

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – OCTOBER 15, 2019

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, October 15, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:04 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. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Linda Richardson

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Ruiz led the Board and audience members in the Pledge of Allegiance.

Mr. Ron Rago stated it is with great pride to introduce the awarding winning marching band. Our new band director is Michael Hamilton and Patrick Phillips will tell you what we have planned for the new school year.

Mr. Michael Hamilton stated I'm extremely pleased and proud to be here as the band director serving these students. They work extremely hard. They rehearse 3-4 times a week getting ready for the football games and competitions. Our home competition is this Sunday. Since we are an open class band, we are in a higher level so we are at a different school. In November we will be traveling to Hersey, Pennsylvania for the Atlantic Coast Championships.

The Union High School March Band performed for the Board and the public.

Patrick Phillips stated I'm Unions new music teacher. I am actually a product of this school district, graduated and went to Rutgers University. I'm at the elementary school as a vocal music teacher and the director of swing choir at the high school.

This Sunday the high school will be hosting the Tournament of Bands and Championship at our football field. Over 30 bands across the State will be competing. This fall the Union High

School Performance Arts Company will be putting on White Christmas in December. Also the swing choir will be performing at the Township of Union tree lighting ceremony and that is my first big gig as the Director. Also, the master list of all of the event for the performing arts in the Township of Union – elementary through high school – is now posted on the district’s website. It is great being back in the district.

Mrs. Minneci stated the band did a fantastic job.

Mr. Tatum stated he was glad Mr. Rago requested the band to play at the Board meeting. This group does so much but they don’t get the recognition.

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

Mr. McDowell read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Suehay Monge stated F-12 – accept donations – I know last week on the agenda my name was listed as a donation for Livingston School and it is no longer there. I was wondering if it was an oversight or was it pulled? If it was pulled, there are only two people that can do that and that is Mr. Tatum or Mrs. Minneci.

Mr. Taylor stated technically this question is about something that is not on the agenda and since the first public comment period is for agenda items only – I would defer to the Board as to whether you want to entertain this question now or at the second portion per your policy and rules for public comment at the second portion where members of the public can comment about anything. Again the question is about an item, as indicated by the speaker, that is not on the agenda tonight.

Mrs. Monge stated “accept donations” is that on the agenda? Mr. Taylor stated they are but your question was about a donation that is not on the agenda. You can ask a general question about donations but to the extent you are requesting a response or your comments are generally regarding an item that is not on the agenda because you indicated that it was last week but it is not tonight. Since it is not on tonight’s agenda, this is not the appropriate time of the meeting to ask that question.

Mrs. Monge stated why was it pulled or if it was an oversight, can it be put back on. If it was pulled I want to know who pulled it and if it was done purposely then what is the policy – the check was cashed. What is the policy on accepting checks and not accepting checks and cashing them?

Mr. Taylor stated as a general proposition pursuant to Union Township Board of Education policy, the agenda is set by the superintendent with the consultation and input of the Board President. However, pursuant to the Code of Ethics and NJSA 18A:12-24.1, the Board acts upon a recommendation of the superintendent. Items cannot be pulled by members of the Board, items can be requested to be pulled and he can opt to pull pursuant to their request or stay

on the agenda and he can recommend it and it can be tabled if the Board doesn't want to take action. In this instance, the item was pulled from the agenda. I will also indicate that you referenced that the check was received, accepted and cashed. I will read from the first sentence of Policy 3280 – Gifts Grants and Bequests – “Only the Township of Union Board of Education may accept for the school district any bequests or gift of money, property or goods”. To the extent that you indicated that a gift was accepted and cashed prior to the Board accepting it pursuant to policy raises procedural issues that are beyond the scope of what I can discuss in public session. It is obvious that the policy may not have been followed in this instance based upon what you represented.

Mrs. Monge stated I'm assuming it wasn't followed for the other checks that are under “accept donations”. Mr. Taylor stated I can't assume that.

Mrs. Monge stated who pulled it? Mr. Taylor stated I answered that and as a protocol this is not a back and forth conversation.

Mrs. Monge stated the two people had an opportunity to pull something or Mr. Tatum himself. Mr. Taylor stated madam chair as you heard me ask the speaker was she complete, she indicated that she was. I tried my best within a very professional protocol answer and responded to her question. If she doesn't like the answer, she can follow up with the administration on a later date.

Mrs. Monge stated do either one of you want to answer that? Mr. Tatum stated it was on the agenda last week as you indicated. The item was brought to the Board and a decision was made to remove it based upon the information that was received, based upon policy as Mr. Taylor just referred to. I have since did further research on this issue and one of the questions I raised was whether or not when a person makes a donation, there are requirements. Again this was an issue that was discussed by the full Board. It was brought to my attention before the Board meeting last week.

Mrs. Monge stated so someone brought it to your attention. Mr. Taylor stated I'm not trying to be disrespectful but you come to meetings every month, you are familiar with the protocol/policies and the decorum of the meetings. We respectfully ask for you to abide by the rules that are reasonable and in place and not engage in a back and forth conversation. You were given your allotted time to speak. I respectfully asked you if you were completed with your comments, you affirmed and said yes so we respectfully ask that you remove yourself from the seat so the next speaker, perhaps your husband, address the Board. I am not saying that to be sarcastic or facetious, I'm just trying to maintain order in the meeting.

Mrs. Monge stated it was and it is difficult not to continue to comment with something unethical going on.

Jeffrey Monge stated F-12 – you accepted donations for a particular program and all the donations as it pertains to the check that my wife signed and presented. My clear understanding as it pertains to the policy is that when anyone goes and does a fundraiser you raise money, it is actually assigned to the Board of Education. The Board of Education takes the money and

cashes it. It is the Board's decision to approve those donations to go to that particular cause. So offering some point of clarification – not only our check for \$500 was cashed, obviously all the others were as well. Ours was singled out and pulled and I reached out to Mr. Tatum today and I told him about my issue and I really believe that there was a political reason. This is about the kids and this is petty politics. You shouldn't have something like this. We shouldn't be here. Mrs. Minneci you reached out to Mr. Tatum and we spoke directly about this and I said this is ridiculous. My family has been donating to this school district for years and you guys know that. I wish you guys would reconsider this.

The second thing is F-16 is the school maintenance budget. I brought this up last year and last week and you still have the same numbers in there. You have a maintenance reserve and it should be going for deferred maintenance. Deferred maintenance is based upon the age of the building and the size. You have the administration in 17-18 – it was \$17,411. This year it is budgeted at \$4,000. Last year it was \$48,000. In comparison you have Battle Hill at \$33,000, Connecticut Farms at \$39,000, Burnet at \$64,000, Jefferson is at \$61,000. There is no rhyme or reason. I put together a memo last year and presented it. We approved this last year with the contingency that folks would come back with a rhyme or reason – that never happened. I pushed it every month with Mr. Nufrio when he was president and it was ignored. I bring it up again because it is an issue and ultimately it is \$100,000. You guys don't approve that and it goes into these black holes in schools and gets shifted around because a lot of that money wasn't even spent as budgeted. It gets shifted around and there is no accountability for \$800,000 in this school's budget.

Mrs. Ruiz stated I have a concern about F-12 – not specific to Mr. Monge but more specific to the application of the policy that is referenced. We have applied the policy fairly and equally across the Board to everyone. I don't know how many of these checks were cashed before we technically accepted them. If they were, they too should have been pulled. If we treat one donor one way we have to treat all donors equally.

Mr. Taylor stated Mrs. Ruiz your comments are great; they would be better when we get to this agenda item during the discussion of that item after it is properly moved and seconded. I also want to reiterate and I believe Mr. Vieira indicated last night that there is an accounting requirement and/or security protocol that when cash is received it be deposited within 48 hours – from an accounting standpoint. Not accepted per se, but be deposited rather than sitting in someone's desk draw. I think Mr. Monge referenced something about cash contributions. To the extent there was cash, it is based upon a representation from your Business Administrator last week there is a security and accounting protocol requirement that mandates that pending recommendation and acceptance by the Board. If for some reason it was rejected it would be returned to the donor. I was just told checks too.

Chasity Santana stated O-3 – school emergency management plan – since it is non-public, it is something the public can't see. On my way here, my 7 and 8 year old told me that they took a walk today from Washington School to Kawameeh. I deferred to my 9 year old and called her and she said there was something going on where they had to walk from Washington to Kawameeh. I'm all for evacuations, lockdowns, fire drills and things of that nature but I think somewhere in there as a parent, I should know that my child was walking from Washington to

Kawameeh – a robo call, an email – to the parents of that specific school. This is something I should know. This is something that should be addressed and I spoke about it last year. If there is some kind of activity in the building, the parents have the right to know what is going on with the children.

I was doing some research across the nation about lockdowns, emergency management plans and one of the things I actually liked and hopefully I can plant the seed – in the same exact way a lot times for evacuations to happen, maybe we can take what they are doing and ask the children, how did you feel about this, are you o.k. with this, do you know why we are doing this? Because every person is different – processing what exactly just happened. Maybe speaking with these children afterwards be mandatory to process them through this whole emergency management.

Approval of Minutes:

Moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, that the following minutes be approved:

1. June 11, 2019 – special meeting/executive session – HIB hearing
2. June 11, 2019 – worksession
3. June 11, 2019 – executive session
4. June 18, 2019 – regular meeting
5. June 18, 2019 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins (June 11th special meeting/executive session)

Mr. Nufrio (June 18, 2019 meetings)

MOTION CARRIED

Communications

REQUEST FROM VAUXHALL HISTORICAL SOCIETY

Letter from Vauxhall Historical Society requesting the use of Jefferson School to hold a program in celebration of Veterans on November 9, 2019 from 10 a.m. until 12 noon and requesting waiver of fees and insurance.

LETTER OF RETIREMENT – DINNERMAN

Letter of resignation, for the purpose of retirement, from Marjorie Dinnerman, paraprofessional-Livingston Elementary School, effective February 1, 2020.

LETTER OF RETIREMENT – GEVA

Letter of resignation, for the purpose of retirement, from Yechezkel Geva, part-time bus driver-Transportation Department, effective January 1, 2020.

LETTER OF RETIREMENT – LATEINER

Letter of resignation, for the purpose of retirement, from Helene Lateiner, 10-month secretary-Union High School, effective December 31, 2019

LETTER OF RETIREMENT – LATEINER

Letter of resignation, for the purpose of retirement, from Ron Lateiner, security officer-Union High School, effective December 31, 2019.

LETTER OF RETIREMENT – McCARTHY

Letter of resignation, for the purpose of retirement, from Jill McCarthy, school counselor-Burnet Middle School, effective January 1, 2020.

LETTER OF RETIREMENT – MORALE

Letter of resignation, for the purpose of retirement, from Barbara Morale, cafeteria aide-Battle Hill Elementary School, effective January 3, 2020.

LETTER OF RESIGNATION – GREEN

Letter of resignation from Andrey Green, math teacher-Union High School, effective November 22, 2019.

LETTER OF RESIGNATION – MILWICZ

Letter of resignation from Steven Milwicz, paraprofessional-Battle Hill Elementary School, effective September 15, 2019.

LETTER OF RESIGNATION – SUAREZ

Letter of resignation from Irina Suarez, paraprofessional-Battle Hill Elementary school, effective September 1, 2019.

REQUEST FOR INTERMITTENT LEAVE – CALDAROLA

Request for intermittent FMLA/NJFLA (concurrently) leave from Ann Marie Caldarola, art teacher-Hannah Caldwell Elementary School, September 21, 2019 – December 14, 2019.

REQUEST FOR INTERMITTENT LEAVE – JEKLINSKI

Request for intermittent FMLA/NJFLA (concurrently) leave from Johnathan Jeklinski, teacher of business-Union High School, October 21, 2019 – June 24, 2020.

REQUEST FOR LEAVE – NICASTRO

Request for medical leave from Joyce Nicastro, pre-k teacher-Connecticut Farms Elementary School, October 8, 2019 – November 19, 2019.

REQUEST FOR LEAVE – ASHRAF

Request for paid child rearing leave and unpaid FMLA/NJFLA (Concurrently) leave from Lisa Ashraf, school counselor-Kawameeh Middle School, January 2, 2020 – June 1, 2020.

REQUEST FOR LEAVE – GUNTHER

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) leave from Kayla Gunther, teacher-Franklin Elementary School, November 18, 2019 – April 8, 2020.

REQUEST FOR LEAVE UPDATE – VICIDOMINI

Update to FMLA followed by Unpaid NJFLA and unpaid child rearing leave from Julia Vicidomini, 12-month Executive Administrative Assistant-Central Office, August 27, 2019 – March 1, 2020.

REQUEST FOR INTERMITTENT LEAVE – LIENTO

Request for intermittent FMLA leave from JoAnn Liento, paraprofessional-Battle Hill Elementary School, October 1, 2019 – June 30, 2020.

REQUEST FOR LEAVE – LAM

Request for FMLA followed by paid child rearing leave and unpaid NJFLA from Christina Lam, teacher-Connecticut Farms Elementary School, October 1, 2019 – March 20, 2020.

REQUEST FOR INTERMITTENT LEAVE – POLACK

Request for intermittent FMLA/NJFLA leave from Linda Polack, Union High School, effective immediately – June 30, 2019.

REQUEST FOR LEAVE – ROMANYSHYN

Request for consecutive followed by intermittent FMLA/NJFLA leave from Danielle Romanyshyn, teacher-Battle Hill Elementary School, October 14, 2019 – November 1, 2019 (consecutive) and November 4, 2019 – June 24, 2020 (intermittent).

REQUEST FOR INTERMITTENT LEAVE – SIDERMAN

Request for intermittent FMLA from Jason Sideman, teacher-Union High School, October 4, 2019 – June 30, 2020.

REQUEST FOR INTERMITTENT LEAVE – WHITEMAN-LAND

Request for intermittent FMLA/NJFLA from Michaela Whiteman-Land, school psychologist-Union High School, October 1, 2019 – June 23, 2020.

LETTER OF RESIGNATION – FREEMAN

Letter of resignation from Sharon Freeman, cafeteria aide-Connecticut Farms Elementary School, effective October 18, 2019.

LETTER OF RESIGNATION – MANLEY-KEYS

Letter of resignation from Vendetta Manley-Keys, teacher-Washington Elementary School, effective December 3, 2019.

LETTER OF RESIGNATION – OLAYINKA

Letter of resignation from Olugbemisola Olayinka, paraprofessional-Battle Hill Elementary School, effective October 18, 2019.

REQUEST FOR LEAVE – LOPEZ

Request for FMLA/NJFLA Leave from Ovidio Lopez, custodian-Washington Elementary School, January 2, 2020 – March 27, 2020.

REQUEST FOR LEAVE – LOPEZ

Request for paid medical leave followed by unpaid non-FMLA from Christine H. Lopez, librarian/media specialist-Jefferson School, October 21, 2019 – December 22, 2019 (tentative).

REQUEST FOR LEAVE – DOWLING

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Nikki Dowling, English teacher-Kawameeh Middle School, January 17, 2020 – June 12, 2020.

Superintendent's Report

Mr. Tatum stated we hand our band presentation now we will have a presentation from Friends of Union Public Library.

Mr. Arminio – Friends of Union Public Library and Ms. O'Malley – Union Public Library presented the summer reading program awards to Burnet and Livingston Schools.

Mr. Arminio stated we are here to make a presentation from the summer reading program. The Friends of the Library sponsors what the library puts forth as a program for the youth of our Town. This past summer Burnet Middle School had the most participants in the summer reading program for middle schools and Livingston Elementary School had the most participation on the elementary level.

Mr. Shaw and Mr. Kloc the two principals of the schools – please come up.

Ms. O'Malley stated congratulations. Every summer we do the summer reading program. As general information, total participation – 360 students and collectively they read 251,851 books. We had 3,010 attendees at programs at the library. Also we had 750 hours of volunteer hours from the community.

Friends of the Library give us sponsorship and funding to give incentive prizes and also to promote this program with the schools to encourage some competition. This year we had more participation than we have had in many years. Thank you for the opportunity to come here and talk with you about this. Hopefully we will have even more. They are offering a plaque and \$100 to each school with the most participation.

Mr. Arminio stated I'm presenting to Mr. Shaw for having the most participants in the summer reading program. To Mr. Kloc for obtaining the highest participation in the summer reading program.

One last thing, the library has museum passes. I don't know why more people don't take advantage of it. There are several museums in New Jersey and New York.

Mr. Tatum stated thank you and Mr. Arminio brought this program to the Board about two years ago. Thank you for all your support to the Union schools.

Student attendance was 97.2% and staff attendance was 96.1%.

Football team is currently 6-0 and has won their division. Boys' soccer is 8-2-1 and field hockey is having a good season at 6-9. All teams are getting ready to enter the State tournament.

Mr. Tatum read the NJSLA results in ELA, Math, Access for ELL and DLM. Results appended to minutes and on BOE website.

Mrs. Regis-Darby stated this testing is emergent after one year and emergent after three years. Mr. Tatum stated this is our first year that we are reporting like this. This is embedded in the segregated data. Mrs. Moses stated the test scores that we received are from the State and this is the first time reporting every test score that the students do take within their vetting and emerging years and we have those scores. There are a lot of them which will be posted on the district website. There are two parts of the scoring – listening, speaking, reading, writing and within the listening and the speaking we have the oral language, the literacy and within the reading we have comprehensive and then we have the overall score. Mr. Tatum was just giving the high and low scores. All the detailed information will be on the BOE website. We have to do K-12. The numbers at the low level – we have a high population but as we move up to the higher grade students they exit out of the program.

Mrs. Moses stated there were only three students that tested in ELA in 11th grade because students did not have to take the test. You will see that there was 400+ decrease in students opting out of the test because by the State of New Jersey they didn't have to take the test. This score is only for three children. The three students are in a subgroup. We didn't have general education kids taking the test – two had IEP's and one had a 504.

Mr. Tatum presented the NJSLA results. Results appended to minutes and on BOE website.

Mrs. Moses stated there are some things in there that the State needs to work on. If you look at it, the State needs to work on 3rd and 4th grade – we did better. I'm very proud of our children. The test doesn't say exactly who they are. When they are asked to do the best that they can, they do the best they can. We made a lot of growth. We look at the individual schools where the comparisons are you will see that the schools are very close and lining up. That is not by accident, it is intentional because we do PD – the Board of Education offers improving like the PD that we went to yesterday when the schools were closed and all our administrators were there. There is a lot of data there. I can show you what we are doing is amounting to be something that is very good for our kids. When we had our QSAC, she said that it is amazing. We are moving and our kids are doing a great job. What is good today, may not be good tomorrow for them but we will continue to support them and give them what they need. We are collaborating with a lot of schools in New Jersey and we are talking about things like making sure all kids are exposed to AP courses, challenging them and we don't want them to be afraid of that and give them the support that they need. We talked about those options by the State of

New Jersey, the equity in education, teacher looking like our students and students being able to relate and the relevant of education. We talked about a lot of things. When you bring that to children, they want to learn and we want to hear what they have to say and we want the parents' support in making sure we give all students what they need – and that is all students. I'm very proud of our students. I know we have work to do but we are doing better and we will continue to rise. Thank you to the Board of Education for approving our PD. When teachers learn they empower upon their students.

Mr. Benaquista stated there is a lot of data that we will be putting online so everyone is able to look at it. If we focus on the positive areas, there are areas that we need to improve upon, but there is also a lot of growth in our numbers and that is something to be very proud of – for the hard work that our students are doing, our teachers and our administrators and collaboratively with the Board of Education – working together for the best interest of our kids and providing them on what they need.

Mr. Tatum stated my final comment is and I said this from day one, this is not something that anyone does alone, you hear the word collaborate used a lot. That word is being used because that is what the district has embraced – that is the philosophy that the State is now embracing. In the 21st century, it is collectively working together for the betterment of our students. We recognize the areas to work on. We are following the models of the State. We are neck and neck with the State. In some cases we exceeded the average which is something to be said for our faculty and students. I'm very proud of the progress we made and that we will continue to make.

Mrs. Regis-Darby stated just moving forward in terms ELA, Math and the numbers and kudos to the district for keeping on the same level of the State. As we are moving forward, is it possible that the district or the data specialist or the math coordinator or the building coordinator can do more of an item analysis in particular into the test to see the random of standard for questions so we know how to address the it and what will that look like as we move forward for the next testing.

Mr. Tatum stated I haven't heard that terminology in a while and that is old school but that's what worked back in the days; that goes back to my days as a remedial teacher. Mrs. Regis-Darby stated it actually works and helps us do the breakdown in terms of what the kids got right and wrong. Mrs. Moses stated we do that at the building level. We look at all the questions and itemize every little aspect. We really know what is going on. Last year we had our school program, we called it "like a triage" where we look at exactly where the weak spots are and we take care of just that and that is for all the kids that took that course – passed. That is not old school, that is this school. Mr. Tatum stated right now we use the State format but that is certainly something that we do. Last year at the high school there was a mid-year review and we talked about where we were.

Mrs. Regis-Darby stated for the public, sometimes the test numbers are hard to understand but when we talk about breaking down to a standard, that is easier because it is common language for our parents. I think when we present we present in that term or we have a

school building presentation on what we did on our standard exams. It is easier for the public and parents to understand.

Mr. Nufrio asked for a copy of the presentation and Mr. Tatum stated it will be provided. Mr. Nufrio stated Mrs. Moses spoke about item analysis. Mrs. Moses stated all the test scores are online. Mr. Nufrio asked if he can have a copy.

Dr. Morgan stated once we do the item analysis, do we have an action plan and can that be presented to the Board so we know what is coming and what PD is necessary. Mrs. Moses stated every supervisor and principal write their goals and how they are going to address the concerns so the teachers can understand where we need to go from here. That is part of their professional development plan and the goals for the building. We have goals for the principal on addressing the scores. We use multiple scores because all kids don't take the test. It is still a concern because even if a child did not take the test, we are still going in on that. It will only strengthen our skills. The supervisors also have goals and their department goals and how they are going to address some of the issues based upon the data that we have. This is one step because we have to use multiples so we know what areas that we have it. Also, they are taking assessments in the classrooms and we want to see if they are aligned. We will have other principals coming in because the public needs know what they are working on.

Mr. Nufrio stated in the past there was a presentation with our reps so visually it is more understandable on where they made growth and deficiency. Can we possibly convert the data? Mr. Tatum stated when I use the term old school, I'm talking about what happens at the building level versus what happens here and what the formats are. One of the QSAC spoke to us about was presentations and making sure that we are following the format of the State. Mr. Nufrio stated I understand that but for us I think it is visually more understanding. Mrs. Regis-Darby stated it is also on the State website and it is broken down.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS

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

E-2. APPROVE CURRICULUM GUIDES

Approve the following Curriculum Guides:

1. Television Production I – 9th and 10th grades
2. Television Production II – 10th and 11th grades
3. Television Production III – 11th and 12th grades
4. Television Production IV – 12th grade
5. Leadership I – 6th grade
6. Leadership II – 7th grade

7. Community Based Leadership – 8th grade elective

E-3. APPROVE CONTRACTS – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

Approve Service Contracts with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the District for the 2019-2020 school year, in accordance with the non-public information appended to the minutes.

E-4. APPROVE SCHOOL NURSING SERVICES PLAN

Approve the 2019-2020 Nursing Service Plan, in accordance with the information appended to the minutes.

E-5. APPROVE TRANSPORTATION CONTRACTS – MUJC

Approve the Morris-Union Jointure Commission (MUJC) (a) 2019 extended year transportation contract and (b) 2019-2020 regular school year transportation contract, in accordance with the information appended to the minutes.

E-6. APPROVE KEAN UNIVERSITY FUTURE TEACHER ACADEMY PROGRAM

Approve Kean University Future Teacher Academy Program Contract by and between Union High School and Kean University for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-7. APPROVE NJQSAC SCORES AND STATEMENT OF ASSURANCE

Approve the New Jersey Quality Single Accountability Continuum (NJQSAC) District Scores and Statement of Assurance, in accordance with the information appended to the minutes.

E-8. APPROVE COMMUNITY BASED INSTRUCTION SITE AND STRUCTURED LEARNING EXPERIENCES

Approve Community Based Instruction Site (CBI) and Structured Learning Experiences (SLE) for the 2019-2020 school year: (a) Union High School Cafeteria, administered by Pomptonian Food Services, located at 2350 North Third Street, Union, New Jersey 07083.

E-9. *Agenda item approved at October 8, 2019 worksession (affirm HIB decision).*

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS

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

F-1. TREASURER'S REPORT

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

F-2. SECRETARY'S REPORT

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

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

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

/s/ Manuel E. Vieira

Manuel E. Vieira, Board Secretary

_____ Dated

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

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. 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	2061/Cosmetology	Burmax – student kits for cosmetology class	\$1,242.60
Union High School	2100/Athletics: basketball	St. Jude's Hospital	\$15,000.00 (estimate)
Union High School	3380/Athletics: wrestling	NJSIAA – door money for State wrestling regions at UHS	\$12,000.00 (estimate)
Union High School	3380/Athletics: wrestling	UCIAC – door money for county wrestling regions at UHS	\$8,000.00 (estimate)
Union High School	2100/Athletics: football	NJSIAA – door money for State football game at UHS	\$8,000.00 (estimate)
Kawameeh Middle School	41/Musical Production	Peter Leone – purchase materials for props, scenery and set for spring musical	\$2,000.00 (not to exceed)
Kawameeh Middle School	41/Musical Production	Marianne Dezynski – purchase materials for costumes for spring musical	\$2,500.00 (not to exceed)
Kawameeh Middle School	17/Music	Marianne Deczynski – purchase items for candy/sale	\$1,500.00 (not to exceed)
Kawameeh Middle School	41/Drama	Marianne Deczynski – purchase supplies for concession sales for spring musical	\$2,000.00 (not to exceed)

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
Candy Sales	10/16/19 – 5/30/20	UHS/boys basketball – to raise funds for fall and summer league, senior night, dinners and lunches with players
Shop-Rite Bagging Groceries	11/8/19 and 3/1/20	UHS/ROTC – to raise funds for ROTC activity/field trip
Bake/Snack Sale	October 2019 – June 2020	UHS/Hiking Club – to raise funds for transportation and club activity costs

Pizza Sale	October 2019 – June 2020	UHS/Hiking Club – to raise funds for transportation and club activity costs
Car Wash	TBD	UHS/Hiking Club – to raise funds for transportation and club activity costs
Chocolate Sale	TBD	UHS/Hiking Club – to raise funds for transportation and club activity costs
Christmas Ornament Sale	TBD	UHS/Hiking Club – to raise funds for transportation and club activity costs
Pretzel Sale	TBD	UHS/Hiking Club – to raise funds for transportation and club activity costs
Shop-Rite Bagging	TBD	UHS/Hiking Club – to raise funds for transportation and club activity costs
Candy Sale (Gertrude Hawk)	October 2019 – May 2020	UHS/Interact Club – to raise funds to support both local and international projects/charities requirement for Interact Clubs by Rotary International
T-shirt Sale	October – December 2019	UHSPAC – to raise funds for fall production costs
Fruit Snack Sale	October 2019 – June 2020	UHSPAC/Advanced Musical Theatre – to raise funds for productions throughout the year
Car Wash	April 5, May 31, August 30, 2020	UHS/Marching Band – to raise funds for materials needed for marching band
Gertrude Hawk Chocolate	10/28-12/13/19	UHS/Instrumental Music – to raise funds to offset the cost of the spring trip
The Goodies Factory – Poppin’ Popcorn	1/27-3/27/20	UHS/Instrumental Music – to raise funds to offset the cost of the spring trip
St. Jude’s Classic	12/19/19	UHS/Basketball – to raise funds for St. Jude’s Children’s Hospital
Candy/Apparel Sale	October 2019 – June 2020	UHS/Winter-Spring Track – to raise funds for track equipment
Snack & Brownie Sales	9/26/19 – 1/30/20	UHS/K. Brooks Field Trips – to raise funds for Ms. Brooks class
Junior Field Day	October 2019	UHS/Junior Class – to raise funds for juniors
Zumba Day	11/23/19 – 5/23/19	UHS/Junior Class – to raise funds for juniors
Raz-Kids Reading Challenge Pretzel Sale	10/25/19; 2/7/20; 5/8/20	Hannah Caldwell – to raise funds for school programs
Multicultural Day Pretzel Sales	1/10/20; 3/6/20	Hannah Caldwell – to raise funds for school programs
PBSIS Pretzel Sales	11/1/19; 11/22/19	Hannah Caldwell – to raise funds for school programs
Pretzel Sale Student Carriers Chocolate & Fruit Snack	October 2019 – May 2020	UHS/National German Honor Society – to raise funds for field trip to German Art Gallery in NYC.
Twirl Clinics	October 2019-June 2020	UHS/Twirling – to raise funds for club activity costs and teach twirling
Candy & Bake Sales	October 2019-May 2020	UHS/Twirling – to raise funds for competition costs, accessories, batons and uniforms
Dancing with the Teachers	December 2019	UHS/Twirling – to raise funds for outfits, accessories and competition costs for twirlers, as well as senior scholarships
Yankee Candle	11/1-12/31/19	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge

Valentines' Day Grams	2/3-14/20	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge
Chipotle Mexican Grill	11/11/19	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge
Pictures with Santa	12/9-18/19	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge
Candy Cane Grams	12/9-20/19	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge
Candy Corn Count	10/21-31/19	KMS/Student Council – to raise funds for the 8 th grade trip to Forest Lodge
Philly Pretzel Sale	10/21/19-4/01/20	KMS/Student Council – to raise funds for 8 th grade trip to Forest Lodge
DVD Sale	11/1/19-3/15/20	KMS/Drama Club – to raise funds for DVD copies for each cast member
Program Ad Sales	11/1/19-3/15/20	KMS/Drama Club – to raise funds for spring musical
Play Costumes	11/1/19-3/15/20	KMS/Drama Club – to raise funds to cover costs of student costumes for spring musical
T-shirt Sale	11/1/19-3/15/20	KMS/Drama Club – to raise funds for spring musical
T-shirt Sale	11/1/19-6/15/20	KMS/Music Dept – to raise funds for student t-shirts and music trip
Candy/Soda Sale	10/15/19-6/15/20	KMS/Jazz Ensemble/Music Dept – to raise funds for music trip
Senior T-shirt Sale	October-November 2019	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Wristband Sale	October-November 2019	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Dine to Donate@Chipotle (Springfield)	12/4-12/14/19	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Fashion Show	January 2020 (TBD)	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
U Apparel Sale	January-February 2020	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Halfway to Graduation/90 Days Away Event	2/3-10/20	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Food Truck Festival and Inflatable Village	5/9/20	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Mr. UHS	May 2020 (TBD)	UHS/Class of 2020 – to raise funds for senior class trip and project graduation
Skating Party	10/16-11/14/19	UHS/Dance/Step Club – to raise funds for dance team
Winter Apparel Sale	10/16-12/31/19	UHS/Cheer – to raise funds for cheer team
Staff Dress Down-College & Career Day	10/23/19	UHS/Guidance Scholarship – to raise funds for Maureen Baldwin Counseling Scholarship
Philly Pretzel Sale	January-May 2020	Hannah Caldwell/Multicultural Club – to raise funds to help purchase items for multicultural day
Philly Pretzel Sale	11/1-22/2019	Hannah Caldwell/PBSIS – to raise funds for PBSIS for student and staff incentives
Philly Pretzel Sale	10/25/19-5/8/20	Hannah Caldwell/Raz-Kids Reading Challenge – to raise funds to reward students and encourage reading through Raz-Kids Reading program
Sale of School Calendar Magnets	10/1/19-6/30/19	Washington/guidance counselor – to raise funds for prizes for Washington wages

Philly Pretzel Sale	October 2019-June 2020	Washington/guidance counselor – to raise funds for prizes for Washington wages
Flea Market	Revised date: April 25, 2020	UHS/TESSLO – to raise funds to support educational enrichment activities (previously approved – revised date)
T-shirt Sale	10/15-31/19	UHS/National Honor Society – to raise funds for National Honor Society events
Bake Sale	10/15-11/10/19	UHS/Optimist Club – to raise funds for junior class field trip to Philadelphia

F-12. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
LifeTouch Nat'l School Studios	Livingston Elementary School	\$1,152.30
(2019 TREP\$ Sponsors)	Livingston Elementary School	
BCB Community Bank		\$250.00
FGK Diner		\$100.00
Jaques Creations		\$100.00
Johnny Napkins		\$250.00
Union Hot Bagels		\$25.00
Susan Lipstein		\$50.00
Michael Smith		\$250.00
Christer Holmquist		\$500.00
Nadira Persaud		\$30.00
Beyond Perfection		\$100.00
Iren Goldie-Petrie		\$100.00
American Shave		\$200.00
Jeffrey & Suehay Monge		\$500.00
SRO studios – cash		\$100.00
Miscellaneous cash donations		\$130.00
Lifetouch Nat'l School Studios	Washington Elementary School	\$1,384.60
Lifetouch Nat'l School Studios	Battle Hill Elementary School	\$1,063.60
The Commencement Group Inc.	Union High School	\$275.00
Bottling Group LLC-FSV	Union High School	\$150.47

F-13. APPROVE LEASING AGREEMENT – BUS

Approve a lease purchase financing for the acquisition of the following Vehicles: VIN #1HA6GUBG5JN006609, VIN #1BABHCSA6LF366288 and VIN #1BABHCSA8LF366289 in the principal amount of \$297,644.38 with Municipal Leasing Consultants (MLC) at an interest rate of 2.77% and at the Swap Rate of 1.844%, in accordance with the information appended to the minutes.

F-14. APPROVE AMENDMENT TO FY20 ESEA GRANT

Approve an amendment to the FY20 ESEA Grant to be submitted due to the FY19 ESEA Carry-Over Funds needed to be budgeted. The following amounts are the FY19 Carry-Over Funds for each title: Title I-A: \$135,078; Title IIA: \$70,811; Title III: \$2,411; Title III Immigrant: \$7,371; Title IV: \$47,014 – Total: \$262,685.

F-15. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT

Approve the Comprehensive Maintenance Plan Report (FY19, budgeted FY20 and Planned FY21), in accordance with the information appended to the minutes.

F-16. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (M-1)

Approve the Annual Maintenance Budget Amount Worksheet (M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.

F-17. APPROVE UCESC NON-PUBLIC SCHOOL SECURITY AID PROGRAM AGREEMENTS – PARTICIPATING SCHOOLS LOCATED WITHIN DISTRICT

Approve the Union County Educational Services Commission 2019-2020 Nonpublic School Security Aid Program Agreements for the following participating schools located within the District: (a) St. Michael School and (b) Holy Spirit School, in accordance with the information appended to the minutes.

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

F-19. APPROVE AMENDMENT TO PLATT PSYCHIATRIC ASSOCIATE

Approve to amend the memorandum for Platt Psychiatric Associates to provide basic in-office, as well as on-site student psychiatric consultations, expedited student psychiatric consultations, and attorney for forensic conferences at the rate of \$825.00, \$975.00 and \$600 per hour, respectively for the 2019-2020 school year not to exceed \$3,500.00 (the on-site consultation cost will include travel time at the rate of \$125 per 20 minutes), in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio asked with regards to F-4 – I want to ask Mr. Tatum if he was fully apprised of the transfers that appear. Mr. Tatum stated yes and we discussed that last week.

Mr. McDowell stated with regards to F-12 and with all due respect to Mr. & Mrs. Monge, I think whether the policy is followed or not, was not their fault. I think their point was their donation was publicly listed last week and this week it is not there. I don't believe they received any information for that. I remember the discussion last week. We discussed it at the end of executive session or during it. But it was publicly listed last week and this week it is not. I think they are looking for an explanation as to why their name was taken off of F-12. I can tell you what I remember from last week and that it had political overtones.

Mr. Taylor stated Mr. McDowell, you are entitled to your opinion. The conversation last week was in closed executive session under the attorney-client privilege exception and I would advise Board members not to disclose publicly what was shared under the attorney-client privilege no individual Board member can waive that privilege.

Mr. McDowell stated that is why I mentioned it the way that I did. I want to reiterate that the donation was publicly listed. It had nothing to do with an employee or a student. We did discuss it in executive session. Again it had nothing to do with anything that needed to be

withheld from the public. I do remember that what we talked about was taking it off the agenda this month and putting it back on next month and the term was after the election. Am I the only one that remembers it that way?

Mr. Taylor stated Mr. McDowell, you are entitled to your opinion and I don't recall that being expressed last week as to the appropriateness of the discussion in closed session. I would have been happy to issue an opinion. Based upon my understanding of the law, the item was appropriately discussed in closed session as it was brought to my attention by a Board member. The issue was frank with respect to policy considerations, potential impact on personnel issues, issues on potential or anticipated litigation, as well as compliance to applicable ethics and or elect laws and statutes, etc. There were a myriad of issues that were discussed. I would again respectfully advise the Board members, whether you agree or disagree, not to publicly disclose what was discussed in closed session just so not to violate any confidences or privileges. I would be happy and I have tried my best to respectfully, and I anticipated this process this evening, tried to respond to Mrs. Monge on the issue with respect to the policy, the protocol of this Board of Education, which is very clear in your policy that donations are subject to Board approval. The Superintendent is in charge of the day-to-day administration of this district as well as compliance with policies and recommendations to the Board. I don't want to get into the nuances that may deal with or impact personnel considerations, etc. The opinion that was given was essentially if the policy wasn't followed perhaps that should be looked at and corrected. Simple as that; it is not about, at least from my prospective, any political considerations, overtones, etc.

Mr. McDowell stated all I would like to say is the policy was not the issue last week. As I said earlier I don't think whether the policy was followed or not, that is not the issue. The issue was the donation was listed last week and this week it is not. They asked for an explanation and I don't think they have gotten it. I may be wrong but I'm right. They didn't get the information that they are looking for. Whether the policy was followed or not, doesn't matter. It matters but it is not the issue. The issue is it was pulled and they haven't received a satisfactory explanation as to why.

Mrs. Regis-Darby stated this was talked about in executive session and I don't want to bring what we talked about in executive session because I don't want to be brought up on charges, my question relates to what we talked about in executive session so I'm asking if we can table this and bring it back to executive session so my question can be answered? Mr. Taylor stated that is fine.

Mrs. Ruiz stated I want to echo Mr. McDowell's comments. I have similar recollection. If the position of the Board is that if that one donation was pulled because donations need to be approved/accepted by the Board before applying to the fund it is supposed to be going to then my question would be are we doing this across the board or are we singling it to one donor? Did we look at every single donation on this list and see which ones were approved before they are applied. It seems illogical that we would hand pick one and to Mr. McDowell's point, there were political undertones. I as a Board member would expect that all of us as a collective Board would want all policies to be implemented equally across the board so we would pull donations

because we have a question as to whether or not they were properly accepted by the Board then we should look at every single donation and make sure that is being done.

Mrs. Minneci stated I was approached about this on Friday. I thought about it and responded the next day. I would like F-12 to be pulled and the response I was given was no. I offered to have the entire F-12 pulled for tonight and the answer was no. I just want to clarify that was offered and the response was no. Mrs. Ruiz asked who? Mrs. Minneci stated the person called me and had a communication with Mr. Monge and the response I got was no.

Mrs. Ruiz asked did we look at every single donation on this list? What exactly does accepted mean? Does cashing the check equals acceptance? Then were all these checks cashed already? Mrs. Minneci stated what we discussed last week, there was a difference and that is all I can say. I can't discuss what was talked about. Mrs. Ruiz stated I don't expect anybody to break confidentiality. I'm just reiterating if we are going to enforce the policy then we need to enforce fairly across the board.

Mr. McDowell stated if we can't amend F-12, where we would add Mr. & Mrs. Monge back onto this list, then we should take F-12 off the agenda.

Mr. Taylor stated the item in question is not on tonight's agenda. There is no reason to table item F-12 to a later time in the meeting. You can vote on the resolution as it as properly been moved and seconded. Since this is a regularly scheduled meeting of this Board of Education, any item can be walked onto the agenda. To the extent that a Board member wants to make a motion from the floor for this you can. That can be done at a different part of the meeting. At this juncture the item on the floor does not include that donation. This does not have to be amended to include it right now; you can move along with your agenda. If there is a motion to go into closed session to continue discussion which I believe is appropriate under the attorney-client privilege but also with respect to anticipated or potential litigation, as I have heard certain terms about tonight but also a reference before, certain legal, ethical, etc. issues I will be happy to give my opinion to this Board in closed session and you can be guided accordingly and make whatever decision you feel is in the best interest of your school district.

Dr. Morgan stated we can walk it on the floor now. Mr. Taylor stated it is not part of this resolution. You don't have to table F-12. If everyone is confident that the recommendation of the Superintendent is appropriate, with regard to F-12, you can vote it up or vote it down. It is not contingent upon the donation of the Monge family. That donation can be acted upon separate.

Mrs. Regis-Darby stated everything on this agenda is based on the Superintendent's recommendation. Does the Superintendent have an issue or problem with the donation from the Monge family to be placed on this agenda? These are the Superintendent's recommendations. He tells me if I should be making this recommendation. I want to know from the Superintendent does he have issues with this donation, if he has than we need to talk about it.

Mr. Taylor stated you can answer without getting into potential personnel related issues where we violate a member of your teaching staff, without getting into those issues, he can answer your question.

Mr. Tatum stated I have no issue with the agenda as posted. In consideration for this entire Board was advised under attorney-client privilege, I would suggest that we do go back into executive session to talk about this. Originally my intention was to recommend the agenda in its entirety as it was originally written.

Mr. McDowell asked can we amend F-12? Mr. Taylor stated you can but it is not necessary. If you want to keep it all together, then whoever moved items F-1 through F-18, if you want to amend the motion to table or remove F-12 from that consideration and whoever seconded is in agreement, then it can moved as a block, minus F-12. We can table F-12 for closed session or a potentially amendment to that particular agenda item, after consultation with your administration and legal counsel in closed session for issues in areas which are appropriate for closed executive session.

Mrs. Regis-Darby stated or someone can make a motion to add that particular donation. Mr. Taylor stated if you want to make a motion to amend it right now, that can be done as well. In accordance with Robert's Rules of Order, that motion to amend would have to be moved and seconded and voted on separately and then that item would be added to the agenda. However, you raised a fine line point on a governing standpoint, from an ethical standpoint, while any item can be walked on to an agenda, it would be walked on upon recommendation of the administration or from a Board member as it pertains to the day-to-day operation of the school district. I would submit that a donation falls within an area that may not need the requirements of the Superintendent's recommendation – it is not the hiring or firing or transfer of a staff member. Your policy states that acceptance of donations are subject to the Board's approval. However, again, you heard references to protocols not being followed and it is important for you to make an informed decision; whether you want to relax your regulations or not, simple as that.

Dr. Morgan asked can we make a recommendation before or after the vote? Mr. Taylor stated recommendation for what? Dr. Morgan stated to add it back in. Mr. Taylor stated if you want to amend this item you would make a motion to amend before the vote.

Moved by Dr. Morgan, seconded by Mrs. Ruiz, that the donation by Jeffrey & Suehay Monge for \$500.00 for the Livingston School TREPP\$ program be added back onto F-12.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins, Mr. Nufrio, Mrs. Williams, Mrs. Minneci MOTION CARRIED

Jeffrey & Suehay Monge's donation to Livingston School for \$500 was added on to F-12. The following is the vote for all Fiscal and Planning Committee resolutions:

Mr. Taylor asked do we need to go into closed session to have anything addressed or just act on it? Hearing no motion for closed session, you can present it as amended.

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

NAY: Mr. Nufrio, Mrs. Ruiz (F-16 only), Mrs. Minneci (F-12 only)

ABSTAIN: Mrs. Regis-Darby (F-16 only), Mrs. Williams (F-12 only)

Mrs. Minneci (F-6 employee #8933 and F-8 vendor #85992) MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

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

O-2. APPROVE RENTAL FEE SCHEDULE – 2019-2020

Approve Rental Fee Schedule for charges for the use of school facilities for the 2019-2020 school year, in accordance with the information appended to the minutes.

O-3. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN

Approve School Emergency Management Plan for the 2019-2020 school year, in accordance with the non-public information appended to the minutes.

O-4. APPROVE USE OF HAMILTON SCHOOL

Approve New Jersey Association of Math Supervisors and Leaders (NJAMSL) to use Hamilton School for a fall meeting on Tuesday, November 12th from 9:00am - 12:00pm, in accordance with the information appended to the minutes (certificate of insurance provided).

O-5. APPROVE REQUEST FROM VAUXHALL HISTORICAL SOCIETY

Approve request from Vauxhall Historical Society requesting the use of Jefferson School to hold a program in celebration of Veterans on November 9, 2019 from 10 a.m. until 12 noon and requesting waiver of fees and insurance.

O-6. APPROVE SCHNEIDER ELECTRIC – ESIP PROGRAM

Approve Schneider Electric, as the energy services company for the district's Energy Savings Improvement Program (ESIP).

O-7. APPROVE SUBSTITUTE STAFF AGREEMENTS – ESS Northeast, LLC

Approve Substitute Staff Placement Agreements with ESS Northeast, LLC, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS

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

P-1A. *Agenda item approved at October 8, 2019 worksession (personnel actions-new hires).*

P-1B *Agenda item approved at October 8, 2019 worksession (personnel actions-extra pay).*

P-1A-1. PERSONNEL ACTIONS – NEW HIRES

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

P-1B-1. PERSONNEL ACTIONS – EXTRA PAY

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

P-1C. PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

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

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	<u>Notes/ Corrections</u>
Dinnerman, Marjorie	Paraprofessional	Livingston	2/1/2020	Retirement	
Geva, Yechezkel	Part Time Bus Driver	Transportation	1/1/2020	Retirement	
Lateiner, Helene	10 Month Secretary	UHS	12/31/2019	Retirement	
Lateiner, Ron	Security Officer	UHS	12/31/2019	Retirement	

McCarthy, Jill	School Counselor	BMS	1/1/2020	Retirement	
Morale, Barbara	Cafeteria Aide	BH	1/3/2020	Retirement	
Green, Andrey	Teacher of Mathematics	UHS	11/22/2019	Resignation	Side Note: 60 days from notice of 9/24/19
Milwicz, Steven	Paraprofessional	BH	9/15/2019	Resignation	
Freeman, Sharon	Cafeteria aide	CF	10/18/2019	Resignation	
Manley-Keys, Vendetta	Teacher	Washington	12/3/19	Resignation	Side note: 60 days from notice of 10/4/19
Olayinka, Olugbemisola	Paraprofessional	BH	10/18/19	resignation	

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.
Caldarola, Anne Marie	Teacher of Art	HC	9/21/2019-12/14/2019	Intermittent FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Jeklinski, Johnathan	Teacher of Business	UHS	10/21/2019-6/24/2020	Intermittent Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Nicastro, Joyce	Pre-K Teacher	Conn. Farms	10/8/2019-11/19/2020	Paid Medical Leave	

Ashraf, Lisa	School Counselor	KMS	1/2/2020-6/1/2020	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Gunther, Kayla	Elementary Teacher	Franklin	11/18/2019-4/8/2020	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA
Vicidomini, Julia	12 Month Executive Administrative Assistant	Central Office	*Update 8/27/2019-3/1/2019	FMLA followed by Unpaid NJFLA/ Child Rearing Leave	FMLA Entitlement not to exceed 12 weeks. NJFLA entitlement not to exceed 12 weeks. Entitlement not concurrent.
Liento, JoAnn	Paraprofessional	BH	10/1/2019-6/30/2020	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks. Time after this entitlement does not fall under FMLA
Lam, Christina	Teacher	CF	10/1/2019-3/20/2020	FMLA followed by paid child rearing leave and unpaid NJFLA	FMLA entitlement not to exceed 12 weeks. NJFLA entitlement not to exceed 12 weeks. Entitlement not concurrent
Polack, Linda	Teacher	UHS	Immediately-6/30/2020	Intermittent FMLA/NJFLA leave	FMLA entitlement not to exceed 12 weeks. Time after this entitlement does not fall under FMLA/NJFLA
Romanyshyn, Danielle	Teachere	BH	10/14/2019-6/24/2020	Consecutive followed by intermittent FMLA/NJFLA leave	10/14/2019-11/1/2019 (consecutive) and 11/4/2019-6/24/2020 (intermittent) Intermittent

					FMLA/NJFLA entitlement not to exceed 12 weeks.
Siderman, Jason	Teacher	UHS	10/4/2019-6/30/2020	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks. Time after this entitlement does not fall under FMLA
Whiteman-Land	School psychologist	UHS	10/1/2019-6/23/2020	Intermittent FMLA/NJFLA leave	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Lopez, Ovidio	Custodian	Washington	1/2/2020-3/27/2020	FMLA/NJFLA leave	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Lopez, Christine H.	Librarian/media specialist	Jefferson	10/21/2019-12/22/2019 (tentative)	Paid medical leave followed by unpaid non-FMLA	Does not meet FMLA length of service requirements
Dowling, Nikki	English teacher	KMS	1/17/2020-6/12/2020	Paid child rearing leave and unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA

P-5. APPROVE AFFIRMATIVE ACTION OFFICER–AWARDING CONTRACTS-VIEIRA
 Approve Manuel E. Vieira as Affirmative Action Officer for awarding contracts for the 2019-2020 school year under P.L. 1975, c. 127, at no cost to the District.

- P-6. **APPROVE CUSTODIAN OF RECORDS – VIEIRA**
Approve Manuel E. Vieira as Custodian of School Records for the 2019-2020 school year, at no cost to the District.
- P-7. **APPROVE DISTRICT COMMUNICATION LIAISON – SPECKHART**
Approve William Speckhart as the communication liaison to local law enforcement agencies for the 2019-2020 school year, at no cost to the District.
- P-8. **APPROVE PUBLIC AGENCY COMPLIANCE OFFICER – VIEIRA**
Approve Manuel E. Vieira as Public Agency Compliance Officer (PACO) for 2019, at no cost to the District.
- P-9. **APPROVE QUALIFIED PURCHASING AGENT – VIEIRA**
Approve Manuel E. Vieira as Qualified Purchasing Agent (QPA) for the 2019-2020 school year, at no cost to the District.
- P-10. **APPROVE AFFILIATION AGREEMENT – PACE UNIVERSITY**
Approve Affiliation Agreement for Clinical Experience and Clinical Practice between Pace University and the Township of Union Board of Education, in accordance with the information appended to the minutes.
- P-11. **APPROVE INTERN AFFILIATION AGREEMENT – KEAN UNIVERSITY**
Approve Intern Affiliation Agreement between Kean University and the Township of Union Board of Education, in accordance with the information appended to the minutes.
- P-12. **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-13. **APPROVE ATTENDANCE AT MEETINGS – MUJC**
Approve Marcel Royal, BCBA/Behaviorist, to attend meetings at the Morris Union Jointure Commission, at no cost to the district for the 2019-2020 school year.
- P-14. **APPROVE AFFILIATION AGREEMENT – LINCOLN TECHNICAL INSTITUTE**
Approve Affiliation Agreement between Lincoln Technical Institute and the Township of Union Board of Education, in accordance with the information appended to the minutes.
- P-15. **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.
- P-16. **APPROVE CLASS III OFFICERS**
Approve resolution authorizing the utilization of Class III Officers, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins (employee #11846), Mr. Nufrio (employee #10897)

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [3 student exited from September 1st through September 30, 2019 (3 from elementary) or a total of six (6) students for the 2019-2020 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approve to remove student #310023 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approve to remove student #338150 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approve to remove student #270536 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE

Mr. Nufrio stated we discussed items last week – specific programs or concepts that are being explored and will be finalized. There were quite a few interesting proposals that they are considering and it would be premature to talk about at this time.

Mrs. Williams stepped out of meeting prior to approval of bills.

APPROVAL OF BILLS

Upon recommendation of the Superintendent of Schools and moved Mrs. Regis-Darby, seconded by Mr. Nufrio, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS

None

NEW BUSINESS

Mrs. Regis-Darby stated just to the community that on October 23rd is college night at the high school. Also the Union High School PTA is looking for volunteers for the tricky tray and April 1st is the tricky tray so buy your tickets. The deadline for reflection is December 1st – please encourage your kids to enter. December 5th is the 7th and 8th grade orientations.

Mr. McDowell stated our football team is currently undefeated. We are the Watchung Conference champs. This weekend is our homecoming against Hunterdon Central. Our football team is having a great year and we are proud of them. Also this Sunday there is the tournament of bands.

COMMENTS FROM THE PUBLIC

David Arminio stated I'm speaking on behalf of the Union Township Historical Society. This weekend is Four-Centuries Weekend. Every historical site in Union County is open. I'm here to talk about the Caldwell Parsonage – we have a collaboration between us, the Girl Scouts will be there to volunteer, the Kawameeh Middle School National Jr. Honor Society will be there monitoring the rooms, and the Union High School History Club will be there to help monitor the rooms and help patrons that come in and guide them around. I hope people in the community come out to Four-Centuries Weekend.

On November 25th is the third class of the Union High School Athletic Hall of Fame induction. It will be held at Galloping Hill Caterers. Athletes from the past and no so distant past will be inducted into the Athletic Hall of Fame. You can go on the website to see who is being inducted.

On November 26th at Kawameeh, the gym will be named in memory of Jack DeBarbieri who taught there for 44 years. He did a lot for the students and athletes – as a football and wrestling coach.

Mr. Tatum left meeting at 9:09 p.m.

Chasity Santana stated the BOE always comes out to the PTA meetings. We love the partnership between the PTA and everything that you guys bring in.

On October 19th, the Union Township will be honoring Jeremy Maraj by naming the basketball court after him. There will be a brief ceremony at the basketball court (Ivy Hill Park) on Galloping Hill Road from the YMCA. His next door neighbor did a great lemonade stand and there will be a bench dedicated to him at that time. This little boy shared a lot of love; he had a huge smile.

Paul Casey read the following letter from Mrs. Lipstein:

“Last week I was sent a link to a website and when I opened it, I was a little disconcerted by what I read. It was a list of accomplishments that the two current board of ed members who are running for re-election have listed that they are responsible for. I read it, and felt a little like an employee whose ideas were broadcast by the big boss with no credit given to them. Although I am not the employee whose ideas they are claiming credit for, I decided I would try to set the record straight and give credit to those who should have it including our administrators and three other candidates running for board of ed. Many of these accomplishments were originally started by a far-thinking administration, all of whom were in place prior to the two people claiming “accomplishments” were even elected, and a third candidate who never even attended any board of ed meetings.

The school building grade restructuring plan was first brought up five years ago at one of the first meetings of the planning council that Mr. Tatum started in 2014. It was comprised of volunteers, I was one of them, and to my knowledge, none of these candidates attended. The idea was brainstormed and worked on for several years, coming to a head last year when a group of teacher volunteers worked on a report, which was presented to the Education Committee and to the Board as a whole.

Full-day pre-k – credit has to be given to Nellis Regis-Darby, who, from her first day on the board, pushed for this month after month. Her advocacy gave the administration the nod that it would be a good thing to be prepared, which they were, so that a small program went into place last September and we were ready for state funding, so that the program grew from about 12 students to 300, with no parents having to pay a fee. Mr. Tatum and Mrs. Moses worked like crazy to bring this to fruition.

Chrome book initiatives was begun at least five years ago, pushed by Dr. Francis.

Energy savings plan was pushed by Jeff Monge.

Change in food service came from multiple complaints from parents, pushed by a parent's group with the charge led in part by Suehay Monge. A subcommittee was formed and as far as I know, none of the two running for re-election even participated on it.

And as far as some of your future "plans" – you express a desire to expand collaboration and offer face-to-face or virtual forums – we have been doing this for quite a few years, including township education forums at Kean University, which none of you have attended. But what is missing, what you don't speak about, is having a candidate's debate and to my knowledge, none of you spoke up when the Township Committee changed the policy of our local access station without consulting with the Superintendent and the Board of Education, which they were required to do. Without a debate, propaganda can be mistaken for fact.

Here are a few concerns that I have about the administration of Mrs. Minneci – you held a February planning meeting that was only two hours long. In the past, we had full day planning meetings which were not even enough time; other boards often have a weekend retreat. Out of six items on the agenda, you covered only two. You promise planning, but in truth, when you had a chance to do it, you really did not. Also, you only had a two-hour planning meeting in the summer. It is impossible to plan a year's agenda in two hours.

I also cannot take your goal of explaining how the Board of Ed operates to the community that seriously, as I know that you know that the NJ School Board Association and the NJ State Commissioner of Education frown on Board of Ed candidates being supported by a political party, yet your first meeting, even before you met with the public, was to meet with the Democratic Club. Why put yourselves in the position of taking money or support from a political party and then being in the position of being beholden to unelected party bosses in a non-partisan election? We need to be sure we have independent thinkers who can vote independently on our Board of Education."

I want to make one comment on the donation tonight. Bringing politics into this environment when it didn't need to be is very unfortunate and if you want to start talking about campaign donations, that is probably not a road you want to go down. Independent candidates that aren't accepting more than \$300 compared to \$19,000 at last election that Minneci/Williams got. Just know if you are looking for an independent candidate, it is not the two sitting on this Board.

Ms. Cordosa stated I'm listening to all the comments and I'm disappointed because there are things that don't belong here. We are here for one purpose only, our children, we are here to make their lives easier, their education better – we are not here to be political that has no relevancy here - our kids do. I see the need for paras. I volunteer five days a week at a school where I see the teachers struggling – they need help. There is not enough paras in the building. My own grandchild just got her para today – her one-on-one. I invite any of you to go and walk

with her and see the struggles that she has. There are a lot of them that still need more help. If it was your child or grandchild you would be up here fighting too. My daughter can't be here because she is home with her three babies so I'm her voice. I'm my granddaughters voice because she can't speak for herself. I want better for her. I don't like political nonsense. I want you guys to settle down; make choices; get more paras in the schools and help these teachers.

Jeffrey Monge stated for the last few years, the BOE elections have been disgusting – when you have people from politically connected groups trying to get on the Board and discrediting this school district and talking disgustingly and slandering the school district. Now all of a sudden one year when you actually have people trying to get re-elected, now everything is beautiful. Now you have gone from a situation where everything was going down the tubes to you are doing everything with no recollection on who did the work.

Save the teachers was one of the things. Mrs. Minneci, you weren't even here for the budget meeting. Mrs. Williams voted "no" for it. We actually approved that budget with a condition of a line item that I found to be able to say there is too much money here and too little money here – we approved it with Mr. Benaquista and Mr. Tatum agreeing that they will go back and take those recommendations and go from 100 jobs, that last year Mr. McDowell wasn't even on the Board, actually lost in the district, to all of sudden he saved them all and he had nothing to do with it. Save the paras, this is what you are running on. Over 60% of the paras lost their benefits but we started this school district without enough paras. A lot of IEPs, we are hearing, have not been followed because you don't have enough paras. But you want to try to say that we are on budget last week, yeah because you are saving money off the paras because of the benefits. That was supposed to be an issue. We don't have enough of them so we have kids that are supposed to be the number one reason. Save the paras was all based on the kids, but it wasn't. Here we are today; we have the issue but you say you want to save the paras.

ACE mentoring, Mrs. Williams said that – I actually introduced ACE mentoring to the district and my son actually worked over the summer to talk to his friends to make sure they joined the club and the ACE mentoring program was supposed to start in October and I as a parent sitting with the high school and trying to identify mentors and trying to help them get that off the ground because it is delayed. To even try to take credit for that which my son put together for the high school is ridiculous.

STEM academy – the engineering program went from a three-year program and got cut to a one year program this year and to try to rebuild. This is where I take responsibility for that. CAD - we expanded it but we didn't have enough teachers. We had kids that were positioned to other classes or they were sitting there with CAD teachers that were subs. They didn't even have professional background. They were having a free period.

We talk about kids and you want to talk about track records, the biggest thing that this Board did and this is when Mr. Arminio was president, we gave the reigns to the Superintendent and his staff to do the job. Historically it was always politically controlled; decades of regression from a blue ribbon school to us trying to be better. The only way to be better is by allowing the Superintendent and his staff to be able to do the work for this district.

Woman in audience stated the reason why we are here is to support the children. Each candidate had their opportunity to say what they wanted or did; whoever denied it I don't understand why we are here in front of the Board when we should be speaking about children, children programs and what we can do to help the children as opposed to this being like "I did this, you did not". There is a place for that and again each candidate had their time to do that but to do that here just doesn't make any sense.

Mr. Taylor stated (to a man in the audience) excuse me sir, can you address your comments to the Board at the appropriate time. If you want to have a private conversation you are more than welcome to go out in the hallway or outside. Thank you.

Mr. Minneci stated Mr. Taylor we spoke about making a comment as a Board member. We don't have to go out publicly, we can make it from here. Mr. Taylor stated at the last regular meeting, and this may have occurred in the past where the Board member would leave their seat on the dais to go to the microphone to "speak as a member of the public" – I'm not aware of anything that allows that, that requires it, that excuses you or removes the title of Board member just because you are on that side of the table. You are still subject to the Code of Ethics for Board members whether you are in this room or at the grocery store or a football game. I would submit to the extent that Board members have comments, there is an allotted time at the end of the meeting to make your comments but there is no reason to jump on that side to make those comments as if it is more personal versus more official. You can disclaim that this is my personal opinion, while you are up here but there is no need for the shoveling back and forth.

Mrs. Williams stated for the record there are 37,000 registered voters in Union Township.

Mr. Taylor stated just to maintain a protocol with all due respect Mrs. Williams, can we wait until after the public comment is done and then Board members can make their comments.

Dr. Guy Frances stated for the people like Mr. Monge that come up and speak about certain things that he wants to take credit for and that we should take credit for is because there is no debate process that allows us. This was stopped when Mr. Nufrio was president. The Township decided that there would be no more airing of the Board of Ed debate. Mrs. Minneci and Mrs. Williams were the liaison to the Township at the time and I thought there should be more fight in both of you to make that happen. I assume that they don't want to debate because they want to show something or not want to show something or they don't know enough.

Mr. McDowell, thank you for coming out there. Mr. Monge and his wife didn't get an explanation. Mr. Taylor, they didn't get an answer and I would appreciate your comment.

The para situation – I have a friend I went to school with that was a para and she recently looked for another job because she didn't make the cut in terms of the number of years so she was going to lose her benefits. Working as a para – the pay isn't the best but what she liked the most is the benefits because that is what she really needed. Even though she didn't get paid a lot as a para, she loved her job and taking care of the kids. She told me that the administration, and I could be wrong Mrs. Moses and Mr. Benaquista, but the administration offered the UTEA single coverage for all paras so that none of the paras would have lost their jobs, they would have had

their benefits and anybody who had a family plan would have to buy up and that would have truly saved the paras. This would have been taken care of a long time ago but I heard it was rejected by the leadership of the UTEA. If I'm wrong, I'll let the UTEA or Mrs. Minneci explain it but I thought that was really disturbing. If we really wanted to save the paras, that would have been the best offer.

I know how negotiations work and sometimes they are there for themselves and not being for the collective whole. To me the paras were just being used for some other agenda.

Regarding legal payments, Mr. Taylor I know you speak a lot of that legal jumble stuff but the fact of the matter is I spent my last year on this Board fighting against the attorney. I felt that we didn't get anything done because things were being done to undermine these things. All I'm saying whoever is going to be on the Board next year to fight for transparency and not to allow the attorney to be a 10th Board member and remind the attorney he is there to give his legal advice and not his personal opinion but legal advice.

Mrs. Lopes asked are you looking for a new business person? Mr. Benaquista stated we have a BA/BS of record. It was official. Unfortunately before this person took over, he wasn't able to be here tonight. Moving forward he will be at our meetings.

Mrs. Williams stated I'm sitting here and listening to people criticize us for talking up our district. Now I'm not sure what training Mr. Monge went to but the training I went to – nowhere did I ever see that any one person was responsible for anything. It is a unified Board that works together on behalf of the kids. Yes, I'm talking up our district and I am taking credit for anything that I voted on that benefits our kids and if you don't like it, you just don't like it and I'm sorry. You come in week after week and you don't ever try to be cordial to us. You spent two years with your back turned to me. This is not personal but we voted on things that we thought would benefit the kids and it doesn't matter who brought in the initiative. If it is a good idea, it is a good idea. I don't have a problem saying that. You guys have a problem saying that. You have a problem with Nancy and I being here. You don't like how we got here. You don't have to like how we got here. We are here for the kids. You tried to ignore the fact that I have a special needs child. Please stop – I am here for our children. I am willing to work with anybody up here for our children. You guys have to stop with the political stuff. Just for the record that are 77,000 registered voters in Union, nine clicked in to watch from beginning to end the last date. Nobody wants a debate except you and your political partisan PSA friends. You have toxic energy in your self-serving needs and it has to stop.

Mr. Taylor stated can I please ask members of the public to please refrain from making sounds and gestures and grunts and comments during Board members' comments. The Board was respectful while you were making comments. I would just ask the public to respect the Board members. Thank you.

Mr. Nufrio stated I need to address the comment stated at the microphone by Dr. Francis and this will be a second time that I defend something which did not occur. The first time was with regards to an attorney, sending him a bill and he then apologized at a subsequent meeting to say he misspoke. The last time I looked in a dictionary, "misspoke" is defined as lying. With

that I will have to do it again tonight. You made a reference with regards to the debate and it was during the time that I was president. I just want everybody to know I had nothing to do with that. If it was suggested, if it was simply a matter of getting (inaudible) and it is something I did not do, I must defend myself. I had nothing to do with that. In fact, the last eight years I have been on this Board, I was the one who kept calling the League of Women Voters asking them to reschedule the debate so that we all can attend because in the past, it was always during the week that we have the School Board Convention and they accommodated me because I wanted that; I wanted the transparency. I had nothing to do with changing or cancelling any debate. I don't want the citizens of this Town to believe Dr. Francis' remarks.

Mrs. Minneci stated I'm a little confused because I recall some people asking that this be a clean campaign and as far as I know, we haven't said anything negative.

Mr. Taylor stated there has been a lot of dancing around the obvious but let's not make any direct comments regarding the electoral process or any individual candidacy. Even though people have been very close and in and on the line, I'm trying to be respectful of peoples First Amendment rights to speak during the public comment period.

Mr. Nufrio stated that wasn't a direct comment – she was quoting someone from the public. Mr. Taylor stated I interpreted it as her comment. Mr. Nufrio stated it was someone who came to the microphone. Mr. Taylor stated my apology but I wanted to help protect the Board president from potentially being baited into an invitation to violate the Code of Ethics. Make it clear that you are saying what someone else said – my interpretation was it was your comment and I was trying to help you out.

Mrs. Minneci stated my name has been put out on social media regards to the debate with my brother. Who by the way I am very proud of being his sister who has been in this Town 40 years, worked tirelessly before he became an employee of this Town and community. I am insulted that I am being blamed for the debates being cancelled. I don't know why you would insinuate that it is kind of absurd. I just wanted to put that out there because I know why I'm here and I asked you to ask me why and I will tell you that I'm here for the kids, I taught for 40 years, it is time to give back to the community. My kids had great educations and that is why I'm here. I don't want to hear about political parties or any of that stuff. I know why I'm here. If you don't like that, I'm sorry but I also invited you to sit and talk to me. I had to say that because I sat here for months and months and sat here and listened to people insinuate what I did and who I am with; nobody ever sat and talked to me. I know where I sit. Thank you.

Mr. Taylor stated the public comment period is over. I presumed that since the public there was no comments and I said to Mrs. Williams when the public comments are over, that is when Board members will speak. There were no other members of the public approaching the mic at that time. I'm just trying to maintain the protocol of the meeting. If the Board wants to entertain more comments, that is your prerogative. One of the charges you asked of me was to maintain order at meetings and that is what I'm trying to do that – per your request Board.

Woman in audience stated full day pre-k that was everybody's idea. Same with C-5 – they have been asked to do this change for a long time. Paras – I would like to see more paras;

I'm happy where I am – the leadership project at C-5 maybe we should have it in early grades because it is a great program.

Visitor from Elizabeth stated I'm a visitor; thank you for providing an agenda to the public. It is wrong what I see as an outsider. I know you have a legal advisor and I hope he advises you well going forward. That is not supposed to be allowed. You are elected by the people to represent the people and their best interests; not yourself, not complaining about what you said correctly. The public will reach for higher standards if you hold the public to higher standards. You are an elected official. You don't hold the public accountable, the public holds you accountable. They elected you with their best interest at heart. Your main goal should be to serve the children not yourself politically, financially, whatever the case may be.

Nancy Zuena stated after being able to sit on that side of the table and this side of the table, everything that went on tonight was just comical from both sides. Some of the things have to be said but there should be a time and place for everything and tonight was not the time or place for a lot of the things. We are here for the kids, not for each other, not for what you did or I did or what anybody did. During my campaign, my kid and family were brought down so I know what it feels like but I'm not here to talk about that. If you guys want to debate, then you should all sit down and have a debate back and forth in front of the television cameras or in public or in this library, or wherever – where questions could be answered. It doesn't have to be with the Women's Voters or anybody, if everyone has a side they want to say, maybe we should all start saying it instead of putting each other down. Tonight was like a circus act.

I would like to say that a few slanders were made at Parents for Change – anybody can believe what they want if it is a political organization but it is not. It was started by parents; a group of us that care about our kids. There is no agenda, there is no bank account, there is no recognition to it. Parents for Change is a group of parents that care about the kids and did some things for Union to try to make better things for our children.

Cathy Sharpe stated I hope this comes out the way that I feel from my heart but I had to come up here because this is the second time at a Board meeting that a member from the public has more or less said that the UTEA did not care about the paras that he had a solution that would work and we did not accept it. I am a para myself. I felt for every one of those 95 paras. I came to meetings. I fought for every one of those 95 paras. I take offense that somebody would say that the UTEA did not care for the paras. What that person might not realize is that we just don't represent the paras, we represent every member of the association – teachers, secretaries, clerks – everyone. When we make a decision we have to consider every one. His solution would have saved the 95 jobs but it would have hurt all of the rest of the employees. You are asking them to take a freeze. We have to think about what is best for the majority. We felt our fight was to fight to get our paras back without hurting the rest of the association. If that means we don't care about the rest of the association, then I'm sorry. I hope the Board and all the members of the UTEA realize that UTEA feels for all of you. We work for all of you and we just want the best for all of our members and your employees.

Steven Le stated with regards to the UTEA – to have members of their organization and their intensely impugned in terms of bargaining and negotiating good faith for their membership

and faculty and staff of the school district is quite (inaudible) and I think to say something to infer and potentially impugn their attentions is a poor statement to make. I do want to make a few points of information and clarifications. I have to say with regards to the notion of Parents for Change – not being a political organization – I find that very comical because last year when they held this event – “It takes a Village” event – had flyers sent to every child in their folders going home with a link to their website, their Facebook group – two things that you see is a campaign message and as well as a donation button to donate to their campaign. If you go to their website there is also a donation button. This notion that it is not a political organization is a bunch of malarkey.

Two, I remember sitting on this dais as well and sometimes you are not with the people that want you there in the first place. I know this because I had that experience myself. One of the most important things as a Board member is to find common ground, find the issues that everyone can agree with and move forth because it quite comical to see the behavior. We are supposed to be advocating for children and not acting like children. I am for anyone who sits on this dais – find common ground, find issues that you all agree with because when you find the things that you agree with and act upon it, it is a win-win situation for everyone.

I would like to quote something that Jefferson School does with its Leader and Me program – using the seven habits of an effective leader – it is always about win-win. Win-win for every single stakeholder.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Dr. Morgan, that the meeting be adjourned at 9:50 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

**MANUEL E. VIEIRA
BOARD SECRETARY**