

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – November 17, 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, November 17, 2020 at 7:00 p.m. via Zoom, pursuant to the notice sent to each member.

Mrs. Minneci called the meeting to order at 7:06 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

ABSENT AT ROLL CALL:

Mrs. Mary Lynn Williams

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mr. Gerry Benaquista, Mrs. Annie Moses, Mrs. Fernanda Manochio, Mrs. Diane Cappiello, Mrs. Kim Conti, Mrs. Ann Hart, Mr. Craig Wojcik, Mr. Barry Loessel, Mrs. Maureen Guilfoyle, Mrs. Sandra Paul

ALSO PRESENT:

Mr. Lester Taylor, Esq., Ms. Kendal Longmore, Esq.

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

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

Mr. Nufrio read the District’s mission statement.

[Comments from Public on Resolutions:](#)

Ann Margaret Shannon asked is there going to be an item on the interim superintendent brought on the meeting tonight? Mr. Taylor stated there is nothing on tonight’s printed agenda regarding an interim superintendent. I do need and will speak with the Board in closed executive session regarding matters of personnel. Ms. Shannon stated I don’t want to miss it if it is going to be walked on.

Mr. Taylor stated just for the record, this is a regularly scheduled meeting of the Board of Education pursuant to the Open Public Meetings Act. Board members are free and able to walk matters on – it happens on a regular basis. There is no violation of the law, transparency etc., by walking matters on. However, on the printed agenda there is no such item as you referenced. However, the Board may discuss matters of personnel concerning leadership in the district.

Ann Margaret Shannon stated do I speak to something – I’m concerned about or do I wait until you bring it on and then will you reopen public comments. Mr. Taylor stated the first session of public comments, as is the case every month, is for agenda items only. The second comment period is for other items. If you have questions about the agenda, it is your time.

Ann Margaret Shannon stated the second public comment may be too late. If something does come up that is not on the agenda, will you open up for public comments again. Mr. Taylor stated you may talk about matters that are on the agenda – as of now there is nothing on the agenda for what you indicated.

Ann Margaret Shannon stated I hope that if something comes up you will reopen public comments. Thank you.

Steven Le stated F-18 – regarding the resolution approving the indemnification of Board members Francis, McDowell, Morgan and Ruiz with a retainment of an attorney at the hourly rate of \$300. I have a question with regards to costs. It is my understanding that the Board has continuously raised the ceiling with regards to legal fees and from my understanding and experience on the Board, I was on the Board in 2016, typically the services that are retained with regards to legal tends to be within the range of \$100-\$175 an hour. I think tonight you are voting on a measure F-14 with regards to Mr. Fallon at \$170 an hour. I have a sense of sticker shock of \$300 an hour to retain an attorney to provide this legal service. It also leads to my second question because there is some indemnification, is there a not-to-exceed amount? Is there a cap in which whatever insurance provider caps that coverage of the fees accrued by the retaining of Mr. Rubin for the two ethics complaints for these Board members. If we can get some clarity on the process of how we got to \$300 an hour and if we can get some clarity of a cap of the coverage in which the school district will pay for with regards to these legal fees – that would be appreciated.

Approval of Minutes:

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

1. July 16, 2020 – special meeting
2. July 16, 2020 – executive session
3. July 21, 2020 – regular meeting
4. July 21, 2020 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Dr. Morgan (July 21, 2020)

MOTION CARRIED

Communications:

REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Letter from Township of Union Recreation Department requesting the use of school gyms for winter recreation programs for the children of Township of Union during the months of January through April.

LETTER FROM STATE OF NEW JERSEY

Letter from State of New Jersey, Department of Transportation, offer to purchase temporary construction easement, Route 82, Section 1, Parcel E32.

LETTER OF RESIGNATION – HARRIS

Letter of resignation from Isaiah Harris, teacher’s assistant/special services-Jefferson School, effective October 30, 2020.

REQUEST FOR LEAVE – COSTLEIGH

Request for paid medical leave from Dale Costleigh, electrician-Central Office/Maintenance Department, October 5, 2020-November 24, 2020.

REQUEST FOR LEAVE EXTENSION – LOPEZ

Request for extension of paid medical leave from Ovidio Lopez, custodian-Washington Elementary School, tentative return date December 1, 2020.

REQUEST FOR LEAVE – ROMEO-ANDRIULLI

Request for paid medical leave and unpaid FMLA from Teresa Romeo-Andriulli, teacher-Battle Hill Elementary School, October 22, 2020-December 20, 2020.

REQUEST FOR CONTINUED LEAVE – KELLY

Request for continued paid medical leave from Eileen Kelly, teacher-Connecticut Farms Elementary School, through December 31, 2020.

LETTER OF RETIREMENT – KELLY

Letter of resignation, for purpose of retirement, from Eileen Kelly, teacher-Connecticut Farms Elementary School, effective January 2, 2021.

LETTER OF RESIGNATION – JOHNSON

Letter of resignation from Tahiyah Johnson, teacher assistant-Kawameeh Middle School, effective October 23, 2020.

REQUEST FOR LEAVE EXTENSION – HALL

Request For extension of leave under FFCRA-Emergency Paid Sick leave Act (EPSLA) from Shaquana Hall, custodian-Hannah Caldwell Elementary School, through November 13, 2020.

REQUEST FOR LEAVE – SANCHEZ MENDEZ

Request for paid medical leave from Joel Sanchez Mendez, custodian-Burnet Middle School, November 16, 2020-December 23, 2020.

Superintendent's Report:

Mr. Tatum stated there was to be a report on the status of past years of students in the Advanced Placement program, that will be done next month due to Mr. Benaquista not being able to present tonight. I will ask Mrs. Guilfoyle to introduce our presenter tonight as we discussed last week on Union's equity journey.

Maureen Guilfoyle stated tonight we have Dr. Josue Falaise. He is the founder and CEO of GOMO Educational Services. He is a former teacher, principal, assistant superintendent/chief academic officer with experience from suburban and urban school districts. His kindergarten through twelfth grade experience spans over 22 years. During those years, he was a devoted servant leader engineering programs that would level the playing field for his students, building the capacity of staff and fostering inimitable relationships that he maintains with former staff, students and colleagues today.

Most recently, Dr. Falaise was the director of the Rutgers Institute for Improving Student Achievement (RIISA) at the Rutgers University Graduate School of Education (RGSE). During his time at RGSE, Dr. Falaise traveled the globe working with over 100 school district/organizational leadership teams and higher education institutes to help them design systems of addressing equity. District/organization leaders and their teams participated in short-term and long term growth opportunities like conferences, network opportunities, keynote presentations and perennial in-district/organizational training across the US to review, critique and redesign systems, policies, procedures and practices for equity and equal access/opportunity for all students and clientele.

Dr. Josue Falaise presented to the Board of Education; a summary of same is below. The presentation is appended to the minutes and can be seen on the district website.

Dr. Josue Falaise stated phonetically speaking my name is Dr. Zhe-zu-way Fa-lez. I am a former teacher, former principal, former assistant superintendent as well as working at Rutgers Grad School of Education. I oversaw all the racial justice, social justice, trauma, restorative practice work that was happening there. I trained 15 educators that came to my network and that is where Maureen and Annie Moses said you need to come to our district so we can see some change.

What and who is GOMO? This is my company. I am the CEO. We don't have staff, we have family members. They are the ones that go out supporting the work that we are doing at GOMO Educational Services.

Our mission is to provide professional development and executive level training to anyone and everyone who deals with children, directly and indirectly and our vision is to become a premier professional development organization that is looking to build capacity of adults so

they move towards student choice because as adults we tell kids what they are going to do. Let's give children choice instead of telling them what to do.

Our operational definition is educational equity. To debunk and demystify the misconstruents between equity and equality – equity is based on need; equality is based on fairness. The challenge is when you look at what is fair has been set by a certain group and dynamic. That dominant group has access to every possible system that exists. The other group that is not part of the dominant group has limited to no access to those systems and that is called structural inequalities. Every system that has been designed by our country has been set for certain groups to fail. What we do at GOMO Educational Services is three things – we make people aware of these structural inequalities, we help educate about structural inequalities and then we help them reset the course by changing the status quo so that everyone can have access to moving towards getting those accesses through six different learning platforms – network building, on-site workshops, conferences, keynote addresses, equity audits and equity consulting.

Network building – is what your district had administration participate in last year. On-site workshops – is where we go into school districts and perform on a number of topics regarding equity. Conferences – so far only four this year – Equity and Literacy Through a Virtual Lens; Nonviolent Communication Overview to Restore Peace, Manifestations of Trauma, Toxic Stress and Resiliency in the Secondary School Years and Guiding Restorative Justice into District Policy, Code of Conduct, and Practice.

Equity Audits – identifying key challenges that occur in your district and you do that through an equity audit.

Equity Consulting – if you are going through challenges or highlights and you need some guidance, assistance or support – that would happen through an equity consultant.

Why is the topic of equity so important if inequity has existed for so long? I search the news every single day and I find equity challenges occurring in school districts.

You have already partnered with GOMO so I want to thank you for joining the growing number of partnerships. We have 19 school districts and organizations that are doing work in trying to dispel and debunk the difference between equity and equality. Thank you for joining GOMO in our pursuit in becoming a culturally competent responsive organization.

What is GOMO doing with your school district? We are on a 3-year partnership with you. The goals that I provided is to have you analyze components of what a cultural competent system is. Second is to evaluate capacity building approaches to promote deep and sustainable change from the system to the schools – down to the classrooms and students. We are looking to develop a systematic and inclusive approach fostering a culturally competent and responsive school setting.

Year 1 – developing your cultural identity – working with your administration every other month; training the admins to becoming a culturally competent leaders and we are looking at structural inequalities so that we can see any areas that the school district is inequitable and we

are training 90 individuals of the school district to so they can become empowered so we can make the system equitable while building the cultural competent to be able to come together and move towards being responsive.

One thing that hasn't happened yet and Mr. Benaquista is going to work with me. I have trained a number of admins on cultural competency and I'm looking to work with that as you as the Board.

What does that mean to be culturally competent – in this continuum we are looking to identify where the district is as a whole. We need to get where you are as a whole from the staff, the community and even to the students so we can get the picture of where is the Township in Union at in this level of cultural competency – cultural destructiveness, cultural incapacity, cultural blindness, cultural pre-competence, cultural competence, cultural proficiency. As the community changes you are going to change as a whole and there will be transformation where everyone is saying the same thing. Can everyone do that – meaning the Board, the community, the staff, the students.

Year 2 – restorative justice – when you are lacking cultural competence, you are pressing certain people. We are going to be training the individuals on how to repair harm.

Year 3 – bridging policies, regulations and practices. You can have great policies but there is no implementation – that means there is a gap. We will work with both the admin team, as well as the team of 90. At the end we will do a 3-year wrap up, report and presentation to you in 2023.

What are the deliverables? You need to be aware of where you are in this cultural continuum and your equity issues. I will offer intense trainings with your admins so they can turnkey to your staff because that is the ultimately the work. My goal is to empower and build a capacity of your leaders so that they can continue the work and even modify as they see fit so it is representative of your culture. We want everyone on their same page.

We are doing a perceptual equity audit. I have already started with your equity district team. It is 69 questions – looking at policy, administration, personnel, professional learning and we are going to get a perception of what your personnel believes and whether you are equitable in those areas and we will be sharing that information with you all to see where your district is at. Year 2 is the restorative work – questioning affective statements, things that they can use. Last one is bridging practices and see where you are at in these entire three years.

What are the recommended next steps for the district? Because my team is training your leaders, we also want to get on the same page – how we are going to start talking the same language? How can we continue this even if you are working with the administrators every other month? Deciding on a common text around equity that can be performed through that; I recommended to them – it's called the cultural proficiency, a manual for school leaders. It will continue the work as I go with you throughout these three years and practice and have conversations. If you chose to do it with your teachers, that would be something else you would decide and I believe I said White Fragility because it is text that is more appropriate for those

who have challenges with seeing white privilege and discussing racism and to have those initial conversations for individuals that may not see it as easily.

Mrs. Ruiz stated thank you for your presentation. The first question is you mentioned this is a 3-year partnership and it looks like the first workshop was done July 2020, is it a safe assumption that this partnership just started in or about July 2020? Dr. Falaise stated the partnership started October 7th. Maureen and Annie had two separate trainings in July and August and the actual partnership started October 7th of this school year.

Mrs. Ruiz stated you mentioned in your presentation an equity team; that is the first I heard of that – who is part of the equity team and how were they chosen? Mrs. Guilfoyle stated the administrators, all the principals and some of the supervisors went last year to all the trainings down in Rutgers as well – I think there were five trainings so that was really the beginning of our journey.

As far as district equity teams, each of the principals were asked to choose a team and we asked them to comprise it of certain leaders or teachers in their school buildings. The principals came up with about eight names. We made sure that there were supervisors in the buildings teams, vice principals are on them, counselors are on them and also RTI teachers and so forth.

Mrs. Ruiz asked what is the role of each equity team? Mrs. Guilfoyle stated they are going to receive the training at the half day PDs. The first thing we started out with was to go through this district equity tool that we are using. The team went through the PD and now they have brought it back to their buildings and they have introduced it to all of the members of the building and they are working on it in the PLCs and then they will come back with the results. We use the QR Code. Mr. Falaise will get all of that information.

Dr. Falaise stated as of now 292 people have performed the equity audit. The next training is December 9th where every single person in the school district will respond to the 69 questions to give us feedback in the seven aggregate areas so we can get the perception of where everyone believes in equitable policies – do they exist, are they aware of the policies follow through, are they modified each year, are people made aware – all these questions are being asked of your staff so that way it gives you a perception as far as does your staff know about equitable policies, role of entry and exit interviews for equity – all these things regarding equity in the classrooms for PD so that is what they are responding to you and you will get a report.

As Maureen stated, the journey started September 4th of last year when I started with the keynote. The keynote was the entry way about inequities that took place. It was in front of your entire staff members. It was very well received and that lead the way into the equity network where 15 of your district personnel attended all year long. The very first session is about leading an equitable system. Where you have seen inequalities that have taken place, we have identified the number of things as far as data. We looked at the competence of equity plan. We brought school performance reports and other data and trying to even the equity audit and saw that there were some inequities and that was per school and when we come in December 9th – we will have school to school to discuss those things and see a bigger picture to bring a stronger identity of your district to see if things are equitable or not. This is just the beginning.

Mr. Nufrio stated in your affiliation with Rutgers – are you on staff or attached to a particular department or simply doing work for them? Dr. Falaise stated I was an administrator at Rutgers Grad School of Ed. I oversaw all of the professional development regarding equity. However, RISE which is my institute no longer exists as of April 1st because of budget cuts due to COVID. As a result I took what I did at Rutgers because I did everything anyway but now it is for my company and the persons I dealt with at Rutgers, they are working with me now in my personal company.

Mr. Nufrio stated thank you and an excellent presentation. Dr. Falaise stated thank you.

Mr. Nufrio stated Mrs. Guilfoyle – are there any grants that can be sought after to help subsidize whatever cost this may incur? Mrs. Guilfoyle stated we are using the Title 2A grant.

Mr. Falaise stated human progress changes over time, at GOMO, it is not time that changes things but actual people that are focused on the goal; further towards a passion with intent but let's say time does change things – the question to you is whatever is the right time to do the right thing. We are saying it is now and you have already said this with GOMO because we are tired of students being silenced; we want to be able to give them voice so they can feel valued, loved and respected. Thank you for giving me the time. Thank you for partnership with GOMO as we do the work.

Mrs. Minneci stated thank you.

Mr. Tatum stated that brings that back to me after that fine presentation on equity. I get to give you the good, the bad and whatever is left behind.

For the month of October – attendance for students was 97.3%; staff attendance was 98.2%.

As we do every month, we try to give you an update on where we are with the current situation in our district regarding COVID. I want to start with the not so good news. We have gotten some preliminary information about the assessment that was being conducted in the district. I have learned that 9 of the 11 buildings have been assessed and the district does have some identified ventilation issues. Those issues will be put together into a report once the architects have completed their assessment of the district.

One of the things that we are finding is regarding the need for improving the ventilation system and that is part of process that we are doing as we are preparing for the buildings. I do know that while they have been finding things, our maintenance department has been trying to correct those issues.

My biggest concern right now is the staff and the students. I know we talked about a December possible reentry. The cases of COVID-19 all around the country are starting to rise tremendously. We have seen an increase in the Township of Union. The issue becomes right now that it is going to be difficult to have our students go back into buildings that we have now

identified as having some issues. Although we have been working on putting together our hybrid program and assessments have been done and equipment has been received – so the buildings are being prepared for the return of the students; my recommendation tonight is going to be that for the holidays coming up on us quickly and we know the distance between our Thanksgiving recess and our Christmas recess – it is my recommendation and the Board should consider, as many districts are doing, to look at a possible reentry either two weeks after the holiday break which would be mid-January and/or the end of the second marking period which would be the 1st of February.

I'm making those recommendations because I think there is going to be a need to have time to make sure these buildings are repaired and up to speed. One of the biggest concerns that I have had of all of this, and I know people have questioned why we took the time to do the assessment, I tried to explain this in previous meetings that it is a financial issue. I mentioned over and over again, your buildings over the last 10-15 years have suffered due to budgetary reductions and the maintenance budget has been cut over the last 10-15 years – so resources are very limited. The fact that we have been getting funding in to help us now with this and we will be getting the ESIP program going certainly will be a step in the right direction.

One of the things that is being recommended right now is that we look at putting as many of those systems that cannot be repaired that they be replaced by new ventilation systems. I know that is part of the ESIP program. That is the not so good news I have tonight.

The good news is that we have all of our equipment coming in. I know there have been issues in terms of Plexiglas and so forth being ordered. I'm happy to report that those items have been received. I do believe that we are somewhere in the neighborhood of 80% of that being in district and being installed. We also received from our technology grants, another 1422 Chromebooks from the Digital Divide Grant and also another 325 laptops for our teachers from the Corona Relief Fund. Additional laptops are being ordered this week.

The Chromebooks continue to be a concern of our parents. We do have the updated Chromebooks for Union High School now. They have been ordered and I know that Mrs. Paul has been working with the high school administration to try to get those distributed. We have been waiting for the Chromebooks for grades K-1 – I'm happy to announce that they are supposed to be delivered as soon as Monday. Once again the district will be working with the individual principals; the IT department has worked tirelessly in this district with the principals.

The disclaimer I want to put on this is and I think I have said this before, around the State, around the country – these items are not at a premium right now. They are on backorder and the moment we received the funds, we started to order those items. I know Mrs. Guilfoyle, from the grant department, and Mrs. Paul and her staff have worked diligently to bring this together.

I know there have been questions about the surveys and the hybrid programs that we are proposing and I know there should have been some preliminary schedule and letters that were sent out by our building principals to indicate how our program is going to work. There is going to be a phase in program. I would encourage everyone that whatever information you received

from the district, try to return and I know in some cases it even may be redundant, but the fact that there were a lot of changes and the importance of that assessment, there may be some individual that may have decided to go in another direction from our initial plan which is and does include the technology portion where a person can still stay remote learning, does not have to do in person, that is part of the mandate that we follow.

Building those schedules and the capacities that we need to have for buildings, that is why we need to reassess that information. We don't want anyone to feel inconvenienced but we are trying to make sure that everyone stays safe and healthy. That is our goal here; also to try to provide them with a secure educational environment to learn.

Madam President that may have been my final superintendent's report of my career. Thank you.

Mrs. Ruiz stated you said the grades K laptops should be delivered Monday. What about our pre-k students? Mr. Tatum stated I believe that was the K-1 that had come in. I believe the pre-k was supposed to be getting the i-Pads because they are only supposed to be on for an hour a day. Mrs. Guilfoyle stated I know the ones that I ordered was for K-1. Mrs. Paul stated as far as the i-Pads are concerned, there are certain requirements that come from the State regarding pre-k. We have to follow those guidelines because pre-k is funded by the State Department not by the individual school district and because of that we have to follow those guidelines. I know one of the guidelines is that the screen time is very limited on how much screen time kids are supposed to have. I know Mrs. Moses was working with Mrs. Walker who is the supervisor of the pre-k schools and because of that they have the guidelines regarding that. I know Mrs. Walker did do some distribution of i-Pads but right now I'm not 100% sure if every child is getting an i-Pad but we do have to follow the guidelines of the State because it is funded by the State Department.

Mrs. Ruiz stated I understand that and I understand the screen time guidelines and that all makes sense. If we are going to distribute i-Pads to some students, I think we should distribute them to all students in the interest of fairness to our students.

Mrs. Guilfoyle stated all the grants spoke to K-12. Mrs. Ruiz stated so we don't have devices for pre-k. Mrs. Guilfoyle stated the Digital Divide did not speak to pre-k. As Mrs. Paul said that is coming through pre-k funding through the State and what their recommendations are.

Mr. Tatum stated it was my understanding that pre-k would have some type of device. I was told i-Pads. The whole idea of the limitation of time that they were going to spend on it – I will double check that Mrs. Ruiz because I think the real answer to this is any funding of the i-Pads would come out of the pre-k grant, not the Digital Divide and certainly not the Cares Act money we received – it would be a separate fund.

Mrs. Ruiz stated I understand the concerns of the safety of the buildings and presumably that will be one of your parting acts would be the decision as to when we are going to push the reentry date to. My concern is I was advised that the PSAT for our juniors was scheduled for January 26th which for many of us we thought was pretty late because we didn't see how it

would be helpful to get them ready for the March SAT. I'm still unclear as to whether or not those students that would sit for PSAT in January would be able to be considered for National Merit Scholarship. On top of that now, my bigger concern is, if the buildings are not safe for reentry and we are not going to open until February then what happens to our PSAT and our juniors?

Mr. Tatum stated I thought that was a question that was raised before – I thought some guidance came out on that. One of the things that I thought that we had also mentioned was that they were able to take the PSAT at an alternate site. Mrs. Ruiz stated I have a junior, we haven't received anything like that. Mr. Tatum stated I thought they could go off site if there wasn't any in your particular district. I thought something came out from our guidance department on that issue because this is the second or third time that I had heard there was a question raised about the PSAT. One answer I certainly heard was the PSAT's that were scheduled to be administered, the schedule was based upon us being remote and that is why we wound up having to do it at another time. I guess in coordination of the schedule – I'm not 100% sure if it was scheduled for us or we picked the date.

Mrs. Ruiz stated my understanding was the date was picked by the district – I don't know who. Mrs. Minneci stated the questions that were asked last week. I don't know if everyone got the responses but there is one here that says the January administration will have the same benefits as the October PSATs, including eligibility for programs administered by the National Merit Scholarship. It does talk about that it will be administered in the high school and all the CDC protocols. Mrs. Minneci asked Mrs. Cappiello did everyone get these responses? Mrs. Cappiello stated it was sent by Mr. Benaquista so I would have to check. Mrs. Minneci stated there are two pages of questions that were answered from last week's meeting. They are very lengthy and detailed responses. Mr. Tatum stated why don't we ask counsel as to whether or not those answers, as long as they don't require anything with personnel, we can post them. Send copies to all the Board members and post them on the website so people can read them and get that information.

Mrs. Ruiz asked what happens if school doesn't reopen in January? Then what happens with the PSAT? Mr. Tatum stated that is something we would have to assess and find out what the alternatives are. I was under the impression that we couldn't have it, students could take it at an alternate site.

Mrs. Ruiz stated that may have been a viable option; we haven't received a communication. I'm a parent of a junior and I don't recall receiving a communication from the high school or anyone saying you have this option. Mrs. Minneci stated there is a response here as well – the PSAT – the UHS cannot be changed or postponed. It was a College Board date. I guess all of these questions will be answered. I guess we have to get answers from College Board. I think it is a good idea that all of you get the responses to the questions – there is some information, I don't think it will answer all your questions but it gives you some insight as to why some of the things are going on the way they are – the PSAT, the dates, schedule. Mr. McDowell stated Mrs. Cappiello just sent the Board members the questions and answers.

Mr. Tatum stated it is unfortunate about the impact this whole pandemic is having on us and all of our programs. It would be so much easier if we were in our buildings and doing a normal school day and not going through this whole issue. There are always ways of trying to work around it and make it right. We just have to know what loop holes we have available to do such a thing. Maybe another discussion with our guidance department to help further facilitate what those options are.

Mrs. Minneci stated I hope this information is a little helpful for the time being until we can straighten everything out and get the information from College Boards.

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 reported at November 10, 2020 worksession (Superintendent's Report of HIB – October 14 to November 10, 2020 – no incidences to report).*

E-1.1 SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period November 11, 2020 to November 17, 2020, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE STUDENT CLUB – UNION HIGH SCHOOL

Approve the establishment of the following student club: UHS Halaqa – Ingrid Soares – advisor (no stipend requested), in accordance with the information appended to the minutes.

E-3. APPROVE ARTICULATION AGREEMENT – KEAN UNIVERSITY

Approve Articulation Agreement between Kean University and Union High School, in accordance with the information appended to the minutes.

E-4. APPROVE ANNUAL PRESCHOOL OPERATIONAL PLAN UPDATE

Approve annual preschool operational plan update: Data Summary Tool for 2021-2022 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER'S REPORT

That the Treasurer's Report dated October 31, 2020 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated October 31, 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 October 31, 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/ Diane Cappiello

Diane Cappiello, Acting Board Secretary

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of October 31, 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. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE LIST OF 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-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

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

School	Account/Department	Vendor/Description	Amount
Kawameeh Middle School	26/Yearbook	Jostens – initial deposit for 2020-2021 yearbooks	\$3,000.00
Kawameeh Middle School	26/Yearbook	Jostens – second deposit for 2020-2021 yearbooks (due 3/1/2021)	\$3,000.00
Union High School	46/Key Club	Key Club International – payment for lub dues to NJ District Key Club	\$2,500.00 (maximum)

F-10. 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-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Fruit Fundraiser	November 2020-March 2021	UHS/Wrestling Club – to raise funds for wrestling club
Coffee/Tea Sale	11/21/2020 - 1/20/2021	UHS/Key Club – to raise funds for NJ District Key Club Convention
BSN Sports – clothing fundraiser	11/21/2020 – 3/1/2021	UHS/Bowling Club – to raise funds for the Bowling Club
Thanksgiving Food Drive	November 2020	UHS/Empowerment Club – to collect and donate food to a local food bank
Annual Cabaret (virtual)	November 2020-January 2021	UHS/Advanced Musical Theatre – to raise money for student directed production
Apparel and Accessory Sale	12/1/2020-1/15/2021	UHSPAC – to raise funds for fall production

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Retail Business Services	Livingston Elementary School	\$7.85
Lifetouch National School Studios	Livingston Elementary School	\$862.60

F-13. APPROVE SUBMISSION OF FY2021 IDEA GRANT AMENDMENT 1

Approve submission of FY 2021 IDEA Grant Amendment 1 to allocate the \$91,571.00 unexpended nonpublic funds from the FY 2020 IDEA Basic Grant.

F-14. APPROVE LEGAL SERVICES FOR INDEPENDENT AFFIRMATIVE ACTION/DISCRIMINATION INVESTIGATION – PETER B. FALLON, ESQ.

Approve Peter B. Fallon, Esq. to provide services for independent investigations of affirmative action complaints at an hourly rate of \$170 per hour (not to exceed \$5,000) for the 2020-2021 school year, in accordance with the information appended to the minutes.

F-15. APPROVE RESOLUTION ADOPTING REFUNDING BOND ORDINANCE/ AUTHORIZING ENERGY SAVINGS BONDS (PHASE I)

Approve resolution authorizing certain actions necessary in connection with the sale and issuance of not to exceed \$9,000,000 Energy Savings Obligation Refunding School Bonds, in accordance with the information appended to the minutes.

F-16. APPROVE ADVANCING OPPORTUNITIES – EVALUATIONS

Approve Advancing Opportunities to conduct assistive technology and augmentative communication (AAC) evaluations for district students and training. The costs are as follows: \$990.00 – AT Evaluation; \$1,320.00 – AAC Evaluation; \$155/hour - AT Support and Training; \$185/hour - AAC Support and Training (total cost to the district will not exceed \$10,610.00) for the 2020-2021 school year [Account # 11-000-219-320-01-19].

F-17. APPROVE AGREEMENT FOR PROFESSIONAL SERVICES – UCESC

Approve Agreement for Professional Services between the Union County Educational Services Commission (UCESC) and the Township of Union Board of Education for the 2020-2021 school year, in accordance with the information appended to the minutes.

F-18. APPROVE INDEMNIFICATION RESOLUTION.

Approve resolution approving indemnification of Board members, in accordance, in accordance with the information appended to the minutes.

F-19. 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.

F-20. APPROVE SUBMISSION OF NJDOE SCHOOL SECURITY GRANT

Approve submission of the NJDOE School Security Grant on November 20, 2020 for the amount of \$389,964. If the proposed work exceeds the school district's grant allowance, the district will allocate the remaining funds in order to complete the project.

DISCUSSION:

Mr. Nufrio stated we received another executive order from the Governor about indoor sports and it is related to the fundraisers – are we still going to have indoor sports? Mr. Tatum stated I will be waiting for an update from Mrs. Ionta on that. It continues to change month by month and last time everything was a go. It sounds like there was another update so I will look to her to give us some more information on that. I know restrictions are coming back upon on us of what we can and cannot do.

Mr. Nufrio stated with regards to any fundraising, I hope that we will secure that money in the event that there is a postponement of indoor sports and can we is the next question. Can

we secure the money for next year for whatever money is raised through the fundraiser? Mr. Tatum stated it is dependent on where the money lands. If it is in the student activity account, the money can be carried over. If you have a group of students that are leaving, I don't know if that fund has to be depleted. Another question that we would probably look to Mrs. Ionta and our business office regarding the money.

Mr. Nufrio stated I would figure in order to avoid any possible conflict of the sort that fundraisers should be put in abeyance until we know for sure we are going to have indoor sports. Mr. Tatum stated right. I think that if there is any opportunity for everything to be set for this year, then certainly that money can be utilized for those purposes. I'm not 100% sure when you go into a following year how it carries over. I have seen moneys carried over in student activity accounts – as seed money to get it going for the following year; that is the only thing I would be concerned account – how that money would have to be depleted.

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

NAY: None

ABSTAIN: Dr. Francis (F-18), Mr. McDowell (F-18), Dr. Morgan (F-18),
Mrs. Ruiz (F-18)

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richards, 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. APPROVE DISPOSAL OF TEXTBOOKS

Approve the Textbook Discard Approval Forms from Hannah Caldwell 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-3 ACCEPT LETTER FROM STATE OF NEW JERSEY

Accept letter from State of New Jersey, Department of Transportation, offer to purchase temporary construction easement, Route 82, Section 1, Parcel E32, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated we talked about that letter, did we get an answer on which corner is in question here. Is it the corner Burnet is on? Mr. Loessel stated it is the corner where the bus stop is now.

Dr. Francis stated is that price they are asking true, fair, market value? Did we get the architects to look at that? Mr. Loessel stated I think the lawyers looked at it. Mrs. Richardson

stated it is under eminent domain. Mr. Loessel stated yes, so they can just take it and give you whatever they want for it.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. McDowell, seconded by Dr. Francis 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. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2020-2021 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Harris, Isaiah	Teacher's Assistant-SS	Jefferson	10/30/2020	Resignation	Last day is 10/30/2020
Johnson, Tahiyah	Teacher's Assistant	Kawameeh	10/23/2020	Resignation	Last day is 10/23/2020
Kelly, Eileen	Elementary Teacher	Connecticut Farms	1/2/2021	Retirement	Currently on paid medical leave

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Costleigh, Dale	Electrician	Central Office/Maintenance Dept.	10/5/2020-11/24/2020	Paid medical leave	

Hall, Shaquana	Custodian	HC	Extension through 11/13/2020 Return 11/16/2020	Extension under FFCRA- Emergency Paid Sick Leave Act (EPSLA)	FFCRA (Families First Coronavirus Response Act) Entitlement under EPSLA only not to exceed 2 weeks
Lopez, Ovidio	Custodian	Washington	Extension tentative return: 12/1/2020	Extension of paid medical leave	Leave began 2/26/2020
Romeo-Andriulli, Teresa	Elementary Teachere	Battle Hill	10/22/2020 through 12/20/2020	Paid medical leave and unpaid FMLA	FMLA entitlement not to exceed 12 weeks
Sanchez Mendez, Joel	Custodian	BMS	11/16/2020-12/23/2020	Paid medical leave	
Kelly, Eileen	Elementary Teacher	Connecticut Farms	Extension through 12/31/2020	Paid medical leave	Original leave began 9/1/2018

P-5. APPROVE DESIGNATED SCHOOL SAFETY SPECIALIST – SPEKHARDT

Approve the designation of William Spekhardt as School Safety Specialist for the year 2021, pursuant to P.L. 2017 c.162, at no cost to the District.

P-6. APPROVE 2020-2021 HOURLY RATES LIST – EFFECTIVE JANUARY 1, 2021

Approve updated 2020-2021 Non-Unit Hourly Rates List, effective January 1, 2021, in accordance with the information appended to the minutes.

P-7. APPROVE JOB DESCRIPTION – DIRECTOR OF PRESCHOOL INSTRUCTION

Approve Job Description for the position of Director of Preschool Instruction, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated the wording of P-6 – it says non-unit so it is no part of any bargaining unit – is that correct? Mr. McDowell stated I assumed that also.

Mrs. Ruiz stated I am disappointed that I don't see anything in the personnel resolutions for the contract for the interim superintendent. The Board members that participated in that search which included myself – we worked really hard and put in a lot of hours. This search started in September. We actually brought in Gwen Thornton from the New Jersey School Board Association and she provided us with potential candidates and then we met and agreed upon which candidates we wanted to bring in to interview. After some back and forth and lots of emails, we decided who we were going to interview and then met on November 4th and spent approximately four hours if not more interviewing three candidates. After that session we then decided which candidates we would like to meet again for the second round and spent another approximately four hours meeting and interviewing those candidates and discussing and debriefing and then voted on a candidate that we were going to present. It is unfortunate that Mrs. Williams is not here today because she was the chair of that.

Mr. Taylor stated if I could respectfully interject – I want to remind you that a lot of what you are saying was discussed in closed executive session and such items are confidential until the need for confidentiality is no longer required so I just want to guide you in that regard. Mrs. Ruiz stated I haven't disclosed anything that was said in executive session – I am explaining the process.

Mr. Taylor stated the process was discussed in closed executive session. As I indicated at the outset when the Union President asked a question about an item that is not on the agenda, that was discussed in closed executive session, so the question was how did she even know but with that being said, I indicated that I would have an update for the Board about procedural matters etc. As you are aware, that special meeting of the Board was after the worksession meeting when the agenda was already created so that was one of the reasons why it wasn't on this agenda tonight because your agenda was already created. I do have an update for the non-conflicted Board members in closed executive session that I'm sure will shed light on the scenario. I have communicated with Dr. Francis today and I will be happy to communicate with the non-conflicted Board members about the process so as to maintain order and the transparency and regularity of this action.

Mrs. Ruiz stated I understand and I'm going to respectfully disagree with you. Mr. Taylor stated no problem, you are entitled. Mrs. Ruiz asked what is happening here? I have not disclosed anything that was said in executive session but I agree with you that it is interesting that the public would know the candidate or anything about the candidate because we haven't disclosed anything and it is not on the agenda. That being said, I have not disclosed anything about what was said in those meetings.

Mr. Taylor stated I will also clarify that you did not vote, there was no vote because the Board cannot vote in closed session. Mrs. Ruiz stated I stand corrected on that. Mr. Taylor stated my advice to you is to cease communication about this topic because no decision has been made by the Board. It has been discussed in closed executive session up until now. My respectful legal advice to all Board members, let's not comment on it, unless and until a need for confidentiality no longer exists. There has been no action taken yet. As I indicated to the Board earlier, an item can be walked onto the agenda – that is your prerogative; however, you are actually out of order now because you are discussing and this is a discussion of agenda items. This item you are talking about is not on the agenda so you are respectfully out of order at this time.

Mrs. Ruiz stated I'm questioning why it is not on the agenda. Mr. Taylor stated right now you are discussing items P-1 through P-7 – what you are talking about is not included in P-1 through P-7. Mrs. Ruiz stated that's why I want to know why it isn't. Mr. Taylor stated you can ask that question later not now because it is not there. Mrs. Ruiz stated I don't understand this. Mr. Taylor stated Robert's Rule of Order – there is a motion that was properly made and seconded, the discussion is about the motion on the floor – the motions include items 1-7, you are questioning something that is not there. You can bring up your question during new business, old business or at a later time. All I'm saying is you are out of order at this juncture because you are asking questions and speeding up procedure that again was discussed in closed session. I would caution you from going any further. You always say you are a lawyer, you are

a member of the Bar, an officer of the court – all I’m simply saying is you are out of order right now pursuant to Robert’s Rules pursuant to the motion that is on the floor. You are debating and discussing something that is not included in this motion – that is all I’m saying.

Mrs. Ruiz asked can a member of the Board walk on the item that was not put on the agenda? Mr. Taylor stated I indicated that at the beginning of the meeting to the Union President. Mrs. Ruiz asked can we do it now? Mr. Taylor stated no because there is a motion on the floor now unless you are going to make a motion to amend this motion; however, as I indicated I do have a legal update for you in closed executive session on matters of procedure, on matters of policy, on matter of law, on matters of ethics that you and your colleagues would be well advised to hear and then you can do what you want to do. Mrs. Ruiz stated fair enough – thank you. Mr. Taylor stated your welcome.

Mrs. Minneci stated thank you Mr. Taylor, thank you Mrs. Ruiz.

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

NAY: None

ABSTAIN: Mr. Nufrio (employee 10897)

MOTION CARRIED

Policy Committee

Mrs. Minneci stated I know we don’t have anything on the agenda to vote on but I did receive something from Mr. Nufrio about a meeting. Mr. Nufrio stated I forwarded to the committee which is Mrs. Ruiz, Mrs. Higgins and Mrs. Williams with regards to the two recommendations that were sent by Afshan pertaining to two (2) policies regarding the COVID – remote learning and I reviewed them on my own and I asked the committee to also look at them, as well as you Mrs. Minneci. I found it to be very much on point. We can schedule something perhaps next week so that the committee has the opportunity to voice their opinion or recommend some additional language or remove some language. I think Afshan did an excellent job in presenting those two well-structured policy recommendations. By the way it is not much different than what we are already doing. It is just put into formal language which I guess needs to be done.

Mr. Nufrio stated Mr. Taylor if you could indicate to Afshan that she indicated a policy number for one but not the other and certainly I would be happy to discuss that with her as well. Mr. Taylor stated I will.

Technology Committee:

Upon recommendation of the Superintendent of Schools, the following resolution were moved by Dr. Francis, seconded by Mrs. Minneci for adoption:

T-1. APPROVE ACCEPTANCE OF T-MOBILE HOTSPOTS FOR STUDENT DEVICES
Approve acceptance of 346 hotspot devices through the T-Mobile Project 10 Million Program Offers (per household, max 346): 100GB per year free-no term.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Higgins, seconded by Mrs. Richardson, 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, Dr. Morgan, Mr. Nufrio,
Mrs. Richardson, Mrs. Ruiz, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mr. McDowell stated it's about a policy change that we approved last month. I brought it up last month that change to the policy conflicts with a bylaw and I would like to know how we would have to deal with that. The change to the policy was to change it from 6 months to 2 years before a Board member could get a paying job with the district. The bylaw still says 6 months and we made an addition to the Policy 4111 that changed it to 2 years.

Mrs. Minneci stated Mr. Taylor can you look into that for us. Mr. Taylor stated I would be happy to do that. I will look at it and if it is o.k. with Mr. Nufrio, we can look it over with the Policy Committee in connection with the remote learning policies.

Mr. McDowell stated it is Bylaw 9270 – paragraph (a). Mr. Taylor stated thank you.

New Business:

Mrs. Ruiz stated I just wanted to bring to the attention of the Board and the district that maybe we should ask parents how they feel about the food that is being distributed. A parent mentioned on social media that they didn't feel that the food we were distributing to our students were healthy options. I know we changed our food vendor two years ago and the feedback was pretty positive after we changed the food vendor. It caught me by surprise so maybe we can send a quick little survey to those parents that are picking up lunch for their children and see what their feedback is now. I don't know if the options have changed because it's not in the cafeteria setting so maybe that is something we want to look into.

Mrs. Minneci stated I would think it is a lot more difficult with the meals because being prepared in the school and being served hot meals – I'm sure there is a difference. It is great to get a survey to see how the parents feel since they are getting breakfast and lunch.

Mr. Nufrio stated I'm referring to an email that I forwarded to you and Mr. Tatum – it had to do with the parent who was quite upset about her child not being admitted to the National Honor Society. Has anything been done to look into that? Mr. Tatum stated I believe there was an investigation and Mrs. Moses was handling that matter. They were looking at the criteria. I believe that went to the entire Board and when I saw what you sent out I think action had already been taken. I need to get an update from Mrs. Moses but I do know it was being investigated as part of this whole discussion about students being allowed to enter programs when they are on the cusp. I think she has communicated with the parent but I will double check with Mrs. Moses.

Mr. Nufrio stated the reason why I brought it up because on the header when I received it, it appeared that it was only sent to me so now you are indicating that the entire Board received it. Mr. Tatum stated I thought they did but I could be wrong with that. I thought everyone received it because I know some work was being done with Mr. Hoyt, the high school principal, regarding that matter with Mrs. Moses because she was keeping me apprised of what was going on and I want to say that was last week or even two weeks ago.

Mr. Nufrio stated I took it upon myself to send it to you and Mrs. Minneci with the hope that this would be looked into. Mr. Tatum stated I think she had said it was in progress at that particular time but I will double check the status of it because I haven't heard anything else.

Mrs. Minneci asked Mr. Taylor can Mr. Hoyt respond? Mr. Taylor stated to the extent that the question is for a specific students, I don't think it would be appropriate to discuss in a public setting but if it is a general question about the honor society and the programs and protocols then that would be fine. I wouldn't comment on a particular student.

Mr. Nufrio stated I did read Mr. Hoyt's response and I thought it was very well replied by Mr. Hoyt but having said that we have to retain confidentiality and I didn't mention the parent or the student's name. It is just a situation.

Mrs. Richardson stated I'm part of the unconflicted members group that is looking for the interim superintendent and over this past weekend I was quite disturbed that I was receiving a lot of phone calls from people in the community regarding what was discussed in this session. It bothered me because it meant that it had come from someone in the meeting. Mrs. Ruiz stated exactly, I was saying that before; I don't understand how it got out. Mrs. Richardson stated I don't either. I was getting a lot of phone calls and I kept saying it was executive session, I can't talk to you about it. I can't make any comments. I have nothing to say. The fact that it got out to the public; we took an oath. If you took Governance I, we took an oath and the first thing you learn is that whatever is said in executive session you can't even go home and talk with your spouse about it. It remains in executive session so it concerned me because I take that seriously and I felt that it came out inappropriately. I just want to make that statement. I don't know who it was.

Mr. Tatum stated can I just backtrack – Mr. Nufrio I can just say regarding the matter that you just brought up a moment ago, it has been communicated to me that the matter has been resolved and everything is taken care of. Mr. Nufrio stated that is terrific so if the parent reaches out to me again which probably she won't since it has been resolved, then I will be able to say that from my understanding this has been addressed. Mr. Tatum stated I'm getting this directly from the building principal. Mr. Nufrio stated great, thank you.

Comments from the Public:

John A. O'Shea stated good evening – first off congratulations to my buddy Mr. Tatum. Mr. Tatum stated John, it is good to see you.

Mr. O'Shea stated Mr. Tatum, I thought we were going to be working together but you heard I was going to run for the Board and you decided to put in a letter of resignation – I understand. Mr. Tatum stated after 20 years with you somewhere else – congratulations and welcome to the Union Board.

Mr. O'Shea stated I look forward to being on the Board. The only thing I have to discuss or say but I understand Mr. Taylor that you will be going into private session to discuss with the Board members with regards to the non-agenda of the interim superintendent – is that correct? Mr. Taylor stated Mr. O'Shea, the public comment period is designed for members of the public to ask their questions, make their comments; the Board customarily will reserve response to after the fact and so as a measure of courtesy state that the Board upon my request through the Chair, we will be going into closed executive session to discuss matters of personnel, attorney client privilege, one is interim superintendent search that will be discussed as well as other matters covered by the attorney client privilege and/or any other litigation matters.

Mr. O'Shea stated in regards to the search, I don't know what was done and I'm sure the Board did the correct thing. What does bother me is that you are doing this in a lame duck session if you are going to put this on the agenda. It puts me, as well as the other two new Board members, in a bad position. Not that we are against anybody as well as who you are putting up. We would just like to know more about that person, the process you went through and Mrs. Ruiz I will not ask you to go four hours. It does put me in a very unfair disadvantage. There are too many issues coming about – that is a problem. I want to be able to start fresh going in. Another problem I have with this is it is a lame duck session and I would have appreciated if you were going to put this on the agenda, it should be put on the January agenda after the three new Board members are put on. Another issue I have is we are talking about that you are going to do this, you need five votes and right now there are eight people here. If you have the five votes, I would again ask you to do it in January. But if you are going to have less than five votes, it has been a history with the County Superintendents and I can go back to the early 90's that they frown on it, they don't accept and they don't approve of it if you have less than five votes. I don't know if there has been a precedent here in Union where you were able to vote for such a situation and allow less than the majority vote – you want to go with a simple vote. Mr. Taylor, I guess you can fact check that or not; I think it is something to look at.

All I'm asking is to give us, me and the two ladies that are coming on in January, an opportunity to at least listen and know where we are going with this. Thank you and I look

forward to seeing you in January. I hope that we can all work together for the betterment of education in this Town. Mrs. Minneci stated thank you and congrats.

David Arminio stated good evening. I want to point out to everyone that this Friday the football team is playing Northern Highlands at home at 7 p.m. and the game will be live streamed on either 34 or 36. If you can't get to the game or they won't let you in because we reached the number allowed, you can watch it on television – thanks to the Township and Sal and his TV crew.

I wanted to come on tonight to thank Mrs. Higgins, Mrs. Richardson for their service to our students and your years on the Board and a very special thank you to Vito Nufrio for his many years – 9 or 12 – for his dedicated service to the district and to our students. Finally, to Mr. Tatum and Mrs. Moses, thank you for your years of dedication to our district. I enjoyed the years that I worked with you. Good luck with whatever you do when you leave. Mr. Tatum stated thank you very much.

Nicaury Miller stated I recently sent an email to all the Board members. My husband and I are business owners in the community. We do nonprofit work in the community. We have businesses in the community. We are also developers in the community. Our goal is to improve the community and that is what we have been doing for the last 12 years since we have been in Union. There was a bus stop placed in front of my business two years ago. Last school year it was there, the year before it was there – as soon as it happened, there were two businesses in front of the bus stop. The bus stop was located on Laurel Avenue right in front – the crossroad is Ohio. It was moved from there to be placed right in front of my business where there is no way all these people can pick up their children in front of my facility. We tried very hard to communicate – we sent letters and videos last year to the Board members and also spoke with individuals in the Transportation Department. We tried very hard to work with the Transportation Department to rectify the situation because it was chaotic when the kids were being picked up, it was chaotic when the kids were being dropped off. A couple of times two kids almost got ran over. It was a mess. It is Alpari and Laurel Avenue. Both of our businesses took a hit because during the time the kids were there, no customers would come in. When the customers wanted to come in, they couldn't come in – parents were all over the place. I have a tenant in the back of the building. My residential tenants complained to me constantly. I sent pictures to the Board of Education and to some of the Board members with regards to them parking in the parking spaces that are private. The whole situation escalated to the fact that this school year that just finished, the Transportation Department agreed to remove some of the children from that corner. They did. I didn't want it there period. "This was the only resolution." They allowed some of the middle kids to take a bus there. Since they were older kids it was going to be less of a hassle. I already experienced damage to my property from the fiasco last year. This year I'm getting the older kids perhaps I thought it was going to be better but it wasn't. The kids lean against the building and my windows are all damaged and one was broken. Fortunately I was able to have it on film and video. Right before the pandemic hit, the situation happened where they broke the window. I let the Transportation Department know about it. I sent an email, nothing was done. Meanwhile I'm the one who is taking all the losses. Nobody is helping me and we just try to have a productive business and also be neighborly. When the bus stop was placed there in front of our proper, we didn't even get a notice. It is only

neighborly for the Transportation Department say hey we are going to put a bus stop in front of your property, what do you think. We didn't get anything like that. Nobody around us got anything like that. I just wanted to point out that it is sad that this situation has been dragging for two years and nobody helped us. We have damaged windows and we have waited a long time. We tried to cooperate and unfortunately we have not gotten any positive results from that situation. Thank you.

Mr. Taylor stated I would advise the Board members not to respond publicly as this is a matter of potential litigation/legal liability. I will be happy to give the Board an update in closed session. The property owner can communicate through the Superintendent's office.

Jennifer Ronolo stated I have contacted the Superintendent and Assistant Superintendents, I received no response. I continue to have concerns about how much time the elementary students are spending in front of a computer. I have two very young children and I'm concerned about the amount of screen time. Especially my daughter is on line close to five hours every single day. There is plenty of data showing the detrimental effects of excessive screen time in children. Plenty of parents have expressed their concerns but so far the only students that have had a schedule change are the high school students who are significantly older. Having these extremely young children online all day just doesn't seem to make sense and I understand that everybody is trying to do the best they can in these extremely difficult times. I continue wondering if there seems to be any consideration as to the effects of the excessive screen time has in children especially this young. The American Academy of Pediatrics clearly states that a five-year old child should be in front of a screen no more than one hour a day. When you are talking to close to five hours, that is just not feasible that there aren't going to be detrimental effects to that. I just continue wondering are there any plans for that? Is this being addressed at all beyond the high school level, especially for the younger kids?

Mr. Tatum stated I would like to make a comment to the parent – it is something that we are addressing. We have been working with our building principals and our teacher association about that. Because the high school had a little bit of an advantage based on the schedule they originally developed, that is the reason why their schedule changed because it was in place the whole time. My goal was on November 1st, we were supposed to be going to a more modified program for children just for what you are talking about – screen time. Realistically I know Mr. Benaquista has been working with the building principals on this issue you are referring to and also modifying the actual school day and I know principals are working on that. Please be patient with us, it is something we are working on. We recognize the screen time is something of a concern but one of the other things that we also talked about in terms of modifying the schedule is also our teaching staff being able to utilize some judgement in terms of how they plan their assignments. We are working on it simultaneously – giving the teacher more authority to modify their schedule somewhat and by the same token looking at the building schedule for every grade level.

Susan Lipstein stated I wanted to say hello to Mr. O'Shea. Congratulate him on winning and I hope he is still listening, I would like to know a little more about him. He was the quietest Board of Ed candidate who ever ran. I liked hearing him speak tonight and I'm just going to ask him through this – if somewhere along the way if he could put some information about himself,

introduce himself in some way, shape or form to the community – either on FaceBook. I’m not sure how he can do that. I really would like to know him. I believe I do know him because I worked for almost 30 years in the Hillside Public Library as head of the reference department and I believe he was very active in Hillside but it has been a long time. I would like to say hello if he is there and get to know him – what is he about.

The other thing is do we need to have an interim superintendent appointed by the date our superintendent leaves or can this job be shared around in some way, shape or form so that the vote can be done in January by a full new Board and I don’t know if Mr. O’Shea realizes, but I guess he probably does, and a lot of those Board members can’t vote because they have a conflict of interest. I’m wondering if someone can actually answer that question tonight. If we do have to have one technically or can we go into January 1st and work something out and then do the interim superintendent in January. I was curious about how that is done in that process and procedures.

Reema Patel stated I teach at Union High School; I’m a biology special education teacher. I want to comment on two things tonight. The first is the creation of the Equity Council. It was a great joy to hear the presentation at the beginning of our meeting tonight and to learn that an Equity Council has been created. I’m also a member of the UTEA Social Justice Committee which was also created over the summer. A lot of the work that the administration is doing in conjunction with the teachers is work that we are doing on our Social Justice Committee as well so I am excited to hear about the Equity Council. We as a committee were disappointed to hear about the process in which the Equity Council members were chosen. We were a little disappointed to hear that it was one administrator per building, hand picking teachers to be part of the council. We didn’t think that was really an equitable process in terms of how to choose members to be on that council. I know a lot of members on the Social Justice Committee would have liked to have the opportunity to join the council if possible. I would like to say that we do have a few members on our committee on the Council so we are glad we have our presentation on there so that information flows between the Council and the committee. I am excited for that. The Social Justice Committee is excited for that. Additionally I would like to share that the Social Justice Committee is holding a two-hour weekend PD. It is run by the NJEA REAL Movement. The real movement represents racial equity affirmation and literacy. It is this weekend. An invitation was sent out to all of the administration and I know many of the administrators are on the Equity Council so there is a good overlap there. I also want to extend the invitation to all of the Equity Council members. I think we are going to be working hand-in-hand throughout this. I don’t have a list of the members on the Equity Council to email an invitation to. I don’t know if Mrs. Maureen Guilfoyle can send me that. My email is rpatel@twpunionschools.org. I would love to extend the invitation and if the council members are available, they can join us this weekend on the PD. We are excited to hear about the equity audit and the results and see where we can make moves forward from there. The second part is about the teaching schedule. Someone mentioned screen time for students – I’m going to refer to screen time for teachers. Personally speaking on “B” days I have four hours back to back on the screen because I teach periods 2, 4, 6 and 8 – so back to back for four hours with a five-minute break in between. It does become a lot on some days. I know the schedule is created to help the students help the teachers build in that student support time and that support time has been helpful for sure. I love it for my students with special needs. I believe that when there was a

lunch in the middle of the four blocks, it gave teachers and students a break to destress from the screen and come back together. Thank you.

Daryn Martin stated I want to thank Mr. Tatum and Mrs. Moses for their service to the district and other Board members that are outgoing – thanks for your service and welcome Mr. O’Shea, Yocasta and Nellis. I’m with Susan I don’t know much about Mr. O’Shea, I would like to get to know more about him, especially since you are representing kids in this district. I need parents and people in the community to know who you are. Other people may know who you are but I didn’t see you around or do anything as Susan said. I still keep asking about the main three areas in terms of reopening, whenever that is going to happen, what are we doing about proper ventilation in the schools, what are we doing about having sufficient custodial staff and what are we doing about a sufficient amount of nurses to address this pandemic. Finally I hear a lot of talk about social justice committees and equity councils and a lot of different things. I hope these committees aren’t being formed as some kind of symbolic gesture. I don’t like the idea of people being handpicked for these things. I would like to know how many people from the community, like parents, are actually involved and that can really give some teeth to all these committees and councils being created. Symbolic gestures mean nothing if there is no teeth and if there is not something that is actually going to happen because this district has a long way to go in the area of social justice and equity and I want to make sure so if someone can email me a list of these people – what the criteria to get on these councils and committees and what exactly are they doing?

Ann Margaret Shannon read the following no-confidence statement:

“To the Township of Union Board of Education:

The Union Township Education Association and Association of Custodian, Maintenance and Transportation Employees are writing this joint letter of no-confidence in the Township of Union Board of Education regarding the following two items:

- A. The selection process of an interim superintendent
- B. The choice of Dr. Patrick Martin as the interim superintendent

The Selection Process:

For a decision this monumental, instead of transparency, the Board of Education chose to keep the selection process a secret. It did not involve all of the important stakeholders. The UTEA and ACMTE represent over 80% of the district employees. They should have input in choosing the next superintendent.

The Choice:

In Dr. Martin’s prior employment with the Township of Union, the Board of Education did not give him the choice to finish his term. They asked him to resign immediately from his position and would have acted against him if he did not do so. It should be noted that within his first year of employment, there was a successful affirmative action claim brought against him. It should be clear that Dr.

Martin did not complete his contract, because he is not a good fit for the Township of Union public school system.

Also of note, before Dr. Martin began working in the district, the Board of Education did not have financial trouble. His fiscal mismanagement was the start to our budget problems. Dr. Martin's preferred projects had no money originally allocated in the budget for them. However, he found line items to use to purchase his chapter books and run his Middle School Academy.

Dr. Martin's focus on the district was not a broad purview, instead he micromanaged everything from the women's dress code to student essays using the "monster outline". He tried to impress parents with his spelling bees and math bees to the detriment of our children who would leave the stage crying. However, with all the bells and whistles, there was no substance. His leadership is often found lacking, and these examples are just the tip of our concerns.

Standing in solidarity with our colleagues in the Union Township Association of School Administrators, the Union Township Education Association and the Association of Custodian, Maintenance and Transportation Employees beseech you to pull the hiring of Dr. Martin from the Board of Education agenda, go back to the chalkboard and re-start the search for an interim superintendent. We all need to be a part of finding the right educational leader to guide our students to educational success. Dr. Patrick Martin is not that leader.

Signed by:

Ann-Margaret Shannon, President Union Township Education Association
John Boyd, President, Association of Custodian, Maintenance and Transportation Employees"

Jollie Doyle stated teacher at Livingston School. I wanted to comment in conjunction with Ann Margaret. UTEA has grave concerns with Dr. Martin's inability to recognize the limitations and challenges faced by students with special needs. His draconian methods have brought students and staff to tears. In my particular situation and I will never forget it and still extremely upset by it. I always had the in class special ed children because I co-taught for 17 years. I have students' displays outside of my room in the hallway when Dr. Martin came down and was very proudly sharing with him what my children did and I hung outside my room. They wrote their paragraphs, they did what they needed to do. I had seven special ed kids in that room who he ridiculed every single piece of writing that I had on my wall by them and told me that they should be taken down because they weren't perfect. Then he proceeded to come into my room with my children and ridicule them for standing up instead of sitting at their seat. That is not a leader. He held special ed children accountable would not allow them the same amount of proudness at the other children had. He was discouraging of their work. I have children with PT, fine motor skills – he insisted that I take them off the wall. When a student couldn't pronounce his name correctly and this is not my room, this is from other people, he made them repeat it over and over and over and the child had a speech impediment. During his puppet

shows that the children were afraid of – he went into an autistic classroom – they told him he had sensory issues – Dr. Martin took his sock puppet and touched his nose and that child had a meltdown for hours. I ask you if this is somebody that should be working with the children in our schools, we are to be there, we need a leader that is an advocate for all – not just the gifted children. I'm sorry I get emotional but I love my kids and I'm so sorry but he is not a good fit for this district. Thank you.

Peter Leone stated social studies teacher at Kawameeh Middle School. I too would like to speak out against the proposed rehiring of Dr. Martin. You heard my two colleagues. He is not for this district. My concern is back then when he was here, he was not able to properly serve our district with the needs we had. Nevermind coming back after how many years of a hiatus, during a pandemic, when there are a lot of new issues that need to be addressed. I cannot see this proposed superintendent helping to move our district forward. I cannot see him doing what needs to be done in a district of our size. I have seen what they have said about him in other district. Those districts had 300-500 kids. Our district has thousands. He is not well suited for our district. I cannot see him adequately preparing our schools to reopen in the midst of this pandemic. You heard my previous colleague talk about how he relates to the kids and it is also how he relates to the teachers and faculty as well. Is he going to really be concerned about the various health issues that some of my colleagues have about coming into a building during the time period that we are living in? As far as I'm concerned, he will not be able to handle and properly address the challenges that this district needs to face. During this time, why bring someone from the outside who really doesn't know much about our district. I am sure there are people that are in central office that can act as interim superintendent until we have a new Board of Education who obviously want to have a say and until this pandemic goes away. As far as I'm concerned, I can't see bringing in somebody from the outside when I have to believe in central office we have people that can step in until the time is right to do another superintendent search to bring somebody who can adequately fit the needs of this district.

Richard D'Avanzo stated UTEA Vice President and to follow along the same suit. Being at every meeting you read the district Mission Statement and in that statement it says "to build on honesty, excellence, integrity, strong family and community partnerships" – community partnerships, things done not transparent under the cover of darkness and the audacity to bring back a gentleman that was shown the exit door and for those newer Board members, you had no money in the game when this was going down. To even think to ask our leadership to have input when we already had an assistant superintendent who has been in the district for a long time and to easy transition during the times during the pandemic. And why when we talk about community partnerships, do we feel the need to listen to a certain faction that they thing knows the need of the district, the educators that are on the frontlines dealing with numerous issues both home and to our students and the wellbeing and to bring back someone who was shown the door. Let's go back a little bit at the times of Patrick Martin. Opening day meeting, Union High School Gym, we always had it in the auditorium – he is playing music like it is a pep rally. What is the song he is playing – this will show a lot of peoples ages here – 1966 – some people weren't born in 1966 – Rolling Stones "Under My Thumb". As a leader it basically says that we are under his thumb. During the course of his addressing us and his requirements when we talk about equity, decides to say if you are not going to teach little brown children than you might as well get out. How appropriate on the first time meeting in front of a staff of over 900

individuals. During Dr. Martin's reign all he cared about was publicity and running to school buildings. He could never be found at central office. Of course, when it came to finances this was the beginning and as Mr. Tatum has stressed to us over the years, led to the financial issues that we still face as a result of his picking and choosing. His second year here there was a mass exodus of staff. We lost classes – we had to eliminate classes that were helping those students in math and language arts – extra help – because Dr. Martin, I had a conversation with him, chose to use over a million dollars towards his academy to appease the parents and we can go on and on and where that has led us. Bottom line is with Patrick Martin, why bring back someone that was shown the door and financially led us down to where we are today. Thank you.

Lyn Cornaccia stated Livingston School paraprofessional in preschool and head rep at Livingston School. I'm here to address an issue. I want to know why the Township of Union would take a step backwards in rehiring Dr. Martin as an interim superintendent instead of having somebody who is an assistant superintendent in place now – that being said Gerry Benaquista. Are you forgetting that it took Mr. Tatum at least two years to get Union back to the way it was before Dr. Martin came into Town. Mr. Tatum established a Town Planning Committee to move Union forward. He had a vision. I was on the committee when it started and I was on the committee when it finished because we accomplished everything. Do you actually think Dr. Martin is going to take Union into the next level? I do not think so. Mr. Benaquista has been working with Mr. Tatum for years. He knows the district. He knows the students and most of all he is working with the staff during this pandemic time. Mr. Benaquista may not be the actual superintendent but he is a great choice for interim superintendent. Dr. Martin is not a Union fit. I am asking you as a Township employee of over 18 years and as a resident of Union over 30 years to reconsider and do not have Dr. Martin as an interim superintendent.

Suehay Monge stated last week at the Board of Ed meeting I brought up what was discussed earlier by Mr. Tatum and Mrs. Ruiz regarding the PSAT test. My questions were not answered last week. I sent an email to Mr. Benaquista, Mrs. Moses and Mr. Tatum – it was not answered. I followed up on that email again and it wasn't answered. I know Mrs. Ruiz brought it up this evening and we did get one answer regarding the merit scholarship; however, as it pertains to the students actually being able to go into the building to take the test, that is unresolved. As of now Mr. Tatum, correct me if I'm wrong, that we most likely won't be in the building until February if that even happens. So this test is scheduled for January. Right now we clearly need a plan B and I don't think it is wise to wait until the next meeting to get that information on what that plan B is. If the students are going to be allowed by College Board to sign up at other locations, then the parents need to be notified. That sign up process, based on my experience with the SAT, is not an overnight process and the slots get filled immediately. If there are any schools that are even hosting out-of-district students. This is very concerning to me that it has been put on the backburner and that no one has spoken about until it was brought up by parents. It is very concerning to me. I don't appreciate not having my emails responded to considering we also don't get responses at the meetings. I feel it is being ignored and if that offends anyone so be it. These are our students and this affects them in their future. I understand that we are in a pandemic; however, again plan B – what are we doing if we have to sign up the kids to take the test at another school, then let the parents know – communication. Second I would like to say that I'm a bit confused as to why we are discussing something that is

not on the agenda when we were previously told that we couldn't. I don't understand maybe Mr. Taylor you can clarify why this is being allowed even though it was told to us earlier in the meeting that it wasn't. I'm very confused.

Mr. Taylor stated your time just expired and I was going to allow you to finish your thought. As I indicated earlier through the Board chair, pursuant to the rules that are read at each and every Board of Education meeting – the first public comment period both at the worksession and the regular meeting is for agenda items only. The first public comment period at the beginning of the meeting is for agenda items only and it is limited at the worksession to matters that are going to be voted on that night and/or the regular meeting for agenda items that are being voted on. To the extent that a matter is not on the agenda, the public has the right to talk about it at the second public comment period which is now. You can talk about the space shuttle going into space, the weather, traffic, whatever you want and comment on whatever you want or ask the questions you may have at the second comment portion of the Board meeting.

The Board of Education has not made any official public statements or comments about who if anyone would be, or will be, or may be appointed to serve as an acting/interim/permanent superintendent and also just to manage expectations that upon the advice of me, legal counsel, the Board will be advised not to respond publicly with respect to any particular individual who will or may be considered or said position.

Yvonne Lorenzo read the following no-confidence statement:

“To the Union Township Board of Education:

The Union Township Association of School Administrators (UTASA) is writing this letter of no-confidence in the Township of Union Board of Education regarding the following two items:

- A. The selection process of an interim superintendent
- B. The choice of Dr. Patrick Martin as the interim superintendent

A. We are thoroughly disappointed that this board, who has consistently preached transparency, did not make any motion to be transparent through the selection process of a Superintendent to replace Mr. Tatum.

- There has been no collaboration with the stakeholders – not the Administrators (UTASA), Members of the UTEA, nor the Association of Custodian Maintenance and Transportation Employees.

- We each have a vested interest in the success and well-being of the students and all of the departments that make this district what it is. We are on the frontlines. We live and breathe the pulse of our schools through daily interactions with our teachers, staff members, students, and parents. Why were we not consulted on a decision that would impact every single one of us?

- The Board of Education has a responsibility to ensure that ALL of their decisions are made with the best interest of this district in mind. This cannot be accomplished behind closed doors or in secret evening meetings. This cannot be accomplished without the collaboration of the people who actually walk the halls of these schools every single day.

- This is not a standard practice for the selection of such a critical appointment.

B. It has come to our attention that the former Superintendent of Union, Dr. Patrick Martin, is being considered for the Interim Superintendent position. Our association is opposed to this consideration because of the following:

- During his tenure in Union, Dr. Martin created a culture of fear and anxiety.

- He relied on intimidation and was quick to berate personnel in public.

- His autocratic management style left no room for collaboration with administrators and teachers.

- His communication skills were seriously lacking which made it difficult to have a conversation with him.

- Members of our bargaining unit, who served this community for decades, were harassed, humiliated and placed on leave without due process. All based on unfounded allegations.

- He would often make sexist and disparaging remarks to our members regarding their mode of dress and application of make-up; clearly a misogynous action.

- Dr. Martin is, however, an excellent public relations advocate for himself. Running around the district hosting activities such as ice cream socials, spelling bees, and puppet shows was a strategic maneuver to feed the public persona he wished to impart. There was no substance to his actions, however, that actually aided in the running of this district. Meanwhile the office of the superintendent was left unattended.

- Funding was taken from prime areas to support his whims leaving a deficit in the areas needed to sustain the district as a whole.

- A serious data breach occurred under his watch.

- Why on earth would we bring back someone who was asked to leave and who literally disappeared in the middle of the night when no one was around? He left without a single care as to who would be taking over.

Standing in solidarity with our colleagues, The UTEA and the ACMTE, we, the members of the UTASA, beseech you to pull the hiring of Dr. Patrick Martin from the Board of Education Agenda. Appoint Mr. Gerry Benaquista as Interim Superintendent. He is here, he knows the district, and can manage the transition until a permanent candidate has been found. Consistency is key during this difficult time.

PLEASE - Take the time to formulate an appropriate committee and begin your search in a manner that dignifies the Township of Union.

A personal note from the President of the UTASA also read at the Board of Education Meeting:

I would like to state that it is with an extremely heavy heart that I come before you this evening. I have worked in this district since 1984 and have served in the capacity of both teacher and administrator. I am deeply saddened by the increasing demise of the unity, allegiance and respect we have shared amongst the students, teachers and administrators of this school district. As Union employees we could boast about the longevity of our tenure in this district. This is an achievement not too many districts can tout about their employees. Students who graduated could not wait to come back and be a part of this awesome collaborative team that made up the Union Township School System. In recent times, we have witnessed divisiveness, heated televised arguments between board members, and the blatant pursuance of personal agendas that were not always in the best interest of all of the students in our schools.

The motto, “What helps youth, helps Union” was truly a mantra that has been ingrained in our hearts throughout the years. Where did that devotion go? Thank you.”

Nellis Regis-Darby stated this is my fourth time asking this question – it is about the pre-k students – is there an answer from the Board or the Superintendent or district leadership as to why the pre-k students are not counted as part of the Title I students within our district? I would really appreciate an answer to that question. Mrs. Minneci stated that is one of the responses that Mr. Benaquista prepared for this evening. I think it is going on to the district website. Mr. Taylor stated the administration can respond. Mrs. Minneci stated I can read it. Mr. Taylor stated to the extent that it is not confidential or privileged I will refer to Mr. Tatum and his team but I’m sure they can put it on the website or respond tonight, that is their prerogative.

Mr. Tatum stated respectfully I would like Mrs. Guilfoyle to make a comment about that information if she is still on because it has to do with the current grants that we do have and the way they were structured. I don’t know if she would like to add some more information. I’m sure it is part of the written response on the questions.

Mrs. Guilfoyle stated I did speak with Mr. Benaquista; he did send us the questions and we worked collaboratively on answering them. As far as the Title I funds – we do a comprehensive needs assessment in each of the Title I buildings and through that assessment we then look at the data and whatever the data determines is what grade levels we will use the funding to provide services for. When we looked at Franklin School for example, it is a schoolwide program. We felt that we needed to use it for our 2nd, 3rd and 4th grade students based on scores. It is all determined by data. We don't get enough funding for one building to put the funding in every single grade level. It is always based on the data. It is based on the comprehensive needs assessment, we then look at a route cause analysis and we go through this whole school planning and determine where the need is for us to use that funding and then we supplement with our programs.

Gary Abraham stated I wanted to take this opportunity to wish Mrs. Moses all the best in her retirement. I have served on the Board of Education from 2003-2012 and had the opportunity over the years to interact with Mrs. Moses as a representative from the Board to her school at Connecticut Farms and then working with her in various other capacities over the years. She was always an outstanding and upstanding educator and really appreciated all the hard work and her dedication to her staff and the students of this district. Best of luck.

To my friend, Mr. Tatum, we spent a lot of years working together. Your first year in the district, my daughter was in your first class at Central Five and from there you progressed to the central office and we worked very closely together with my time on the Board and maintained our friendship since I no longer was on the Board of Education. I just want to say I truly appreciate your friendship, your dedication, your hard work and all that you have done for this district over the years. I'm sure we will have several breakfast meetings in the future. Thank you. Mr. Tatum stated thank you Gary. You and I go back quite a number of years and I appreciate all the work that we have done together. I like to say that in light of the fact that I'm leaving, you get to buy the next breakfast when we meet.

Catherine Sharpe stated I have to say that I'm upset with the way things were handled as far as choosing someone to be interim superintendent. As far as I know, Mr. Benaquista was never given the opportunity to interview for this position. He has been with this district about 20 years and he has been serving and working very successfully as Assistant Superintendent. More than that, he has worked side-by-side with Mr. Tatum during this pandemic. He has a feel for the district, for the staff, the parents and most of all for the students. I feel at this time, with all this problem with the pandemic, this is a bad time to start changing things because the world is changing day-by-day as it is. We need somebody who knows us; who can work with the whole district to get us through this messed up situation we are in and keeping Union schools on an even keel. I strongly urge the Board to consider Mr. Benaquista for interim superintendent of this district. Thank you.

Angel Salcedo stated I logged on this evening in an effort to stay informed. I am a former Union Board of Education member. I was a member of this Board from 2014-2017. I was there in the last six months of Mr. Martin being our superintendent and I would consider his lame duck period. I couldn't sit back tonight without making a few remarks. I traditionally don't remark at these meetings. I want to give you some historical context as I imagine some of

the Board members have already received from some of those still sitting on the Board. Mr. Martin was an individual coming into a position and as a Board member I did see – everyone talks about his spelling bees, the reading programs which were incredibly important to him and he got started and which are incredibly important. The problem that I quickly figured out was that he was doing those activities but not doing the job of the superintendent. The person we need to hire to be superintendent of this Township is someone who will actually manage the district; someone who knows finance. If he was interviewing as a principal or maybe a director of some topic, that would be great but we have already been down this road once with this individual. As I sit here and I remember walking into meetings, the last six months, it was Mr. Tatum who actually managed the district behind the scenes. I couldn't sit back and allow this to just move forward. Please look at the history. It was there; there was a reason why there wasn't support to move forward with this individual. The things we discovered post his leave and the things we had to work on, there was a significant list. I ask you to look forward. I ask you to look beyond this; take the time as others have said. Do a proper search – you have 8,000 kids in this district. It is way too important. Thank you very much.

Paul Casey stated I don't have anything to say about the superintendent at all. What I do want to say to Mr. Tatum and Mrs. Moses – thank you for your service. It is greatly appreciated on behalf of my family and the children that attend Union Public Schools. We greatly appreciate the time and dedication and the hours that you have put in supporting our children. I do also want to comment on where we are today in regards to our children and working remotely and virtually and our children learning in that way. It seems that some of those other activities that children have been able to participate in when we are doing school in person, are no longer happening – like clubs and things like that. I would really encourage the district to take a look at that. Last night at the PTA meeting, it was mentioned that clubs were not something that were going to happen at Kawameeh Middle School and that was a directive from the superintendent's office. On my email to Mr. Malanda today to follow up on that and to encourage us to do that and I would just really hope that a decision could potentially change because my son is done every day by 1-1:30 p.m. and he could certainly use those other activities that we can do virtually – whether virtual chess or podcast club or things like that which could allow students to do something beyond the academic day. I would really encourage that. I also want to again say thank you for now the execution of the articulation agreement with Kean University. Thanks to Mrs. Guilfoyle, Tommy Harrell and Mrs. Ahearn and all those that were able to help to make that happen – I think that is going to be a great thing for our district moving forward. I was thrilled to see the presentation tonight on the topic of equity; that is certainly something I have been a proponent for the last seven years. I think it is late but I'm glad to see that it is happening now. Congratulations on that.

Lilliana Almeida stated I only have one question this evening and it is pertaining to the computers. I do know that computers are coming in; that is great news. I just would like to know more or less what is the turnaround that we can expect to get those computers out to the children because it is mid-November and based off of Mr. Tatum's suggestions, we may not be heading back to school until February or maybe even later, who knows when all this will be over – hopefully sooner rather than later. Just out of curiosity, how soon can we get those computers out to the children? Thank you.

Mr. Tatum stated as soon as we get them in and they are supposed to be in as early as next week. We should be developing a plan for each individual buildings to get those computers distributed. We know it has been a long wait and I know Mrs. Paul and the technology department are already planning for that. You will be getting the appropriate information. As fast as we get them and they are checked into the district – some for the high school have already arrived and once they are checked in and secured, then they can be distributed. As quickly as we get them in, we will get them out.

To Mr. Casey, thank you for your comments.

Katherine Lewis stated teacher at Kawameeh Middle School. I just wanted to wish Mrs. Moses and Mr. Tatum well and thank them for their years of service. I wasn't going to speak; I usually don't like to speak on these online things but after hearing my community speak – I just want to say it is true what they say, the truth eventually, always comes out. I am so glad that even though Mr. Tatum is on his way out the door, that everyone knows now that all the stuff you always did – not just as our Superintendent but even when you were the Assistant Superintendent – holding it together for the previous rein. You did earn your position as Superintendent by far and I hope that moves forward because I know Mr. Benaquista has done a great job as well. I did want to thank you for all the wonderful years. I have known Mr. Tatum a long time and he was my cousin's teacher in 2nd grade and she loved him. I just want to wish you well and I'm glad that everyone now really knows how much you really did for the full rein of your career as an educator and administrator and thank you so much; I wish you the best.

Mr. Tatum stated thank you so much Katherine – you are a great person and I appreciate your comments. It has been a long run and I have enjoyed so many good years. Maybe we will have the good fortune to work together again in some other capacity or some other place. Thank you.

Jeffrey Monge stated I guess you are not coming back for the next meeting unless you are going to double your pleasure with all the great comments. Mr. Tatum stated Mr. Monge I'll be looking for you outside of the meeting next month. Mr. Monge stated I want to thank you for all that you have done. You have always been about the kids and we spent a lot of time together when I was on the Board and even as a parent. I appreciate you and Mrs. Moses. Thank you. Congratulations to the new Board members that are coming in and those that are leaving. I am a little bit confused – we talk about this whole process as it pertains to an interim. I'm assuming we are talking about an interim and not the new superintendent. It was mentioned by Mrs. Richardson and seconded by Mrs. Ruiz about how did this information come out? There is obviously a lot of feedback that the union has provided and I would love to be able to know how so many people know so much that parents and others don't know. We talk about stakeholders. One thing that I did not hear through the whole process was about the parents and the kids and more importantly about the kids. At the end of the day, if we all believe that we can do better because if everybody believes we are o.k. and everything is great in Union, then you are looking at things through the wrong glasses here. If we believe we can do better, then there has to be some change. Whoever comes in you have to be prepared for change. Doing better doesn't mean to increase your expectation of kids, it means to increase expectation of parents, teachers, staff and administration. If we are going to turn this district around, I hope that the union and

everybody else – the stakeholders are prepared for change because if you want to try to have more of the same, then things are not going to change. I'm also taken aback. I like Mr. Benaquista but taken aback because I can understand one talking about process and the idea of transparency and obviously there was a process that wasn't on the agenda it seems but to champion a candidate, that seems very inappropriate. As a parent, if you want to talk about process – then talk about process. But if you want to talk about process and say but hire this gentleman – I don't have any issues with Mr. Benaquista but that is not process. I just want everybody to think about that if we want to change, change hurts and we have to do it for the kids because it is about the kids not the adults.

Brad Kalee stated I want to take this opportunity to thank Mr. Tatum for his attention that he has paid to my section of the community. As it relates to community schooling, as we sat down and we had some initial concerns, he sat down and made us comfortable and let us know that what we need to do to make sure that community schooling works. My section of Town would not have it that we continue to do an old school model practices of busing and this is now a diverse community and that busing money can go back into curriculum and making sure that teachers stay on the payroll. We would not have it that teachers get cut from the payroll so we can bus kids out. There is another way to do it and we are on board so thank you Mr. Tatum. That was the only reason I came but I would be remiss if I did not address the obvious elephant in the room. When you talk about process and who you are going to hire, it is very important to know that the person is going to be able to hit the ground running and not run into road blocks. As a parent of students, it would be impossible for me to ignore the first line of defense who are the teachers and the transportation that get my kids to and from and educate them. If the morale of those first line/front line individuals is not appropriate, then my kids are going to be the first to feel it. If the morale is already shocked that this name got out there, then I have serious concerns as a parent that that name can continue to be pushed forward. This Board has to step back, listen to what was heard tonight and I'm speaking as a parent. I could care less of who gets the job but that person sounds like they are set up to fail; whatever Board members continue to push in the way they are pushing. I hope, I pray that this Board revisits and does whatever it needs to do to make sure that we don't end up in a situation where on day one everyone is working against the individual and not with. Whatever my position is on Union, is moot, what I do know is 10 years real and that superintendent will be gone long before the teachers. May God bless and keep this community.

Kathleen Brunsmeiers stated I wasn't going to come on but I was afraid that I wouldn't get the opportunity because it does sound like Mr. Tatum may not be here come December and I wanted to thank Mrs. Moses and Mr. Tatum. I am a fan of everything you guys do for the students in this district. I'm a fan of the opportunities that you may have afforded me both first as a parent, then as a substitute and now as a staff member. We have had a lot of really happy cheerleader staff members in this district but I feel I'm a pretty good cheerleader for Union Schools and I love the football games too. I love when Mr. Arminio reminds us of those games. I do want to say as far as the planning committee, Mr. Tatum, even though your tenure here is going to be gone and you will be moving on, I hope that is not something that has ended. I hope it is something that won't end in the future because you had an incredible idea. I was blessed and fortunate to be part of that committee since the inception of it. It was put in place for a good reason and I don't think it should end because I feel there is a lot to be done and a lot that the

planning committee could work with. Maybe it needs a new name but I think it had a really good purpose and I would hate to see it end. I think it would be a disservice to Mr. Tatum's memory and tenure since he worked really hard to get subcommittees together and have us do different things that we did to help push this district forward. I hope you enjoy completely your first snow storm of 2021 that you do not have to make that call about the delays, early dismissals, cancelling – please turn off your alarm and enjoy it you deserve it. Mr. Tatum stated thank you and I just said that to someone this week that I hope it doesn't snow before December 23rd.

Marilyn Meekins stated 2nd grade teacher at Franklin Elementary School. I just wanted to take this opportunity to say thank you Mr. Tatum. You have been an amazing person to know. You saw something in me that I didn't see in myself and that was passion. I was a former teacher's assistant at Central Five in 2005 and all these years later, 2020 – I am at Franklin Elementary School still teaching and I absolutely love what I do. Thank you so much for believing in me. I will miss you so much. I wanted to also thank Annie Moses for also being an inspiration and I didn't get an opportunity to say thank you to Mr. Harrell, he was also an inspiration to my son back in his middle school days when he was having a really rough time and I just wanted to thank him so much for being an awesome science instructor. You will all be missed. Thank you.

Mr. Tatum stated I really take pride in the fact that I put you in front of children because I knew you had the passion to do what is right by children and that is so important to me. Thank you and continue to do what you do for our students and always remember, my phone is always on – it is just a phone call away. For me it is so long for a while, it is not good bye forever.

Elsie Mackie stated Mr. Tatum, thank you, when I came to the district I had a lot of issues. I was an untrusting parent with my child with a disability, coming to these meetings – you know the commitment I have towards children with disabilities and you, Mrs. Moses, Mr. Benaquista, everyone was truly supportive. Your heart and your soul – you are about our children of this district. It is a thankless job and may you go and be a consultant and make a lot of money minus all of the stress and lawsuits that come at you that you don't deserve. I think people now will truly understand and appreciate what you brought to this district. Because based on what I heard tonight, especially surrounding children with disabilities, I'm beyond curious, I'm beyond nervous, I'm beyond scared and it is hard when you have a child with disabilities to hear the information I heard tonight and that information that is subsequently coming towards me. I'm gravely concerned. We need to be able to trust who is coming and taking the helm and leadership of being the superintendent of our kids. I'll miss you and I love you and Mrs. Moses. Our journey is not ending. In terms of this interim superintendent, I think it comes to a greater issue that we all need to start talking about is the leaks of information that come from these executive sessions that trickle down into the community whether you tell somebody or whatever we have had informational forums, we had information – who heard and it is information that is supposed to be from closed doors that is supposed to be protected. It should never have gotten this far where you have the whole union coming to the Board meeting and letting us know what is going on. That means somebody spoke or a couple of people spoke and it spread like wildfire and that is problem in terms of management and leadership. In terms of Mr. Martin I don't know him. I moved here and he left. If what I'm hearing is correct, getting ready for us to come because what I don't tolerate and what I will not be quite for is any form of abuse or any form of

putting down any child and special education is my baby and passion and as a mother of a child with a disability, God help us if what I'm hearing is true, and how did you do this? We shouldn't even be discussing it. It should have been vetted and discussed and presented in a way that is professional to the community that came out today. That alone lets you know we are already in trouble and it is not even January and new Board members coming on board. Other than that Mr. Tatum, our journey is not done. I will still be who I am, especially more now than ever from what I heard tonight. I wish you and Mrs. Moses all the best and in terms of everyone, I don't even know if Gerry would even want the job if all of this is happening. You would have to be a special angel to want to take the position after all of this stuff we are hearing today. Mr. Tatum, our journey continues and I wish you all the best...you are free. Mr. Tatum stated thank you.

Pam Leone stated Mr. Tatum, we go way back, I want to say congratulations. He hired me in 2000 in Hillside. You have done a fantastic job; all my kids have been in district. It is sad to hear you are going but well deserved. As far as the other issues that I'm hearing both as a parent Union and a teacher from another district, our children need consistency. I'm really concerned about what I hearing tonight about the interim superintendent. From a parent perspective, I want my children to be someplace where there is consistency, especially during COVID. It is very concerning that somebody I didn't like the policies that he implemented when my children were younger to be brought back in. It didn't work then so what on earthy would make anyone think it is going to work now in the most toughest times to teach under. I'm not saying that as a Union teacher but as a teacher in another district who knows how important it is to have a superintendent that you can feel is behind your back. That has your best interest of the children and the teachers at heart. If you have stressed out teachers, they are not going to perform successfully. I have been under both. I have been under great superintendents and not so great superintendents. It definitely affects staff morale. I really implore as a parent that you think about how our children will be impacted if someone is brought in that has been adversarial with the staff in the past. It is not going to make a successful climate of learning for our children. I want my children to have the best that they can get. We need to support the teachers. The teachers have to be supported because they are the frontline that teach our children, not the administrators. They are the ones that support the teachers and great administrators should never disparage their staff. That says a lot about their character. On a positive note, Mr. Tatum, I wish you all the best. Mr. Tatum stated thank you Pam, it has been a pleasure. We have spent a lot of time together in Hillside and nothing but great memories. I remember when you were hired as a teacher over there and I remember when it came to me as a recommendation, you had be substituting for me in a long-term position and I was thrilled to get you and I'm happy to hear that you are still there. I'm sure you are doing a great that you always did when I was there.

Aracelly DiGirolamo stated Mr. Tatum last month I already congratulated you but I'm going to do it again. If this is indeed your last Board meeting, congratulations again and wish you the best. You also mentioned that you are going to report about the ventilation of the buildings. Thank you for giving us that update. I was just wondering if there was any way you can give us more information later on and let us know what's the plan; are you planning to fix the issue? When and how? If the parents can get a report on which buildings are the ones that are affected the most and if you are going to fix the issue – how? Just for peace of mind for the parents that were hoping to go into hybrid in January/February. It seems like that may not even happen. Are you going to fix the situation with the ventilation? You also mentioned money is

an issue. How are we going to do that? What concerns me is I'm aware that there are two lawsuits going on and that the Board is hiring a lawyer that we will be paying \$300 an hour for this lawsuit; that is money that will be paid by us, the parents, the taxpayers of the Township. That is money that can be used, invested into all the problems that we have with the ventilations in the buildings of our schools for our children. I wanted to throw that out there; maybe we shouldn't have all those lawsuits going on. The last point, I'm really alarmed on what I heard tonight with what is happening with the situation of hiring the new superintendent. I actually met Mr. Martin back in the day when he was here as the superintendent. The question is how come the posting for this position was not out there. I don't remember seeing it. If that is legal and allowed not to post that job I would like to know where is that because I did not see it. I am myself a teacher. I have worked in several school district and I know that every time there is a position open, a position gets posted. I don't remember seeing that position posted anywhere. Please listen to the teachers. I am completely alarmed with what I heard, especially since I have a special needs child. Please listen to the teachers they are the best sources that we can have to make a decision for hiring the right superintendent.

Olga Korzan stated I'm not a resident of Union but I teach at Connecticut Farms – 4th grade. Three short comments – I don't ever speak here but since it is Mr. Tatum's last meeting. The first thing I wanted to say is I'm really excited about the equity team that the district has put into place. The second comment is I wanted to wish Mrs. Moses well. She was the principal at Connecticut Farms when I got hired and I learned a lot from her. Lastly, Mr. Tatum – I know him from high school when I went to Hillside High School – he worked there. I wanted to thank him for all his dedication and service from back then to today. I wish you a happy retirement.

Sienna Bucu stated just want to say something through a student perspective – I have no idea what the culture is like for the teachers. I can't speak to their experience because I don't know it. As a student, seeing the superintendent was important to me. Some of my favorite books were books I had to read. I re-read Lord of the Flies in high school because I read it in 8th grade. Also, I did have some of my issues. When I was in 5th grade which was Dr. Martin's first year here, I created a petition and I was like I hate the monster outline for all these reasons. I misspelled petition in the email which was the running joke because in 5th grade I didn't know what I was doing. I was vocal, which I have always been vocal. I do feel that my education was much different during his tenure here in a good way. I did the academy in middle school under Dr. Martin and then when Mr. Harrell brought it back I became someone who helped in Kawameeh. I can't speak to anything that any of the teachers are saying. I do think process is important. As I student I felt his presence in a way that I had never felt before and was positive. I do think that even though I might not have seen all his policies in a way that I liked – like the monster outline I thought I was a better writer than that and that is something that wasn't all bad. Lastly, speaking about responsiveness, he emailed me back – Mr. Benaquista emailed me back, Mr. Tatum has had me in his office and we have had conversations and I do think that is something that is important. I want to thank Mr. Tatum for everything that you have done and when students needed you – you showed up. I don't want to minimize that at all and I want to thank you for everything you have done for us.

Michelle Osborne-Warren stated principal of Connecticut Farms School. I just wanted to take the opportunity to congratulate Mr. Tatum and Mrs. Moses on their retirement. I started in

the district 2004 or 2005 as a principal at Battle Hill School, the year after Mr. Tatum and we formed a great relationship over those years as well as Mrs. Moses. I am going to be deeply saddened by their leaving. I feel they are part of my family. I just wanted to spend this opportunity to tell everyone that I greatly enjoyed working under them; being part of their team and just knowing that they have done an absolutely amazing job for the district and without them and their support at times it would have been a difficult job but they kept me going and I have learned so much from them. I am truly grateful for all they have done and I wanted to thank them personally for being part of the reasons why I have become what I believe – a great administrator because of their embracing me and being part of the team. Thank you again Greg and Mrs. Moses for all that you have done for the Town and the students and the staff. Mr. Tatum stated you have been a great colleague as a principal. It has been nice working as your Assistant Superintendent and Superintendent. I think the fondest thing I would say to you personally is just one word “images” – always keep those images in mind and it will carry you far in your career.

Mr. Tatum stated thank you also to Sienna, I enjoyed working with her as a student also.

Abby Higgins stated I also wanted to give you a student’s perspective on the new superintendent position. As a 4th grader, when Dr. Martin came to the district, I remember him coming into our classroom and talking to us about the importance of reading and I knew his face. As a 4th grader I didn’t know what a superintendent is or does but I like this guy. He was always in the school. He came and gave presentations to us and to me that was super important because he was around all the way up until he left. I don’t really know what it was like for the teachers but I do know that my education was different when he was around. I don’t think it is fair to discount him and assume the worst. I know there were a lot of people that weren’t around when he was in the district. But from a student’s perspective, I do feel that future students are safe in Dr. Martin’s hands. I also do appreciate Mr. Tatum and his work in the district. It is very much appreciated. He was very much around and everyone knew who he was. I do think it is important to hear the experience of the students because I did have a very good education under Dr. Martin and I don’t think that perspective gets heard a lot but I hope a lot of parents and educators will take that into account and hopefully go into this new endeavor with open minds and hearts and put the students and the teachers first. Thank you.

Kristin Nunes stated Mr. Tatum you will be missed and thank you for all your hard work and Mrs. Moses. I just want to say I know Abby and Sienna very well and they are very good students – honor roll at all times but as a teacher in the room and working under Dr. Martin, special education children really suffered and it was sad to watch. I’m glad they had great experiences and that makes me feel really good about their education but I am concerned about other students in our district. Thank you.

Mrs. Arrieta stated congratulations Mr. Tatum you will be missed. With respect to Dr. Martin, I’m glad some students had good things but I was upset and Dr. Martin moved research papers for our high school students which I thought was ridiculous because they are going into college and they need more preparation sorry I didn’t find that to be a good idea. I didn’t like the monster outline either. Also I do not know how this came out or how we know or not know – if this is true or not true, but I do not like Dr. Martin. I do not like how he treated the students or

the things that were done like what the teachers and people said before me. I was at the school and I had seen it myself. We weren't really allowed to talk at that time and he was superintendent so where else do you go. We had to talk to our UTEA reps but there was not much that was done. I don't think bringing back someone, or anybody that is gone, is a good idea.

Dr. Gwendolyn Platt stated I am a teacher in the Union School District. I just wanted to say is I'm glad that we have our equity committee that they started. I did do my dissertation in this district on cultural responsive teacher, effective instructional practices for diverse learning so I'm glad that study has gone further in the district and I'm glad to hear that presentation this evening as well. I hope we get more data and more results. Also, Superintendent Tatum, I want to wish you the best. Thank you for your leadership and I wanted to thank you for being a great leader for all the children and your service and to the teachers as well. Enjoy your retirement. Mrs. Moses, thank you for your leadership and wishing you well wishes for you to enjoy your retirement as well.

Mrs. Minneci stated before we go to executive session, I missed this in New Business so I wanted to mention a few things. Mr. Arminio mentioned that the football game is Friday night. The Boys and Girls Soccer teams have advanced to round two of the State tournament. One of our football players, Desmond, won the JSZ week-6 North Jersey game ball. Congratulations to Niza Charles who is a graduate of the high school who has made great strides in the music industry and she was back home about two weeks ago and they renamed her street in her honor where she grew up. Thank you to the Union High School PTA for the great event they held on Sunday – tricky tray – they did an excellent job. It was so well planned. They did an amazing job. Thank you.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Richardson, seconded by Mr. Nufrio, that the Board go into Executive Session at 10:18 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, superintendent search, matters falling under the attorney-client privilege.

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, Mrs. Higgins, Mr. McDowell, Dr. Morgan, Mr. Nufrio,
Mrs. Richardson, Mrs. Ruiz, Mrs. Minneci

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:17 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Dr. Francis, that the meeting be adjourned at 11:19 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

DIANE CAPPIELLO
ACTING BOARD SECRETARY

