

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – APRIL 23, 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, April 23, 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 7:00 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

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

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

Mrs. Williams read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Upon recommendation of the Superintendent of Schools, the following minutes were moved by Mr. Nufrio, seconded by Mrs. Williams, for adoption:

1. January 3, 2019 – reorganization meeting
2. January 8, 2019 – worksession
3. January 15, 2019 – regular meeting
4. January 15, 2019 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Williams (January 3 only)

MOTION CARRIED

COMMUNICATIONS:

REQUEST FROM TOWNSHIP OF UNION

Letter request from Township of Union to use Jefferson School to host a special assembly in support of Autism Awareness on May 8, 2019.

REQUEST FROM DEPARTMENT OF ARMY – JROTC

Letter request from Colonel Alvarado requesting the JROTC Battalion to host the 2019 North Jersey Raider Challenge on Saturday, May 4, 2019 and to use Union High School facilities.

REQUEST TO USE BATTLE HILL SCHOOL – PASTA NIGHT FUNDRAISER

Request for use of Battle Hill School for Pasta Night Fundraiser on May 3, 2019 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund.

REQUEST FOR EXTENSION OF LEAVE – BARCA

Request for extension of unpaid child rearing leave from Jamie Barca, special education teacher consultant-Franklin Elementary School, new return date – September 1, 2020.

REQUEST FOR LEAVE – CYBURT

Request for FMLA/NJFLA from Agata Kania Cyburt, German teacher-Union High School, March 14, 2019 - March 15, 2019.

REQUEST FOR LEAVE – MARTONE

Request for paid medical leave followed by unpaid FMLA from Andrew Martone, special education teacher-Burnet Middle School, April 1, 2019 – June 30, 2019.

REQUEST FOR LEAVE – GUTIERREZ

Request for paid medical leave followed by unpaid FMLA from Juan Jose Gutierrez, custodian-Jefferson School, March 6, 2019 – June 21, 2019.

REQUEST FOR LEAVE – NEWELL

Request for paid medical leave (non-FMLA) from Michelle Newell, school psychologist-Union High School, March 14, 2019 – April 22, 2019.

LETTER OF RESIGNATION – DAVIS

Letter of resignation from Ticiana Davis, part-time bus aide-Transportation Department, effective March 8, 2019.

LETTER OF RESIGNATION – GANGEMI

Letter of resignation from Nicole Gangemi, teacher-Hannah Caldwell Elementary School, effective July 1, 2019.

LETTER OF RETIREMENT – SHERIDAN

Letter of resignation, for the purpose of retirement, from Bernadette Sheridan, part-time bus driver-Transportation Department, effective June 30, 2019.

LETTER OF RETIREMENT – BROOKS

Letter of resignation, for the purpose of retirement, from Joseph B. Brooks, custodian-Union High School, effective September 1, 2019.

REQUEST FOR INTERMITTENT LEAVE – CORIGLIANO

Request for intermittent FMLA leave from Barbara M. Corigliano, teacher-Livingston Elementary School, March 19, 2019-March 18, 2020.

REQUEST FOR INTERMITTENT LEAVE – THOMAS

Request for intermittent FMLA leave from Faith Thomas, 12-month secretary-IT Department, April 2, 2019-April 1, 2020.

REQUEST FOR LEAVE – OSBORNE

Request for paid medical leave from Stuart Osborne, part-time bus driver-Transportation Department, March 22, 2019-May 1, 2019.

LETTER OF RETIREMENT – BERDIEL

Letter of resignation, for the purpose of retirement, from Margarita Berdiel, substitute teacher-districtwide, effective June 30, 2019.

LETTER OF RETIREMENT – SHALLCROSS

Letter of resignation, for the purpose of retirement, from Pamela Shallcross, special education teacher-Battle Hill Elementary School, effective June 30, 2019.

REQUEST FOR LEAVE – MENDES-OLIVEIRA

Request for paid medical leave and unpaid leave non-FMLA from Jessica Mendes-Oliveira, teacher-Franklin Elementary School, April 8, 2019-June 30, 2019.

REQUEST FOR EXTENSION OF LEAVE – DANZA

Request for unpaid non-FMLA medical leave extension from Thomas Danza, English teacher-Union High School, new return date May 1, 2019.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated welcome all the staff members, parents and students that are here this evening. There are a number of presentation tonight.

Mrs. Moses stated Connecticut Farm school would like to present a song "Building Bridges" to the community. We want our children to know as a community we are always building bridges.

The students from Connecticut Farms sang a song to the school community.

Mr. Tatum stated thank you students – very nice.

Mr. Benaquista stated thank you for letting us honor so many kids. This is a great Board meeting because there are so many kids that we are recognizing so congratulations to all the students and all that are supporting them.

We are going to recognize the students that took part and were honored in the National PTA Reflection Program. I had a chance to attend the program this year. It was an incredible event. I walked in and I thought it was a Union event because we had so many kids being recognized that night and our faculty members, parents, PTA, administration were there to support the accomplishments of our students. The theme this year was "Heroes Around Us". When you think of a hero it could be so many different things and you see what the kids are being honored for and the heroes can be so many different forms and you can see what a hero is in their minds.

The student recipients for the National PTA Reflection Awards are:

- Livingston School – Jordan Boakye-Literature; Nicholas Laube-Literature
- Washington School – Cassandra Freyre-Visual Arts; Darleen Ransonm-Dance Choreography
- Connecticut Farms School – Emily Flores-Visual Arts
- Jefferson School – Angelina Baquero-Visual Arts; Zuriel Marino-Literature; Brigid Kelly-Photography
- Kawawmeh Middle School – Kaitlyn Pello-Visual Arts
- Union High School – Dabny Compos Rodriguez-Photography; Maria Hanna-Photography; Justin Murphy-Photography

New Jersey State American Legion Oratorical Contest – 1st Place Winner: Ayokunnumi (Faithful) Oluwakuyide. She moved onto New Jersey and represented New Jersey and then went to the Nationals out in Indianapolis and she competed with other students from Arkansas, Florida, Oklahoma, Alabama and as well as the European winner from Belgian and they said she did amazing. We are honoring her tonight.

It is great to see that the State is recognizing girls in wrestling. First ever NJSIAA Girls Wrestling Regional Tournament 3rd place winner and Inaugural Girls State Tournament

Championship – 5th place: Sarah Ilori. She is a freshman this year and we will be following you for the next three years.

NJSIAA Student Athlete Advisory Council winner: Takiyah Harris. She was chosen as a Union High School senior for the NJSIAA to represent the State. First of its kind – a hundred years history – NJSIAA - which service 280,000 athletes.

Unsung Hero Winner: Brittney Kennedy. It is one of the best programs that I got to be part of. I was taken aback by the accomplishments of these kids and what they have to go through to get to those accomplishments. The honorees of our schools unsung heroes – students that make outstanding contributions to their schools, communities but often with the overlooked under traditional student recognition guidelines – honorees may have overcome difficult academic or personal challenges. Model good citizenship or exhibited a spirit in quite strength that has inspired others. Honorees could include students whose programs supports local non-profits or charities, eagle scouts, volunteer firefighters, EMTs. Students that have achieve outstanding academic success despite disability, language barriers or other significant personal family challenges. A lot of times we are just honoring the person with the highest academic or best athletes. It is so nice to honor the people that somebody noticed something – where other people are following and they don't even realize that they are being followed. They are doing so much more for kids and their peers than they even know. Congratulations Brittney.

Every year the Vauxhall Historical Society does a Black History Essay Contest at Jefferson School. Almost 80% hand in essays. The three winners – Joseph Emmanuel, Rania Royal, Samuel Seara

The Kids Heart Challenge – Jefferson raised \$12,126.21 (American Heart Association)

- First Place: Amber Abdur-Rauf - \$1,335
- Second Place: Elijah Longchamp - \$520
- Third Place: Michael Esquivel - \$450

Health and Physical Education Teacher Participation – Thomas Filippone, Gregory Fry, Courtney Melchionna.

Every year faculty votes for the Union County Teachers of the year. It is a great accomplishment because the teachers are with the students every day and they put the effort to helping our kids and it doesn't stop when the bell rings. They get to go to Kean University and they are honored that day. All the teachers in the County get recognized and then they are entered into the State's teacher of the year. This is the first step.

2019 Union County Teacher Recognition Award:

- Alison Brehm-Battle Hill Elementary School
- Katherine Lewis-Burnet Middle School
- Mark Filan-Connecticut Farms Elementary School
- Patricia Weber-Franklin Elementary School
- Ivone Matos-Hannah Caldwell Elementary School

- Barbara Nicholls-Jefferson School
- Danielle Stabler-Kawameeh Middle School
- Lindsay Connelly-Livingston Elementary School
- Megan Kaplan-Union High School
- Patricia Wiggins-Washington Elementary School

Mr. Tatum stated let me congratulate all the kids. I don't think Mr. Benaquista went far enough to talk about how much Union County values the teacher of the year program. The Union County Superintendent sponsors this event and asked Kean every year and our colleague in Springfield coordinates this effort and the teachers get treated to a very nice day and after the breakfast they get the rest of the day off. Many I have had an opportunity to work with. Many of them do an exemplary job in their classrooms and I have had the opportunity to visit many of them. We just ask you to continue the hard work that you do for our children and keep up the good work.

Mr. Benaquista stated every year they do a poetry contest and where they publish it in a book.

Mrs. DaSilva stated this year we had a few more classes and we submitted to Creative Communications for possible publication. We had the honor of having over 50% of our students that were entered were selected to be published and we received the high honors reward for our school. Mr. Manderichio, Ms. Jenkins and myself were the teachers that participated and a few other students for another class participated as well.

Hannah Caldwell Poetry Contest Winners - students selected to have their poems published in "A Celebration of Poems-Spring 2018" book:

Students selected from Mrs. Janine Guerra DaSilva's class for publication:

- Addison Ortega
- Ava Rose Van Beek
- Casey Cooper
- Chemyne Adekoya
- Cheyenne Williams
- Damian Menendez
- Derek Moore
- Ethan Malcolm
- Holland Hurley
- Isabella Oliveira
- Jayden Cruz
- Sofia Caraballo
- Susie Machado
- Tyler Valeira
- Valentina Lopez
- Wilson Lopez

Students selected from Mr. Anthony Manderichio's class for publication:

- Sydney ordan
- Amirah Jean
- Gloriia Fisher
- Jayson Correa
- Marlon Cedeno
- River Sabale

Students selected from Ms. Leslie Jenkins' class for publication:

- Justin Ridley
- Kyle Van Beek
- Taylor Demas
- Kaye Beatricee Del Rosario
- Adrianna DeFillippis
- Joshua Moore

Students selected from Ms. Diane Lewis' class for publication:

- Natalie Martinez
- Joshua Barboza
- Zara Barber

Mrs. DiGiovanni stated I would like to thank the teachers – this is quite an endeavor and the parents to have their students have something published. I think it is phenomenal how many students participate and actually get published. Thank you to the teachers and the boys and girls who took the time and effort.

Mr. Tatum stated congratulations to Hannah Caldwell Elementary School.

Mrs. DiGiovanni, principal of Hannah Caldwell Elementary School, stated good evening to Mr. Tatum, Board members, Central Office Administrators and our audience. We are excited for what our children are doing. We will show you a presentation of what we are noted for. Mr. D'Aloia and Mr. Retino helped me put this together. Mrs. DaSilva and Miss Haviar are our RTI teachers – phenomenal job. It is a brand new program that we are doing this year and we are thrilled.

Vision statement for Hannah Caldwell – the vision at Hannah Caldwell Elementary School is to prepare and motivate our students for a rapidly changing world by teaching them critical thinking skills and a respect for the core values of honesty, perseverance and compassion. Students will be challenged and inspired while promoting their intellectual curiosity. Students will reach their maximum potential while receiving the knowledge and skills to become productive members of society.

Educational initiatives – i-Ready language arts and math program; RTI – Response to Intervention; gifted and talented program; anti-bullying program; after-school programs for reading, writing and math; RAZ-kids’ reading program.

Special area classes – physical education; vocal music; art, computers; Spanish; gifted and talented; instrumental music.

Future of Hannah – Academic Initiatives – improve reading comprehension and writing skills through school and home connection; increasing math and science expectations; prepare students to be motivated, positive learners and thinkers.

Presentation appended to minutes.

Dr. Walton-McCleod, principal of Franklin Elementary School, stated good evening, I have Zakiyyah Cobb, Karissa Leary and my team is here. Mrs. Cobb and Mrs. Leary are part of our RTI team.

At Franklin we focus on building deeper relationships and fostering a growth mindset for our students. We incorporate a daily block of time where instruction is focused on social emotional development and leadership skills. Our goal is to focus on closing the achievement gap classroom by classroom – student by student.

Five main goals at Franklin – student engagement, connections with families and the community, leadership, collaboration and critical thinking.

What’s happening at Franklin – center-based instruction, the Leader in me, professional development and PLC’s data driven instruction, response to intervention team, Title I programs, family involvement, problem based learning.

Franklin today – through the use of daily math and literacy center based instruction, students are receiving increased small group instructional time to enhance and deepen their understanding of critical topics. We have a resource enter that provides supplemental resources for teachers.

Leader in Me – provides students with the leadership and life skills they need to thrive in the 21st Century; assist students with managing their emotions being considerate of others, expressing their viewpoints and resolving conflicts; encourages students to become self-reliant, take initiative, plan ahead, set and track goals.

Professional development – teachers are actively engaged in ongoing professional development. PLC’s are once a week for teachers.

Data driven instruction – monthly analysis of i-Ready standard mastery results by RTI team; weekly monitoring and analysis of students’ daily usage reports by teachers; common assessments are developed and administered bi-monthly by the data team.

RTI – collaboration with classroom teachers; creation of small skill based groups; integrated instruction and reinforcement of essential vocabulary; development of personalized hands on lessons.

Title I programs – after school program; Saturday science program; summer program.

Franklin afterschool – problem-based learning; STEM lessons; family involvement opportunities; Google integration. Video of students shown.

Family involvement – bi-monthly family workshops, parent involvement survey, PTA volunteer opportunities; after-school parent involvement events; use of parent feedback forms; holiday reading; use of remind app and newsletters; grandparents' day celebrations.

Franklin's future –the next school year we are going to be piloting a full project based learning setting in our kindergarten and fourth grade classes. We decided to pick one testing grade level and one non-testing grade level. We are going to do four 8-9 units with we will be fully engaged in a project based learning lesson with the teacher. Mrs. Cobb, Mrs. Leary and myself will work with the teachers to fully implement and role this out. It will be a setting where reading, language arts, mathematics and science will be embedded throughout the entire day using the daily 3 and the daily 5. Why are we doing this at two grade levels – we believe that in order for something to be effective, you must try it out first, start small and then grow large. We are not in an environment where failure is an option. We must be successful. In order to do that we want to start small, make sure we have the resources that we need, are staff are properly trained to implement this in the future years to come. We want the parents to be involved in this process.

Presentation appended to minutes.

Mr. Tatum stated thank you Dr. McCleod and all the staff members that are here tonight. The quality of what you see going on in our schools really does take time to highlight. It really shows the efforts being made in our schools. I have seen the Title I program at Franklin School really take off in the last couple of years and a lot of time and effort has been put into what you saw tonight. Thank you for doing what you do for our students and your hard work and efforts.

As required by law – for last month – students' attendance was 95% and staff was 92.9%

Monthly Highlights

- High School Play – Chicago Jr. – what a success. It was fantastic.

Upcoming Events

- The next SEPAG Meeting will be Tuesday, April 30th from 6:30pm – 8:30pm at Kawameeh Middle School.
- The District Budget Meeting will be on April 30th at 7:00pm.
- Next District Planning Committee Meeting will be rescheduled it was scheduled for Tuesday, April 30th at 6:30pm but there is now a schedule conflict.

Mrs. Minneci stated I just want to thank everybody and I'm so grateful for the staff that we have – our administrators, our students – one fantastic district. Thank you all for what you do.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the month of March, 2019, in accordance with the information appended to the minutes.

E-2. APPROVE RESOLUTION AGREEMENT FOR COORDINATED TRANSPORTATION SERVICES – UCESC

Approve resolution agreement for coordinated transportation services for the 2019-2020 school year for special education transportation between the Township of Union Board of Education and the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-3. APPROVE FILM – UNION HIGH SCHOOL

Approve film "The Giver" for Union High School – Grade 12 English Lab, in accordance with the information appended to the minutes.

E-4. APPROVE APPLICATION FOR DISTRICT IPADS

Approve Social Story Creator and Library application for installation and use on District IPADs by students and staff. The cost for installations will not exceed \$350 for the school year. The cost for installation per IPAD is \$29.99, in accordance with the information appended to the minutes.

E-5. APPROVE NJSIAA MEMBERSHIP

Approve the membership and dues for the New Jersey State Interscholastic Athletic Association for Union High School Athletic Department for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-6. APPROVE SUMMER BRIDGE PROGRAM

Approve Summer Bridge Program for students currently enrolled in District entering into grades 1-5 from July 8, 2019 to July 25, 2019 (Monday-Thursday) 8:30 a.m. – 12: 30 p.m. at Hannah Caldwell Elementary School.

E-7. APPROVE PROFESSIONAL DEVELOPMENT PROGRAM AGREEMENT – STRAUSS ESMAY ASSOCIATES

Approve professional development program agreement for a three-hour Harassment, Intimidation and Bullying Program to District staff by Strauss Esmay Associates on May 14, 2019 from 8:30 a.m. to 11:30 a.m., in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: Mrs. Regis-Darby (E-3); Mrs. Ruiz (E-3)

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated March 31, 2019 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated March 31, 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 March 31, 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/ Gregory E. Brennan
Gregory E. Brennan, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of March 31, 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. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

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

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

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

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

School	Account/Department	Vendor/Description	Amount
Connecticut Farms Elementary School	Grade 4	Liberty Science Center – 4 th grade field trip	\$1,532.25
Kawameeh Middle School	41/Drama	Marianne Deczypski – supplies for concession sales for Aladdin Jr.	\$2,000.00 (not to exceed)
Burnet Middle School	Drama	Audio Incorporated – sound system for The Wiz Jr.	\$4,221.49
Union High School	2018/Senior Awards	Policeman's Benevolent Association – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Khalid Shahid Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Khalid Shaid Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Douglas M. Krueger Memorial Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Douglas M. Krueger Memorial Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Wayne Russo Memorial Scholarship – Student TBD	\$2,500.00
Union High School	2018/Senior Awards	Connect One Bank	\$1,000.00
Union High School	2018/Senior Awards	The Connecticut Farms Church Heritage Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	The Vogel Memorial Prize for the Excellence in French – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Jason Lopes Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Crystal Sretchen Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00

Union High School	2018/Senior Awards	Battle Hill Alumni Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	UHS Class of 1968 – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union EMS Unit of Union – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Chamber of Commerce – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Chamber of Commerce – Student TBD	\$2,000.00
Union High School	2045/Music	Proforma – t-shirts for Disney Trip (band/choir)	\$1,472.50
Union High School	2030/NAHS	Senior Awards – transfer for senior scholarship/award ceremony	\$1,000.00
Union High School	2051/JROTC	Pantagis Renaissance – military ball and awards banquet decorations, music etc.	\$1,000.00
Union High School	2001/Music	Home Depot – building supplies for Chicago	\$1,219.21
Union High School	2029/Cheerleading	Varsity Spirit, LLC – cheer team registration for summer camp at Rowan University	\$8,000.00 (not to exceed)
Union High School	2045/Music	Gertrude Hawk – fundraiser (Disney Trip/band-choir)	\$6,487.37
Union High School	2001/Music	4 Wall Entertainment – lighting equipment rental for Chicago	\$8,716.00
Union High School	2214/Senior Class	NJ Fun Services – balance for project graduation	\$40,000.00 (not to exceed)

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

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

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Philly Pretzel Sale	April 26, 2019	Connecticut Farms/Safety Patrol and Student Council – raise funds for end of year field trip; 4 th grade gift at moving p ceremony
Spring Fling	May 17, 2019	KMS/Student Council – to raise funds for end of year activity for all grades; 8 th grade trip to Forest Lodge
Yankee Candle Sale	May 1-June 15, 2019	KMs/Student Council – to raise funds for 8 th grade trip to Forest Lodge
Snack/Bake Sale	May 17, 2019	UHS/Cheerleading – to raise funds for team registration for summer camp
Dress Down Day Fundraiser	June 7, 2019	UHS/Cheerleading – to raise funds for team registration for summer camp
Carwash Fundraiser	June 1, 2019	UHS/Cheerleading – to raise funds for team registration for summer camp

Field Day	May 31, 2019	UHS/Dance/Step Team & Freshman Class – to raise funds for class of 2022
Color Craze (Dance)	May 1, 2019	UHS/NAHS & GSA – to raise funds for the NAHS and GSA
Donut Bake Sale	May 28, 2019	UHS/NJ Science League – to raise funds to help cover cost of tests for club members
Cultural Food/Bake Sale	April 23-May 21, 2019	UHS/ISO – to raise funds for end of year field trip and school show
Multicultural Show	May 31, 2019 or June 14, 2019	UHS/ISO – to raise funds for participating clubs and senior class
Donors Choose	May 1-September 1, 2019	UHS/Annex Studio Project-enables teachers to receive donations to fund the purchase of equipment

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Union Township Education Association	Burnet Middle School – yearbook	\$175.00
Burnet Parents – Music in the Parks Fundraiser	Burnet Middle School	\$1,326.00
Bottling Group LLC-FSV	Union High School	\$250.20

F-13. APPROVE RENEWAL PETTY CASH FUND FOR THE 2019-2020 SCHOOL YEAR

Approve the renewal of the Board Secretary petty cash fund for the 2019-2020 school year: Fund: Board Secretary, Amount: \$500; Responsible Individual: Board Secretary.

F-14. APPROVE DISTRIBUTION OF FUNDS – UHS SENIOR SCHOLARSHIP AWARDS

Approve distribution of funds from the following Union High School Senior Scholarship Awards: (a) \$100 – Dora D. Feins Achievement Awards Fund, (b) \$90 – Dora D. Feins Achievement Awards Fund (cost of two plaques), (c) \$100 – Myrtle V. Hassey Awards Fund (two awards - \$50 each), (d) \$1,500 – Bob O’Dell Scholarship Fund, (e) \$1,500 – Ellen S. Rever Memorial Scholarship Fund (three awards - \$500 each), (f) \$1,000 - Anna Zofay Slobodanyk Memorial Fund (two awards - \$500 each).

F-15. APPROVE REVISED TRAVEL EXPENDITURE MAXIMUM

Approve revised Travel Expenditure Maximum (\$85,000), in accordance with the information appended to the minutes.

F-16. Agenda item tabled to May 14, 2019 worksession (EFFECTIVE SCHOOL SOLUTIONS)

F-17. APPROVE INCREASE TO PURCHASE ORDER – FIRST CHILDREN, LLC

Approve an increase to P.O. #19-01115 with First Children, LLC to provide behavior supports/assessments to District students and staff for the 2018-2019 school year from \$205,000 to not to exceed \$380,000.

F-18. APPROVE INCREASE TO PURCHASE ORDER – ASSISTIVE TEK

Approve an increase to P.O. #19-01144 with Assistive Tek to provide assistive technology services for the 2018-2019 school year from \$3,700 to \$5,900 due to an increased District need per evaluation/IEP determinations.

F-19. APPROVE INCREASE OF PETTY CASH ACCOUNT – UNION HIGH SCHOOL

Approve an increase to the Petty Cash Account for costs associated with students' IEP driven Community Based Instruction (CBI) for the 2018-2019 school year from \$2,400 to \$3,900 due to increased need for Union High School.

F-20. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

F-21. *Agenda item approved at April 9, 2019 worksession (parent reimbursement).*

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

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 2018-2019 school year, in accordance with the information appended to the minutes.

O-2. *Agenda item approved at April 9, 2019 worksession (termination of services with Sciarrillo Law firm).*

O-3. *Agenda item approved at April 9, 2019 worksession (request from Township of Union).*

O-4. *Agenda item approved at April 9, 2019 worksession (request from JROTC).*

O-5. REQUEST TO USE BATTLE HILL SCHOOL – PASTA NIGHT FUNDRAISER

Approve request for use of Battle Hill School for Pasta Night Fundraiser on May 3, 2019 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund, in accordance with the information appended to the minutes.

O-6. APPROVE WHITEWATER CHALLENGER TRIP

Approve request from Adam Raffaele, adviser of the UHS Hiking Club, for club’s end of year trip to Whitewater Challengers, May 31, 2019 to June 2, 2019, in accordance with the information appended to the minutes.

O-7. APPROVE USE OF PLAYGROUND – BIKE SAFETY COURSE

Approve request from Gateway Family YMCA requesting use of the playground at Connecticut Farms Elementary School on May 18, 2019 for a bike safety course in conjunction with the Township Municipal Drug Alliance, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: Dr. Morgan (O-6)

ABSTAIN: Mrs. Regis-Darby (O-6); Mrs. Williams (O-6)

MOTION CARRIED

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-1. *Agenda item approved at April 9, 2019 worksession (personnel actions).*

P-1A. PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

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

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Davis, Ticiana	Part Time Bus Aide	Transportation	3/8/2019	Resignation	
Gangemi, Nicole	Elementary Teacher	HC	7/1/2019	Resignation	
Sheridan, Bernadette	Part Time Bus Driver	Transportation	6/30/2019	Retirement	

Brooks, Joseph	Custodian	UHS	9/1/2019	Retirement	
Berdiel, Margarita	Substitute teacher	Districtwide	6/30/2019	Retirement	Although a sub teacher, retirement forwarded for BOE approval for pension purposes
Shallcross, Pamela	Special education teacher	Battle Hill	6/30/2019	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.
Barca, Jamie	Special Education Teacher Consultant (LDTC)	Frank	Extension Return 9/1/2020	Unpaid Child Rearing Leave	FMLA/NJFLA entitlement time has been exhausted.
Kania-Cyburt, Agata	Teacher of German	UHS	3/14/2019-3/15/2019	FMLA/NJFLA (Concurrently)	Only two days requested at this time.
Martone, Andrew	Special Education Teacher	BMS	4/1/2019-6/30/2019	Paid Medical Leave and Unpaid FMLA	FMLA entitlement not to exceed 12 unpaid weeks.
Gutierrez, Juan Jose	Custodian-PM	Jeff	3/6/2019-6/21/2019	Paid Medical Leave and Unpaid FMLA	FMLA entitlement not to exceed 12 unpaid weeks.
Newell, Michelle	School Psychologist	UHS	3/14/2019-4/22/2019	Paid Medical Leave Non FMLA	NON FMLA
Corigliano, Barbara M.	Teacher	Livingston	3/19/2019-3/18/2020	Intermittent FMLA Leave	FMLA entitlement not to exceed 12 weeks

Thomas, Faith	12-month secretary	UHS/IT dept	4/2/2019-4/1/2020	Intermittent FMLA leave	FMLA entitlement not to exceed 12 weeks
Osborne, Stuart	Part-time bus driver	Transportation Dept	3/22/2019-5/1/2019	Paid medical leave	Does not meet FMLA hour requirements. End date is tentative
Mendes-Oliveira, Jessica	Teacher	Franklin	4/8/2019-6/30/2019	Paid medical leave and unpaid leave non-FMLA	Does not meet FMLA hour requirements.
Danza, Thomas	English teacher	UHS	New return date 5/1/2019	Unpaid non-FMLA medical leave extension	Does not meet FMLA hour requirements
Damato, Laura	Principal	Jefferson	Extension return 5/1/19	Unpaid FMLA extension	Not to exceed FMLA 12 week entitlement

P-5. APPROVE STIPENDS FOR EMPLOYEE

Approve partial play director stipend-\$1,430 and partial school play stipend-\$1,430 for Employee #12802, effective December 21, 2018 to April 24, 2019.

P-6. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2018-2019 school year, in accordance with the information appended to the minutes.

P-7. APPROVE AFFIRMATIVE ACTION OFFICERS

Approve Affirmative Action Officers as follows: Appointment of Gerry Benaquista as Affirmative Action Officer, Akua Boakye as Assistant Affirmative Action Officer and Benjamin Kloc as Affirmative Action Officer for classroom practices for the 2019-2020 school year at no cost to the District.

P-8. APPROVE EDUCATION LEADERSHIP AGREEMENT – MONTCLAIR STATE UNIVERSITY

Approve Agreement with Montclair State University to allow for practicum, internship and student teaching, in accordance with the information appended to the minutes.

P-9. APPROVE EDUCATION LEADERSHIP AGREEMENT – WALDEN UNIVERSITY

Approve Agreement with Walden University to allow for practicum, internship and student teaching, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. McDowell, Dr. Morgan, Mr. Nufrio, 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 [one (1) student exited from March 1st through March 29, 2019 (1 from elementary) or a total of twenty-eight (28) students for the 2018-2019 school year] who are not domiciled in this school district and two (2) students who will be allowed to complete the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #260547 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, Mr. Nufrio, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. Nufrio, seconded by Mr. McDowell, for adoption:

T-1. APPROVE DISPOSAL OF SURPLUS PROPERTY WITH GOVDEALS

Approve authorizing sale of surplus property through GovDeals pursuant to State Contract A-83453/T2581, in accordance with the information appended to the minutes.

T-2. APPROVE TECHNOLOGY MISSION/VISION/STUDENT VOICE

Approve Technology Mission, Vision and Student Voice and the Data and Governance Mission, Vision, and goals, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mrs. Paul there is a request for more clarification on T-2. Mrs. Paul stated it has to do with future ready. Mrs. Hart stated we realized when we were doing the application for the future ready that we didn't have a technology mission/vision so I wrote one. I presented to the future ready committee and then submitted to Mr. Tatum and the Assistant Superintendents. Mrs. Paul stated we need it approved because once it is approved then we can put it as part of our packet of future ready. This is part of the district requirement and the district requirement must be fulfilled in order for the high school to be certified future ready. That is why we need these statements approved tonight. This was not on the worksession agenda.

Mr. Nufrio stated nor discussed with the Technology Committee. Mrs. Paul stated no. Mr. Nufrio stated I just wanted that part of the record. I have no problem with it. I trust that it is required and therefore it has to be presented. For the record, the Technology Committee did not have eyes on this. The verbiage meets the requirements? Mrs. Paul stated yes for future ready. Mr. Nufrio stated for the record it meets all criteria.

Mr. Brennan stated for the record, it was added to the back-up on April 16th.

Mrs. Hart read the following statement.

Technology Mission is to promote a supportive learning environment where all students are empowered as productive learners in today's society. We believe that technology should be considered a vehicle to enhance our challenging curriculum, make instruction more efficient and effective, and advance the communication among our staff, students and parents.

Technology Vision

The Technology Vision of the Township of Union Public Schools is to pursue and maintain a culture of academic excellence, student achievement, and technological efficiency. We envision our schools becoming an environment where all staff and students have access to, are comfortable with, and energetically utilize a full range of current technologies, software and applications. We envision classrooms that are student-centered and focused on inquiry-based learning, providing our students with skills necessary for lifetime success.

Student Voice

Engaged students are productive learners. We believe that giving students the ability to have a voice – one that is heard, supported, and respected – will inspire the students to better connect within their school community. By surveying the students, meeting with student groups, and integrating their ideas and perspectives into the decision-making processes, the students will become more engaged in their education, thereby sustaining a system that is equitable for all.

Data Governance Mission

The Township of Union Public Schools Mission for Data Governance is to maintain our institutional data in an accurate, organized, secure and understood manner. All data and information will be used in a meaningful, academic, student driven fashion with a focus on academic excellence and student achievement.

Data Governance Vision

The Township of Union Public Schools Vision for Data Governance is to continually enhance the quality, security, and understanding of all data through coordinated efforts of all stakeholders. We will protect the data through continual oversight of relevant policies, practices, and projects. Our program will establish a framework for appropriate access to and use of institutional data.

The Township of Union Goals for Data Governance are:

- Identify, map, document, increase visibility of institutional data resources and systems, and create policy and agreements for stakeholders regarding appropriate sharing of data resources.
- Develop policy and procedures to ensure consistency in how data is used throughout the district to ensure data quality and integrity
- Define roles and responsibilities that govern the management of and access to institutional data
- Foster communication and knowledge exchange among data governance practitioners

Mrs. Regis-Darby asked what is the deadline. Mrs. Paul stated June 3rd. Mr. Wojcik stated future ready is basically the State gives us some direction to tell us what we should put in place so that we are prepared on what is going down the pipe. There are different tiers of being certified. We are shooting for bronze certified for the high school. We have been working with the teachers, administrators at the district level and building level to put all this stuff together. This is a roadmap to be able to prepare ourselves – potentially financially and they give us guidance as we move forward but also to make sure that everything we are putting in place is stuff that is not just sustainable but also going to check all the boxes for what they are going to require us to have. Mrs. Hart stated it is more of a certification than a grant.

Mr. Tatum asked can you give an overview of timeline because this didn't just start. It was over a year ago. Mr. Wojcik stated quite some time. Mr. Tatum stated make sure that this is understood that this is one final step in trying to get the certification. Mr. Wojcik stated correct. We have been doing this for well over a year. We have been getting together with the committee at the high school. The teachers are collecting and collaborating to get all this information together. It is a lot of leg work to get up to this. We have been working on this for over a year. We also involve the directors, principals, supervisors – there are different areas that we need to cover. Some is education, some is leadership and the last part is technology. It is a very big undertaking. At this point we are crossing our t's and dotting our i's to make sure we are prepared to submit.

Mr. McDowell asked why are we only trying for bronze? Mr. Wojcik stated you can't go straight for gold and gold doesn't exist. Right now some schools are potentially at the silver level now because they submitted last year. You submit for bronze level and next year we will focus on making sure we meet all the criteria for the silver level so that we can resubmit again next year and hopefully by the time we get there the gold level will be prepared. As a department I feel going through this process makes us feel more well prepared and making sure we are addressing some needs that went overlooked and they are shining a light on it and making sure that we are focusing on getting things addressed that need to be addressed.

Mr. Nufrio stated is it possible in the next year or two that even the State will change its criteria? Mr. Wojcik stated they have and it is an on an ongoing basis. The criteria is different from last year so when the silver comes out next year the criteria might be more elevated than this year.

AYE: Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Regis-Darby,

Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: Dr. Morgan (T-2)

ABSTAIN: Mrs. Regis-Darby (T-2); Mrs. Williams (T-1)

MOTION CARRIED

APPROVAL OF BILLS:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Richardson, seconded by Mrs. Regis-Darby, 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, Mr. Nufrio, Mrs. Regis-Darby,

Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (Vendor 49500 only)

MOTION CARRIED

P. Approval of Bills

Upon recommendation of the Superintendent of Schools, that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

UNFINISHED BUSINESS:

Mrs. Regis-Darby stated just an update on the RFP for food services. Mr. Brennan stated the RFP's are due back on April 25th. None have been received but many inquiries.

Mrs. Richardson asked about the ad hoc committee. Mrs. Ruiz stated we did meet and we will meet again once the RFPs come in. Mr. Brennan stated we met to go over the scoring criteria. After the RFPs come in, we will scan them to the Google drive and share them with the committee and after review, we will get together and narrow the selections down to a couple of recommendations and then we will have the food service companies come in and present to the Board at the May meeting.

NEW BUSINESS:

Mr. McDowell stated on behalf of Dave Arminio, Relay for Life – I am asking the Board members and Central Office staff to consider signing up. I would also like each Board member that is a liaison to a school, check with those schools to see what they are doing to participate.

Mrs. Minneci stated tomorrow is the light it up for autism. It is a nice event. It would be nice to see all of you there.

COMMENTS FROM THE PUBLIC:

Jeffrey Monge stated the Township of Union Education Foundation is going to have their spring reception on May 8th. My company, Monge Capital, has made an offer of \$1,000 for five consecutive years to focus on awards/grants for special needs children. Any other companies that are out there that can match that \$1,000 and support the Education Foundation.

The food service process – it would be great to allow the public to know who responded – it would be fantastic to offer some transparency.

As we go into the end of this year we have very little dollars in capital reserves so any way we can save any money this year to be able to have a remaining dollar so we can try to earmark towards capital reserves for future years. It is imperative.

The long-range facility plan – it is something I have been pushing for the last couple of years but a plan to finance and we don't have a plan. We had someone review it. I put together a memo to express what I thought was a good idea but then never heard anything about a plan. I don't know if there is a plan to recapitalize our capital reserves funds but also to try to fund our projects moving forward.

Mr. Tatum stated about a month or so ago we had a presentation by a firm that was brought in and their main goal is to be able to accomplish some of those tasks that were on the long-range facility plan. Mr. Loessel and Mr. Brennan had them come into a worksession to make a presentation that is part of the long-range facility plan. In terms of being an opportunity to save some money, we are always looking for opportunities, but right now our main focus is that we have a school budget which we will be presenting next week for the next academic year and you will see when that budget is presented that there are things that we are trying to do to maintain the school district and also the following year you will see greater opportunities where we will see some money in the reserves – that is a year-long process that we started as of July 1. There is a huge impact that is going to come from that if we are successful. That hasn't been revealed yet to the entire Board of Education. There will be a presentation with the planning committee and more to come and the community will be involved in this.

Mr. Monge stated take another look at the memo – that was one of the pieces – there are some opportunities today.

Mr. Tatum stated we are looking at the district in terms of adequacy. I had a meeting with some inspector folks today to talk about where our State funding happens to be right now

and will be some greater effort to secure more funding for the district. I can't guarantee it will happen but there is information that speaks to the underfunding that the school has gotten over the years.

Catherine Lewis stated teacher at Burnet Middle School. I just wanted to let you know that the Burnet PTA and the Kawameeh PTA have been working together to do a fundraiser – a staff volley ball game. This Thursday at Union High School main gym. It is a fundraising effort for both schools.

Chasity Santana stated I actually took a class today from the Department of Health and found out under our New Jersey Admin Code there should be a District Wellness Policy – renewed every three years. There should also be a districtwide Nutrition and Wellness Committee that should be guided by the Business Admin. I have heard of building level nutrition and wellness committees but I don't know how much parent input is on this. This actual committee that they spoke of is strictly guided by the parents. For the districtwide Nutrition and Wellness Committee there should be parent input and guidance. I would like to know more information on this committee – who is on it? How do they get appointed? What are the issues being tackled.

I spoke last week on post-lockdown announcement procedures. What is the current policies when lockdowns occur to inform parents. It should not be the Union forum, the Township of Union Police Chief. Once any type of situation that occurs at a building level, parents should be contacted as soon as possible.

Thank you for inviting our PTA reflection winners. It was great seeing hard work recognized. The theme for the 2019-2020 year is “Look Within”. I hope to see hundreds of entries next year.

I also spoke last week about parents needing assistance with 504s at a district level and yet I had another parent reach out to me before they were struggling with erroneous information given to them at the school level. I hope the district is working to further collaboration between parents, district and proper implementation and starting of 504s.

Another very interesting thing that I wanted to bring up that I learned today at this class is under the Center for Disease Control and Prevention (CDC), they run what is called “parents as champions for healthy schools”. Whole school, whole community and whole child models – originally there were only eight components to this school health that they talk about. Those eight components were health education, nutrition, environment and services, employee wellness, social and emotional social climate, physical environment, health services, counseling services and physical education. What they found was that they needed to add two more.

These two more that they added to make 10 were family or parent engagement and community involvement. Families and school staff should be working together to support and include the learning development and health of students. Family engagement with schools is a shared responsibility of both school staff and families. School staff are committed to making families feel welcome; engaging families in a variety of meaningful ways and sustaining family

engagement. Families are committed to actively supporting their child's learning development. The relationship between school staff and families cuts across and reinforces student health and learning in multiple settings – at home, in school, in and out of school programs and in the community. Family engagement should be continuous across a child's life and requires an ongoing commitment as children mature into young adulthood. To all of my four points, I would like to know who I can expect a response from and in what timeframe.

Mr. Tatum stated I would figure you were waiting for me to respond. As far as to wellness we do have a coordinator in the district. We will take all four of your points and get back to you in a timely fashion.

As far as the 504s, I mentioned to you last time there are really two aspects of that is one is the adult with the ADA and the other is the students. We have a coordinator that takes care of that for students in the district. With respect to parents don't have enough information, we certainly can put together a workshop. When people bring this information, we will respond accordingly but unfortunately we had not heard before that there was an issue with 504s in the district. On an individual basis when that does happen, we do make corrections. If you are suggesting that there is something that we probably need to do on a wider scale because people don't understand it, there are certainly resources that you can tap into to make it happen.

As far as a timeline, I will say we could probably be accomplished before the school year ends in June. There are resources out there and there are people that are experts in that field. Just you realize, a 504 is a very broad area. It is not as simplistic as one may believe. This is an area where I think it would be worthy to bring someone in from the State that will be able to give us guidance on what their rights are. A normal 504 is really a mental consideration – when a child has something that affects their mental activity and there are related services that have to do with the same as a child with special needs but really sponsored on the Section 504 rather than being under the IDEA. To put on an entire presentation, we may look into bringing someone in to talk to parents.

Mrs. Santana stated the other one was a post lockdown announcement. I believe the last time you said you were going to look into it and see if there is a policy. Mr. Taylor stated you need to be mindful of protocol and procedure of the public comment period. The speaker was given her five minutes so this is the time for the Board and administration to respond if possible. It is not a dialogue back and forth. With that being said, I don't want to repeat everything I referenced at the worksession a few weeks ago but since then I have had a chance to review Board Policy 6114 – there is no requirement in your Board policy for parental notification. In addition there is no requirement in applicable statutes or laws in the State of New Jersey for parental notification. I am not conceding or adopting the term lockdown – I will state that there was an incident at one of the district schools while there may have been public communication from law enforcement and/or other public agencies, that is their prerogative and their protocols but there is no obligation of a public school district to notify parents. I'm not saying that it can't occur. I heard the word "should" etc. – that is a policy consideration for the Board. I will note that there are certain prohibitions whether it be in the Open Public Meetings Act, in accordance with statutes and procedures governing active shooter drills, etc., where it may be discouraged to give advance notice – particularly in drills – for the planning of same. After the fact there are

certain concerns about the timing of when the notification can or should occur. Confidentially, as well as protection of human safety of your pupils and staff members, as well as the surrounding community but as well as the physical structure. All those things have to be taken into consideration if the Board wants to consider adopting a policy to provide notification. Again, currently there is no policy requirement nor a legal requirement.

Mr. Tatum stated it really depends what the circumstances are and when the announcement does go out. Procedurally we do give parents notification depending on the circumstances and who is involved. I'll give you an example from years ago. I received some phone calls saying you should have put this out and it is interesting when you hear those commentary, it seems like people want information, sometimes that information is restricted. For example the chemical spill a few years ago, that day was different than anything we ever had on paper. I will tell you that day that the script of emergency management was thrown away and first responders came in and took control of the situation. There were three announcements made on that day. One was made from myself, as well as a couple of other entities – the County and the Township and we read a script that was scripted by the publicist of the Union County Emergency Management and when first responders come into a school building they actually maintain charge. They turned the building over to me at about 11:30. By the time I made my third statement about 3:30 p.m. I was getting calls stating that I should have done this at this time. People don't realize that many times we are under the direction of first responders. Until such time that they are comfortable with the statement being put out, we don't put it out.

Many years ago we had a situation where there was a report of a suspect in an area near a school. The superintendent at the time, which was not me, put out a statement that flooded the Union Police Department. It got to the point where we have been asked not to jump the gun because they weren't able to respond to all the calls that they were getting based upon the announcement that was made from the school district. There are protocols and steps in place and many times people think we just don't want to let them know but the reality is those are the things that are required that we must do by regulation by law. We try to make sure that the parents gets notification as soon as possible. When you read something on the Township forum or whatever, a lot of times those statements are without full merit. They take a bit of information and go in the other direction. Unfortunately the real truth lies with the all the investigations that are taking place.

We had a missing student one time and it got to the point that it was nighttime and I got a call from a police officer and I said would you like me to put out a reverse 911 and his answer to me was let me call and check with my superiors. I got a return phone call and he said it would be very helpful if you could do that for us. We made that announcement and I said "at the request of the Township of Union Police Department" because I wanted people to understand that this was a request from first responders. And the response was you should have put it out earlier. We work hand in hand with the department and we try to put the announcements out as soon as we possibly can. The worst thing you want to find out is that there is something that is serious and you don't know about it. We always get those announcements out as soon as humanly possible.

Rose Santos stated I'm here about the appeal process for honors and AP classes. My situation is with my daughter. She is a junior – she has had honors English for the past three years. She took the mid-terms. She failed it. I reached out to the teacher. Fast forward to requesting classes, she was denied being put into honor classes because of this “F”. My request is maybe to look at the rubric to see if there are other scenarios and other kids might have failed the class because as somebody was saying before we have a lot of data and we can do a data analysis and see how many students in the class may have failed. Maybe the test didn't measure what they learned. I also ask that you look at historical. She has been in honors classes for three years. I'm not looking to have her go into an honors class because of prestige, I'm looking for her to go into honors class to make sure that she is challenged. If she is in an AP class and gets a “C”, if she is challenged than she has learned. Also to holistically look at the child because she also has other AP classes which she is getting “As”. If we can look at the rubric and also look to see if there are other items. I do want to say I reached out that day and on that day I did get response from the English department it will all depend on how she does on the final. I also feel there is a lot of pressure for her to do really well on the final.

Mr. Tatum stated I believe we had a light discussion on this at the worksession, there was some prevue underway regarding that. We have a lot of challenges in this district there are a lot of procedures that need refining and that may be one of them. Everyone has a bad day, if there is a consistent pattern, there may be something else we need to take a look at. We are hearing what you are saying. I heard this story a few times now. Mrs. Santos stated I appreciate it. May be to look at the staff on how the kids did on the midterms because I understand that it is a departmental mid-term assessment. I appreciate it and as I said I got a quick response. Thank you.

Woman in audience stated I am here for the same thing as Mrs. Santos. My daughter also an honor student – taking honor classes throughout high school started the program in middle school and this year she wasn't recommended for the honors English class this year. I think it is a disadvantage for the kids. They are going to college next year. What are colleges going to see? This kid takes honors classes and all of sudden in senior year they are lacking them. That is what colleges are going to see. I have a few concerns about the mid-term exams and the final exam. What I hear from the students is that the topics that get on the study guide was not taught in class. I don't think that is fair. They are tested on material that they didn't learn or discuss. If they are going to be tested on something, it should be taught in class. I'm going to ask what percentage of the kids are actually passing the test when our honor students are failing. Who is passing the test? Why are we going to use a test in a rubric when most of the kids are failing the test – that is not fair. This is putting a lot of stress on our kids and the parents and the community because this is what we are showing our honor students are not passing the tests that we are giving. In addition I believe there is too much weight put on teacher's recommendations also for the students. If a teacher doesn't like my kid, that teacher is going to give my kid a zero – that is not fair for the kids. That would mean my daughter who is an “A” student will not be recommended for an honors or AP class the following year. I don't think it is fair. You guys, you should be looking at the rubric more closely and more attention should be put on how to put in place in honors classes and maybe look at the regular kids – how many of those regular kids should be placed on high level courses and just because they do bad on a mid-term exam or final exam they are being placed in low level classes. I think that should be looked at also.

Mr. Tatum stated it is all well taken and again we talked about this in the worksession regarding some students and based upon their level and not having gotten the opportunity. Sometimes those in the gifted and talented are not always fit the profiles of many years ago. We are looking at this and taking it under advisement because we are hearing more and more about this.

Ann Margaret Shannon stated UTEA President – I just want to address some of the concerns from the parents on the mid-terms and finals and the rubric. I do appreciate that you want the best for your child but I do have to say that I was at the high school for 12 years and Kawameeh for 8 years and I have made many finals and mid-terms and I can tell you with 100% confidence that the teachers work together in groups with the syllabus right next to them and the mid-terms and finals do reflect what our professionals are teaching the students.

As far as failing, I think that is a good point. If there is an issue but we need real numbers. With respect to the teacher recommendation, I feel that is so imperative it is such a great weight because when you have those kids that are on the cusp, you can help that child in either direction. Sit down with them, talk to them – can you handle it you are taking 5 honors classes do you really need six but you can go back to four. You see things in a kid that you don't see on a standardized test. I really hope that we don't diminish the teacher recommendation.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Mr. Nufrio, that the Board go into Executive Session at 9:45 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Matters rendered confidential by state or federal law.
- Matters which would constitute an unwarranted invasion of individual privacy.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- 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, Mr. Nufrio, Mrs. Regis-Darby,

Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:25 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mrs. Minneci, that the meeting be adjourned at 10:25 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**