

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – June 18, 2019

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, June 18, 2019 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:16 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista (arrived 7:45 p.m.), Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Anne Hart, Mr. Craig Wojcik, Kim Conti

ALSO PRESENT:

Afshan T. Ajmiri Giner, Esq.

Dr. Morgan led the Board and audience members in the Pledge of Allegiance.

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

Mrs. Williams read the District’s mission statement.

Mrs. Minneci stated earlier there was a question to move the meeting to the auditorium. We looked into it, Mr. McDowell and I, and had a discussion with Mr. Tatum. Unfortunately because of the videotaping it would not be streamed live at home if we were in the auditorium so we decided so that people at home can view the meeting we would keep it here. I apologize for the over crowdedness and thank you for coming.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Justin Seachu stated thank you for giving me the opportunity to speak on behalf of our children. I’m currently the PTA president at Connecticut Farms. Tonight I come to you as a concerned parent. I heard about a new proposed bus law. Starting in September children will be bused if they are 2 miles or greater instead of the 1.5 miles as previously – straight line. We must take into consideration nobody walks a straight line unless they are walking through

houses, trees or a fence. They are measuring a distance from a child's home instead of the bus stop. Buses will not be picking up at a child's home so why use that as a measure. Some parents need to drive blocks to drop their children off at the nearest bus stop. It should be measured from Jefferson to a child's bus stop. I have questions and concerns. How many children will this new rule impact? How much money will actually be saved? To the best of my knowledge we already own the buses and we still have to pay the drivers. We are a community where two incomes are the norm. When I was a kid growing up in Brooklyn my mother walked me back and forth to school every day. Unfortunately for most people we do not have that luxury as many moms have to work. Most families have both parents working or are limited to one car. How do you get kids to school when both kids are working? How do you get them to school with only one car for working parents? How comfortable are you having most of our precious commodities walking up to two miles which includes the Route 22 bridge coming down, a major highway exit and entrance ramp – Route 78 and some of the roads that don't even have sidewalks. In addition let's not forget old man winter and our children walking and some drivers' visibility can be impacted. We all know the bridge is coming down on Route 22. Traffic is already a nightmare around Connecticut Farm School due to the buildup on 22. People cut through the Town to try to beat the rush. Children are walking and drivers are not courteous to begin with.

I will like to quote from UnionDaily.com on December 2017 article – “The State says it will demolish and replace the bridge which was built in 1929. Union Deputy Mayor Joseph Florio said the project will be a major headache for us because people are going to have to detour.” Another article published from Union Daily on June 21, 2018 – “Repairs of Route 22 Overpass Snarls Traffic – Traffic routinely has been backed up during the morning and evening rush hours, even off-peak hours mid-day when our children leave school.”

With more children walking to school and decrease in buses they will be walking in bigger groups rather than by themselves. A car hitting a group of children is going to happen especially if they are in a larger group. Children will be traversing by Route 78 ramps – will be bused regardless of where they live. If children walk up Burnet Avenue to Berkeley Place or Vauxhall Road to Burnet Avenue, either way they are crossing Route 78.

I want to share statistics with you. In 2015, New Jersey had a total of 562 traffic fatalities. This includes all accidents, truck accidents, car accidents and pedestrian accidents. Of those 562 people that lost their lives, 170 were pedestrians – that makes up 30.2% of the total traffic fatalities. This number is the highest among all the states. Why the increase in pedestrian accidents, there are a number of factors that might be involved. One primary reason that all traffic experts point to is the increase use of smart phones. The distracted driver on our roads has reached impressive levels putting both drivers and pedestrians at great risk. I would like to quote the National Highway Safety Administration traffic study of 2016 – in 2016 one in every five children under the age of 15 who were killed in traffic tragedies were pedestrians. Currently there is a petition being circulated among all the parents outraged by the possibility of this change. I need to ask the Board of Ed – can you please tell me who you spoke to at the Union Police Department to discuss the traffic pattern construction or where crossing guards will be needed for this change. I want to thank you for your time tonight. Just how much is our most precious commodity worth?

Vance Campbell stated I did a quick google search about the law that came to busing children. I assumed as Board members you all got the conferences – the email 6A:27-1.4 – student who shall be transported. High school students is 2.5 miles – any grade up to high school; two miles elementary school. My student is in the Battle Hill section and we are over 2 miles from Jefferson School – that means my student would get a bus. But some arbitrary rule, you guys just made up, which is against the State law – if that is what you guys are doing, I assume a lawsuit will then be enacted against you. I would recommend that if you are not sure and I have a copy and I will put it in the record, you guys should know this already and you cannot decide on your own to break New Jersey State law just for your own purpose. (No document was received for the record.)

Mr. Tatum stated the policy we currently have in place is below the State's requirements. It is not above. We are not looking to change those students that are eligible for a bus – over 2.0 miles. It is that we are looking at 2.0 flat in the district and we have in consideration hazardous routes. The gentleman that spoke a few moments ago – spoke about some areas of concern. What the State law says is if indeed there is a route in the municipality, the Superintendent will determine where those hazardous areas are and we will be obligated to provide bus services if there are hazardous routes.

One of things the law says also is if there is a bridge that a child has to cross over to get to and from school, it should be declared a hazardous route. If you take a look at the policy as it is right now, our policy says that students in pre-k through four that have to navigate a bridge would be entitled to a bus and it was revised in 1999 and it says grades 6 through 8 – 2.0 miles and grade 9-12 would be 2.5 miles but students in elementary would be 1.5 and anyone who has to navigate the 78 bridge will have to get a ride. In my mind when Jefferson School became a districtwide school, anyone in Jefferson would have a bus ride. What I recommended to the Board and with conversation last week with parents, I recommended to the Board that the policy be amended to include fifth grade as part of the hazardous route so their safety wouldn't be compromised.

Katherine Feuntes stated I have a future Hannah Caldwell student and one on the way and I am also a special education teacher. I like to speak on O-7 and the rejection of bids for paraprofessionals. I'm happy that the bids have been rejected and I hope that we will not go forward with this. I work closely with paraprofessionals and they are vital members of the school community; working with students in need of the highest level of support. They do their best work with these students when they feel invested and included. Paraprofessionals employed by outside agencies do not have district emails, keys or parking passes. They can't access student IEP's, are not included in meetings about students and are not managed by building administrators. They can be reassigned not just throughout the district but throughout their employer's contract.

Our district needs to background check, hire, train, supervise and empower its own employees. All employees need to be respected, valued and appropriately compensated for the work they do with our kids. I'm sure we all know that the lowest price never really translates to the greatest value. This is true for education particularly special services. While I understand

that there are tough choices to be made with our school and budget I strongly urge you not to hand over taxpayer money to the lowest bidder or we are likely to have to pay a much greater price.

Ann Margaret Shannon stated UTEA President. Mr. Minneci I texted you about the auditorium and I want to thank you for the explanation.

I also want to speak about O-7 – I applaud the resolution and I hope this is not just because a mistake has been made. I hope that one of you Board members will stand up tonight and put an end to this and making a motion to reverse privatizing our paras. I sent each and every one of you an email asking you to be the one to do this – to make this right. We know that there are many districts who have tried privatization but it has failed. I still don't know how we are going to save money. You will have to pay this company. It seems like it is going to be a very expensive venture. I think it will eat into the savings that you are going to make. If you are going to go ahead with this, how much time is left for you to finalize this deal. Our paras still don't know what is going to happen. I would encourage them to go look for other job opportunities because at this point, it is late in the school year to find a job for September. Two out of three of our paras live in Union. It is like going to school with your neighbor. If these paras aren't here it will be opened up to who knows who. I'm asking again for one of you to please stand up and make a motion to stop the privatization of the paras.

Mrs. Ajmiri Giner stated I would just like to remind the public that the preceding officer has the discretion to limit a discussion on an individual subject or by any one individual or one known group. We will be working that given the size of the crowd today and the number of items on the agenda so just be mindful of that. Thank you.

George Huck stated NJEA field rep, Union County, Union Township one of my local school districts. I have spoken to you before and of course I here on the para issue. Let me just briefly go through with you. Mrs. Ajmiri Giner stated if this is not on one of the current resolutions. Mr. Huck stated O-7 the fiasco that your district is perpetuating.

When the UTEA entered into negotiations with the UTBOE two years back, the Board of Education had a proposal and also signed by our agreement proposal on limiting the hours and benefits for aides, limiting the hours that would make the aide eligible for health benefits. That proposal was not incorporated in the final agreement because the Board dropped that proposal – that is one. Two, promises made promises broken. You have a collective bargaining agreement – the law permits you to privatize in any situation which is unfortunate but there are bills now in front of legislature that are going to prevent that from going forward.

Regardless of that I know many of you on the Board of Education. I certainly know your Superintendent and I respect him. I respect your assistant superintendents, your HR director but the fiasco of your business administrator and you have two of them, in terms of the budgeting practice of the district over the past five years. Mrs. Ajmiri Giner stated Mr. Huck this has nothing to do with the rejection of bids. Mr. Huck stated it has absolutely everything to do with the situation. Mrs. Ajmiri Giner stated you can certainly make the same comments at the end when there public comment.

Mr. Huck stated the Board of Education on its website posted and RFB for substitute paras. Obviously a fiasco because you are not hiring substitute paras, you are privatizing paras. Based on attorney recommendation you are about to withdraw those RFBs and repost them again.

Regardless of that issue, this community deserves the paras that they have. Don't cut me off when you had a public member speak about the same issue about saving your paras. I won't stand for it. Mrs. Ajmiri Giner stated I am not cutting you off I'm telling you it had nothing to do with a resolution. Mr. Tatum stated can we have some civility here. Respectful of both ways I don't think that is the direction we want to go tonight. We are here for the consideration of our children and staff.

Mr. Huck stated in consideration of our children and staff, the paras are a vital part of the educational program. I want an explanation on budget line item 3000 where you budgeted significantly less money for paras for the 18-19 year. The question is why when you knew well in advance what money you would need. Specifically on line item 3000 of the budget, your 18 audit shows \$748,458 and the 19 budget you budgeted \$189,082. That was earlier in the year and this is from the State Board of Education – May 5, 2019. You already knew that you would have an issue and budgeted less. You had an opportunity to budget more and go to the taxpayers for a bond referendum. You decided not to do that. You decided not to use your special education and health benefit exemptions and you let those slip away. That is sloppy budgeting and you pay for your capital repairs out of your surplus. That puts you in the position that you are in today. It is your collective fault even if it wasn't the individual fault of any Board member. Even if it wasn't the individual fault of any administrator. It is your collective fault that you are in this position today.

Mrs. DaSilva stated I'm here to speak in support of the paraprofessionals. While I don't know many of them personally. I have heard some of their stories. Last year my son started pre-k at Livingston School. We were nervous sending our little girl to be in care of others. She is very shy and reserved and it was difficult. We didn't know what to expect. Our little Emma had two dynamite teachers – one was a para. She had an amazing experience and she felt love, respected, cared for and her walls came down – thank you so much. I had the pleasure of being in that classroom several times over the course of the year and I was able to witness the dynamics, the harmony between the teachers and it was magic. I will forever be grateful to both for the positive experience they gave my daughter as she started her educational school journey. She is greeted with love every day and there is a bond. I know I'm not alone with a story like this. I will say the over 90 paraprofessionals who were fired – you made a really poor decision. I would hope that before this decision was made that each and every one of you had an opportunity to observe a classroom with a para in it. Most likely the answer is no and you missed out on experiencing the magic, feeling the love and dedication these individuals have for our children. They care and some have worked with the same children for years and the bond is potentially at risk of being broken. Many paras live in Union and taxpayers and invested in our community and they want to see the community prosper and grow and be better. Our children are the greatest resource and we have to invest in them. Your decision has a direct impact on the children and it is not a positive one. I understand the company will outsource paras and there are

many concerns regarding this. Being an educator I have observed paras who have come from these agencies and they were very nice but nice doesn't cut it. Often times there is a lack of experience and teachers have to train them so that takes away from the kids. It is very ineffective. I have seen children go through several paras because they are absent a lot, go on vacation and there is a certain variable of dedication that is just not there. You can't get that when you outsource. I'm sure it all comes down to money and lack of it or whatever the case. Tonight I implore that you reflect on the situation and its detrimental effects. Find the money, you did last year. Figure it out maybe cut the fat from somewhere else.

Please reflect on the platform you ran to become a board member. No matter your platform, fancy name or whatever the politics involved – you are supposed to be here for the children. The decisions should be made with the children's best interest in mind always. Lead tonight with action. I am a firm believe that action speaks louder than words. I have learned that from experience. I respectfully ask you to consider to revisit the firing of our paraprofessionals and keep them in the district. This action will speak louder than words. It will demonstrate that you are sitting in those seats that advocate for our children. Thank you for listening and have a great evening.

Mr. Benaquista arrived at meeting 7:45 p.m.

Mrs. Ajmiri Giner stated that at this time based on the Board's discretion we are going to no longer be listening to discussion relating to paras. If you have anything specific to say regarding the rejection of the bids, you may certainly address that but once you start talking about paras, which you can do after the public meeting at the public comment portion – you can certainly do that.

James Valenti stated New Jersey Education Association, I represent the UTEA. My question is about O-7 and procedure. Assuming that this point that the bids have been opened so that they can be rejected, 18A requires that a report be created listing the amount in the bid, as well as the company that submitted those bids and it needs to be made public 48 hours after the Board has seen such report. We will be requesting that report be given to the association and made public via your website so that the public can see the companies that will be considered possibly in the future for the new RFPs to bring strangers into the school in regards to these proposals.

Also we are requesting that any RFPs that are changed or made public going forward be sent to the union so that they can be reviewed and that the union has the appropriate opportunity to address them with the Board and the community. Thank you.

Mrs. Ajmiri Giner stated as you are aware, we cannot make public any bid prior to them being published; however, union certainly has the opportunity to present and I'm aware that administration and the Board allowing and welcoming the union to come in and present and that still remains true today. Is that correct Mr. Tatum? Mr. Tatum stated that is correct. Mrs. Amiri Giner stated just so you are aware.

Mr. Valenti stated the request was once the Board, according to 18A, has access to the open proposals, they have 48 hours to make them public – that was the request; not that you release them prior to the Board seeing them.

Mrs. Ajmiri Giner stated your second request was for the revised specifications, which you know I can't give to you prior to them becoming public. I wanted to clarify for the public. Mr. Valenti stated we are not asking for them before they are public. Mrs. Ajmiri Giner stated they will be on the website when they become public. As a courtesy I'm sure we can provide them to you as well once they become public. It wasn't clear in your request. Secondly, the administration and the Board has invited the union to also present the proposals. Just so everyone is aware.

Mr. Tatum stated some of the things that I have heard tonight – some bear truth and some do not. I will not get into the exacts tonight. This is all nice. We can come and talk about trying to save our paras and do the right thing – at this stage of the game – what the attorney is referring to is a regulation which says that the association has the right to come and make a counterproposal to the administration on how to resolve this issue to provide the same service that would have been provided by an outside vendor. We have yet to get any communication from the UTEA regarding that correspondence which I have in front of me as well as the correspondence that we sent back as the attorney is referring to – for them to come to the table and talk about what their proposals happen to be. You are asking us now to entertain a motion to do away from what we have originally proposed but by the same token you have a right to counterproposal and I'm waiting and I'm waiting day by day by day. UTEA you say you want to keep your people, well come up to the table and propose and let's talk. I'm here; let's do that. If that is what you really want because that is what your legal department says you want then come up to the table and come with a counterproposal that speaks to how you want to maintain the service in the district with the current employees – the same ones that on the RFP I'm trying to keep – they are not strangers – I love how this is being spun around that we are bringing in strangers. I'm trying to keep all our people in this district working. I'm trying to keep the lights on and make sure that the students have quality education. I'm asking you to come back to the table, I'm asking as the attorney says, bring your proposal forward and let's talk and let's see what you have to offer. I'm here whenever you are ready.

Mr. McDowell stated I think we should clarify what O-7 is all about. When we put out the RFP, we received several bids. Some of those bids are not up to standard. Those bids are the ones we are rejecting. This is not rejecting all of the bids, just the ones that are not up to standard. We are voting on to reject bids that are not up to standard. Mr. Brennan stated there were three proposals that were returned but we are rejecting all of them because of some specifications that the NJEA representative brought up last week at the worksession about the title which was “substitutes”. Mr. McDowell stated thank you; for me we are not rejecting this idea. We voted on that when we voted on the budget. This project will move forward. As Mr. Tatum said the UTEA has to counterproposal – come back to the table and talk about those. What we are doing now are rejecting bids that are not up to our standards.

Sienna Boku stated I'm going to talk about policy – transportation. I recall when you opposed the walkout – walking down Morris Ave – so the same people that wanted that to not go

through I'm going to look at you to vote it down tonight because if I'm a high schooler and I can walk less than a mile down to Town hall when a thousand kids by my side are not going to get hit singularly, than little kids should not be walking extra for poor budgetary planning. We are cutting in places where you can't cut. If you are going to state something state something very strongly a year ago, I'm going to remember. Right now you really have to think about what you are voting on. It is going to come back to you.

Rich D'Avanzo stated UTEA vice president – back on April 26th there was a conversation with UTEA president, secretary, Board President Nancy Minneci and Mr. Tatum – at that time the UTEA presented and suggested several finance suggestion. On May 15th, our regularly monthly scheduled meeting was cancelled. On May 17th, the UTEA leadership received an email from Mr. Tatum's secretary cancelling all future meetings with the UTEA leadership. Mr. Tatum stated he is absolutely correct – for those other issues he is absolutely correct. But here we go with the spin again. We are talking about documents that came from attorneys. It has nothing to do with our regular meetings. What you guys recommended on the date had absolutely nothing to do with this issue it had to do with you wanting to manage the district and I absolutely rejected that. What I'm saying is these letters say you have the right to come back to me with proposals on this issue and that is what I'm waiting for. Nice try, nice spin but that is not what we are talking about tonight. You and I both know that is not the case. Nice try.

Mr. D'Avanzo stated it's not about nice try. Those lawyers sent it, there should have been another reach. Mr. Tatum stated where are you, again, we are playing in the band and playing music, you really want to resolve this issue – let's get to the table and resolve this issue. Not an issue where you come in and make demands on what is going to happen or shouldn't happen. What should happen at this meeting is let's talk about how you and your association are going to work with us to make this matter be resolved.

Mr. D'Avanzo stated we are always willing (inaudible). Mr. Tatum stated I disagree with you totally; that is not what it is about. That was not why the meetings were cancelled. You know why they were cancelled.

Mrs. Ajmiri Giner stated Mr. D'Avanzo stated if you are going to talk about anything in public right now, it has to be based on the resolutions.

Mr. Monge stated this has been extremely divisive. At the end of the day, I'm a parent of a special needs child, kids and parents that are sitting can see all that has happened. This all comes down to negotiations. One side wants something the other side feels like they have been insulted. If Mr. Tatum is right now, his words saying, let's sit down – then let's sit down. Enough of this; I know folks create side. No strangers in our schools – some of the best paras that my kids had, didn't live in Union; some of the best teachers we have don't live in Union – I get it, I understand negotiations. I'm a business man but now I'm a father first. He is saying let's sit down; UTEA you guys want to sit down – make it within 7 days – 7 days sit down, let's figure this out and let's get our paras back.

Mr. Davis stated Mr. Tatum, my wife and I have tried to contact you for over a month, my son is in the IEP program – my other son is in daycare. We enrolled him for pre-k and we are trying to get in touch with you because one son can go to one school and one will go to the other. I want to keep them together. Mr. Tatum stated I know this issue. I was just talking about this issue today because I received an email from your wife today and this is something that many staff members are working to accommodate. The issue is unfortunately and I don't want to get into your business publicly but so far we have strived to accommodate you in different situations. In fact I asked Mrs. Conti to reach out to you today for a meeting for next week. My issue was because of the special services issue, I can't by law come in and change that placement. We can sit down and see what we can work out collectively to keep the two together and I understand your problem.

Mrs. Williams stepped out of meeting.

APPROVAL OF MINUTES:

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

1. March 12, 2019 – planning session
2. March 12, 2019 – worksession
3. March 12, 2019 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM TOWNSHIP OF UNION

Letter from Superintendent of Recreation for the Township of Union requesting to use the Jefferson School parking lot on Saturday, October 26, 2019 for the Township's Trunk or Treat event.

REQUEST FOR LEAVE – BARLETT

Request for paid medical leave followed by unpaid FMLA from Sandra Barlett, paraprofessional-Livingston Elementary School, May 30, 2019 – June 16, 2019.

REQUEST FOR EXTENSION OF LEAVE – ELLIOTT

Request for extension of unpaid non-FMLA leave from Kenneth Elliott, security officer-Jefferson School, new return date September 1, 2020.

REQUEST FOR LEAVE – GUNDERSON

Request for paid medical leave followed by unpaid child rearing leave under NJFLA from Jamie Gunderson, teacher-Connecticut Farms Elementary School, September 3, 2019 – December 18, 2019.

REQUEST FOR LEAVE – ANDRIULLI

Request for paid medical leave non-FMLA from Teresa Romeo Andriulli, teacher-Battle Hill Elementary School, June 10, 2019 – June 26, 2019.

REQUEST FOR LEAVE – SCHIFF

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Sandra Schiff, health and physical education teacher-Washington Elementary School, September 1, 2019 - January 1, 2020.

REQUEST FOR EXTENSION OF LEAVE – WAHLERS

Request for extension of unpaid non-FMLA leave from Jennifer Wahlers, teacher-Jefferson School, new return date September 1, 2020.

REQUEST FOR INTERMITTENT LEAVE – ZURKA

Request for intermittent FMLA leave from Christine Zurka, paraprofessional-Hannah Caldwell Elementary School, May 20, 2019 – June 30, 2020.

REQUEST FOR INTERMITTENT LEAVE – ZAWACKI

Request for intermittent unpaid FMLA from Suzanne Zawacki, teacher of special education-Kawameeh Middle School, May 13, 2019 – November 1, 2019.

LETTER OF RESIGNATION – SCOTTO

Letter of resignation from Jaclyn Scotto, English teacher-Union High School, effective September 1, 2019.

LETTER OF RETIREMENT – GARY

Letter of resignation, for the purpose of retirement, from Shirley J. Gary, café aide-Franklin Elementary School, effective June 26, 2019.

LETTER OF RESIGNATION – MURPHY

Letter of resignation from Alison Murphy, teacher-Hannah Caldwell Elementary School, effective June 30, 2019.

REQUEST FOR LEAVE – MOORE

Request for paid medical leave and unpaid FMLA from Cynthia Moore, part-time bus driver-Transportation Department, May 17, 2019 – October 1, 2019.

SUPERINTENDENT'S REPORT

Presentation by Hussan Peavy – Supply Chain Management Leader – Rutgers Business School.

Mr. Peavy stated everything you touch today has a supply chain related to it. He stated he has been supply chain for over 20 years. Graduated from Rutgers University in 1999 with a degree in mechanical engineer. If he would have known supply chain before going to Rutgers – he would have done supply chain because it is needed in every facet of business, even if you are an entrepreneur, individual or working for a corporation.

He said he is an adjunct professor at Rutgers University for the last five years at night. During the day he is supply chain professional and worked for Marcal Papermills – the one that just burned down recently. He first started out as an operations engineer, went to Johnson & Johnson, spent 10 years in sales and logistics, distribution logistics, manufacturing and then supply chain logistics. He went to Este Lauder for about six years making beautiful products. He stated he has a good understanding and now he is currently the supply chain director of a meat company in Secaucus.

Rutgers partners with Arizona University and sponsor schools together and Rutgers is rolling out this program to all high schools in New Jersey. If your student does well, they will get college credits for Rutgers. It is a tremendous opportunity. There are over 270,000 jobs for supply chain being created each year. Our schools are only putting out 70,000 professionals so there is not a lack of jobs for supply chain professionals.

Video presentation.

Mr. Peavy stated supply chain is a group of people working to move a product from development to your table every day. This is the best time to get your children aware of supply chain management in business. If you are interested please reach out and we can share more about the program. Presentation was requested of Mr. Peavy but same was not provided.

Mr. Tatum stated thank you.

Mr. Benaquista stated we have a lot of awards tonight. It is great to come to Board members to recognize employees, students and stakeholders for all the good things that go on in this district. Mr. Wojcik oversaw our gifted and talented program this year.

Craig Wojcik stated we have an entrepreneur program for our 4th grade G&T students. I think we are in our 8th year. Every year the schools have multiple teams. The teams come up with a product or service and develop the entire plan behind it, financials, create commercials, advertisement, business cards, the whole nine yards. They do an in-house competition. The winner is than able to complete in district level competition. We had some really great services and products brought to the table this year. The mayor, Akua Boakye from Central Office and two members from Bed Bath & Beyond were the judges. The teachers and the students do a great job – it is almost an entire year project.

I want to give recognition to Battle Hill School – they did a great job. Winner was Soccer Boomerang – Alexa Rivera, Leyla Akin and Genesis Guobadia. Presentation appended minutes. Jessica Munjovi stated these girls were in my class every single day leading up to the competition. This young girl came up to me at the beginning of the year came up with an idea

for an anti-bullying fundraiser with a goal of raising \$100 over the course of the year and as of today she raised over \$1,100.

Mr. Benaquista stated I would like to call up the Union Fire Chief Michael Scanio. In this district people don't know how much we collaborate with local PD and Fire – for everyone's safety. We have discussion during the year on different things going on in our district. This time I would like to recognize Chief Scanio because he donated a presentation to the district. In 2000 there was the Seton Hall University fires and there is a program that is called "After the Fire" and it is Alvaro Llanos and Shawn Simons – they put this presentation together and they go around the country educating people on fire safety – high school seniors – they are going into college. To educate them a make them aware of what can happen. With the help of Chief Scanio, he donated the amount that it would cost to bring this into our schools. It was an amazing assembly for our kids. It was not an easy thing to sit through but it hit home and hopefully woke our children up to be ahead of when they are entering into that college atmosphere and make them aware for their own safety and be prepared and proactive in case something does happen. I can't thank you enough. I hope we continue to strategize outside of the box for other measures to keep our students safe. Here's a certificate from us and we appreciate what you do.

Chief Scanio stated I know everyone is here for different reasons and I heard some things about safety and that is the business that I'm in. I can tell you it is refreshing as the fire chief to know that administration, Assistant Superintendents Benaquista and Moses and Superintendent Tatum are so on board on what we try to do. They are very proactive which is nice to see and hear rather than being reactive. In society today everybody reacts to it. We are trying to be proactive in this community.

We get your kids early in kindergarten – stop drop and roll – come see the fire trucks. It nice that we can get the seniors involved now because they are getting ready to go out in the real world. I think the students got a lot out of it and we would like to make this an annual thing.

Mr. Tatum stated I can't say enough good things about this gentleman and all of our first responders here in Union. We have done simulations together and we also have done real things. We have one of the greatest commanders in the State of New Jersey.

Mr. Benaquista stated the American Legion sponsored their annual coloring contest for Jefferson School students. The theme for this year's contest was "American Legion Honoring 100 Years of Service." Mr. John Blank, Americanism Chairman of the American Legion is proud to announce the Connecticut Farms American Legion Post 35 of Union, New Jersey winners: 1st place – Taylor Demas, 2nd place – Alina Vanoni and 3rd place – Rebecca Gonzalez. Taylor's winning entry advanced to Union County American Legion contest – where she was named 1st place winner. Congratulations to all of our student winners.

I would like to call up Mrs. Conti. She will announce our Special Olympics Area 5 Regional Track and Field Event.

Kim Conti stated Project Unify team – most of them who were involved in this event with Special Olympics are here tonight. They are an amazing mighty team. I'm proud to be able to recognize this next group of talented students and thank you to the parents who get everybody coordinated and to their events.

Diane Pielech stated five years ago the Board of Education approved for us Project Unify/Play Unify grant and every year we try to do a little bit more. The grant has allowed for our students to participate in sports at our school with their unified partner.

This year Ms. Fiordilino and Mr. Castaneda said it is not enough we need to do more and I said I coach softball in the spring and Dave said I will do it all. Dave and Ms. Fiordilino filled out all the paperwork, they contacted all the parents, he took them to the State's districts which took us over to TCNJ. That morning we teamed up with the Union Police Department where we were able to run in the torch run and then we headed down to TCNJ for the weekend. I am honored to coach and teach them. I am also honored to work with Mr. Castaneda and Ms. Fiordilino. What they do for my students after school and on the weekends – they go above and beyond.

Mrs. Conti stated you provide support for the students and the parents – there is no words I can express for what they do so thank you.

Student athletes – Morris O'Neal – 6th grade – gold in the 25 meter and silver in the 50 meter dash; Wilbert Jones – 7th grade – silver in the shot put; Orenthea Senior – 8th grade – gold in the shot put and javelin.

Mr. Benaquista stated thank you again – wonderful.

We would like to recognize some employees for their continued dedication beyond the walls of the school community. The employees that were selected were not nominated by peers but by their actions and touched many students and their fellow school communities. We have many educators that go above and beyond. This is something we are passionate on continuing because we believe they do need the recognition for the hard work and dedication and their hard dedication that they give to our students: Jill Hall, Sarah McCulloh, Mary Ellen Patricco, Allison Sheahan, Joseph Costello, Christopher Carew, Laura Muller, Tara Sterling, Edwin Oyola, Alison Brehm, Michael Riley, Zakiyyah Cobb-Roseberry, Kelly Piano, Jennifer Janowski, Diana Pielech, Cindy Attanasi, Jennifer Krom, Cindy Ferretti, Diane Hickey, Kelly Kitzman

Mr. Tatum stated these people were not looking for recognition. They do what they do because they care about children. Many of us have had opportunities to work together and we always have the best interest of our children. This recognition was developed for those we see do good things. You are not the only ones but you are the shining stars right now that stand out and we thank you so much. Keep up the good work.

Mr. Benaquista stated the last two years we are always trying to be creative and provide support for our educators. As you know as a new educator you are always looking for advice and find your way. Two years ago Mr. Tatum, Mrs. Moses and myself came up with a new

teacher cohorts. It was a way for new teachers that don't work in the same building to communicate, collaborate and meet people throughout the district that might have the same issues in their building and building different relationships. Our district is so big that you may not be able to meet teachers that are in other buildings that started the same time. Last year was the first year and it was such a huge success in my mind and I think if you talk to some of the new teachers that went through it, I think they will share the same thing with you. We adjusted some of the topics this year. The administrators are delivering it and volunteering their time. This is building another bridge, another relationship where if they have questions they can communicate via email or phone call. I want to thank the administrators that have volunteered their time. One of the things we did discuss was the evaluation system that we used and rubric – effective classroom management, creating student leaders, parent and community involvement, building culture competency to improve instruction in students achievement, getting to know your students, mindfulness, special needs in education, IEPs, curriculum, RTI, learning style and peer and lessons. I would like to recognize the teachers that have completed the program. It was the last Wednesday of every month – it was mandatory and hopefully they could take away some things and hopefully keep in touch with their peers and grow as educators. This year's teachers that completed it: Travis Blau, Lauren Petrou, Fabian Lopes, Christian Restrepo, Tracy Scerra, Elizabeth Boakye, Joseph Daly, Emily Gutierrez, Aaron Johnson, Casey Kerkhof, Christine Mangroo, Juan Munoz, Catherine Rivera.

Retirees – for their years of hard work and dedication: Nancy Schoenberger, Karen Steiner, Donna Quadrel, Cliff Detjen, Linda Dimakos, Sheryl Erman, Carolina Sibia, Nanette Vallier, Patricia Wiggins, Mary Ann D'Agostino, Bernadette Sheridan, Joseph Brooks, Pamela Shallcross, Ellen Judd, Thomas Danza; list appended to minutes.

Mr. Tatum stated there are substitute applications available if they want to come back and work with us. All of you have done an outstanding job and you all will be missed. Good luck in your retirement.

Mr. Benaquista stated it was great to recognize our students and staff. I look forward to continuing it this year. Thank you Mr. Tatum for allowing me to do it.

Mr. Tatum stated Student/ Staff Attendance Totals: Student: 95.03%; Staff: 93.57%

- Kristen Nunez - Union's softball team ended the season with a big win as Union County Mountain Conference Champs. Their final record was 17-6. After a number of years of being on the other end of it, it is great to have a record like that and under your coaching and leadership.
- Two Union High School students were named Scholar-Athletes for the 2018-2019 school year by Union County Interscholastic Association Conference (UCIAC). The seniors recognized for this honor were: Lauren Baran and Storm Samuels.

Upcoming Events

- June 24th is the Kawameeh Middle School's 8th grade ceremony at 6:15pm in the Union High School Auditorium

- June 25th is the Burnet Middle School's 8th grade ceremony at 6:30pm in the Union High School Auditorium
 - Last Day of School is June 26th
 - The High School Graduation is that evening at 6:30pm. It is still to be determined in the ceremony will be indoors or outside depending on the weather.
Project Graduation to follow right afterward the ceremony
 - Half Days of School for Students begin on Friday, June 21st with Pre-k PM having their session only this day. Followed by AM on Monday, June 24th and so on.
- Announcement

Lastly, online registration for Fall Sports is now up and running on Family ID. You can go online to register.

Education/Student Discipline Committee Resolutions

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

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

E-2. APPROVE DISTRICT PROFESSIONAL DEVELOPMENT PLAN

Approve District Professional Development Plan 2018-2019, in accordance with the information appended to the minutes.

E-3. APPROVE DISTRICT STUDENTS ATTENDING THE ARC KOHLER SCHOOL BE PROVIDED MEALS AT NO COST

Pursuant to N.J.A.C. 6A:23A-18.5, approve District students attending The Arc Kohler School be provided meals at no charge and in accordance with N.J.A.C. 6A:23-4.5(a)20 which authorizes The Arc Kohler School to include costs of meals provided with the annual tuition rate charged for the 2019-2020 Fiscal Year, in accordance with the information appended to the minutes.

E-4. APPROVE SPECIAL EDUCATION TUITION CONTRACT – UCESC

Approve Special Education Tuition Contract between the Union County Educational Services Commission and the District for the 2019-2020 school year, in accordance with the information appended to the minutes.

E-5. *Agenda item approved at June 11, 2019 worksession (Comprehensive Equity Plan).*

E-6. APPROVE COMMUNITY-BASED INSTRUCTION (CBI) SITES

Approve the following community-based instruction (CBI) sites for the 2019-2020 school year: (a) Reggio Pizzeria, 1571 Morris Avenue, Union New Jersey; (b) Stop & Shop Supermarket, 1201 Stuyvesant Avenue, Union, New Jersey, (c) Kean University Food Services,

1000 Morris Avenue, Union, New Jersey, (d) Embassy Suites Hilton, 250 Connell Drive, Berkeley Heights, New Jersey.

E-7. APPROVE REVISED 2019-2020 CALENDARS

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

E-8. APPROVE NJDOE PARENT/PUPIL TRANSPORTATION AGREEMENT

Approve New Jersey Department of Education parent/pupil transportation agreement for reimbursement to parent for transporting their student to and from ARC Kohler School, Mountainside, New Jersey at a rate of \$13.08 per day for the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

E-9. APPROVE TUITION CONTRACT

Approve Tuition Contract with Piscataway Board of Education for A.K., in accordance with the non-public information appended to the minutes.

E-10. APPROVE TUITION CONTRACT

Approve Tuition Contract with Piscataway Board of Education for E.K., in accordance with the non-public information appended to the minutes.

E-11. APPROVE TUITION CONTRACT

Approve Tuition Contract with Piscataway Board of Education for L.K., in accordance with the non-public information appended to the minutes.

E-12. APPROVE TUITION CONTRACT

Approve Tuition Contract with Piscataway Board of Education for O.M., in accordance with the non-public information appended to the minutes.

E-13. AFFIRM FINDINGS OF HIB INVESTIGATIONS

Affirm the findings of the Harassment, Intimidation, and Bullying investigations #16 and #17 from the 2017-2018 school year following a hearing before the Board on June 10, 2019, in accordance with N.J.S.A. 18A:37-15 et seq., in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio asked if he could read a statement and I believe this is where it belongs.

Mr. Nufrio read the following statement:

“I would like to express the following sentiments in addressing the budget issue which prompted the inclusion of the Privatization of Our Paras within the final submission of our 19-20 budget to the county superintendent.

Mr. Tatum and Central Office Administrators, I am confident that the same diligence and competence, utilized in the past to address similar budget issues, can be successfully applied, so that the 90+ staff members that have been impacted by this precedent-setting privatization of these valuable educators, and , the potential negative impact it could and would have on our children, can and may be averted.

Additionally, The Union School District has always taken pride in its direct hiring process and practices, which has been a Marquis of our district's accomplishments that resonated throughout the county-- making us one of the most sought-after districts by anyone who desired to be employed ---as far back as I can remember, it was a known fact, that Union was very selective in its employment practices—to hire only the best—because our children deserve only the best.

This privatization of certain, select employees would negatively impact the untarnished image which this district has fostered and maintained.

Just think of the negative perception and message we are sending to all who may have considered applying for a position with our district—that we can't resolve--in-house--our budgetary issues by any other manner, other than a drastic reformation of our hiring practices. To my fellow Board members, I implore you to stand with me in my resolve to retain the luster and tradition which this school district has had for decades. Our children, our staff and community depend on us as their duly elected officials to rise to the occasion, for the benefit of all.

I cannot any longer sit in silence nor condone in good conscience that privatization is the best and only solution to our fiscal problems of this school district. My No vote on the '19-'20 budget was specifically cast as a direct reflection of my sentiments on this issue.

Therefore, I respectfully present the following resolution for this Board's careful consideration:

Fellow Board Members, I would like to propose that the Union School District abandon the pursuit of privatization of our Para-Professionals and respectfully request that the Business Office , in conjunction with our Superintendent and his cabinet, re-visit the challenge of mitigating and remediating the budget issue. Vito Nufrio, Board Member”

Moved by Mr. Nufrio, seconded by Mrs. Higgins, that the following resolution be adopted:

APPROVE RESOLUTION TO ABANDON PURSUIT OF PRIVATIZATION

Approve resolution to abandon the pursuit of privatization of our paraprofessionals.

DISCUSSION:

Mrs. Minneci stated I agree with Mr. Tatum with the invitation for the UTEA to sit down with us with their proposal and work this out. But as of now we don't have that. When we do it will be something to consider.

Mr. Nufrio stated Mr. Tatum I presented this with absolute sincerity and I really have to deliberate for a while even after my vote on the budget. It was probably the first time I ever voted against the budget. I will summarize it by quoting our former President Obama– “yes you can” and I believe that we can – I believe in you, I believe in your confidence and of your staff and now that we have a door open and a light at the end of the tunnel I see no reason why to proceed with this. We do have a second on the floor

Mrs. Richardson stated we also need to know the specifics of what the negotiations are. I would like to see the paras stay but I can't make a decision without the direction of the administration and knowing what we are looking at. I feel this just came before us without much more information. I would like to see all of them stay but I can't make a decision without any information in front of me.

Mrs. Higgins stated I agree with you and I had said that too. In the business world you have someone who will come to you and say this is the situation and these are the solutions. We don't know what we would have to give up to save the paras but for two very personal reasons, I seconded the motion. My husband works at Kawameeh and every day he tells me how important the paras are and how vital they are to the success of the children that they support and how they would be completely lost and unsuccessful without them. Two, I had a special needs child myself and I know that I would have wanted everything possible for her and I would have fought for it – that is how I feel.

Mr. Nufrio stated I believe it was indicated this evening by someone and also last month someone challenged the Board – did any of us ever visit a classroom to personally observe the work of the paraprofessionals. I believe I answered it last month but I'll say it again. I can speak for myself and there are other educators and Dr. Morgan is also a principal. I personally did visit classrooms almost every day for the number of years that I was an administrator in a different district. I absolutely believe that the progress that the children made in my building was very much in part to the paraprofessional. Their work is so essential. It is important that the children not only sense that the teacher and the paraprofessionals are on the same page – that is one and that takes time to develop and nurture. I really believe that privatization of this many paraprofessionals could actually be extremely risky and I'm not one to take that risk. I hope the rest of the Board feels the same way.

Mr. McDowell stated my only comment will be not until Mr. Tatum and the UTEA are able to sit down and talk about this and come up with a reasonable solution. I think it is not appropriate tonight. We need follow up with the association and Mr. Tatum and even the Board members to figure out another way to do this. In the meantime, I think this resolution from Mr.

Nufrio needs to be tabled until something is worked out. Mr. Nufrio stated I believe that would be out of order Mr. McDowell with all due respect. The motion was seconded and there is no further discussion that requires a vote by process.

Mrs. Regis-Darby stated I think Mr. Tatum said it best, if we need to make changes or if we need to move from this situation right here, that both parties need to come together and meet and figure out a solution as to a next step and what needs to get done and I think that is the direction we should all come together and meet. I think everyone who is here – they are here for the children in the district. My kids, your kids, my friends, my neighbors are in the district and I think that is why we are here and I think Mr. Tatum's solution is one of the best solutions I have heard in a while and I think we all need to come together and figure it out.

Mrs. Ruiz stated when the budget was first presented to us for a vote to go to the County for approval, I was very vocal about being unwilling to vote blindly. I didn't have enough information to vote on that budget. I voted no and there were others that voted no on that budget proposal which unfortunately went to the County because we were outvoted and it was approved by the County. In a similar fashion I cannot vote on this resolution because again I would be voting blindly. While I also have children in this district, there are some of you I know personally, that I strongly feel for as far as your position, I can't vote on a proposed resolution when we don't have anything to back that resolution up. While in theory it sounds like a great idea, there is no proposition before us that I feel I can actually vote on because we only have what has been proposed by the Superintendent and nothing proposed by the UTEA. I am more than happy to hear any proposition and then analyze it and vote on it.

Mrs. Williams stated I would also be interested in revisiting it. I do have a special needs child in the district. He did have a para; his para was amazing and up until this year he always had his para. This is a really difficult decision. People see us sitting up here and they think we make these decisions blindly but it affects my child and I saw the improvements in my son. He is able to do things he wasn't able to do when he got here. I like the idea but again I don't have enough information and I would like to revisit this.

Mr. Tatum stated I respect the resolution that Mr. Nufrio moved forward because I know that he is seeing this administration in the past under very adverse situations work miracles. I don't think people truly understand what really goes on behind closed doors in terms of making decisions like this. I haven't been able to say exactly what is on my mind but I will tonight. Whether it is privatization or whether or us working something for our paras, the goal was always to keep all of you working. The goal was never to let anyone lose a job and not have an income. We have a budget that really does speak to a dollar amount and we have had a huge increase in this area. It is the needs of the students in our district. Yesterday in a meeting I asked in the last six years how many more special needs students did we receive in the district and the number is 200 to the tune of them needing support. At the end of the day my job is to make sure that the students have the support they need but my primary goal, in addition to that, is to make sure that the people that are employed here maintain a position.

Last year we spent the entire summer talking with the UTEA bringing back teachers that had been laid off – we worked all summer long and pleased to say that we wound up making two

people remain in the district with long-term assignments this school year – all year long. I will say it publicly, I made a commitment that if there is an opportunity for those two people working back in this district in September, they will. The moment I find a position for them but that is a work in progress. My goal and commitment is try our very best – whether going this route or the other – to make sure that you guys remain employed. That is the primary goal. Let's get back to the table, let's see whether or not there is some latitude to make it happen and where we don't have to go in the direction of privatization. That is my pitch for tonight and let's see when we come back on what we can work out together collectively. I always told the UTEA that it is not us versus them. Although this is the way it appears it is supposed to be collectively a we but unfortunately instead of doing what we are supposed to do other things happen. Let's back away from that. I have had my say let's focus on this issue and see what we can get done collectively.

AYE: Mrs. Higgins, Mr. Nufrio

NAY: Mrs. Regis-Darby, Mrs. Richardson, Mrs. Ruiz, Mrs. Minneci

ABSTAIN: Mr. McDowell, Dr. Morgan, Mrs. Williams

MOTION FAILED

Fiscal and Planning Committee Resolutions

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

F-1. TREASURER'S REPORT

That the Treasurer's Report dated May 31, 2019 be accepted.

F-2. SECRETARY'S REPORT

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

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE LIST OF 2019-2020 STATE CONTRACT VENDORS

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

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	2001/Music	11hourDesign – scenic, lighting design, posters – Chicago production	\$8,500.00
Union High School	2214/Senior Class	Trans Ed – transportation senior trip	\$2,700.00
Union High School	2214/Senior Class	JnJ Transportation – transportation senior trip	\$1,100.00
Union High School	3202/Athletics	Galloping Hill Caterers-Hall of Fame Alumni Dinner	\$30,000.00 (estimate)
Union High School	3202/Athletics	Kass Glass – Hall of Fame Alumni Dinner awards	\$3,000.00 (estimate)
Union High School	3202/Athletics	Varsity Athletic Apparel-Hall of Fame Alumni Dinner banners	\$8,000.00 (estimate)
Union High School	3202/Athletics	Patel Printing-Hall of Fame Alumni Dinner invitations, programs and tickets	\$4,000.00 (estimate)
Union High School	3280/Athletics	Carl Poffs Wrestling Camp – summer camp	\$6,000 (estimate)

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
Snapraise	June 1-28, 2019	UHS/Union Farmers Football – to raise money for offseason expenses
Bake Sale	September 3, 2019 to May 29, 2020	UHS/National Honor Society – to raise funds for the National Honor Society tassels/cords
Cancer Awareness Pink Ribbon Sale	October 1 – December 1, 2019	UHS/National Honor Society – to raise funds for breast cancer and prostate cancer awareness
Candy/Valentine’s Day Gram Sales	January 3-February 15, 2020	UHS/National Honor Society – to raise funds for the National Honor Society scholarships, stoles, pins and cords
Kicks & Stix Fundraiser	July 1-October 30, 2019	UHS/Field Hockey – to raise funds for field hockey team’s needs
Apparel Fundraiser	July 1-October 30, 2019	UHS/Gymnastics – to raise funds for gymnastics’ team needs
Indoor Soccer Tournament	June 20, 2019	UHS/Boys/Girls Soccer – to raise funds for misc. food, senior gifts etc.
Clothing Sale	September 1-20, 2019	UHS/Girls Soccer – to raise funds for new equipment, player trackers and clothing

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	\$248.13
LifeTouch National School Studios	Franklin Elementary School	\$807.00
Bottling Group LLC-FSV	Union High School	\$262.22

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

Approve amending the maximum dollar limit for professional services (from \$1,969,000 to \$2,119,000), in accordance with the information appended to the minutes.

F-14. APPROVE RENEWAL OF AUDITOR – NISIVOCCIA LLP

Approve renewal of Nisivoccia LLP as independent auditors for fiscal year ending June 30, 2019.

F-15. APPROVE RENEWAL OF INSURANCE BROKER – FAIRVIEW

Approve renewal of Fairview Insurance Agency Association for insurance brokerage services – property and casualty and worker’s compensation for the 2019-2020 school year.

F-16. APPROVE RENEWAL OF HEALTH INSURANCE BROKER – WILLIS

Approve renewal of Willis Towers Watson as health insurance broker for the 2019-2020 school year.

- F-17. **APPROVE RENEWAL OF BANK – CONNECTONE**
Approve renewal of ConnectOne Bank for banking services for the 2019-2020 school year.
- F-18. **APPROVE RENEWAL OF LAW FIRM – FLORIO ET AL**
Approve renewal of the law firm of Florio Perrucci Steinhardt & Cappelli LLC, as Board Attorney for the 2019-2020 school year.
- F-19. **APPROVE PAYMENT SCHEDULE FOR 2019-2020 TAX LEVY**
Approve payment schedule for the 2019-2020 Tax Levy, in accordance with the information appended to the minutes.
- F-20. **APPROVE TO APPOINT POLICE FOR PRE AND POST-GRADUATION**
Approval be given to appoint police for pre and post-graduation building and grounds security and graduation security on June 26, 2019 at an hourly rate of \$40/hr.
- F-21. **APPROVE INCREASE TO 2018-2019 GENERAL FUND APPROPRIATIONS**
Pursuant to N.J.A.C. 6A:23A 13.3 §(d) appropriate surplus generated from State extraordinary aid excluded from the excess surplus calculation in the pre-budget year in the amount not to exceed \$500,000, the unbudgeted special education appropriation shall be used as follows: \$500,000 – Account #11-000-270-518-01-19-0060 contracted special education transportation services.
- F-22. **APPROVE TUITION AGREEMENT WITH UCVTS – 2019-2020**
Approve Tuition Agreement with the Union County Vocational Technical Schools for the 2019-2020 school year, in accordance with the information appended to the minutes.
- F-23. **APPROVE SUBMISSION DATE FOR FY20 ESEA GRANT**
Approve the date of June 28, 2019 as the submission date of the FY20 ESEA grant to the New Jersey Department of Education (NJDOE).
- F-24. **APPROVE ACCEPTANCE OF FY20 ESEA GRANT**
Approve the acceptance of the FY20 ESEA allocation from the New Jersey Department of Education (NJDOE) as follows: (a) Title I-A: \$902,435; (b) Title IIA: \$185,388; (c) Title III: \$53,595; (d) Title III-Immigrant: \$16,798; (e) Title IV: \$56,294 for a total of \$1,214,510.
- F-25. **APPROVE SUBMISSION DATE FOR 2019 COPS OFFICE SCHOOL VIOLENCE PREVENTION PROGRAM GRANT**
Approve the date of May 31, 2019 as the submission date for the 2019 COPS Office School Violence Prevention Program Grant.
- F-26. **APPROVE SCHOOLS TO OPERATE A TITLE I SCHOOLWIDE PROGRAM**
Approve Franklin Elementary School, Burnet Middle School and Union High School to operate a Title I schoolwide program for the 2019-2020 school year (2019-2020 Annual School

Plan to be submitted to NJDOE by June 30, 2019), in accordance with the information appended to the minutes.

F-27. APPROVE ACCEPTANCE OF FY20 TITLE I SCHOOLWIDE RE-ALLOCATED FUNDS

Approve acceptance of the FY20 Title I schoolwide re-allocated funds from the New Jersey Department of Education (NJDOE) as follows: (a) Union High School - \$42,847; (b) Burnet Middle School - \$19,543; (c) Franklin Elementary School - \$8,421, in accordance with the information appended to the minutes.

F-28. APPROVE TITLE I SUMMER ENRICHMENT PROGRAMS

Approve Title I Summer Enrichment Programs at Franklin Elementary School, Burnet Middle School and Union High School from July 8, 2019 to August 2, 2019.

F-29. APPROVE EPIC HEALTH SERVICES INC. – NURSING SERVICES

Approve Epic Health Services Inc. to provide nursing services, at the rate of \$50.00 for RN and \$40.00 for LPN, as well as provide nursing transportation services at the rate of \$115 per trip (not to exceed \$200,000.00) for the 2019-2020 school year (Acct. #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-30. APPROVE JEWISH VOCATIONAL SERVICES –EVALUATIONS/ASSESSMENTS

Approve Jewish Vocational Services to provide vocational evaluations at the rate of \$900.00 per evaluation and vocational assessment with TEACCH transition assessment profile (TTA) at the rate of \$975.00 per evaluation and community based assessments at the rate of \$60.00 per hour (not to exceed \$9,180.00), for the 2019-2020 school year (Acct. #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-31. APPROVE ESTABLISHMENT OF PETTY CASH ACCOUNT

Approve establishment of a petty cash account for costs associated with students' IEP driven Community Based Instruction (CBI) at Battle Hill Elementary School – Extended School Year Program in the amount of \$1,500.00 for the 2019-2020 school year.

F-32. APPROVE THE CEREBRAL PALSY OF NORTH JERSEY – EVALUATIONS

Approve The Cerebral Palsy of North Jersey to provide assistive technology and/or augmentative and alternative communication evaluations at the rate of \$995.00 per evaluation and combined assessment of assistive technology and augmentative and alternative communication at \$1,500.00 per evaluation and communication training at \$200.00 per hour (not to exceed \$7,000.00) for the 2019-2020 school year (Acct #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-33. APPROVE 2019-2020 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approve the 2019-2020 out-of-district student placement list, in accordance with the information appended to the minutes.

F-34. APPROVE APPLICATION FOR NJ CAP GRANT

Approve the application for the New Jersey Child Assault Prevention 2019-2020 Grant – Elementary, Teen and Special Needs – (CAP), in accordance with the information appended to the minutes.

F-35. APPROVE JACINTO RAMIREZ – BILINGUAL EDUCATIONAL EVALUATIONS

Approve Jacinto Ramirez for bilingual educational evaluations at the rate of \$400.00 per evaluation (not to exceed \$1,200.00) for the 2018-2019 school year (Acct #11-000-219-320-01-19).

F-36. APPROVE JACINTO RAMIREZ – BILINGUAL EDUCATIONAL EVALUATIONS

Approve Jacinto Ramirez for bilingual educational evaluations at the rate of \$400.00 per evaluation (not to exceed \$1,200.00) for the 2019-2020 school year (Acct #11-000-219-320-01-19).

F-37. APPROVE OUR HOUSE INC. – COMMUNITY BASED SUPPORTED EMPLOYMENT SERVICES

Approve Our House Inc. to provide community based supported employment services to students in District public schools (not to exceed \$92,000) for the 2019-2020 school year (Acct #11-000-216-320-01-19/7043), in accordance with the information appended to the minutes.

F-38. APPROVE COUNSELING CENTERS FOR HUMAN DEVELOPMENT – MENTAL HEALTH SCREENING

Approve Counseling Centers for Human Development for mental health screen (#90791-initial diagnostic interview) at the rate of \$200.00 per screening (not to exceed \$10,000.00) for the 2019-2020 school year (Acct #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-39. APPROVE UCESC – TEACHER OF THE DEAF SERVICES

Approve Union County Educational Service Commission (UCESC) to provide teacher of the deaf services at the rate of \$109.00 per hour (not to exceed \$4,000.00) for the 2019-2020 school year (Acct #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-40. APPROVE MAXIM HEALTHCARE SERVICES INC. – NURSING NURSES

Approve Maxim Healthcare Services Inc. to provide nursing services at the rate of \$46.81 for RN and \$39.53 for LPN (not to exceed \$60,000.00) for the 2019-2020 school year (Acct #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-41. APPROVE FIRST CHILDREN – BCBA CONSULTATION

Approve First Children for BCBA consultation to include functional behavior assessment, behavior intervention plans, IEP meetings and parent training at the rate of \$100.00 per hour, registered behavior technician at the rate of \$60.00 per hour and behavior technician at the rate of \$50.00 per hour (not to exceed \$400,000.00) for the 2019-2020 school year (Acct #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-42. APPROVE STARLIGHT HOMECARE AGENCY – NURSING SERVICES

Approve Starlight Homecare Agency, Inc. to provide nursing services at the rate of \$56.00 for RN and \$43.77 for LPN (not to exceed \$50,000.00) for the 2019-2020 school year (Acct #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-43. APPROVE ROMANA KULIKOVA, MD – NEUROLOGICAL EVALUATIONS

Approve Romana Kulikova, MD to provide neurological evaluations at the rate of \$450.00 per evaluation in the office and \$600.00 for evaluations (not to exceed \$10,500.00) for the 2019-2020 school year (Acct #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-44. APPROVE JFK JOHNSON REHABILITATION INSTITUTE – PART-TIME CAREER DEVELOPMENT SERVICES

Approve JFK Johnson Rehabilitation Institute to provide part-time career development services to students in our District public schools (not to exceed \$43,860) for the 2019-2020 school year, in accordance with the information appended to the minutes (Acct #11-000-216-320-01-19/7043).

F-45. APPROVE A CARING CONNECTION – NURSING SERVICES

Approve A Caring Connection to provide nursing services to District students at a rate of \$55.00/hr for RN, \$45/hr. for LPN and \$21.00/hr. for CHHA (not to exceed \$60,000.00) for the 2019-2020 school year (per Beach Vitale Act Senate #375) (Acct #11-000-216-320-01-19/7043), in accordance with the information appended to the minutes.

F-46. ACCEPT RECEIPT OF GRANT

Accept receipt of “Dig-In” grant from Groundwork Elizabeth on behalf of the Union County Board of Chosen Freeholders for Battle Hill Elementary School, in accordance with the information appended to the minutes.

F-47. APPROVE SUBMISSION OF IDEA-B GRANT APPLICATION TO NJDOE

Approve submission of the SFY 2020 Individuals with Disabilities Education Act–B (IDEA-B) grant application to the New Jersey Department of Education (NJDOE) by July 12, 2019.

F-48. APPROVE ACCEPTANCE OF IDEA-B GRANT

Approve acceptance of the SFY 2020 Individuals with Disabilities Education Act-B (IDEA-B) grant for the FY 19-20 school year as follows: (a) Basic - \$1,769,852 and (b) Preschool - \$55,497.

F-49. *For informational purposes only – vote not required.* List of legal services for the 2018-2019 school year, in accordance with the information appended to the minutes.

F-50. APPROVE PLATT PSYCHIATRIC ASSOCIATES – PSYCHIATRIC CONSULTATIONS

Approve Platt Psychiatric Associates to provide basic student in-office psychiatric consultations at the rate of \$825.00 per evaluation, expedited student psychiatric consultations at

the rate of \$975.00 per evaluation and attorney or forensic conferences at the rate of \$600.00 per hour for the 2019-2020 school year (not to exceed \$3,000.00) (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated F-14 through F-18 – I know the practice of the Board is to renew these contracts but I do believe these contracts should have gone out for RFP. I just wanted to say that publicly.

F-35 – for the 2018-2019 school – why are we approving this so late? Mr. Brennan stated this is special services. Mrs. Conti stated there is one for 18-19 and one for 19-20. We would like to start getting the process rolling for the evaluations without delay. We technically have until June 30th. The amount, even if we didn't use all of it, we could adjust the amount. We had a few evaluations come up with a need of bilingual so we just want to make sure we are covered. You want to start the new school year and meet timelines and make sure the kids are getting their evaluations. It takes some time – these are evaluators from the outside. It is quite a process sometimes when we are looking for a bilingual evaluation. We have to go on to the NJDOE website. It took us a while. We tried to contact the evaluators that are on the site and lot of them didn't call us back. We also have to make sure we get fingerprints and background checks so it took some time to get to this point. We would like to start as soon as we can.

Mr. McDowell stated has he done any evaluations in this district before? Mrs. Conti stated no.

Mr. Tatum stated there are must be cases that are pending right now for this person. Although we are getting to the end of the school year, you are going to be taping into the funds for next year if it happens after July 1 then you would be coming back to amend that for more money. Mrs. Conti stated right. We have to contact families, schedule evaluations, we are getting to a point where we are closing up the year and beginning the 19-20 school year so we just wanted to make sure that we are ready to go for the students that are available from now to June 30th. It is quite a process with the bilingual evaluations. If we can start now that would be great.

Mrs. Regis-Darby stated to be clear we probably have three students from now until June who will need the services? Mrs. Conti stated I don't have the exact amount. Mrs. Regis-Darby stated you put \$1,200 but if you don't know. Mrs. Conti stated we just want to make sure that we weren't in a position where we had approved Cross County and Cross County could not provide these evaluations that we needed. I don't want to be in a position where if we have another evaluation that we have to come back or we can't start the school year and since we don't have to utilize the amount of money in the P.O. the money would just go back but at least we have a cushion here to be able to evaluate students as needed. I know we are at the end of the year but we have seen a lot of numbers shifting and the need shifting so we just want to make sure we were covered.

Mrs. Robertson stated the Fiscal Committee did have a meeting at 6 p.m. and discussed the items. Mr. Brennan stated after the comments from last week at the worksession regarding

RFP's we did have a conversation in committee. That was requested last week because we weren't able to meet in committee because we had a special meeting. I would just like to bring to everybody's attention that we did last year; went out and did the competitive bid process and issued RFP's for all of our professional services within the last calendar year. By statute you are not required to go out every year for an RFP and it not a practice, not just in Union, but Statewide and I have a good network of BA's through the NJASBO and depending on the service, every couple of years, a bank – two years; auditor – 5 years because you want continuity. Continuity of services is important. If there was someone on the Board that was unhappy with any of these professional services it would have come through committee or if the administration was not happy with any of these professional services of course we would have gone out and RFP for these services. There is a calendar up on the website. We did our due diligence. We just brought in a new food service company that everyone was complaining about who we had. We went through the process and got a new food service company. The business office takes a lot of heat for this budget situation we are in but the bottom line is we are underfunded by \$8.5 million and I know Mr. Tatum had a talk with Mr. John Donahue, the Director of NJASBO, and he can maybe shed some light on that but you have to stop blaming the business office – George Huck – stating that we don't budget properly.

Mr. Tatum stated there are two terms here – one is underfunded and the other is adequacy. They are related to one another yet they have different meanings. When the \$8.5 million is put out there, the reality of it all is the district has been for the last 10 years has been underfunded by State aid. The adequacy part of it deals with the actual amount of money that has been raised by the tax levy in the district and the underfunding that has been done by the State. There is again the State funding and adequacy of spending – you add those two together – the district is at a rate of \$8.5 million under the appropriation spending levels for a district this size.

Mrs. Richardson stated Mr. Brennan you stated in our meeting that we are required by law to annually put these on the agenda even though we are not going out for RFPs – every school district is required to do this. Mr. Brennan stated yes.

Mrs. Richardson stated I wanted to reiterate that because I didn't understand it myself and you explained it.

Mrs. Ruiz stated I was one of those Board members last week that voiced a concern. My concern is to the extent that some of these contracts but is there a two-year contract? To the extent that any of these contracts are one year. Mr. Brennan stated with an option. Mrs. Ruiz stated with an option to renew – that by definition means we have the option to put it out on RFP. My concern is that discussion was not had. It was simply put on the agenda and basically we were told to vote. I don't think that is fair to the public. I'm a resident, I'm a parent in this district and if I was sitting over there and even over here to have had an opportunity to say o.k. if this contract is up this year, have the discussion amongst the Board and Central Office and do we want to go out for RFP. The reason we were in a position with Aramark was because every vote we kept rubber stamping that contract. Decades later we were where we were.

Mrs. Minneci stated if you look on the website the food service and transportation were the only two up for this year. Everything else is 2020-2021. It is on the website.

Mrs. Ajmiri Giner stated for purposes of clarification from a legal standpoint – typically when you have Board committees these are discussed within committee and then it is recommended to the Board for approval so not all Board members may be reviewing to the extent that the policy committee or the fiscal committee would be reviewing the matters for recommendation. Mr. Brennan, it is my understanding that you had reviewed this with the Fiscal Committee. Mr. Brennan stated yes. Mrs. Ajmiri Giner stated and the Fiscal Committee approved this. Mrs. Richardson stated Dr. Morgan wasn't there. Mrs. Ruiz stated there wasn't any discussion.

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

NAY: Dr. Morgan (F-14-F-18); Mrs. Regis-Darby (F-14 -F-18); Mrs. Ruiz (F-14-F-18)

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

Grievance/Negotiations Committee

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

G-1. APPROVE COLLECTIVE NEGOTIATIONS AGREEMENT – PART-TIME TRANSPORTATION ASSOCIATION

Approve Collective Negotiations Agreement between the Part-Time Transportation Association and the Township of Union Board of Education for the period of July 1, 2019 to June 30, 2022, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Higgins, 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 ORGANIZATIONAL CHART FOR DISTRICT

Approve organizational chart for the District, in accordance with the information appended to the minutes.

O-3. APPROVE CONTRACTS TO RENEW, AWARD OR PERMIT TO EXPIRE

Pursuant to PL 2015, Chapter 47, the Board intends to renew, award, or permit to expire, the contracts previously awarded by the Board of Education. These contracts are, have been, and will continue to be in full compliance with all State and federal statutes and regulations; in particular, New Jersey Title 18A:18 et seq., NJA Chapter 23, and Federal Procurement Regulations 2CFR Part 200.317 et seq., in accordance with the information appended to the minutes.

O-4. APPROVE DISTRICT'S PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENTS

Approve the District's participation in non-binding cooperative purchasing agreements with the following for 2019-2020:

1. Educational Data Services, Inc., 236 Midland Avenue, Saddlebrook, New Jersey
2. Hunterdon County ESC Cooperative Purchasing, 51 Sawmill Road, Lebanon, New Jersey
3. Educational Services Commission of New Jersey, 1660 Stelton Road, Piscataway, New Jersey
4. Somerset County Educational Services Commission, 568 Central Avenue, Bridgewater, New Jersey
5. Sussex County Educational Services, 10 Gail Court, Sparta, New Jersey
6. Morris County Cooperative Pricing Council, 502 Millbrook Avenue, Randolph, New Jersey
7. Region 4 ES Interlocal, 7145 West Tidwell, Houston, Texas

O-5. APPROVE NOTIFICATION OF ASSET CHANGE OF STATUS

Approve the Notification of Asset Change of Status for disposal of one (1) parts cleaner, in accordance with the information appended to the minutes.

O-6. APPROVE REQUEST FROM TOWNSHIP OF UNION

Approve request from Superintendent of Recreation for the Township of Union to use the Jefferson School parking lot on Saturday, October 26, 2019 for the Township's Trunk or Treat event, in accordance with the information appended to the minutes.

O-7 APPROVE REJECTION OF BIDS – PARAPROFESSIONALS

Approve rejection of bids received on June 11, 2019 for paraprofessional services because the Board of Education wants to revise the specifications for the services.

DISCUSSION:

Mr. Nufrio stated O-7 – all bids were rejected because they didn't make the parameters. Mrs. Ajmiri Giner stated there was some ambiguity between the notice and the bid document itself. When there is that situation you may not be getting the proper bids and that was one concern that counsel had and the second concern we had was to do with the specifications. We

wanted to make sure that the specifications reflected what the administration and the Board wanted and what that administration represented. Therefore our recommendation was to reject all the bids and to revise the RFP's to reflect not only the specifications but also to make sure that the notice and the bid documents themselves are aligned.

Mr. Nufrio asked where are we with that? I did present this question in committee earlier and I was told by Mr. Brennan that it was still in the hands of your law firm. Mrs. Ajmiri Giner stated the bid documents have been revised and it just needs to be reviewed by administration. We will be sending it over to the administration for review and once administration approves, they can be published.

Mr. Nufrio stated that sounds like a lot of time will have gone. Since my resolution did not meet the standards of approval my big concern is when are our paraprofessionals going to be notified of what exactly their feature is if any. It is taking a long time. To remediate the RFP so that it is properly presented, then it has to go out – through experience we are looking at another month. Mrs. Ajmiri Giner stated in terms of timeline purposes, the bid concern was brought to our attention June 11th or 12th and then we communicated with the administration and determined that the right thing to do would be to reject all bids. The reality is you can't go out and bid without rejecting your bids first. Therefore we did not revise the bids until these were actually voted on by the Board and actually rejected. For all intents and purposes if the administration approves the bids tomorrow they can be published the following day. It is a matter of making sure it does get voted on then we can go back and administration can go back and rebid.

Mr. Nufrio stated Mr. Brennan this question is for you. You do recall we got into some legal trouble not too long ago because we didn't meet the deadline to notify the people that were rejected. Mr. Brennan stated just to be clear that was not on my watch it was before I came but I do remember it was after the 60-day period. Mr. Nufrio stated it conflicts what counsel just indicated that we don't need to do this but we do need to do this – it is statutory. We need to notify those people within a proper timeframe that they were rejected before we can put out the bid. I strongly recommend that we do that as opposed to not doing that. We can have another lawsuit on our hands. Mr. Brennan stated we will reach out to the vendors and give them the resolution.

Mrs. Ruiz asked counsel was it your firm that created the first bid that was posted? Mrs. Ajmiri Giner stated yes. Mrs. Ruiz stated while I understand that there is some timing mechanism that has to go into place – reject the bids, notify them, etc. and then repost – do we have a hard date as to when we want these proposals back to us? This next question goes to Madam President – when I was on the ad hoc committee for food services RFP and we were selected for that before the RFP was posted we actually had input in the criteria for the RFP. My question is has an ad hoc committee been created for the paras RFP, if so I don't know who is on it and if not when are we going to do that? Those individuals should be ready to go when those proposals come in because if they are anything like the food vendor proposals, those were upwards of 600 pages. We have to be ready to rock and roll when they come in. Since we are already up against the clock what I don't want to see is scrambling trying to figure out who is on the committee, what are we doing, what is the deadline. I have concerns.

Mrs. Ajmiri Giner stated in terms of deadlines, typically you have to provide 20 calendar day notice prior to when the bid is due. In terms of specifications that we drafted, those specifications did not include certain criteria that we find out as of last week that the Board and administration had desired. These were specifications that were previously adopted. For Union we just updated them to reflect what some of the changes were.

Mrs. Minneci stated we wanted to get the RFP's out first. Mr. Brennan stated once the proposals come in then you can select. Mrs. Ruiz stated I strongly encourage an ad hoc committee be put together. Mrs. Minneci stated well taken, we will work on it.

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

Personnel Committee Resolutions

Mrs. Williams asked if P-13 could be held and discussed in Executive Session.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Mr. McDowell, 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>
Scotto, Jaclyn	Teacher of English	UHS	9/1/2019	Resignation	
Gary, Shirley	Café Aide	Franklin	6/26/2019	Retirement	
Murphy, Alison	Teacher	Hannah	6/30/19	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Barlett, Sandra	Paraprofessional	Livingston	5/30/19-6/16/19	Paid Medical Leave followed by Unpaid FMLA	FMLA entitlement not to exceed 12 weeks.
Elliot, Kenneth	Security Officer	Jefferson	Extension Return 9/1/2020	Unpaid Non FMLA	Does not meet FMLA requirements.
Gunderson, Jamie	Elementary Teacher	Conn. Farms	9/3/19-12/18/19	Paid Medical Leave followed by Unpaid NJFLA	NJFLA entitlement not to exceed 12 unpaid weeks.
Romeo Andriulli, Teresa	Elementary Teacher	Battle Hill	6/10/19-6/26/19	Paid Medical Leave Non FMLA	Does not meet FMLA hour requirements.
Schiff, Sandra	Health and Phys. Education Teacher	Washington	9/1/19-1/1/20	Paid Child Rearing Leave followed by Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA entitlement not to exceed 12 unpaid weeks.
Wahlers, Jennifer	Elementary Teacher	Jefferson	Extension Return 9/1/2020	Unpaid Non FMLA/Non NJFLA	Does not meet FMLA/NJFLA hour requirements.
Zurka, Christine	Paraprofessional	Hann. Caldwell	5/30/19-6/30/2020	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks.
Zawacki, Suzanne	Teacher of Special Education	KMS	5/13/19-11/1/19	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks

Moore, Cynthia	Part-time bus driver	Transportation	5/17/19-10/1/19	Paid medical leave and unpaid FMLA	FMLA entitlement not to exceed 12 weeks
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P-5. APPROVE STUDENT TEACHERS AND INTERNSHIPS

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

P-6. APPROVE CHANGE OF SALARY CLASS #4

Approve Change of Salary Class #4, effective September 1, 2018, in accordance with the information appended to the minutes.

P-7. APPROVE DESIGNATED PERSON – ADA/FACILITY COORDINATOR, IPM COORDINATOR AND AHERA

Approve reappointment of Barry Loessel, Supervisor of Buildings and Grounds as ADA/Facility Coordinator, IPM coordinator and AHERA designated person for the 2019-2020 school year at no cost to the District.

P-8. APPROVE CENTRAL OFFICE RESOLUTION

Approve resolution providing benefits for all staff in the Central Office for the period from July 1, 2019 to June 30, 2020, in accordance with the information appended to the minutes.

P-9. APPROVE EMPLOYEES FOR REAPPOINTMENT – 2019-2020

Approve employees on the attached list be reappointed for the 2019-2020 school year, in accordance with the information appended to the minutes.

P-10. APPROVE INTERN AFFILIATION AGREEMENT – KEAN UNIVERSITY

Approve Intern Affiliation Agreement with Kean University-Learning Disabilities Teacher Consultant (LDTC) Program between Kean University and the Township of Union Board of Education, in accordance with the information appended to the minutes.

P-11. APPROVE EMPLOYMENT CONTRACT – MOSES

Approve the Employment Contract of Annie Moses, Assistant Superintendent for the 2019-2020 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

P-12. APPROVE EMPLOYMENT CONTRACT – BENAQUISTA

Approve the Employment Contract of Gerald Benaquista, Assistant Superintendent for the 2019-2020 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

DISCUSSION:

Mr. Benaquista stated the conflicted Board members should abstain on P-9. Mr. Nufrio stated I believe P-11 and P-12 also.

Mrs. Williams stated there is an addendum to P-1 for an interim principal and we will be discussing that also in executive session.

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 (P-9, P-11, P-12 only), Mr. Nufrio (P-9, P-11, P-12 only)
Mrs. Minneci (P-9, P-11, P-12 only)

MOTION CARRIED

Policy Committee

Mrs. Williams stated these policies are for first reading only:

POL-1.APPROVE POLICY 5141.5 - STUDENT SUICIDE PREVENTION AND CRISIS INTERVENTION

Approve Policy 5141.5 - Student Suicide Prevention and Crisis Intervention, in accordance with the information appended to the minutes.

POL-2.APPROVE POLICY 3541.1 – TRANSPORTATION

Approve Policy 3541.1 – Transportation, in accordance with the information appended to the minutes.

POL-3.APPROVE POLICY 5118 – NONRESIDENTS

Approve Policy 5118 – Nonresidents, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mr. Tatum, I believe there was a gentleman earlier who indicated something about having notified the police department – I wanted to ask and it probably has to do with placement of crossing guards. I guess the individual that is responsible for that is Sgt. Donnelly. I guess that needs to be addressed. It is certainly an important phase and part of the process to safeguard our students.

Mrs. Regis-Darby stated I understand that this is the first reading of the policy but I did get those policies at 4 p.m. this afternoon and when I got here at 7 p.m. I really and truly don't believe that this policy should be on the agenda for first reading. I do have a lot of questions. Mr. Nufrio asked which policy? Mrs. Regis-Darby stated transportation. This shouldn't be on the agenda.

Mrs. Williams stated just for the record we did have a Policy Committee meeting on Thursday. Mr. Nufrio and I were there. Mrs. Regis-Darby and Mrs. Ruiz were unable to get there before we left. We did discuss this. We did try to call another one this afternoon at 6:30 p.m. so we could go over this. Mrs. Ruiz stated this is accurate. I was stuck at work and Mrs. Regis-Darby was stuck in traffic. We also did not get any follow-up after the meeting. We got

this today at 4 p.m. In particular this transportation policy. Most people in this room don't agree. It has very serious ramifications for our students.

Mrs. Minneci stated this is the first reading. We will have time to discuss this. The Policy Committee can re-visit this.

Mr. Nufrio stated just as a reminder, we technically do not have worksession meetings in July and August so perhaps it needs to be stipulated that we should have in order to address these questions that the Board members have. They can address their questions directly to the chair. Mr. Tatum stated as far as the committees are concerned, on those dates that we have to come together, we are there throughout the summer. On your regular meetings and we don't have a worksession, you can meet prior to those meetings.

Mr. McDowell stated the gentleman before in comments from the public he said a straight line from the home to the school – that is not correct. The policy and the future policy say “measurements shall be made by the shortest route along public roadways or public walkways between the students residence to such public roadways or public walkways and the nearest public entrance of the school” so it is not as the birds fly. It is not a straight line it is measured along the roadways.

Residency Committee Resolutions

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) student exited from May 1st through May 31, 2019 (1 from high school) or a total of thirty-three (33) students for the 2018-2019 school year] who are not domiciled in this school district and two (2) students who will be allowed to complete the 2018-2019 school year, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #206538 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 the Technology Committee did not meet for the same reason the other committees didn't meet last week because we had a more pressing issue to address – a hearing. I have nothing to report.

Approval of Bills

Upon recommendation of the Superintendent of Schools and moved by Mrs. Ruiz, 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. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Mrs. Minneci (vendor #49500 only)

MOTION CARRIED

Unfinished Business

Dr. Morgan stated I want to go on the record to dispute what was said at the meeting by the UTEA Rich D'Avanzo in my absence. Mr. D'Avanzo stated "Ms. Morgan spoke positively as an administrator of how well privatization is doing in the South Orange/Maplewood school district." Mr. D'Avanzo, I am Dr. Morgan and I did not say that. During public comments at the budget meeting someone stated that the South Orange/Maplewood school district privatized paras and it was not working. I disagreed then and I disagree now. If you go back to the video specifically to the 1:41 minute mark from the April budget meeting you will see that I said "I'm concerned about privatization of staff; however, I do not have any issues with paraprofessionals in my building." I said "I cannot speak for the district, I can only see from my building, Columbia High School." I never said it was working well in the district because I am not in a position to speak for the district. I don't want anyone to think that the privatization of any school staff member can be an easy fix due to our budget crisis because it is not. It is obvious to me, someone who has only been on the Board for six months, that this has been an ongoing issue and with each year it is going to get worse if we do not question why our district continues to be underfunded in spite of the many properties being built around us bringing in more children. Who is next? Where is the outreach? I would recommend that instead of spreading false information to scare people, that we work together to develop a long-term fiscal plan so that all children will get the needs and services that they deserve. Thank you.

New Business

Mrs. Ruiz stated I would like to publicly acknowledge Miss Cassidy and her 4th graders at Battle Hill. I was invited into her classroom – it was like a book café and students were designated a specific genre and we went into their café and they picked a book and told you about the book. There were 3-4 students per activity area. The 4th graders were very impressive and they did a very good job. Battle Hill is not my assigned school but I was happy to be invited. Kudos to Miss Cassidy.

Comments from the Public

Donna Larkin stated I am a parent. I have been here before and have heard similar situations where the Board had voted to eliminate kindergarten assistants. At the time I had two undiagnosed special needs students entering kindergarten. Eventually my two kindergarteners were diagnosed. I have two more coming up and one had a brand new teacher with 21-22 five-year olds. She was phenomenal to her benefit but this poor woman was in her room every night until 5-6 p.m. and I know she lives down the shore. The loss of our kindergarten assistants was on the backs of some of our most vulnerable students. Now we come to the privatization of the paras which brings me back to the same question. I understand that there is a budget deficit and it has to do with State funding and other issues but why do we continue to try to make up the budget deficit on the backs of our most vulnerable. They are not going to understand why their aides are not returning. The paras that have done bathroom changes for students that are limited physically. They have done bathroom changes for kids in wheelchairs. They go above and beyond. The Special Olympics – they were saying the para worked with the kids on weekends and after school on their own time. We are not going to get that with privatization. What happens when our paras can no longer afford to be privatized and they move on and then we get strangers to come in. The idea that we are saying we don't want strangers in our schools doesn't have to do with paras that don't live in Town it has to do with paras that are not vetted by our district and vetted by some third party and why are we working from the top down instead of the bottom up. Why aren't we instead of putting our most vulnerable students at risk? Why aren't we looking to eliminating some of the supervisors? We have strong leadership at the board of ed and central office. There are plenty of administrators to go around. Why don't we eliminate partner heads? Those are some options.

Sherry Maloney stated I agree with what she said. I only make \$22,000 but we love what we do. You are making an assumption by making us wait so long to know what is going to happen in September. You need to start moving a little bit quicker. How are you calculating the \$2.3 million savings off of 95 paraprofessionals? I have been asking for a couple of weeks now – still waiting for the answers. I also noticed when I did my homework, it is not just our school systems saying this number – this is a blanket number. I want to know how you arrived at that number.

Mr. Tatum stated I'm not the business administrator or the accountant but I can tell you it involves pension, benefits – it is a wide range. There are a number of factors and Mr. Vieira could help and speak to the ingredients of what it takes regarding this whole thing. That number does have some merit. Mrs. Maloney stated I didn't get that number, this is kind of fishy. I looked all across the United States and that number is a blanket number for all the schools that are privatizing. I want to see how you can justify that. Mr. Tatum stated that number is skewed because we haven't been in contact with anyone. I know there is thing out there around the State of New Jersey about privatization and with no disrespect to some of your information, as far as a number – the numbers that were put together are based upon a decision and when we sit at a table we can talk a little more about that.

Mrs. Maloney stated you gave us our termination letter. You said we can have a written request of why we were terminated – I would like that letter because if I move on – I have never

been terminated from any job I have ever done in my life. I think I turned that in on May 20th to your Board office and I also know we put out a seniority letter out. Mr. Tatum stated you certainly you can get a letter but it certainly is not an issue where the person is terminated for cause; that would be a different process altogether and certainly the association knows that.

Mrs. Maloney stated when do we hear about COBRA? Nobody has ever come to us from the Board. I have only learned anything from the union except on May 15th when I got my termination letter and a parent told me that on May 6th they were told we were getting terminated. They knew before me. I'm just trying to play fair here and devil's advocate for the rest of my colleagues. I need something. Do I want to stick around and wait for an agency to tell me who my agency is or my plans are going to be for them or do I want to stick around and hope that you will reverse your decision. I have health issues. How do I make my appointments for doctors? How long do I wait? This could be detrimental to my health. Mr. Tatum stated I was under the impression that we already sent you a statement of reason.

Mrs. Ajmiri Giner stated Mrs. Maloney, if in fact you requested reasons, you would have to have done that within 15 days. Mrs. Maloney stated I did. Mrs. Ajmiri Giner stated I'm sure that you did but I just want to clarify that the district does have 30 days.

Robin Dudek stated I'm a parent of a special needs student. I just want to say how really important our paras are to us. They are making \$20-25 an hour. How much cheaper can you really get? I know minimum wage is \$15 an hour, is that what you guys are looking for to take care of our kids. Our middle child, his para is Mrs. Sharpe and every day he comes home and he is happy. She knows the ins and outs of him. He was at Livingston since he was three. They advocated for him – he was non-verbal when he started. You can't get the kid to shut up now. He had a case worker from the Board of Ed who decided to say "he is not qualified – he is too smart". His IQ was through the roof. If they didn't advocate for him and say "no this is not right" – he would be the kid that is behind. He is the youngest in his class but he is very bright and he just needs that extra guidance and someone to push him along. Mrs. Sharpe continues to do that every day. I can't see taking away a job from somebody that the children have known and loved and it is their comfort. How can you explain to them that they are going to have somebody new? Is that worth saving \$5-10 an hour – is it really? No. My oldest suffers from anxiety, he finds comfort in his teachers. They know him and his quirks; they know what makes him go. Taking away these special needs teachers, aides is really hurting our future. I wish you would all come to an agreement and keep the staff that we have – that we all know and love.

Kelly Osborne stated I'm Battle Hill paraprofessional. I'm a shared aide – sometimes 3-4 depending on the situation. I'm also UTEA rep. I'm glad I'm the shared because I can share a lot of information with the paras because there is so much confusion right now. Some of the numbers I don't quite understand. On the budget line 3000 – the paras salaries over the last five years is over \$700,000. Last year 17-18 – the audited dollar amount was \$748,000. This year 19-20 – it dropped to \$189,000 – where is the reduction? Why the reduction? Was there anything transferred into that account? Where is the difference of \$590,000? That is a lot of money to take away. These are our people. Our class is described by many people through evaluations, State (inaudible) – as a well-oiled machine. Well three of us are gone; that machine is grinding to a halt. Those children still require that care every single day. I'm going to be there

and do the best I can. I can only do so much and I can't do it by myself. I will expected to have a strange in my class – am I expected to train that person? Who is going to provide that person with training they need – the agency? What training are they going to use? Will they understand the job that they are coming into at that salary? To our members, wait we will find out what agency; wait we will find out what is going on. Perhaps we will be called back like last year. The people in my classroom are not waiting, they already left. These are quality people that volunteered in their community and given their time as a substitute teacher, not getting the benefits or the salary that comes with it. Here we are now still unaware of the situation of what is going on. It is hurtful to the children, the professional, the teachers, the schools. We need these answers soon. I ask this – where is that \$590,000? Are you not able to answer? Mr. Brennan stated I am not going to respond at this time. Ms. Osborne stated you are unable to answer or you do not want to answer?

Mrs. Ajmiri Giner stated during public comment it is not necessary for the administration or the Board to directly answer at that time.

Mr. Tatum stated what you stated, can you send us an email so I can investigate it. Send it to me and I will look at your concerns. I am not aware of what you said.

Ann Margaret Shannon stated there is a lot of confusion in this room tonight. A lot of misinformation and a lot blame on the UTEA and I want the public to know and to be clear that the UTEA is not to be blamed. We do have a contract that has been negotiated and negotiated in good faith. We will again be negotiating in September and we have hope and we plan to deal with this in September. As to the idea that we did not come to this table, that is not true, we have already been there. We had made suggestions but those suggestions were rejected. It is interesting that some comments were made when the Board was talking about Mr. Nufrio's resolution because they didn't have the details. That is what I was saying all along. I have spoken about this \$2.3 million before. I still don't understand how we are going to save this money when we are going to have to pay a company to hire paraprofessionals and we have been told that they will get health insurance of some sort. This company is a for profit company. The insurance is not free. They are certainly going to pass the cost of the insurance to the Board of Ed. Unlike you guys said you didn't have enough information from Mr. Nufrio and we haven't seen the RFPs and the bids. We don't know any details. I don't know what we are up against. I don't know how we are going to save money. As I said our suggestions have been rejected and one of the reasons was they were piecemeal – they were small pieces here or there. It wasn't just one line item. We have a lot of paras, and that is true and I know Mr. Tatum wants the paras to stay but at what personal cost to them. If they stay and this is some of the misconceptions that are out there – someone in the public not knowing what went on and they see the same person, the same job, in the same building they don't understand that is not as normal as it looks. These paras if they come back, they will come back with loss of compensation, they will not be in the pension system and who knows what kind of health insurance they will get. I want to make something else very clear. There is a lot of underlying tone and I know it is very sensitive, everyone is on edge, but I want to make it clear to the public that when the Board says come back to the table I do take some exception because what I clearly hear is come back to the table and give back salaries and benefits on your paras backs. When I talked about the some of the suggestions, the piecemeal ones here and there, it doesn't sound like it is going to be a given and

take. I want it to be a give and take. I want us to work together. It really sounds like we want to take all that money and those savings on that line on the backs of the paras. I really think we should look at other line items also. I should be wearing red tonight, as you see I'm not, but I'm where this shirt in particular because I want to see job justice for all and I don't think it is fair that all the money comes off the paras back. I suggested that we find 10 budget line items and reduce each by \$230,000 but I did not get a response to that. I want to know if we go back to the table which obviously is a good idea but if we go back to the table are you willing to make cuts on other line items besides the paras. I want to save our paras and I want to show them respect and I want you to say yes to that question that we are going to make cuts all over the budget not just on the backs of the paras. Thanks you.

Mr. Tatum stated I'm going to respond to one of the things that Ms. Shannon stated and that was a proposal was made to us. Ms. Shannon stated suggestion. Mr. Tatum stated but what I have in front of me does not dictate that. It says the purpose of the provisions of the effective employees submit their own offering affecting terms and conditions of employment so as to meet the goals of a competitive contract. It was written by your attorney. What I'm requesting is that we come together and we can look at some lines for that matter but I will state right here and now, the one thing that is being misrepresented and I have stated to the association as well as to this Board is that most of the line items on the budget have already been reduced. It is misrepresented when the word out on the street is that we are rolling money back to put in capital reserve. The night that auditor was here I deliberately questioned him on that legal process that was suggested. When we talked about rolling expenditures back to 2017-18, our budget right now is at the exact same number as was two years ago. Why because we went through the lines of the budget in order to balance it out based upon the deficit between expenditures and revenues. This is what this is all about. Who is to say that maybe we might come up with something that is feasible to do this. What I think I'm hearing you say, and you can correct me if I'm wrong, is if it means some negotiations these terms that is not something you really want to do. You want to look at other areas aside from this particular line but your attorney's correspondence says something quite different and that is what initiated me in saying o.k. let's come back to the table because (inaudible) a, b, c and d to the administration if you don't do x, y and z. That being the case, our response was hear what you say in terms of meeting the goals of a competitive contract and let's start the meeting, I'd like to hear it first and then let's go from there. I think that is fair.

Mrs. Ajmiri Giner stated in addition to that option the union statutorily also has the option to offer recommendations to modify the existing labor agreement in order to reduce such costs in lieu of a competitive contracting. Not only can they provide recommendations and proposals that will address goals of the competitive contracting there is also the option to recommend modifications to the existing contract.

Ms. Shannon stated I just want to clarify because what I'm hearing is open up the contract and reduce salaries at a minimum. I hope there is more to it than that. Mr. Tatum stated I don't think of it that way. I think that is saying that there is an option if you chose that to do and try to make this thing work. You can exercise that option. I can't tell you what your proposal has to be. It is whatever we are trying to accomplish you have the right to talk to your

attorney. You have the right to come back with a means on how you guys would go about doing this.

Ms. Shannon stated we do want to protect all of our members. This is going to be a tough road. Mr. Tatum stated I agree with you 100%.

Paraprofessional stated thank you for rejecting the bids I was very concerned. I was one of the ones that was cut. I think it very important to talk about the paras but we also need to talk about the subs. I have heard that other districts privatized subs not paras. They had subs come into an ADA classroom, find out what it is going to be, immediately turn around, get on the phone with the outside agency and say this is not what I signed up for and then leave and not return. That is what you are potentially getting when you privatize because you are handing off control to this outside agency. I do believe everyone on this Board wants to see us come back as soon as possible. My conversations with my colleagues – many of us are not able to come back if we lose our benefits, if our benefits drop in any significant way. We will not financially be able to return. I have major student loan debt to pay off. We cannot do that if we lose benefits and if our pay goes down. We will have to seek out other employment.

Mr. Tatum stated when you talk about substitute teachers and privatization. We have the same thing going on in our district right now. There are schools when they hear certain issues that they have to deal with, they turn around and say no. By the way substitute teachers are a statewide problem. I hear what you are saying but don't fool yourself that doesn't go on right here without privatization.

Anne Marie Marino stated my son has a para and just what happened to us this year – my son has had the same exact aide since kindergarten up to this year. With that he spent a year in the hospital, he needed social skills, one-on-one aide, everything under the sun and thankfully we were able to get with an advocate and an attorney. We got our aide and everything was great. We have a private speech and therapist. With all that being said, he was making great strides and the teachers he had at Battle Hill I can't say enough – they have all been amazing. He's able to speak up for himself along with his aide to push him to socialize himself a little more. This year around January/February my son came home crying because his aide was being moved from him. When I went to the school the next day I was told it was a personality conflict in the classroom between the teacher, the teacher assistant and my son's aide. My son since that has happened, right, wrong or indifferent, the new person who was put with him did not know him the way the original aide knew him – knew what he needed to get him to be more social like a normal 10-year old should. This new person was a little more sarcastic with him and more shut off to him, not as connected to him. You can see regression in him – socially – things happen at school. I'm here just to thank the aides for what they do and the last few months I know how powerful and how much connection my son has with his aide. If this happens with someone in house, what is going to happen if we go privately.

Cathy Cedar stated my mother sent me with a couple of questions – I don't expect answers today but hopefully you will think about them. 1. How do salaries of paraprofessionals compare to the firm salaries? 2. Will they have full health benefits and if so are they comparable to those they have now? 3. How much money does the Board expect to save in the first year? 4.

What steps will be taken to ensure that this move does not cause taxpayers more money? 5. Since the last meeting has anybody contacted other schools that outsourced paraprofessionals? If so what were your findings? Finally most economist and sociologist agree that outsourcing essential services and the use of tax abatements are not beneficial.

Dave Casenada stated paraprofessional – thank you for recognizing the student athletes in Special Olympics. It was good times for all of us. I want to tell you about my job last week. We went on a walking trip to Union Center as part of CBI. Students with disabilities sometimes it can be rough. After all the adults we exhausted all our technics we decided we needed to get him back to the building. I made decisions so he would not hurt himself or any other adults or classmates. It was a long tough walk back to the building. I have two dozen bite marks and scrapes to show for it but I'm not looking for any sympathy; that is part of my job and that is what I signed up for. The paras in Union are emotionally invested in our students. We represent a big part of the continuity that is vital to their success. I have to question whether a privatize para would make the same decisions I made and would they come back on Monday morning. I want to work in Union. We love it here and we belong here.

Barbara Lamorte stated I just want to put this out there, the attorney said that the new RFP is being prepared and it can be issued as soon as the other bidders are notified that it has been rejected. I'm very optimistic person and based upon what Ann Margaret Shannon and Mr. Tatum said that there are going to be a meeting of the minds then I don't think that RFP should go out because if he goes out I think you are in trouble. You issued an offer for an appointment that you are not going to honor.

Lydia stated I'm concerned and I'm not saying that everybody who works for that company is bad because if I was working for that company – I am a great person and I would do the same in my job just like I do for you guys. Now we are back to zero, we have no answers. If I was placed somewhere else or if I had to go to another school – no problem but within a company what happens? If my child is not in, where am I going? If they are sent to another district, am I sent to another district? I don't want to do that. I want to continue on the same way. I want to stay with my child. I just want it for him to be the same.

Mr. Tatum stated you will be staying in Union. I won't let that happen. I have known you far too long and I know your commitment to Union. Lydia stated I want to stay but some can't stay because we don't have answers. Mr. Tatum stated I know some things that you don't know right now – just trust me.

Jeffrey Monge stated many people know that I was on the Board for a term and many people know I went through this process last year to try to keep teachers here and going through a bunch of numbers. Many people know that I'm part of an advocacy group of parents for parents for change and people may not know the reason why I even got involved and take so much time because I started out with my wife as parents of a special needs child and one of the mom's was talking about how she had to fight for her kid to have services because they couldn't figure out that my kid was o.k. but we knew better.

I think the big thing here is without sustainable solutions all we have is problems. We had this issue with kindergarten aides, librarians, teachers and now we have the issues again with paras. I am a finance guy I run these numbers and I have been a pain in the butt and I have spreadsheets – this is the type of stuff I was doing last night because this keeps me up. I want to try to make something very clear. Over the last 10 years local taxes – we paid about \$17 million in local taxes over the last 10 years. Over the last 10 years the State has provided \$789,000 – that’s about \$800,000. A 10-year average - \$1.7 million. For the State, the average of about \$80,000. The machine spends more to try to get Board of Ed candidates on this Board on an annual basis. In 10 years \$17.6 million came from sources. When you come to the table, everything has to be looked at. Ultimately at the end of the day if you are not looking at everything then all you are looking at is the kids.

Some of the stuff that stuck out to me was – why did you put money into your schools? We put money into boilers, rooms, falling ceilings at Livingston – we put money into our schools so if that is a crime...come on. When I took a walk through this school to look at whether our son would go to Union Catholic or here, I had busted lights going through the ceilings because they were so antiquated they couldn’t even replace them. Stained tiles, fire systems didn’t work, security cameras weren’t functioning – I heard why did you take that \$5 million and put it into your schools why didn’t you put it into salaries for a band aid because eventually it goes away.

\$17.6 million dollars over the last 10 years – where did that money go? I will give you three lines - \$11 million for salary expenditures, \$3.8 million for benefits, \$1.8 million for transportation – that is 93% of that money. We had to get PARCC technology up. When I hear things like impact of housing developments don’t matter – everybody knows that. When I hear the taxpayers should pay more money but the State is o.k. that is ridiculous. When I hear about enrollment – same enrollment from 10 years ago – we have 200 more special education students and we know it is a different type of classroom. Smaller class size but the same class room.

Woman in audience stated she wants to give Mr. Monge her five minutes. Mrs. Ajmiri Giner stated under the Board policy you cannot do that.

Mrs. Minneci stated just finish up. Mr. Monge stated as we started looking at this sit down I know there was another parent that talked about targeting the most vulnerable kids and I agree that we have to not do that. There was a suggestion about ESS which is helping the most vulnerable kids here so you can’t give something on one side and take away from the kids. I’m sorry. I understand the situation with the benefits but we have to make sure that it is adequate and it doesn’t take away from our kids. You can’t look at just the facility.

There was a long-range facility plan that was done which it plots the inspections through the districts. We have about a half million in capital reserves for this whole district. The priority list was \$35 million that we need to get done in this district. In total it was \$70 million of improvements that they identified in this whole district. I’m sorry when folks come here and say they are going to try to take away from our kids because it is a learning environment and even programs, that is not a solution. I think it has to be something that is comprehensible.

Gretchen James stated Mr. Tatum when you said you know something that we don't know, that really struck a cord. I'm only hoping that it is going to be to my benefit. Once upon a time I came to you with a problem because my children are a product of this school district and I'm proud of that. I came to you with a problem and you sat down with me and took the time and did not rush me and listened to everything I had to say and that problem was taken care of. I really appreciated it because I knew if my child didn't get the transfer she wouldn't be pushed and she wouldn't have been working to the best of her ability. I always remember that. It is a good story and it is a true story. I am just hoping tonight as we listen to everybody we can come to some resolve with this issue and the paras do not suffer. I am part of the cut and I can't get an answer for anybody about what to do with my sick days and all the days within your contract. Do you lose them? Not lose them? We don't do this for the salary we do this for the love and commitment to these children. The only thing we do know is we received letters that said that we cannot come back in September. I don't want to go outside the district. I love Union and working for the school system. Thank you and hopefully this will be resolved in our favor.

Paul Casey stated thank you to all the personnel in the district for putting in the time tonight and putting in the time every day to be there for our children. That is a tremendous commitment that they provide to our children every day. Regardless of the situation that we are in right now they deserve our thanks.

My concern tonight is that we are back in the same place we were in the beginning of the school year when we let go of aides or last year when teacher were being laid off. This is not a problem that is new or should be a surprised to anyone. Nothing is going to be solved if there is no negotiation. The problem will go away for the time being but next year it will be back. I sat at this table many times and talked to the Board about the importance of setting an example for our children. If we are asking our children to be leaders in this community and to be individuals who we want to grow up to be young men and women who are going to set great examples for the future generation than we need to do that too. We need to come together and not point fingers and not say it is this persons fault or that persons. We need to come together and I am challenging everyone on both sides to do that and find sustainable solutions that are going to work for all our children – not for today, not for tomorrow, but for generations to come because this district isn't going anywhere because my children are growing up here and I hope that many of our families are staying in this community and continue to raise their children.

As many of you know, like Mr. Monge, I am part of a group called "Parent for Change". We sat down and we said let's come up with some recommendations and suggestions for the district to try to find sustainable solutions. Jeff will pass out a document that provides suggestions and recommendations to the Board and to the school district to consider and thinking about ways we can make this problem diminish as we move forward. (Document appended to minutes.)

Again we can't continue to hear the rhetoric and the blaming of this person did that and this person did this and we have this issue because of that. We need solutions. Unless people are going to pull together and speak and put their minds together and come up with ideas to make this problem go away over the long term, we are going to continue to be in this same

conversation, month after month, year after year. Please I implore you to all come together because our children need your leadership to make a difference in this district for years to come.

Mrs. Lopes stated I heard somebody saying which to me made sense and maybe something to think about instead of having Central 5/Jefferson School, why don't we have elementary from pre-k to 5th grade. Instead of sending Vauxhall to Hannah Caldwell, Battle Hill – have them at Jefferson. That was done so we wouldn't have segregation – it doesn't happen anymore. We are everywhere. All of us. It is just an idea. It is something for us to think about.

Mr. Tatum stated there is a district subcommittee right now that is exploring that option. The community will be getting surveyed regarding that because we would like to initiate a reorganization plan for the next year if possible. It may be longer than that but that is our next goal. You will be hearing a lot of about that as we go into the summer months and next school year. This will be one of those initiatives that everyone will be involved in. Yes Ann Margaret, the UTEA will be invited and be part of that discussion and community and stakeholders. Something that we do will reflect the needs of the entire district, not just one area. Also those things will be help us alleviate some of the problems that we have now.

Motion for Executive Session

Moved by Mrs. Ruiz, seconded by Mrs. Higgins, that the Board go into Executive Session at 11:07 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.
- 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 11:57 p.m.

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

APPROVE P-1 PERSONNEL ACTIONS HANDOUT

Approve P-1 personnel action handout, in accordance with the information appended to the minutes.

AYE: Mrs. Higgins, Mr. McDowell, Mr. Nufrio, Mrs. Richardson, Mrs. Williams, Mrs. Minneci

NAY: Dr. Morgan, Mrs. Regis-Darby, Mrs. Ruiz

ABSTAIN: None

MOTION CARRIED

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

P-3 ACCEPT RESIGNATION/RETIREMENT HANDOUT

Approve P-3 resignation/retirement handout, in accordance with the information appended to the minutes.

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/Corrections</u>
Brennan, Gregory	Business Administrator/Board Secretary	Central Office	10/1/2019	Retirement	

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

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

P-13. APPROVE EMPLOYMENT CONTRACT – BRENNAN

Approve the Employment Contract of Gregory Brennan, School Business Administrator/Board Secretary for the 2019-2020 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

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. Regis-Darby, seconded by Mrs. Williams, that the meeting be adjourned at 12:03 a.m. (Wednesday, June 19, 2019) All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY