

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – FEBRUARY 18, 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, February 18, 2020 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Minneci called the meeting to order at 7:04 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins (arrived at 7:16 p.m.)

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Manuel Vieira, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Anne Hart, Mr. Craig Wojcik

ALSO PRESENT:

Afshan Ajmiri Giner, Esq.

Mr. Nufrio led the Board and audience members in the Pledge of Allegiance.

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

Mr. McDowell read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

David Arminio stated I’m quite certain that by now the Board has had their ethics training for the year or at least scheduled as required by State statute. This caused me to wonder how File Code 9270 – Bylaw – Conflict of Interest – could possibly be on the agenda for recommended changes. Part (a) states that “no board member shall hold any form of paid employment with the district while he or she is serving nor for six months after leaving office”. You are considering changing the length to two years. Our Town has lived with this original wording for decades. Only once has this been an issue in over half century where someone resigns from the Board to take a position with the district six months later. Did you know that the Towns of Cranford, Linden, Westfield and Scotch Plains has a 6-month window in their bylaws. The other change you are considering is part (c) which states “no board member shall serve as Mayor or as a member of the municipal or County level governing body of the district while he or she is serving”. You certainly know that this is already a State statute. You are

considering adding the line after two years leaving the office. The last part is what has caused me to come because it is offensive to all of the citizens of Union. How can the board dictate the rights of a private citizen after he or she severed his or her relationship with the board whether by resignation or the fulfillment of a term. I would suggest that your conditions are potentially unconstitutional as was suggested to me by two different lawyers. I have not seen in any policy manual in any district of Union County that even remotely resembles the restrictions that the board might place on an individual. I hope that when tonight's agenda reaches the policy changes, that a careful explanation of the changes is expressed by the Policy Committee and you reach a two-thirds majority of the full membership of the board based on sound logic that reflects the Code of Ethics that you all have sworn to uphold.

Paul Casey stated Policy 9322 – public participation – one of the principals of education is parent and community involvement. It is a proven fact that children do better when their parents are involved in their education. We have a tough enough time already trying to get parents involved and advocate on behalf of our children. The idea that we are going to limit the time a person is to speak is offensive. I strongly encourage the board to pull that from the agenda. It will discourage people who may be looking to get involved.

Susan Lipstein stated I'm speaking about the same policy – I was at the work session last week and there were heartfelt pleas from many people about reasons not to change it. I was at the Township Committee meeting that same evening and they have a 5-minute limit and I said how can one governing body have one amount of time and the other have a different. No one gave us a reason why the change was being made. I can't see how it's education sound for the district. If that is what you want to say, that we are not worth listening to for five minutes, then you are saying a lot when you make that change. When you madam president or anyone else up there, will have to sit here and listen to a crying child speak to you, an upset parent, a caring activist, a taxpayer or homeowner, one of the 50,000 residents that you represent and you have to tell them that their three minutes are up. That is a responsibility that will be on your shoulders and on your conscience too. Every one of you that decides to vote on this change, that is going to be your legacy and I don't think that is a legacy that I would be proud to have. I would ask that everybody pay attention to someone speaking. I see one of our board members busy on his cell phone. I think you understand that this is how you are going to be remembered; how you approach the public and you are representing 7200 children and their education. I think people that come and care enough about it deserve to not have two minutes of time taken away.

Jeffrey Monge stated as it pertain to the same policy, last week you had 10 people come up for public comment and they didn't take the five minutes but if they did we are talking about 20 minutes of saved time. It shouldn't be your legacy. It hinders the advancement of our district.

Bylaw 9130 – committees – I think to loosen up and restrict to have an ad hoc committee when selecting professional services – I looked back at the meetings when this was approved. Everybody on the board approved it except for Mr. Nufrio who abstained. Prior when there was another board, most of the folks agreed to the changes and here we are a year later and now we stand to revise and have a change especially when we have F-13 where we are approving the maximum dollar amount for professional services by \$130,000 from the original budget. Mrs.

Richardson when you were policy chair last year when this was approved, we pushed for that. Everybody agreed to the changes and we incorporated some of Mr. Nufrio's comments.

O-5 – approve bond counsel – this is actually against Bylaw 9130 where there should have been an ad hoc committee to select a bond counsel and be able to have a competitive bid. You are putting the court before the horse. You are going to approve a retainer and for the energy program which is fantastic but you don't even have it budgeted. You don't even know what the person is going to be working on because the board hasn't seen a budget on the projects that are going to be presented and approved. Mr. Tatum does not conform with your ideas of changing the district. We have legal costs that are through the roof. We are spending our districts money without even having a plan in place.

David Daniels stated I'm a concerned citizen of Vauxhall and other parts of Union – Battle Hill/Franklin section concerning a document we submitted to you all about naming a gym at Jefferson School to Paul Hayes. I grew up in that situation and I had a good friend named Paul Russell which a lot of people from Hannah Caldwell might know and he was a good friend of mine and at his funeral a couple of years ago it was mentioned to me to name a gym or something after Paul Russell and me and his wife vehemently disapproved of having anything at Jefferson named after him because all of his work was done at Hannah Caldwell. I don't want to go into that any further but it doesn't make sense to have something named after him at Jefferson School where he always worked at Hannah.

The main issue is concerning Paul Hayes and you all have been submitted documents and I was hoping that tonight or as soon as possible a decision would be made about whether we would be able to achieve that – naming a gym after him because of the massive influence that he has had throughout the community of Vauxhall and Battle Hill/Franklin section of Union. What he has done has influenced a lot of professional people, including myself. There is no other person that deserves the honor of having Jefferson School named after him than Paul Hayes. As far as our community is concerned and the people that grew up in that community and achieved a lot of successes. I would like to thank you all for considering the proposal. I would like to know if there is going to be a vote or any type of decision made. My intention when we made this proposal back in August is that we are trying to combine the Paul Hayes inauguration of the gym and he as the unsung hero that we will be celebrating on the 29th of February at Jefferson School.

Mr. Tatum stated with respect to Mr. Daniels question. There was a discussion last week for tonight's agenda. There was a request that this be combined; however, the next day I received a phone call withdrawing that request that it be combined. As you just said a moment ago, that I know you meant to refer to Joe Russell, he was called "Big Joe Russell" who worked for us for a number of years, that something would be considered for him also. That is what is in effect right now. The last thing is O-8 is the resolution for Mr. Hayes and we will be voting on that tonight.

Nellis Regis-Darby stated the two policies and bylaws on the agenda – I think I asked this at our last meeting. Why are the policy committee making changes to adult policies rather than changes that effect the students in the district?

Sienna Boku stated it is about policy five, if you are still pushing this forward, I want you to question your mission statement because they are at odds with each other – the decisions you are making. As a college student and recent grad of UHS, I want to ask you who benefits from the proposed changes to the public comments. I'm sure it is not the students. How can a mission statement stay that you want to build on honesty, excellence and integrity, strong family and community partnership if you seek to devalue the conversations at these meetings. How can you create a student like me who is challenged, inspired, empowered and respected as a diverse learner? If the public is not respected to have their due place in this room, what is productive citizen in our community if I can't speak for five minutes that has been the policy on behalf of the community that I know and love? Do not do this. These decisions allow the complacency and censorship. What is my education for if my voice is dismissed as irrelevant and unimportant?

Approval of Minutes:

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

1. October 8, 2019 – special meeting/HIB hearing
2. October 8, 2019 - worksession
3. October 8, 2019 – executive session
4. October 15, 2019 – regular meeting

DISCUSSION:

None

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

NAY: None

ABSTAIN: Dr. Francis (October 8th and October 15th), Mrs. Higgins (October 8th),
Mrs. Richardson (October 15th) MOTION CARRIED

Communications:

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation listing grants that were awarded to teachers for the 2019-2020 school year.

REQUEST FOR USE OF FACILITIES AT UNION HIGH SCHOOL

Letter from Department of the Army-ROTC requesting the use of facilities at Union High School (large gym, small gym and cafeterias) for the JROTC Battalion to host the North Jersey League Drill Championship on Saturday, March 7, 2020.

REQUEST FOR USE OF UHS FOOTBALL FIELD

Letter requesting the use of the Union High School football field on Saturday, May 30, 2020 from 5-10 p.m. for a community reading program entitled: "Friday Night Lights" sponsored by a grant received from the NJEA.

REQUEST FOR USE OF UHS FACILITY SITE

Letter from the Township of Union Chamber of Commerce requesting the use of the Union High School facility site for the Chamber's 10th Annual Mayor's Day 5K Run on Sunday, September 20, 2020. The race begins at 9:00 a.m.

REQUEST TO NAME JEFFERSON SCHOOL GYMNASIUM

Request to the Township of Union Board of Education to name the gymnasium at Jefferson School in honor of Mr. Paul Robert Hayes.

CORRECTION – REQUEST FOR LEAVE – LICKS

Correction to request for paid medical leave from Suzanne Licks, teacher-Livingston Elementary School, February 14, 2020-May 17, 2020.

LETTER OF RETIREMENT – MOYNIHAN

Letter of resignation, for the purpose of retirement, from Michelle Moynihan, school librarian/media specialist -Union High School, effective July 1, 2020.

LETTER OF RETIREMENT – ECKERT

Letter of resignation, for the purpose of retirement, from Arlene Eckert-business education teacher -Union High School, effective April 1, 2020.

LETTER OF RETIREMENT – ZURKA

Letter of resignation, for the purpose of retirement, from John Zurka, teacher-Jefferson School, effective July 1, 2020.

LETTER OF RESIGNATION – GARCIA

Letter of resignation from Isaias Garcia, part-time bus driver-Transportation Department, effective February 28, 2020.

LETTER OF RESIGNATION – SARANGO

Letter of resignation from Ana Sarango, part-time aid -Transportation Department, effective January 31, 2020.

REQUEST FOR EXTENSION OF LEAVE – CARLIN

Request for extension of unpaid FMLA from Anthony J. Carlin, paraprofessional-Battle Hill Elementary School, new return date March 2, 2020.

REQUEST FOR EXTENSION OF LEAVE – CARVAJAL

Request for extension of unpaid child rearing leave non-FMLA/non-NJFLA from Maria Carvajal, Spanish teacher-Jefferson School, new return date September 1, 2020.

REQUEST TO RETURN EARLY – DENNING

Request to return early from Noa Denning, speech/language specialist-Hannah Caldwell Elementary School, new return date March 1, 2020.

REQUEST FOR INTERMITTENT LEAVE – DESROSIERS

Request for unpaid intermittent FMLA/NJFLA (concurrently) paternity leave from Johnny Desrosiers, security officer-Burnet Middle School, March 10, 2020-June 24, 2020.

REQUEST FOR EXTENSION OF LEAVE – DOMBROWSKI

Request for extension of paid medical leave from Kathy Dombrowski, paraprofessional-Union High School, new return date April 1, 2020.

REQUEST FOR LEAVE – DOMINGUEZ

Request for unpaid FMLA/NJFLA (concurrently) paternity leave from Jose Dominguez, Spanish teacher-Union High School, April 20, 2020-May 29, 2020.

REQUEST FOR INTERMITTENT LEAVE – JANOWSKI

Request for intermittent FMLA leave from Jennifer Janowski, pre-k teacher-Livingston Elementary School, January 22, 2020-February 28, 2020.

REQUEST FOR EXTENSION OF LEAVE – MELKOWITS

Request for extension of paid medical leave from Valerie Melkowits, paraprofessional-Hannah Caldwell Elementary School, new return date May 2, 2020.

REQUEST FOR LEAVE – PISCIOTTA

Request for paid medical leave from Lynn Pisciotta, Confidential Administrative Assistant-Central Office, March 25, 2020-May 1, 2020 (tentative return date).

REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – JOHNSON

Request for extension of unpaid intermittent paternity leave under FMLA/NJFLA from Aaron Johnson, ESL teacher-Franklin and Connecticut Farms Elementary Schools, now through June 30, 2020.

REQUEST FOR LEAVE – NIGRO

Request for paid medical leave followed by unpaid FMLA from Leslie Nigro, teacher-Jefferson School, February 13, 2020-May 15, 2020 (tentative).

REQUEST FOR LEAVE – LANNO

Request for unpaid FMLA followed by unpaid non FMLA from Catherine Lanno, pre-k paraprofessional-Battle Hill Elementary School, December 19, 2019-May 1, 2020 (tentative).

REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – POLACK

Request for extension of intermittent FMLA/NJFLA from Linda Polack, special education teacher-Union High School, now through June 30, 2020.

CORRECTION TO LEAVE – PERMISON

Correction/Update to unpaid FMLA/NJFLA child rearing leave from Daiana E. Permison, Spanish teacher-Union High School, April 24, 2020-June 15, 2020.

LETTER OF RESIGNATION – GOMEZ

Letter of resignation from Omar Gomez, part-time bus driver-Transportation Department, effective February 21, 2020.

REQUEST FOR EXTENSION OF LEAVE – MOORE

Request for extension of unpaid FMLA followed by unpaid non-FMLA from Cynthia Moore, part-time bus driver -Transportation Department, now through February 29, 2020.

REQUEST FOR UPDATE ON LEAVE – GEORGE

Request for update from intermittent FMLA to consecutive unpaid FMLA followed by unpaid non-FMLA from Sheren George, paraprofessional-Kawameeh Middle School, February 19, 2020-March 19, 2020.

H. Superintendent's Report

Mr. Tatum stated Franklin School's presentation has been postponed due to an emergency so tonight will just be the technology presentation by Sandra Paul and Craig Wojcik.

Sandra Paul stated I will be talking about the infrastructure of technology and Mr. Wojcik will be speaking about the instructional side.

Infrastructure Technology – district connectivity, cybersecurity, internet of things, business workflow and educational workflow.

Mr. Wojcik stated the teacher technology team at the high school – some of the new technology that has been brought into the district to replace the smartboards that we currently have.

Mrs. Paul stated as far as the infrastructure and connectivity we have been primarily building on the main distribution frame and the connecting all the wiring (IDF) – switches, the routers and that time of thing and the speed of the internet. We have been building up the internet access. When I first got here we only had 2Gs which was shared between all 12 buildings and now we are 5Gs that we share and we are actually directly connected to Google so we don't use the internet for connectivity.

As far as the internet, each building is connected via 1G back to the high school. Our Wi-Fi – the only two areas without Wi-Fi are the high school and middle school hallways. We have Wi-Fi in the elementary buildings but it is very sparse. The idea is to put one access point in every classroom so we can support a one-to-one initiative.

We have a backup system in the district – it is a virtual server. The other thing we have done since I came on board was we started to use a lot of cloud-base services. Google is actually classified as a cloud-base service.

Infrastructure and cyber security- these are things that we are looking; about technology and the form of devices and services and making sure we have anti-virus, different types of endpoints to prevent hacking. We changed our password requirements for the entire district.

You have to use characters. We are looking into two-factor authentication. We have two-factor authentication on the entire IT team. We are looking into this for the entire district because this is a preventative measure. The passwords have to be changed a little more often to protect our district.

End-user training – it was required that every person in the school district had to do internet safety training – talking about passwords and anything that is on our network is not private – it belongs to the school district.

The other thing we are doing is email banner – Mr. Wojcik came up with the idea. If you ever look at your email and Google isn't sure what it is, you will get a yellow banner on it that says this could be phishing.

Internet of Things – vaping devices that we are installing, we are doing security cameras on our network, door access systems, telephone systems – there are a lot of these happening that will be moved onto the network.

Business Workflow – copying, printing, scanning, faxing – are done as electronic as possible. Since we incorporated technology, the hope was it that we were going to cut down on using paper but that has not happened. We need to communicate by email. Interoperability has to do with one system speaking with another system so data can move from one system to the other without human contact and preventing mistakes made by humans.

Education Workflow – iReady, EdConnect, Google Classroom – all are supported by our network and technology infrastructure. A big portion is making sure that things work together. Like Genesis, it is the main educational database for the whole district and everything feeds from it. Genesis sends out information. It talks to iReady, EdConnect – it doesn't send records to Google Classroom but uses are active directory - CTE, STEM, NJSLA testing and DBQ for social studies.

Mr. McDowell stated end-user training – does that include the students? Mrs. Paul stated we haven't gotten that far yet but we have been talking about it. We do have our librarians teaching digital citizenship and making sure what you put out on social media is not going to expose you. I think some of the technology teachers too but I know it is in the curriculum for the librarians to talk about digital citizenship and what the correct way to be a citizen online.

Mr. McDowell stated I know we are making students more aware of financial matters – maybe we can tie into that. Mrs. Paul stated good idea.

Dr. Francis stated I heard a rumor that the Township's system was high jacked and they had to pay. Are we protected from ransomware? Mrs. Paul stated we are protected up to a point. It is not a matter of if, it is a matter of when? The whole idea behind it is these "darkweb" people are trying to attack education because they know we can't afford to have as many resources as possible to do the protection. I had a conversation with our insurance company to what was actually classified as cyber insurance – what does it cover? What do we have to do if we ever had an incident? Which I will make Manny aware of and let everyone else in central

administration know. We have a lot of precautions but I cannot state because they are things that people will look for to get in. With Technology Committee, I would write on our agenda that these can't be public knowledge. There are a lot of things I can't state because somebody may use it to harm the district. We have a lot of safety mechanisms in place to try to prevent that situation.

Mrs. Higgins stated you mentioned about door access. Mrs. Paul stated we all have badges to walk into the buildings. It records who is in.

Mrs. Paul stated one thing that we did do is a pen-test – a technology term and it looks at your network and whether or not you are protected coming from the outside in. We had an outside company run the test, we actually had no holes. They made two suggestions and it was a suggestion that we didn't need to do unless we wanted to. I have five more tests through the multi-state cyber security organization. They will be testing our network and will give us reports on what is going on. We will run another test in about a month or so.

Presentations appended to minutes.

Mr. Wojcik stated I'm the Assistant Director of Instructional Technology. I want to go over a few things with you and introduce you to some of the things that are going on with technology inside instruction.

One is the T3 at the high school – which is the Teacher Technology Team. They are initial purpose was to increase access for the teachers and students for devices. We needed better access for teachers and students to getting their devices addressed. We already had lunch hours but we also added before and after school hours which increased access for students and teachers.

We are creating consumable information for our teachers and students where they are creating You Tube Channel, Instagram for our students, Twitter for our teachers and putting more consumable information out there about instructional tools that our teachers can use in the classroom. Better ways on being a better digital citizen or keeping yourself safe on the web. All that information is something we can create and get out there for them to see quickly at a glance without sitting down and do an hour long instruction or multiple weeks of instruction.

New technology in the district – Viewsonic Touch Panels - we have been working for a while on what technology is out there, cost effective technology, for a long time we have had smart boards in the district and they are difficult to sustain. The cost is expensive just to sustain them. The upfront cost is expensive, to sustain them it is expensive, on top of that their software is expensive. These devices come in a one-third of the upfront cost. The technology is far superior. It is cost effective in the long run. They are displays. There is no projector. When we spoke to our rep at Viewsonic she said 10 plus years. The device will last longer than the technology. We also get a five-year warranty with this onsite so we can call them and they will fix them on site. The downtime for our teachers will be much less.

The web based version of their software – if they use that the students can actually log into the board and have their screens displayed right in front of them – so they can see what the teacher is doing on their desk.

The App for the cellphone – the teachers can scan right to the board and log in and they have access to all their information. They can save it and upload to their Google classroom and the students can go back and review what happened in the classroom. There are a lot of great resources on this hardware and within the software and more that we are discovering each day because we are just starting to roll them out. No software cost – the software is free. Once you buy the hardware, they supply the software. It is a huge cost savings.

We are mobile. When we purchased them, some of the boards are hung on the walls but 70% of the boards this time around are on carts which creates tones of flexibility for the teacher in the classroom and it feels like a better learning environment and more conducive to learning for our students.

Technology and G&T – computers we have a lot going on and things changing. I want to point out what our computer teachers are doing – K-5 developing computer application skills, introducing decoding and basic computer science, preparing our students to succeed in our 6-12 in the 1:1 environment. My goal is to make some changes with that and transition from a computer application program that touches on computer science to a computer science program which touches are computer applications.

G&T – we are members of the Union County G&T Association. Our students did a brain-bowl in Elizabeth last week and they were in charge of organizing the event and they did a great job.

Creating opportunities for our students beyond the general education curriculum and trying to introducing them to ideas and opportunities that they would otherwise not get.

The last one is strengthening gifted education act. We are rewriting G&T to be a more comprehensive program to make sure that it is more equitable to all our students and more inclusive of our ELO and ESL students and making sure that we are diversifying the population that is in G&T. I spoke with the Education Committee about that last year and we have been working on it. The act that has just passed aligns with the changes that we were trying to be proactive and make changes to it already. It was good news to us because we are ahead of the game.

Culture and Climate Survey – were received by parents via their email in Genesis, all staff via district email and students grade 3 and 5 during a computer class period and all students 6-12 via a specified period through their email as well. Unfortunately we did a dip in responses by our parents. I am going to take that on myself, I think we need to do a better job of making sure the parents are aware of when the survey is going out. I promote it primarily through email. I need to make sure that the emails are up to date and accurate. We will work on that going forward. Student results are posted on the district website.

Survey results are appended to the minutes.

Mr. Tatum stated thank you.

Student/Staff Attendance for January: Students: 94.22%; Staff: 93.85 %

Suspensions January 2020

- UHS 26 total. 4 Hispanic, 22 Black
- BMS 28 total. 1 Asian, 7 Hispanic, 1 White, 19 Black
- KMS 8 total. 2 Hispanic, 1 White, 5 Black
- ELEM 4 total. 3 Hispanic, 1 white

Not sure if you wanted the elementary - so I just put as a total. But here are the stats - BHES 1 White, CFES 1 Hispanic, FES 2 Hispanic. The other schools had zero suspensions for January.

- Report since September 2019 – January 2020

	ASIAN	BLACK	HISP	MULTI	WHITE
UHS	1	49	14	3	4
BMS	1	75	19	3	3
KMS	1	13	2	0	2

What I intend on doing because collected and reported means absolutely nothing unless you analyze what is happening and why – I will take a look at what the infractions were and what was the reason for the suspension and what corrective measures can we put in place to improve in the areas where we are high. In most cases they are legitimate cases. There will be more on this as we work on it.

Mrs. Higgins stated the numbers in the different schools – obviously the breakdown of the student population – it could be theoretical even across the board. Mr. Tatum stated we are taking a look at this to try to see where the impact is the most. When Mrs. Hart pulls these numbers out they are based upon reports generated. The question becomes what are the infractions in each area. Some infractions go with suspension automatically. It doesn't matter who you are or what you look like. We also want to make sure that the process is being followed appropriately and applied across the board.

Dr. Morgan stated make sure they are applied equally across all racial groups because I'm looking at 49 blacks and 4 whites and we are having a problem with our African American population or other races are not being sent to the office as frequently. Can you talk to the principals to make sure that these disciplines are across the board. It is noted that black students are suspended more than white students. I don't want Union to head towards that. Mr. Tatum stated the other variable is our current enrollment of population as well. All those become factors when we look at this situation. When you look at Union High School and the number of students that are in this building and I look at the breakdown of all the ethnic groups, there is certainly a variation. Last week I was looking at one school versus another school in the district,

I found that there is a healthy mix but one group happened to be a majority. Sometimes the demographics play a factor in this. I will sit down with the principals.

Dr. Morgan asked what interventions are being put in place before suspension happens? I see that Burnet has ESIS and I'm happy about that but I'm looking at other schools. Mr. Tatum stated we have the student's Code of Conduct that governs it. We had a healthy conversation last week about the I&RS process and how it relates to the precursor before classification comes about and some of the behavioral intervention process. Sometimes a child may end up being suspended for an infraction that is due to something other than that.

Mrs. Ruiz asked is it possible to give us a report that shows not just the numbers, but shows the breakdown of the number of suspensions and a comparison that we can see – race by race but also by infraction. It stands to reason that statistically you have 80% of one specific race in a building, you are going to have more of that race disciplined. However, it would be interesting and more beneficial for the discussion if we could see the entire demographic breakdown – the number of disciplines per group, along with the infractions so that we can compare student to student and seeing it rather than you reading out the numbers so we can analyze the report. It is easier for me to read and digest the report and more beneficial for the Board.

Mr. Tatum stated that is step two – first you wanted to see what the number was like and as I said there has to be an analysis of what is going on here. Maybe by the worksession we can look at an analysis and talk about that and talk even more in closed session. There is a definite need to take a harder look at what these numbers are and why. It goes with in sync with the demographics of the district and the number of students that make up a particular ethnic group. We will work on that.

Dr. Francis stated when I first got on the Board in 2012, the State had cited us for the suspension rate of minorities and I never knew whatever happened to that situation. What was done? Mr. Tatum stated I think you are referring to the disproportionality of students that were in segregated settings in special services. I do believe they had a corrective action plan. Dr. Francis stated they were looking at suspension rates of minorities verses general population. Mr. Tatum stated that actually could have been before I took the chair. I don't recall what the outcome was but I imagine some kind of corrective action plan had to be put in place. Any time you are cited for disproportionality there is a corrective action plan.

The other thing that we haven't talked about here and this happens a lot when you talk about student discipline are repeat offenders. Sometimes when you have these numbers you are counting this person as one but it could be a person that had more than one infraction. You have been in the office five times, what have you done about it. The best line is a preventative approach and you get to them before they get in trouble because I can't help you once you committed an infraction that is disciplined by regulation. We will take a look at that.

District Recognition

I had lunch with the valedictorian and the salutatorian. The UHS Valedictorian is Arthanious Shafik and the UHS Salutatorian is Jane Oyem.

Jefferson School Awarded NJ State School of Character - now eligible to be considered for the National distinction. That is a nice honor for that building.

Monthly Highlights

On February 7th New Jersey Department of Education Commissioner Dr. Lamont Repollet visited Union Township. He was accompanied by Senator Joe Cryan. 1st stop was Burnet Middle School where they visited an 8th grade Social Studies African American Museum. The students interacted with the Commissioner and Senator on their projects honoring Black History Month.

Next stop was Connecticut Farms Elementary School where they visited a 3rd grade classroom and had fun working on math problems with the children. While visiting this school the Commissioner insisted on visiting an autistic classroom where he was greeted with high gives and smiles. During the visit the children all enjoyed the time spent with both the Senator and Commissioner and both were incredibly hands-on and interacting with the students. They made sure to take the time to pop in on a Student Council Meeting where they discussed ways to enforce positive behavior in others. They wrapped up the visit with a dance party in Morgan's PE class.

The 3rd school that they visited was Hannah Caldwell Elementary. Here they were joined by Union County Superintendent Daryl Palmieri. They took the time to visit the Pre-K program. Dr. Repollet delighted the students with "story time" reading the "Little Red Riding Hood" to an engaged Pre-K group. Many of us were there and we had a great time.

The last and final stop was Livingston Elementary School where TREP\$ was holding an "In School" Marketplace. Dr. Repollet walked around to each table and made purchases at several tables.

It was an honor to have him here and the County Superintendent were quite impressed on what they saw going on in our schools.

Education/Student Discipline Committee Resolutions:

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

E-1. *Agenda item reported at February 11, 2020 worksession (report of HIB-Jan 22-Feb 11, 2020)*

E-1-1. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period February 12 to February 18, 2020, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-1A. *Agenda item adopted at February 11, 2020 workssion (affirm HIB-Jan 15-21, 2020)*

E-1A-1. AFFIRM SUPERINTENDENT’S DETERMINATION OF HIB

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods January 22, 2020 to February 11, 2020, in accordance with the information appended to the minutes.

E-2. APPROVE RESOLUTION AGREEMENT FOR COORDINATED TRANSPORTATION SERVICES – WCSSSD

Approve resolution agreement for coordinated transportation services for the 2020-2021 school year for special education transportation between the Township of Union Board of Education and the Warren County Special Services School District at a pro-rated contract cost, plus a four percent administration fee, in accordance with the information appended to the minutes.

E-3. APPROVE NJDOE MANDATED TUITION CONTRACT

Approve the New Jersey Department of Education (NJDOE) mandated Tuition Contract for the 2019-2020 school year, in accordance with the non-public information appended to the minutes.

E-4. APPROVE SETTLEMENT AGREEMENT AND RELEASE

Approve Settlement Agreement and Release for J.R., in accordance with the non-public information appended to the minutes.

E-5. APPROVE CURRICULUM GUIDES

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

- 1. UHS: Pre-Calculus
- 2. UHS: Honors Pre-Calculus
- 3. UHS; Algebra III/Trigonometry

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated January 31, 2020 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated January 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 January 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/ Manuel E. Vieira

Manuel E. Vieira, Board Secretary

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of January 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 2019-2020 STATE CONTRACT VENDORS

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

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

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

School	Account/Department	Vendor/Description	Amount
Union High School	3270/Athletics	Old Fashion Candy – estimate for candy/snack sales for winter and spring track teams	\$3,000.00 (estimate)
Hannah Caldwell Elementary School		Imagine That – kindergarten field trip to children’s museum	\$1,800.00 (not to exceed)
Union High School	3335/Athletics	Old Fashion Candy – estimate for fruit snack sales for boys volleyball	\$1,500.00 (estimate)
Union High School	3205/Athletics	Nixon Company – hall of fame inductees-names/banners for 2019 teams	\$4,000.00 (estimate)
Union High School	3220/Athletics	Nixon Company – Gatorade drinks/snacks for athletes	\$4,000.00 (estimate)
Union High School	UHSPAC	11hour Design – apparel, program, etc. for upcoming show	\$6,670.00
Union High School	2190/Athletics	NJSIAA – estimate of ticket sales for girls basketball semi-finals at UHS – 3/11/2020	\$4,000.00 (estimate)
Union High School	2227/Senior Class	Trans Ed – transportation for senior class trip-Dave & Buster’s	\$5,000.00 (not to exceed)
Union High School	2043/HOSA Club	Rutgers School of Health Professions – dynamics of healthcare exam	\$2,310.00
Union High School	2049/National Honor Society	NASSP – purchase student cords and pins	\$1,353.48
Union High School	2045/Band-Chorus	World Strides – Music Dept spring trip to Boston, MA	\$22,000.00
Union High School	JROTC	Microtel Inn by Wyndham – lodging for Army Drill Competition, Richmond, VA (March 18-22, 2020)	\$5,847.32
Kawameeh Middle School	24/Theatre	Medieval Times – educational show for theatre club students	\$1,777.60
Union High School	2045/Music	World Strides – Boston trip payment	\$27,441.00
Union High School	2227/Senior Class of 2020	O’Donnell Sign Company – pay for graduation lawn signs	

F-10. APPROVE 2019-2020 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2019-2020 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Districtwide Fundraiser – UHS	March 30 and 31 April 1-3, 2020	UHS/JROTC – raise funds to be donated to the “Anthony P. Steitz Memorial Scholarship
Districtwide Fundraiser – BMS	April 3, 2020	
Districtwide Fundraiser – KMS	April 3, 2020	
Snack/Candy Fundraiser	February 19-June 30, 2020	UHS/winter-spring track – to raise funds for track program
Fruit Snack Sales	February 19-June 10, 2020	UHS/Boys Volleyball – to raise funds for boys volleyball
Snack Sale	May 1-May 31, 2020	UHS/French Club – to raise funds for scholarships for seniors and support field trip to Alliance Francaise in NYC
Sky Zone of Springfield	February 28, 2020	HC/Student Council – to raise funds to donate to WWF-Australia for animals devastated by Australian wildfires
Bake Sale (previously approved)	March 14-April 19, 2020 (date change)	UHS/Peer Ambassadors – to raise funds for scholarships for graduating seniors
March “Craftness”	March 2-30, 2020	UHS/National Art Honor Society – to raise funds during Youth Art Month
Teacher Mural Raffle	March 2-April 30, 2020	UHS/National Art Honor Society – to raise funds for club and boost school morale
Coffee and Canvas Night	May 1-20, 2020	UHS National Art Honor Society – to raise funds for future club activities
Toy and Game Drive	March 2-6, 2020	UHS/HOSA – to collect toys and games for pediatric patients at RWJ/St. Barnabas
Gummy Sale	March 1-April 1, 2020	UHS/National Honor Society – to raise funds for NHS stoles and tassels
Haunted Hike and Concession Stand	October 24, 30, 31, 2020	UHS/Hiking Club – to raise funds for transportation and end of year trip
Bake Sale (previously approved)	February 20-March 9, 2020 (date change)	UHS/Seeker’s Club – to raise funds for future events
Spring Dance (previously approved)	April 3, 2020 (date change)	UHS/Freshman Class of 2023 – to raise funds for freshman class to be used toward graduation activities 2023
Freshman Field Day	May 29, 2020	UHS/Freshman Class of 2023 –to raise funds for freshman class to be used toward graduation activities 2023
T-shirt Sale	February 19-June 1, 2020	KMS/Music Dept – to raise funds for trip to Dorney Park competition
BSN Sports Funding Club	February 20-April 1, 2020	UHS/baseball – to raise funds for winter zoned workouts, pre/post team food events and middle school night game event
Chocolate Sales	March 1-June 1, 2020	UHS/baseball – to raise funds for winter zoned workouts, pre/post team food events and middle school night game event

Baseball Program/Yearbook	February 20-March 31, 2020	UHS/baseball – to raise funds for winter zoned workouts, pre/post team food events and middle school night game event
BSN Sports Apparel Sale	February 19-28, 2020	UHS/baseball – to raise funds for winter zoned workouts, pre/post team food events and middle school night game event
Tricky Tray - Spring Musical	March 20-29, 2020	UHSPAC – to raise funds to defray the cost of spring musical
50/50 Raffle – Spring Musical	March 20-29, 2020	UHSPAC – to raise funds to defray the cost of spring musical
Bake Sale	March 18, 2020	UHS/NJ Science League – to raise funds for 19-20 NJSL testing
Dine to Donate – Chipotle	April 22, 2020	UHS/Junior Class – to raise funds for junior class
Field Day for Junior Class	May 2020	UHS/Junior Class – to raise funds for junior class
Dine to Donate – Qdoba	May 21, 2020	UHS/Junior Class – to raise funds for junior class
Junior Class Dance	June 2020	UHS/Junior Class – to raise funds for junior class
Yuda Bands – bracelets	February 24-March 31, 2020	KMS/Tri-M Music Honor Society – to raise funds to pay for education of an underprivileged student in Guatemala and Zimbabwe
Bagging for Charity	March 14, 2020	UHS/National German Honor Society – to raise funds for field trip to German Art Gallery in NYC
Graduation Sign Fundraiser	February-May 2020	UHS/Senior Class – to raise funds for senior class
Dorney Park Discount Tickets	February 19-May 21, 2020	UHS/Club TESSLO – to raise funds to support student learning and peer experiences
Snack Shops	February 24, 28, March 9, 13, 2020	UHS/Freshman Class – to raise funds for freshman class
Class Shirt Sales – Class of 2023	May 1-20, 2020	UHS/Freshman Class – to raise funds for freshman class

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Lifetouch National School Studios	Union High School	\$1,625.18
Lifetouch National School Studios	Hannah Caldwell Elementary School	\$2,457.25
Bed, Bath & Beyond	Union High School – music, yearbook and photography classes	ThinkCentre 900, ThinkCentre M910q, iMac, AIR-CAP3702 – see attached list
Jaeger Lumber	UHS/Technical Education II	Plywood, 2x4's, construction screws

F-13. APPROVE TO AMEND THE MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES

Approve amending the maximum dollar limit for professional services from \$2,634,000 to \$3,314,000, in accordance with the information appended to the minutes.

F-14. APPROVE PREFERRED HOME HEALTH CARE & NURSING SERVICES – NURSING SERVICES

Approve Preferred Home Health Care & Nursing Services to provide nursing services to district students at a rate of \$52/hr. for RN and \$49/hr. for LPN for the 2019-2020 school year, not to exceed \$60,000) [Account #11-000-216-320-01-19/7043].

F-15. ACCEPT GRANTS FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Accept the grants from the Township of Union Education Foundation for the 2019-2020 school year, in accordance with the information appended to the minutes.

F-16. *For informational purposes only – vote not required.* List of legal services for the 2019-2020 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: Dr. Morgan (F-13 only)

ABSTAIN: Mrs. Minneci (vendor 85992 only)

MOTION CARRIED

Operations Committee Resolutions:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

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

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

Approve 2019 Revisions to Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, in accordance with the non-public information appended to the minutes.

O-3. APPROVE RENEWAL OF HORIZON HEALTH INSURANCE PLAN

Approve renewal of Horizon Health Insurance Plan for the period of March 1, 2020 to February 29, 2021.

O-4. APPROVE DENTAL PLAN – HORIZON DENTAL

Approve renewal of dental plan with Horizon Dental for the period of March 1, 2020 to February 29, 2021.

O-5. APPROVE BOND COUNSEL – WILENTZ GOLDMAN & SPITZER

Approve agreement with Wilentz Goldman & Spitzer for bond counsel services for the ESIP program, in accordance with the information appended to the minutes.

O-6. APPROVE REQUEST FOR USE OF UHS FACILITIES - JROTC

Approve request from Department of the Army-ROTC requesting the use of facilities at Union High School (large gym, small gym and cafeterias) for the JROTC Battalion to host the North Jersey League Drill Championship on Saturday, March 7, 2020, in accordance with the information appended to the minutes.

O-7. APPROVE REQUEST FOR USE OF UHS FACILITY SITE – CHAMBER OF COMMERCE

Approve request from the Township of Union Chamber of Commerce requesting the use of the Union High School facility site for the Chamber's 10th Annual Mayor's Day 5K Run on Sunday, September 20, 2020. The race begins at 9:00 a.m., in accordance with the information appended to the minutes.

O-8. APPROVE REQUEST TO NAME GYMNASIUM AT JEFFERSON SCHOOL

Approve request to name the gymnasium at Jefferson School in Vauxhall in honor of Mr. Paul Robert Hayes, in accordance with the information appended to the minutes.

O-9. APPROVE REQUEST FOR USE OF UHS FOOTBALL FIELD

Approve request to use the Union High School football field on Saturday, May 30, 2020 from 5-10 p.m. for a community reading program entitled: "Friday Night Lights" sponsored by a grant received from the NJEA.

DISCUSSION:

Dr. Morgan stated O-5 – why wasn't an RFP done? Mr. Vieira stated we decided not to do an RFP for bond counsel for the issuing of the bonds for the ESIP project because we have used Wilentz in the past for bond projects and we have a relationship and good experience with that firm – no problems – and their pricing is competitive. Dr. Morgan asked is that in violation of the policy that we had last year regarding RFP's? Mr. Vieira stated no. Afshan Ajmiri Giner stated the policy itself does not say you are required to RFP for professional services. The law does not require you to RFP for professional services and this falls under this. While the policy requires you to do is create an ad hoc committee to review any RFPs that are received as a result of requesting proposals for professional services.

Dr. Francis stated I asked Mr. Vieira that last week regarding this because the district for the last few years has been in a hole when it comes to money, not being able to balance the budget without someone losing a job, we have to do better when it comes to trying to save this district money. I think if it is going to benefit saving money for the district, that is something we should do.

Mr. McDowell stated this is tied to a project with Schneider and that is about to start. Mr. Vieira stated we have a meeting with Schneider on March 2nd and we want to keep moving this ESIP project along so we can do the work over the summer.

Mrs. Ruiz asked why not put out an RFP with plenty of time so that we could get bids and see if there were equally qualified law firms that would have given better rates. I feel we

keep doing this. It is poor planning and we are handcuffed to make a split decision on what is in front of us, rather than giving us time to review bids and determine which is best for the district and more fiscally responsible. Every time Mrs. Richardson presents the fiscal report she talks about this doom that is up and coming for our district and then we make decisions like this. Since we know that why are we not making more responsible fiscal decisions like putting out this type of contract for bid. They are a good law firm but what if there was an equally good law firm that would have charged us significantly less.

Dr. Francis stated it is the timing because if you are looking for work by the time this is passed and then bids go out and they will go out in the summer time and the summer time is not the best time to secure a good deal. They will charge us a larger amount of money. The best time to issue bids and have them approved is earlier in the year – not in the summer time where most people are busy. It is hard to find people to take our bid.

Mrs. Minneci stated didn't you say the work will be done in the summer and that is why we are doing that now. Mr. Loessel stated yes. Dr. Francis stated yes, but get the bid earlier because there are other folks out there that can be doing the work besides this company. It is better to procure those bids earlier in the year where you have a lot of companies that aren't working and looking for work. If you wait to the spring/summer time they usually charge higher rates.

Mrs. Minneci asked Mr. Loessel if he wanted to clarify anything? Mr. Loessel stated most of the contractors are inside the program already. There are 3-4 electrical contractors and others that are involved with this. There is air conditioning, possible windows, possible roofs, possible solar. On March 20th we'll be sitting with the company and they will come out with a list of what we can and cannot do and where we are going to save the money. The LED lights will be the key fixture and that will save the most money. We will have that done over the summer and this has been in process for about three years now.

Mr. Nufrio stated the resolution refers to the bonds which are required to proceed with the negotiations of these contracts? Mr. Loessel stated right. The lady we are working with is very familiar with the system and how this works. She is very smart and happy to have her on board. At the last meeting she brought up a lot of things that will save us a lot of money. Mr. Nufrio stated is this something that could have been done 3-6 months ago? Mr. Loessel stated no. Mr. Nufrio stated but it is necessary to proceed? Mr. Loessel stated yes.

Mrs. Ruiz stated Mr. Loessel stated this process has been going on for 3-4 years. I'm not sure why you say we could not have put out an RFP for bond counsel in the last 5-6 months. If we knew this was coming up for at least three years, why couldn't an RFP have gone out for bond counsel in October or November? We knew it was coming up – clearly Mr. Loessel has dates and a meeting is in March. Why not at some point in 2019 put in an RFP for bond counsel.

I'm an attorney, we sign contracts way in advance for projects, you might retain me today but I might not represent you for eight months but you have me on retainer. To put an RFP out for bond counsel 5-6 months ago is not unheard of. Maybe Wilentz would have been the winner,

we don't know but that is the problem. We don't know if there is another law firm that could have done the same work just as good as Wilentz for a lesser rate.

Mrs. Richardson asked can you hire a bond counsel when you have nothing to bond? If we didn't go to this energy savings program, why would we have a bond counsel? Afshan stated when you have special projects or any kind of project that requires a bond to be issued, typically you hire the bond counsel based on what the scope of the project is and what the bond would be. Unless everything has been specified in the project and the project has been more or less finalized, it would be challenging because it depends on the scope and what the needs are. Mrs. Richardson asked but can you hire bond counsel before bonding a project? Afshan stated you are hiring bond counsel now before you bond for the project. Mrs. Richardson stated we did approve the project. Afshan stated technically you can but until you know what the exact details of the project are and what it is going to entail, because the bond will depend on the project itself, my point is you necessarily can't hire a bond counsel a year or so in advance; however, once you have specified the project, prior to starting the project, say the project will start six months from now, you could at that point hire a bond counsel. Mrs. Richardson stated that is what we are doing now. When did we decide to do this energy savings?

Mrs. Ruiz stated it was six months ago – I remember when the gentleman came during the worksession and gave a presentation. Mr. Vieira stated it was approved at the October 19th board meeting. Mrs. Ruiz asked so at that point why didn't we put out an RFP? Mrs. Richardson stated I have the agreement – it is very specified on what they are going to do as bond counsel for this project. Mrs. Ruiz stated you have the Wilentz agreement; but Mr. Vieira you are stating the October 19th meeting is when we approved the energy savings program. Mr. Vieira stated we approved Schneider. Mrs. Ruiz stated if we put an RFP out soon thereafter, we could have. Mr. Vieira stated we could have but we did not. Mrs. Ruiz stated that is exactly my point. We could have but we didn't and now we are here with Wilentz and we don't know if any other law firm out there would charge us less with the same quality of work.

Mr. Nufrio stated this is a fee based schedule. In your past experience Mr. Vieira, can you recall when this particular firm was approved and why? Mr. Vieira stated through the years we used Wilentz for previous bond projects. Mr. Nufrio asked when reviewing what the fees may be is predicated on the amount of work? Mr. Vieira stated they charge an hourly rate. Mr. Nufrio stated do you suspect that another firm could possibly lower their rate so we can save a few dollars? Mr. Vieira stated everything is negotiable. Mr. Nufrio stated if I know that this particular firm is charging \$10 an hour, do you feel it is conceivable that another firm could do it for less than \$10 an hour. Is that a fair rate? Mr. Vieira stated I don't think it is excessive. Mrs. Richardson stated it is competitive.

Mrs. Ruiz stated if you didn't price it out you don't know if it is competitive. There is no way Mr. Vieira could possibly know if any other law firm could have done it for less unless he went and spoke to other law firms or he got RFP's. What you are asking him is for him to make something up because there is no way he could know that Mr. Nufrio unless he interviewed law firms personally. Did you do that Mr. Vieira? Mr. Vieira stated no. Mrs. Ruiz stated and there were no RFPs. So is there any way you could possibly know if any of the law firms could have done it for less? Mr. Vieira stated I do not know.

Dr. Morgan stated an RFP wasn't done, it should have been done.

Mr. Tatum stated what I'm hearing is that moving forward whether it is something that we are required to do we should consider looking at some type of bidding process to see if there are competitive rates out there. I think it is time to do whatever we need to do here. We can think how we can do it differently next time. Maybe the Finance Committee can have a discussion and then discuss with the full Board.

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

NAY: Dr. Francis (O-5); Mr. McDowell (O-5), Dr. Morgan (O-5), Mrs. Ruiz (O-5)

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. McDowell, seconded by Mrs. Williams, 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. *Agenda item adopted at February 11, 2020 worksession (substitute list)*

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	<u>Notes/ Corrections</u>
Moynihan, Michelle	School Librarian, Media Specialist	UHS	7/1/2020	Retirement	
Eckert, Arlene	Business Education Teacher	UHS	4/1/2020	Retirement	
Zurka, John	Elementary Teacher	Jefferson	7/1/2020	Retirement	
Garcia, Isaias	Part Time Bus Driver	Transportation	2/28/2020	Resignation	

Sarango, Ana	Part Time Aide	Transportation	1/31/2020	Resignation	
Gomez, Omar	Part-time bus driver	Transportation	2/21/20	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections: All tentative approvals are pending required documentation.
Licks, Suzanne	Elementary Teacher	Conn. Farms	Update 2/14/2020- 5/17/2020 Return 5/18/2020	Paid Medical Leave	Slight update to 1/21/2020 Communications on return and end date.
Carlin, Anthony J.	Paraprofessional- Special Services	Battle Hill	Extension through 2/28/2020 Return: 3/2/2020	Extension of Unpaid FMLA	FMLA Entitlement not to exceed 12 weeks. Org. leave began 1/15/2020.
Carvajal, Maria	Teacher of Spanish	Jefferson	Extension through 6/30/2020 Return: 9/1/2020	Unpaid Child Rearing Leave Non FMLA/Non NJFLA	FMLA/NJFLA entitlement will be exhausted as of this extension.
Denning, Noa	Speech Language Specialist	HC	Request to Return Early Return: 3/1/2020	Request to Return Early Return: 3/1/2020	
Desrosiers, Johnny	Security Officer	BMS	Intermittent 3/10/2020- 6/24/2020	Intermittent Unpaid Paternity Leave concurrently with FMLA/NJFLA	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.

Dombrowski, Kathy	Paraprofessional	UHS	Extension through 3/31/2020 Return: 4/1/2020	Paid Medical Leave	
Dominguez, Jose	Teacher of Spanish	UHS	4/20/2020-5/29/2020	Unpaid Paternity Leave concurrently with FMLA/NJFLA	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA/NJFLA.
Janowski, Jennifer	Pre-K-Teacher	Livingston	1/22/2020-2/28/2020	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks. If applicable: Time after this entitlement does not fall under FMLA.
Melkowitz, Valerie	Pre-K Teacher	HC	Extension through 2/28/20 Return: 5/2/20	Paid Medical Leave	
Pisciotta, Lynn	Confidential Administrative Assistant	Central Office	3/25/20-4/30/2020 Return: 5/1/2020	Paid Medical Leave	Tentative return of 5/1/2020
Johnson, Aaron	ESL teacher	Franklin/Connecticut Farms	Extension intermittent leave through 6/30/2020	Extension to current unpaid intermittent paternity leave under FMLA/NJFLA	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Nigro, Leslie	Teacher	Jefferson	2/13/2020-5/15/2020 (tentative)	Paid medical leave followed by unpaid FMLA	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Lanno, Catherine	Pre-k paraprofessional	Battle Hill	12/19/2019-5/1/2020 (tentative)	Unpaid FMLA followed by unpaid non-FMLA	FMLA entitlement not to exceed 12 weeks. FMLA exhausted after initial 12 unpaid weeks.

Polack, Linda	Special education teacher	UHS	Extension to intermittent FMLA/NJFLA Now through 6/30/2020	Extension to intermittent FMLA/NJFLA	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Permison, Daiana E.	Spanish teacher	UHS	4/24/2020-6/15/2020	Update/correction to unpaid FMLA/NJFLA child rearing leave	FMLA/NJFLA entitlement not to exceed 12 weeks. If applicable: time after this entitlement does not fall under FMLA/NJFLA
Moore, Cynthia	P/T bus driver	Transportation	Extension through 2/29/2020; return 3/2/2020	Extension of unpaid FMLA followed by unpaid non-FMLA	At this time FMLA entitlement of 12 unpaid weeks has been exhausted. Org. leave began 5/17/2019
George, Sheren	Paraprofessional	KMS	2/19/2020-3/19/2020	Update from intermittent FMLA to consecutive unpaid FMLA followed by unpaid non-FMLA	FMLA entitlement not to exceed 12 weeks. Org. intermittent leave began 11/21/2019. Time after this entitlement does not fall under FMLA

P-5. APPROVE DESIGNATED SCHOOL SAFETY SPECIALIST – BENAQUISTA

Approve the designation of Gerry Benaquista as School Safety Specialist for the year 2020, pursuant to P.L. 2017 c.162, at no cost to the District.

P-6. APPROVE STUDENT TEACHERS AND INTERNSHIPS

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

P-7. APPROVE UPDATED 2019-2020 ATHLETIC EVENT STAFF ASSIGNMENTS

Approve updated 2019-2020 Athletic Event Staff Assignments, in accordance with the information appended to the minutes.

P-8. APPROVE STIPENDS TO BE REIMBURSED BY NJDOE

Approve stipends to district employees participating in the New Jersey Department of Education (NJDOE) High School Career and Technical Education (CTE) Program; the NJDOE will reimburse the district utilizing the CTE Teacher Pathway Initiative Federal Grant Funds.

DISCUSSION:

Mr. Nufrio asked if the retirees will be recognized. Mr. Benaquista stated yes they will in June.

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

NAY: None

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

MOTION CARRIED

Policy Committee:

Mr. Nufrio stated we will table POL-3 and POL-4 for further discussion.

Moved by Mr. Nufrio, seconded by Mrs. Higgins, to table POL-3 and POL-4.

POL-3. BYLAW 9130 – COMMITTEES

Bylaw 9130 – Committees (*agenda item tabled at meeting*).

POL-4. BYLAW 9270 – CONFLICT OF INTEREST

Bylaw 9270 – Conflict of Interest (*agenda item tabled at meeting*).

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

NAY: None

ABSTAIN: None

MOTION CARRIED

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

POL-1 - Policy 4110 – Re-Employment.

POL-2 - Policy4141/4231 – Establishing Initial Placement on Salary Guides.

POL-5 - Regulation 9322 – Public Participation at Public Meetings

DISCUSSION:

Mrs. Ruiz stated POL-1 – Policy 4110 – Re-Employment – it lowers the amount of time that an employee can come back from 5 years to 3 years – my question to Mr. Tatum is – is this something you wanted?

Mr. Tatum stated when this policy was enacted, we had issues with people that wanted to come back but it was before the five years. I thought the consensus of the Board was there would be some discretion latitude to the policy with regard to the superintendent similar to what we asked for in the initial step placement on the salary guide. I think this should be a Policy Committee decision to change this; however, even with the five year limit, if that was the case,

as long as the disclaimer was there to open up the door to enable me if we have a need in critical areas to bring that person back. There is a policy that enables me to recommend to suspend the policy. I rather see it up front to make it clear that the superintendent and/or his designee, Mr. Benaquista or Mrs. Moses, would be able to move forward with a recommendation if indeed someone was in that situation. I would hope whether 3 or 5 years, that it will be amended to read that and that was the last thing I heard but I don't believe it includes that clause.

Mr. McDowell stated that was said last week to give you that leeway but I don't see it in here now. It is not stated here but is this considered a second reading – it is.

Mr. Nufrio stated the committee addressed and Mrs. Ruiz was the one who scribed the initial wording which had to do with 4142/41 – as far as this policy was concerned as you indicated, it is already inherit and embedded in the policy manual that you do have discretion with regard to any policy that you wish to bring to the Board for consideration for purposes of waiving that policy or any policy; to some extent it is duplicitous but at the same time I understand what you are saying. The only directive that we heard was that the wording “up to seven of the last ten years of education experience”. The other paragraph which was your verbiage was the word “addition” which gives you specific latitude for technology, math and science. Mr. Tatum stated we absolutely agree with that but I thought the policy about re-employment was going to add the verbiage to that policy.

Dr. Morgan stated I'm not understanding why this policy is even in place. The superintendent can hire or not hire. Even if the person comes back next year and you say no and then the answer is no. I have never seen a policy like this before. Why was this policy put in place to begin with. If you don't want to hire them then don't hire them – it is your right.

Mrs. Minneci stated I wasn't on the Board at that time but I think it was made, correct me if I'm wrong, so that there had to be enough distance. Dr. Morgan stated as part of my career I left, I got experience and I came back and I see that happening a lot. You may be getting rid of great talent by not letting people come back. People do leave – a lot of things can happen.

Mr. Nufrio stated when this was recommended and presented to the committee for review, that is exactly why it was lowered. There were people who were trying to come back and already out a number of years and it was to come up with a number that made some sense. It was then presented to the committee, and me as the chair, to look at it and reduce it so Mr. Tatum would have the additional latitude.

Mrs. Ruiz stated I am the scribe but I take direction from him but I'm not opposed Mr. Nufrio for you to add in the language that you would like in it Mr. Tatum. I leave that up to all of you. Mr. Nufrio stated I don't have reason to add it additionally what is already stated within the other policy.

Dr. Francis stated I think a lot of our policies are there to handicap our superintendent. Regarding this policy, it was originally created to prevent a particular person from coming back and that is my opinion. I had a question about the re-employment policy and a statement. Will this policy affect the conflicted Board members – are they allowed to vote on this since it affects

their relative in the district? It kind of controls what the superintendent can and cannot do. Are they able to vote on it? Afshan stated setting policy is not the same as taking personnel action, whether voting on a CBA or approving the superintendent contract/evaluation or any other matter that would be considered a conflict of the Code of Ethics. Not just this policy but even the policies relating to personnel – the conflicted board members would not be barred or prohibited or conflicted from voting on setting policy. To circle back to the concern with now that the motion has been made, what the process is – it is a second reading and typically the role of the board does vote on second reading but the board does not have to. If there is going to be substantive changes, which includes what was recommended or what was brought into question by Superintendent Tatum and was recommended by Mrs. Ruiz as making an addition that would be considered a substantive change. In that case, you wouldn't table this, you would make the change and at the next board meeting you could vote on this policy.

Mr. Nufrio stated we are already in the process and now you are conflating it. We are up for a vote right now. This is a discussion. It doesn't involve making another amendment to something that has already been seconded. Afshan stated under your own bylaws, as well, you are able at the second reading to make changes and then vote on it afterwards. Even if you are in the vote, part of this process is for you to engage in discussions and if there are concerns about the policy and there is a general consensus that an amendment needs to be made, under your own bylaws you are allowed to make those amendments for policies.

Mrs. Minneci stated if we vote on this as it is, Mr. Tatum still has the right to recommend rehiring someone under the three years. Mr. Nufrio stated it is within the policy that he has the latitude to present a particular situation to waive this policy and that covers all policies. It is already covered. It is duplicitous to add additional language. Dr. Morgan asked why is it necessary if he can just override it. He can also say no to any candidate that a principal brings to him. Why is the policy necessary? Afshan stated in terms of Mr. Tatum's ability to waive or override – looking at the language of this policy – it says "shall". While Mr. Tatum may have the right, and I haven't seen the other policies referenced here, the only concern from a legal perspective is that you could actually have someone coming and filing a petition of appeal with the Commissioner saying that the Board violated it's own policy by hiring someone for re-employment in less than three years. From a legal standpoint, if you want to give Mr. Tatum that specific ability to exercise his discretion, it should also be clarified in there or the language "shall" should be reconsidered and that is a discussion for the Policy Committee to have.

Mrs. Ruiz stated that was what I alluded to but more clarity is this policy doesn't hurt us in any way. It just, in my opinion, avoids a potential issue. Mr. Nufrio stated I'm simply following Robert's Rules. I am not opposed to any language just as we did for the first one and Mr. Tatum recommended and inserted that language to specify, identify, three particular areas of study that are crucial to our children's education and may become very difficult to find candidates for those three areas of study. I don't know how to proceed with this counselor. Right now we have a motion on the floor and it has been seconded – what do you recommend? We can take this up when the committee convenes again and ask Mr. Tatum to submit to the committee the language that he would like inserted into this particular policy which would help in some way re-emphasize the latitude that you already have.

Mr. Tatum stated the reason why I brought this up is because I thought the discussion was had last week. Maybe I was in another zone. I thought the consensus was that there was going to be language inserted for the second reading for this week but it doesn't appear to be there. Mr. Nufrio stated I do recall there was discussion and that is when I stated what I just stated before that you already have that protection already – you have that covered within the policy that applies to any policy. Mr. Tatum stated you did say that Mr. Nufrio but what I'm saying is that based upon your comment that the Board's consensus was that is where we were going.

Mr. Minneci stated you tell us how to proceed. Afshan stated since a motion was made you can vote no and you are going to amend this and be a third meeting. Mr. Nufrio stated we can table it I just want to do it the proper way so it doesn't go into the record that we did something stupid. Afshan stated if Mr. Nufrio wants to rescind his motion. Mr. Nufrio stated I don't know if I can per Robert's Rules because we are already in the process. I'm asking you to advise this Board how to do it properly so that we don't get laughed at. Afshan stated that is why I suggested that the consensus be that this be a discussion amending the policy and at the third meeting you vote on it. However, there is nothing wrong with the board voting this down and adopting the policy as presented and then at the next reading, the third reading, you present the amended language. Mr. Nufrio I think that would not be the best way to go. Afshan stated your concern that there is a motion on the table, what I am suggesting again, there is nothing stopping the Board from voting down this policy as presented. You can bring it for third reading. My recommendation originally was and the Board doesn't necessarily have to go in this direction, consider a second discussion of the policy and not an adoption and then have a third discussion where you adopt the policy.

Mr. Nufrio stated I am asking can I rescind this when it is in the process? Afshan stated yes. Mr. Nufrio stated typically you don't make a motion after that but can I rescind this? Afshan stated yes. Mr. Nufrio stated in the spirit of also complying with Mr. Tatum's request to have some additional language, we can table this and additional discussion at our next committee meeting.

Mr. Nufrio rescinded the motion on POL-1 - Policy 4110 – Re-Employment (*agenda item tabled at meeting*).

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

POL-1. POLICY 4110 – RE-EMPLOYMENT

Policy 4110 – Re-Employment (*agenda item tabled at meeting*).

POL-2. POLICY 4141/4231 – ESTABLISHING INITIAL PLACEMENT ON SALARY GUIDES

Policy 4141/4231 – Establishing Initial Placement on Salary Guides, in accordance with the information appended to the minutes.

POL-5. REGULATION 9322 – PUBLIC PARTICIPATION AT PUBLIC MEETINGS

Regulation 9322 – Public Participation at Public Meetings, in accordance with the information appended to the minutes.

DISCUSSION:

Dr. Francis stated policy #5 – I can't vote yes to limit the public or anyone. I think 5 minutes is fair.

Mrs. Ajmiri Giner stated Policy 9322 – public participation at public minutes, the word “minutes” needs to be added after “3” and since the Board is voting on this, they need to vote on the correct language.

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

NAY: Dr. Francis (POL-5), Mr. McDowell (POL-5), Dr. Morgan (POL-5), Mrs. Ruiz (POL-5)

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [six (6) students exited the month of January (4 from elementary, 1 from secondary and 1 from high school) or a total of twenty-four (24) students for the 2019-2020 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #300335 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #228018 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #278197 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #311255 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-6. APPROVE TO REMOVE STUDENT

Approval to remove student #298055 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-7. APPROVE TO REMOVE STUDENT

Approval to remove student #268039 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee

Dr. Francis stated there was nothing to discuss with technology.

Approval of Bills

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Richardson stated we talked about teachers going on to further education and then leaving the school district to go to another district and we talked about possibly making that a policy if we are going to pay for their education, that they would give back to the community for a certain amount of time. I don't know where that stands or if it is legal or not.

Mr. Tatum stated because of contract language, I want to be careful about that and that is part of the negotiating agreement and tuition reimbursement. I don't know if that can be in policy.

Mrs. Ajmiri Giner stated tuition reimbursement is governed by Statute – the basis and what types of programs and certifications. However, in terms of the parameters that a Board wants to set, that is certainly something that the Board could do. Again, this particular conversation is trudging on the line of attorney/client privilege conversations.

Mr. Nufrio stated we did broach this year's back and it is not a new discussion or new concept and it had to do with tuition reimbursement. Before the committee can revisit, if necessary, the entire concept of how long they need to be here or how much would they repay and I'm not sure if that is even doable. I think we would have to do as a committee to research ourselves.

Mrs. Ruiz stated I want to follow-up about the lunch account debt. I know we collected about \$6,000. Where are we now? Mr. Benaquista stated so far since we started which is over a week ago. We have 669 fewer accounts with negative balances; 350 accounts made partial payments. We decreased 8%. We collected \$7,340.23. It will be progressive and more personalized as we move forward and the committee will continue to meet.

Dr. Francis stated regarding back to the policy – the re-employment policy. I hope that the policy committee could just abolish the policy. I don't think it is needed. I think it just handicaps the Superintendent.

New Business:

Mrs. William stated pre-k registration for Battle Hill School only is tomorrow at the administration building. Jefferson School became a state school of character last night. They also hosted their multicultural night on Thursday. Kawameeh's multicultural night was tonight. Franklin School is hosting Black History Month on Friday. The kindergarten classes at Franklin School held a lunar new year parade on January 24th. A second grade class at Battle Hill received a special visitor on Tuesday, Kayla, a canine and her handler from the Union County Sheriff's officer. At Union High School congratulations to the 2020 valedictorian and salutatorian. Union Boy's Track at the Union County Track & Field Championship on Monday in Staten Island. Union High School seniors celebrated the half-way to graduation for the class of 2020 last week. Good luck to all of our seniors. The UHS basketball team is moving onto the next round of the Union County Tournament on Wednesday against Plainfield. The Education Foundation is hosting a paint night on March 12th.

Comments from the Public:

David Arminio stated "Once Upon an Island" is coming to UHS in March through the UHSPAC – two weekends in March. Congratulations to all retiring staff members for all their services. On Sunday at UHS we are hosting for the second year the girls regional tournament in wrestling.

Mrs. Higgins left meeting at 9:24 p.m.

Relay for Life is getting closer and I hope the Board is doing its part. Finally, students needing extra help – I'm here representing Union Public Library. I already gave Mr. Benaquista the flyers. The Union Library has purchased a live online tutoring for patrons from Tutor.com. Students can get help on essays, book reports and short stories. There is SAT preparation and graduate school entrance exam practices. There are practice quizzes. There are video lessons and adult job seekers that need to improve their resume and to look for jobs online – it is all free at Union Public Library.

Nellis Regis-Darby asked what is the Board doing about the transportation issues – instructional time taken away from students. In regards to suspension data, I think when you have 137 African-American boys/girls getting suspended that is something the district needs to take a look at – I take that personally. When will notifications go out about re-registration? A lot of parents do online bill pay so how do they show proof of residency? Can the parents be notified as soon as possible regarding residency. Peer tutoring is being offered at the high school during periods 5, 6, 7 and 8 – the PTA President asked me to mention that. Also community hours – one pound of plastic bags is equal to two hours of community service. Parents are requesting to pay for their school dues by credit card or cash app. I'm not sure if that is possible. We are moving away from writing a check. Suspension of policy is only used for emergency purposes. The policy you were talking about Mr. Tatum – it is only used for emergency purposes at the meeting it is waived out. One final comment, I know for a fact that ethics charges were filed and upheld by the School Ethics Commissioner against Mr. Nufrio for violating the Code of Ethics. Why would you Ms. President make this person the chair of the Policy Committee and yet alone be on the Policy Committee.

Mr. Nufrio stated he will speak to his attorney and will reply because that is a blatant lie.

Sienna Bocu stated if you look at the March 20th Board of Ed meeting minutes from 2018, everything those kids said to you, I said to you two years ago. Every person on this Board is accountable for the things that haven't been done or changed since that date. I feel personally responsible because I haven't been able to be here to hold you accountable. I'm doing what you want me to do. I'm living my life and going to college and hopefully becoming a better member of society. What is it going to take for actual measurable changes to be made? I'm not just talking about security, there is also security of a peace of mind. An armed guard doesn't necessarily combat or negate problems. Earlier you talked about repeat offenders, what have you done about it? No, it is what we done about it. It is not "you" it is "we". There is a plan of intervention even after the first suspension. There should be more Ms. Hall. If you hire five of her, you would not have this problem. This is something I have been asking for since that March 20th meeting. The substitutes who aren't trained or haven't been able to implement policy – File Code 5142 – Student Safety – it is student education and training and I specifically brought up substitutes because we have difficulties. Mr. Benaquista said that all substitutes are trained but he doesn't have control whether or not that policy is implemented after they are trained. Guess what, it hasn't been and that is something that is on you guys. The wording "effective 60 days from their employment" – no the first day they walk into that building, that training needs to be implemented. Again, File Code 5141.4 – physical and mental wellbeing as a prerequisite for learning. It is not only the security safety – what happens on how we react when there is a lockdown – how can you feel safe in this building. You are not doing that for them. You haven't been and there is room for improvement and saying you are going to do something and doing it are two different things. At that meeting Mrs. Minneci you talked about how upset you were because you were a teacher and you know what lockdowns feel like and you mentioned that you would make a committee with members of the community and the Township and other Board members – where has that been? We needed this change two years ago. We still need it. This is something that could have been prevented and I'm going to hold you accountable like it is your fault – all of you because it is. Lastly File Code 5141.5 – students under severe stress

cannot benefit from their education and causes threats to themselves and others. What is the point of arguing that policy if you are not going to protect your students when they are in the building. What is the point of writing these things down and saying you are going to have your students feel safe if they don't. It is not just about defense and security – security is a state of peace and you are responsible for both of them. If you are telling me you can't find the money, you can't afford not to find the money. Kids lives are at stake and it is not just from outside – school shootings – biggest deaths are suicides. Do you know how students are in this building? We talk about technology and how students who felt they were getting it and they were having lower numbers – those are students who can vocalize that they need help. For every kids that can vocalize, there are 10 more that can't say it. There are not enough people in this building to do justice. I will be coming back as much as possible. I will have everything in writing and I will say it in the minutes so I can point at it and talk about it. It is all there. Everything you need to do to make the change is there. I'm at college because Ms. Hall did her job really well. I couldn't be here without her and without the support I got at the high school because I asked for it. There are so many kids that cannot do that and we are failing them. Having a meeting with Mr. Benaquista is great, it made me feel good and made feel like I was doing something but I realize that I have not done enough and neither have you.

Susan Lipstein stated I want to congratulate Sienna because she is what it is all about. If you think that anything good for education by cutting off her voice next time at three minutes instead of five, go home tonight and think about what you really did. That is such a travesty. I have sat through a lot of boards, many years and you guys are indescribable at this point in time for me. Any board that five people vote to silence the public by two minutes and think that they have done something for education, you have not. Sienna has done more and other people have done more. I really don't know what you have done at this point for education. I will say thank you for accepting the donation of over \$10,000 from the Township of Union Education Foundation. We have \$137 million dollar budget but the \$10,000 that we raised goes exactly where it is supposed to go. It goes right to the teachers who are requesting what they can't afford in a \$137 million budget and why is that – maybe because we don't get the RFP's and we sat here and didn't do what we had to do. I was telling Mrs. Richardson that we used to hire lawyers for nothing and that is one of the things that we say. Why are we spending this money; \$137 million and we can't afford some of the things that the Education Foundation works like a dog to get and I'm going to give a shout out to ConnectOne Bank because they just gave us a donation of \$2,500 and that \$2,500 will go right to the children. You will find out if you come to our reception on May 7th. We tell the kids – what can't you get out of the \$137 million budget and why is that because \$695,000 are going to legal fees which is like throwing it down the drain and that shouldn't be. They should know that money goes to the kids. I'm looking at some of the donations we gave and I want to point out when the Commissioner of Education visited Burnet, the Education Foundation supported them so they could have a color printer and do what they are doing so we can say to him look at the wonderful things that we are doing. That was money that the Education Foundation went out and raised. We are talking about technology but somehow we forgot that we were trying to get these computers down to the elementary level and the \$137 million and however much we are overpaying for an attorney, maybe that money could have gone to some of the computers that those kids are not getting because somehow we ran of money. We are taking grant applications and they come up with these great projects. We have teaching with technology that the kindergarten is using and little bits and pieces and we

shouldn't be doing bits and pieces. You should be going through and figuring out exactly where your spending money where you should be saving and that is going to happen year after year. In the meantime, the Education Foundation is going out there and getting it for the teachers. We have been doing this since 2001. We have given over \$250,000 which I'm very proud of. I have been sitting along time watching boards of education waste money and we were getting to the point where we were really thinking we were getting some progress and starting to look at some of ways we were spending money that we didn't have to. I sat through 45 minutes of a policy committee where the policies weren't even correct. We weren't sure if they were legal or not. Is this really the way we want to spend time on a board of education. Let's figure out how we can save some money and get some money and do what we are supposed to do for the children and the community and not worry about policies and cutting two minutes of time from people and thinking we have done anything to help the education of 7200 children in this community.

Jeffrey Monge stated Docket No. EEC03913-19 – Mrs. Regis-Darby was not lying. Just for a point of information, it is terrible about public comments. The bond counsel compensation is not an error. They get paid a percentage of how much bonds are being funded for the district among other compensation. The conversation about that is incredible to me and I sit there and bite my tongue because the information was inaccurate. Schneider was approved that night and the presentation they made was not a presentation that was based on the long-range facility plan. It was based on their assumption of looking at our district but they didn't know what our needs were. You don't have a scope of work yet; that is something that is being worked on. Normally you would have a scope that Mr. Tatum reviewed that is consistent with the long-range facility plan and what your goals are and be able to bring it back to the Board for the committee to review and say this is what we want to do and then you try to execute. Barry goes above and beyond his job description and kudos to him. It is the business office that should be running this and bringing it back to Mr. Tatum. What happened tonight with the reduction of 5 to 3 minutes – how did that help our kids? Was it to try to shut people up like me trying to work for this district? That is disgusting and you should be ashamed of yourself. I don't mean to be malicious but that is really disheartening. Last thing, Mrs. Minneci Sienna is totally correct I was there that night and that night we were trying to create policy and having Mr. Nufrio who is a target of a lot of the community because of what he put out that night. Mr. Nufrio you should recuse yourself of that process and you should do that out of respect for the community, parents and the kids. Mrs. Minneci I would hope you would show some leadership. It is a big slap to the face especially for the kids that have gone through this process and the parents of those kids and staff.

Chasity Santana stated I think we all agree with Dr. Morgan that when we talk about suspension, we don't want any suspensions but if we are giving suspension it should be across the board evenly and equally. I have common sense and I know you can do a lot of things with numbers and I have 20-year old who went to a predominately white high school and there were hardly any suspensions. There suspension revolved around children with IEP's, 504's and I&RS process. I have an older son that went to a more diverse high school and there were more suspensions there. What I can say is we need to be looking at the population of the children getting disciplined and suspended. The younger that we get at them the easier it is. I know we can't give out information as far as IEP's, 504's or I&RS but in that data that you are getting Mr. Tatum, as the Board, I think we collectively should be looking at IEP's, 504's and I&RS and seeing what can we do with this population to help. These are the children that need our help.

They are shouting out to us. After two suspensions, automatically have to seek counseling and start something with the I&RS. Should we be revisiting children with IEP's and 504's? Should be looking at this information across the board? I wish I could have videotaped the room I walked into at Kawameeh and it was 13 of my black and brown babies, one mine, and it was such a waste of time giving them homework to do where we could have had someone there talking to these children so that they can know what they are doing with their time and making it better. I think we should be looking at suspensions, detentions so we can grow these babies and get them young because it is easier when they are at the elementary and middle school levels, when they get older it gets harder to fix broken men and woman. One of my babies – 2020 Cooperstown – selling tricky tray tickets.

Mrs. Lopes stated approval of the bond counsel, the gentleman sat here – he doesn't know, he doesn't do it, he didn't know he had to do – this is money we are taking away from our kids. This is money that two ladies that got voted in this year called me and told me that they were going to do better programs with less money. Maybe this is the money that we are going to cut my taxes – I'm still waiting and we will do better programs. What seems to be working better we were working to get more money and it seems like it is going away. It seems like that people that are in charge doesn't really care for the money that taxpayers are paying for our kids. We are paying this money and you are supposed to be overseeing where it is going. Is there a way to make it for less and it doesn't seem it is being done. We sat for a while to listen to a policy that doesn't make any sense. Should it be there, should it not be there? We sat and listened but yet you don't want to listen to us. You are taking away two minutes – does that make sense. We usually have the same people here and we don't have that much people coming. People watch TV at home but they work, they have families, they can't be here. It is always us trying to say something – are you upset because we are saying something? Would you like an empty room to talk amongst yourself? Take away two minutes to me makes no sense because I don't usually talk five minutes but there are people that need the five minutes. I would like to see the program get installed. I would like to see that things that don't get done last minute because we need to rush now because it is last minute. We need to rush the budget because it needs to be voted on. I would like to see more people that are more competent on what they do. Not come here and not know what they are to do.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Mr. McDowell, that the meeting be adjourned at 9:51 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

**MANUEL E. VIEIRA
BOARD SECRETARY**