

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – APRIL 9, 2019

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, April 9, 2019 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mrs. Minneci called the meeting to order at 7:07 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Mary Lynn Williams

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Dr. Morgan led the Board in the Pledge of Allegiance.

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

Mrs. Ruiz read the District’s mission statement.

Mrs. Minneci stated I would like to make a statement and tonight is an example of what I have to say. I thought of this long and hard for several meetings. I just want to take a few minutes to make this statement. During our meetings both the worksession and the public session I noticed that there are a lot of conversations going on in the public and the Board itself. A word or two to confer with one another is fine but when we get to long conversations that become loud and disruptive and sometimes a little rude for the person who is speaking. I just ask that everyone to please keep your conversations brief, if you are going to have them, and members of the public you will have your chance during the comments and Board members if you need clarification, there will be a time when you can ask for that during the meeting. I ask for everyone’s respect and consideration. Thank you for our time.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Minutes will be approved next week.

COMMUNICATIONS:

Communications are part of personnel and operations.

Mr. Brennan stated that Deb Smith from Aramark would like to introduce the new food service director. Deb Smith introduced Rachel Scott – she is the District’s new food service director. She started her career in Union Township with Aramark six years ago.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated next week there are a number of presentations and recognitions to students. Hannah Caldwell, Connecticut Farms and I believe Franklin school will be here next week. Also teacher recognitions will be next week.

Tonight Effective School Solutions will give a presentation. They are a group that we hired a couple of years ago on a trial basis. A few weeks ago we had a meeting that I was quite impressed with some of the information that they shared with me and Mrs. Conti and I had some further conversation about this. We would like to share with the Board some of the success that we have actually seen with the ESS program. I apologize because last week Mrs. Moses sat on the panel for you guys but I had 3-4 places to go on that same day – I apologize publicly for not being able to attend that.

Duncan Young stated I’m the CEO of Effective School Solutions – we really appreciate everyone’s time to talk to you about some of the successes that we are having in partnership with the District and supporting the emotional and behavioral challenged students as well as making a positive impact on the District’s out-of-district rates which hopefully has a positive fiscal impact on the fiscal finances.

Mr. Duncan introduced Gerry Barone, as the Chief Clinical Officer for ESS. Janet Walleck is our Executive Clinical Director who oversees this region of New Jersey and Ms. Parker is the regional director who oversees our work in the District. We are located in Summit. We are pleased to be here.

Gerry Barone stated thanks for having us. We started here two years ago. Programs that we are providing are both at the middle school and the high school. The idea is to create that level of intervention. Students that are going through your behavioral health system – they have Tier I or Tier II interventions – who might go out of district, have two options. One to be prevented from going to an out-of-district place or two to have a re-entry point from an out-of-district placement.

See presentation by Effective School Solutions (ESS) – appended to minutes.

Mrs. Conti stated it spills over to having other long-range benefits other than the 18 students that the program serves at the middle school and the nine at the high school. The professional development helps all of us to be able to work with students and maintain the least

restrictive environment. We are greatly for them to do that. I asked them to do it at no charge and they rose to the occasion. They come after school to do it as well so I appreciate that.

Mr. Barone stated there was an article that just came out in the American Psychological Association and said that in the last 10 years just between the ages of 16 and young adults – there has been a drastic increase in behavioral health issues – mood disorders, suicidality and a crisis in the last 30 days. I'm not sure what has happened to our youth that this dark cloud has a seismic shift. So what we are saying 26 and older, there is no increase in behavioral health issues – about the same still an issue but our children have seen a seismic increase and this is what you are hearing and seeing. ESS provides a solution to some of these issues and the PD helps because the whole idea about that is – energize your classrooms so kids stay in the class and not seek out of what they need outside of class so that works in tandem with behavioral health. Thank you.

Mrs. Regis-Darby asked will ESS be able to provide the actual numbers of the ODP students by the end of the 18-19 school year for the District? Currently that you prevented? Mr. Barone stated yes absolutely.

Dr. Morgan stated I see that you are currently serving 18 students at the middle school and 9 high school students – is that your cap? Will there be an increase in that number? Mr. Barone stated the cap is about 9-10 and that is our research driven number. The number to do good work with students at this level of crisis is about 9-10. Mr. Duncan stated 9-10 per clinician – we have 3 clinicians – 2 at the middle school and 1 at the high school. Dr. Morgan stated so we can serve 30 students. Mr. Barone stated yes. Ms. Wallock stated 9-10 if it is one clinician and then 18-20. It is a transitional program so we are always looking to see what students can graduate out.

Mr. Barone stated Janet is bringing up a good point because some ways we operate almost as a manage care company – trying to get students out so we can get some new students in. Once our students are stable we are going to use the lesser tier interventions that you have in place to put these students back. Once they are stable they either move down or up.

Dr. Morgan asked have students left ESS? Mr. Barone stated a number of graduates.

Mrs. Ruiz stated you are only at one middle school – what happens when we have students in the other middle school or the elementary schools? Mr. Barone stated we will be happy to add a program a Kawameeh. Mrs. Ruiz stated I'm looking at your fees and I'm curious if we have a student or students that have that need – how is that need addressed? Mrs. Conti stated it is the same as our other self-contained programs in the District. We don't have every program in every school. Sometimes children will have to attend a different home school. Mrs. Ruiz stated so if a child in Kawameeh needed these services we transfer them to Burnet. Mr. Barone stated sure or you would identify them at the elementary school.

Mr. Tatum stated two years ago we took an opportunity to try something that we didn't budget. We found that there was very little evidence that first year we had been successful but I think last year was the actual beginning of the evidence that we were seeing that there was

indeed some success in this program. We saw not only in presentation but we saw it in terms of feedback from parents and presentation by students which says very clearly that this is a program that I think we are moving in the right direction. I had the opportunity to meet with this group and I recall the first year they were in the district, one of my comments was that my recommendation would continue based upon the evidence that they document. I think at this stage of the game over the last two years we have seen some evidence that this is a viable program and it is something that we need to seriously consider continuing in the District.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mrs. Regis-Darby gave an overview of the Education Committee meeting.

Mrs. Regis-Darby stated at the meeting we talked about two things. The first one is having student representation from the high school to sit on the Board. We want to hear the issues from the students. It was suggested to have students from grades 9, 10, 11 and 12 to participate in the Board's discussion because they are the ones on the trenches and they will be able to come in and bring those issues and concerns to the Board. It is a proposal to be made to the Board for everyone to discuss and bring back to the high school – maybe for the rest of the school year and starting up in September which the committee thinks it is a good idea because it is student representation and we need to hear from the students.

The second thing we discussed was the vision statement from each of the elementary schools – we had the opportunity to look at all the vision statements. The administration will take our suggestion back to whoever they need to take it back to and then back to the committee and look at it again. This was the first opportunity as a committee to take a look at it. It is a work in progress.

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

DISCUSSION:

Mrs. Regis-Darby stated E-4 – the apps for the iPADS – is it a particular school that is getting the apps or just 27 iPADS. Mrs. Conti stated it is based on needs of the student so it can be throughout the District.

Mrs. Regis-Darby stated E-7 – does the State usually provide this PD for free for the HIB training? Mr. Benaquista stated all our policies are going to be updated and we haven't had training districtwide in a long time and we are finding that we need a consistent training based on what is going to be our new policy. This is the company that is going to get us a head of the game. I think it is very important to bring in someone that is going to know our policies and be able to sit with our HIB people as well as our principals and this way we will be good for another 3-5 years on districtwide training. Principals train our staff. Mrs. Regis-Darby stated my concern is if the State is going to offer the same thing for free – why would we pay a private company. Mr. Benaquista stated there might be little things that are different and we don't train our staff on and we want to get stronger in this. Mr. Tatum stated the HIB training – when this became mandated most of our training was done in-house because our counsel at the time was here and he created the video and a lot of our training was done in house. The fact that we have

a new policy manual, it is certainly beneficial to utilize their services because we are paying them anyway.

Mrs. Regis-Darby stated just as the Education Committee always provides a summary of what was discussed in our committee meetings, can the Finance Committee present that kind of summary also because I'm going to be voting next week on items yet they had a discussion in that meeting and I don't know what it was about. Can they present a summary to the rest of the Board? Mr. Taylor stated the answer is yes. The question is whether some of it will be appropriate for public discussion or closed executive session. Some matters deal with pending or anticipated contracts, legal and fiscal issues. Any Board member is privy to any information that comes before this body. The question is whether it is public discussion or private discussion. Not knowing what was discussed in committee, I can't answer either or.

Mrs. Regis-Darby stated do you suggest that we can ask questions if we go into executive session? Mr. Tatum stated it would probably be better.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mrs. Richards presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mrs. Regis-Darby stated F-16 – I'm happy to see that they are bringing back three students which is a total of \$300,000 which is very good but is this cost increase going to be under the 18-19 budget or the 19-20 budget? Mr. Brennan stated this is the 19-20 budget. Mrs. Regis-Darby asked why are we approving this in isolation and not when we approve the budget – why is it being approved now? Mr. Brennan stated it is a contract. Mr. Benaquista stated this is next year's contract to bring them back for next year. Mrs. Regis-Darby stated but it is part of the budget. Mr. Taylor asked is this a procedural question in terms of when a student comes back? Mr. Brennan stated approving the contract before the budget is approved. Mr. Taylor stated just because it affects a dollar amount it doesn't mean it is directly quoted to the budget. What is the duration of this contract with this vendor? Mr. Brennan stated July 1 to June 30th. Mrs. Conti stated there is an ESY component that they are willing to work with us. Mrs. Regis-Darby stated the contract ends July 1st. It doesn't begin until September 1st. Mr. Taylor stated if the contract expires on June 30, 2019, then I see your point which is how and why are we approving an agenda item that says this entity is going to provide services for a period time that they may not have a contract for. That being said we have a special ed director here.

Mrs. Conti stated I want to make sure the services are there for my kids and you have to remember there is a lot of planning for ESY and ESS has been very gracious in not charging us for the ESY so there is a component of that in the contract if it is not approved by a certain time and I asked them to extend that for us. Plus there is planning. We have to talk with parents, get consents, transportation – I just worry if we do it too late and that is where I'm coming from.

Mr. Taylor stated your question is why are we approving a vendor for the 19-20 school year when the budget hasn't been approved yet? I would submit that this could be held until the budget is approved because that item could be struck or the amount could be struck. Unless there is a compelling argument from the administration why legally, contractually,

therapeutically for the students – this has to be secured tonight. Perhaps it may be better to be held.

Mr. Brennan stated it will be secured on 23rd which is a week prior to the budget hearing. Mr. Taylor asked can this wait? Mr. Tatum stated it can probably wait until May worksession. Mrs. Conti stated I will also talk to ESS and see if they can give me an extension.

Mrs. Regis-Darby stated F-17 – the First Children – there is a 79.8% increase for two more months in the school year. Mrs. Conti stated there is a need there and if you look at other districts regarding behaviorist and the needs and how many they have in their district, whether employ district behaviorist or outside – there are some as large as us and they have six and smaller than us and have six. We have one. Behavioral challenges are increasing in our students – social emotional needs. Behaviorist are used to help children be successful and we have seen some tremendous success stories. You have to have a BCBA who does functional behavior. Mrs. Regis-Darby stated the better question would be looking at the price increase every time is that the District needs to hire someone else so we can cut this cost. Mrs. Conti you need to present to them and pressure them to hire someone else.

Mrs. Ruiz stated this is a \$175,000 increase and it is April – my concern is why didn't we see the need before? If the increase is \$175,000, I'm sure we could have hired someone or two people for significantly less. Mrs. Conti stated what you have to understand is what we take a look at – when we approve a contract for the upcoming year, we base it on the previous year's performance. We can't predict how many exactly the need is going to be so we base it on the previous year. As needs come, we can see over the year that the increase was coming and we had to increase the P.O. at the end of the year. It is based on need and we see it. I also spoke with Mr. Tatum at our last meetings about a tiered behavioral system where you have someone taking a look at, you have a board certified behavior analysis here, registered behavior technicians – it is a plan to role that out and I can definitely see utilizing the paraprofessionals with training but this has to be talked about as we go on because how you do the training, how we hire the staff, it all has to be thought out. It is something that I would like to see for next year. It is hard to do it in the middle of the year because you have to oversee it as you go along.

Mr. Taylor asked is it a flat fee or a not to exceed? Mrs. Conti stated it is a flat increase of a not-to-exceed. Mr. Taylor asked is it a fee per session, per student? Mrs. Conti stated it is an hourly rate. Mr. Taylor stated if it is an hourly rate, the contract can say not to exceed.

Dr. Morgan stated just for clarification for myself, are you saying that when you budgeted the \$205,000 in September that our number of students increased and that is what drove the \$380,000? I'm trying to understand what happened? Mrs. Conti stated it is based on need. You are seeing an increase which is becoming a trend. Dr. Morgan asked what was your number when you started in September and then now – what is the number now to justify the \$380,000? Mrs. Conti asked the number of students? I don't have that for you right now. I can look at how many were served by the contract. There are assessments that are part of that, then you have to have the BCBA who comes in – develops a plan, checks in once in a while, the behaviorist technicians implementing that – you have a few things that are going on here. When

you are trying to figure out the exact number it is hard to calculate – it is more hours of service and need is driven by IEP.

Dr. Morgan stated I hope we are looking at these itemized bills to make sure. Mrs. Conti stated I have an accountant in our department that is very good and we make sure there is back up to make sure everything is accounted for.

Mr. Taylor stated so that we will have efficient conversation next week, if the 18-19 budget contracted amount approved by the Board for this vendor was \$205,000 – the answer should include next week – are you under the \$205,000 or have you already exceeded it. If you are under, how far under and what the trend was on a monthly basis and what the basis is for the \$175,000 versus \$85,000 – why you believe that is a fair and reasonable amount based upon unanticipated, unexpected identifications, diagnosis etc. Anticipate any questions that might come up based upon information you gave. Mrs. Conti stated o.k.

Mrs. Richardson stated F-20 for informational purposes only – when I look at Sciarrillo's bills – are these bills that are paid or not paid, new bills? Mrs. Cappiello stated new bills. Mrs. Richardson stated that company is still getting paid the same amount of money as Florio? Mr. Taylor stated I can't answer that question I'll refer to the administration. Mrs. Richardson asked why are we still paying them so much money since they have been gone for such a long period of time. As a Board why do we continue to have this happen? Mr. Taylor stated procedurally, looking at O-2, there is a resolution approving the termination of the services of the Sciarrillo law firm. In or about September 2018, when the Board approved the Florio law firm, I on behalf of our firm candidly answer that we may not be able to assume responsibility for all matters in the pipeline if they were scheduled for trial or needed some urgent immediate action. With that caveat the Board approved my firm as their general counsel, special ed etc. and agreed to allow the Sciarrillo firm to stay on board to wrap up loose ends on any items that they are working on or hearings or trials. Fast forward we are in April 2019, I have submitted over the last 6-8 weeks 4-5 letters or emails to that firm requesting a list of files. The response I got was essentially one file that they are handling. You have to use your discretion in reviewing the bills whether to approve or not approve payments to that vendor. After you review it and it is consistent with the representation of their handling of only one file. Pursuant to the public school contracts law, professional services contract are supposed to be awarded on an annual basis and it is not uncommon to have a hold over for a month or two or three and that was the representation and understanding by this Board and that firm. It seems to be a recurring thing and based upon the lack of responsiveness to your BA – your BA has sent letters and I drafted them and he sent them and he hasn't gotten a response so that is what led your administration in consultation with my office to present the resolution to terminate that so you won't be getting any bills from them going forward.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Richardson, seconded by Mrs. Higgins, for adoption:

F-21. APPROVE AGREEMENT WITH PARENT FOR REIMBURSEMENT

Approve agreement with parent for reimbursement of student's neurological evaluation, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson presented the Operations Committee agenda.

DISCUSSION:

Mr. Brennan stated friendly amendment to bold O-2 and make the effective date today.

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

O-2. APPROVE TERMINATION OF SERVICES – SCIARRILLO LAW FIRM

Approve termination of legal services with the law firm of Sciarrillo Cornell Merlino McKeever & Osborne, LLC effective April 9, 2019.

O-3. APPROVE REQUEST FROM TOWNSHIP OF UNION

Approve request from Township of Union to use Jefferson School to host a special assembly in support of Autism Awareness on May 8, 2019, in accordance with the information appended to the minutes.

O-4. APPROVE REQUEST FROM DEPARTMENT OF ARMY – JROTC

Approve 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, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated O-3 – this is for our kids – so we won’t be charging them anything. Mrs. Minneci stated it is during the school day. It is an assembly for our students.

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

NAY: None

ABSTAIN: Mrs. Minneci (O-3 only)

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. McDowell presented the Personnel Committee agenda.

DISCUSSION:

Mrs. Ruiz stated in the past I had certain individuals in our District that were appointed as affirmative action officers that asked me as my role as an employment attorney to give them some guidance as to what they were supposed to do in that role. They said they had no guidance. These individuals that we are going to be asked to vote on, have they gone to any training with respect to this affirmative action role? If we are just slapping a label on and they are not able to implement the policies it is meaningless.

Mr. Benaquista stated I have gone through several trainings through my time up here. Mrs. Ruiz asked are those trainings mandatory? Are these individuals required to go to training? Mr. Benaquista stated when Mr. Tatum named me affirmative action officer I did sign up to go to a training – one for myself as well as mandated trainings. Mr. Taylor stated I am not aware of any legal requirement that a district affirmative action officer attend training. A district is required to designate an employee to be the AA officer. Customarily it is the HR director, HR Assistant Superintendent and/or someone or a combination of people in that office. I would say the superintendent, as the chief school administrator, would be well advise to mandate that his staff take the appropriate training for any and all job titles that they hold.

Mrs. Ruiz stated regardless if there is a law that requires it, best practice is that it should happen. In the event that we have an issue that deals with discrimination and/or harassment based on a protected category and we cannot show that our affirmative action officers underwent proper training, we are going to lose. If we want to set the examples properly then we should take the right steps to do it. Let's just not slap labels on and kudos to you Mr. Benaquista for taking the initiative to do it. We should require it. We are not doing our job if we just say you are going to be the affirmative action officer - when that issue arises that officer is going to a parent on how to handle a situation.

Mr. Taylor stated can I respectfully suggest and there are things happening today and yesterday and six months ago so some of the issues should not be discussed in public to the extent that they can be used in terms of accusations/inferences against the school district. I think your point is very well taken that the employees, especially the head person, receive the training and that anyone else that is going to be designated, if they haven't, there is no pre-requisite that they have already had it so if they haven't received the training the chief school administrator should require it. In order to protect the fiduciary interest of the district, I think the point is made.

Mr. Nufrio stated I was accustomed to have the affirmative action officer in charge, Mr. Benaquista and Mr. Kloc dealing with the classroom, as a principal he should have had training. Any information that Mr. Benaquista may have acquired through training that could always be turn keyed to the assistants. I am going to assume that was done.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mr. McDowell, seconded by Mrs. Higgins, for adoption:

P-1. PERSONNEL ACTIONS

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

DISCUSSION:

None

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

Mrs. Richardson, Mrs. Ruiz, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

Mrs. Minneci presented the Residency Committee agenda and stated if there were any questions it would be discussed in executive session.

TECHNOLOGY COMMITTEE:

Mr. Nufrio presented the Technology Committee agenda.

DISCUSSION:

None

APPROVAL OF BILLS:

Bills will be approved at the regular meeting.

DISCUSSION:

None

UNFINISHED BUSINESS:

Mrs. Regis-Darby asked any update in reference to hiring more female security guards for the high school. Mr. Tatum stated we had discussions about the possibility of hiring but at this stage of the game we will talk about it more in closed session considering that we are in budget mode right now.

Mrs. Regis-Darby stated I know we have a policy that says we need to contact the president to speak to the attorney maybe Mrs. Minneci and Mr. Taylor can answer this question. I sent an email about 2-3 weeks ago to contact the Board attorney and I never got a response. I know we have policy and it says we have to go directly to the president. As a Board member I think I'm protected underneath the attorney. Mrs. Minneci stated I apologize I didn't see it because I would have responded. Mrs. Regis-Darby stated I copied Mr. Tatum, yourself,

Ronnie. Mr. McDowell asked which email? Mrs. Regis-Darby stated your Township but it bounced back – you have issues with that.

Mr. Taylor stated for all Board members consideration – it is not just a policy it is the accountability regulations in Title 6A that were enacted about a decade or so – that is the Administrative Code that interprets and provides further guidance in addition to the statute 18A. It basically limits the ability, not just the Board members, but the administration who may contact the attorney. This would designate the people in the administration, as well as from the Board. Generally speaking it is the Board president, vice president and certain committee chairs.

Mrs. Regis-Darby stated it makes it difficult when the Board president is conflicted and you have a question that she can't answer. Mr. Taylor stated I'm not assessing if the question is appropriate or not appropriate. All I'm saying is I'm trying to help you identify the way to address this issue. It is not so much as whether individual Board members can and/or should email the Board president to contact the lawyer. Sometimes as a Board member you may just have to wait for the next Board meeting to bring up those questions to the lawyer and/or the administration. It may not be as simple as a piecemeal approach. That is the advice – pick up the phone and call the superintendent, the Board president – that might expedite things. Mrs. Regis-Darby stated I like the paper trail. Mr. Taylor stated send an email after you pick up the phone – this will confirm my voicemail to you.

Mrs. Regis-Darby stated last month I believe we approved a trip for teachers – I think it was a fundraiser – two teachers to go on a trip and then I received a fundraiser at home asking because the Board denied teachers also to go on a trip with the young lady and the speech contest. I don't remember denying any teachers to go on trips. Mr. McDowell stated that email I got. Mrs. Regis-Darby stated I don't remember the Board voting. My question is if there is a policy that says or something that states that we can't approve trips for overnight or teachers to go away then why was the Board not informed when we voted the last teachers to go away on a trip.

Mr. Benaquista stated the one I was involved with, Ms. Fiske – St. Jude – we said o.k. to allowing one teacher to go on the trip but they wanted a second one to go and we said we would support it 100% financially as long as we could get a purchase order cut legally – so it would not put the District in any harms way. We couldn't figure out a way to cut a purchase order to reimburse that person. It wasn't about money and Mr. Tatum taking it out of his budget, it was that we wanted to make sure legally we are able to cut a purchase order for that purpose and we spent a lot of time trying to figure out a way. I believe I did say that

Mr. Tatum stated there was a request for three individuals. Mr. Taylor stated from a point of order on behalf of the president, this really isn't unfinished business. This is an old matter that was voted on/approved.

Mrs. Regis-Darby stated it is a connection between old business/new business. Mr. Taylor stated what is the unfinished part of it? Mrs. Regis-Darby stated I want to know if those people were able to go to the trip. It has to have a direct collation to bringing something back to the District so what is that bringing back to the District.

Mr. Benaquista stated it was approved for three but to pay for the second teacher, we needed to find a way to reimburse because St. Jude wasn't paying for it. To my knowledge we weren't able to legally cut a purchase order back to the teacher.

Mr. Tatum stated it comes down to this – regarding the young lady that was going to speak – we met with the advisors and talked about the possibility of the District sponsoring the acting principal and the two people who coached the young lady. What I explained to them I'm all for it and I will do whatever I can to help you out; however, in some preliminary discussion it was felt that it was a weekend adventure that we shouldn't delve into as to finances. After the discussion, I wondered if there was any other opportunity within the budget that would finance the trip. I thought about how we approve professional development. There is a procedure in the District that complies with accountability regulations in terms of how you can or cannot approve a particular event. We couldn't find any loop holes that would allow us to do that. Here's where procedurally things went afoul. When you approve the expenditure for the first one, the question came back how come you can approve that one and you can't approve the other one. The reality is none of them should have been approved because there are regulations that govern out-of-state overnight travel. There are certain professional development approved by the commissioners. In-district travel is actually a limitation on overnight stays. When I contacted the business office I was told that pursuant to the accountability regs that we really should not have approved any. It wasn't until we actually went the extra mile to see if there were any loopholes to help them out that we then identified that there was a mishap with the vote that you took.

Mrs. Regis-Darby stated that was my point. We probably should not have approved them. Mrs. Minneci stated moving forward we will be more careful.

Mr. Nufrio stated perhaps a resolution should have been drafted to rescind so that the record does not stand as it did in the event that somebody misunderstands.

Mr. Benaquista stated the St. Jude one – what you were approving was what they paid for, nothing else. We said we would try to get the other person approved. That never happened so St. Jude is o.k.

Mrs. Minneci stated Mr. Arminio is not here but he would scold us if we didn't talk about Relay for Life. We need to get on this – June 1st. Mr. McDowell would you like to be chair? I'll be co-chair. Mr. McDowell stated sure, I'll be chair.

NEW BUSINESS:

Mrs. Regis-Darby asked has the District ever freeze a budget before? Mr. Tatum stated in terms of cutting off spending? Mrs. Regis-Darby stated yes. Mr. Tatum stated we have done that. Mr. Brennan stated in the last two years we have cut off spending around December. Mr. Nufrio stated I misunderstood – freeze of the entire budget. Mr. Brennan stated during year, pretty much all districts freeze it at one point during the year – usually it is a little later than December but we have been really tight the last two years. Mr. Taylor stated you don't need Board action to do that. It is just a directive from the administration. Mr. Brennan stated it is not the whole budget that we freeze. Mr. Nufrio stated I know, that would be catastrophic.

COMMENTS FROM PUBLIC:

Jill Hall stated on St. Jude – the second teacher did go and Mrs. Ruiz spoke about best practices – to send one advisor with three kids is not a best practice because if something was to happen to one of those kids with only one advisor would be problematic. I'm curious when an athlete has a weekend tournament or has a State championship – is there a different procedure for that because we have always done that. It might not be on this level – maybe NJSIA has something. You have to look at that.

Mr. Tatum stated we also have to consider is who the sponsorship may be. We still haven't gotten clear specific direction on this and I think this is the reason why it became ambiguous with the teachers going. Last year when we were talking to auditors about fundraising and all kinds of ways we collect money and distribute. Depending on who is actually sponsoring the event, makes a determination as to how the money is distributed. Mrs. Hall stated I totally appreciate that. When you talk about the American Legion and St. Jude I definitely know you can't find two more reputable organizations. It was just very frustrating to watch these teachers have to scramble and have two of our teachers in a car driving to Indianapolis – 10 hours to support one of our kids – that should never happen.

The Ed Committee – representation from the students – I think that is an amazing idea. I have had the opportunity to work Saturday detention and I have been doing focus groups and pulling the kids out in groups to talk about all these different things that have been going on. So I would ask when you form those focus groups, don't forget the kids that wind up in Saturday detention a lot they have a lot of amazing ideas so I hope they will be included.

Lastly, this could be just me, and I'm a little frustrated that a book in the 7th grade curriculum is being approved in a movie for grade 12. If I'm a 12th grader and they are putting a movie in front of me on a book that I read in 7th grade – I'm a little insulted by that. The Giver is part of the 7th grade curriculum and is now being approved by 12th grade film. There are so many great books out there for kids to read. There are so many amazing works of literature out there. There has to be something else that we can be using. Keep that in mind.

Ann Margaret Shannon stated I have to comment on St. Jude and the American Legion. I know both teachers for St. Jude's – I don't know if they got an email but they both thought they got approved – just for future communications is key as always.

Going to championship – I know the band, the ROTC – I know teachers have gone to out-of-State things. Mr. Tatum stated as long as it is professional development, there is a procedure that supports that. If it is not professional development, there has to be another funding source. It can't be the district.

Ms. Shannon stated I'm talking about championships – when the ROTC or band goes – just think about it more.

E-7 – did you say that was the training during the day that was being approved for the administrators – the HIB? Mr. Benaquista stated it will be HIB coordinators. Ms. Shannon asked it is not a PD day. Mr. Benaquista stated no, we have to provide it during the day.

Ms. Shannon stated F-17 – behaviorist – I’m not expert on special ed at all but I’m in a new school this year so exposed to new things – with the little that I do know that maybe we can hire some of our own because I know in my school – two behaviorist have been hired and they are being paid hourly and they are there the whole day.

Mr. Nufrio stated there could be a hook with regards to the District paying if it is a chaperone, as opposed to professional development. Mr. Tatum stated that is true but that is under a condition that it is a school sponsored activity. The activities we are talking about is two different organizations. Mr. Nufrio stated we approved the actual activity itself. Mr. Tatum stated you approved allowing them to go. That would be a nice way to get around it but on an audit trail it would be problems.

Brad Kalik stated when I first decided when we got with the community decided how we would approach this body or which body to approach, we were a little intimidated. Coming here this evening and hearing the information, we realized that we have to partner together - Community, Township and Board of Education. What I will talk to you this evening about is a holistic mentoring program that we would like to start at Burnet Junior High School because we are hearing about some things that the perception is breeding the reality. I’m not going to sugar coat anything. Growing up as a poor young man in the Vauxhall section of this Town – the one thing that I had to look forward to was the Union education. It was the Union education is why I sit here before you today with this fancy bowtie on and somebody thinks something of me on my day job. We must make sure that the level of this education – I have been before this body before and I have said it and it was a feeling I had inside – because I spent time in Baltimore, Maryland, Washington, D.C., Newark, NJ and I understand what the perception can breed. There is only one way to stop this and it is a holistic approach to not only behavior, not only classroom, and before I get too far, my fear is that someone will take my presentation before you as a slight at educators, at administrators, at the Board – it is not. Raising a child does not stop at the school board. In fact that is where our problems begin assuming that the school board can fix it because then you are hiring an ESS to do things that should happen at the home. This holistic mentoring program which I put in the hands of some Board members and if they will allow, will be sent out to the others is one that starts with not only behavior but it starts with culture, understanding who you are, believing in yourself, dressing appropriately and understanding that the parent is responsible for what happens to you. You are only as strong your projectory of what happens at home and the community as a whole. This is no one’s fault but what can happen in this community will be everyone’s fault. There is not one child that can fail and I’m not talking about some child left behind, I’m not here to talk about the educator’s job. If you see those number spike, behaviorally in school then you best know that there is another fallout somewhere else and that is in this community. I put this document before the mayor. This is not about politics, this is not again – taking sides. We have one choice. One choice to make as a community and again I ask you to share the document. We can get more into detail. We will discuss the safety because no program is more important than the safety of the child. The safety of the children is approached. The programmatic, the itinerary and how we will go about it, it

has all been addressed. I'm blessed to be a member of Phi Beta Sigma Fraternity. We have something called the Sigma Beta Club. We have over 25 clubs over the entire State of New Jersey. I promise you I want to bring that same model to Union School District. Let's not wait until this problem takes over the community. Let's get the community together with the Board of Education because there are some children that can learn more. There are some children where the parents have chosen to pay their taxes and send their child out of district. I not only want to bring the problematic children back, I want to bring the superstar children back from going to Union Catholic. I benefited because I can go to school here with kids that could go to West Point – I have competed with them here as a poor kid from Vauxhall. I want all kids to have that same opportunity. Thank you for listening to me this evening. I hope we can continue to have dialogue and may God bless you. Go Farmers.

Rich D'Avanzo stated UTEA vice president – just to piggyback on ESS in particular the money that they are looking for an increase. One of the biggest problems in education today and throughout the country is mental health of our students as well as eventually our staff members dealing with those things – parenting. Besides all the talk we have heard in the last couple of years, the money that is fueled by special ed and I think it is kind of forgotten and I'm sure Mrs. Paul can attest that her work load is probably astronomical dealing with the children at home. By the time they come into our doors every day and not so much having counselors but even training enough of the staff to deal with some of those things. There are people in different communities that have different problems – besides drugs – the State – where I live in west Jersey – suburbia – there is more than enough problems and a lot of times there is not much difference here. Rather than sometime putting moneys into these companies we should get a little more – bring people in so maybe the staff would look at them a little differently as well. Before we even go further with that with the increase, I think there needs to be a conversation with the staff at a particular middle school when it comes to buying into that program and is it really working and the support and the decisions that are made rather than funneling money to an outside source because they don't have the same connection. If you have people from the community, you say you hire from colleges in the community, they will have an understanding of the community. I was born and raised here in Union. Even though I don't live here, I do enough for this community and I come across enough people over the years and one of the things that hurts the most is some of the things and reputation that certain towns get over time and it is not right whatsoever and it is the same story and I'm sure everyone has heard – here we have to deal with parents making decisions to sending their students to Union High School now you have to worry about in some cases middle school and who knows down the road elementary schools. That is a continuing problem. Needless to say who has the money to shell out for private schools and it goes on and on. There should be some type of discussion with the staff because when they saw the agenda tonight, I'm speaking basically on their behalf when it comes to it, and there have been plenty of incidences where the BD program has gone away. Last year it was in Burnet, there were a few students and there are probably students that qualify for that type of program besides the additional counseling. There is just so much you can do for the most part in an 8-hour day. It is not fair to anyone, especially in the classroom to deal with it. Before we send money to another company we need to look in-house and hire a couple of people that are more or less a little more personable when it comes to that because these companies – fly by night – who are we going to get our hands on next and everything else. Thanks.

Jeffrey Monge stated a lot of great things about ESS - it would have been great to have it on the agenda – other parents would have come to hear it. I don't think I saw it on the agenda – online. As far as a presentation – that wasn't on the agenda. The presentation should be part of the back-up. I know they had this financial presentation. It is good to finally have a couple of kids that came back and that financial presentation really should start with the start-up cost. This is the third year. Let's be fair as it pertains to their review and we should start trying to build that capacity in-house.

F-17 – Mr. Taylor you actually had some good points. I have said this over and over again. We keep on seeing these increases and we should have some measurable reasons for why the increases. I don't can't what it is for – the service is great, we are talking about that. If you had an 8% increase and two months left in the budget, there has to be a reason for it. We either budget wrong and then you ran out of money and you need to do something because we have five kids that need services and this is the projection but it can't be this is great, our kids are in need and then we keep on having increases. For the last number of years, look at the budget and look at the agendas. It is increases every year. You will probably see some next month. You have to put your arms around it.

Professional services – we have architects, bank services and the like. We do RFP's for those services. The biggest chunk of money in the services you voted on last month is for the same type of third-party services that you guys presented as special services. Did we do RFP's for those services? We have an ESS, we have First Children, are there other folks that are out there because we have all these increases on an annual basis. I know we have never done any RFP's for any of those groups and there are a lot of contracts that are actually greater than the other contracts that we have architect and the like. That is something you should take a look at it. There is a respectful way to do that. Mrs. Conti shouldn't have to be up here presenting and defending herself at every meeting. She brings it to the business office, I'm assuming, you guys review it, I'm assuming, and you guys scrub it to be able to present it because you are agreeing for it to be on the agenda. You present it to Mr. Tatum. Mr. Tatum should be saying the same thing, it has his name on it and then it goes to whatever committee. It goes through that whole process folks should be educated and be able to defend what is on the agenda. Mrs. Conti shouldn't be up there all the time and doing this on a monthly basis. Then the question looks like we are going after the special needs kids. I'm a father of a special needs kid and I heard that when I asked some things as it pertains to that.

My last point, as it pertains to the budget, you guys are coming up across budget season and probably you have less work to do at the budget office – as Board members what I use to ask for you guys know – historical numbers for the last three years and cost to date where we are today and look at the budget that you guys are proposing. I'm doing trend analysis. Are the numbers going up, if they are going up – why? If they are going down, why are we budgeting so high – that is something that I hope everyone has and I'm sure that you don't. One of the things that you do have that is out there and I'm talking about all expense lines – I'm not talking about giving me three lines and say these are expenses. The budget line that I asked for were 30 plus lines of expenses and if I had a question on a particular line item like custodial services, I asked

for the dropdown because it goes out to another 20 lines or so. If you guys are looking at expenses where it has three lines, then you are looking at the wrong numbers.

Chasity Santana stated the first thing I want to speak about is our actual lockdown policy. I have a friend who works in New York and her child goes to one of our schools and all of a sudden I get a text – are you around? It had something to do with her neighbor was dropping off her child at school, something happened that their child wasn't even allowed into the school and we need to understand protocol. How do we find out when these lockdowns happen; what is going on? It shouldn't be from the Township police, it shouldn't be from the Union forum, it shouldn't be from a neighbor – once something happens in the school and I get it there are certain safety measures but after it happens in that particular building, parents should know from administrators exactly what happened, why it happened because the exact verbiage of the child was “mommy Mr. Principal came over the loud speaker and said a bad man is in the building and to hide” – of course it is from a 5-year old perspective but perception is reality and this is the child's reality. This poor woman is in New York and here she is calling me and I'm just like I will throw my body in front of whatever school it is. They will have to kill me first don't worry.

My point is we have to know what the lockdown policy is – the protocol. Not safety I don't need to know nuclear warhead codes but just after it is said and done – how are you letting us know – how are you guys knowing that have children in the District that your child are safe and this is what happened and move forward. I'm sorry don't say 24-48 hours. I need to know. I shouldn't have to hear it from our forum, a neighbor – it happens, immediately something should go out.

The next one is I am a parent of a child with a 504 and there is a strong need in our District for information on 504s. Not just from the building counselor but from a district level because I have a lot of parents coming to me because they think I know everything but I really don't specifically on 504s because I have a child with a 504 but 504s span so many things and I'm really not the expert on that. I have had school principals telling a child with a broken leg that he doesn't need a 504 to please just go to the nurse and that is incorrect in many ways. Legally you can do it you are not going to stop breathing if you don't get a 504 for your child obviously but there are procedures in place specifically for certain things. My son was diagnosed in 2017 so since that date I have had a 504 in place but I literally feel like Alice in Wonderland falling down the rabbit hole once again because we as parents with 504s are not properly supported because we don't know where to go to. What to say? Who to do it? And it should be if you have a problem call me. I want information, I want knowledge, I want to know what you know and tell others about it. It shouldn't be yes something is going wrong, please reach out to your school counselor. There is the school counselor then the higherarcy – I get that I know that but we need to be properly supported.

Mr. Nufrio stated your 504 – you should be having regular meetings. Mrs. Santana stated I want information. Mr. Nufrio stated regular meetings and sometimes multi-basis. There is where you should get the information that you needs. Mrs. Santana stated I disagree. Mr. Nufrio stated ISS should be providing you with information and if you are not getting it you should reach out to Mr. Tatum.

Mrs. Santana stated if we are going to be a model district, we should be educating our parents and others and it shouldn't be when there is actually a problem. It should be from the top down.

Mr. Taylor stated with respect to the lockdown policy, I don't have a copy in front of me – I will submit that there are circumstances i.e. acting shooter drills where the purpose and intent is not to give advance notice and the law doesn't require advance notice. There are other instances that may be applicable to your scenario you are describing where they may have been an occurrence in the District potentially affecting safety and security of students and staff. The question of whether there was, could have been or should have been communication after the event is a valid question, the administration can take it under advisement and look at the applicable policy and figure out what occurred and whether and how it can be addressed in the future.

Mrs. Lopes asked is something being done in regards to Burnet? Are we working on it? Mr. Tatum stated yes and that is as much as I will say because it involves a personnel matter.

Suehay Monge asked what is the status of the food service? I know the RFP went out and the committee was appointed and met. We are two months away from having to get a new contract so I just was wondering when will those presentations take place? I don't want to be in the same situation that we tend to find ourselves in – rushing things and people are not getting the proper information to make educated decisions. In all fairness to the Board members, the parents of the kids, to the kids that are actually eating this food – I want to know where we are with that process and I'm hoping that we are on target to be able to have time to make educated decisions on that.

Another thing – I have brought this to Mrs. Moses' attention and she is aware and she is 100% supportive to listening to the different ideas. It is something that has been coming up quite frequently and it has come to a head and I have brought it up at Board meetings in the past. The rubric that is being used to decide whether or not a student goes into AP and honors classes. There were several parents that were upset on how these decisions are being made and the net of it is teacher recommendations weigh heavily on it. They are using one grade – like a mid-term grade, the PARCC scores, which we moved away from that and now we are back to that and even last marking periods cumulative grades. If I have a junior they are looking at the sophomore end of marking period grade for that class which to me that is last year – we are talking about this year and how that student is progressing from September to where we are in April. Not to mention that we still have a marking period left to go. These decisions are being made prior to even having a full marking period to go and not giving the students a full opportunity to excel. Personally I feel the rubric is flawed and it is holding students back from accessing these classes and I would personally like to know what the demographics of each of these honors and AP classes are. I think that needs to be taken a look at. I'm talking about regular ed students. If that is flawed for regular ed students imagine a student that is twice exceptional who is on the spectrum or has any other type of disability but isn't above level. Now they may have a behavioral issue, an attention deficit issue and the decision on them going into a level class that they are capable of doing is being based on behavior and what kind of teacher recommendation are they going to get if they are in that situation. These are all things that I

want to make everyone aware of because right now the supervisors of all these departments are probably going crazy because they have gotten at least 16 emails from me in the last two days.

Another issue that I found that was really concerning was that I got all the scores from the rubric except for the teachers' recommendations and when I inquired with my counselor she told me that I was not privy to that information that those teacher recommendations were confidential. That is a violation of FERBA. I asked her to show me a policy. Of course there is no policy because you can't do that and then she redirected me to ask the supervisor for those individuals – which I did and received a response. But if I'm being told that and I'm sure several parents are being told that and that is extremely concerning. You want transparency. The goal here is to get the kids to excel. If you don't push them then what are we doing to the kids and the district? We are not moving forward. We are staying in the same exact place. We are actually denying them access to better themselves. That is something that is concerning to me.

Mrs. Santana stated you Tatum. Mr. Tatum stated I prefer to be called Greg, rather than just Tatum, everyone else puts Mr. in front of it. Your point is that Mrs. Monge wants a response. Mr. Taylor stated the person who spoke – if we can maintain a decorum of the meeting. Mr. Tatum stated Mrs. Monge, as far as the advanced classes are concerned – you are correct about one thing – it is old world philosophy – the way these programs work now is like almost anyone would be able to be involved in the program. The real issue becomes like Mrs. Santana stated before about 504 – it is the exact same thing. I know there are documentation that support the 504 without their being what you were told at the school level but it is also a mindset. The teacher recommendation should be stronger than some of the other criteria, such as test scores, they have moved so far away to write on things like that and hearing from you and other parents – we do need to take a strong look at. There is an over reliance on some of the criteria and that is not the direction that we are going that way. Just because you are a special needs student – some of the most talented students that we encounter have disabilities and I always talk about the child I worked with many years ago who they had written off but he was running his own business outside of school and he was in 6th grade and coming with wads of money in his pocket and I thought he was stealing from his grandmother but he was an entrepreneur but nobody was capitalizing on that. The whole idea philosophically there has to be a change in the lens that we look through in terms of how we make those decisions moving forward for all our students. Mrs. Santana is that an appropriate response in your mind. Mrs. Santana stated the students are not getting the recommendations that they deserve. Mr. Tatum stated that is not what I'm saying. I'm saying that is really old school and that is something that we need to revisit because it is old world philosophy. It doesn't match the direction we are going in. When I hear the parents say that is holding us back that is absolutely right. There is no argument here at all. I'm agreeing that we need to rethink the way we do things because it is very bureaucratic and it needs to be changed. I will take it on advisement your issue about the 504 because you should be educated a little bit more on that. There is someone for 504 that deals with students and someone who deals with adults under the American Disability Act – so there are different avenues that you may not know. If that is a need that parents have, that is why I have a planning committee. It is o.k. for you to bring it to the table because then we can address them if you don't understand. We are not hiding anything here. When you want to know what we know, all you have to do is ask.

Mr. Brennan stated the RFP is out. The committee met a while ago and came up with the scoring criteria that is part of the RFP and it is a complicated RFP. It became available late. We are one of the first districts to get an RFP out. It was advertised on April 4th in the Union County Local Source and Star Ledger. The food service management companies have 20 calendar days to respond. It used to be 10 and they changed it to 20. The 25th of April at 11:00 is the deadline. Today we had three companies who came through a walkthrough prior to submitted their proposals. We took them to the high school, a middle school and an elementary school so they could see what kind of equipment we had, the layout of the cafeterias, the lines etc. We are well on our way and in a good place and hopefully get a couple of proposals in. Mrs. Monge asked are you presenting in May. Mr. Brennan stated we will present in May. We will look at the proposals first with the committee and narrow it down to 2-3 and then have them make a proposal to the Board. Mrs. Monge stated and you think this will all happen in time for June? Mr. Brennan stated yes.

Mrs. Regis-Darby (spoke as a parent) stated I want to talk about the rubric and students getting accepted into honors and AP classes. The students work very hard to get into honors and AP classes and to have students who have been in honors 7th and 8th grade biology, English and social studies and then get into 9th grade and be in those classes, and then get into 10th grade and being denied – I think that is a problem. The solution is to write an appeal and that shouldn't be the solution. I think you are doing a disservice to the kids to tell them to go home and write a solution. I can say honestly my daughter was one of those kids that got that letter. I told her no, you are not writing any appeal. Why because the District gave me a rubric and the rubric said if you meet this criteria you are going to be accepted into an AP/honors class. I need the District to follow the rules that it gave my child.

Yvonne stated I am a former student of Union High School. I want to say that I'm happy that the Township is taking interest in mental health because I think that is very important. When I was in high school I had a friend that was a Union High School graduate that committed suicide so I don't know how everything works but when you are assessing what students need those services if you can also look at their siblings that are in the school system as well because I know a child right now, the cousin that committed suicide, she is in Kawameeh but she is not getting any type of service to help her deal with that trauma that she went through when she was younger. Whether she wants to acknowledge it or not, it is present there by having conversations with her so I just wanted to put that out there.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Higgins, that the Board go into Executive Session at 9:17 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.
- Matters involving collective bargaining agreement negotiations and/or the negotiations of terms and conditions of employment.

- 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.

All present voting YES

MOTION CARRIED

The Board returned to public session at 10:52 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Nufrio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 10:52 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY