

**TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – December 15, 2020**

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, December 15, 2020 at 7:00 p.m. via Zoom, pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mrs. Sherry Higgins, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mr. Vito Nufrio, Mrs. Linda Richardson, Mrs. Kim Ruiz, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gerry Benaquista, Mrs. Yolanda Koon, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Ann Hart, Mr. Craig Wojcik, Mrs. Maureen Guilfoyle, Mrs. Kim Conti

ALSO PRESENT:

Lester Taylor, Esq., Kendal Longmore, Esq.

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

Mrs. Koon 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. Minneci read the District’s mission statement.

Mr. Nufrio absent at vote.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Dr. Morgan, that the Board go into Executive Session at 7:09 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel matters – P-11.

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.

Mrs. Minneci asked if conflicted Board members are allowed to be in this discussion?
Mr. Taylor stated no.

AYE: Dr. Francis, Mr. McDowell, Dr. Morgan, Mrs. Ruiz

NAY: Mrs. Richardson, Mrs. Williams, Mrs. Minneci

ABSTAIN: Mrs. Higgins

MOTION CARRIED

Mrs. Minneci, Mrs. Higgins and Mr. Nufrio – conflicted Board members did not attend executive session.

The Board returned to public session at 7:53 p.m.

Mrs. Higgins stated I want to address this – not that I want to point any fingers but Mr. Taylor, I feel that your leadership is a little sketchy or skewed. I couldn't vote as a conflicted Board member to go into executive session; maybe that is just on me. Mr. Nufrio couldn't vote because he had connectivity issues. It is the quickest change I have ever experienced so it stands a little fishy to me and I'm sure to the folks as well. I know this is my last meeting but I hope that others can see the truth. I abstained because I didn't think I could vote and I feel like it was quick and put something over my eyes and Mr. Taylor I feel that you were complicit in that and that is all I want to say.

Mr. Nufrio stated before the meeting began I did indicate that I was having technical problems with this iPad and it kept disconnecting/reconnecting/muting/unmuting so when I got blanked out, it would have been incumbent upon you Mr. Taylor, possibly someone else, to say Mr. Nufrio just didn't leave the room or leave the meeting, I was having technical issues. Yet I wasn't given the opportunity to even be called to cast my vote. I find that to be extremely offensive. It is not the normal procedure. It was certainly a fast one. I think just saying it was a fast one says it all. From now on I guess the rest of the Board needs to wake up and be sure that the process is being followed properly. I always said, due process and transparency, this was an awful experience for me especially since this is my last meeting.

Mr. Taylor stated Mrs. Higgins, please accept my sincere apology; had I known you had a question I would have obviously answered it. I did not anticipate or think you had a question. You and/or any other conflicted member about a personnel item, you can vote on whether to go into closed session or not. If you had a question about that my apology even though I can't necessarily take responsibility for it; I was not complicit in any effort.

Mr. Nufrio, to you I apologize but I wasn't aware that you were having technical difficulties. I'm looking at my screen now and there are 25 tiles on my screen, Board members, administrators, members of the public – I didn't know you had technical difficulties and no one mentioned it to my knowledge. My apologies again to both of you.

Dr. Francis stated I would like to make a motion that P-11 be removed from the agenda. Mr. Taylor stated Mrs. Minneci, as a point of order, at this point in time you would essentially be amending the agenda and that can be done at that time unless you want to take a total roll call to

change the order of the agenda but at this juncture pursuant to your printed agenda, you are at public comment right now.

Mrs. Minneci stated we will continue with public comment.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Russell King stated good evening and happy holidays. I'm a former teacher of the Township of Union schools and I had the privilege of serving this community at both middle schools. Enjoyed every second of educating our Town scholars. I'm here to show support for someone I think is a tremendous leader and role model for staff members, the community and more importantly this Town. His name is Gerry Benaquista. I met Mr. Benaquista when I was a student teacher at Kean University and had to complete my teaching internship. As an intern teacher, I was extremely nervous and Mr. Benaquista made me feel at ease. While serving in this district, I had the opportunity to work in the Township of Union's comprehensive equity community as well as the safety committee. Mr. Benaquista chaired all those committees. As I teacher I was honored on how democratic and collaborative he made our meetings. He truly valued our input and strived to create a more inclusive, safe and equitable educational setting for all students. I understand tonight you are voting on a new superintendent. Please note that you have a tremendous leader already within your district who I firmly believe can take this school and community to new heights. Thank you for your time and for listening.

Lyn Cornacchia stated to the Board members, I have a question for you and I know you will not answer it – regardless I'm going to ask it. How did you get the position you are in right now? You didn't magically appear to be on the Board of Education. You went out and campaigned for your spot on the Board. You went to the community and told us why we should vote for you. We listened and we voted for you with the understanding that you would listen to us when their were concerns that dealt with the community and I'm referring to P-11. However, I see it is a one-way street. You want us to listen to you when it is convenient for you. How can you sit there and not listen and take into consideration of the feelings and concerns of your community. Here is another question – if you owned a business and you asked an employee to either resign or be fired, would you reconsider hiring that person again? I don't think so; that doesn't make any business sense. By sneaking something into the agenda without letting everyone know, it was wrong and underhanded. We can't do anything like that so why should you. Just remember, come next November, when your seat is up and you asked the community to listen to you we will remember that you didn't listen to us when you wanted to put somebody in to oversee the entire Union school system that didn't even finish his term. I hope you can live with that decision. Thank you.

Carla Vicari stated I would like to take this opportunity to respectfully but firmly my concern about hiring Dr. Patrick Martin as an interim superintendent. I am concerned because as a mom of two kids with disabilities, I literally choked listening and reading the testimonies of how school staff felt about him while he was a superintendent and how the kids with disabilities felt in those moments when their teachers needed to hide and protect them from embarrassment and discomfort. We as a society know better now. I have been very involved with the Town's CPAC and other State organizations that work hard for the schools of New Jersey for kids with disabilities in the general ed class learning, the general ed curriculum to be part of the school

community and for the rights to be respected. I expect that a new superintendent would advocate and enable all students to benefit from a great learning experience and not only that what we have learned this year more than ever I expect an inspired leader who can see the good in everybody. Who is supportive, who is a role model and an example of a compassionate towards us, acceptance and collaboration. We simply do not need and wouldn't want somebody who cannot set high expectations for all of the kids in the district. Who does not respect them, value them and appreciate them. We are asking for transparency, unification, sympathy and to truly put our collective efforts in an individual for the greater good of our children. Thank you.

Nancy Giannetta stated school psychologist. There are children that are able to succeed under pressure (inaudible). We can all agree that we want to see our children grow and flourish but we must be mindful of our educational landscape. Tonight I would like to give voice to some students who voices you might not have heard – students who have not fared as well with generalized mandates. These mandates celebrate children who have strong memorization and confidence but what message does it send to the children who have been working diligently and not being able to excel. What messages does it send to the child who fears judgment or failure.

Mr. Taylor stated please remind the members of the public to identify what agenda item they are referring to.

Mrs. Giannetta stated I'm referring to P-11. What message did it send to the staff members, teachers, professionals who are working to instill value but later feel fear of being written up because they maintained their ethical, legal obligations to modify. What message does it send to the parents who fear that their children's accomplishments may have been in vain when the bar was raised beyond grasp. Those are only the voices of some children who are in the mainstream. We are much more than that. Do the vanity projects and public relationships support the children that suffer exposure, pre-natal or birth complications, children with medical needs, development delays. Having given a voice to the families that have left overpopulated cities where their children were faceless and voiceless and chose a Town where we strive to meet individual needs. Our children are not machines, they are living breathing, thinking and feeling beings who should be valued for all their traits. We are not a private school for the gifted. We are a public school system that is responsible for all children, including medically fragile children who are homebound and children that require specialized placement. We cannot jeopardize our financial and moral obligation to these children. Thank you.

Sol Atencio stated I would like to voice my concerns about hiring Patrick Martin as an interim superintendent. I'm referring to P-11. As a parent of two special needs children in this district, I compel to be their voice. Why would we bring back someone who clearly does not believe in servicing all children to excel equally. He does not fit in our school district. If he is not open minded he does not fit our school district. He doesn't have the desire for working along with teachers. He doesn't fit our school district. If he lacks understanding and knowledge for special needs children, he does not fit. I trust our general education and special ed team when it comes to our children. This should be reconsidered and be open to other options. Thank you.

Vincent Rettino stated I would like to speak on P-11. I am the vice principal at Union High School and a member of the executive board of the UTASA. Many of you have known me

for some time. Those of you that know me know that I don't speak at these meetings. I have always done my talking through my work. I see myself as an educational leader with a role to serve. I serve the staff of the schools that I have been entrusted to lead and in turn serve the students under my care. Sometimes when serving others we must stand up for them and stand along side them. Today I would like to do both. I would like to express my disappointment in the fact that voices of the staff, a staff that has dedicated their lives to the children of this community, have been ignored. I watch the passion in the staff come out in the last Board meeting as some were brought to tears about a decision in which this Board is to make. That is the same passion that they bring each and every day to the buildings and now homes in this community. I am disappointed that the message being sent out today is that their voices do not matter; that they should not be part of this process; that they are just replaceable cogs in a machine not valuable members of this district. I am disappointed that the Board didn't consider Mr. Benaquista during this transition; who has been one of our leaders in this district for many years. He has lead with pure professionalism; with a drive to improve and empower the students and staff through his unrelenting focus on putting our children first. Yes I have known Mr. Benaquista for many years and some may say I am bias; that may be true; however, I will be the first to say if I failed to do the best for the children of this district, he would be the first to throw a hammer down on me. Our greatest strength is the school district lies with the people that are empowered to educate the future leaders of this world and to send a message to them that they don't matter is unforgivable. With a single vote tonight you send a message to the entrusted people educating your children that they do not matter. I ask you to consider that before you make your vote tonight.

Richard D'Avanzo stated UTEA vice president – my first question is was any additional items added that are going to be voted on tonight – like the sick bank? Mr. Taylor is anything being added on – the sick bank time? Mr. Taylor stated Mr. D'Avanzo as you are aware, the procedure is that the Board provides the public an opportunity to speak up to 3 minutes. Either the Board or the administration will respond typically at the end of public comment. Mr. D'Avanzo stated I hope that can get answered.

I am speaking on P-11 and it has come to the realization that unfortunately as Mr. Rettino mentioned, that the staff of the district is going through basically being left out in the cold. We are belittled by members of this community that have their own agendas and we are the educators and we know what is right in the classroom for our students. We know what is right for our buildings and within the district and who those specific leaders are because those administrators were once educators; that have moved up into that role. They understand and know what goes beyond in public education today. We just made it through four years of an attack by the federal government and Betsy DeVoise with her privatization ways and everything else. It is almost like a reflection going on in this district of being dictated to for someone that was basically shown the door and if I owned a company, I don't think I'm bringing back any employee that was basically asked to leave or be fired. How in this day and age are we going to incur the same process again. That means as educators and for his little PR tricks that insult children during spelling bees at the elementary level and multiplication facts and having them cry – I guess we had to sit through that in those auditoriums as well. You need to listen to us. This isn't an us versus them and a union thing, it is the morality of educators and staff within this

district that vehemently opposes and you are just turning a blind eye because whatever your agendas are – so be it. If you want to draw that line in the sand, good luck. Thank you.

Akua Boakye stated Union High School graduate class of 1997; I'm a former teacher of Union High School for 16 years and I'm currently finishing up my last days as a personnel manager – serving 3-1/2 years in Central Office. I will be retiring at the end of this month. This is in regards to P-11 as well. As evidenced by the number of people that have spoken at the previous Board meeting and also tonight, there is a lot of confusion surrounding the hiring of the replacement for Mr. Tatum. I will start with the Mission Statement of the district. Which amongst many things state that “the district is built on the foundation of honesty, excellence, integrity, strong family and community partnership”. I just want all tonight to really focus on the community partnership aspect of this Mission Statement and ask the question “who do we consider to be a part of the community?” In order to build this partnership that is written in the Mission Statement. From every research that I have studied over the years, community as it pertains to the school district must be inclusive of all stakeholders, including parents, staff, administrators, students and in some instances business owners. The decision to possibly hire Dr. Patrick Martin as the interim superintendent seems to be one that clearly does not take into account the needs, concerns nor the opinions of the community at large; hence the confusion. As we stand as stakeholders, there seems to be an underlying agenda that might not align with our mission of honesty and integrity. If this is not the case, then there must be an honest and open discussion as to why Dr. Patrick Martin is being considered as interim superintendent while Mr. Benaquista who has been serving as assistant superintendent and is currently leading the district as Mr. Tatum prepares to retire, is not being considered. Having worked for Mr. Benaquista for nearly 20 years, I have witnessed his passion for improving the district and his love for the students he has served. From his position as an advocate and as a special education teacher at Union High School to the vice principal at Union High School where he led as a strong and respected leader, to his roles in central office as director of human resources and now as the assistant superintendent. Mr. Benaquista has always led with honesty, transparency and with the students he has their best interest in mind. I can attest to this. With the possibility of bringing back Dr. Patrick Martin, as an interim superintendent, I am not quite sure which direction this Board is aiming to go with the district but I do know that whichever direction the district has shifted in, the last two decades, Gerry Benaquista has been there riding the wave and supporting the district with passion, fairness, openness and integrity. Professionally I can attest to the character of Mr. Benaquista. He is a true leader, he is fair, he is responsive to staff and to the parents. He has the best interest of the students at heart. He will bring it back to the community partnership as stated in the Mission Statement. How do we expect teachers to teach our students and not respect their opinions when it comes to choosing someone who is going to lead them.

Michael Cohan stated I also rise to speak on resolution P-11. As a former 30-year employee of this district, I want to acknowledge that while I did not know Dr. Martin, because of my tenure in the district ended right before he became superintendent, but because of my commitment to the community, I paid a lot of attention to what happened after my departure. In conversations with former colleagues, I learned that there were many things that Dr. Martin tried to implement that were deemed by some folks to be interesting and valuable ideas but what was also reported was his approach to managing change. During my career I have come to develop knowledge and skill in many areas of effective instructional practice in school

operations and everything I have learned about change confirms that in order for change to have impact, it has to be stakeholder buy in, understanding and commitment. My impression of what went on in the district during Dr. Martin's former tenure, was that he had no grasp of how to manage and lead change. I want to say to this Board, I heard clearly from Dr. Francis right before this public comment began that resolution P-11 is likely to be pulled from the agenda and not enacted tonight; however, at some point in time the Board of Education is going to have to make a decision about choosing a leader for this district. Given the curve, there are clearly several things that need to be at the forefront of this Board regarding the leadership of this district as you work to emerge from the crisis of the COVID-19 pandemic. There are voluminous research studies that collaboration between management and labor yields great outcomes for public schools. I would note Dr. Sol Rubinstein from Rutgers University was 25 years of data that in school districts – whether a high level of collaboration between management and labor, student achievement rises. There is no refuting those outcomes. I would like to strongly encourage this Board to choose a leader that knows how to bring all stakeholders together, reach consensus, hear all voices and make sure that moving forward there is a common commitment in the district to achieve what everyone wants to achieve which is growth in student learning. Thank you.

Wadiah Lamadieu stated I have been a member of this community since 2009. My children have all attended Union Public Schools. I come to support Dr. Martin because I remember the district prior to Dr. Martin and I remember the district during Dr. Martin and the programs that he put in place, my children benefitted from. When I heard all these very disparaging things about him, it made me so angry and I felt like I needed to just be a support; have another voice. It can't just be one voice. It can't just be the teachers – the parents, the children who benefit from the education have a voice as well and they need to be heard. I didn't work with Dr. Martin so I don't know his management style or his techniques or what have you but I do know that the programs that he instituted in this district changed this district around. It turned this district around. This district was on the verge of being taken over by the State when Dr. Martin came and he was able to avoid that and prevented that from happening. I will also not forget that Dr. Martin would attend the PTA meetings; that really impressed me. I never seen any other superintendent in this district attend PTA meetings. It would be 8 p.m. at night and Dr. Martin would be in the audience at a PTA meeting. He supported parents, he supported teachers and I need the community to hear another voice. It can't be only one voice heard and that is the teachers; what about the parents. The parents need to be heard and know that there is another side. Thank you.

Susan Lipstein stated when I speak at these meetings I go back to what Irwin Jager, who was a science supervisor, who always used to say – just tell the truth so I will. There are a lot of rumors that the Board did not follow proper procedure that they wanted to higher an interim superintendent for a limited amount of time. It is only six months as an interim and it was well within their rights to do that – interview candidates and nothing was done wrong. That is not a problem for me. Someone in the district violated confidentiality; either committed an ethics violations or broke the law – gave information to a select few who didn't think it was a problem to breach confidentiality and made this information they received public only to a select few. We look to those people to be leaders in our district; that is a big problem for me. The letters that were presented at the time that they came to the Board meeting which I OPRA because then

they became public information; had lots of inaccurate information in that which is a big problem for me; then the district had lots of rumors with this information and nobody at that point talked about what they actually wanted to see in a superintendent. In my opinion the answer cannot be and it is not as simple as not Martin. We are talking six months and yes Gerry, we need to do a search for a superintendent and that's what this is about. While we do that, we need an experienced interim person to run the district for six months. So I question this process in their letter that they sent to the Board and it only takes a few minutes to research that lots of districts hire retired superintendents while they do a search for a permanent superintendent. It is an approved process. Maybe it has never been done here but it is done in the best districts. In this letter it said it didn't go out to the community, this was an interim position. If you are going to have the information in writing, let's get it right. We owe it to every single one of us in the community, especially the children. To go through a search process and see what else is out there, maybe the answer will be found right here in the front office; no one is ruling that out but we need to seek out as a community not just the teachers, but the parents and children and stakeholders and do a search and it is not that this has never been done in this district, it's done but it takes time. Truthfully, look at the data, our district can and must do better – we have schools that are ranked below average – four of them in fact – (inaudible) hates these rankings but that is the reality. I don't think our kids are average and below, I think we can and have to do better. I think we need to go out and talk to find out what all of us want because how can we find it unless we know first what we are looking for. They came with letters of misinformation; come back with plans for what they think we really can do to improve the district.

Ann Margaret Shannon stated UTEA president – it is just amazing to me that we are even still entertaining this Martin resolution because before he came to Union, this gentleman worked at a district with about 1,000 students. He came to us with a population in excess of 7,000 students and then after us found a safe haven at a district with only 300 students. Everybody knows unfortunately that education is a business and this gentleman does not have the expertise for a business of our size and our diversity. Like many of you I am tired of the games, the secrecy, the fighting, the bickering, the bitterness, this has got to stop for the sake of the children it is time to move on and it is time to try something new. We have an opportunity for change. We should grab it with both hands. We should not look backwards to the past. The superintendent position is too important for a redo. Dr. Martin should not get a redo; not here in Union. We need to move forward. Let's not work behind closed doors. Let's create a search committee that includes all stake holders and find someone with fresh ideas that will give the Union school district the jump start that it needs. Thank you.

Sienna Bucu stated P-11 – I just want to say in the spirit of education, we should learn from things. If there are parents out there and a student like myself that benefitted from things from Dr. Martin, we can take them and not take him. If there were programs we thought benefitted the district, we can still implement those. We are in the process of looking for a new superintendent. But if one child is harmed in the process and the staff is not happy, nobody is going to be able to learn. While I had a positive experience as a student under Dr. Martin, that doesn't mean that everyone did and we shouldn't be negating the voices of the community and our staff because they are the backbone of everything. I think there is true merit in a lot of things that he did and it doesn't mean that we leave them at the door if we don't hire him as an interim superintendent; we should revisit them. If this is something that we really cared about all the

way back then, then we should have continued the programs after he left if they were truly beneficial for our students. Speaking to Mr. Benaquista, he did invite me after the walkout; during the summer I had a meeting with him and sat down with him as a student and he listened to my voice. He does listen and he does know our district. I do think we need to move forward and it should be something that is not divisive; this is obviously divisive in our community and that is no way to start any position. Hopefully, use some pedagogy; learn how to learn from everything that is changing at all times and just walk with it. Division in our community is never good and there can be benefits to have specific people and still listening to the fact that our teachers are not happy. The teachers are the reason that I am the type of student that I am and if there is anything that is creating a hostile environment, we shouldn't be doing that. Also when we talk about transparency, we've known that we needed someone to fill Mr. Tatum's spot for a really long time and one of the biggest problems in our district is how we are not proactive about anything. If we truly choose to move forward about anything, we need to be proactive and respond to every member of the community and if it is hurting anyone we should not be moving forward with it. Also that doesn't mean that all the positives that some people talked about don't come about and come to fruition and whatever stuff we're doing, we can't do this, we can't continue to create division in our community. There are so many candidates out there and I'm sure we can find something that isn't divisive in our community. Hopefully you will take that into consideration and yes I was someone who benefitted from Dr. Martin being there but that doesn't mean that everyone did and everyone's voice should be valued. I do think there are some things that he did that were great and we should talk about them and bring them back when and where necessary with community feedback. Please with the divisive stuff, it is not right and we have so much opportunity to do so many things and it doesn't need to be this way.

Jeff Monge stated P-11 – I've been a Board member so I have been on both sides of it. I have been through several district controversies fueled by lack of shared information, misinformation and the like that creates chaos. This is probably one of the top ugliest that I have been part of. My biggest issue is that we talk about teachers versus parents and administrators or whatever the case may be. If we are truly talking about open communication and I heard the UTEA president speak about that and I heard others speak about that, then you really have to be open. Let's not play games. Yesterday there was an open community Zoom forum that Mrs. Minneci was on and some others and not everyone was allowed into that conversation. If we are going to hear sides of stories, let's all be open and listen to each other. Whether it is going to be an interim superintendent or permanent superintendent, then future teachers or parents or students that are in our district, how attractive the Union school district looks. How do we look as a community? There is a bunch of rumors that were out there and I'm going to rattle off a couple of them. People know me as a parent advocate, I'm part of a movement called Parents for Change. People says that Parents for Change is the one who selected Dr. Martin behind closed doors and bad the Board members do it – that is ridiculous and it is offensive to the independent Board members that are on there. As it pertains to Dr. Martin and going after him, some people had a bad experience with him and you have to respect that. People had very good experience with him, like I did. The reality is we never had an opportunity, a platform, to share both the good and the bad and not villainize someone that has been out there and it is not 100% fair, especially parents of special needs child that actually had a really great experience in everything that was going on in Livingston – he stepped up for our kids. There is a thing about the interim superintendent and how the cost is so onerous. The reality is, it is in par with what Mr. Tatum

was making and I haven't heard anything about Mrs. Moses, so it is actually a cost savings based on what we are paying today. There is ridiculousness about this is a bridge to make Dr. Morgan superintendent. Whoever feeds into that and Dr. Morgan actually said it at a Zoom meeting. Whoever feeds into that and is part of those conversations, that is an issue – that is embarrassing. It is unfair to call anti-anything when people like me are trying to be pro children. I hope that people make the best decision for our kids and if we are all going to come together, let's be about it and let's all come together to discuss this.

Yvonne Lorenzo stated vice principal of Kawameeh Middle School and president of the UTASA. This is quite exhausting – two months' worth of all this stuff. We have to ask ourselves a question, what are we accomplishing here? What are we accomplishing by saying we don't care what anyone thinks, we are still going to bring back someone who was let go. That is a fact; he was let go. It is a fact that he disappeared in the middle of the night. It is a fact that he was asked to leave and he disappeared and he left without even looking back and now suddenly he is coming back because you pulled him back. Yeah Mr. Monge, why aren't we all together with this; that is exactly what we are asking. We are asking it; the teachers are asking it; the parents are asking it and yes even some of the students are asking it. Why aren't we all together? Why haven't we had a seat at this table? Why is our voice, why are our collective voices not being heard? Why is it you have whatever it is you must push this person forward despite all of the negative things you have heard? He did some positive things, doesn't everybody? But most of it wasn't positive. It makes zero sense. Never heard a CEO hire somebody back after they were asked to leave before their contract was over. This makes zero sense to any one of us. We are asking to give us a seat at that table, give us an opportunity as a community to do the very best thing because yes six months – in six months this entire world was turned upside down. This entire pandemic took over everything; lives were lost; jobs were lost; people went homeless. In six months to a life a child that is eternity; so to damage the psyche of a child; to undermine the education of the whole of a child; six months can be almost irreversible. Why would we take that chance? We do support Gerry Benaquista as you would support anyone else who had the reputation he has, the stance that he has and the fact that he has been the one sitting here when Mr. Tatum and Mrs. Moses were on their way out. He was the one who was here. He was the one who would make the best transition right now and then again I will say what I said in my letter – and then let's get together and let's formulate a committee and do this the right way. Do it the way the entire community can have a part in it. Thank you.

Reema Patel stated I'm a special education teacher at Union High School – talking about P-11. I just want to build upon what Ms. Lorenzo just spoke on. It is not just six months to go away, to just to hire someone to have someone for six months. Six months is more than half of these kids school year and it is about which six months as well. In these upcoming months we are going to try to transition back into school with a hybrid model. We are going to try to transition away from the virtual model and try to get teachers back into school. We need someone who has been on the plan this entire time; been part of the committees; been working with the virtual, with the hybrid plan with the district; knows the teachers; knows the struggles; the six months are crucial, extremely critical in terms of planning and being proactive. It is not just a throw away six months to have anybody in. I greatly urge you to reconsider for who you are thinking about for the interim superintendent position and when the time comes, use the voice of the community, the teachers, the union, the Board and as a collaborative unit we can

find someone who is going to lead our district in the right direction and in the future direction. Don't throw out six months like it is not a big important critical time – it really is. We need to move forward in these six months. Thank you.

Elsie Mackey stated there must be not a balance of power but a community of power; not organized by worries but organized peace. This is in reference to P-11. Somewhere along the way, all of you Board members, team members and all past and present have lost your way. You forgot about who you are really in there fighting for. Who you are supposed to be working towards. It became about individual agendas, us against them mentality and chaos. You bring chaos time and time again to the community and you are divisive. You have once again created a culture of division within our community with the most important thing that we all have – our children. You have the audacity to sneak on an agenda item that was not discussed at last week's worksession. It popped up on Friday. That doesn't speak to transparency; that doesn't speak to anything that each of you have sworn to us to get voted and elected. I will say this once again, I'm a parent. I have a neuro typical kid, whatever that means, I have a child with an IEP, I have another child with medical concerns. We as a community are over it. You bring chaos time and time again. Dr. Martin is not the only educator in this world that you could have picked. You chose to pick somebody that educational leadership is totally against. You negated listening to your constituents. Who do you think you are? We all have experiences. I don't know Dr. Martin but what I do know is that more than one person has shared stories – emotional stories in the treatment and indifference to our children with disabilities. When you consider a person that people are telling you is indifferent because of a couple of people had great experience, or whatever the case, you don't care. My child is non-verbal; he cannot tell me if he is being treated well. I have to trust the educational community to do that and based on what I'm hearing, they don't even feel comfortable enough that they feel they can do it. Whether you think he is wonderful, you guys have lost your way. You forgot who you were fighting for. If I hear about PSATs, AP, CAD etc., I'm going to scream and I have a child who has all of that but what about the other children in the district. What about the other issues. I will say this again on record for every Board member, past and present and those coming on board, you don't have an ambitious bone in your bodies for kids with disabilities and here is why. Time and time again and anybody who wants to question me, look at BOE meetings. The level of passion that comes in for everything else doesn't exist for special education. Here is how I know. If it did exist for children with disabilities and special education, Dr. Martin would not be a consideration. You would have found somebody else. You lost your way. Thank you, you got the community back on board and we are vested and we are coming out and we are going to advocate. Get back to who you are supposed to be supporting – us, not your individual needs. Thank you.

Cathy Sharpe stated P-11 – you have sat here tonight and listened to a lot of people speak. There was a lot I wanted to say but people before me said it much better than I could. All I'm asking you at this point is to remember why you are sitting where you are sitting. When you asked us to vote for you to bring you on this Board, you promised that you would think of the children first. You would put your own personalities, your own friendships, your own political affiliations aside and do what was best for this district. I guess we believed you because you have been sitting there. But right now it doesn't seem that you are fulfilling that promise. All I ask you is take your time; think about everything you heard from the people tonight. You heard from parents, staff, people who don't have children in the district – please listen to what has been

said. Take your time; form a committee; you have someone sitting there now who can carry this district very well. He has been doing a great job. Give him a little extra help and if you feel he needs more support do that but take your time and really consider why you are sitting there. You are sitting there to do what is best for our children. Thank you for listening.

Peter Leone stated I don't know where to begin because we have heard so much. As a parent, as a teacher, as one of the leaders on the UTEA, as a former student in this district – it is just that, the students. We heard about the elementary school kids being affected by the spelling bees and the math bees; we heard all of that. I'm a middle school teacher at Kawameeh for my whole career. It is a great place to work. I think about the middle school students and when Dr. Martin was our superintendent, he didn't pull the spelling bee or the math bee but for us it was proficiency and every marking period we had to create a proficiency exam that students had to take and then he would share the results with the parents when they would come in after hours for parent conferences. Four tests that the students had to take in the time I call the age of testing. Every time we turned around our kids were being tested for something – standardized test, test in the classroom, tests to get into college and now he implemented four more tests a year in addition to what he liked to call a dip stick which basically were quizzes to see what the kids learned. Today we would call that formal and informal assessment. The students at the middle schools were stressed out and I saw it. They were stressed out; they were micromanaged; you had to write your essay this way. It took a lot away from my instruction time and we talked it out with the kids and rightfully so. We go to our jobs everyday with a passion for the kids. When the teachers are stressed out, that affects instruction. When instruction is interfered with because teachers are stressed out that rolls down to the kids and that is another example on how the kids were not getting the best possible education that they could have under the reign of Dr. Patrick Martin. We all heard he was asked to leave. He didn't fulfill his contract. I'm a history teacher so what's to say that for the next six months if this goes through what's to even say he is going to fulfill the six months of the contract that he would sign. He didn't do it before. I said it last time I spoke to this Board – Dr. Martin was not good for our schools then and he is not going to be good for our schools now. If the Board of Ed were to pull this and vote no, what a way to show the community that you are actually listening to the 200 plus people in this meeting; what a way to show the community that you can work and that you want to and that there is willingness to work with all the stakeholders involved.

Dee Bullock stated I am a special ed teacher in the district and at the time of Dr. Martin's tenure I was also a parent of a student in the district. You heard a lot from a lot of different people – parents, teachers and I had several experiences good experiences with Dr. Martin but I have one experience that I would like to share with you and I think it speaks volumes to him as an administrator and if any other employee in the district did this, I don't think it would be someone you would consider bringing back too the district. My students saw that he was in the building, he was looking at our bulletin board in the hallway. We came out to the hall. I think I had 5-6 in my self-contained class. They all came to the door because he was looking at our bulletin board and he pointed to one specific paper in particular and I said to him with a big smile on my face – yes we are very proud of this paper. He worked so hard to get his letters on the line, so perfectly, he has been working with his therapist to get them on the line. And he said to me, he spelled it wrong. I said excuse me. He said he spelled it wrong – this paper should not be up on this board, it is not perfect. That young man's face dropped and he walked away with tears in his

eyes and I looked at Dr. Martin and I said you should only be proud of this young man and nothing should have to be perfect for my classroom. That is all you need to know about this man; that is all you really need to think about and that is all I have to say.

Paul Casey stated I'm talking about P-11. I don't have much to say for or against Dr. Martin. I didn't have very much interaction with him although that is when I first started to get involved. I didn't like the way at that time that the Board treated leadership in the district. That is one of the reasons I got involved. Now as I sit here and listen to this, I want to go back to process; from what I have learned and studied and how the Board works, it is usually the Board President is the one who puts items on the agenda. I would love to know if the Board President, in this case is conflicted, who put this on the agenda? From the November 17th meeting, it was clear that Mrs. Williams, who was asked at that meeting was the chair of the committee, did the interviews for the interim superintendent. If someone could answer the question, who put this on the agenda? We heard Dr. Francis say earlier in the meeting that he wanted it to be removed. You had a lot of people speak tonight but I think it is important for the community to understand the process. Even at the November 17th meeting Mrs. Ruiz started to speak about a process and everything that the Board did to come to a decision and was cut off by Mr. Taylor. I think it would really be helpful to dispel inaccuracies, falsehoods and things like that if someone – Board President or Vice President – could talk to the community and let them know what the process was and be very transparent about that. I think that would have gone a long way to dispelling some of these so called agendas that people may be talking about. As Mr. Monge said, that's not the case. My big feedback to everyone is be more transparent in the process because the community is left to make assumptions and many of those assumptions that have been made have been false and inaccurate. From a process standpoint, I would recommend in the future to be more transparent in what it is that the Board is doing to make an important decision like replacing the superintendent.

Steven Le stated P-11 – I think the overwhelming accounts from the community stakeholders here sends a clear message on why Dr. Martin should not be returned as interim superintendent. First, we need a leader that is here now; that will be able to lead the district through the tail end of the COVID 19 pandemic. What we need here is strong, strategic and operational leadership able to transition our schools safely from a remote to hybrid to live and to be quite frank that can't be done through spelling bees and puppet shows. PR tactics will not make up or compensate any leadership deficit confronting the reality that faces the school district. The reality of teachers having to replan and recreate the way they teach. The reality of the struggles of special needs and gen ed children face. The reality of parents either working as essential workers or working at home trying their best to hold their child accountable for remote learning. With all due respect, Dr. Martin is not and cannot be the person that meets this once a (inaudible) moment. It is clear from what we heard that the return of Dr. Martin is the type of leadership that governs with a zero sum, autocratic, uncollaborative, it is my way or the highway, your under my thumb type of leadership and it is toxic. The type of process at the end of the day resulted in the type of individual being considered tonight. When it comes to the superintendent of schools, you cannot look back to move the school district forward; with all you will get is more than a pale imitation of what was then. Tonight we need to do the right thing; Gerry Benaquista should be the interim superintendent. Thank you.

Mr. Taylor stated Mrs. Minneci may I address the procedural matter on behalf of the Board in response to a number of questions. Mrs. Minneci stated yes.

Mr. Taylor stated through the Board chair, in this instance, the item in question was placed on the agenda by the Board Vice President, Mrs. Williams, pursuant to Board bylaws, specifically 9323, 9324; the president has the ability to put items on the agenda. This personnel related matter does not require recommendation of the superintendent because obviously it is an appointment of a superintendent, acting, interim, etc. Not that Mrs. Minneci, even though she is conflicted from this particular personnel matter, she does have the ministerial authority to simply put a matter on the agenda but notwithstanding same, Mrs. Williams is the vice president and the bylaws are clear that the vice president can act in the absence or inability of the president. That being said, the item in question has been approved as to form by the Executive County Superintendent. The Executive County Superintendent's approval of the acting superintendent contract is only a matter of form and legality. It does not signify the Executive County Superintendent's approval or mandate that this Board appoint that person; just that the contract checks all the boxes from a legal and procedural standpoint. That is the only role that the Executive County Superintendent plays in the approval process; not that the Board has to appoint the person; just that the contract meets the requisite of legal standards and similarly just because a matter is placed on the agenda by the president or vice president, etc., does not signify that either of those individuals support the item. It just tees up the procedural opportunity for the Board of Education to take action on that matter whether voted up or down. Thank you.

Mrs. Higgins asked what did you just say? Mr. Taylor stated that the Executive County Superintendent approval of the contract is just procedural not that he approves or recommends or mandates the appointment of the person; just that the contract is legal in its form; that is his job in that regard. Alternatively I said, just because the president or vice president puts a matter on the agenda, does not mean that person supports that item. It just gives the Board an opportunity to vote on that item and each Board member can vote their conscience; they can vote yes, no or abstain. The item being on the agenda just allows the Board to take action. Mrs. Higgins stated thank you.

Wanda Simms stated as a former parent but also as a classroom educator, former school librarian and former building rep for the Newark teacher's union. I'm very familiar with these processes. All I have heard from our current and past staff members, are there any parents speaking out against Dr. Martin? Because I think what we need to take a look at is results and not personal feelings. At the end of the day it is what impacts our children the most which is most important and which ultimately has a ripple effect on our communities. When you have better educated and prepared students, we have better communities. We are speaking about an interim position, not a forever position. Staff can't choose their boss. I know that all too well having been in public education. I keep hearing how are teachers expected to teach; if educating children is in your heart that is what you are going to do. Teachers are here to teach and if it is not, maybe they should start looking for another job. It is just that simple. Thank you.

Nicole Capabianco stated I'm a former staff member of Union Public Schools. I have been out of the district for about five years. I did have the opportunity to know Dr. Martin and I have four children in the district. I'm here tonight to backup Mr. Benaquista. Mr. Benaquista has

been doing everything on his own since Mr. Tatum and Mrs. Moses put their resignation in. He has been doing everything on his own. Communicating with parents, the principals, trying to figure out a way to get all of our students and teachers and staff back into these buildings – effectively, efficiently and safely and the simple fact that the committee, those who are elected on the Board of Education, would even consider bringing back Dr. Martin as the interim superintendent and look over Mr. Benaquista who I personally had the opportunity to deal with recently baffles me. You're looking over somebody who has been a superintendent for many years, who the staff knows personally, who are comfortable with working with, who parents like myself and many of my friends know and have worked with him and you are just going to overlook the fact that your teachers have worked with Dr. Martin, some parents, maybe they didn't speak up tonight, maybe they will down the road, I don't know it is probably too late but the simple fact that you are looking over somebody that is running this district currently on his own with nobody else behind him is sad. What this district is doing and how this leadership is turning with these members of the Board of Education, it is heartbreaking to see that personal agendas are now being put out there. I back Steven Le on his comment that Mr. Benaquista should be the one taking over the district. That is all I have to say.

Mrs. Arrieta stated as a parent, I have four children that went through Union High School and it makes me upset to hear that the district was so bad because I still keep in touch with a lot of these kids with my own kids and they are doing great. My daughter married someone from Town that they both graduated from this high school, they have a house, they have jobs, they are doing great so I hate to hear that our schools were so bad. I was in the PTA at a lot of the schools, he never showed up at one of my schools so I never saw Dr. Martin at my meetings. I did have a daughter with an IEP, I had a problem, I went to the Board of Ed and he did not talk to me. There is a negative thing there and I did not have a good experience. As for Mr. Benaquista, he was the VP in our high school when my oldest daughter was there – never had a problem, was able to talk to him all the time. Things ran very smooth. I had a problem with my last daughter when she was graduating and I went back to the Board of Ed and he helped me. When you hear someone like this will come back; someone who will not treat a child well I don't care who's child it is – I cannot see it. That is all I have to say.

Kathie Decker Lewis stated teacher at Kawameeh Middle School. I'm speaking on P-11. I would like to put the focus on what Sienna Bucu said because I felt that her thoughts were amazing and wonderful and not to diminish anyone who had a great experience, that is wonderful, but if one person was hurt I definitely agree on what she said. I also find that some of the comments here so offensive because we heard from a lot of people that spoke; a lot of parents spoke. If you look at all the people that spoke, they outnumber the teachers that spoke. To say that it is the teachers against one person is really offensive because that is not true. I guess you only hear what we want to hear. I'm really offended by some of the comments I hear in the community. We all need to respect everyone's feelings – positive, negative and what they experienced was real to them; good, bad or indifferent. The whole community is coming here and saying things and what they think and what they feel is valuable and it is important. I agree with Ms. Bucu and I think that is what we need to focus on; respecting everyone's opinion and really listening to everyone not just who we want to hear, not just who we think said something that we didn't like but all of it because I heard a lot of parents speak tonight. To put it all on the teachers, and I heard administrators speak too, is just beyond offensive. Thank you very much.

Bari stated I am a parent and I am also a teacher and I found that as a parent and as a teacher, I think a lot of the comments are one sided. I neither support nor against Dr. Martin. I think we have to be for the kids. We have to examine why we have divisiveness; we have to examine why we are here; why is this happening at the end of the day. If you are truly for kids then you are not for one side or the other. As educators we have a due diligence to listen to parents and teachers and community members but at the end of the day we need accountability and that is what is missing. I think that many parents are craving accountability. A lot of teachers are good teachers and work hard but let's me honest, not all. As a teacher and a parent I see both sides of it. Particularly, living in Town and working in Town and I think that we really need to tell the truth, see where we fall short and fix it. Be it Dr. Martin or whomever else that is going to bring in accountability. Thank you.

Lillianna Almeta stated I am a parent and I am speaking on behalf of potential superintendent. I heard stories from both parents and teachers and as a parent I am extremely concerned that this Board would consider bringing someone in who has a history of treating teachers inappropriately, treating children inappropriately. The question here is how are these children affected by this treatment, by this person and what did the Board do. Did this child need a psychiatric evaluation after it? Is the Board willing to pay for all of that if that was to happen again? I think that our children are much more valuable than what this Board is making our children turn out to be. Someone who left before their contract is up should not be coming back. Someone who mistreated our teachers, who deal with our children for six hours a day, should not be coming in again to cause a negative environment for those teachers who influence our children on a daily basis and actually have more interaction with our children than we do at times. Please take into consideration when you are voting on letting this person come in or not. Take into consideration what your community is telling you. It is not just one person, it is a collective group of people – several people; do not undermine these people. Yes I will agree that when your post is up, remember that we are the ones who are going to decide whether you return or not. Thank you.

Mr. Taylor stated let's remind Board members, there was a lot of conversation, on item P-11, just remind the conflicted Board members, you have not been part of the process from day one, just a reminder to not vote, just abstain from that item. Mr. Benaquista stated and any other personnel item they may be conflicted in, to abstain on the individual.

Approval of Minutes:

Moved by Mr. McDowell, seconded by Mrs. Richardson, that the following minutes be adopted:

1. August 18, 2020 – special meeting/executive session
2. August 18, 2020 – regular meeting
3. August 18, 2020 – executive session
4. August 20, 2020 – planning meeting
5. August 20, 2020 – executive session #1
6. August 20, 2020 – executive session #2
7. August 20, 2020 – executive session #3

8. September 8, 2020 – worksession
9. September 8, 2020 – executive session #1
10. September 8, 2020 – executive session #2
11. September 15, 2020 – special meeting/executive session
12. September 15, 2020 – regular meeting
13. September 15, 2020 – executive session
14. September 30, 2020 – special meeting
15. September 30, 2020 – executive session #1
16. September 30, 2020 – executive session #2
17. September 30, 2020 – executive session #3
18. October 6, 2020 – special meeting/executive session
19. October 13, 2020 – worksession minutes
20. October 13, 2020 – executive session #1
21. October 13, 2020 – executive session #2
22. October 20, 2020 – regular meeting
23. October 20, 2020 – executive session #1
24. October 20, 2020 – executive session #2

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Dr. Francis (6, 24), Mrs. Higgins (3, 7, 10, 11, 17, 18, 21)
Mr. McDowell (3, 6, 24), Dr. Morgan (6, 7, 24),
Mr. Nufrio (10, 11, 17, 18, 21), Mrs. Ruiz (6, 14, 15, 16, 17, 24)
Mrs. Minneci (10, 11, 17, 18, 21) MOTION CARRIED

Mr. Nufrio stated thank you Mrs. Cappiello for making this particular process easy for us by numbering all of the ones that we needed to abstain from so thank you Diane.

Communications:

REQUEST FOR LEAVE – DUPLISSIS

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) and non-FMLA/NJFLA leave from Kerri Duplissis, teacher of physical education-Hannah Caldwell Elementary School, January 11, 2021-June 30, 2021.

REQUEST FOR INTERMITTENT LEAVE – ERICKSON

Request for intermittent FMLA/NJFLA leave from Lisa Erickson, teacher of special education-Battle Hill Elementary School, November 9, 2020-November 8, 2021.

REQUEST FOR LEAVE – HOCTOR

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Deirdre Hctor, teacher of special education-Union High School, January 4, 2021-May 24, 2021.

REQUEST FOR LEAVE – GLENN

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Melisa Glenn, teacher-Hannah Caldwell Elementary School, January 22, 2021-June 30, 2021.

REQUEST FOR LEAVE – SHARPE

Request for paid child rearing leave from Courtney Sharpe, teacher-Battle Hill Elementary School, January 4, 2021-February 16, 2021 (tentative return date).

REQUEST FOR LEAVE EXTENSION – PLACCA

Request for extension of unpaid non-FMLA child rearing leave from Nicole Placca, Spanish teacher-Union High School, new return date March 1, 2021.

REQUEST FOR LEAVE – SIBILIA

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Maria Sibia, teacher-Livingston Elementary School, January 25, 2021-May 26, 2021.

REQUEST FOR LEAVE EXTENSION – VASSALLO

Request for extension of paid medical leave from Dianne Vassallo, 12-month secretary-Union High School, through January 29, 2021.

REQUEST FOR LEAVE EXTENSION – WEST

Request for extension of unpaid non-FMLA child rearing leave from Heather West, science teacher-Kawameeh Middle School, new return date September 1, 2021.

REQUEST FOR LEAVE EXTENSION – HALL

Request for extension of unpaid non-FMLA/non-NJFLA leave from Shaquana Hall, custodian-Hannah Caldwell Elementary School, new return date February 1, 2021.

REQUEST FOR LEAVE EXTENSION – LOPEZ

Request for extension of paid medical leave from Ovidio Lopez, custodian-Washington Elementary School, through December 31, 2020.

LETTER OF RESIGNATION – DeMARCO

Letter of resignation from Daniel DeMarco, teacher of computer literacy-Kawameeh Middle School, effective January 18, 2021

LETTER OF RETIREMENT – GOTTLIN

Letter of resignation, for the purpose of retirement, from Edward Gottlin, woodshop teacher, effective April 1, 2021.

LETTER OF RETIREMENT – WYCKOFF

Letter of resignation, for the purpose of retirement, from Russell Wyckoff, teacher of health and physical education, Franklin Elementary School, effective December 31, 2020.

LETTER OF RETIREMENT – VASSALLO

Letter of resignation, for the purpose of retirement, from Dianne Vassallo, 12-month secretary-Union High School, effective February 1, 2021.

LETTER OF RESIGNATION – FERVILLE

Letter of resignation from Tracey Ferville, paraprofessional Special Services-Union High School, effective November 30, 2020.

REQUEST FOR LEAVE – BARTOLO

Request for unpaid paternity leave under FMLA/NJFLA from Cesar Bartolo, Grounds/Maintenance Staff-Central Office, January 4, 2021-March 29, 2021.

REQUEST FOR LEAVE – GAINER

Request for paid child rearing and unpaid FMLA/NJFLA from Candice Gainer, paraprofessional-Franklin Elementary School, January 4, 2021-April 30, 2021.

REQUEST FOR INTERMITTENT LEAVE – REGAL

Request for intermittent FMLA/NJFLA leave from Linda Regal, special education teacher-Hannah Caldwell Elementary School, December 3, 2020-June 30, 2021.

Superintendent's Report:

Mr. Benaquista stated many of those comments spoke about our students. When I had the opportunity to create this Superintendent's Report, I tried to put on as much stuff that is going to highlight our district and our students. I know it has been a long meeting and I apologize up front, but I have a long Superintendent's Report because I really want everyone to hear what wonderful things are going on in our district, especially those involving our students and for our students. We get to hear from our student liaisons. We have one new member; her sister was the 12th grade liaison last year, and as a 9th grader she is walking in her sister's footsteps. We have Gabriella Guido 9th grade, Joshua Tidwell 10th grade, Pedro Torres 11th grade and Faith Olayinka 12th grade.

Gabriella Guido (9th grade) stated I honestly love online school but a lot of kids in my grade have trouble learning online. Personally, I don't have any negative feedback on learning online. I will try to reach out to my 9th grade peers to get their input for the next meeting. Thank you for your time.

Joshua Tidwell (10th grade) stated last week I put out some feelers to my grade and I will start with the positives. Due to the amended school schedule, you cut the time on computers in half so kudos to you. Other than that, it seems that some of the sophomores are struggling on what they are considering burnout and along with that burnout they seem to be wondering about their mental stability. Burnout is basically feeling overworked and running through the motions. They are falling into the habit of go to sleep, wake up, go to homeroom, go through your classes, do homework and do your assignments but they are cognizant of the information that they are learning. I have one complaint of handing out an old math textbook. They have the same key information as the current math book but problem numbers were different so there was a

discrepancy between what their teacher was teaching and what they were supposed to do in their workbook. I heard that some students feel that their teachers are not accepting the fact that school is now on Zoom and that things are going to be different whereas when we had our 80 minute schedule, it was teachers trying to fit the year's curriculum and the year's standards into those 80 minutes as if the year was normal and then with the changing of an 80 minute period to a 60 minute period some students felt that teachers were still trying to fit those 80 minutes into now a 20 minute shorter period. One other thing, I had students saying that some of their teachers were not using Google Classroom – an example is teachers not posting things on Google Classroom as assignments and rather posting them as announcements and the difference between an assignment and an announcement is with an assignment, the student will get constant updates by a Google Classroom as to when the assignment is due and what is required for that assignment but with an announcement it just comes up as a box on Google Classroom and the student is now responsible for determining when that project is due and responsible for not forgetting that project because it does not come up on our home screen on Google Classroom. Other than that, the sophomore class is doing fine.

Mr. Benaquista stated thank you and I will make sure that administrators reach out to get more information and try to deal with some of these things that you brought up. I appreciate you reaching out to your colleagues and bringing back that information.

Pedro Torres (11th grade) stated these past few months have been chaotic and it is hard to find students that generally enjoy virtual learning. There is not much you can do about that. I would like to mention that nearly all of my peers say they enjoy the half-day schedule and also the office hours too. It allows being more efficient to get work done and time to do stuff. Despite this, many of my colleagues believe that they are getting too much work in some of their classes; adding unnecessary stress on top of everything. We have to deal with the pandemic. Some students feel that this excess work is seeping into their free time and Thanksgiving breaks, my colleagues complained about the last minute work they were given and hope this won't repeat during winter break. A suggestion I received, which I thought was very clever, was for the school to run surveys like they did last year to help the school better gauge what works and what doesn't. It would be interesting in the score of the survey. Apart from that everything else is normal.

Faith Olayinka (12th grade) stated starting off with what my peers have said so far; the school year in the beginning was a little tough because of the 80 minute schedule and being on the computer that long with classes but the new schedule that is going on now is helpful. Some teachers are not taking into consideration that we are online and so it is like they are fitting in the entire school year into one class and that seems to mess with a lot of kids mental health. They are either feeling a lot of anxiety or pressure or kids my age that are seniors, we are working at the same time and we also have outside stuff and because we don't have that extra communication with each other because some people don't use social media or have that outlet, they are feeling a little dreary and overworked because they don't have that time to calm down or rest. By the time we are done with our homework and all this other work that teachers are piling on top of us, it is like their mind is still running with the idea of o.k. I have to repeat this process tomorrow. Some of my teachers so far and some of my friends have said that some of their teachers are adapting to the life style of online so they are making it a little more interactive

which is very helpful if the teacher learns to be more interactive instead of going through the whole lesson, trying to give a lecture because each student has a different way of learning. Personally, I learn with eye contact so it has been hard for me to learn online but I know some students who are benefitting if the teacher tries to make the class a little more interactive with breakout rooms or just some type of way to connect with each other and not just get the class done and do your work and we are done. They were also saying that we don't know if we are having snow days at all. Some students were suggesting that if we are not having snow days, then occasionally because we don't get those break days that students are usually excited for, they should become mental health days or stuff like that because it is a big change. Not just us are stressed, but teachers, I see who are a lot stressed and it is affecting them which affects us at the same time.

Mr. Benaquista stated I will be speaking on the snowstorm that is coming soon a little later. After speaking with Mr. Tatum today, we are worried that this is such an early storm that we didn't want to use a snow day coming up. A letter went out to all parents today but Mr. Tatum wanted to give a half day so no work in the afternoon to relax a little bit. I already reached out to people in the high school to speak about mental health and too much work. I will meet with the high school team and we start addressing all your needs.

Thank you Gabriella, Joshua, Pedro and Faith for your patience and for your dedication to speak out to other people and find out how we can get better.

I would like to respond to superintendent's attending PTA meetings – for a fact I know Mr. Tatum, myself and Mrs. Moses have been at PTA meetings many times. I do value the PTA's voice. I don't just want to go to PTA meetings and hear them, I want to now bring them to the Board and let the Board and the community hear some of the things that they are involved in at the schools and some of the good things that are going on with their organization, our students and our staff. Tonight Mary Beasley, PTA president of Burnet Middle School, is here to speak tonight to share some things that are going on at Burnet Middle School.

Mary Beasley (PTA) stated I am the PTA president for the 2020-2021 school year. I am a mom to an 8th grader. I want to briefly discuss some of the fundraisers that we have planned or some that we have already implemented. We had a virtual book fair which was very successful. We have a holiday shop that is live now and the last day is December 16th. We are also having a holiday grab and go gift bags; that is something small from the PTA to let the students know we are here for them, we support them during this pandemic, we can't see them but we are thinking about them and that will take place on Monday. Also we are having our second clothing drive on March 20th so we would love and appreciate support.

Briefly I want to express my experience with the virtual school versus the remote at the end of last year which was a nightmare for me being a working mom. I was really stressed out with my son – doing schoolwork. Schoolwork today is totally different from the 90's when I was in school and I was having problems teaching him and working full time. It was hard for me. I really appreciate the dedication that the superintendent and the assistant superintendents and the district as a whole with the virtual learning. It is more hands on. My son is doing really well. He has self-accountability. The teachers are in front of him teaching. One day I came

home early from work and he was doing pushups in gym class. I thank you so much for your dedication and Mr. Benaquista your good deeds have not gone unnoticed. The parents thank you and the students thank you for your dedication. Thank you for your time.

A summary of Mr. Benaquista's superintendent report is below. Same can be viewed on Zoom on the district's website.

Responses to December 8th worksession questions:

Nellis Regis-Darby stated that (1) Mrs. Guilfoyle spoke about data – can that data be shared with the stakeholders. All information pertaining to the Title I programs will be posted on the school's website. Franklin, Burnet and UHS are Title I school wide programs. Therefore they do not need entrance and exit criteria. Programs in Title I school wide are for all students. Jefferson and Connecticut Farms are Title I targeted assistance. All targeted assistance services must include entrance and exit criteria. (2) Title I funding – has that been increased? Title I is a federal entitlement program that gives funds to schools in need based on student enrollment, the free and reduced lunch percentage for each school, and other informative data. Each school district divides its funding among qualifying schools based on their numbers of low-income children. Title I, Part A of the Elementary and Secondary Education Act, as amended by the Every Student Succeeds Act provides financial assistance to local educational agencies and schools with high numbers or high percentages of children from low-income families to help ensure that all children meet challenging state academic standards. Federal funds are currently allocated through four statutory formulas that are based primarily on census poverty estimates and the cost of education in each state. Our funding increased from FY20 to FY21 by approximately \$5,000.

Susan Lipstein asked how much are we saving on regular transportation since students are not in school? As of the month of November close, the transportation department is seeing some savings in the areas of overtime, repairs and maintenance, oil and gas, aid-in-lieu expenditures just to name a few categories of approximately \$150,000. Keep in mind this information is ever changing depending on the status of our reopening plan; however, we will continue to monitor the expenditures.

Science supervisor position is being split up – why are we doing that? The Science and Career Education Department is being split up between administrators only because the district has not hired for the vacancy.

Mr. Monge had stated legal services are high; cost savings if you have in-house counsel. With all the matters that the district is dealing with, just as in the past, an in house counsel would not be able to handle all matters and just like in the past the BOE has approved outside counsel to handle certain matters.

Elsie Mackie asked what are the guidelines from the State? Please update the special education community with what is going on. The district is awaiting the results of the ventilation survey. As with all students we cannot bring students with IEPs back to in person learning until the results of the ventilation survey are completed. At that time, students with IEPs will return to

in person instruction based on the reopening plan of the district. Any individual student educational needs will be addressed by the IEP team.

Meal survey summary is as follows: satisfaction with (a) pick up times – 4.8 out of 5, (b) breakfast options – 3.96 out of 5, (c) lunch options – 4.2 out of 5, (d) overall quality of meals – 8.8 out of 10.

Breakfast improvements: muffins, pancakes, oatmeal, bagels, eggs, fresh fruit cups, hot meals.

Lunch improvements: mac and cheese, chicken tenders (more sauce options), salads, hot dogs, bagel bags.

Overall impressions of meal service program:

- The folks handing out food at Washington are so nice and always wear masks, thank you.
- None, we really appreciate the free breakfast and meals during this time. Thank you very much.
- This has been a God send; the options are great and having the access to this is very beneficial. No improvements needed.
- Different variations on vegetables and fruits.
- I can't come to pick up a lot of times at the regular time I wish it could be earlier.
- Thank you so much; I appreciate it! Maybe you could consider having lunch options for half the week so that we don't have to come everyday.
- You all are doing a great job. Thank you for doing this service for the students and parents. Perhaps add a few different breakfast options and not have chicken so often. Not a big deal, just a suggestion on what my kid's like and will eat.
- The workers who are giving out lunch on a daily basis do an excellent job there's nothing I can say for improvement. They ensure that they are always wearing their masks and making every person feel comfortable.
- We are glad that during this difficult times for everyone, we have the opportunity to get food for the kids. It will be nice to be able to pick up earlier but in all the schools not only Franklin. Also, it will be more convenient to be able to pick up the meals for 2 days since sometimes it is difficult to go everyday due to work schedule.

Pomptonian's proposed changes: macaroni with meat sauce, chicken Caesar salad, bagel bag, egg and cheese biscuit sandwich.

2020 Fall Athletic Honorees: Football – First Team All-State All Groups – Desmond Igbinosun; Second Team All-Star Group 5 – Davidson Igbinosun, Diante Wilson; boys Football All-Division 5-D – Terell Cannon, Jalen Carter, Warren Francis, Davison Igbinosun, Desmond Igbinosun, Elijah White, Diante Wilson.

Boys Soccer: All-Union County First Team – Jeremy Fonseca, Kodi Sarkodie; All-Union County Second Team – Michael Tavares; Honorable Mention All-Union County – Kerin St. Clair, Nic Correia; Watchung Conference All-Conference – First Team: Jeremy Fonseca, Kodie Sarkodie, Michael Tavares; Boys Honorable Mention – Nick Corriea, Kerin St. Clair.

Girls Soccer – All Union County First Tea – Isabella Grof-Tisza; All Mountain Conference – First Team: Natalie Agular, Isabella Grof-Tisza; Second Team: Yuli Amador, Taylor Webb; Honorable Mention All Mountain Conference – Taree Dawson, Maria Monteiro, Kayla Willis; NJGSCA – All State Honorees – Taylor Webb, Yuli Amador, Isabella Grof-Tisza.

Boys Cross Country – First Team All Valley Conference: Sean Casey, Oko Lokko, Corey Rodriguez; Valley Honorable Mention – Darcy Pedrosa

Girls Cross Country – UCIAC All County Second Team – Cassidy Kidd; First Team All Valley Conference – Angela DeStefano, Ana Figueiredo, Cassidy Kidd, Shania Nuzman, Maria Silva.

Field Hockey – First Team All County – Lyric Scott; Honorable Mention All County – Azariah Grantham, Jadae Rawlinson, Zanaya Wright; First Team Blue Division – Lyric Scott, Azariah Grantham, Jadae Rawlinson, Zanaya Wright; Second Team Blue Division – Alexa Liquori, Alexa Kemps, Kailey McDonough, Angelina DaPonte.

Things going on in our building:

Burnet Middle School was proud to launch an Esports program and team as part of its Title I program. Esports is the term used to describe competitive playing of video games. Esports has been growing in popularity over the last 20 years and has seen a major surge in popularity over the last several years. Globally it is the second most watched competition, second only to soccer; only football is more popular in the United States. It has grown so popular that colleges have begun creating teams and designating space for these programs. Many colleges are beginning to offer scholarships for these programs as well.

The BMS team has started on this new journey by entering the Garden State Esports (GSE) Rocket League State Championship competition. The team is undefeated and won all three official matches.

The team currently has a core group of around 10 players. New friendships have been formed that very likely would not have occurred outside this environment. Additionally, several parents have reached out to express their joy at their students' excitement about the program. As our program continues we anticipate more student participation, especially if our success continues.

The programs future goals include:

- Better representation of the overall student population to include: females and students with special needs
- Student Involvement outside of players to include: promoters, commentators, analysts, managers, journalists, and artists.
- Increased Social Media Presence on multiple platforms.
- Team Website
- Larger variety of games being played

Battle Hill Elementary School is committed to supporting our students, family, and the community. Considering the onset of COVID-19, our pathway towards maximizing community capacity rests on engaging school-family-community partnerships byway of innovative methods such as Zoom, FaceBook, and Google Classroom. Whereas, programs involving face-to-face interactions were guided by the strict enforcement of social distancing, the wearing of masks, and compliance to federal, state, and local guidelines.

In September, Battle Hill hosted two outdoor events: Technology Distribution and Back to School Night. Stakeholders engaged in meaningful discussions, exchanged academic resources and supplies, and enjoyed music and icecream. In October, our school acknowledged HIB with a school-wide pledge, school-family discussion on HIB, and various creative contests. In November, our school hosted a food drive to support the low-income population. In honor of the 2020 Presidential Election, we held a student election to select from the presidential candidates.

The engagement of our families is unparalleled, students and families contributed well over 500 cans of food. Our Battle Hill students and teachers had an awesome time sharing sentimental items during Show-and-Tell. In December 2020, our school enacted Honors Day to celebrate student excellence for the First Marking Period. We are now a part of the National Honor Society for the Elementary Level. Since September, our Students of the Month program has been facilitated to recognize students for practicing digital citizenship. Student nominees receive a certificate and prize that is mailed directly to them. In the coming weeks, our school will host another Show-and-Tell: Pet Animals VS. Stuffed Animals as well as a charity initiative entitled *Click & Donate*, a donation opportunity for stakeholders to contribute to the pediatric patients of Newark Beth Israel. Our RTI Teacher Mrs. Donna Cassidy, also hosts a writing contest with the students.

Connecticut Farms - We have been holding a weekly virtual learning raffle to add a bit of fun and excitement for students! Each week a fun assignment is posted for students in Mrs. Parkhurst's Counseling Google Classroom - they have been things like share a photo doing your favorite yoga pose, share your favorite mindful strategy, or print and color a mindfulness coloring page. When students complete the activity for the week they are entered into the raffle, and we draw 2 winners each Friday. The winners receive a Scholastic book that is mailed to their house. We also acknowledge the winners in our daily morning announcements. Our wonderful PTA has provided the books for us to use as prizes.

Also, to celebrate Thanksgiving, our staff and students shared messages about what they are thankful for. Here are two slideshows we created and shared with our school community to celebrate gratitude and thankfulness to begin this holiday season. One of the themes that we have been working on as a school for the past few years is mindfulness; one of our mindful themed days of the week is "Grati-Tuesday." On these days, we discuss the importance of practicing an 'attitude of gratitude,' and how gratitude can help to improve our mood and make us happier. These projects reflected our focus on being mindful and taking the time to focus on the positive things in life, despite how challenging this year has been.

Franklin Elementary School - Daily Morning Announcements organized by our school counselor, Mrs. Jackson, to uplift and encourage SEL amongst our students. Mrs. Jackson also pushes into classrooms to engage with students and is anticipating introducing Yoga with students. FES also has monthly volunteer Townhall Talks with staff to encourage positivity and SEL amongst the staff. FES has Feedback Fridays for teachers and parents to gauge their experience with virtual learning. FES has a virtual lounge where staff can go so they do not feel isolated. In addition, FES has google classrooms for staff with daily positive affirmations that staff engage with each other. FES invites students to the Principal Pitt Stop on select Tuesdays to have lunch with the Principal and VP and talk. 12/11/2020 - Spending Time with the Administrators will take place during lunch for FES parents.

Dance virtual assembly scheduled for 12/21/2020; FES Sing a Long scheduled for December 22, 2020.

Hannah Caldwell Elementary School - At the start of school, all staff with PTA volunteers had an outdoor meet and greet for families and students to meet their teachers. We also distributed Chromebooks for all K to 4 students in an outdoor venue.

Each day, a video of the Principal, Kathryn DiGiovanni, welcoming the students to the day and reciting the pledge of allegiance. That is followed by a video of a staff member (Ms. Burke) dressed as our Dolphin Mascot, performing the Hannah Chant.

Each week, our teachers award Dolphin Dollars to deserving students for positive behaviors. The PBSIS Committee then uses a virtual prize wheel to award prizes to these students with students that have more Dolphin Dollars having a greater chance to win prizes.

In addition, our school counselor, Mrs. Tramuta, has involved the students and staff in various activities such as, Week of Respect Activities, Digital Citizenship lesson, stories are read to students all grade levels followed by discussions, Character Building Card Game, Gratitude and Kindness lesson, Santa in Blue, and our Virtual Classroom Rules.

Other activities are weekly SEL lessons to aid students in feeling good about themselves. In December, there was a friendship lesson story read to the students. Discussion and activities followed.

In collaboration with the PTA, our students and staff participated in a September giveaway of children's books titled Puppy Dogs and Ice Cream Books (COVID theme). Masks and hand sanitizers were handed out to the HCES families.

In October, the PTA and staff had their Fall Festival, Kid's Yoga, Fire Prevention, Scavenger Hunt, and Pajama Day. In November we assisted the PTA with a Scholastic Scavenger Hunt, the Book Fair, Spirit Day, Thankful Thursday, and a Silent Auction.

Beginning in January, our school will be participating in the Playworks program. Playworks strengthens the social, emotional, and physical development of children by providing safe, healthy and inclusive play and physical activity at recess. It teaches children to resolve

conflicts that arise at recess and carry over to the classroom, restoring valuable teaching and learning time and preventing bullying.

Our school has been and continues to reach out and help our HCES parents/students adjust to virtual learning, getting Chromebooks, academic help, parent/teacher conferences and other needs. We also continue to reach out to our non-English speaking families and our out-of-district students....

Livingston Elementary School -

- Every Friday Mr. Kloc sends a message to all of the students keeping them up to date with important information and reminders for the following week (December 4th message link) - https://drive.google.com/file/d/1igbld_YhfISV-b_q663V_kbKZy6leU1j/view?usp=sharing
- Teachers share daily through a “Schoolwide Staff” Google Classroom videos, interactive lessons and educational websites that can be pushed out for virtual learning.
- Teachers and staff collaborate during their daily PLC’s ways to integrate daily SEL lessons, activities, and discussions.

Washington Elementary School:

1. Thanksgiving Food Drive was a huge success with over 500 lbs. of food collected!
2. Winter Clothes Drive starts in January.
3. SEL / Character Education assembly scheduled for 12/16/20.
4. Two “Extreme Science” assemblies, on 12/7/20, were received very well by all students in pre-k to 4. Thanks WES PTA!

Activities for Respect Week
 Activities for Unity Day
 Activities for School Violence Awareness Week
 Activities for Red Ribbon Week
 Activities for World Kindness Day
 Random Acts of Kindness December Calendar
 Monthly SEL/Character Education lessons
 Individual/Small group counseling sessions
 Virtual Bulletin Boards
 Virtual assembly
 Virtual Counseling google classroom
 Daily SEL activities

Items 1 through 3 were all organized and facilitated by our school counselor, Mrs. Kim Marano. She is the busiest and best school counselor ever!

Education and Curriculum

- Participated in the NJ Start Strong Statewide Assessment -
 - The Start Strong assessment tools are designed to provide educators with an early indication of the level of support students may need for this year, to identify potential in students’ understanding of the NJSLs (NJ Student Learning

Standards). Start Strong assessments are based on prior-year academic standards.

- Assessments available:
 - English language arts (ELA) grades 4-10;
 - Mathematics grades 4-8, Algebra I, Geometry and Algebra II
 - Science grades 6, 9, and 12.
- ELA - Grades 6-12 are introducing new digital novels that better reflect the diversity of our schools. Staff in grades 5-12 are engaging in ongoing training related to how to frame discussions about social justice topics in the classroom.
- Math - The district has entered the second year with the CAR Grant. Math teachers in grades k-6 will be receiving training at the December 9 workshop. After, our district coach, Bobbie Felipe, will be supporting (pushing into grade level PLCs) each of our k-6 buildings.
- Social Studies
 - 73.1% of students passed the Advanced Placement United States History Exam with a score of 3 or better. This is higher than both the state & national averages.
 - 80 students are taking African American History as an elective course at UHS . This is an increase of 20 students from last year when the course was introduced.
 - 86 students are taking Advanced Placement Psychology this year. This is an increase of 30 students from the previous year.
 - In an effort to bring American History to life, teachers at Kawameeh Middle School are visiting local historical sites such as the Hannah Caldwell House, Liberty Hall, the Cannonball House, and Connecticut Farms Church. They will take videos and pictures to show students how Union played a role in the American Revolution.

Counseling, Student & Family Supports

- Financial Aid Information Session for Seniors and Parents in conjunction with HESSA ((New Jersey Higher Education Student Assistance Authority,)
- Virtual Junior Conference Program December-January, individual appointments with counselors to build plan for senior year and post-secondary
- Instant Decision Days and various acceptances article:
<https://www.tapinto.net/towns/union/sections/education/articles/college-information-sessions-and-instant-decisions-days-at-union-high-school>
- KEAN UPDATE: COMM 1402: Speech Communication as Critical Citizenship is available this spring to our senior students with a minimum of a 3.0 GPA (Kean set this criteria) in good academic standing for UHS graduation. (funds were set aside for 15 students) through the School of Communication, Media and Journalism at Kean Flyer:
<https://tinyurl.com/y348f4qs>
- Don't Get Vaped In presentation [Don't Get Vaped In 2021-01.jpg](#)

Librarians/Media Specialists

- 6-12 librarian/media specialists have subscribed to ebooks in MackinVia and EPIC for our students. These ebooks reflect our students as a diverse, equitable and inclusive community. In collaboration with the Union Public Library librarians, the district librarians have offered digital library user cards to our students to expand the ebook offerings to include ebooks services offered by the public library such as TumbleBooks, Hoopla, OverDrive, etc.

Data and Reporting:

- All Fall Reports have been submitted on time with zero errors. This includes:
 - the ASSA (application for state school aid),
 - NJ Family Care (to assure all student have healthcare,
 - Performance Reports (previously the ReportCard and ReportCard Narrative),
 - NJSmart:
 - SID and SMID (student and staff identification),
 - State and Staff Submissions,
 - NJSLA Assessment Registration.
- Enrollment of all students into the Pearson Access Next for the NJ Start Strong Assessment

Special Services:

- Met with SEPAG executive board to collaborate with Department and parents regarding issues pertaining to Special Education
- Board of Education attorney provided training: IEP Writing: A Review of State and Federal Law
- Students and staff participated in meetings to plan for Special Olympics Play Unified program activities
- Students in the classes of Ms. Schraer and Ms. Kohn live streamed the Torch Run event for Special Olympics to cheer on the Union Police Department
- Linkage has been maintained with Marine Corps Reserve through their Toys for Tots Program that has yearly provided for students during the holidays
- Effective School Solutions Newsletter including Insights and Solutions sent to staff and posted on the district website as a resource for families. Each issue of *Insights* highlights an important research topic and provides practical applications for the classroom and at school. Each issue of *Solutions* features important topics related to children's mental health and tips for parents and caregivers.

The following information is based on the school data within Genesis.

- In the school year 2020-2021, we have nearly 100 more students (**95 more**) enrolled in AP courses than in the previous year.
- Over the past 4 years, the total number of students taking AP Calculus has increased each year. In these 4 years, the total number of female students taking AP Calculus has increased each year. Additionally, over the past 4 years, the total number of students taking AP Statistics has increased each year.
- In the school year 2020-2021, there was a 39% increase in the total number of students taking AP ELA courses compared to 19-20.

- This school year, 2020-21, our AP Biology, AP Chemistry, and AP Physics course enrollment is among the highest it has been in the last 4 years.
- Since its inception, the number of female students in the AP Computer Science course has increased each year.
- The overall percentage of students who identify as Black or African American in Genesis enrolled in AP courses has steadily increased since 2017-18. In 2020-21, the percentage of Black or African American students enrolled in AP courses exceeded the overall percentage of Black or African American students enrolled in UHS (for the first time).

Many of the above has been possible through the annual review process of the Honors/AP Placement Criteria where the Honors/AP committee reflects on potential modifications with the best interest of students in mind.

- In 2016-17, forms became digital and the district moved to a rubric score for placement rather than a simple yes/no, allowing for students to earn placement through a range of areas of strength.
- In 2019-20, the rubric score required for placement was adjusted to allow for more students to gain access. Also, any current Honors or AP student who had a projected final grade of a B- or better was not required to reapply for placement - they were automatically admitted.
- Because we realize that there is still work to be done to achieve equity for all students, the Honors/AP committee has been meeting weekly over the last month to redesign placement procedures in Union. Using current research and data (both nationally and across the state), the committee is working to identify best practices regarding placement procedures with a goal of removing obstacles, maximizing opportunities for all students who are motivated to take advanced courses.
- The current committee is composed of Board members, Central Office admin, Supervisors, Principals, teachers, guardians, and students of varying placement levels from elementary, middle, and high schools and includes representation of the Special Education community.

The district will continue to look at ways to always improve student access to advanced programming for all students.

Every year we share what amazing things our teachers are doing with the grants received from the Education Foundation. Since we have been on remote learning, we have not been able to share in person like we usually do.

Mr. Wojcik is going to share a video that Lisa Genovese, a social studies teacher, put together showing the great way Mrs. Genovese has been able to work with our children during the pandemic because of the grant she received from the Education Foundation of Union in 2019. I would also like to thank Susan Lipstein and her team for continually supporting our students, teachers and community by providing these grant opportunities.

Video shared to audience and can be viewed on the district's website.

Attendance for the month of November: Staff 97.8%; Students 96.9%.

It was mentioned earlier about ventilation and returning to hybrid. As Mr. Taum mentioned many times, he wants to make sure that the buildings are safe for when we return. We are still working on making sure that our buildings are reviewed by an outside architectural to make sure we know what we may have to fix. I know Mr. Loessel and his team have been working on things. I would like Mr. Loessel to give a brief update of where we are at. We spoke with EI today; Mr. Loessel can you share a little bit about our conversation and the next steps that are happening.

Mr. Loessel stated two months ago we hired EI Associates to come in and assess our ventilation which entailed mechanical and windows. I had my two air conditioning guys tail them around the district to make sure whatever problems there were, they knew and they could fix. Right now the unit ventilators at nine schools are repaired; we are working on the high school right now. They need parts for that. I got a draft today from EI and I sent it to Mrs. Koon and you about what we have to fix so I am going to give this to our air conditioning guys tomorrow and they will go over this and see what parts they need to fix it. We are in pretty good shape right now.

Mr. Benaquista stated thank you.

I asked our district leadership to document to me some of the things as a way to say thank you to Mr. Tatum and Mrs. Moses on their leadership and their time in our district. I can sit up here as the voice for Mr. Tatum tonight to say thank you. I think it is important to show really some, because I don't have time to speak on everything that Mr. Tatum and Mrs. Moses, during their time at central office and I am thankful for being part of their team. It was truly a collaborative effort. Some of the initiatives that we got through as a district and some of them go back several years – we had:

- Paperless initiative – online back to school forms, report cards and new student registration
- Increased awareness for equity and equality throughout the district, including numerous workshops and trainings, embedding diversity, equity and inclusivity into curricula, consistently exhibited and modeled equitable behavior and practices
- Creation of district app
- Increased number and usage of parent portal accounts – currently at 98%
- Grades 5-12 have student portal accounts
- K-12 one-to-one Chromebook program
- Increase in district internet bandwidth
- Conversion to Google Suite
- Single sign on for students to use district online resources and services
- Technology professional development for all district stakeholders

With Mr. Tatum and Mrs. Moses leadership we have accomplished a lot to really put us in a position during this pandemic to be successful.

Constant and unending support of our Award Winning Visual/Performing Arts Department; planning committee; full-day pre-k program; new courses: African American History, history through pop media, supply chain management, financial literacy and leadership cycles at the middle school level, UHS pathways, introduction to computer science, AP computer science, sports statistics, AP photography, AP music theory, AP studio arts, dance

That is a short highlight of some of the things under the leadership of Mrs. Moses and Mr. Tatum that our district has accomplished; I would publicly like everyone know that I appreciate and value the time that we were able to work collaboratively as a group to support all our students and parents and I wish you guys the best and much success.

Next I would like to thank Mrs. Minneci, the President of the Board, and Mrs. Williams, the Vice President of the Board, for their time as president and vice president. I know you will still be with us but I want to recognize that it is not easy to be part of a Board of Education and volunteering your time.

I also want to thank the Board of Ed members that will be coming on in January – Nellis Regis-Darby, Yocasta Brens and John O’Shea. I look forward to meeting and working with you in the future.

As far as the Board members that will be leaving us – I want to thank you personally for your tiredness giving of your time, energy and willingness to serve on our Board of Education for the Township of Union students, parents and employees. I appreciate everything you have done for us and that goes out to Sherry Higgins, Vito Nufrio and Linda Richardson. Thank you, the job of a Board member is not easy. You volunteer a lot of hours to give back to our community and our students and I thank you for the time you were on the Board. I look forward to working with you in the future as public members.

A parent survey regarding returning too hybrid will be going out by the end of the week. Even if you filled out the survey before, please fill it out again. We need all parents and guardians to complete the survey so the district has the needed information to plan for a successful return. The survey will be going out through Genesis. Please share the information; we need to get close to 100% of the parents responding and what their plans are with regards to returning to school.

Earlier today correspondence went out to the school community in reference to the upcoming snow storm. Again, after speaking with Mr. Tatum we decided to put out information so the parents knew what to expect for Wednesday/Thursday. Right now we think it is going to hit late on Wednesday and effect Thursday more and the letter read:

Good afternoon Township of Union School Community. Due to the impending snow storm forecasted for tomorrow into Thursday, all district buildings will be closed Thursday, December 17th. However, the district will remain in session for asynchronous virtual learning on a half day schedule. Asynchronous meaning, there will be no live sessions, rather, providing there are no power outages, students can communication with their teachers via Google

Meet or email in regards to the day's assignments, only if needed during the half-day session. For those students who use transportation services to attend an out-of-district school, the district will not be providing transportation on this day, remote learning will be provided via the out-of-district school.

The free meals program will provide meals for Thursday when parents go to pick up meals on Wednesday for their students. Meal pick up will be available from 10:00 a.m.-12:30 p.m. at each school building. Again, you will receive two days of meals tomorrow during meal pick up.

Stay safe from the storm!

Madam President I would like to wish everyone a wonderful holiday and a healthy, happy and safe new year. That concludes the Superintendent's Report for the 2020 school year.

Mrs. Minneci stated thank you for such a thorough report. Thank you for highlighting our students. Mr. Arminio would be very proud of you.

Education/Student Discipline Committee Resolutions:

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

E-1. *Agenda item approved at December 8, 2020 worksession (affirm HIB – November 11, 2020 to November 17, 2020).*

E-1A. *Agenda item reported at December 8, 2020 worksession (report of HIB – November 18, 2020 to December 8, 2020) (no vote required; for reporting purposes only).*

E-1B. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods November 18, 2020 to December 8, 2020, in accordance with the information appended to the minutes.

E-1C. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period December 8, 2020 to December 15, 2020 (no incidences to report) *(no vote required; for reporting purposes only).*

E-2. APPROVE CURRICULUM GUIDES

Approve the following Curriculum Guides, in accordance with the information appended to the minutes: (a) Mathematics – Grade K; (b) Mathematics – Grade 2; (c) Mathematics – Grade 1.

E-3. APPROVE TITLE I SCHOOL PARENT AND FAMILY ENGAGEMENT POLICIES
Approve Title I School Parent and Family Engagement Policies for Franklin Elementary School, Connecticut Farms Elementary School, Jefferson School, Burnet Middle School and Union High School, in accordance with the information appended to the minutes.

E-4. APPROVE TRANSPORTATION CONTRACT – MUJC
Approve the 2020-2021 regular school year transportation contract with the Morris-Union Jointure Commission, in accordance with the information appended to the minutes.

DISCUSSION:
None

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

NAY: None

ABSTAIN: Dr. Morgan

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER’S REPORT
That the Treasurer’s Report dated November 30, 2020 be accepted.

F-2. SECRETARY’S REPORT
That the Secretary’s Report dated November 30, 2020 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 November 30, 2020 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/ Yolanda Koon
Yolanda Koon, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of November 30, 2020 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. APPROVE LIST OF 2020-2021 STATE CONTRACT VENDORS

Approve the amended list of the 2020-2021 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-8. APPROVE 2020-2021 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2020-2021 out-of-district student placement list, in accordance with the information appended to the minutes.

F-9. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Graduation Lawn Sign Sale	January-June 2021	UHS/Senior Class – raise funds for the Class of 2021 senior class
Senior Class T-Shirt Sale	January-June 2021	UHS/Senior Class – raise funds for the Class of 2021 senior class
Virtual Fashion Show	February 2021	UHS/Senior Class – raise funds for the Class of 2021 senior class
Flocking Homes	February-May 2021	UHS/Senior Class – raise funds for the Class of 2021 senior class
Virtual Mr. UHS	May 2021	UHS/Senior Class – raise funds for the Class of 2021 senior class

F-10. APPROVE SUBMISSION/ACCEPTANCE OF MSHE FOUNDATION GRANT

Approve submission and acceptance of Mark Schonwetter Holocaust Education (MSHE) Foundation Grant in the amount of \$1,000.00 to be used by Kawameeh Middle School to enhance Holocaust curriculum.

F-11. APPROVE UCESC NONPUBLIC SCHOOL SECURITY INITIATIVE PROGRAM AGREEMENTS – ST. MICHAEL SCHOOL

Approve Union County Education Services Commission Nonpublic School Security Initiative Program Agreements for Saint Michael School located within the district for the 2020-2021 school year, in accordance with the information appended to the minutes.

F-12. APPROVE SUMMIT SPEECH – ITINERANT SERVICES

Approve Summit Speech to provide itinerant services, teacher of the deaf, at the rate of \$165.00 per hour (not to exceed \$5,115.00) for the 2020-2021 school year, in accordance with the information appended to the minutes [Acct #11-000-216-320-01-19].

F-13. APPROVE BUDGET CALENDAR

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

F-14. APPROVE NJTIP AT RUTGERS – TRAVEL INSTRUCTION

Approve NJTIP at Rutgers to provide travel instruction (bus/train) per students’ IEPs for the 2020-2021 school year (not to exceed \$11,851), in accordance with the information appended to the minutes [Acct #11-000-219-320-01-19].

F-15. ACCEPT THE FOLLOWING DONATIONS:

Accept the following donations:

From	For Use By	\$/Item
United States Marine Corps Reserve - Toys for Tots	special education department/students	Toys

F-16. APPROVE MEMBERSHIP TO NJ EDGE CONSORTIUM

Approve membership to NJ Edge Consortium for Sandra Paul, IT Director, at no cost to the district.

F-17. *For informational purposes only – vote not required.* List of legal services for the 2020-2021 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Dr. Morgan

MOTION CARRIED

Operations Committee Resolutions:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2020-2021 school year, in accordance with the information appended to the minutes.

O-2. REPORT ON OFFICIAL REPORT OF ANNUAL SCHOOL ELECTION

Report on the Official Report of the annual school election held on November 3, 2020 as follows (*report only, no vote required*):

Three-year term:	Nellis Regis-Darby	12,296
	Yocasta Brens	12,025
	John A. O'Shea	10,386
	Linda T. Richardson	7,946
	Jeffrey P. East	7,563
	Nadege Ricketts	6,444
	Sienna Bucu	5,310

O-3. APPROVE RESOLUTION/AGREEMENT TRANSPORTATION SERVICES – UCESC

Approve Resolution/Agreement for Participation in Coordinated Transportation Services with the Union County Educational Services Commission (UCESC), in accordance with the information appended to the minutes.

O-4. APPROVE DISPOSAL OF TEXTBOOKS

Approve the Textbook Discard Approval Forms from Franklin Elementary School (all textbooks under 10 years old will be listed on textbook sharing website), in accordance with the information appended to the minutes.

O-5. APPROVE RESOLUTION AWARDDING POWER PURCHASE AGREEMENT

Approve resolution awarding a Power Purchase Agreement (PPA) and authorizing various actions in connection therewith, in accordance with the information appended to the minutes.

O-6. APPROVE RESOLUTION APPROVING PHASE II OF ESP

Approve resolution (a) approving Phase II of the ESP and authorizing other actions, (b) authorizing application to LFB and other actions necessary in connection with sale and issuance of Energy Savings Obligation Refunding School Bonds to finance Phase II of ESP and (c) authorizing appropriate officials, in connection with the information appended to the minutes.

O-7. APPROVE ESIP CONSTRUCTION CONTRACT – SCHNEIDER ELECTRIC

Approve the ESIP Construction Contract with Schneider Electric, in accordance with the information appended to the minutes.

O-8. APPROVE ESIP PERFORMANCE ASSURANCE SUPPORT SERVICES CONTRACT – SCHNEIDER ELECTRIC

Approve the ESIP Performance Assurance Support Services (PASS) Contract with Schneider Electric, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Dr. Francis, Dr. Morgan

MOTION CARRIED

Personnel Committee Resolutions:

Moved by Dr. Francis, seconded by Mr. McDowell, that P-11 be tabled and removed from the agenda.

DISCUSSION:

Mrs. Ruiz stated the process concerns that we heard now a few times. First, this was a long process and it didn't happen overnight. I was part of that search committee and most of my colleagues would agree that we spent a lot of hours interviewing candidates and looking over emails etc. I know we put in a lot of time.

To the extent that certain things can't be discussed because they were discussed in executive session and it is not like we are trying not to be transparent, it is that we are bound by confidentiality and that applies to all of us that were in that room and participated in those communications.

I can only speak for myself here, we certainly have heard everyone's concerns and I think in fairness and to be clear and so everyone knows, this process started in September, we didn't start this three weeks ago. We did our due diligence. I just want to make it clear that we put in a lot of time into this.

I do think out of fairness to the new Board members that are coming on, it should be tabled so that they have an opportunity to meet the candidate and have input and discuss in a larger committee. We won't have as many conflicted members and what our thoughts are as far as moving forward.

Mrs. Higgins stated I need Mr. Taylor to tell me what we are voting on – what a yes vote is and what a no vote is. I have found that a lot of things can be confusing. Mr. Taylor stated the motion on the floor is to table agenda item P-11 – I didn't hear a date it will be tabled to but it would be to postpone it from tonight's agenda to a later time. A yes vote would be in agreement to take it off the agenda for future action. A no vote would be to not table it and then it would remain on the agenda for action. I would recommend that the conflicted members to abstain and not participate in that vote. It may affect the impact the appointment either way so since there are conflicts, the recommendation would be for the conflicted members to abstain from the vote.

Mrs. Higgins stated you are saying to abstain from voting by saying abstain. Mr. Taylor stated let me back up a second, the whether to table or not, is not a conflict or has no impact on

the merits of the matter – it is a procedural matter. My recommendation would be to abstain from voting to appoint the candidate but whether it is on the agenda or not is just a procedural matter of governance so there is no need to abstain on the motion to table.

Dr. Morgan stated I'm going to agree with Mrs. Ruiz when she stated that it would not be fair to the new oncoming Board members who will be installed in January. Mr. O'Shea made a great point at last month's meeting when he stated that this would probably be a lame duck vote. People that are leaving should not be picking the new superintendent because the people who voted for Nellis Regis-Darby, Yocasta Brens and John O'Shea – chose them because they knew they would be choosing the next superintendent so this resolution should be tabled for those reasons. In addition, this is an interim position and they should have the right to interview the candidate and candidates who will be appointed when the time comes. I thought that was settled but now we see this on the agenda and the public believes that it was slid on in the dead of night but I guess as a Board member it was slid on at the dead of night for me also because I was also not aware that it was going to be on the agenda. I just wanted to make it clear to the public that this was not a slick move as someone said or someone having their own agenda – I don't know what that agenda is. There are many theories out there but you know I deal with facts and the facts are Nellis Regis-Darby had 12, 296 votes, Yocasta Brens had 12, 025 votes and John O'Shea had 10,386 votes and those people should have the right to choose the interim and the next superintendent of Union Public Schools.

Mrs. Higgins stated I agree but I also think that if you are on a Board and you have the right to vote. Right up to the end you have the right to vote. I agree with you and I don't agree with you. I don't have to agree. Dr. Morgan stated I'm not saying you can't vote, I just wanted the public to know what the thought process is for Dr. Morgan. There is so many things out there and I don't like it and I deal with facts. Let's talk about the facts.

Mr. McDowell stated Dr. Morgan, I agree with you and I do like how you explained this that an awful lot of people voted for those three new Board members and that those three new Board members would be choosing the next superintendent. Thank you for explaining that to all the listeners.

Mr. Nufrio stated to clarify the question Sherry posed and certainly I want to be sure that I'm thoroughly clarified on it. The motion to table this is a procedural process which all Board members, including the three conflicted Board members who will not be voting on the resolution if it should fail to be tabled, in essence it is moot, but we are entitled to vote for this particular motion to table or to proceed forward with it. A yes vote would be to table it and a no vote would be to allow the resolution, as it is, P-11 to come forward to the table for a vote for the non-conflicted. Is that correct Mr. Taylor? Mr. Taylor stated yes it is.

Mrs. Richardson stated as the lame duck member of the Board, as Mrs. Ruiz said, we have been working on this since September interviewing individuals for the interim superintendent position. Spending time from September, October, November, December – four months of time and then to turn it over to the new Board that is only going to be on January 7th – the day you will be voting on it. I feel that is a little bit unfair. Putting in all that time, if I have known that I probably wouldn't have attended any of the meetings because now I'm called a

lame duck. I still can vote I know that but I put in all the time, they didn't. They are the new Board members coming in, they don't know any of them. We interviewed people and they will probably interview one person. I don't think it is really appropriate but that is o.k.

Dr. Morgan stated you don't know what is going to happen once the new Board members get here because they have a voice. They may want to start the process all over again. Had we had this done in September/October it wouldn't be a conversation right now but we didn't get it done. It is not done and we need to move forward and unfortunately you won't be here. There is no need to vote on it tonight. You can vote on it; you can do whatever you need to do. Everyone has their right to do so but again the public voted for three Board members, we didn't get it done, it is December 15th, we have to do it next month.

Mrs. Richardson stated I thought we had to have a least an acting superintendent in place. Dr. Morgan stated Mr. Taylor can you please answer that question. Mr. Taylor stated pursuant to statute of the school district, it is required by Title 18A to have a superintendent in place, a full-time superintendent (i.e. between 3-5 year contract, acting and or interim). Interim during a long-term absence of a full-time superintendent, acting being when there is a vacancy. Based upon my recollection, Mr. Tatum has submitted his retirement effective on midnight of December 31st so as of January 1st there will be a vacancy in that position requiring action by the Board of Education to be in compliance with the statute to appoint an interim or acting or full time superintendent effective January 1st.

Technically, the term lame duck has been tossed about, the Board members are sworn in to serve until the next reorganization meeting. The fact that there is a vacancy prior to the next reorganization meeting, Board members retain their power and/or right to exercise their vote for any action that will take place during their term in office (i.e. the period from today to January 6th – up to your reorg). Thank you.

Mrs. Williams stated since Dr. Morgan was talking about dealing with facts, the fact is on September 15th I actually walked on a resolution recommending that Mr. Benaquista be appointed as the acting superintendent which would probably give the new Board the opportunity to start the process for the permanent. Fact, when I made that motion, I believe Dr. Francis referred to me as shady and shysty and I believe he called me a puppet. I liked a different candidate so that is neither here nor there and I did what the committee wanted me to do.

I got an email and I'm not saying which member of the committee but it says "Good morning, why would we start a new search for interim when we haven't even put Dr. Martin's contract on the interim position on the agenda for a vote. Let's do things the right way and put it on the agenda for vote and discussion once it is approved by the County." We got that approval from the County, I put it on the agenda. There wasn't anything shady, there wasn't anything underhanded – it was what the committee wanted.

Dr. Morgan stated no, you did what one person wanted. The meeting that you were absent, we discussed something different. I don't know if someone told you and because I wasn't there last week. Mr. Taylor stated just consistent with what Mrs. Ruiz said, please be

mindful of what was discussed in closed session versus what was discussed in extraneous emails or extraordinary conversations. Anything discussed in closed session is confidential and not appropriate for public disclosure.

Dr. Morgan stated thank you Mr. Taylor, however, what she stated wasn't facts. I don't know what you are talking about from my perspective, we discussed something else.

Dr. Francis stated what we discussed in closed session with the NJSBA, Gwen Thornton, Mrs. Williams, there was a consensus of what we were going to do and you came out of that meeting after an hour in executive session, if your intent was to recommend Gerry, you should have said that in executive session, you did not. You came out and blindsided all of us and that is why I called you shady and shysty. Mrs. Williams stated that is fine but the information I was receiving from Gwen in that particular session was again, we can't talk about it, but that was what I based my decision on to walk the resolution on. Again you all have a vote and you voted it down and here we are looking for an interim.

Dr. Francis stated the consensus of the Board during our two executive session meetings was to pick this up in January so that three other Board members who are elected could have their say as well. In addition to that, the other part of it was, we knew from what our instructions were from our lawyer Mr. Taylor was the concerns of the Executive County Superintendent – did we have any lame duck members; what is the rush – these were all the questions asked. We knew all this. For this to be put on the agenda and it wasn't by us it was by you; again taking your own actions and now we have this. I'm going to say it the way it is. It was put on the agenda so that you could have members, your members come out and speak and have all this dialogue – whoever was being put up for possible superintendent to have everything – thrown under the bus. You got what you got. I tried to ask for this to be removed earlier. Mrs. Minneci knocked it down, she didn't want to go out of order, that is fine. You all got what you wanted and that is the end of it.

Dr. Morgan stated can I just add – we keep having this discussion about chaos and division. I don't have a problem with anyone here if we do things the right way. We can't be in executive session one minute and come out and go another way. That is why you have executive session so that when you come out into the public, you can put the motion up for vote and we vote. I have been blindsided by this Board every time. It is always something that causes division and we speak up for ourselves, then we shouldn't feed into it and we shouldn't do this and we shouldn't do that – I'm getting a little tired of it. I have been shut down on this Board since I have been sitting here so I hope when the three new people come on we can actually get some things done. We haven't had a superintendent evaluation; we haven't had updated policies. We don't even have Board goals. We have just been running around like a rat, spinning around like a hamster just doing whatever you want to do instead of doing what is best for children. What are our Board goals? We need to stop. It is ridiculous that we can't even determine what our goals are for the Board. What are we working for? I heard someone mention special education and gifted and AP – those should be our Board goals and that is how we should observe or superintendent. We have not done anything in two years so now we are again with this resolution that is just causing more chaos. If you don't want to table it fine, we can vote and move but this is what we have been dealing with. The public needs to know that – they need to

know what has been going on since I have been here. For what I gather it has always been going on but I haven't done anything on this Board. I'm not on any committees. I'm not doing anything. Mrs. Minneci stated that was your choice Dr. Morgan.

Dr. Morgan stated it's not your time, I'm talking. Mrs. Minneci stated I'm just commenting. Can we call for a roll call now?

Dr. Morgan stated I'm not done. Mrs. Minneci stated I'm going to call for a roll call. Dr. Francis stated you can't call for a roll call. Mrs. Minneci stated we are calling for a roll call on whether or not to table P-11.

AYE: Dr. Francis, Mr. McDowell, Dr. Morgan, Mrs. Ruiz

NAY: Mrs. Higgins, Mr. Nufrio, Mrs. Richardson, Mrs. Williams, Mrs. Minneci

ABSTAIN: None

MOTION FAILED

Mr. Taylor stated it stays on the agenda.

Mr. McDowell stated this resolution P-11 will need five votes to pass. Mr. Taylor stated correct, pursuant to Title 18A, an acting superintendent is defined and interpreted by the Commissioner of Education as a personnel action and it requires five affirmative votes to pass. Mr. McDowell stated we have three conflicted members. Mr. Taylor stated six Board members are able to vote, the three conflicted members have to abstain on the action and substance of the matter.

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. 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.</u> <u>Date</u>	<u>Reason</u>	<u>Notes/</u> <u>Corrections</u>

Daniel De Marco	Teacher of Mathematics	Kawameeh Middle School	Resignation 1/18/2021	Resignation	Last day of work will be 1/18/2021
Edward Gottlin	Woodshop teacher	Union High School	Retirement Effective 4/1/2021	Retirement	
Tracey Ferville	Paraprofessional of Special Services	UHS	Resignation Effective 11/30/2020	Resignation	
Russell Wyckoff	Teacher of Health & Physical Education	Franklin	Retirement 12/31/2020	Retirement	
Dianne Vassallo	12 Month Secretary	UHS	Retirement 2/1/2021	Retirement	

P-3. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes/ Corrections: All tentative approvals are pending required documentation.
Kerri Duplissis	Elementary Teacher of Physical Education	Hannah Caldwell	1/11/2021- 6/30/2021	Paid Child Rearing Leave followed by Unpaid FMLA/ NJFLA (Concurrently) and Non FMLA/Non NJFLA	FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks.
Lisa Erickson	Elementary Teacher of Special Education	Battle Hill	11/9/2020- 11/8/2021	Intermittent FMLA/NJFLA	FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks.
Deirdre Hoctor	Teacher of Special Education	Union High School	1/4/2021- 5/24/2021 Return 5/25/2021	Paid Child Rearing Leave and Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks.
Melissa Glenn	Elementary Teacher	Hannah Caldwell	1/22/2021- 6/30/2021 Return 9/1/2021	Paid Child Rearing Leave and Unpaid FMLA/NJFLA (Concurrently)	FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks.

Courtney Sharpe	Elementary Teacher	Battle Hill	Tentative Return of 2/16/2021	Paid Child Rearing Leave	Notified return date may change to 3/2/2021 pending.
Nicole Placca	Teacher of Spanish	UHS	Extension Return 3/1/2021	Non FMLA Unpaid Child Rearing Leave	Org. unpaid leave began 9/1/2020.
Maria Sibia	Elementary Teacher	Livingston	1/25/2021-5/26/2021 Return of 5/27/2021	Paid Child Rearing Leave followed by Unpaid FMLA/ NJFLA (Concurrently)	FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks.
Dianne Vassallo	12 Month Secretary	UHS	Extension through 1/29/2021	Extension of Paid Medical Leave	Org. leave began 9/9/2020 Retirement date of 2/1/2021
Heather West	Teacher of Science	Kawameeh Middle School	Extension through 6/30/2021 Return 9/1/2021	Extension of Unpaid Non FMLA Child Rearing Leave	Previous FMLA entitlement exhausted. Org. Leave began 5/29/2020.
Hall, Shaquana	Custodian	Hannah Caldwell	Extension through 1/29/2021 Return 2/1/2021	Extension of Unpaid Non FMLA/Non NJFLA	FMLA/NJFLA entitlement exhausted. Org. Leave began 5/11/2020.
Ovidio Lopez	Custodian	Washington	Extension through 12/31/2020	Extension of Paid Medical Leave	Leave began 2/26/2020. Retirement 1/1/2021
Cesar Bartolo	Grounds/Maintenance staff	Central Office	1/4/2021-3/29/2021	Unpaid Paternity leave under FMLA/NJFLA	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks

Candice Gainer	Paraprofessional	Franklin	1/4/2021-4/30/2021; Return 5/3/2021	Paid child rearing and unpaid FMLA/NJFLA	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Linda Regal	Special Education Teacher	Hannah Caldwell	12/3/2020-6/30/2021	Intermittent FMLA/NJFLA	

P-4. APPROVE AFFIRMATIVE ACTION OFFICER AWARDING CONTRACTS – KOON
 Approve Yolanda Koon as Affirmative Action Officer for awarding contracts for the 2020-2021 school year under P.L. 1975, c. 127, at no cost to the district.

P-5. APPROVE CUSTODIAN OF RECORDS – KOON
 Approve Yolanda Koon as Custodian of School Records for the 2020-2021 school year, at no cost to the district.

P-6. APPROVE PUBLIC AGENCY COMPLIANCE OFFICER – KOON
 Approve Yolanda Koon as Public Agency Compliance Officer (PACO) for 2020, at no cost to the district.

P-7. APPROVE QUALIFIED PURCHASING AGENT – KOON
 Approve Yolanda Koon as Qualified Purchasing Agent (QPA) for the 2020-2021 school year, at no cost to the district.

P-8. APPROVE STUDENT TEACHERS AND INTERNSHIPS
 Approve student teachers and internships for the 2020-2021 school year, in accordance with the information appended to the minutes.

P-9. APPROVE SETTLEMENT AGREEMENT AND MUTUAL RELEASE -UTEA
 Approve Settlement Agreement and Mutual Release between the Board of Education and the Union Township Education Association (UTEA), in accordance with the non-public information appended to the minutes.

P-10. APPROVE SETTLEMENT AGREEMENT – S.G.
 Approve Settlement Agreement and General Release Between the Board of Education and S.G., in accordance with the non-public information appended to the minutes.

P-11. *Approve resolution and contract appointing Patrick Martin as Interim Superintendent of Schools for the period January 1, 2021 through June 30, 2021 (agenda item failed)*

Conflicted Board members must abstain on P-11.

DISCUSSION:

Dr. Francis stated coverage for science supervisor that retired – there are four administrators that covering for him. My question is do they have a science background Mr. Benaquista? Mr. Taylor stated this is a personnel issue and should be discussed in closed executive session. Dr. Francis stated I want to do that.

Mr. Taylor stated we should amend the motion to remove that item from the list. We do have to go into closed session; we have two litigation updates for the Board. For the record, what were the numbers?

Dr. Francis stated P-1A Administrators. The other question is there are P-1B (home instruction) will we need to have home instruction since we are doing stuff virtually? Mr. Taylor stated I would also suggest Dr. Francis that we discuss this in closed executive session. Due to litany of pending or anticipated litigation of related claims and matters involving the IDEA on a federal and state level but also local IEPs and claims should be discussed in closed session.

We should amend the motion to remove those items and hold them for after closed session. P-1A-Administrators and P-1B (home instruction) will be voted on after executive session.

AYE: Dr. Francis, Mrs. Higgins, Mr. McDowell, Mr. Nufrio,

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

NAY: Mrs. Richardson (P-11), Mrs. Williams (P-11)

ABSTAIN: Dr. Francis (P-11), Mrs. Higgins (P-11), Mr. McDowell (P-11)

Dr. Morgan, Mr. Nufrio (P-11), Mrs. Ruiz (P-11),

Mrs. Minneci (P-11)

P-1A through P-10

P-11

MOTION CARRIED

MOTION FAILED

Policy Committee:

Mr. Nufrio stated these are the two policies that were mentioned at the last meeting. I did ask the committee to submit any changes that they would recommend. I received no emails from any of the committee members. As such it was placed on the agenda. The question remains as to whether the proper wording is one that brings to question, I'm going to go back to when we first talked about these policies, I did ask if the superintendent was consulted on these two policies and I believe the answer was yes originally. Mr. Taylor stated I don't know him directly but the administration. Gerry and Mrs. Moses work with Mr. Tatum; I don't know if Mr. Tatum personally reviewed it but I know that the administration, on his behalf, reviewed it.

Mr. Nufrio presented on behalf of the Administration and the Policy Committee the following policies for first reading:

POL-1.POLICY – DISTANCE LEARNING POLICY

Policy – Distance Learning Policy, in accordance with the information appended to the minutes. (*FIRST READING*)

POL-2.POLICY 5516 – USE OF ELECTRONIC COMMUNICATIONS AND RECORDING DEVICES

Policy 5516 – Use of Electronic Communications and Recording Devices, in accordance with the information appended to the minutes. (*FIRST READING*)

Mr. Nufrio stated second reading will be in January.

Approval of Bills:

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

DISCUSSION:

None

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

NAY: None

ABSTAIN: Dr. Morgan

MOTION CARRIED

Unfinished Business:

None

New Business:

Mrs. Minneci stated I wanted to take a few minutes to express my gratitude and appreciation to the two administrators that are retiring on December 31st and the three Board members whose terms will be up in January.

To Mrs. Moses and Mr. Tatum, thank you for your many years of hard work and dedication to the Township of Union School District. In the past four years I have had the privilege of seeing firsthand the programs that you have spear headed and are currently in place and those that are still in the development stages. You will be missed. My best wishes for a happy and health retirement.

To Mrs. Higgins, thank you for all your contributions that you have made in the last three years on the Board, the committees you have served on and I appreciate all your hard work and time.

To Mrs. Richardson, words cannot express my gratitude and appreciation for the many hours you dedicated as chair of both fiscal and operations. You reviewed each document with a fine tooth comb and you were always able to explain, especially to me, all the needed information.

Mr. Nufrio, thank you for dedicating almost 10 years to serving Union’s children. I appreciate all the hard work and sharing all your experiences and knowledge. I know I have said

it to you and many people that you are a wealth of knowledge on board policy, procedure and education. Thank you for all your time. I know the community thanks you. I'm looking forward to seeing the three of you participating in meetings as concerned residents.

Thank you to all three Board members, congratulation to the three incoming and hopefully we will get to meet and talk in January and I wish everybody a happy holiday.

Mrs. Williams stated you were very thorough – thank you to everyone but I would like to personally thank Mr. Tatum and Mrs. Moses for their service to the district. They are going to be missed and to the three outgoing Board members, you did such an amazing job as Board members despite what any other people might want to say, I know where your hearts were and you worked on behalf of or children and I really happy that I had the opportunity to work with you three.

Mrs. Higgins stated thank you Mary Lynn and Nancy – you guys are awesome Board members. I just want to say it was a privilege to work beside you and to learn from you. Thank you.

Mr. Nufrio stated I would like to thank the public that did vote for me for the three terms that I served but also I want to congratulate you for doing two years of presidency. As far as three of us are concerned that are outgoing, I just want to quote a very famous person that once served as governor of California – I'll be back.

Mrs. Richardson stated I would like to thank you as president for the last two years and Mr. Nufrio, I was here when you were president, and all the other Board members I have worked with for the past three years. It does take a Board not to always agree on things to come to a solution that is appropriate for the community. Although we may not all think the same way, I hope that we all have the children's best interest at heart when we are making our decisions. Thank you and I enjoyed these past three years.

Mr. Nufrio stated Linda, you came on the Board, you admitted that you needed to learn a lot and you did and I was very impressed on how you did approach the two committees that I served on with you. There were times that I felt you were exceeding your limitations and you proved that to be true by learning and consulting and investigating. You also shared a lot of your other experiences in your position where you serve currently at work. To remind everyone, this is a public institution and we are guided by different standards, statutes but some are the same, certainly transparency and due process is what is expected of all institutions – public or private.

To Mr. Benaquista or about him, I just turned 71 years of age, 50 of them were served as an administrator, teacher, Board member and in the 50 years that I have been in t his profession, I have to congratulate you Mr. Benaquista for the amazing superintendent reports. It was complete, extensive but I think you failed to do one thing – you didn't tell us how many inches of snow we are going to get. Thank you for such a wonderful presentation. Mr. Benaquista stated thank you and I think it is going to be 8-12.

Mrs. Richardson asked what is going to happen if we don't have a superintendent during this period of time. The new candidates are coming in; are they going to interview? I don't know what the process is going to be in between.

Mr. Taylor stated the Board can convene a special meeting between now and the reorg or the issue can be addressed at the reorg or soon thereafter by the newly comprised Board of Education.

Comments from the Public:

Susan Lipstein stated I will talk as the president of the Township of Union Education Foundation. I want to thank Mr. Benaquista for airing the video that was sent by Mrs. Genevese because it shows what kind of teachers we have – creative and innovative skills and abilities and to take the time and effort to apply for the grants. We are awarding grants for the next school year. Applications will be online in January so go onto our website and find it. Whoever applies, it goes to a grants committee that is made up of educators, mostly retired teachers of the district. They review them and bring them to our committee meeting and discuss what they thought about them and that I have the job of letting people know if they got the grants but I also have the job of telling them if they have not gotten them. Over the last few years we let everyone that doesn't get a grant, we tell them why and the reasons why it didn't fit our criteria. We sometimes give people another chance to write a grant. We rely on donations and fundraising has been difficult this year. We are not a multi-million-dollar corporation. We thank every single person who supports us and every dollar makes a big difference. I want to wish everybody a happy new year and a better year for all of us and that the kids get back into the classrooms sooner rather than later and that we have an efficient and effective school year. Thank you.

Kathleen Brunsmeiers stated congratulations to the new Union High School student liaisons. I think they did an incredible job tonight and speaking on behalf of their grade levels. I don't know how they get chosen but whoever did the choosing you did a great job picking out those students. I want to give a shout out to all the students, all the families and all my colleagues. I also teach here in the district and to everyone in the administration level and to the Board members. I know how hard every single person is working this year. I am blessed to have a fabulous class with fabulous families supporting them. It is a struggle for every single person. I just want everyone to know that I think everybody in Town is doing the best that they can do and do a great job and we are going to get through it and we are going to keep looking at the positive side. I have had some great experiences and learn my families that I would never get to do if we weren't virtual. We look at the positive side in my class every day. I wanted to say I would like to say I was part of the planning team that Mr. Tatum's team, who helped put together the mission statement. I would like to say congratulations and best wishes to Ms. Boakye but I would also like to thank her for bringing it forward and calling our attention to that mission statement. We did not throw that together. We worked hard to put that together and we looked at the meaning behind all of that and every word. We spent a lot of time trying to focus on the mission statement for this district. The honesty part speaks volumes and the community part speaks volumes. We need to do better so that we all can be better and we expect a lot from our Board members. I wanted to say thank you to Mr. Tatum and Mrs. Moses and best wishes to Ms. Boakye – I hope you all have a wonderful sleeping through a snowstorm and not have to

worry about making a call as to if we would be out or not. I would like to say to the Board members please remember I don't know who it was who leaked something, I like you all personally and my personally things have nothing to do with what is happening, somebody went into a confidential meeting and took confidential information and then leaked it. That is a big concern I have as a taxpayer, as a parent from this district and as an employee. I think you need to try to remember, I don't know who it was, it needs to be held to an accountable situation. Who is going to be leading the ship come January 1st? Mr. Benaquista has been doing a fabulous job. Welcome Mrs. Koon. Season's greetings everybody.

Mrs. Higgins left meeting at 11:20 p.m.

Richard D'Avanzo stated UTEA vice president – congratulations to the outgoing Board members and happy holidays, healthy and safe one and hopefully we get to the end of this pandemic sooner than later. I'm not understanding Mr. Taylor – you said that statute 18A says January 1st that there has to be a superintendent in place but then you said that the current Board members are still on until the reorganization meeting. What technically happens on January 1st? The district does not have an interim superintendent in place. Can someone please clarify and explain what happens over those days? Are you not out of compliance because of that? I would like to have that explained. There are a lot of people asking that question. I think everyone here would like to know that answer.

Mr. Taylor stated I can't give legal advice to you as a member of the public. Mr. D'Avanzo stated I'm not asking for legal advice. Mr. Taylor stated pursuant to 18A every New Jersey school district is required to have a superintendent. You asked what will happen on January 1st, I presume the sun will shine and will go down in the evening, I can't predict what will happen that day, I will leave it to the determination of the Executive County Superintendent, Commissioner of Education and/or any other governing body or person who has jurisdiction to determine what may happen. The reality is the district will still operate until such time as there is a permanent, interim or acting superintendent in place.

Mr. D'Avanzo stated it is not going to happen January 1st so the district is out of compliance. Mr. Taylor stated that is not what I said I will refer to the Executive County Superintendent.

Mr. Le stated my comments are more of my gratitude and thanks to Superintendent Tatum and the assistant superintendent for their service. I saw on the agenda that Mr. DeMarco is also leaving the school district in January and he was my 6th grade math teacher and I want to thank him for his services as well. I want to thank Mrs. Higgins for your time on the Board, Mrs. Richardson, thank you and Mr. Nufrio, thank you. If I could sum up my comments regarding the three of you, you have a deep commitment to the children, facts, to relying on data and due diligence and procedure to do the right thing for our children and community and our school district. I want to make sure that people know that you have always governed and acted in a professional manner, in a manner that speaks to the integrity, compassion of each of you have. Thank you for your service as well as the service of many other folks that are leaving this year.

Mrs. Williams stated with all these questions and Linda's concern and the public's concern, I would like to reintroduce the motion to appoint Gerry Benaquista as acting superintendent, beginning January 1st.

Moved by Mrs. Williams, seconded by Mrs. Richardson, that the following resolution be adopted:

Approve Gerry Benaquista as Acting Superintendent.

DISCUSSION:

Mrs. Richardson stated if we are not going to be compliant with the statute that we should at least appoint Mr. Benaquista as acting superintendent until the new Board has an opportunity to interview for interim superintendent and keep the district in compliance with what the laws are. I'm concerned that if we don't have someone and they have to be rushed on the reorganization day, to appoint someone they never even met, I don't think that is fair to the district, the new Board because they are going to be working with this interim superintendent and I think it would make more sense to have him continue as he has been doing the work now until they have the time to meet with the interim superintendents that they may be interested in appointing.

Mrs. Ruiz asked is Mrs. Williams going to put a time limit – 2 days, 2 weeks, 2 months or are you going to leave it open. Mrs. Williams stated I think with the new Board members coming in, they get to determine that. With us being all over the place, we need somebody on January 1st. Again, everybody is talking about not tying the hands of the new Board members, they get to decide. Once they start the interview process or whatever, we move with them to make it fair.

Conflicted Board members must abstain on vote.

AYE: Mr. McDowell, Mrs. Richardson, Mrs. Ruiz, Mrs. Williams

NAY: None

ABSTAIN: Dr. Francis, Dr. Morgan, Mr. Nufrio, Mrs. Minneci

MOTION FAILED

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Ruiz, seconded by Mrs. Richardson, that the Board go into Executive Session at 11:32 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: pending litigation – Ionta/Lowery and a recent unfair labor practice filed by the UTEA regarding sick leave matter, personnel matters – P-1A Administrators (#5-10); P-1B (home instruction).

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: Dr. Francis, Mr. McDowell, Dr. Morgan, Mr. Nufrio,
Mrs. Richardson, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Richardson left meeting at 12:04 a.m. (December 16, 2020). The Board returned to public session at 12:26 a.m. (December 16, 2020).

Upon recommendations of the Superintendent, the following resolutions were moved by Mr. McDowell, seconded by Mrs. Williams, for adoption:

Approve P-1A ADMIN - #5-10, in accordance with the information appended to the minutes.

Approve P-1B – home instruction, in accordance with the information appended to the minutes.

AYE: Dr. Francis, Mr. McDowell, Mr. Nufrio, Mrs. Ruiz, Mrs. Williams, Mrs. Minneci

NAY: None

ABSTAIN: Dr. Morgan

MOTION CARRIED

Mrs. Minneci stated thank you everybody for your time and patience. I wish everybody a happy holiday – whatever you celebrate and we will see you in the new year.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Mrs. Williams, that the meeting be adjourned at 12:28 a.m. (December 16, 2020).

AYE: Dr. Francis, Mr. McDowell, Dr. Morgan, Mr. Nufrio, Mrs. Ruiz, Mrs. Williams,
Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON
BOARD SECRETARY

