid. As it pertains to the CAD teacher, to get supplies delayed is not good for any special class like that and being overwhelmed by the amount of classes given based on the amount of teachers – that was a mistake – somebody messed up on that and that's an issue. One student mentioned when you come into a classroom beyond using the CAD program, other software that they use in order to use for certification – that was not there. There wasn't even a process to get ready. There were a number of issues leading to that. I understand your issue when it pertains to the policy, whether that policy was accepted that should have been extremely clear to people. When I was around, I don't think that policy was clear for a situation like this. Potentially of what I understand of the policy is it limits you the ability to be able to give salaries to people like Mr. O who had specialties.

The audit – you can't assume that surplus is going to be revenue for the next year. It may be defined as that but it is not. What he said – take that money and put it back in capital reserve, that is the only way you are going to be able to rebuild it. A district of this size, a half million dollars is one road away from having no money to be able to pay for it.

Mrs. Minneci, I know you don't put these together. So when you have a campaign that actually identifies Mr. O and talking about STEM investment and taking credit for that, especially during this situation he was in, that didn't help.

The biggest issue is there is a problem here. The best candidate didn't win at all. The best candidate was Nellis Regis-Darby throughout that whole process. She was the best candidate. You have folks spending over \$50,000 and we are here struggling for peanuts here to be able to pay these paras in the district. There is an issue with the process and until the people that are part of that process of getting seats that are essentially paid for. If you guys don't stand up and make a difference and say no more, this will continue. I have a lot of respect for Mrs. Minneci and the leadership that you showed in your time as chair and I would just imagine if we

actually all had a level playing field and that the best candidate win but that is not what happened. As a parent, that is what I'm most upset about. Losing teachers like Mr. O. You approve to retain but when you have the best candidate that we have in this room and she can't get a fair shake and a true opportunity to be back at that table, it is a shame.

Mr. Casey stated I want to talk about CAD. Mr. Tatum one of the things that you said regarding policy that is prohibiting you from retaining highly qualified and strong teachers. I think it is important for the district that the community understand what you are talking about. I don't know if you can elaborate on that further on what you need the district to retain and recruit highly qualified teachers in any number of areas. What is on your hand right now? Can you elaborate on that right now that would be appreciated.

Mr. Tatum stated I won't do that this evening. I will reserve my comments for another time.

Mr. Casey stated I want to talk about the loss that we are going see this year. Three years ago, I had only met a few weeks before we started running together. We became best friends very quickly. My family and I have had the pleasure to know Nellis and her family over the last three years. The district is losing a real asset. To echo Mr. Monge with regards to a level playing field, when a campaign receives a contribution of \$26,000, there will never be a level playing field. In this election one of the campaigns received \$26,418 and that disqualifies any level playing field for the board of education election. I think it is important that the community understand that we will never have a level playing field unless those kinds of donations are rejected by the Board of Education candidates. I think that is unhealthy for our school district. We as parents are trying to set examples for our children. In a sense if we had a senior in high school running for school board, I would be curious if the same amount of money would be spent for students who are running for the school board. We have one recent graduate in the audience today who would make a tremendous Board member and I had to think the same amount of money would be spent against a recent graduate. I would ask and I will continue to ask that candidates in the future to say no to those kinds of contributions and make the campaign a more even playing field.

Nellis we can't thank you enough for your service. I remember talking during our campaign three years ago about all day pre-k for all and that is something we dreamed about and look where we are today. That is one of many examples of the leadership that you brought to this district to help our students achieve to a higher level with your leadership and thank you so much for that.

Sienna Boku stated the reason I come to Board meetings is because of the walk out. I remember you voted a resolution about whether or not we should stay. I watched that meeting sometime later to understand things and one of the things you said was we could have helped them. It would have been proactive and thinking about the students first and how we can support them. From that moment onward I would feel more vocal and I liked this. I just really hope that you remember that moment and why it is important to me and use that with your next term. That is what we need. We don't need any of the other nonsense. I want you to fight for us. Two

years ago feels like forever. Please, if you are doing something then tell us. I don't know. Just say it.

Lastly, when I first met Nellis, you were at the Halloween party. I never realized how important parent involvement was until then. You are vocal and you always do it for us and you have that connection. I can't tell you how much I appreciate it and how much it gives me inspiration and hope. Thank you so much.

Suehay Monge stated thank Mrs. Regis-Darby. I know Nellis for many years and our kids went to school together. I have a lot to say about you. I appreciate you so much for what you did on this Board. Your thorough feedback when you had your meetings and reported and I wish everyone else would do the same so everyone would be informed. I remember when you first came on the Board you would say are we in the business of children and I would never forget that, you would say it over and over again. I think a lot of times people forget that. We are in the business of children. One word to describe you is "class". The way that you express yourself; even when it is a situation that most people could not; you are so gracious – even after this last election with everything that happened and was done negatively towards you. You still congratulated your opponents and that is class.

I want to congratulate Dr. Francis. Despite everything that was done, it happened and it is one of the best things that could have happened. Nellis it is sad to see you go because you are the best candidate.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Ruiz, seconded by Mr. McDowell, that the Board go into Executive Session at 9:14 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

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

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

AYE: Mr. McDowell, Dr. Morgan, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Regis-Darby

MOTION CARRIED

Mrs. Regis-Darby left meeting 9:15 p.m.

The Board returned to public session at 10:04 p.m.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Ruiz, seconded by Dr. Morgan, for adoption:

P-1A-1.1 PERSONNEL ACTIONS

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

AYE: Mr. McDowell, Dr. Morgan, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Mrs. Williams, that the meeting be adjourned at 10:02 p.m. All present voting YES **MOTION CARRIED**

RESPECTFULLY SUBMITTED,

**MANUEL E. VIEIRA
BOARD SECRETARY**