

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – AUGUST 20, 2019

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, August 20, 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 7:09 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, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. McDowell 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.

Dr. Morgan read the District’s mission statement.

COMMENTS FROM THE PUBLIC:

Ann Margaret Shannon stated 850 members of the UTEA – 850 is a big number but tonight I want to concentrate on the 95 paraprofessionals that have been fired. Who are residents of our Town and now they have to figure out how to care for their families without this income or benefits, struggling to make sure that their children are fed and clothed, sheltered and kept healthy, which medications to go without. These people are not numbers they are people and they have their families to take care of. Our members are not numbers. There are a few numbers that we talked about from the beginning - \$3.8 million and then going to an agency. I am speaking about O-9 – paraprofessionals. Using a company may cost \$2.4 million. We had asked for it to stay status-quo for one year because we are going into negotiations and understand that you said no. Then you said why don’t we take the 160 paras and strip away to bottom line health insurance and then we said no. We have been trying to come together to find a plan to save everyone’s job and their insurance. There are other numbers to talk about.

First I want to thank Senator Cryan he really worked with us and was able to get the \$300,000 school aid to \$800,000. I hope we continue to work with him in the future. I know we got \$1.8 million in extraordinary aide and I know the Board said they have that earmarked already. There was emergency aid that we could have applied for but the Board had their reasons not to do that. We have to find a way to use some of these funds.

The final point is and I know nobody wants to do this but we do have surplus – we have \$2.5 million of surplus. I would hope that we could use some of that for one year fix. We want a deal on the table – we want to make it work. I ask all the Board members to please consider the 95 families and the children that they serve and the people that they work with and the value of our Town. We all know education is the value of our town. We need to make this happen tonight. I know there are things we still have to discuss but I'm asking you to please remember these 95 families and do what is in the best interest of them and our Town.

A woman in the audience stated we should move the meeting to the library because there are so many people here. Mr. Taylor stated this meeting was duly advertised in accordance with the open public meetings act to be at this location. The summer meetings are held here. It is not customary to abruptly change a meeting at the last meeting. That would create a violation of the open public meetings act. If a person comes an hour late and we are not here and they go home, that would be a violation. The meeting was advertised for here. We are going to have the meeting in accordance with the law and applicable local ordinances.

Chasity Santana stated I don't think it is customary for 95 of our children not to know who their aides are. We start school September 5th and these children don't know who their aides are going to be or if we are going to have them. I find it disgusting that until this moment – I love my paras but paras are adults, I'm here to talk about children. Ninety-five children in this district that are going to need paras on September 5th; everything is helter skelter and everything is up in the air and we don't know what we are doing. I don't know if there is information out there because I haven't received it. I know aides haven't received it. Between everyone complaining about BOE and UTEA – honestly I don't care. I care about the children and the paras that they need. I really don't understand how some of our paras have left. We will then have to hire new paras and less than two weeks they are going to know 95 IEPs. I have one kid and I hardly understand his IEP. I don't know how it is going to be run and managed and how will you know if you are in compliance. I implore everyone to think about our children.

Ms. Pachesky stated we went through this last year and why are we going through this again. I don't understand. If everyone is doing their job we shouldn't be in this predicament again. I'm really saddened by this. We are affecting a lot of people's lives. We count on the health benefits and our jobs just like everybody else. We learned zilch last year. I think we should all be embarrassed.

Sherry Maloney stated I feel that we the paras deserve the right to keep our jobs through the district with the BOE and not to be continuously used as pawns. It appears that we are pawned in tactics to get funding with the target in special education. Why because it affects a high volume of people - the students, the parents and of course the paras. The paras service these

children that have state mandated needs. We will never see the position being threatened. Your services are more indirect in my eyes and the people with the six figures are very insignificant working with those students. We work for minimum wage while you make your six figures. We stand out because we suffer. This whole thing has become a political game for monetary gain. We did get some attention from the Senator but it was on the union's end. Are you putting that money towards our positions or are you going to pay the agency. We should never be put in jeopardy because of political gains. Letters were given to the parents and the paras were never told any of this information. We found out through our parents and our UTEA. We haven't seen any presentations by agencies that are taking care of our children. We deserve presentations because we are the taxpayers. There are so many questions that are unanswered. You are not providing us and you are giving us doubt and uncertainty of your vested interest. Do you really support your students and staff? Lack of transparency makes us untrusting. Behind closed doors are there deals going on? Where did Senator Cryan's money go? Where do you push the agency on such a short notice without further facts given to the public, parents and staff? If we were to be hired back is it because of the pressure of the one year left that you have in the collective bargaining agreement? Our UTEA already forewarned us that we are next on the chopping block. The Board of Ed needs to take control and do what is right. Don't let this happen; you can change this. You can make a plan to rectify so that we are not in this vicious cycle again. What can you do for us? How can you protect us? What kind of job security can you give us? 95 paras should be grandfathered and protected by you. Failure in all of this – you are not giving anybody full disclosure. It is total negligence on your part and it needs to be rectified today.

Jeff Monge stated there is precedence, we had this before. We actually had the Board President make a motion to move it and we did. Again we have people lined up down the hall and they can't even participate. It is an unfortunate thing and it would be great if we can take it to a place where we can all sit down and participate.

I heard about this Senator Cryan money like it was new and up and above what was approved by the State earlier in the year. Is that new money out there?

This has been out there for two years. Two years ago there was a short-term solution that was put together to bridge this gap. We knew about this going into the budget season – December/January. It seems like nothing was brought to the Board at least what came out to the public. Normally there is a budget process that includes the Board. The Board goes over major issues and this should have been a major issue. There should have been negotiations on both side to make sure this was squashed before you go to a budget to vote on. I don't understand the process aspect.

The Board of Education has a planning meeting and you go over things that you want to accomplish in the coming year. How can this not have been on that planning meeting top priority. Process – we could have done better. We are too late going into this year. Even if you privatize now, how do you go through a process of bringing in a third party to go over the IEP's. My son has an IEP and we have a difficult time sitting down with teachers to go over it. It is a process that is very difficult to accomplish in the next couple of weeks. It seems there needs some type of a bridge – is it a sustainable option – I'm not sure based on the numbers that I know. If it is a Band-Aid it is going to take us through this year but negotiations have to happen

now because we are going to be here again. We were here last year – librarians, teachers and now paras. We need sustainable solutions otherwise we are going to have a bunch of band-aides.

This is a stress on the paras. I know some already tried to get new jobs and we actually had to write a recommendation for one of our former paras. It is awful for them and awful for the parents with children that have these paras and they don't know if they are going to be there when they come back.

The money that was stated by the State Senator in a FaceBook post he made was something that was already in the budget so it wasn't new money.

Mrs. Minneci stated we are going to take all the comments and then at the end answer.

Susan Lipstein stated I have been coming here since my daughter was three years old – she is now 30 years old. What is happening here is nothing new. There have been budget problems in the State of New Jersey for a very long time. We fight it out and everyone gets upset and stressed.

Years ago I started the Education Foundation because there were cuts going on in 2001. The other thing people need to do is look at the big picture on how New Jersey funds its schools – not Union – the entire State. This is a political football bounced back and forth and what the NJEA needs to do, maybe they do, everyone here needs to educate themselves on what the State of New Jersey needs to do so we are fully funded; that all schools are fully funded; that we don't have to worry that we live in Union and Westfield has better schools. It is time to start working on a solution that is not a moment to moment, year to year. It may not happen right away but that is what you have to do rather than fight amongst us. We are underfunded by \$8.5 million. I'm not thrilled that Cryan got us an extra couple hundred thousand. All of this should have been worked on in the past. I can only go from the present. We need to start looking for solutions and everyone needs to go home and educate themselves. The State of New Jersey funds school and the plans that our legislators have put out to make it better and start lobbying so that your children and your grandchildren won't be going through this.

George stated I want to thank the parents that are here. My mom raised myself with special needs. I want to thank the paraprofessionals here. I had a lot help me in the past. I am learning disabled. The teachers do a great job but I had great paraprofessionals that spoke with me and understood me. I was part of an outsourced company and the difference is night and day. It is horrible to work for an outsourced company. You will know nothing about the kids. I ended up going to college and becoming a paraprofessional and looking to become a teacher. I want to inspire people that have special needs. We as district and all districts to make this a part-time job is beyond me. I'm becoming a parent for a special needs kid myself and I had to go to my district who is also run by an outsource company and it can't offer what I need. I had to take the kid out of the district and that is not easy. I'm planning on to adopt because I want to give a special needs individual something that they never had. My mom gave me that option. Raising two kids by herself. If not for the aide, I don't know who I would be. I'm begging this – for all the districts – that I applied for different jobs they are all part-time job. I look at the principals and superintendents and say you know they make a difference so why not pay them full price.

We are not asking for higher pay, we are asking for benefits to help us. My mother is a paraprofessional for 30 plus years and learning from her. For her to see me struggling, can't get a full-time job. We here are certified and we know what these kids need. There is a difference between paraprofessionals and those that are outsourced. You will trust that company rather than those paras that have been with us for six years? This upsets me because I'm becoming a parent and my kid when I have an aide and I have to have a teacher, who is my wife, a librarian teach 30 kids without having someone helping them out. They need someone to help them out.

Cathy Sharpe stated this situation has been going on since the end of the school year. Since that time our officers have put in many hours of discussion with Mr. Tatum and I believe some of the Board people trying to come up with a solution. We came up with something we thought was good. All we are asking if it helps the para, therefore it helps the children and it also helps the Board in a monetary way. All I'm asking is when you go into executive session that you seriously take into consideration the proposal we laid out after many hours of trying to find a solution that is going to work for the paras, the Board but mainly the children so that come the first day of school each one of those kids has a para standing by their side. Please in executive session, give it the time it needs. I'm willing to sit here all night if I have to. Please give it consideration.

Rich D'Avanzo stated the time we put it in goes above and beyond summers – people talk and we get it from both ends. We have disgruntle members at times, people that want quick solutions and I want to thank Mr. Tatum, Mrs. Minneci, Mr. McDowell for their time. We are here for the children and to get a solution to this issue – it is temporary. As we go into negotiations, we know what needs to be fixed. On the other hand, those paras that turn into teachers – you outsource, you are going to lose that groundwork of the people that are familiar with those students in the school and they are given that teaching job. Mr. Tatum stated the number is about 46. We just hired three mores.

Mr. D'Avanzo stated these outsource companies can change their name every year. I wonder why. The laws that they break. They are here for the money grab. Someone told me you can make money off of public education and it is so true. If you look at the backgrounds of this outsource company, there is not one person on there that has one degree in education whatsoever so what does that tell you. What kind of connections do you have. It is all about them making money and they feed on districts with outsource and privatizing to get the cheap way. We fully understand. We go zero and flat funded. There is a new governor in place. He is putting more and more money towards public education. Hopefully next year we will get our chunk. It is there. It is a matter of fixing a couple of years so we would truly appreciate this quick solve, get it done and take it from there.

Lydia stated every time we come to one of these meetings we start with our statement and we should go by that statement. About being educated, the UTEA does send us a lot of stuff. I was on a phone call with Mr. Murphy and talking about why did we get all this money for pre-k and the assistants are not being let go and hired after some of us. We wrote to our governor so it is not like we are not educated. I have kids and had a child with special needs and you count on that person. I feel that way with the child I have since first grade. He said he'll see me at C-5

and I didn't have a response for him but I do want to be there for him. I do know this child – so just think about that.

Mr. Brennan stated I just want to address Mr. Monge's question about additional state aid. State aid was \$334,000 of an increase. That has not changed. The only thing that has changed is the extraordinary aid. We were just notified by the State for extraordinary aid we got close to \$800,000 additional; however, that is applied for through the special education department. Mrs. Conti and Connie Krupa, who did a fantastic job, applying and it is based on out-of-district tuitions and transportation which last year we were over budget on because we had new additional students come in that needed out-of-district placements. That is why we have close to \$800,000 and that is based on the 18-19 school year. It has nothing to do with Mr. Cryan's office.

Mr. Monge asked can you appropriate some of that money for 19-20 school year? Mr. Brennan stated yes, a portion of it. Mr. Brennan stated we were over budgeted with transportation for almost \$900,000 for special education out-of-district placement.

Mr. Monge stated we do need State capital – both sides – UTEA can't say Joe Cryan is doing this great job. Joe Cryan needs to work with all of us. We all need to work together to try to get more State money. Mr. Brennan stated the 142% increase is ridiculous and the article was written by Mrs. Cryan.

Approval of Minutes:

Moved by Mrs. Ruiz, seconded by Mrs. Richardson, that the following minutes be approved:

1. April 9, 2019 – worksession
2. April 9, 2019 – executive session
3. April 23, 2019 – ethics meeting
4. April 23, 2019 – regular meeting
5. April 23, 2019 – executive session
6. April 30, 2019 – budget hearing

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins (April 23rd minutes); Mrs. Williams (April 9th minutes)

MOTION CARRIED

Motion for Executive Session:

Moved by Mrs. Regis-Darby, seconded by Dr. Morgan, that the Board go into Executive Session at 7:46 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 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.

AYE: Mrs. Higgins, 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 9:45 p.m.

Mrs. Minneci stated we have come to an agreement with the UTEA – the sidebar agreement between the Township of Union Board of Education and the Union Township Education Association. The Board and Association hereby enter into this sidebar agreement on August 20, 2019 and agree as follows:

In referenced to Article 20.06 of the CBA for the 2019-2020 school year, paraprofessionals in years 1, 2 and 3 shall be required to work 29.75 hours or more to receive health benefits. Said employees will be entitled to full provisions of the CBA beyond the amended provision. This sidebar agreement will remain in effect until a successor agreement is ratified.

No paraprofessional who reaches his or her “4-year” anniversary during the duration of this sidebar agreement shall be entitled to the health benefits.

Mr. Taylor stated that the President needs a motion to approve the sidebar agreement and for the record the sidebar agreement has been signed off by the union leadership and signifies a union ratification and agreement with this sidebar subject to Board approval.

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

APPROVE SIDEBAR AGREEMENT – UTEA

Approve Sidebar Agreement between the Union Township Board of Education and the Union Township Education Association.

DISCUSSION:

None

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Taylor stated for the public's knowledge, just in case somebody wants to leave, the agenda item O-9 is being amended – the resolution to award a contract for paraprofessional and substitutes teachers is being amended to read for substitute teachers only. Mrs. Minneci stated thank you to everyone for all of their hard work – Mr. Tatum, Ann Margaret, Mr. McDowell – everybody for working so hard to come to this agreement. We are glad to have you all back with us.

Ann Margaret Shannon stated I just want to thank everyone, especially the members that have hung in with us. All the officers and all the work that you have done over the summer; the cooperation of the Board of Ed; I think we do work well together. I do appreciate your support and I know you care about these people Mr. Tatum and Board members. I want you to know that our negotiation's team is ready to go. As soon as we can to try to get this done and I know you are willing to work with us as we are willing to work with you. I hope we can do this soon. Thank you everybody for coming out and for your support.

Communications

LETTER FROM AMERICAN LEGION AUXILIARY UNIT

Letter from American Legion Auxiliary Unit #328 donating backpacks and other school supplies to the elementary students.

LETTER FROM DEBORAH CYBURT

Letter from Deborah Cyburt ceasing to be Treasurer of Moneys for the Board of Education, effective September 1, 2019.

LETTER OF RESIGNATION – AIELLO

Letter of resignation from Alexandra Aiello, special education teacher-Battle Hill Elementary School, effective July 16, 2019.

LETTER OF RESIGNATION – BUTTERFIELD

Letter of resignation from Adam Butterfield, social studies teacher-Union High School, effective September 1, 2019.

LETTER OF RESIGNATION – CARVALHO

Letter of resignation from Cristina Carvalho, part-time bus driver-transportation, effective July 30, 2019.

LETTER OF RESIGNATION – ELLISON

Letter of resignation from Maxine Ellison, greeter-Franklin Elementary School, effective July 17, 2019.

LETTER OF RESIGNATION – ORTIZ

Letter of resignation from Sandra Ortiz, part-time bus driver-transportation, effective June 26, 2019.

LETTER OF RESIGNATION – STRICKLAND

Letter of resignation from Ayana Strickland, paraprofessional-Franklin Elementary School, effective July 29, 2019.

REQUEST FOR LEAVE – CARVAJAL

Request for paid child rearing leave and unpaid NJFLA/FMLA (concurrently) from Maria Carvajal, teacher-Jefferson School, October 15, 2019 – March 24, 2020.

REQUEST FOR EXTENSION OF LEAVE – CONNOLLY

Request for extension of unpaid child rearing leave – non FMLA from Dana Connolly, teacher-Hannah Caldwell Elementary School, new return date September 1, 2020.

REQUEST FOR LEAVE – CUCCINIELLO

Request for paid medical leave from Theresa Cucciniello, 10-month secretary-Washington Elementary School, September 1, 2019 – September 30, 2019.

REQUEST FOR LEAVE – DeLUCA

Request for paid child rearing leave and unpaid NJFLA/FMLA (concurrently) from Meghan DeLuca, English teacher-Burnet Middle School, October 17, 2019 – April 3, 2020.

REQUEST FOR LEAVE – KATZ

Request for paid child rearing leave and unpaid NJFLA/FMLA (concurrently) from Julie Katz, special education teacher-Connecticut Farms Elementary School, November 4, 2019 – April 3, 2020.

REQUEST FOR LEAVE – REID-ANGLIN

Request for paid child rearing leave and unpaid NJFLA/FMLA (concurrently) from Tiffany Reid-Anglin, teacher-Franklin Elementary School, September 16, 2019 – November 1, 2019.

LETTER OF RESIGNATION – EMPLOYEE #583

Letter of resignation for the purpose of retirement from Employee #583, effective October 1, 2019.

LETTER OF RESIGNATION – GARCIA

Letter of resignation from Katie Garcia, special education-math teacher, effective October 18, 2019 (or sooner if release is granted).

REQUEST FOR LEAVE – VOLTURO

Request for non FMLA leave from Amanda Volturo, assistant teacher-pre-k-Livingston Elementary School, September 1, 2019 - May 3, 2020.

REQUEST FOR LEAVE – HENDERSON

Request for paid medical leave followed by paid child rearing leave and unpaid NJFLA from Lisa Henderson, math teacher-Burnet Middle School, September 1, 2019 – April 5, 2019.

REQUEST FOR INTERMITTENT LEAVE – MOBLEY

Request for intermittent FMLA from Lorenzo Mobley, custodian-Union High School, August 15, 2019 – March 1, 2020.

REQUEST FOR EXTENSION – JURGENS-LIPARI

Request for extension of unpaid FMLA/NJFLA (concurrently) and unpaid child rearing leave non FMLA from Danielle Jurgens-Lipari, 5th grade teacher-Jefferson School, new return date November 1, 2019.

REQUEST FOR INTERMITTENT LEAVE – OSTY

Request for intermittent FMLA/NJFLA (concurrently) from Kimberly Osty, vice principal-Union High School, September 1, 2019 – January 1, 2020.

Superintendent's Report

Mr. Tatum presented the Student Safety Data System Report – Period 2 – 2018-2019 (formerly Violence and Vandalism Report) and the Harassment, Intimidation and Bullying Report (HIB) – Period 2 – 2018-2019. The reports are appended to the minutes and also under E-2, E-3 and E-5.

Upcoming Events

- The Planning Session of the Board of Education will be this Thursday, August 22nd at 7:00pm – my subcommittee will be doing a presentation for the Board on a proposed district reorganization. We will spell out a plan on how to move forward with this. We will have parent involvement and parent surveys. Also I want to use the planning meeting for goal setting. Budgeting is on the horizon so we will talk about that.
- Freshmen Orientation will be Wednesday, August 28th
- New Staff Orientation will be Thursday, August 29th
- New Student Orientation will be Tuesday, September 3rd. Please check the district website for specific times for each building.
- There will also be a Town-wide meeting where I hopefully will outline the goals that we set.
- School Opens Thursday, September 5th for all students. This is a full day of school.

Education/Student Discipline Committee Resolutions

Mrs. Regis-Darby gave a committee meeting update. We met today and some of the items that are on the agenda – the implementation of the positive behavior support in the school – which is PBSIS – all schools will be implementing that program.

Also the district pilot application which is CAR – which is by the State – we are going to implementing the instructional units in math for K-6. Also afterschool enrichment for middle and high school girls starts in January – it is called “Girls that Code”. Final one is the afterschool extended day program – this will be for all schools and it will start in January.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, 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 June/July, 2019, in accordance with the information appended to the minutes.

E-2. APPROVE JUNE REPORT – NJDOE – HIB

Approve the Township of Union Public Schools June report presented by Superintendent as required by the New Jersey Department of Education of Harassment, Intimidation and Bullying (HIB). The report provides the public with the information collection from January 2019 through June 2019, as well as the number of incidents per school building, status of investigations, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building programs and assemblies during the time period, in accordance with the information appended to the minutes.

E-3. APPROVE REVISED JANUARY REPORT – NJDOE – HIB

Approve the Township of Union Public Schools revised January report presented by Superintendent on January 15, 2019 as required by the New Jersey Department of Education of Harassment, Intimidation and Bullying (HIB). The report provides the public with the information collection from September 2018 through December 2018, as well as the number of incidents per school building, status of investigations, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building programs and assemblies during the time period, in accordance with the information appended to the minutes.

E-4. APPROVE SCHOOL HEALTH STANDING ORDERS – 2019-2020

Approve School Health Standing Orders for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-5. APPROVE STUDENT SAFETY DATA SYSTEM REPORT

Accept the Student Safety Data System Report (formerly Vandalism and Violence Report) for period two of the 2018-2019 school year, in accordance with the information appended to the minutes.

E-6. APPROVE REVISED 2019-2020 SCHOOL CALENDAR

Approve revised 2019-2020 school calendar, in accordance with the information appended to the minutes.

E-7. APPROVE COMMUNITY BASED INSTRUCTION SITES

Approve additional Community Based Instruction Sites (CBI) for the 2019-2020 school year: (a) Brooklyn Pizza, 1014 Stuyvesant Avenue and (b) Union Public Library, 1980 Morris Avenue.

E-8. APPROVE VARIOUS APPLICATIONS FOR DISTRICT IPADS AND CHROMEBOOKS

Approve various applications for installation and use on district IPADS and Chromebook by students as required based on identified student need and IEP team decision. The cost of installations will not exceed \$450.00 for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-9. APPROVE ESTABLISHMENT OF RESOURCE PROGRAM

Approve establishment of the Resource Program – In Class Support, In Class Replacement for kindergarten at Washington Elementary School, effective September 1, 2019, in accordance with the information appended to the minutes.

E-10. APPROVE ELIMINATION OF RESOURCE PROGRAM

Approve elimination of the Resource Program – In Class Support, In Class Replacement for kindergarten at Franklin Elementary School, effective September 1, 2019, in accordance with the information appended to the minutes.

E-11. APPROVE ELIMINATION OF RESOURCE PROGRAM

Approve elimination of the Resource Program – In Class Support, In Class Replacement for First Grade at Washington Elementary School, effective September 1, 2019, in accordance with the information appended to the minutes.

E-12. APPROVE NJDOE SCHOOL SELF-ASSESSMENT

Approve the New Jersey Department of Education (NJDOE) School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2018 – June 30, 2019, in accordance with the information appended to the minutes.

E-13. APPROVE TUITION CONTRACT

Approve Tuition Contract with Elizabeth Board of Education for JC for 2018-2019 school year, in accordance with the non-public information appended to the minutes.

E-14. APPROVE TUITION CONTRACT

Approve Tuition Contract with Elizabeth Board of Education for KT for 2018-2019 school year, in accordance with the non-public information appended to the minutes.

E-15. APPROVE TUITION CONTRACT

Approve Tuition Contract with Elizabeth Board of Education for XT for 2018-2019 school year, in accordance with the non-public information appended to the minutes.

E-16. APPROVE CRITERIA FOR HONORS/AP PROGRAM PLACEMENT

Approve Criteria for Honors/AP Program Placement – ELA, World Language, Social Studies and Math, in accordance with the information appended to the minutes.

E-17. APPROVE CURRICULUM GUIDE

Approve the following curriculum guides:

1. Science Curriculum – Grade K
2. Math Curriculum – Grade K
3. Math Curriculum - Grade 1
4. Math Curriculum – Grade 2
5. Math Curriculum – Grade 3
6. Math Curriculum – Grade 4
7. World History
8. United States History I
9. United States History II
10. Cultural Studies
11. Social Studies – Grade 5
12. Social Studies – Grade 6
13. Social Studies – Grade 7
14. Social Studies – Grade 8
15. Comprehensive Physical Education – Grades K-5
16. Comprehensive Physical Education – Grades 6-8
17. Comprehensive Physical Education – Grades 9-12
18. Comprehensive Health Education – Grades K-4
19. Comprehensive Health Education – Grade 5
20. Comprehensive Health Education – Grade 6
21. Comprehensive Health Education – Grade 7
22. Comprehensive Health Education – Grade 8
23. Comprehensive Health Education – Grade 9
24. Comprehensive Health Education – Grade 10
25. Comprehensive Health Education – Grade 11
26. Comprehensive Health Education – Grade 12
27. Movement and Dance - Grades K-5
28. Dance Styles and Techniques - Grades 6-12
29. Supply Chain Management Curriculum
30. Financial Literacy I – 6th grade cycle
31. Financial Literacy II – 7th grade cycle

32. Financial Literacy Business & Entrepreneurship – Grade 8

E-18. APPROVE WELLNESS MANAGEMENT SERVICES OF TRINITAS REGIONAL MEDICAL CENTER – STUDENT SUPPORT

Approve contract with Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support Services for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-19. APPROVE AFS INTERNATIONAL – FOREIGN EXCHANGE STUDENTS

Approve acceptance of two foreign exchange students through AFS International to attend Union High School for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-20. APPROVE NJ PBSIS TRAINING COHORT

Approve acceptance of the following schools for the 2019-2021 NJ PBSIS training cohort: Union High School, Burnet and Kawameeh Middle Schools, Connecticut Farms, Franklin, Hannah Caldwell and Livingston Elementary Schools. The schools listed will turn key the NJ PBSIS professional development to Jefferson, Battle Hill and Washington Elementary Schools, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated E-2 – Mr. Tatum just went over the HIB report. We are starting a new school year 19-20 – what is the plan to decrease those numbers? Mr. Tatum stated the HIB coordinators – just planned for some training. We had a meeting with counsel last week to help us further develop the appropriate processes to help reduce those numbers and to inform us better on the procedures. As it becomes something that is implemented, we have to make sure we are in compliance. Counsel will turnkey information.

Mrs. Regis-Darby stated E-6 – what is the change in the calendar? Mr. Tatum stated the half day dismissals because the times were conflicting with buses.

Mrs. Regis-Darby stated E-12 – the school assessments for determining grades under the anti-bullying bill and I'm looking at the HIB report that you just stated. The schools with the highest number of incidences scored lower on that particular assessment. The schools with the lowest number of incidences scored lower – that data doesn't reflect what is happening in the building. The data doesn't make sense.

Mrs. Moses stated is when they sit down as a team, they go over all the information and data and if it meets their expectation. The schools that have a lot, maybe scoring high – maybe, I don't know because it is a self-reflection, of the discussions that they had at the tables and they are saying we are doing the best that we can. Hence that is why we have PBSIS coming in. Some things may not be reported – what you might think should be, someone else will say no. What someone else might think in this school – this is expected – this is what it is and this is how the kids are – so I'm going to report it. Professional development in anything is very important. Getting a view from the outside and understanding about the students and knowing your students

is very important. It may not be – needed to be reported because there are circumstances behind it. They are saying we are doing well, but yet we have all these suspensions.

Mrs. Regis-Darby stated but the data doesn't speak for itself. If you move towards a district that reflects on using their data to drive instruction and move forward, you are telling me as a Board member and as a member of the community that your data is skewed. You are not being very reflective for what is happening in your building and that is an inaccurate representation to me as to what is happening in the school buildings and that is not fair. Mrs. Moses stated this is the way they see it. This is how we the public see it.

Dr. Morgan asked do they provide the back-up? They say I had this assembly would there be an agenda? If they brought this person in – do they have a purchase order – something like that to show it happened. Mrs. Moses stated exactly – the P.O.'s are the backup. If you have these suspensions and you are saying we are doing great, what are you doing to show that you are doing great. Dr. Morgan stated on the flip side you can say my programs didn't work let me do something different. Mrs. Moses stated exactly. Dr. Morgan stated if the firm says I did this and I did it I'm going to score three; whether it worked – they didn't ask if it worked.

Mr. Tatum stated you said something I have been saying a long time when I first became a principal. Data can be skewed to say whatever you want it to say. Some of these schools that are doing great, without the evidence. Mrs. Regis-Darby stated but they score low – look at Hannah Caldwell who had the least amount of incidences but when they self-reflect and looked at their numbers, they actually scored lower in their self-reflection than the high school or Kawameeh. The high school was out of the park with incidences and Kawameeh who had about 12-13, 77 out of 78 – doesn't make sense to me. That is to make yourself look good.

E-13 – thank you Mrs. Moses and the committee – the students that are elected to be part of the Board of Education. I know you met to review the rubric and thank you very much. Parents and a lot of the stakeholders are really proud of how the rubric turned out. There were significant changes and I think as the school year starts you should do some training with the educators and the counselors on the rubric because there are a lot of significant changes and a big one for me – students who are already in AP/Honors who have that 84 average does not have to reapply to an honors classroom. They automatically get accepted into an honors class. I think all parents should take a look at the rubric to see how we are trying to provide equity for all students.

Mrs. Moses stated the big input and the most valued piece came from students. It is good to talk to parents but it is wonderful to speak to students because they are in it and it is all about them.

Mrs. Regis-Darby stated I would like to thank Mrs. Monge also because she was really aggressive with us to take a second look at this rubric.

E-19 – we are hosting to exchange students. I think that is fantastic. One is from Costa Rica and one from China. Congratulations to that – it is a big step for the district to be hosting.

E-13 – who is the hosting school – I think that is the contract with Newark or Elizabeth? Who is paying? Mrs. Cappiello stated they are paying us, we are the receivers.

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

NAY: None

ABSTAIN: Mrs. Regis-Darby (E-12 only)

MOTION CARRIED

Fiscal and Planning Committee Resolutions

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

F-1. TREASURER’S REPORT

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

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated July 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 July 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 July 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 2019-2020 STATE CONTRACT VENDORS

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

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	3202/Athletic Trainers	Collins Sports Medicine-estimate for items sold to students at field house and gym	\$2,000.00 (estimate)
Union High School	2214/Senior Class	Security services for project graduation (2019)	\$2,493.67

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

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

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Blanket Sale	September 5, 2019- May 29, 2020	UHS/Farmer Fam – to raise funds for club events, replenish spirit items, club scholarships and road game buses
Flea Market	Revised date October 19, 2019	UHS/TESSLO – to raise funds to support educational enrichment activities

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
American Legion Unit #328	Elementary Schools	Backpacks and school supplies

F-13. APPROVE ESTABLISHMENT OF PETTY CASH ACCOUNTS

Approve establishment of petty cash accounts for costs associated with students' IEP driven Community Based Instruction (CBI) for the 2019-2020 school year at the following schools: (a) Burnet Middle School - \$1,800.00; (b) Kawameeh Middle School - \$600.00; (c) Union High School - \$2,500.00.

F-14. APPROVE APPLICATION – PLAY UNIFIED GRANT

Approve the school based applications to the Play Unified 2019-2020 Grant, Special Olympics for the following schools: (a) Union High School, (b) Burnet Middle School, (c) Kawameeh Middle School, and (d) Jefferson School, in accordance with the non-public information appended to the minutes.

F-15. APPROVE D.C. FAGAN PSYCHOLOGICAL SERVICES - NEUROPSYCHOLOGICAL TESTING

Approve Neuropsychological testing by D.C. Fagan Psychological Services at the rate of \$3,000.00-\$4,500.00 (including school observation, 3-4 test sessions Dyslexia, Dysgraphia or Dyscalculia testing. Court testimony (includes travel and wait time) \$300 per hour, court preparation (with school or review of report) at the rate of \$200.00 per hour (not to exceed \$9,000.00) for the 2019-2020 school year, in accordance with the information appended to the minutes [Account #11-000-219-320-01-19].

F-16. APPROVE SUMMIT SPEECH – TRAINING DISTRICT STAFF

Approve Summit Speech to provide training to district staff on the care and use of BAHA and FM systems at the rate of \$200.00 per hour (not to exceed \$1,000.00) for the 2019-2020 school year, in accordance with the information appended to the minutes [Account #11-000-219-320-02-19].

F-17. APPROVE LOREN B. AMSELL, PH.D. – PSYCHOLOGICAL EVALUATION

Approve a Comprehensive psychological evaluation by Loren B. Amsell, Ph.D., psychologist at the rate of \$1,900.00 per evaluation for the 2019-2020 school year (not to exceed \$3,800.00, in accordance with the non-public information appended to the minutes [Account #11-000-219-320-01-19].

F-18. APPROVE SUMMIT SPEECH – ACOUSTIC EVALUATIONS

Approve Summit Speech to provide acoustic evaluations at the rate of \$450.00 per evaluation for K-5th grade, \$600.00 per evaluation for 6th-12th grade, comprehensive audiometry threshold at the rate of \$325.00 per evaluation and tympanometry \$75.00 per assessment (CPT Code 92567). A more extensive evaluation of auditory rehabilitation status will be billed at \$400.00 (CPT Code 92626) not to exceed \$1,000.00 for the 2019-2020 school year, in accordance with the information appended to the minutes [Account #11-000-219-320-01-19].

F-19. APPROVE GATEWAY FAMILY YMCA – CBI SERVICES

Approve The Gateway Family YMCA to provide Community Based Instruction services to district student for the 2019-2020 school year (not to exceed \$1,080), in accordance with the information appended to the minutes [Account #11-000-216-320-01-19/7043].

F-20 APPROVE OUR HOUSE – VOCATIONAL EVALUATIONS

Approve Our House, Inc. to provide community based vocational evaluations including transportation and final assessment reports for the 2019-2020 school year (not to exceed \$11,448.00, in accordance with the information appended to the minutes [Account #11-000-219-320-01-19]).

F-21. APPROVE CONTRACT WITH NJDOE

Approve contract between the New Jersey Department of Education (NJDOE) and the Township of Union Board of Education for conducting post-school outcome survey of students with disabilities cohort III; 2017-2018 student exits. The initial cost to the district to perform these services is estimated not to exceed \$4,000; however, the State will reimburse the district based on the amount of data collected by staff.

F-22. *For informational purposes only – vote not required.* Legal services for the 2019-2020 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated F-6 – I know we spoke about this in the past – about approving things that have already been done. I think there are two things that happened already. I believe this is the workshops on equity – does the administration rather consider hiring the person to come in district to give the workshop instead of going out of district and paying almost \$14,000. Mrs. Moses stated this is not for one set thing – this is for an entire year – 10 months. It is incorporated with many school districts that is hosted at Rutgers. No one can come into the district, we have to go to them in collaboration with other school districts. Mrs. Regis-Darby asked is this budgeted? Mrs. Moses stated yes – half is Title I and the other half is Title 2A.

Mrs. Regis-Darby stated just be mindful about us as a Board approving things that are done and we are approving after the fact. Mr. Tatum stated it also depends on the actual costs. There is an accountability regulation – anything under \$149 does not require Board approval. It depends what it is. Unfortunately this happens a lot with professional development, we have an issue that comes up that is a mandated from the State that requires attendance. Sometimes we do retrofit for that purpose because we want someone to get trained and come back and turnkey the information. We try not to do that on a consistence basis, it is more on a need basis.

Mrs. Regis-Darby stated F-12 – I know in the past there were backpack donations and sat around the district for a very long time. I noticed this backpack donation on the agenda. Who will be getting the backpacks? What students? How will they be distributed? Mrs. Moses stated in the past the backpacks before were a conflict of interest – they were sitting around for that purpose. This one – we don't send to the school – we can't say a particular school – if a school says we need a backpack for the kids – we give it to them.

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

NAY: None

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

MOTION CARRIED

Operations Committee Resolutions

Mr. Taylor stated O-9 is being amended to only read substitute teachers; the paraprofessional part is not being recommended for approval this evening. It is being pulled by the administration from the agenda.

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

O-1. APPROVE SUBMISSION OF ALTERNATE METHOD OF COMPLIANCE

Approve submission of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3 and/or 6.4 for toilet room facilities for early intervention, pre-kindergarten and kindergarten classrooms (2019-2020 school year), in accordance with the information appended to the minutes.

O-2. APPROVE SERVICE RENEWAL PROPOSAL – STANK LLC ENVIRONMENTAL PEST CONTROL

Approve Service Renewal Proposal from Stank LLC Environmental Pest Control (Pest Control & IPM Law Compliance Services) for the period July 1, 2019-June 30, 2020, in accordance with the information appended to the minutes.

O-3. APPROVE DISPOSAL OF TEXTBOOKS

Approve disposal of textbooks (all textbooks under 10 years old will be listed on the textbook sharing website), in accordance with the information appended to the minutes.

O-4. APPROVE LUNCH PRICES WITH POMPTONIAN

Approve Pomptonian's lunch prices for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-5. APPROVE GATEWAY FAMILY YMCA FIVE POINT BRANCH – 2019-2020

Approve early care and aftercare contracts with the Gateway Family YMCA Five Point Branch for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-6. APPROVE UHS FIELD – RELAY FOR LIFE

Approve the use of Union High School field on May 30, 2020 from 3 p.m. to 10:00 p.m. for the purpose of the American Cancer Society – Relay for Life event.

O-7. APPROVE UHS FOR AFTER SCHOOL CBI

Approve the use of Union High School for after school Community Based Instruction during the 2019-2020 school year. This will meet the needs of district students as required by IEP.

O-8. RECEIPT OF RESPONSES – PARAPROFESSIONAL/SUBSTITUTE TEACHERS

Receipt of responses for paraprofessional services and substitute teacher services as follows: (1) Paraprofessionals – (a) ESS and (b) Advance Education; (2) Substitute Teachers – (a) ESS and (b) EDU Staff.

O-9. APPROVE ESS – SUBSTITUTE TEACHERS

Approve ESS for substitute teacher services.

O-10. APPROVE REQUEST FROM TESSLO

Approve request from TESSLO (To Engage Students in Social Learning Opportunities) Club to use the parking lot in front of Union High School for their flea market on October 19, 2019 (rain date October 20, 2019) from 8:00 a.m. to 4:00 p.m., in accordance with the information appended to the minutes. (It must be in accordance with applicable existing policies or other reasonable conditions/recommendations for insurance and safety reasons.

DISCUSSION:

Mrs. Ruiz stated O-8 – I said this executive session and the public deserves to know. I strongly believe that we should have had an ad hoc committee put together. You are asking us to vote on something that we never seen. Like we did for the food vendors, you are asking us to vote on a contract for a vendor that will bring in professionals that will be side-by-side with our kids. We should know about it. I don't know anything about these vendors. Nobody here does. To that point, we need some more information. As a parent, I would want as much information as possible. I think everyone would agree with me. I think it is a problem for us. I don't want to vote on something. I don't want something presented to me that could negatively impact my child or anybody else's child in the district. Simply because you are asking me to make a decision; I understand Mrs. Minneci your position that you did not create an ad hoc committee which is at your discretion pursuant to a policy because you felt that it was only two vendors and applications could be handled by Mr. Tatum and yourself. Mrs. Minneci stated it was Mr. Brennan and Mr. Benaquista.

Mrs. Ruiz stated I have only been on the Board seven months and we had the ad hoc committee for the food vendors, there were four of us on that. We looked at all the submissions which were a total of thousands of pages. We met, we discussed it, we then brought it to the entire Board and had presentations for the Board and the public. It was fair and it is important. In my opinion even more important is the person who is going to be in a classroom with my kid – that to me is extraordinarily important. I hope going forward we will keep that in mind.

Dr. Morgan stated I sit on this committee and the past two months I have come to meetings and I appreciate the education committee that comes with an agenda. Even though I'm not sitting in their meetings, I know what happened in that meeting. I am asking that we make that a requirement for all of our committee meetings. I have come for the past two months and no one either shows up or there is no agenda and it is a waste of my time. My time is valuable. To come here at 5:30 p.m. and it is 10:30 and I have been here for five hours and this is all we have gotten done with the paras and I would have liked to have seen everything on this agenda but like Mrs. Ruiz I cannot vote on something that I have not seen and I'm part of that committee.

Mrs. Minneci stated there is backup and if you have questions. I take responsibility for the ad hoc committee but I felt with the two agencies that submitted bids, that the superintendent

and the administration could sit through it and give us the information we needed to make the best choice. I take responsibility.

Dr. Morgan stated moving forward can we have a process on how the committees meet and report out to the Board members that have to vote and who are not on the committee.

Mr. Taylor stated Board members, the committee structure is part governance that is purely within your control. You set your dates for your committee meetings – whoever is the chair. If you want it to be 5:30 p.m. the date of your worksession, you do that in conjunction with your administration. If it is Mr. Tatum or whoever he delegates as the point person for that committee. If it is monthly it is upon the Board members to show up, that is their responsibility and it is the administrations responsibility to be prepared to discuss and present the issues of the day. If you want the information prior to the Board meeting day than perhaps your committee should be prior to the Board meeting date. That is purely within you. I would suggest that Mrs. Minneci, whoever the chairs of the committees are, create a schedule – share it with the administration and that is your standing meeting date.

Mr. Brennan stated it's usually before a worksession meeting but you don't have them in the summer. Mrs. Richardson stated I wasn't here because I had surgery on my eye so I couldn't come and I told that to the president. But prior to that I have been here for many meetings by myself. Mrs. Minneci stated so we need to straighten this out. I know there is a schedule of times that Mrs. Cappiello gives out all the time and I know everybody has a list of the times of the committee meetings so it is up to you to get to the committee meeting on time.

Mrs. Ruiz stated O-6 – Relay for Life – this year the Board participated and I gave Ronnie my word that I would help him next year. I am committing to helping you Ronnie and I would ask that (a) more Board members show up to walk and (b) at least 3-4 of us that could do it together to chair I think it would be much more successful.

Mrs. Regis-Darby stated O-4 – I know over the summer a new company has hosted us with providing lunch to our students for the summer program. I just wanted an update on that and also we are approaching the beginning of the school year – will a letter go out to parents telling about costs, how to pay for school lunch – our previous company we had School Bucks online – parents are asking. Mr. Brennan stated Pomptonian sent an email to Mrs. Monge and myself. Mrs. Monge stated School Bucks will continue and parents don't have to re-enroll.

Mrs. Regis-Darby stated O-5 – when we approved this in the past, I know we had other companies come in – again with an RFP but this particular day I just saw this on the agenda without an RFP. Mr. Tatum stated I think for the last few years we renew them annually. A couple of years ago we had two competitors here in Town – the Boys and Girls Club and the YMCA. The actual issue that came up was the Board elected to split it between the two and one company wanted all or nothing and therefore we had no issue with the YMCA and that is why they are being renewed. We had thought about doing it ourselves in-house but there were some contingencies with that – that we had to deal with cost wise and staffing wise.

Mrs. Regis-Darby stated O-8 – just want to add to what Mrs. Ruiz was saying about that particular company. I think it would have been nice and I understand the president’s rationale about the superintendent owning that particular piece but I think it would have been nice for us as Board members, since we don’t know these companies, if they were to come in and present. Tell us what they are about, why do they want to do this here – just so we get to know who we are allowing access to our students and children.

Mrs. Higgins stated the old outstanding lunch accounts – I know my daughter graduated and she mentioned on graduation day that we owed something. I had to sign up and paid money. I was never contacted in any way, shape or form. I think the previous vendor was handling that so if this vendor is going to be handling that, maybe we should ask them to be a little bit more diligent.

Mr. Brennan stated Meg Berry is putting the process together. She met with all the principals and a new plan is going to be implemented in the new school year in conjunction with Pomptonian, who is also aware of the issue.

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

NAY: Mrs. Regis-Darby (O-8), Mrs. Ruiz (O-8 and O-9)

ABSTAIN: Dr. Morgan (O-8 and O-9)

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. 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 2019-2020 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Aiello, Alexandra	Special Education Teacher	Battle Hill Elem. School	7/16/2019	Resignation	
Butterfield, Adam	Social Studies Teacher	UHS	9/1/2019	Resignation	

Carvalho, Cristina	P/T Bus Driver	Transportation	7/30/2019	Resignation	
Ellison, Maxine	P/T Greeter	Franklin Elem. School	7/17/2019	Resignation	
Ortiz, Sandra	P/T Bus Driver	Transportation	6/26/2019	Resignation	
Strickland, Ayana	Paraprofessional	Franklin Elem. School	7/29/2019	Resignation	
Employee ID 583	Teacher of special education	UHS	10/1/2019	Retirement	
Garcia, Katie	Teacher of special education-Math		10/18/2019 (sooner release if granted)	Resignation	she will remain for 60 days; however requesting a sooner release if granted

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.
Carvajal, Maria	Teacher-5 th Grade	Jefferson Elem. School	10/15/2019-3/24/2020	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Connolly, Dana	Elementary Teacher	HC Elem. School	Extension-Return Now 9/1/2020	Unpaid Child Rearing Leave Non FMLA/NJFLA	FMLA/NJFLA Exhausted. Original Leave Began on 12/10/2018.
Cucciniello, Theresa	10 Month Secretary	Washington Elem. School	9/1/2019-9/30/2019	Paid Medical Leave	

DeLuca, Meghan	English Teacher	BMS	10/17/2019-4/3/2020	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Katz, Julie	Special Education Teacher	CF Elem. School	11/4/2019-4/3/2020	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Reid-Anglin	Elementary Teacher	Franklin Elem. School	9/16/2019-11/1/2019	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Volturo, Amanda	Assistant teacher-pre-k	Livingston	9/1/2019-5/3/2020 Return 5/4/2020	Non FMLA leave	Does not meet FMLA requirements
Henderson, Lisa	Teacher of mathematics	BMS	9/1/2019-4/5/2019 Return 4/6/2019	Paid medical leave followed by paid child rearing leave and unpaid NJFLA	Paid medical leave (9/1/2019-10/28/2019); paid child rearing leave and unpaid NJFLA (10/29/2019-4/5/2019); FMLA/NJFLA entitlement not to exceed 12 unpaid weeks. If applicable, time after this entitlement does not fall under FMLA/NJFLA
Mobley, Lorenzo	Custodian	UHS	8/15/2019-3/1/2020	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks

Jurgens-Lipari, Danielle	5 th grade teacher	Jefferson	Extension through 10/31/2019 Return 11/1/19	Unpaid FMLA/NJFLA concurrently and unpaid child rearing leave non FMLA	FMLA entitlement not to exceed 12 weeks. If applicable, time after this entitlement does not fall under FMLA/NJFLA
Osty, Kimberly	Vice Principal	UHS	9/1/2019-1/1/2020	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks

P-5. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2019-2020 school year, in accordance with the information appended to the minutes.

P-6. APPROVE DONNA HUBBARD

Approve Donna Hubbard to attend, record and transcribe the minutes of the Residency Committee meetings as assigned for the 2019-2020 school year at a rate of \$250 per meeting.

P-7. APPROVE RESIDENCY INVESTIGATORS – 2019-2020

Approve residency investigators for the 2019-2020 school year, in accordance with the information appended to the minutes.

P-8. APPROVE DISTRICT DCP&P LIAISON

Approve Julia Vicidomini and Kim Conti as the District DCP&P liaison for the 2019-2020 school year, at no cost to the District.

P-9. APPROVE CARE STATION – TRANSPORTATION PHYSICALS

Approve Care Station to perform Department of Transportation physicals for the 2019-2020 school year (Account #11-000-213-330-01-54-0060).

P-10. APPROVE TREASURER OF SCHOOL MONEYS – JENNIFER SEMIER, CPA

Approve appointment of Jennifer Semier, CPA, as Treasurer of School Moneys for the 2019-2020 school year at an annual salary of \$4,800.

P-11. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2019

Approve Change of Salary Class (effective September 2019), 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. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Mrs. Williams stated we don't have anything.

Residency Committee:

Mrs. Williams stated we don't have anything.

Technology Committee

Mr. Nufrio stated we did meet and I would ask Mrs. Paul to give a quick summary to the Board. Mrs. Paul stated we talked about what the tech staff has been doing over the summer – cleaning up PCs, upgrades. We also talked about the “Girls Who Code” program which will be taking place at the middle and high schools this coming school year. We talked about some security stuff that is going on.

Mr. Nufrio stated what Mrs. Paul did could resolve the issues that were presented by Dr. Morgan and some other Board members. She actually scheduled meetings right through January of next year. Dr. Morgan stated just to be clear – not that the meetings are not scheduled, my concern was there was no agenda, no report – I don't know what we are doing. Mrs. Richardson stated we did discuss some things when you weren't here. Dr. Morgan stated I ask that we have an agenda and that were report out to the other committee members.

Mr. Taylor stated I would suggest that a request be made through Mrs. Moses to Mr. Tatum because he is not here, to ask that the designated staff member in consultation with the chair, create an agenda and be prepared with back up information for the committee meetings and the committee chair can report back out.

Mrs. Ruiz asked do we know what teachers will be supervising the code club? Mrs. Paul stated I reached out to a couple of teachers. It will be advertised out. Mrs. Moses and I had a discussion about posting the position. The organization itself “Girls Who Code” does not require a teacher who understands computer science or coding. The entire curriculum is based through the organization “Girls Who Code”. It will be posted but we will not start until January. We will put it out there and talk about the time and the dates. “Girls Who Code” requires a certain amount of time. It will be to encourage girls into coding, STEM, robotics and that type of things. I will be meeting with whomever comes in and to be there as a guide. I used to be a computer science teacher.

Mrs. Ruiz stated you stated some security issues that were discussed. Mrs. Paul stated what we talked about we cannot make public. Mr. Nufrio stated it can't be discussed via email either. If you have questions I would suggest calling Mrs. Paul.

Approval of Bills

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

NAY: None

ABSTAIN: Mrs. Minneci (Vendor #89552)

MOTION CARRIED

Mr. Nufrio and Mrs. Higgins left meeting.

Unfinished Business

Mrs. Regis-Darby stated I'm asking for more clarity and data. I know 2018-2019 Kawameeh and Burnet Middle Schools implemented Respond to Intervention at Tier 1 and 2. My question to the administration is what is the result of that implementation of Tier 1 and 2 intervention? How many kids did we have for this particular school year had intervention and how many kids did we move from Tier 2 to Tier 1 or moved out of intervention for the following school year? Mrs. Moses stated I don't have that information on me. I will get that from the principals. Mrs. Regis-Darby stated I would like to see that.

This may be for the attorney – I know we have a lot of cases with the attorneys. Can your firm generate a working list of the outstanding cases that we have with you so we know next month we are attacking this one – we check it off. We are paying you a lot of money so we just want to see which ones you are working on; we worked on it; it is concluded and we are attacking the next one on the list. Mr. Taylor stated we actually have an internal working list in my firm. We communicate with administration almost daily but we will submit a monthly report to the Board and I will get the initial report out tomorrow and then every month on the first you will get a report.

Mrs. Regis-Darby stated this is for the administration – again we are about to start the new school year. Is all administrators and personnel in place to start the new year? Are we ready to welcome the kids are September 5th? Mr. Tatum stated we have done a great deal of hiring. Give or take and watching some enrollment in a couple of buildings and watching the last week of August in particular because that is when a lot of people are moving in – per the UTEA contract we won't have to have a posting if we have to do an emergent hiring but for most part we are fully stocked. There is one position that was priced out of the market so we have to go back to that – that is a support personnel, it is not a classroom teacher. We will do a review just to make sure we have everyone.

Mrs. Regis-Darby stated in the past we talked about aligning our credits at the high school to the State credits and has work on that started? Mrs. Moses stated that was done.

Mrs. Regis-Darby stated this is not in reference to out-of-district placement – I got those numbers from the State myself, in terms of 2018-2019, 2017-2018 – how many students do we have in our district who currently have an IEP? Do we know that number? Mrs. Conti stated I can get the number. They fluctuate at this time of year. I will get that for you.

New Business

None

Comments from the Public

Kathleen Brunsmeyer stated the outstanding balances – that has been a question for several years. I know you have worked on and I know in some schools letters did go out at the end of last year – letting them know there was an outstanding balance. I now believe it is not across the district. My question would be – what is the plan for recouping that money? Who is the point person for the district or school to worry about that going forward? As a person paying for my children's lunch, I would like to know the people that owe \$500-\$600 they are allowed to walk back into school? I know it's not the kids fault. What is our policy and plan? Mrs. Minneci stated we will get back to you because we are not going to answer at this time. Mr. McDowell stated this will be added to the planning session.

Mr. Brennan stated Meg Berry has been the point person and then it goes out to the school principals and then along with the food service company has to enforce it.

Suehay Monge stated I reached out to Pomptonian and I did get something back. I asked a few questions. Just to highlight – I asked when the letters to the parents would be sent out letting them know we have a new company and they said it would be at the start of the school year. I was hoping they would be proactive to let everyone know what the cost of the lunches will be and what the offerings are – like a menu. There is a link on the district website with a menu. In addition to dietary and allergy menus are on there as well. They said School Bucks will be continuing and you don't have to re-enroll.

Who will be responsible for collecting unpaid lunches? The answer to that was the funds and balances belong to the district and will be payable to the Board of Education. That falls on the district.

I asked what meals do the students receive when they have negative balances. The response was it is up to the district. Pomptonia will work with administrators and will dictate the meal options so that is a question for you guys.

There was a question about how to ask for allergy specific food. The answer was allergy menus can be found on the link. You can pre-order ahead of time. Our registered dieticians will work with the parents and nurses to customize the menu on a case-by-case basis which I thought was interesting.

Aramark used to have a pop up thing on their register that said that the kid had a peanut allergy. The response was our registered dietician has been coordinating with school nurses to

implement an effective way to manage meals for students with special dietary needs. It doesn't say they have a pop up. Mr. Brennan stated there is I talked to Pomptonian and Nellis is confirming.

Mrs. Monge stated I wanted to thank Mrs. Moses for taking the feedback into account and allowing a committee of parents, supervisors, assistant superintendents and students to meet a second time and collaborate on this rubric. The supervisors took time over the summer and met with us. Sitting at the table with the two liaisons – whoever came up with that idea was brilliant – these kids spoke from experience; they are in touch with their peers; they know what the issues are; they are communicating with their peers and they brought that information back so articulately I was so impressed with those students. It was the best thing ever. Hearing it from the mouths of students as opposed to a parent, the supervisors didn't stand a chance.

The biggest takeaway is if a student now maintains an 84% average, they don't have to go through the application process every single year. There is definitely more counselor involvement in this rubric. There is a flow chart and everything and I urge parents to look at it, read it through. Another win was a teacher recommendation from any subject. As a parent with special needs that was one of the biggest things because a lot of the teacher recommendations have to do with behavior so they added a clause that says "consider the skills and their appropriate application to each individual student". Thank you so much.

Mr. Tatum stated regarding the student liaison, the credit goes to Mrs. Moses.

Ken Spazion stated my son is a student at Roselle Catholic and by way of letter or correspondence we received August 1st – we have no plan for transportation at all. I understand that there is a level of administration that goes into these things but this is very last minute. Union Catholic has to ask their parents to come up with an extra \$500 over \$1,000 allotment. I have at best annotated information with speaking with some other parents which I cannot offer as full on evidential proof that they tried to contact some people – the transportation office – they said there was not enough bus drivers; only one company was bid and State requirement requires three bids. I would have to wonder if that was the case, why? In short, we are coming into this very late and there has been some contention that the cut off is August 1st. It is still very late whether or not that is permitted but it is ambush level. There has been some discussion back and forth with Roselle Catholic. I have no resolution as I stand here. I know we have a parent from St. James, they got nothing. There is approximately 350 students in this Town that are wondering how they are going to get to their placement. What is being asked here is not anything other than is provided by statute and administrative code, we just have no idea how this was implemented. The communication was virtually non-existent until we were told this didn't happen.

Last year I ran into an incident that where we submitted all our paperwork through Roselle Catholic to have the gentleman from transport call my wife saying we can't fit him on the bus you got your stuff in late. I had to go back and find all the emails and correspondence that said BT6 went in and went over – we had to go back and do it all over again. It is not asking for more than that is entitled. I am not asking for more than it is provided for and we would never put another child in a disadvantage. I won't put words in other parents' mouth but I think

most parents in the room would say I would never put a kid in a disadvantage. Whatever the reasoning is we would like to know why? Here we are two weeks out. I don't know how I'm going to get everyday back and forth to Roselle to get him there. (Inaudible comments from the public). Mr. Taylor stated one person at a time. Please address your comments to the Board

Mr. Spazion stated for the record that is not appreciated. In short I asked that this get rectified, investigated and properly addressed. Whatever other issues may exist with transportation, I wish I had a wand but I don't. But I know what my child and 350 others in Town should receive. Whether that raises the temper of any other parent, I can't fix that but I'm here to fix what I can and help; not be contentious but I need to know what is going on. We would like to see the bid process. We would like to see what the deadlines were for preparing for this information so we know what happened. Right now it is simply o.k. take a check and figure it out. If that is happening to other parents in district for other reasons there are other statutes that cover that by way of a little research you can easily find that out that equally deserves to be addressed and it is very frustrating. I understand that the Board has been carrying a big load – our teachers and paras deserve a lot of time too. I'm hoping this issue can be easily resolved whether waiting to another meeting. At this point I would happily provide the Board with my contact information. I can relate this to other parents but we need to know who to talk to and how to get it straightened out. We talked to our individual schools and they are still in a process and I don't have an answer and what to do.

Dr. Morgan stated my son attends Roselle Catholic and I have a son here. When I got the email I immediately called the principal. He stated it wasn't the districts fault. None of the bus companies took the route. It was not the fault of Union. It is the bus companies that they bid out to. Now they are trying to tell us that they are trying to find us a bus. It will probably cost us more money but that is all the information I have. You have to call the principal.

Mr. Taylor stated your time is up. I will simply add that it is my understanding that the Union County Educational Service Commission essentially facilitates the bidding process for the aid-in-lieu of transportation pursuant to State statute. A district has a legal obligation to provide one of two things – physical transportation and/or money (i.e. aid-in-lieu of transportation) which I believe is \$1,000 per family. As indicated the County went out to bid. No vendors responded to the bid. Therefore there was no contract to be awarded for the routes. The Union Township Board of Education is not the contracting entity for this service. You may want to contact the Union County Educational Service Commission.

Susan Lipstein stated I noticed that Mrs. Minneci was saying to Ann Margaret for working on the negotiations. I just want to clarify how much in-depth you had to do with negotiations. Mrs. Minneci stated we were in the meetings together – Mr. Tatum, myself, Mr. McDowell, Ann Margaret, Mr. D'Avanzo, Mr. Vieira and Mr. Brennan.

Mrs. Lipstein stated the whole process – we started hearing about the para situation over two years ago and I'm just concerned how this process came that it just bounced up. If someone can explain a little about the process? I go to planning meetings, Board meetings and I do have to say the planning meeting in February was a disappointment because it was a two-hour meeting to plan for a years' worth of projects and activities. I sent a letter to Mrs. Minneci – it was an

agenda of 24 items – budget never was gotten too. We have a lot of Board members that haven't been on for very long. The majority of Board members and I think some of these things should have been addressed months ago and a lot of people have suggestions on what the Board can do. There were questions and there wasn't a lot of time to get that answered. I see that there is a planning meeting Thursday. I will say in years past that the planning meetings went on for a full day but a lot of stuff got done. Some of these issues may be needed to be addressed at planning meetings and so the public can have input. I knew the paras would be settled. I have seen how these things work but a lot of parents didn't and a lot of parents were frantic.

Mrs. Rodriguez stated my oldest son attends Union High but we live 2.8 miles so he did not lose his bus. I understand kids in Union did lose their bus. I was just wondering if that is the same contract. I don't think Union does the same thing. They are losing their transportation as well as the non-public schools. My younger two attend St. James in Springfield so they lost their bus. I assume it is a different route. If it's one bid and they lost the bid is that a final decision? Is there an attempt to return the buses at any point? I don't understand. Mr. Brennan stated unrelated. Dr. Morgan stated contact the Union County Ed Services. Mrs. Rodriguez stated for the non-public but for the public school transportation changes. Mr. Brennan stated it was a policy change.

Mr. Taylor stated the Board policy is in accordance with State law with respect to distance from school in terms of obligations to provide transportation. I believe the policy may have been more permissive or liberal in the past but due to various reasons it was changed to be consistent with State law. The private or catholic school transportation is the Union County Educational Services Commission. They are the contracting entity for the bus bids. My understanding there was approximately a half dozen schools for which routes went out for bid but not responded. Since no company responded, the County and by extension local school districts had no choice but to comply with the law and provide the economic aid; for example if we need computers we put a bid out; if no company gives us a price we can't force them to give us a price and unfortunately no one bid. I suggest you ask the County what their process is and what their timeline and intent is going forward.

Melissa Francis stated I am asking if the Board can continually update the website. The mobile app is not friendly at all. The website itself I think could be used to better communicate with parents. For instance the new sports family ID was implemented. I think it fell through the cracks because it was implemented when school ended and then we didn't have communication with school. I would suggest that if there is a new process going on for parents to follow maybe that could be on your homepage and then a link to click to get you to it. Otherwise you don't know where to follow through to find that link if you don't know there is a link to get to it. For instance with the family ID when did get the initial email/robo call June 11th – the process was to be complete by July 15th. We didn't get any follow-up call. Parents were calling me because they know our kids are involved in sports. I contacted Linda Ionta and then a reminder robo call went out. I think again to use the website more effectively where you can have links for new programs that parents are supposed to follow so you can click on that and it can take you to where you are supposed to be; that may be more helpful.

Chasity Santana stated I went to a few trainings at the State level – Department of Education and one of the things at the trainings on various topics and one buzz word that I felt I kept hearing that I really never heard here at Union is “equity in education” and it wasn’t until Nellis said something – she was the first person who ever said it at this table to talk about equity in education. I just wanted to put that out there as somebody from the public listening and I come to a lot of meetings. As elected officials, as administrators, you need to educate us as to what is going on. I’m sure it is not a requirement on any agenda; I’m just saying as leaders, as we look to you, we need to be hearing those buzz words. When I asked other people in Brick, Marlboro – all these different towns and counties, it is something that is active. They have equity committees that parents sit on in other BOEs.

I’m imploring to not be in this same situation next year with our paras.

Ronnie and I did Cooperstown and I had no idea you did Relay for Life. Thank you for all that you do and sacrificing. Kim, Kalisha and Nellis – thank you for letting us know as the public – we need some reporting out – everything you just said. It is not being negative to anybody here but just letting the public know what you guys go through because we don’t know if you don’t tell us. Getting an agenda, I think that is great – like Nellis does on the education committee and I know you have been doing it for years. Why don’t we do this in every single meeting so everybody knows so we are all on the same page and talking about the same thing. I love the transparency, the accountability.

Nancy way to go for just saying I made a mistake. I sound like positive Polly here. I thought that Brennan and Tatum could just get together and work it out. Thank you Nancy for going out there and saying I made a mistake and that is what it is about. Just learning and growing from that and just being transparent about that.

Jeff Monge stated in the past we actually have done things when I was on the Board we actually had an agenda for my committee. I would share it and they would add and we would actually come back and report on that agenda. We actually had goals too. Something that I suggested before and the committee should think about. We actually had committee goals and I actually tried to bring that back to the planning session. The idea is you are going to have goals as a Board and then really generate goals from the committee and now you are reporting every month on those goals and how you are doing. You come back to the next planning session and either have completed those goals or not.

As far as the ad hoc committee, it is a big process with the policy that pertains to the ad hoc committee. My thought was that we had this whole process with the paras that there would have been an ad hoc committee selected so that committee could have informed and then through the process report back to the committee and the community during the meetings. It is maybe something we should think about as we try to put together sustainable solutions this next time around.

I had some parents come to me about the instrumental music program. I think either Mr. Tatum or Mrs. Moses was approached on that and there was a concern that Mr. Rago that he sent out a letter to parents saying that program was going to be eliminated for third graders and start

at fourth grade. There is a lot of concern from parents of kids in the music program especially instrumental program. We talked about the STEM program and steam and Mrs. Moses really pushed on that and here goes an opportunity to maintain something that at least the parents think is working but I know he has a different opinion on how to implement that. I think there needs to be an opportunity to hear from the parents to allow for those kids to have that program available to them. If there is anything you guys can provide as feedback so I can give to the parents.

Lastly, are there any updates on how you are going to approach capital projects going forward. My understanding is we have a half million dollars for a district this size that is ridiculous. I put together a memo and it is getting old almost a year ago about ways to try to fund capital projects. Has that ever been looked at and any ideas.

Mr. Loessel stated right now we are involved in the ESIP program – energy savings implementation plan. We are into the second phase right now. We did a bid opening today. We had two companies – Honeywell and Schneider. Schneider isn't charging any fees on the actual work that they are going to do. Once we go through this process, they would be changing lights, air conditioners – we will be going solar. New windows, roofs, a lot of things – the program is 80/20. The State pays 80% we pay 20%. Anything we pay out has to be energy savings. We are looking into that program right now.

Mr. Brennan stated basically we are taking money out of the general fund and funding the lease purchase of the other projects.

Mr. Monge stated anything on (inaudible)? Mrs. Ruiz stated I also was approached by parents on the same issue. It was mentioned at our Education Committee today. I have also suggested to parents that they should contact Mrs. Moses. Basically what was explained during the meeting was when they looked at the enrollment of students that were actually choosing instruments in third grade it was very low and what we saw was teachers getting paid to do practically nothing during that time. They restructured the program so that we would have instrumental starting at fourth grade. They will get the recorder in second and third grade going forward. We have incorporated dance and creative expression and it will now be part of the curriculum. The arts have not been eliminated.

Sherry Maloney stated now we have to get our contracts because now we are back what does that entail? Do we report to our schools or will we be reassigned? What about all this sick and personal days that we didn't use? I'm going into my sixth year now in October – do I stay at that and build on and you are not going to start me at level one?

Mr. Taylor stated the questions you asked are very personal in nature (i.e. personnel), the Board, administration is advised and can't respond in public. Some of the questions you may want to consult with your union leadership because of actions taken tonight the administration may need time to make those decisions, plans and assignments. Mrs. Maloney stated 95 people is not personal. Mr. Taylor stated that is why I suggest that you speak with your union leadership and since the action was just taken this evening the administration will need to discuss.

Mr. Tatum stated I have said this consistently – all through this process. The goal is to remain as consistent as possible to bring as little change to the current structure as possible. The district contains the same people who were possibly wanted to be outsourced because until such time we made this decision, they had to remain on our books. I think the transition process will be a little smoother coming back.

Dr. Francis stated my understanding is three years or less, they are not entitled to benefits and work less than 30 hours. Mrs. Minneci stated under four years. Mr. Brennan stated including three years. Dr. Francis stated so if they have four years they get benefits. Out of the 95 people, how many of those are three and under and how many above? Mr. Brennan stated 56.

Dr. Francis stated we are assuming all 95 initially didn't go out and get other jobs. Mr. Tatum stated we know some. Dr. Francis asked do we have actual numbers? You waited until two weeks before school and they could have gotten jobs. Do you know if the 95 are coming back? Mr. Brennan stated I don't. Mr. Tatum stated they didn't have to notify us if they took a job somewhere else. We had gotten word of some people got picked up. We also hired some of the 95 as teachers. They have been promoted like we do every year. If they have a teaching certification we try to get them into a position. I know there is a need for more paras going forward and it will be a huge savings to us because we will be able to bring people in without benefits. Between me, Mrs. Conti and the UTEA we will work very carefully.

Mrs. Lopes stated I have a suggestion – since we go through this every year with the budget, can we get on it; start right away instead of waiting. Mr. Tatum stated I have been ordered to do that now.

Donna Senchu asked is the substitute training still on for tomorrow? Mr. Tatum stated yes.

Motion for Executive Session:

Moved by Mrs. Ruiz, seconded by Mrs. Williams, that the Board go into Executive Session at 11:35 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 involving employees and terms of their employment and contract.

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

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:50 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. Ruiz, that the meeting be adjourned at 11:50 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY