

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION/REGULAR MEETING MINUTES – February 19, 2019

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

Due to weather, the worksession scheduled for February 12, 2019 was combined with the regular meeting of the Board of Education of the Township of Union held on February 19, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey 07083 pursuant to notice sent to each Board member.

Mrs. Minneci called the meeting to order at 7:10 p.m. and apologized for the delay because of the weather last week they were catching up.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Williams led the Board in the Pledge of Allegiance.

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

Mrs. Williams read the District’s mission statement.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS:

Ann Margaret Shannon stated and also speaking on behalf of the Union Township Education Association – O-6 – you will hear tonight that the medical insurance premiums have not increased as much this year and this is in large part that our group experience rating because the members of the UTEA are educated professionals and make sure that they exercise and live a healthy life – we are going to do our part to lower health care costs. The last negotiations we changed our medical policy to slightly help reduce premium costs. The UTEA is trying to do our part. Madame President I implore you as an employee of the school system – please do not vote on O-6 tonight. There are a lot of unanswered questions regarding the benefit coverage. Cathy

Sharpe is distributing comments from our members – about 100 UTEA members who are not going to be in the Horizon network. After 3 p.m. I continued to get many more emails – 1 more from Hannah Caldwell, 10 more from Washington, 7 from Connecticut Farms, 5 from Franklin, 15 from Kawameeh and I'm sure we have not even begun to really reach out to all 850 members. One dentist has told our member that Horizon is a horrible plan, they don't pay on time and the members are going to suffer. In addition when I finally got some information this afternoon when I was looking at the PowerPoint – the documents implied that this change started on February 15th and I don't know if that is true but for the documents I saw it looks like the change has already taken place and it hasn't been to vote yet. I'm sure that has a lot to do with the snow day so it part of the logistics but it seems like it is a done deal already. UTEA was invited to one meeting with Greg Brennan, Gerry Benaquista, via phone from Horizon – a representative and the broker, Denise Lang. Please note that the other two union presidents were not at this meeting and I don't know why. Rich reminded everyone at the meeting that we went through this seven years ago (inaudible) and the representation was not good and we gave up on our co-pay again to keep Delta Dental. We were told at the meeting that it was larger network but they also told us that there is a 70% disruption rate for our members. Seventy percent is not acceptable to me – I'm a math teacher and I believe that is a C-. As I mentioned over 100 members are out-of-network right now. At the presentation they did say they matched up this plan so the plan is equal to or better; they did give us paperwork and all the percents were equal to; however, we didn't see dollar numbers and any one that understands percents – it doesn't matter the percents, you need the base costs to determine what you are going to be paying out of your pockets. The other thing they did mention was if you did pay more compared to previous years, they would make us hold if we provided the paperwork so that was a good thing but why do they have to have that provision if they don't already know that there will be some discrepancies. They did show percents but we wanted numbers. We did ask to see side-by-side comparisons and I did not get any of those numbers. Finally late this afternoon I did get some numbers and I think it has to do with (inaudible) but it would have been nice to have advance notice. I would have liked to see it at the worksession. I know the Board is looking on savings. I'm not sure but I hope the savings would trickle down to us in the classroom but I don't think it will. The other thing I was confused on the top it said “Horizon Options” and then two lengths down were “traditional” and “PPO” and when I called last week to find out if a dentist or doctor was on a plan – I had a lot of trouble finding out – is it “option”, “traditional” or “PPO”? Because when you go to the network all three of those are separate?

William Eckert stated I'm a teacher here at Union High School and one of the head UTEA building reps. I would like to speak on O-6 as well. In the high school alone we have over 50 members that have indicated that they will no longer be under the dental health provider if we change from Delta Dental to Horizon. We have a teacher specifically who has four dental healthcare professionals and none of them are under the Horizon dental plan compared to where they are under the Delta Dental plan. We have one other teacher who has a special needs son who has a very special case where they get special care from their only provider in the State of New Jersey who helps them with that care. The dentist does not participate in the Horizon plan. Speaking on behalf of the high school I hope that the Board of Education will reconsider the change from Delta Dental to Horizon.

Rich D'Avanza stated UTEA vice president – also speaking on O-6. Going back seven years during negotiations and brought to the members for a vote to approve the contract and the biggest stepping point was Horizon dental – switching from Delta Dental and the same thing applied with the number of members whose dentists were out of network. Many more questions were unanswered at that time and the first time ever the association voted down a contract and then in turn keeping Delta Dental we then gave up paying a higher co-pay for our health insurance. Now again it comes up and I reached out to local presidents in Union County for input on who has switched to Horizon and there are a couple and it is kind of a gray area and pretty much have the same results and some things were covered and individual dentists that were not part of the network and in particular sometimes with the turnover with pay saying that some cases they may pay more than Delta Dental is another question mark as well. In particular, one member talked to their dentist directly and basically the dentist came out and said that they don't cover composites for back teeth which is usually the norm and members would be charged the difference. He basically said that Horizon is not a good way to go and that is just an example of one dentist as others. Myself I do go to the dentist and periodontist and my periodontist does take Horizon, my dentist does not – for the same reasons he informed me the other day with some of the issues on what they pay and what they don't. There seems like there are a lot of questions up there and this is something that feels again it is kind of rushed. We had one meeting a couple of weeks ago and we asked for some information in order to bring it to membership and this day and age and we talk about health care and the costs – we understand budgetary issues and everything and it always seems to be coming off our backs. We would appreciate if you would abstain on this vote tonight until there is more information. I know there will be a PowerPoint tonight but it goes a lot deeper than that. There are questions on whether or not what program exactly for people to do investigative work. We are all here to provide for the students and money set aside for programs. It is not fair that it is coming off our benefits and it seems to be the ongoing case throughout the State as well as the federal government and when it comes to health care let's see what we can analyze and pick apart and it's not educators take home less money each and every year which is really a shame. Thank you.

APPROVAL OF MINUTES:

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

1. October 9, 2018 – worksession
2. October 9, 2018 – executive session #1
3. October 9, 2018 – executive session #2
4. October 16, 2018 – regular meeting
5. October 16, 2018 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Ruiz

MOTION CARRIED

COMMUNICATIONS:

LETTER REQUESTING USE OF UNION HIGH SCHOOL CLASSROOMS

Letter request from Jeremy Cohen, Supervisor of Mathematics (5-12) requesting use of five (5) Union High School classrooms and one lunch room for a 2-day mathematics seminar – Agile Mind Program - during the week of August 19-23, 2019, in accordance with the information appended to the minutes.

REQUEST FOR LEAVE UPDATE– VINCENT

Update for request for leave for unpaid FMLA/NJFLA (concurrently) from Jaclyn Vincent, kindergarten teacher-Connecticut Farms Elementary School, new return date of March 7, 2019.

REQUEST FOR LEAVE – MULLER

Request for paid medical leave from Geraldine Muller, 12-month secretary-Union High School, March 6, 2019 - April 28, 2019.

REQUEST FOR LEAVE – OSBORNE

Request for paid child rearing leave from Nicole Osborne, special education teacher-Kawameeh Middle School, May 23, 2019 – June 26, 2019.

REQUEST FOR LEAVE – JURGENS-LIPARI

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Danielle Jurgens-Lipari, teacher-Jefferson School, April 1, 2019 – May 3, 2019.

REQUEST FOR LEAVE – LARMONY

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Megan Larmony, special education teacher-Battle Hill Elementary School, March 19, 2019 – June 21, 2019.

REQUEST FOR INTERMITTENT LEAVE – TAVARES

Request for intermittent FMLA/NJFLA (concurrently) from Diane Tavares, paraprofessional-Franklin Elementary School, February 15, 2019 – June 26, 2019.

REQUEST FOR LEAVE – GREEN

Request for unpaid paternity leave under FMLA/NJFLA (concurrently) from Andrey Green, math teacher-Union High School, March 4, 2019 - April 1, 2019 (tentative).

REQUEST FOR LEAVE – OLIVIO

Request for paid medical leave from John Olivio, special education teacher-Union High School, February 5, 2019 - April 29, 2019.

REQUEST FOR LEAVE – CUCCINIELLO

Request for paid medical leave from Terry Cucciniello, 10-month secretary-Washington Elementary School, February 4, 2019 - April 1, 2019.

REQUEST FOR LEAVE – SLOAN

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Erin Caufield Sloan, ELA teacher-Burnet Middle School, April 23, 2019 - June 26, 2019.

REQUEST FOR LEAVE – DANZA

Request for unpaid non-FMLA medical leave from Thomas Danza, English teacher-Union High School, January 30, 2019 – March 15, 2019.

REQUEST FOR LEAVE – GARAY

Request for paid medical leave from Marlene Garay, special education teacher-Burnet Middle School, February 4, 2019 – March 4, 2019.

REQUEST FOR LEAVE – MELCHOR

Request for paid medical leave from Julie Melchor, music teacher-Jefferson School, February 1, 2019 – March 4, 2019.

LETTER OF RESIGNATION – KAISERMAN

Letter of resignation from Melanie Kaiserman, learning disabilities teacher consultant-Union High School, effective March 1, 2019.

LETTER OF RESIGNATION – BROWN

Letter of resignation from Marisa Brown, substitute café aide-Washington Elementary School, effective September 6, 2018.

LETTER OF RESIGNATION – STAUDT

Letter of resignation from Noelle Deanna Staudt, substitute-districtwide, effective February 20, 2019.

LETTER OF RETIREMENT – STEINER

Letter of resignation, for the purpose of retirement, from Karen Steiner, teacher-Jefferson School, effective July 1, 2019

LETTER OF RETIREMENT – QUADREL

Letter of resignation, for the purpose of retirement, from Donna Quadrel, special education teacher-Jefferson Elementary School, effective July 1, 2019.

REQUEST FOR EXTENSION OF LEAVE – KRATZ

Request for extension of unpaid child rearing leave from Robyn Kratz, teacher-Franklin Elementary School, new return date April 1, 2019.

REQUEST FOR LEAVE – BRAXTON-WILSON

Request for paid medical leave from Chandra Braxton-Wilson, elementary school media specialist-districtwide, January 17, 2019 – March 15, 2019.

REQUEST FOR EXTENSION OF LEAVE – JOHNSON

Request for extension of unpaid FMLA leave from Ralph Johnson, custodian-Washington Elementary School, new return date April 1, 2019.

REQUEST FOR LEAVE – PALLITTA

Request for paid medical leave from Alyssa Pallitta, teacher-Battle Hill Elementary School, February 12, 2019 – April 5, 2019.

REQUEST FOR LEAVE – ATZBI

Request for unpaid child rearing leave/non-FMLA/non-FJFLA from Erin Atzbi, science teacher-Union High School, September 1, 2019 – June 30, 2020.

LETTER OF RESIGNATION – GAVILANES

Letter of resignation from Jorge Gavilanes, paraprofessional-Battle Hill Elementary School, effective February 28, 2019.

LETTER OF RETIREMENT – DETJEN

Letter of resignation, for the purpose of retirement, from Clifford Detjen, security officer-Burnet Middle School, effective June 30, 2019.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated before we begin Mr. Benaquista has a presentation for retirements.

Mr. Benaquista stated we have one retirement that we would like to recognize but there will be a lot more at the end of the year and we will be recognizing them at the June Board meeting. Tonight we have Linda Castaneda. I have had a pleasure of working with her for many years at the high school. She is truly one that cares about the kids. She was worried about the first day the kids coming back in the new year and someone was taking over her class and today she wanted to check in with me to make sure everything is fine with the classes. That is what is ingrained with teachers and we never stop caring about the students.

Linda started with us in 1977. She stepped away from us for a couple of years and administration tried to keep drawing her back and finally in 2000 we enticed her enough to come back and she has been here since. She has worked at every level not every school. She got to touch the lives of children throughout the age groups. She had approximately 21 years with us. She has mentored over 14 employees that are with us or were with us. Not just giving back to the kids but she has given back to her profession and helping our younger teachers gain their standard certs and working with them to make them better educators for our students. There is not enough words to say about Ms. Castaneda's time she spent with us and how many lives she impacted. I'm very happy I got to announce her tonight and congratulate you on an exceptional career with us and we do miss you.

Mr. Tatum stated one of the things I want to work on is how do we draw her back because she has done such an exceptional job over the years. When I first met her I was principal at Jefferson School and by the time she left my office I was convinced she was a supervisor of the department because she was so well engrained in the program. No disrespect to

the supervisor but Linda knew the elementary program and she moved through our District and has done a tremendous job. I think I mentioned that we were at her final ceremony for the honor society and again it was the most elegant program that I have seen. It was a nice way to go out. We are so proud of what she has done here for the District. Again whatever we can do to draw you back – even a substitute just to keep you around. Thank you so much for what you have done for our students here in Union.

Ms. Castaneda stated thank you so much Mr. Tatum, Mr. Benaquista and Annie Moses. I am very moved and honored. I spent my entire life here. I started in third grade, Hamilton School and right away I felt at home and that is where my love of music grew with Mrs. Greenspan. The teachers and administration in Union made such an impression on me that I just always stayed here. Union High was something to be reckoned with and it still is but Hank Cook was the principal, we had a great athletic department, great stage and theater – Union High was something to be very proud of and still is. I did my student teaching here and stayed on for a while. My love of music took me elsewhere – to stage and theater, commercials and things like that. It enticed me for over a decade but when I came back I went to different districts – Millburn, Clark, Kinnelon but Dr. Jacobowski kept trying to get me back here and sure enough it was the elementary program and I felt was such a great thing to do. I am so glad and I never regretted coming back. I spent the greater part of my childhood and my adult life here and also my husband became a teacher at Union High. Now my son is at Burnet Middle School – paraprofessional so we have a lifetime of learning, a lifetime of loving it, a lifetime of teaching and more learning. So don't ask me another time to come back. I wish you all the best. Thank you so much.

Mrs. Minneci stated best of luck and good health and we will miss you.

Mr. Tatum stated we will have Willis Tower come up here and Mr. Matthews will follow after that.

Chuck Walter stated I work for Willis Towers Watson and with me tonight is Denise Lang. We are the consultants that handle the medical and dental programs for the District. We are here to talk about the renewal process. Your medical and dental renew on March 1st and we have been working on this for a long period of time and we have been working with the team here, the insurance carriers – to get the most competitive rates as possible. See appended presentation to minutes.

Ms. Lang stated we'll do open enrollment meetings and education about dental for you to be comfortable but we plan to do is an automatic enrollment which means if you currently have the dental plan you will be automatically enrolled and if you decide that you don't want the dental at all, you can notify the business office to make that change.

Mrs. Ruiz stated for the pilot program – where it says submission of a Dental EOB – would it be any EOB? Mr. Walter stated no what the pilot program is doing is let's say you had a cavity filled under Delta Dental and that dentist was in network; now your dentist is no longer in network and you go out of network and you have a cavity – if you show them that you had this done in network and now you are getting balanced billed, they are going to make sure that you

are not going to get balanced billed because your dentist is no longer in network. The big risk is if your dentist charges over what the reasonable and customary level, they can charge you more than what is fair and the dental company doesn't pay, they can come back and bill you. The number of those claims will probably be small but they can be real. We have tried to do everything possible to make this seamless as possible to the membership knowing that this is a 30-year relationship but we know from a financial standpoint we have to make you guys aware of it. If there wasn't a 1% savings (\$230,000) on the medical you could say we aren't saving enough money to justify it but the 1% savings adds up.

Mrs. Ruiz stated what happens if a member never had to have a root canal done before and is now having a root canal so they don't have the EOB to submit but they are getting balanced billed then what? Mr. Walter stated if the dentist was in network previously so they would get balanced bill. Mrs. Ruiz stated and they can't take advantage of the pilot program. Mr. Walter stated correct because there was no protocol set previously.

This is a savings to the District and if this is a decision of the Board we want to make sure that membership is impacted as lightly as possible. Once we get through the initial enrollment and people get used to it I don't think there will be many upset.

Audience member started talking.

Mr. Taylor stated Madam Chair I defer to the wishes of the Board but the public comment period has already passed so this presentation is to the Board but obviously for the public's benefit. The public comment and question period is over.

Mrs. Minneci stated at the end of the meeting when there is public comment period you can come up.

Mr. Walter stated thank you and we value your partnership. We are here to answer your questions and again if the decision is to move to Horizon, we will make this transaction as seamless as possible but the timing is very tight. Ms. Lang stated if the change was happening to Horizon we would upload everyone so everyone would be enrolled and if an employee wants to opt out they would have to notify the business office. We have tentative meetings scheduled for February 21st and 25th so that we can do a review of the medical as well as Horizon Dental Plan education. The meetings will be held at various sites so then by the week of March 11th, then new cards would be generated and mailed to the employees homes and if there are any changes to medical, the changes will happen as well.

Mrs. Regis-Darby asked why is this event just unfolding? Mr. Brennan stated like we said there was a snow day last week. This came up in January. Mr. Walter stated the renewal is late December and we met a couple of times in January and we met with a few Board members but we were waiting for a Board meeting for this aspect. Mr. Brennan stated we met with the Finance Committee, the President, the Vice President – they were apprised of the situation and this is an equal to or better than benefit. We have a tight budget so we are looking at all opportunities to save money and without hurting the membership. They also presented to the administrators association – that was this afternoon. To the other groups, it is a courtesy but we

also value our relationship with the UTEA, the administrators association and all the associations in this District. We want to do the right thing by our membership but we also want to do the right thing by the District. The more money we save the more jobs we save.

Mrs. Minneci stated with all the comments previously from the members, I just want to clarify – you are saying their concerns should be a concern about the dentist not being in network? Mr. Walters stated there are definitely going to be dentists not in the network. For those dentists that aren't in the network they are now non-participating with Horizon. They will bill, the benefits are the same in and out-of-network. As long as the dentist is charging within the 90%, they will not be getting balanced bill. The biggest risk that comes is if the dentist bills higher than fair health and they can go back to the member and say you owe me \$10. The pilot program was designed to limit the problems there. Most dental plans with carriers beside Delta usually do the 90% fair health to avoid those balance billing. Some dentists may try to bill as high as they can to see what they get and then they won't balance bill the member because they don't want the member to get angry. Could it happen absolutely. Mrs. Minneci stated I just want to make sure their fears and worries...Mr. Walters stated it's a guardian relationship I get it and Delta has made us aware of this also. It goes back to 1988. Our marching orders are we need to save money and we were looking for ways to get this as low as possible and this is something that they offer. We did our due diligence on it and the decision is do we want to do this or not? We did speak to Horizon if we push this off – the problem is you lose 1/12 of your 1% - so it eats into your savings.

The savings on dental alone would be the difference between the Delta savings and Horizon – Horizon is saving you around \$90,000 and Delta is saving you about \$28-\$29,000. It is the difference between those two but with the medical – the medical rates come down to 7.5% increase. Your real savings is the medical piece and that is \$230,000 of which based on Chapter 78 – members get about 20% of that savings because their Chapter 78 contribution would be reduced.

Thomas Matthews, Principal, Washington Elementary School stated thank you very much for affording me this opportunity with all the goings on at Washington Elementary School. When the principals were told that we were going to be presenting at the Board meetings I immediately thought of what I should be presenting and all the standardized test scores came to mind, the academic accolades received by the staff and the students came to mind but then I thought I would rather talk about what causes that and so I'm going to speak tonight about school climates, culture, social, emotional learning. The programs that make a school what it is. When you walk into a school you know almost instantly whether or not you get a good or bad vibe and that speaks to school climate. I would like to think that everyone who walks into Washington Elementary School instantly gets a good vibe. PowerPoint presentation and presentation appended to minutes.

Mr. Tatum stated about two years we undertook the social emotional learning and Mr. Matthews was a member of the districtwide planning committee and is assigned as the chairman for the district and he is the guru of the social emotional learning and the mindfulness. I want to say at our last meeting, Mrs. Hall did a great job making your presentation to the entire group

that night. It is really important to the District and I want to thank Tom for taking that on not only in this building but across the District and sharing with his colleagues. Again working with Mrs. Hall who does a tremendous amount of work in that area and all the way up to the high school. The main thing is the theme is prevalent in the many of the schools. I was with the principals this afternoon for quite some time and we had discussions along the same lines and how some things are being handled than they were in previous years. Thank you for that presentation.

Mrs. Regis-Darby stated thank you for presenting on school culture, school climate, SEL and mindfulness but my question goes to Washington School I want to know how you and your educators are preparing our students to become divergent thinkers – can you give me how you are preparing those students to become those divergent thinkers? Mr. Matthews stated I think it starts by embracing who the students are as individuals and this is such a profound responsibility to speak on behalf of such a wonderful staff. I see it every day. They learn who the children are and they incorporate who the children are into lessons so that the children can better relate to the lessons – that is just one small way that we create divergent learnings. Understanding who they are as individuals is really fundamental to that end. I would like to think that is the primary way that we do that. Of course we identify essential standards from the New Jersey Student Learning Standards. We have an RTI program that allows us to assess the children of specific standards every two weeks so we can differentiate the children based on those results and then the RTI teachers can address the Tier 2 students – meaning the students that are at the cusp of understanding the concept.

Mrs. Regis-Darby stated I think my question goes to and I'm sorry for putting you on the spot – how are you allowing or what is it that your school is doing because I heard good things about your school – what are you doing to allow the students to become that divergent thinker? Mr. Matthews stated I think the answer could be very simple – I might be a little redundant here with what I already said and I'm sure this is happening in every school but we embrace who they are and we allow them to be who they are and we meet them where they are but I know that is happening across the board. I don't think we do it any better than anyone else. I don't think we are any more passionate than anyone else. I'm sorry if I'm not giving you a specific answer; we just embrace every unique child on who they are.

Mr. Tatum stated I think you talk about divergence I think it includes the issues – children are presented with a problem – how do you get them to resolve that problem through different strategic means – to get them to expand the gray matter to a certain extent. Mr. Matthews stated I don't think I have any additional information to add. Mr. Tatum stated take it as food for thought. Mr. Matthews stated we also have social groups too. Kim Morano – everyday she is working with different students and grade levels during their recess time which they voluntarily give up to be with her and work in these social groups and peer groups. The children know that they have resources and security with the staff. I think what is very special about Washington School is that they also feel that way about their peers.

Mr. Tatum stated it is probably incorporated a lot in the classroom with the questioning technique as well. I'm sure you go to classrooms and assess the activities and see the divergent

thinking. Mr. Matthews stated I invite you all to Washington Elementary School. I can't say the door is always open but we will buzz you in if you have photo ID.

Mrs. Ruiz stated when we feel we have a sense of ownership or a stake in the ownership, we tend to take more pride to protect the sanctity of whatever it may be and we tend to be a cheerleader for whatever it is that we have a sense of ownership in and the same applies to children so that when students feel that they have some ownership in their schools, they tend to generally protect it. They tend to promote the safety and the kindness in exactly the model that you have. My question to you is do you have any student led initiatives. These are all great initiatives but they seem to be more guidance led and/or teacher led but do you have any student led initiatives so that they can really feel ownership in their building. Mr. Matthews stated thank you for bringing that up. Our student counsel comes up with their own initiatives. Some of these affirmations are from students. Mrs. Morano with her social groups she gets ideas from these students but I would say that most of the student led initiatives do come from the student council.

Mrs. Ruiz asked which of these are student led? Mr. Matthews stated there was nothing that I presented that was a solely student led program or initiative. The recycling program was originally suggested from the student council. Their fundraising ideas are their own. They have placed banners throughout the building with their own fundraising money. As far as an extensive social program – no.

Mr. Tatum presented the Vandalism and Violence Report for the first period of the 2018-2019 school year. The report is appended to E-2 of the minutes.

Mr. Tatum presented an update to the bi-annual HIB report for the period of September 2018 through December 2018. The report is appended to E-3 of the minutes.

Student/Staff Attendance: Students 93.8%; Staff 95.4%

Monthly Highlights

- During the month of January students throughout the district participated in lessons on Dr. Martin Luther King Jr. Students watched videos, read stories and participated in activities to understand the message Dr. King was working to get across.
- February 1st was “World Read Aloud Day”. To celebrate this experience, students at Connecticut Farms in grades 3 and 4 read to the kindergarten students. This was a great experience for both the older students and the younger. It was great to see the Kindergarten students listen attentively as the older students read to them in the library.
- This year in recognition of Black History Month, Union High School hosted its 2nd Annual Black History Month Jubilee on February 8, 2019. Over 250 guests joined us for a Motown themed showcase of performances by students and staff. The evening began with social hour prior to the main event. For social hour, the main entrance lobby was transformed into a nightclub, including a red carpet and photo opportunity. Parents, students, and staff listened to the tunes of Motown's finest, while indulging on deliciously prepared “soul food.” Following this red-carpet event, the celebration continued in the auditorium with special performances dedicated to the musical legacy of

Motown, by UHS Dance Team, Step Team, ROTC, and more. The audience enjoyed reenactments and tributes to the Marvelettes, Temptations, Alvin Ailey Dance Company, Veterans of the Vietnam War and even a few original pieces written by UHS students. Overall the Black History Month Jubilee was a time for the Union Community to come together for a night of entertainment, while teaching the younger generations about the many roles African Americans played in different areas of society, including, the arts, politics, and more.

- A variety of activities for Black History month were conducted throughout the district including:
 - Poems, article readings and fun activities at Hannah Caldwell
 - Bulletin board displays and classroom discussions at Battle Hill
 - An assembly titled “Spirit to Overcome” and interactive programs at Jefferson School
 - An assembly titled “Black History Laser Tribute” and poster project at Livingston
 - “The Black History Museum Walk” was created by students at Burnet Middle School
 - Coloring Activities, Books and Bulletin Boards at Washington
 - An assembly program, presentations and Black History projects at Connecticut Farms

Student Recognition

- Congratulations to the following UHS students who received awards for art excellence. For a limited time their art work will be displayed at Senator Cryan’s legislative district office.
 - Dabny Campos Rodriguez
 - Valeria Gutierrez
 - Nicole Jimenez-Escobar
 - Kevin Oliveira
 - Ayobami Olowe
 - Isabel Salazar
 - Celine Duncan
 - Jonathan Jarvis
 - Joshua Jones
 - Andrea Lastimoso
 - Chloe Lee-Freeman
 - Nhi Thi Uyen Nguyen
 - Maria Piplos
 - Elijah Scott
- On 2/8/19 the Bowling Team competed in the State Sectional Tournament. Overall the team played well, and finished in 3rd in their group. Senior Kevin Oliveira had a great day shooting a 213, 254 and a 227 finishing with a 694 series. He placed 3rd out of 213 bowlers and will be advancing to the Individual Tournament of Champions on Friday, February 15th. Congrats to them all.
- On 2/8/19 the Boys Varsity Basketball Team won their first round game in the Union County Tournament against Dayton, 54-35. They were led by Ezra Glover’s 6 assists and Val Julien’s 12 rebounds. Their next county game will be on Wednesday, February 13th.

- On 2/10/19 our Robotics Team competed at the State Championship Qualifiers in Millburn. They placed 11th out of 64 teams. With this, they made it to the quarter finals. Congratulations to the team and the team captains: Kyle DeGuzman, Raul Falar and Andrew Medina

Upcoming Events

- The next SEPAG Meeting will be Tuesday, February 26th 6:00pm at Kawameeh Middle School.
- March 15th will be the 4th grade Wax Museum at Connecticut Farms School.
- Next District Planning Committee Meeting will be on Tuesday, April 30th at 6:30pm.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mrs. Regis-Darby gave an update from the Education/Student Discipline Committee. Mrs. Regis-Darby stated tonight we spoke about the food service results that the District sent out and both were not good from parents and students. I'm hoping that will become available as soon as possible. Also we spoke about having a math institute for the summer for teachers – a PD for about 3-4 days. We also spoke about the District busing for preschoolers and it is going to be two miles for the students to have busing and all parents were told it was 2.0 miles.

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

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

E-2. ACCEPT VANDALISM AND VIOLENCE REPORT

Accept the Vandalism and Violence Report for the first period of the 2018-2019 school year, in accordance with the information appended to the minutes (Superintendent presented results of this report during the Superintendent's Report).

E-3. APPROVE HIB BI-ANNUAL REPORT – NJDOE - UPDATED

Approve the Township of Union Public Schools updated bi-annual report presented by Superintendent as required by the New Jersey Department of Education of Harassment, Intimidation and Bullying (HIB). The updated report provides the public with the information collection from September 2018 through December 2018, as well as the number of incidents per school building, status of investigation, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building programs and assemblies during the time period.

E-4. APPROVE TRANSPORTATION OF STUDENT

Approve transportation of student by District representative to NJSIAA Student Advisory Council on March 28, 2019 at the Woodbridge Community Center.

E-5. APPROVE BIOGRAPHY BOOK

Approve biography book: “A Journey of Survival” by Ann S. Arnold for 8th grade, in accordance with the information appended to the minutes.

E-6. APPROVE CURRICULUM GUIDES

Approve the following curriculum guides, in accordance with the information appended to the minutes: (a) College Preparatory Chemistry; (b) Advanced Placement US History I; (c) Advanced Placement US History II.

E-7. APPROVE SUMMER BRIDGE PROGRAM

Approve Summer Bridge Program for students currently enrolled in District entering into grades 2-5 from July 8, 2019 to July 25, 2019 (Monday-Thursday) 8:30 a.m. – 12: 30 p.m. at Hannah Caldwell Elementary School.

E-8. APPROVE PRESCHOOL PROGRAM IMPLEMENTATION FOR CURRICULUM

Approve preschool program implementation for curriculum, inform assessments and improvement process; creative curriculum, teaching strategies; gold assessment, early childhood environmental rating scale-third edition, teaching pyramid observation tool, early screening inventory-revised and the pyramid model and positive behavior support.

E-9. APPROVE TEACHERS THROUGH NEW HOPE I.B.H.C - BEDSIDE INSTRUCTION

Approve teachers employed through New Hope I.B.H.C. to provide bedside instruction for District students on an “as needed” basis for the 2018-2019 school year in the amount not to exceed \$10,000.00, in accordance with the information appended to the minutes (Account #7693-11-150-100-320-01-19).

E-10. APPROVE NJDOE 2019-2022 PEA THREE-YEAR PRESCHOOL PROGRAM PLAN

Approve the New Jersey Department of Education (NJDOE) Division of Early Childhood Education 2019-2022 PEA Three-Year Preschool Program Plan, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated E-5 – will the District purchase the books for the students? I am assuming that will be yes. Mrs. Moses stated it is in the school budget so they will be purchased at the building level.

Mrs. Regis-Darby stated E-8 and E-10 – I don’t think there was backup – can we get some information about programs in E-8 and E-10. Mrs. Moses stated the curriculum for the preschool is the creative curriculum – that is in the backup. We have been using the creative curriculum for our preschool. Now that we are going full day, we are putting it back out there and we have added the goal and assessment – teaching strategies. All of our curriculum is approved by the State but we have to run it by the Board of Education so they know what we are doing. All teachers and everyone will know what we are doing in our preschool. We are regulated by the Board of Education. Again for the record, for all preschool teachers to know, this is what we are doing and we added the goal assessment which the teachers are being trained under curriculum and goal assessments.

E-10 speaks about the education plan that we have in place for our preschool and we have to put in a plan that we are running from this year until 2022 and that plan will drive the preschool program into a high quality preschool program and the standards that we go through is “Grow New Jersey Kids” through the State of New Jersey and there is extensive training to meet all those marks. The Board of Education needs to know that there is plan in place that we must stick through until 2022 and that includes all the staff, supervisor. We will be under review constantly to ensure that we have a high quality preschool program.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. TREASURER’S REPORT

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

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated January 31, 2019 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of January 31, 2019 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan
Gregory E. Brennan, Board Secretary

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of January 31, 2019 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

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

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

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	46/Key Club	Yankee Candle-fundraisng for district convention for Key Club	\$6,000.00 (not to exceed)
Union High School	2045/Music	All American Music Festival – January Disney Trip payment	\$28,700.00
Union High School	2001/Music	Tom Zemon – possible purchase of supplies for Chicago	\$3,000.00 (not to exceed)
Union High School	2001/Music	Laura Muller – possible purchase of supplies for Chicago	\$2,000.00 (not to exceed)
Union High School	2049/extracurricular	NASSP – pins and graduation stoles for National Honor Society	\$1,742.21
Union High School	2045/Music	All American Music Festival – Disney competition – 3 rd payment	\$20,500.00
Union High School	2190/Athletics	NJSIAA State Basketball – potential host-State basketball game	\$3,000.00 (estimate)
Union High School	2214/Senior Class of 2019	Dave & Busters – deposit for Senior trip	\$5,752.63
Union High School	2214/Senior Class of 2019	Dave & Busters – final balance for Senior trip	\$15,000.00 (not to exceed)

Union High School	2012/Senior Prom	Posh Entertainment – DJ and photo booth for Senior Prom	\$5,145.00
Union High School	2012/Senior Prom	Cheryl Fiske – reimbursement Senior Prom supplies	\$1,750.00 (not to exceed)
Union High School	2001/Performing Arts	Theatrical Rights Worldwide – license agreement for Advanced Musical Theatre production of “We will Rock You”	\$1,454.00
Kawameeh Middle School	40/Ski snowboard club	Passaic Valley Coaches – buses for ski/snowboard trip-Rutland VT	\$6,600.00
Kawameeh Middle School	40/ski snowboard club	Holiday Inn – accommodations for ski/snowboard trip- Rutland VT	\$8,295.65
Kawameeh Middle School	40/Ski snowboard club	Ski 93 Trips – ski passes for ski/snowboard trip- Rutland VT	\$5,196.00

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

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

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Yankee Candle Fundraiser	2/4-28/19	UHS/Key Club – to raise funds for district convention
Model Team Weeks Coupon Program Fundraiser	3/29-4/30/19	UHS/UHSPAC – to raise funds for various UHSPAC activities and production costs
Donation Dots Education Scratch Off Cards Fundraiser	4/1/2019	UHS/French Club – to raise funds for the United Nations Headquarters field trip costs
Fruit Snack Sale Fundraiser	2/20-6/19/19	UHS/History Club/D. Erdman Field Trips – to raise funds for History Club projects
Candy Sale	3/1-6/1/19	UHS/Boys Volleyball to raise funds for boys volleyball – food, mix items for end of year
Pretzel Sale	2/20-5/31/19	UHS/National German Honor Society – to raise funds for field trip to German Art Center (NYC)
BSN Sports Apparel Sale	2/12-26/19	UHS/Baseball Diamond Club – to raise funds for Union baseball program
Annual Baseball Program/Yearbook	2/20-3/31/19	UHS/Baseball Diamond Club – to raise funds for Union baseball program
Stop & Shop Community Bagging	3/3/19	UHS/Baseball Diamond Club – to raise funds for Union baseball program
Chocolate Sales	3/1-6/1/19	UHS/Baseball Diamond Club – to raise funds for Union baseball program

Clothing Fundraiser	2/21-June 2019	UHS/softball – to raise funds for snacks, apparel, senior night – for entire team
BSN Sports Funding Club	2/20-4/1/19	UHS/Baseball Diamond Club – donations to be used for Union baseball program
Halfway to Summer Mixer	2/28/19	UHS/National Spanish Honor Society – to raise funds for old and new Spanish Honor Society members
Art Show through African American History	2/28/19	UHS/Peer Ambassadors – to raise funds for Peer Ambassador scholarships (collegiate and global service learning)
T-Shirt Sale	2/25-3/18/19	UHS/National Spanish Honor Society – to raise funds for society and future activities
Apparel/T-Shirt Sale	2/20-3/4/19	UHSPAC/Advanced Musical Theatre – to raise funds for UHSPAC spring production and activities costs
Chocolate Bar Fundraiser	2/25-6/15/19	UHS/Advanced Musical Theatre – to raise funds for Advanced Show at end of school year
Modell’s Team Weeks Coupon Fundraiser	2/25-4/22/19	UHSPAC/Advanced Musical Theatre – to raise funds for UHSPAC production and activities costs
Shoprite Bagging Event	4/20-4/28/19	UHS/Advanced Musical Theatre – to raise funds for Advanced Show at end of school year
Tricky Tray	3/29-4/7/19	UHSPAC/Advanced Musical Theatre – to raise funds for UHSPAC production and activities costs
Double Good Popcorn Sale	3/1-5/1/19	KMS/Student Council – to raise funds for 8 th grade trip

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Bottling Group LLC-FSV	Union High School	\$280.22
Lifetouch National School Studios	Kawameeh Middle School	\$995.75
Bottling Group LLC-FSV	Union High School	\$290.28

F-13. APPROVE AMEND THE MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES AND PUBLIC RELATIONS

Approve amending the maximum dollar limit for professional services and public relations (from 1,869,000 to \$1,969,000), in accordance with the information appended to the minutes.

F-14. ACCEPT COMPREHENSIVE ANNUAL FINANCIAL REPORT AND MANAGEMENT REPORT

Accept the Comprehensive Annual Financial Report (CAFR) and the Auditor's Management Report, in accordance with the information appended to the minutes (auditors presented report to the public at the regular meeting on January 15, 2018).

F-15. ACCEPT CORRECTIVE ACTION PLAN (CAP)

Accept the Corrective Action Plan for Single Audit Fiscal Year ending June 30, 2018, in accordance with the information appended to the minutes.

F-16. APPROVE INCREASE TO P.O. 19-01106

Approve increase to P.O. 19-01106 with Jewish Vocational Services to provide Vocational Evaluations at the rate of \$900 per evaluation and Community Based Assessment at the rate of \$60 per hour from \$1,800 to \$9,000 to meet the District's needs (Acct #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-17. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Williams stated F-16 – there is a \$7200 increase for that one and the backup actually states that a vendor is not going to be providing the service – is that \$7200 include the income from the other vendor? I'm just trying to understand. Mr. Tatum stated I was not at agenda review because I was sick but Mr. Benaquista is going to call her.

Mr. Benaquista stated I have a response from Mrs. Conti and I would like to share. The increase in this agency is because another agency that we use couldn't accommodate our staffing so we have to shift more money to this agency because they can accommodate and there is an increase in the need. Mr. Tatum asked are we taking that money from somewhere else? Mr. Benaquista stated there was probably a purchase order already approved for the other agency and they can't accommodate us so we will shift the money; we are not going to be using that not-to-exceed – we are going to be increasing this one because they can accommodate us. Mr. Tatum stated use the declining balance of that dollar amount. Mr. Benaquista stated correct.

Mrs. Ruiz stated F-13 – there is a significant increase in the budget for legal fees. It is \$100,000. I would like some clarification as to what caused that fee to be increased. Mr. Brennan stated I will comment on that generically. We needed to increase from \$200,000 to \$300,000 – there is some litigation going on in the District that we normally don't have to budget for and therefore we have to cover those expenses and we can talk about it in executive session for more detail.

Mrs. Ruiz stated prior to deciding to increasing it by \$100,000, did we receive a projected litigation budget from the law firms that are handling these litigations that are currently pending? Mr. Taylor stated the answer to your question is no. There was no consultation just there was none at the beginning of the year. Districts across the State will typically project a not-to-exceed amounts for professional services; taking into account historical trends and also the wishes of the

board in terms of trying to control expenses and costs and sometimes it is a gamble that is right and sometimes it needs to be adjusted periodically. In this instance there are two matters that we are going to discuss in closed session this evening – Ionta vs UTBOE as well as Corey Lowery vs UTBOE – both of which you are incurring extraordinary legal expenses and fees that were not contemplated when the budget was set.

Mrs. Ruiz stated so the short answer to my question is neither have a litigation budget. There was no litigation budget prepared for either of those litigations. Mr. Taylor stated at this stage no because the complaints were just filed and in one case the response of pleading had not even been filed yet and so it is premature to establish a budget before you even get into discovery. That budget would be a very generic estimate at this early stage. The details are probably more appropriate for closed session because they get into litigation strategy etc. I will be happy to answer any other questions about that because they intertwine. Mrs. Ruiz stated I don't want to ask questions about litigation strategy here I have questions about retention amounts. Are both matters covered under our liability insurance policy? Mr. Taylor stated both matters have been covered by Western World so there is defense being provided. My firm is representing the District in the Ionta matter. The other matter is being handled by a law firm of Jackson Lewis but don't quote me the name of that firm. The District has a retainer or deductible that you have to satisfy. Mrs. Ruiz asked do you know what our retention amounts are? Mr. Taylor stated off the top of my head no. My firm was appointed in September 2018 – there are multiple day-to-day issues that come up with procurement – whether personnel, student staff issue etc. that come up on a daily basis. I am happy to provide the full Board or committee of the Board with a report as to the activities of my firm and I believe because of the timing of the appointment of your firm, your fiscal year is typically July 1 through June 30 so there were 3-4 month period where some of the services rendered and expenses incurred were incurred by your former law firm that affect these amounts.

Mrs. Richardson stated F-17 – I have the check register and I noticed that Sciarrillo is still doing work and billing a higher amount. Do you have any answer to that? Mr. Taylor stated I don't. Mr. Brennan stated they were approved to close out existing matters before Mr. Taylor came on. Mrs. Richardson stated how much more are they going to bill? Mr. Brennan stated that is good question. I will have to check with the law firm on that. Mr. Taylor stated what I would suggest, and you are the client, the Chair in conjunction with the Superintendent and the Board Secretary request a report/update from their firm with regard to any and all matters that they are still handling. The spirit/intent of the Board is for them to wind down and wrap up matters with the assumption and presumption that would be relatively a quick process to the extent that matters are going on for a timeframe longer than originally anticipated. An assessment can be made by the Board and whether the firm should continue or whether those matters should be turned over to my firm. Initially when I interviewed my comment to the Board was I couldn't make that determination at that time if it would be in your best interest to transfer everything if it was on the cusp of being resolved in a day, week or a month. It has been about 6 months so that is a different timeframe now then what was originally anticipated.

Mrs. Richardson stated your bill was less and they are not being contacted daily. We need to find out why. Mr. Brennan stated I will follow Mr. Taylor's recommendation that we reach out and see what is still outstanding.

Mrs. Regis-Darby stated Mr. Taylor just confirmed that his firm is actually ready to take over the outstanding cases that is at the other attorney’s office and to continue this we are wasting money. Mrs. Minneci stated we will discuss this in executive session so we can come up with a plan.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2018-2019 school year, in accordance with the information appended to the minutes.

O-2. APPROVE UNIFORM STATE MOA – LAW ENFORCEMENT OFFICIALS

Approve revised Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, in accordance with the information appended to the minutes.

O-3. APPROVE CAMP INVENTION – JEFFERSON SCHOOL

Approve the Summer Programs Camp Invention: STEM to be held at Jefferson School: (a) first session July 29 through August 2, 2019 – 8:30 a.m. to 2:45 p.m. and (b) second session August 5 through August 9, 2019 – 8:30 a.m. to 2:45 p.m. (insurance received)

O-4. APPROVE AGREEMENT WITH SOURCEWELL

Approve Agreement with Sourcewell (formerly known as National Joint Powers Alliance (NJPA), a public service agency providing cooperative purchasing solutions for education entities (co-op), in accordance with the information appended to the minutes.

O-5. APPROVE RENEWAL OF HORIZON HEALTH INSURANCE PLAN

Approve renewal of Horizon Health Insurance Plan for the period of March 1, 2019 to February 29, 2020.

O-6. APPROVE DENTAL PLAN - HORIZON DENTAL

Approve dental plan with Horizon Dental for the period of March 1, 2019 to February 29, 2020.

O-7. APPROVE ENGINEER(S) OF RECORD

Approve Engineer(s) of Record for the period January 1, 2019 to December 31, 2020.

O-8. APPROVE ARCHITECT(S) OF RECORD

Approve Architect(s) of Record for the period of January 1, 2019 to December 31, 2020.

O-9. APPROVE STUDENT ATTENDANCE POLICIES AND PROCEDURES COMPLIANCE CHECKLIST

Approve Student Attendance Policies and Procedures Compliance Checklist, in accordance with the information appended to the minutes.

O-10. APPROVE CODE OF STUDENT CONDUCT (CSC) COMPLIANCE CHECKLIST

Approve Code of Student Conduct (CSC) Compliance Checklist, in accordance with the information appended to the minutes.

DISCUSSION ITEM:

Letter request from Jeremy Cohen, Supervisor of Mathematics (5-12) requesting use of five (5) Union High School classrooms and one lunch room for a 2-day mathematics seminar – Agile Mind Program - during the week of August 19-23, 2019, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Taylor stated that the conflicted Board members as it pertains to negotiations with the teacher's union or other union – while the selection of the healthcare or dental provider itself is not a negotiable issue, subject to the language in the contract – equal to or better – which I understand has been met in this instance – given the comments from the public and the union regarding the interplay between the benefits provider and influencing decisions with respect to negotiations, it may be advisable for those members that are conflicted to abstain from the vote and recuse themselves in any conversations regarding agenda item O-6.

Mr. Nufrio asked does that apply to O-5 – we were not able to vote on the contract. Mr. Taylor stated it is just renewing it but in abundance of caution I would say yes. Mr. Nufrio stated that would imply to three conflicted Board members. Mr. Taylor stated I would suggest that three conflicted. From my legal opinion, technically it is not a negotiable issue but given the interplay and I heard a reference by the vice president of the union saying the only reason they agreed to (a) was because they were going to do (b) so they referred to the negotiation process so just to avoid any appearance of impropriety or appearance of a conflict of interest for Board members it may be safer for you to abstain. There are nine members here so the issue should have no problem of being voted up or down. Again abstentions do not influence the vote so depending on what the outcome is we should count it up either way.

Mr. Tatum asked if the discussion item needs to be put on the agenda for adoption tonight or at the next meeting. Mr. Taylor stated if this was a member of the public or a community group it would fall under the use of facilities policy which would likely require Board approval but if this is a staff member requesting to use a building facility or rooms for some academic or curricular activity that would fall under your day-to-day responsibilities to approve or disapprove and it would be just an information item for the Board so there would be no action. Mr. Tatum stated so we don't have to turn this into a resolution. We can do the approval as long as there is

availability of the space. Mr. Taylor stated the administration can approve it; you don't need Board approval.

Mr. Brennan stated I just want to name the three architects that will be up for approval and the three engineers. We had a committee meeting this afternoon before this public meeting. Prior to that all the RFP's were gone over by Mr. Loessel and myself and then presented to the ad hoc committee that the President put together and these are the selections that we came up with via the ad hoc committee in collaboration with myself and the supervisor of buildings and grounds.

The engineers – Consulting and Municipal Engineers, T&M Associates and EI Associates.

The architects – Parette Somjen, The Musial Group and EI Associates.

We wanted to go with multiple firms so that we have more competition, availability and also familiarity with some of these firms that we currently use. It was a combination of their qualifications and also Mr. Loessel's expertise in working with those firms.

Mrs. Ruiz asked which Board members were part of that ad hoc committee? Mrs. Minneci stated Mr. McDowell, Mrs. Richardson, Mrs. Williams, Mrs. Higgins and I sat in.

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

NAY: None

ABSTAIN: Mrs. Higgins (O-5/O-6), Mr. Nufrio (O-5/O-6), Mrs. Regis-Darby (O-7/O-8)
Mrs. Minneci (O-5/O-6) MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

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

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Steiner, Karen	Elementary Teacher	Jeff	7/1/19	Retirement	
Quadrel, Donna	Jefferson	Jeff	7/1/19	Retirement	
Kaiserman, Melanie	Learning Disabilities Teacher Consultant	UHS	3/1/19	Resignation	Last Physical Day 2/28/19
Brown, Marisa	Sub Café Aide	Wash	9/6/18	Resignation	
Staudt, Noelle	Sub/Custodial and Secretarial	DW	2/20/19	Resignation	
Gavilanes, Jorge	Paraprofessional	Battle Hill	2/28/19	Resignation	
Detjen, Clifford	Security officer	BMS	6/30/19	retirement	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Vincent, Jaclyn	Teacher of Kindergarten	CF	Update to return Return: 3/7/19	Unpaid FMLA/NJFLA (Concurrently)	Not to exceed FMLA/NJFLA 12 week entitlement
Muller, Geraldine	12 Month Secretary Counseling Office	UHS	3/6/19- Return 4/28/19	Paid Medical Leave	Use of available days
Osborne, Nicole	Teacher of Special Education	KMS	5/23/19- 6/26/19	Paid Child Rearing Leave	Use of initial sick days before/after.
Jurgens, Danielle Lipari	Elementary School Teacher	Jeff	4/1/19- 5/3/19	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	Not to exceed FMLA/NJFLA 12 week entitlement

Larmony, Megan	Teacher of Special Education	BH	4/16/19-6/20/19	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	Not to exceed FMLA/NJFLA 12 week entitlement
Tavares, Diane	Paraprofessional	Franklin	2/15/19-6/26/19	Intermittent FMLA followed by possible consecutive leave	Not to exceed the allotted 12 weeks under FMLA/NJFLA
Green, Andrey	Teacher of Mathematics	UHS	3/4/19-4/1/19	Unpaid Paternity under FMLA/NJFA	Not to exceed FMLA/NJFLA 12 week entitlement
Olivio, John	Teacher of Special Education	UHS	2/5/19-4/29/19	Paid Medical Leave	Use of available days
Cucciniello, Terry	10 Month Secretary	Wash	2/4/19-4/1/19	Paid Medical Leave	Use of available days
Caulfield Sloan, Erin	ELA Teacher	BMS	4/23/19-6/26/19	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	Not to exceed FMLA/NJFLA 12 week entitlement
Danza, Thomas	Teacher of English	UHS	1/30/19-3/15/19	Unpaid Non FMLA leave	Does not meet FMLA/NJFLA hour requirements
Garay., Marlene	Special Education Teacher	BMS	2/4/19-Return 3/4/19	Paid Medical Leave	Use of available days
Melcor, Julie	Teacher of Music	Jefferson	2/1/19-Return of 3/4/19	Paid Medical Leave	Use of available days
Kratz, Robyn	Elementary teacher	Franklin	Update to return 4/1/19	Extension of unpaid child rearing leave	
Braxton-Wilson, Chandra	Elementary school media specialist	DW	1/17/19-3/15/19	Paid medical leave	

Pallitta, Alyssa	Elementary school teacher	Battle Hill	2/12/19-4/5/19	Paid medical leave	
Johnson, Ralph	Custodian	Washington	Update to return 4/1/19	Extension of unpaid FMLA leave	
Atzbi, Erin	Science teacher	UHS	9/1/19-6/30/20	Unpaid child rearing leave/non-FMLA/non-NJFLA	

P-5. APPROVE DESIGNATED SCHOOL SAFETY SPECIALIST – BENAQUISTA

Approve the designation of Gerry Benaquista as School Safety Specialist, pursuant to P.L. 2017 c. 162, at no additional cost to the District.

P-6. APPROVE TEACHERS – MASTERS PROGRAM IN EDUCATIONAL LEADERSHIP

Approve Christina Lam and Siddiguah Haqq to proceed with their research to qualify for the completion of the College of St. Elizabeth’s Master’s Program in Educational Leadership, in accordance with the information appended to the minutes.

P-7. APPROVE STUDENT TEACHER AND INTERNSHIPS

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

P-8. APPROVE UPDATED 2018-2019 ATHLETIC EVENT ASSIGNMENTS

Approve updated 2018-2019 Athletic Event staff assignments, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio asked Mr. Benaquista if there were any items in personnel that may inhibit the votes of conflicted Board members and that he didn’t see any but he wanted to make sure. Mr. Benaquista stated there were no conflicts.

Mrs. Regis-Darby stated on P-6 – I know that we are paying for the master’s program but my question is did you ask the educators to make a commitment to our District after we have paid for the master’s program. Are they committed to work in District 3-5 years because we are paying a lot of money for that. When you get your masters you can take it and go. I’m asking for a commitment after the District has paid for it and stay in the District to use what they have learned to teach our students. Mr. Tatum stated I believe that is an item that is negotiated and I don’t believe it is in the contract right now. Mrs. Regis-Darby stated it is something that the District should look at because if we give an educator an opportunity to get a master’s degree we want them to get it and bring it back to our students. We don’t want them to get it and take it someplace else. Mr. Tatum stated we have a number of teachers that are classified annually and maybe there is an opportunity to take a look at the longevity of the staff. For the most part the

staff stays in the District but we do have people that do leave. Mr. Benaquista stated reimbursement doesn't start until three years of service.

Mr. Nufrio stated Mr. Benaquista made a reference to the pre-requisite that was negotiated two contracts back it was inserted into the language that there had to be a number of years of service before the individual could be eligible to be compensated in tuition reimbursement. I have a question to you Mr. Taylor – can a district actually impose something to retain someone? Assuming somebody is retiring or they are moving – now you are going to request reimbursement? I'm just curious of the legality of that. Mr. Taylor stated all very good questions, all covered under the negotiations exception so I think the point is well taken. I wasn't involved in the last contract negotiations with the union but I believe we have another round coming up so this will likely be proposal number one on the list. It is not uncommon to have a provision in the contract that employee commits to stay for 2-5 years after they receive the degree that was paid for in part by the employer. The problem is enforcing that because you can compel someone to stay employed here and absent any accumulated unused sick, vacation or personal days etc. there may be language that would be deducted if you owe us for not staying the requisite time. If there is a balance of \$5000-\$20,000, the only way to recoup that would be essentially to sue them for violation of contract. In some instances that may be worth less than it would cost you to go after it. The spirit, the intent, the motivation of it is well intentioned. If you are investing in your human capital the expectations that you get a return in that investment by them staying in district. It is a good conversation, a healthy conversation to have.

Mr. McDowell stated Mr. Benaquista you said reimbursement doesn't take place until three years – is that three years after they submit the bill? Mr. Benaquista stated it is after they have been hired. It was based originally with tenure date but then tenure went to four years and we kept the language in the agreement that they need to be employed for three years. After three years they can put in the reimbursement paperwork to be reimbursed for any class they take after three years. Mr. Nufrio stated Mr. McDowell you were part of the negotiations, you inserted that prerequisite.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [four (4) students exited from January 2 through January 31, 2019 (3 from elementary and 1 from high school) or a total of twenty-three (23) students for the 2018-2019 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #309011 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #271069 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #191129 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #290325 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. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mr. Nufrio stated we had a one hour telephone conference with Mrs. Paul and Mr. Wojcik. We discussed several things. Mrs. Paul did you get a chance to prepare an agenda to show the entire Board on some of the items we did discuss? Mrs. Paul stated there are some adjustments to the actual agenda items that you asked. I sent the Technology Committee an email today. Mr. Nufrio stated I didn't get a chance to see it. Is there anything of urgency that needs to be disclosed to the Board this evening and then you can share with the Board. Mrs. Paul stated I will send it.

Mr. Nufrio stated he would read the response.

“I have a confirmation from Barry Loessel regarding the Google Parent workshop at Jefferson School cafeteria on March 21st. There is a meeting with Mrs. Damato on Thursday to discuss the parent night and about students assisting during the presentation.

The certificate from the e-recycling company verifies that they follow federal, state and local EPA guidelines for the disposal of the District electronic devices.”

The Board will receive something that actually details the agenda. Thank you.

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

T-1. APPROVE DISPOSAL OF EQUIPMENT

Approve the disposal of laptops, computers and printers from the District inventory, in connection with the information appended to the minutes.

DISCUSSION:

Mrs. Richardson asked when you dispose of them where does it go. Mrs. Paul stated it has to be approved by the Board because it has to come off the inventory first. Once it is off the inventory I will be meeting with Mr. Brennan to discuss the disposal of it because it can be done as Mr. Nufrio brought up at our meeting – auction or to a e-recycling company. We use a company called Upcycle – they pick it up for free, they recycle it for free but they give us a certificate guaranteeing how they dispose of the equipment. As a school district we pull out all the hard drives because we prefer to get rid of the hard drives ourselves. We just give them the shell of the equipment. Mrs. Richardson stated there is a company that refurbishes them and then resells them at very low cost to non-profit organizations that can't afford computer systems. Mrs. Paul asked that the information be sent to her. Mrs. Richardson stated she could do so.

Mr. Nufrio stated with respect to the auction process, we talked about that at length. We talked about the actual process and we learned that it can also be done online and that is something Mr. Brennan can apprise the Board if it is going to happen that way. Mr. Brennan stated I will be in communication with Mrs. Paul.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Richardson, 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.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (vendor #49500 only)

MOTION CARRIED

UNFINISHED BUSINESS:

Mrs. Regis-Darby asked when will the RFP for food services go out and who will select the six criteria for the score of the RFP? Also the results of ARAMARK survey that went out a while back what were the results of that survey. We spoke in the past about aligning our high school credits with the State's credits. Are we still talking about doing that? The auditors had mentioned schools that were not depositing moneys in a timely manner. I know the Board has done a lot of due diligence to make sure we had a working policy so that moneys are being deposited on a timely manner but schools are still not following the Board's policy. I want to know what is happening with that. There is a policy in place and we need to follow the policy. What is happening to the schools that are not depositing the moneys when they are supposed to and they are going against the Board policy? In the past we talked about graduation and the Board members that do attend graduation – purchasing the robes for them. A lot of parents would like them to look all uniform so that was one of the concerns of the parents. Genesis – I actually did a workshop on Genesis and there is a lot of things for Genesis and we should be looking forward and going forward. There are a lot of things that Genesis is now capable of doing. You can track your child in each period and that is something that we should look to do. If a child cuts a class we know right away that your child has cut a class because Genesis is capable of doing that.

Mr. Brennan stated I won't have all the answers but I will answer on the RFP – there is good news. For the food service, it was just released from the New Jersey State Department of Agriculture on Friday at 5 p.m. it is a mandated RFP template that all districts who are participating in the National School Lunch Program must use specifically this RFP. It did come out Friday. I need to sit down with Meg Barry and we need to look at what is involved in filling out the template and what other requirements there are because I just got wind of this today. It will be coming out shortly.

Mrs. Regis-Darby asked who selects the six criteria – now the State is asking for six – they automatically suggest one; we have to select five new ones. Mr. Brennan stated I think it would be up to the President, maybe the committee that you choose to go over and come up with the additional five criteria. I would think that would be a good way to go about doing it.

As far as the survey we will share the survey with you from ARAMARK – we will do that tomorrow.

Mrs. Regis-Darby asked does the template include the fix price and the reimbursable price. Mr. Brennan stated we have to go with the cost reimbursable version. Mrs. Regis-Darby stated it is not both on the same template. Mr. Brennan stated I don't believe so. What I saw today was a reimbursable cost RFP and that is the way we want to go. Fixed costs – the quality of the food goes down because it is a fixed cost and they are trying to cut costs and make more profit.

Mrs. Regis-Darby asked how soon do you think the RFP will go out? It takes a while for the Board to decide and the transition is not easy. Mr. Brennan stated I have talked to some people and it is not as time consuming as you might think it would be. I have gotten some information from colleagues that have gone through this and it is not a 3-4 month process. I am

shooting for March to get this out and advertised and then we have to give it 10 days to get responses in. I need to look into what is involved. This is the first time for me. I will keep the Board apprised on how the process is going with creating the RFP.

Mr. Nufrio stated normally I would not pursue something that is publicly stated but I'm compelled to do so in order to present my position on that. Last month at this meeting at this library I presented and read a letter from the former attorneys indicating that no such billing as indicated by the former Board member, Dr. Francis, I read the letter to the public and to the Board refuting that there was such a billing. Then I did hear from the open public session Dr. Francis I believe verbatim said "he misspoke" and that is fine but he then went on to say that he received an email from me back in March asking him to refund the Board that took me by complete surprise because I sent no such email. I wish to indicate that. I have proof as to what this email actually was because when Dr. Francis did say "I'm going to find it and I'll send it to you Vito and you also never responded to it". The reason I didn't respond to it was because I didn't send it. I have a copy here and with your permission Mrs. Minneci I would like to send it down to Mr. Taylor for his review as well and if anyone else on the Board wishes to see a copy I have that as well. What was really disturbing was he said he was going to send it to me and he didn't. Later on at 10:21 p.m. while we were in executive session I felt the phone vibrate and it was from Dr. Francis but what was more disturbing is that he sent it to every person on the Board and then some. Still claiming that on March 7th at 1:03 p.m. 2018 that he received an email from me. He also copied Mr. Arminio and Mr. Arminio's township email. The subject reads "re: remit payment". The email address reads as follows VitoNufrioPresident@azswc.org that is not Vito Nufrio. I checked with some tech people and they indicated that is something called "spoofing" and that is when a bogus individual manages to get names off the emails and it is an attempt to get money from someone. The email read as follows "Hi Guy, there is an outstanding payment that I need you to take care of today. Please let me know if you are available so I can forward you the transfer details. Thanks, Vito Nufrio". That was not Vito Nufrio it was again an attempt to get Dr. Francis to send some information so that they can obtain some cash or funds via electronically. He responded that he also sent me a reply at 1:03 p.m. on the same day but he sent it to the same email address that he received it from. While that wasn't Vito Nufrio so how can I see a reply. Vito had no idea what you are talking about Guy. The final point is that was March. We were both on the Board for the rest of the year. At some time I would have thought that since he didn't get a reply from me it would be common sense to ask me by the way what was that all about that email? I would have said what email because I had no knowledge of an email because it didn't come from me. So from March through December there was never any mention that there was an attempt to obtain funds from him. First of all the email has nothing to say whatsoever about refunding the Board for legal fees that were incurred by his phone call with the law firm. Secondly when Mr. Griggs replied in this letter that he never billed anybody – certainly did not bill him and I when I told that the amount that he made reference to was about \$500-600 – I would have had to be on the phone for 2-3 hours and there is no way that would have happened. I just wanted to clarify to everyone because my reputation was being impugned at this point by saying that Mr. Griggs sent him a bill but said that I ordered him to do that; that is not so. I want the record to state that this is absolutely, totally false. Thank you.

Mr. Benaquista stated we didn't finish answering Mrs. Regis-Darby's questions – as far as credits. We are working on that and they will be coming shortly. The Board members in cap

and gowns that is an easy one; we will make sure that you are in it this year. It is not a problem having the cap and gowns. The Genesis updates – we will make sure we set up a meeting with Genesis to find out more capabilities. If you want to email me and Mrs. Moses the specific ones that you want us to ask about we will make sure.

NEW BUSINESS:

Mrs. Regis-Darby stated at the PTA meeting at the high school the principal spoke about changing the school schedule to a rotating schedule. I just wanted to know how far has it come and what is the rationale behind that? The Mission Statement – the District has one and each school has a mission statement. I think overall we as a District need to take a look at our mission statements to make sure it is aligned with school vision. When we have words like “strive” – we need to take a look at that to make sure that we are doing and that we are using words that represent our students and where we want them to go in this 21st century. Like I asked the question earlier we need our students to become divergent learners so our mission statement needs to represent what is it that we want from our students. As a district and educators who wants the best for our students in the District, we must always try to speak and find the best practice for our schools. Also dual language is really important and I think going forward we should try to implement dual language for our pre-k students and our kindergarten students. I would really like to see that we please try to incorporate the dual language program.

Mr. McDowell stated last week Mr. Nufrio and I attended the Union County School Board Association meeting at Cranford High School. There were two presentations – the first was an art education program for high school and middle school students. I will pass along to Mrs. Moses and the art department – it is a program for gifted and talented teens. I think it is a program to look into. The students are transported to Middlesex County College one day a week for an afternoon class in creating writing, filming, modern dance and other things. They are trying to set up a program with Union County College for gifted and talented teens. I have to find out if it is just gifted and talented in art or general but it is something we need to look into.

The other presentation was given by an attorney from Schneck Price Smith & Kean and Mr. Mark Ziedermyer gave a presentation entitled “School District Relationship with Law Enforcement During a Crisis and Dealing with Student Rights”. This was also very informative and I reached out to the attorney to share a copy with me of his PowerPoint presentation. He went over some examples when the police would get involved in situations at school and when they cannot be involved. A statement that was made it is better to air on the side of caution if you feel you need to get the police involved in a situation. It was informative and I think very timely with what is going on. This was a great learning experience for me.

There will be a Union County School Board Association event here at our high school and the program is student recognition and that is March 13th. Mr. Arminio might have mentioned that at the December meeting.

Mr. Nufrio stated did you mention the cost of the class for students. It is \$8500 and it would cover the cost of the class. Mr. McDowell stated and transportation and that would be paid for by our school district. Mr. Nufrio stated it is not for each student it is the overall cost.

This is something that Mr. Tatum would have to look into. We were both very impressed by the presentation. The classes are taught by experts with unbelievable backgrounds and experiences.

Mrs. Higgins stated the Union High School Performing Arts Company's show this year is Chicago and tickets are on sale now. Mr. McDowell stated and it is the high school version.

Mrs. Minneci stated the time to make the comment and there will not be any discussion with the Board members. If you have questions that need to be answered you can leave your name with Mr. Brennan or Mr. Benaquista and we will get back to you. It is not a back and forth it is just comments.

COMMENTS FROM THE PUBLIC:

Ann Margaret Shannon stated the presentation sounded like the Board is going to save about \$225,000 which is an insignificant amount considering the huge budget that we have. I think it is a very small savings for the District. I am extremely embarrassed that we have three days – Thursday, Friday and Monday to decide what they are going to do with the dental insurance. I hope next time we can give notice in December or January. When are the staff meetings going to be to explain this when they have only Thursday, Friday, Monday to make a decision? I am very disappointed.

Jill Hall stated I wanted to give a shout out to our high school staff that did the jubilee last Friday night – especially Mrs. Wright that orchestrated all the events that took place. It was quite amazing. We talk about student led initiatives, while there is some direction coming from the top, the kids wanted the Motown theme. They worked on all the decorations. It was really a great night.

I also wanted to thank Mrs. Guilfoyle last week at our professional development. The counseling department throughout the District had the opportunity to have a presenter come in on the topic of mindfulness. A former teacher in our District went on to get a master's degree on mindfulness education and she teaches in the inner city of Philadelphia. She also came back from two weeks in China. When you go to China to teach the Chinese people to be mindful, you are pretty good at what you do. She came in and we had our presentation and we left there with 6-8 different strategies that we can implement immediately. What I loved about the presentation was that she spoke about how mindfulness is not a set of strategies. It is a way of connecting with students and it is a way of behaving that leads into the responsiveness of social, emotional learning. I am hoping that I can shake the money tree and may be have her back and spread it forward – maybe by department or somehow. She was fabulous.

At the risk of being redundant I share Ann Margaret Shannon's disappointment that with five days we are having those conversations about changing our dental care. I want you to know the impression that it gives is that things are being done in haste and I never want to feel that way about anything that is going on. That it was last minute oops we forgot and that it is something that now we have to have a reaction.

Tuition reimbursement – just for clarification – teachers are not reimbursed for their tuition for something that they are not currently doing in their classrooms. If you are going for a

degree as an administrator, you don't get reimbursed for that but if you are social studies teachers and you are getting a master's in social studies you get reimbursed for that.

About the schedule and I don't know a lot about it so I don't want to speak out of turn. I know some of the administrators have been visiting a variety of different schools to look at it. Conversations have been very lively about being able to afford the opportunity for less conflict in the schedule. We have students sometimes can't take an elective class because they are blocked out because they have AP for something else or gym class is offered at different times and the rotating drop which can bring in some block scheduling and provide some more opportunities. There are definitely some drawbacks to it with regards to size of the building and making that work. I said to Mr. Tatum without looking at it this is how we have always done it and we are starting to entertain some conversations about we are good at what we do but what can we do better. I think just opening up that discussion is very invigorating from an academic standpoint and from a lot of positions. We are in the early stages but they are doing it right and getting all the information and sharing it.

Kathleen Brunsmeyer stated I would just like to know will the parents or the public be able to view the surveys and the results of the surveys? Mr. Tatum stated the districts for the food services. I don't know right now where we are. I will need feedback from them.

Cathy Sharpe stated I know it is after the fact but I still have to voice my disappointment on this dental discussion. It would have been a time when the public would have had a chance to listen to the presentation and ask questions. I know it is on the agenda and there is a certain order to the agenda but to me it felt like it was a set up because the comments were made in the beginning. Nobody had even seen or heard the presentation yet the members, the public and everybody here. They wouldn't have had a chance to come up with questions and/or comments at the beginning of the meeting. The comment section is last where they could voice their opinion or ask their questions but it is to no avail because the decision, the vote was taken. To me if the Board really cared about their staff they would have found some way to do what was asked in the very beginning by our officers to just think about this before you voted and nobody had a chance to think about it because nobody heard the other side. The hands went up to ask questions and I realized it was not the time to do it. When could they have asked? There was no time given tonight after the presentation for people to ask questions and get the true picture of what the insurance is about. I just feel to me the Board let me down and let my members down because they didn't get a chance to really voice their opinion on this and it is a very important subject to 100% of our members and after all these years I hate to walk away from this mike feeling very disappointed in the Board's vote tonight. It is the way I feel I'm sorry.

Jeff Monge stated whether this issue or anything else – it is on the agenda and there is a presentation related to it – for all consideration for the public – I think it would be great for a basic Q&A at a Board meeting – where we sit here for hours I think it is basic courtesy for the school community so please take that into consideration. Myself I can send an email and get an answer but for the rest of the public never hears the answer. I don't think that is fair to the school community.

Another thing that pertains to transparency – I think every Board member doing Board business should use a Board email address. You shouldn't use a personal email address to do Board business. If something happens and there is an OPRA request than there is argument as it pertains to you providing your personal emails. I think there should be a policy for the Board to use their Board email address.

Legal fees this is a quick Q&A answer. The attorney stated the high school matters were part and parcel of the increase in those costs but I thought insurance covered those high school matters. We are talking about a \$100,000 increase is really focused on Board members – special services and Board members and I thought the high school issue you were talking about that it came out of insurance.

The other thing when I was on the Board six months ago I had talked about the issue on how we were using our legal counsel and I had predicted at that time that we were on the course of an increase of about \$50,000 and we are at \$100,000. The use of the attorney and I know you are making changes to that. We also said that Griggs and his firm were going to transfer it over ASAP and for them to be charging.

The RFP – just a suggestion – last time when we had it and I was on the Board there was an open process – we had a committee. Those committee members reported to the whole Board the recommendation and why and I would suggest that it happens next time. If I was a Board member sitting here and finding out about this for the first time I would be really upset. How the agenda read said to “approve the engineers and architects of record”. My assumption reading it is that it was the guys we already had and it seemed like you read off some names that were the same but there were a couple of new folks. You didn't have back up to that for the agenda. Reading it I'm assuming you are approving those that are of record and those are the guys that we had and that wasn't the case. You didn't have backup to it. Half the Board members didn't even know about the process and who was selected. In the future and a recommendation that you be a little more transparent. I don't know Mr. Taylor if you are able to answer.

Mr. Taylor stated on the email issue – personal accounts versus district accounts – I think it is a very good recommendation. I don't know if it was in place when you were on the Board but it is advisable for public officials to use public email accounts. It is not required by law. Using your gmail, Verizon or work account does not exempt communications from public disclosure. It just exposes your private server to be searched. There is no legal prohibition for it. The one thing I will say in the long run and term when some of you are not on this side of the table anymore, it could create some logistical issues in having to knock on your door to say give me your emails versus being in the server here. It is not illegal or unethical to use personal accounts.

The legal fee increase – my comment that you quoted was only in part. I reference in part two matters that I have been handling since September. It was not the totality of my response. I trust the Board members understood that. I will also note that item F-13 – does not just reference an increase in legal expenses, it says professional services and public relations. Professional services as you are aware covers engineering, architects, attorneys – so there is a lot under the umbrella that this could apply to and the recommendation that has been approved is a

not to exceed so it is not a blanket \$100,000. It is fees for services rendered that have to be earned and that are reviewed monthly not by just the administration but the committee.

Mr. Monge stated you guys approved the original budget you already exceeded it so you are increasing a budget that is already deceiving. Thank you very much.

Sienna Buku stated I just finished my first month of college. I think there are a couple of things that you guys should be aware of and might be helpful. When looking back at my experience in high school and how they apply to college – our diversity is really our strength. I know just as much as everyone else out there academically. I have experiences because I was at Union High School that they don't have and I don't necessarily know if you tap into that or not. I see how you guys communicate and with students that is super important and that should be a goal of ours. I didn't know there are places like this until I went to a college that was super competitive and super not like Union High School in the way we are. This is my first meeting with the new Board and I missed something that I want or putting it out there for one of the Board members to pick up. Mr. Arminio always talked about students in "New Business". Ms. Hall talks about us all the time and that is wonderful but I think that set precedence for the standard of the Board of Education members and it is lacking. I went back to really old Board meetings and he was talking about me and I didn't even know it – that is so cool. That is something you guys should each think about because it is important and does mean a lot to us even though we aren't aware of it.

I also learned a lot from you guys especially in going to college one of the clubs on campus that really wants me is lobbying for their librarians on behalf of the staff and budgeting and administration and I'm just wondering if the position in the middle school has been filled and maybe think about that because I'm still here and I'm still going ask every time.

On the March 13th meeting of last year I asked you to revisit mental health and how we allocate funds and what kind of services are available for students and I think that Ms. Bonshay who I had as a teacher is a wonderful resource and I really great way to integrate something new into our curriculum – so bringing her back would be a really good move on your part. I know with firsthand experience because she was my 8th grade teacher and she is still one of those people – I know what I want to do with my life because of her.

Mr. Tatum stated I have two finalists for librarian positions but we discuss in closed session regarding that and it is something that we have taken seriously. It is an issue that I need to undertake and move forward.

Rich D'Avanzo asked when are the staff meeting going to be held? Are the dates already set? Mr. Taylor stated follow the protocol – make all your questions and comments and we will respond after that. Mr. Benaquista stated first and foremost, I don't know where we are getting a couple of days from. We have to do a new open enrollment and we already have some dates that the broker is ready to come out to our District but we didn't know what was going to happen tonight. Tomorrow we will come to the table and make sure that the staff has time to meet with the broker so the broker can explain what is going on. My understanding from the broker we will have an additional open enrollment because the rates have changed and no matter if we were

removing dental or not we would be doing the same thing based on the new rates. The other open enrollment that we set originally a January 1st open enrollment for an effective date of March 1st that also happened because we didn't know what was going on with the rates. However now that we have new rates on the advice of our broker it is a good time for members to choose a different plan based on the increase rates. It is something this broker started with us. I don't believe it was done in the past. I think there was only one open enrollment in the past. All that information will be sent out. However, this had to happen first.

Mr. D'Avanzo stated one of the things in the power point they had dates listed so it was confusing because it was in the past. Mr. Benaquista stated again this was supposed to happen last week and unfortunately the District was closed so I don't think they changed their PowerPoint. I can't answer for them but I can say we are going to have an open enrollment because that is the right thing to do.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Ruiz, seconded by Mrs. Regis-Darby, that the Board go into Executive Session at 10:09 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Matters rendered confidential by state or federal law.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege – Ionta/Lowery v BOE
- Matters involving employees and terms of their employment and contract.

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

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:38 p.m.

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

APPROVE RESCINDING OF EMPLOYMENT OFFER – HONEYMAR

Approve rescinding of employment offer to Kristen Honeymar as receptionist/PR coordinator at Central Office originally approved at December 18, 2018 Board meeting.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Ruiz, that the meeting be adjourned at 11:40 p.m. All present voting
YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**