

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – May 19, 2020

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, May 19, 2020 at 7:00 p.m. via ZOOM pursuant to the notice sent to each member.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Afshan Ajmiri Giner, Esq.
Lisa Gorab, Esq.

Dr. Morgan 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.

Mrs. Ruiz read the District’s mission statement.

COMMENTS FROM THE PUBLIC:

Mrs. Regis Darby stated F-15 – ESS renewal – I believe when ESS first started the contract was about \$200-299,000; now the contract is on the agenda to be approved for almost \$500,000 – can you explain the big increase? I was under the impression that this was a service to bring kids back into the district and the contract just goes up year to year. I want some clarification on this. I know the district asked this company a while ago for a data input the increase in terms of monetary-wise and I don’t think the public has seen that. Can you give us clarity on that?

F-19 – there was approval of two additional attorneys to the district – why are we getting two additional firms?

O-2 – Union’s Got Talent is on the agenda. I know this is what the district usually approves every year but with the pandemic, I just want to know why we are approving something like this because we don’t know what we are doing in terms of our students in the district.

Mr. Monge stated as far as the public hearing on the refunding of the bonds, if that is associated with the F-4, you guys are going to be voting on it and it is truly a public hearing, I would assume that we would have an opportunity to comment after that hearing.

E-5 and E-7 – there is no back up so it would be great to get some feedback on that.

F-2 – the secretary’s report – page 14 – it seems like the district doesn’t have enough funds to be able to meet the budgetary requirements for this year by over \$300,000. I want to confirm that is correct.

Effective Solutions – I agree with Ms. Darby – there was supposed to be a cost benefit analysis done to justify the expense. Now we are at half million dollars, why can’t we build that capacity in house; that is in their professional services as is F-17, F-18 and F-19. We had an hour discussion about competitive bidding and that being a necessity to be able to save money here in this district. We have four services, three of which are professional services and it doesn’t seem like there was an RFP for this.

O-4 – it says you are asking for approval of third-party to be able to do a benefit verification on the ESIP program but at the same time you are providing authorization to approve it. What happens if the verification comes back and it is not favorable? The Board is approving something before the results of that report.

Approval of Minutes:

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

1. January 7, 2020 – reorganization meeting
2. January 14, 2020 – workession
3. January 14, 2020 – executive session
4. January 21, 2020 – regular meeting

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mr. Nufrio (January 21, 2020)

MOTION CARRIED

Communications:

REQUEST FOR LEAVE - WISIAK

Request for unpaid child rearing under FMLA/NJFLA (concurrently) from Tara Wisiak, school Psychologist-Connecticut Farms Elementary School, September 1, 2020-November 30, 2020.

LETTER OF RETIREMENT – SCHIMMENTI

Letter of resignation, for the purpose of retirement, from Donna Schimmenti, librarian clerical/secretarial-Burnet Middle School, effective July 1, 2020.

LETTER OF RESIGNATION – MITCHKO

Letter of resignation from Grace Mitchko, allied health instructor-Union High School, effective June 24, 2020.

REQUEST FOR EARLY RETURN – WHITFORD

Request to return early from unpaid child rearing leave under FMLA/NJFLA from Lauren Whitford, math teacher-Kawameeh Middle School, new return date June 1, 2020.

REQUEST FOR EARLY RETURN – LEUNG

Request to return early from unpaid child rearing leave under FMLA from Christina Leung, music teacher-Washington Elementary School, new return date June 1, 2020.

REQUEST FOR EARLY RETURN – DOWLING

Request to return early from unpaid child rearing leave under FMLA/NJFLA from Nikki Dowling, English teacher-Kawameeh Middle School, new return date June 1, 2020.

REQUEST FOR LEAVE – HARRELL

Request for paid medical leave from Tommy Harrell, districtwide supervisor, April 20, 2020-September 30, 2020.

REQUEST FOR LEAVE – HALL

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Shaquana Hall, custodian-Hannah Caldwell Elementary School, May 11, 2020-July 31, 2020.

REQUEST FOR LEAVE UPDATE– PISCIOTTA

Request for update to paid medical leave from Lynn Pisciotta, confidential administrative assistant-Central Office, June 3, 2020-July 11, 2020 (tentative return).

REQUEST FOR LEAVE EXTENSION – NIGRO

Request for extension of paid medical leave followed by unpaid FMLA from Leslie Nigro, teacher-Jefferson School, new return date September 1, 2020.

Superintendent's Report

Mr. Tatum stated student/staff attendance for April 2020: students: 94.7% (student attendance calculated using contact each day. If the parent/student made no contact, they were marked absent); Staff: 97.6%.

Update: Governor Murphy announced schools will remain closed for in-person instruction for the remainder of the year.

The Department of Education has called to all school districts to update and revise their remote learning educational plan. This plan must be approved by the board this evening. Revisions include: an updated curriculum for remote learning, grading policy, and plans for summer programs.

A committee has been formed to develop a plan for closing out the school year. This entails the return of school materials and end of year promotional activities. There has been a lot of concern regarding some of the retractions of the Governor's Executive Order on May 8th and a change the next Tuesday. Although we got an order of virtual graduation and activities throughout the district, what is happening right now is my last communication with the County Superintendent – nothing definitive other than them saying that we can now at least with automobiles. We have been looking at different options regarding the graduations – maybe a combined virtual and/or automobiles and looking for sites to make this possible. The principal has another plan which he has executed. There has been a request by parents to have a meeting and in consultation with Mr. Benaquista, I asked that we send out some meeting notices so we can have an opportunity to get this all rolling. We are at least moving ahead with this rather than lagging behind.

Once that meeting is held with the parents and administration, hopefully we can finalize and come up with something that is definitive.

This weekend is Memorial Day Weekend. Friday is a half day with 4 hours of instruction. Remote learning will begin again on Tuesday, May 26th.

Mr. Benaquista has an announcement to make regarding our student athletes.

Mr. Benaquista stated with the remote learning it is nice to receive this information about our athletic programs – specifically the winter track team – 4x400 relay team – was given the honor of All American by the National Scholastic Athletic Foundation. They set a school record with a time of 3 minutes 19 seconds and they were third in the nation for the fastest time as well as second in New Jersey. The team consisted of students Brian Kwarteng, Bayyan Dallas, Jesus Garcia and Delano Gooden. They were also coached by Tony Stewart, his assistant coaches – Jackie Price, Chris D'Andrea, Danny White and Greg Solla. A big applause goes out to the track team. The boys and girls teams have been improving tremendously under Mr. Stewart's leadership and his coaches. We have some tremendous talented track kids coming through our programs. Congratulations to all.

Mr. Tatum stated congratulations to Coach Stewart and all of his players.

Mrs. Ruiz stated I want to bring something up that was just brought to my attention. Apparently there are people trying to get on the meeting and they say they can't get on because of a capacity limit. Mr. Wojcik stated we are at capacity right now.

Mr. Tatum stated let's go to Lisa Gorab for the update on the bonds.

Dr. Francis stated going forward maybe the district can expand the ZOOM so it will include more people. I purchased 500 for my mother's funeral. Maybe the district can look into that. Mr. Wojcik stated at this time, if you want me to, I can get this running on You Tub so people can stream it. Mr. Tatum stated that is fine.

Afshan Ajmiri Giner stated Mr. Wojcik if we can broadcast this that would be good. In addition if members of the public can hear, we can make an announcement that they can certainly send in comments to us via email so we can address them since we are having the technological issues.

[Public Hearing on Refunding Bonds by Bond Counsel, Wilentz, Goldman & Spitzer](#)

Lisa Gorab, Esq. conducted the public hearing on the refinancing bonds.

Ms. Gorab stated I'm the district's bond counsel and this evening you have the second action with to the refinancing of bonds. The first action took place at a prior meeting. This second action is the final adoption of a bond ordinance after a public hearing – which we are going to conduct.

School districts are not used to doing ordinances but in this type of financing you are required to do an ordinance. The substance of the ordinance relates to the refinancing of two series of bonds that you have outstanding – 2010 bonds and 2011 bonds. Their call date is coming up so you can pay them off early. Those bonds from 2010 and 2011 have rates that range from 3-4%. Right now that interest rate is higher than what your bonds would sell for now. So the district has an opportunity to refinance the bonds.

The refinancing is not unlike a mortgage. If your mortgage is at a higher rate you can refinance it at a lower rate and reduce your mortgage payment and that is exactly what would occur here. The district's bond payments would be reduced by approximately \$100,000 a year producing savings of about \$970,000 to \$1 million – that is the estimate right now. The Board's municipal advisor is in the meeting and she can answer additional questions if you have them with respect to that.

This refinancing will only occur if you can reach those levels of savings. We would anticipate that the refinancing would take place later in the summer or early fall because that would be the timing that would work. If the market moves away and the refinancing does not occur, you do not have any costs associated with this action. We do anticipate that at your next meeting there will be additional action after an RFP for an underwriter so you can actually authorize the transaction with an underwriter. Again it is to reduce debt service savings.

The bonds are not being extended. You are paying off the bonds in the exact same time period that you initially proposed to pay the bonds off. This ordinance authorizes bonds to refinance two series of outstanding bonds which outstanding bonds are at higher interest rates than what you could sell the bonds for today.

The ordinance after the public hearing will be finally adopted. Looking forward the financial advisor would do an RFP for an underwriter and at a future meeting, maybe next month, we would present to you another resolution that would actually authorize the transaction with the underwriter to refinance the bonds.

Mr. McDowell stated you said the savings would be about \$100,000? Ms. Gorab stated in 2021. Mr. McDowell stated what I was reading was the savings would have to be at least 3% of the total. Ms. Gorab stated a value savings of 3%.

Mrs. Ajmiri Giner stated before we go into executive session, I wanted to address something with the entire Board. One of the discussions that we were going to have during executive session regarding an employee who wants any discussion relating to the employee take place in public and therefore. The employee is Corey Lowery who is currently on administrative leave and it has come to the district's attention that Mr. Lowery has gained full-time employment elsewhere at an out-of-state position. We are still gathering information and details relating to Mr. Lowery. To the extent that there are any questions and/or concerns of the employment, we can certainly discuss that in public; however, if there are any questions regarding personnel actions or anything that would fall under "attorney/client privilege" or anything that relates to pending or potential litigation – we can't discuss that in public. We can go into executive session for those other discussions. This was the update that we wanted to provide to the Board in private but I'm providing to you in public because Mr. Lowery has asked for this. Are there any questions relating to this information?

Mrs. Richardson asked does this mean he is no longer on paid leave. Mrs. Ajmiri Giner stated he is still on paid leave and he is still our district employee. Mrs. Richardson asked with a full-time job somewhere else? Mrs. Ajmiri-Giner stated that is correct, it is a full-time job. At this point we do not know whether or not he has actually commenced this position but we do know he has accepted a full-time job at a different institution in accordance with our conversation with his attorney.

Mrs. Higgins stated so we don't know his start date. Mrs. Ajmiri Giner stated I did speak with his attorney who was going to get back to me with the start date. My understanding is his attorney intended to attend today's meeting so we may hear from him at some point.

Mrs. Higgins asked what happens if his start was two weeks ago and there was overlap – how would you get that money back? Mrs. Ajmiri Giner stated in terms of that – if you have specific questions pertaining to recoupment or reimbursement, that would fall under potentially anticipated litigation and/or attorney/client privilege. I can answer that in executive session.

Mr. Vieira stated Lisa Gorab our Bond Counsel said we have to take public comments on the bond refunding before the Board votes on the resolution to refund the bonds. Mrs. Ajmiri

Giner stated but you are not voting on it yet. Mr. Vieira stated when we come out of executive session, then the Board will vote on the resolutions. But before the Board votes on the resolution to refund the bonds, we have to accept public comments. Afshan stated that is correct.

Dr. Francis asked do we do the questions now? Mrs. Ruiz stated I agree with Dr. Francis, I think that is a good idea. I also have a concern with Mr. Wojcik streaming this meeting. Streaming this meeting does not necessarily allow those individuals that can't get into this meeting because we are out of capacity to actually ask questions and they are missing out on all of this. I do have questions about the implications of the Open Public Meetings Act. Mrs. Ajmiri Giner stated I had asked Mr. Wojcik to provide an email address where the public can in real time email and it can be read. We have done that in other districts. In order to make sure that everybody is able to provide comments. Not all comments can be answered in real time but they can make their comments in real time.

Mr. McDowell stated once we are in executive session, we are not discussing the bond issues. Mrs. Ajmiri Giner stated no, we will be discussing any attorney/client privilege matters and anything else the Superintendent has. Any discussion about the bonds will happen in the public.

Mrs. Minneci stated since the next public comment is at the end of the meeting so they wouldn't have a chance to ask their questions before we vote. Dr. Francis stated as Manny said we are supposed to allow them to have their time to ask questions. When will we do that?

Mr. Tatum stated I would suggest that when you are in finance, before you vote on the resolution is it possible to take the questions at that point? Afshan stated if you want that to happen as a Board, you can certainly do that and open up to the public for comments but only for the purposes of commenting on the public hearing, not for any other matter. Mrs. Minneci asked is that o.k. with everyone. Members of the Board agreed.

Dr. Francis asked are we going into executive session to discuss everything else that we didn't get to talk about last week? Or come back and talk about Mr. Lowery as well? Afshan stated I can certainly address anything that is attorney/client privilege in executive session concerning Mr. Lowery. If anything can be discussed in public, I can certainly discuss after. We do have matters on the agenda for executive session.

Motion for Executive Session

Moved by Mr. McDowell, seconded by Mrs. Richardson, that the Board go into Executive Session at 7:40 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best

interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:18 p.m.

Mrs. Minneci stated welcome back and thank you for your patience.

Afshan stated we appreciate the folks that have come in because of the technical difficulties we are on YouTube; however, you are unable to make comments but you can email your comments prior to the close of the regular meeting before the comment section starts and you can do this in real time. The email address is unionboomeeting@twpunionschools.org. It is my understanding that this has also been shared via YouTube.

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. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period April 29, 2020 to May 19, 2020 – no HIB to report for this period (*no vote required; for reporting purposes only*).

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods March 18 to April 28, 2020, in accordance with the information appended to the minutes.

E-2. APPROVE COMMUNITY BASED INSTRUCTION SITES

Approve the following community based instruction (CBI) sites for the 2020-2021 school year: (a) Reggio Pizzeria, 1571 Morris Avenue, Union, New Jersey, (b) Stop & Shop Supermarket, 1201 Stuyvesant Avenue, Union, New Jersey, (c) Kean University Food Services, 1000 Morris Avenue, Union, New Jersey, (d) Embassy Suites Hilton, 250 Connell Drive, Berkeley Heights, New Jersey.

E-3. APPROVE EXTENSION OF CONTRACT – NJTIP AT RUTGERS

Approve the no-cost time extension of the contract previously Board approved on July 16, 2019 with NJTIP at Rutgers to provide travel instruction (bus/train) per students' IEP's for the 2019-2020 school year to allow the contract to carry-over through December 15, 2020 at no cost to the district, in accordance with information appended to the minutes.

E-4. APPROVE DON JOHNSTON ONLINE LEARNING PROGRAMS

Approve the use of Don Johnston online learning programs for use by district staff, students and families. These online programs include Co:Writer, Snap&Read, uPar, Quizbot and Wordbank, at no cost to the district for the remainder of the school year, in accordance with the information appended to the minutes.

E-5. APPROVE SUMMER BRIDGE LEARNING CAMP

Approve Summer Bridge Learning Camp for grades 1-5 from July 6, 2020 – July 23, 2020 (Monday-Thursday). Tentative camp options due to COVID-19 (social gathering) are as follows: (A) in-school Summer Bridge Learning Camp at Hannah Caldwell Elementary School, two sessions 8:00 a.m. – 12:00 noon and 12:30 p.m. – 4:30 p.m. or (B) remote Summer Bridge Learning Camp, 9:00 a.m. – 1:00 p.m.

E-6. APPROVE REVISED 2019-2020 SCHOOL CALENDAR

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

E-7. APPROVE AMENDING SERVICES PREVIOUSLY APPROVED APRIL 28, 2020 (E-5)

Approve the following formats pending state, local and district response to COVID 19 events: Extended School Year program (ESY), ESY/summer services, CST testing/case management and/or home instruction will be provided at Battle Hill Elementary School or via distance learning (June 29-July 30, 2020) and at Hamilton building or via distance learning (June 25-August 31, 2020).

E-8. APPROVE UPDATE: COVID 19 SCHOOL CLOSURE PLAN – SPRING SCHOOL YEAR 2020

Approve update: COVID 19 School Closure Plan – Spring School Year 2020, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Ruiz stated E-6 – now school ends on June 18, 2020.

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 Mrs. Ruiz, for adoption:

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated April 30, 2020 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated April 30, 2020 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of April 30, 2020 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ 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 April 30, 2020 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE 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-7. 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	2227/Senior Class	Outfront Media – Class of 2020 Billboard Display	\$2,000.00
Union High School	2227/Senior Class	2K Printing and Promotions – 2020 Senior Class student and parent t-shirts	\$2,580.00
Union High School	2018/Senior Awards	Class of 2020 Student Recipient-TBD – ADK Senior Award	\$1,000.00

Union High School	2025/AP Testing	College Board – AP testing for students	\$21,000.00
Union High School	3202/Athletics	BSN Sports – t-shirts for school spirit fundraiser	\$3,000.00 (estimate)
<u>Union High School</u>	<u>2227/Senior Class</u>	<u>C&R Graphics – Class of 2020 Banners to display around Town</u>	<u>\$1,200.00</u>
<u>Union High School</u>	<u>2227/Senior Class</u>	<u>Prestige Laser Engraving – token gifts for Class of 2020 graduates</u>	<u>\$11,784.00</u>

F-8. 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-9. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
T-Shirt Fundraiser	5/20-6/30/2020	UHS/Student Trainer – online t-shirt sale for school spirit and awareness during pandemic

F-10. APPROVE RESOLUTION APPROVING REFUNDING BOND ORDINANCE

Approve resolution finally adopting refunding school bond ordinance providing for the refunding of (a) all or a portion of its outstanding Refunding School Bonds, Series 2010 dated November 10, 2010, issued in the original amount of \$20,175,000 and (b) all or a portion of its outstanding School Bonds, Series 2011 dated September 8, 2011, issued in the original principal amount of \$6,712,000 and authorizing the issuance of not to exceed \$13,175,000 aggregate principal amount of refunding school bonds, in accordance with the information appended to the minutes.

F-11. APPROVE ESTABLISHMENT OF PETTY CASH ACCOUNT– BATTLE HILL ELEMENTARY SCHOOL FOR CBI

Approve establishment of a petty cash account for costs associated with students’ IEP driven Community Based Instruction (CBI) at Battle Hill Elementary School – Extended School Year Program in the amount of \$1,500.00 for the 2020-2021 school year.

F-12. APPROVE SUBMISSION DATE FOR COPS GRANT

Approve the date of April 29, 2020 as the submission date for the COPS Office School Violence Prevention Program Grant.

F-13. APPROVE SCHOOLBOARDNET SERVICES – PAPERLESS AGENDA

Approve the renewal of Schoolboardnet Services for the paperless agenda at the annual rate of \$1,188 (no increase from last year), in accordance with the information appended to the minutes.

F-14. APPROVE TUITION RATES FOR THE 2020-2021 SCHOOL YEAR

Approve the following tuition rates for the 2020-2021 school year:

Preschool (full day)	\$11,752.00
Kindergarten	\$11,752.00
Grades 1 through 5	\$14,792.00
Grades 6 through 8	\$14,793.00
Grades 9 through 12	\$14,829.00
LLD	\$17,284.00
M.D.	\$17,131.00
B.D.	\$36,987.00
Autism	\$22,922.00
Part-time Preschool Handicapped	\$13,994.00
Full-time Preschool Handicapped	\$31,243.00

F-15. APPROVE EFFECTIVE SCHOOL SOLUTIONS

Approve Effective School Solutions, LLC (ESS) to provide therapeutic mental health services through licensed professionals to students in our district for the 2020-2021 school year (not to exceed \$497,700), in accordance with the information appended to the minutes [Acct #11-000-216-320-01-19/7043].

F-16. APPROVE ACCEPTANCE OF PERKINS GRANT ALLOCATION

Approve acceptance of the preliminary FY2021 Perkins Secondary Grant allocations in the amount of \$46,025.

F-17. APPROVE STARLIGHT HOMECARE AGENCY – NURSING SERVICES

Approve Starlight Homecare Agency, Inc. to provide nursing services, at the rate of \$56/hr. for RN and \$45/hr. for LPN, not to exceed \$40,000.00 for the 2020-2021 school year [Acct #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-18. APPROVE ACES – EVALUATIONS ON DEAF AND HARD OF HEARING STUDENTS

Approve ACES (Assessments Counseling and Education Services) to provide evaluations on deaf and hard of hearing students at the rate of \$900.00 per evaluation, not to exceed \$3,000.00 for the 2020-2021 school year [Acct #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-19. APPROVE LAW FIRM – LEWIS BRISBOIS ET AL

Approve the law firm of Lewis Brisbois Bisgaard & Smith, LLP to provide legal services, in accordance with the non-public information appended to the minutes.

F-20. *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.

F-21. 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.

Ms. Gorab stated we need to have a public meeting opened, conducted and closed.

Mrs. Ajmiri Giner stated for purposes of F-10, we need to give the public a chance to speak.

Mrs. Minneci stated I will open for public comment for the purpose of F-10 only – approving the bond refunding ordinance.

Jeffrey Monge asked what is the refinancing savings? What are the closing costs relating to this bond financing? Assuming the closing costs will be financed. What are the closing costs?

Lisa Gorab stated the estimated savings of \$90-\$100,000 per year which equates to approximately \$970,000-\$1 million overall in debt service savings. Savings net of the cost of issuance – so that is after the cost of issuance is paid – you don’t take the cost of issuance off the savings. The cost of issuance are approximately \$160,000 – Municipal Advisor - \$16,000; Bond Counsel - \$35,000; verification agent - \$2,500; escrow paying agent - \$1,500; underwriter is between (depending on how many bonds you sell) \$54-\$67,000 – that will be by RFP; auditor - \$15,000; rating - \$20,000; preparation and printing of an Official Statement which is the Board’s form of prospectus - \$10,000; printing - \$1,500 – those are the estimated costs.

DISCUSSION:

None

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

NAY: Mr. McDowell (F-15), Dr. Morgan (F-15), Mrs. Ruiz (F-15)

ABSTAIN: Mr. Nufrio (F-19), Mrs. Minneci (Vendor 85992)

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 USE OF UNION HIGH SCHOOL – UNION’S GOT TALENT

Approve request for use of space at Union High School from Union’s Got Talent/Douglas Michael Krueger Scholarship Fund Inc. for auditions on September 25, 2020, rehearsal and performance on November 14, 2020 (subject to COVID-19 - social distancing).

O-3. APPROVE RENEWAL OF FOOD SERVICE COMPANY - POMPTONIAN

Approve proposal for renewal of Board’s contract with POMPTONIAN and lunch prices for the school year 2020-2021:

Be it resolved that the Township of Union Board of Education “SFA” approves the renewal of the Food Service Management contract with The Pomptonian, Inc. “FSMC” for the food service operation for 2020-2021. The Board of Education finds that Pomptonian’s services are being performed in an effective and efficient manner. This price increase does not exceed the index rate and the other terms and conditions of the contract remain substantially the same.

The FSMC shall receive, in addition to the costs of operation, an administrative/management fee of \$0.1668 per reimbursable meal and meal equivalent to compensate the FSMC for administrative and management costs. This fee shall be billed monthly as a cost of operation. The SFA guarantees the payment of such costs and fee to the FSMC.

Total meals are calculated by adding reimbursable meal pattern meals served and meal equivalents. The number of reimbursable meals served to the children shall be determined by actual count. Cash receipts, other than from sales of reimbursable program meals served to the children, shall be divided by \$3.66 to arrive at an equivalent meal count.

The per meal administrative/management fee of \$0.1668 will be multiplied by total meals.

The FSMC guarantees the SFA a minimum return of \$240,000.00 for school year 2020-2021.

O-4. APPROVE RESOLUTION APPROVING COMPETITIVE CONTRACTING AND EXECUTION OF AGREEMENTS

Approve resolution of the Board of approving (a) the use of competitive contracting for the solicitation of proposals for a third-party verification and (b) authorization and execution of grant/incentive agreements in connection with the district’s proposed ESIP and authorizing other matters in connection therewith, 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: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

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

P-1A. PERSONNEL ACTIONS – NEW HIRES (*no new hires*)

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 (*no transfers*)

P-2. APPROVE RESIDENCY INVESTIGATORS – SUMMER 2020

Approve residency investigators to work during summer 2020 as follows: (a) Maria Schmidtberg – 50 hours not to exceed 70 hours for July and August (\$25/hr.); (b) Thomas Sheridan – 25 hours not to exceed 50 hours for July and August (\$20/hr.); (c) John Matos – 25 hours not to exceed 50 hours for July and August (\$22/hr.), (d) Dan Hodge – 25 hours not to exceed 50 hours for July and August (\$20/hr.).

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Schimmenti, Donna	Librarian clerical/secretarial	BMS	7/1/2020	Retirement	
Mitchko, Grace	Allied health instructor	UHS	6/24/2020	Resignation	6/24/2020 last physical day

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Wisiak, Tara	Psychologist	Connecticut Farms	9/1/2020-11/30/2020	Unpaid child rearing under FMLA/NJFLA (concurrently)	First part of leave (paid child rearing 4/22/20-5/21/20 was reflect on 4/28/20 agenda. Return 5/22/20. Followed by 9/1/20-11/30/20 FMLA/NJFLA entitlement not to exceed 12 weeks
Whitford, Lauren	Math teacher	KMS	Early return 6/1/2020	Early return from unpaid child rearing leave under FMLA/NJFLA	Original return was 9/1/2020

Leung, Christina	Music teacher	Washington	Early return 6/1/2020	Early return from unpaid child rearing leave under FMLA	Original return was 9/1/2020
Dowling, Nikki	English teacher	KMS	Early return 6/1/2020	Early return from unpaid child rearing leave under FMLA/NJFLA	Original return was 9/1/2020
Harrell, Tommy	supervisor	Districtwide	4/20/2020- 9/30/2020	Paid medical leave	
Hall, Shaquana	Custodian	HC	5/11/2020- 7/31/2020	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Pisciotta, Lynn	Confidential administrative assistant	Central Office	Update 6/3/2020- 7/11/2020 (tentative return)	Update to paid medical leave	
Nigro, Leslie	Teacher	Jeff	Extension through 6/24/20; new return date 9/1/20	Extension of paid medical followed by unpaid FMLA	

P-5. APPROVE STUDENT TEACHERS AND INTERNSHIPS

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

P-6. APPROVE EMPLOYMENT CONTRACT – MOSES

Approve the Employment Contract of Annie Moses, Assistant Superintendent for the 2020-2021 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

P-7. APPROVE EMPLOYMENT CONTRACT – BENAQUISTA

Approve the Employment Contract of Gerald Benaquista, Assistant Superintendent for the 2020-2021 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

P-8. APPROVE EMPLOYMENT CONTRACT – VIEIRA

Approve the Employment Contract of Manuel Vieira, School Business Administrator/Board Secretary for the 2020-2021 school year, in accordance with the information appended to the minutes (approved by County Superintendent).

P-9. APPROVE TREASURER OF MONEYS – JENNIFER SEMLER

Approve the reappointment of Jennifer Semler as Treasurer of School Moneys for the 2020-2021 school year at an annual salary of \$4,900.

P-10. APPROVE AFFIRMATIVE ACTION OFFICER – AWARDING CONTRACTS

Approve reappointment of Manuel E. Vieira as Affirmative Action Officer for awarding contracts for the 2020-2021 school year under P.L. 1975, c. 127, at no cost to the district.

P-11. APPROVE CUSTODIAN OF RECORDS – VIEIRA

Approve the reappointment of Manuel E. Vieira as Custodian of School Records for the 2020-2021 school year, at no cost to the district.

DISCUSSION:

Dr. Frances stated this is something we discussed before Mr. Tatum about the hiring of coaches. I remember you said we are not going to do two seasons in a row – in this particular case we should have done just the fall sports and not the winter sports. In the fall we usually do winter and winter we do spring. I know we spoke about that before and I did see that under personnel as extra pay. We are including fall and winter together.

Mr. Tatum stated the last time that did come I did put a halt to it but Gerry can you give the rationale behind it and the reason why. Mr. Benaquista stated I'm speaking as we are going back to school in September. Obviously COVID-19 does change a lot of the things in the future; however, every year we have to get everyone approved for fall/winter/spring. All the coaches are allowed to work with their athletes over the summer and for liability purposes, we have to get them approved. The only ones that are not getting approved are the ones that we have an opening – girls' basketball, so that one will take a little more time because we have to go through a complete new hiring or any other positions that Ms. Ionta felt not to rehire. Otherwise before we leave in June, we get everyone approved to start July 1st so they can work with their athletes. Actually it might be June 1st for fall sports – I'm not 100% correct on that. I know over the summer our coaches do stuff with our athletes. Again for liability purposes, to protect them and the district, we have to get people approved.

Dr. Francis stated I think that there is a better way of doing that. I don't think that argument flies with me. There is a dollar amount tied to it. It is not just having to work with our athletes. I think it should be the way we used to do it. I don't see why the COVID situation changes anything.

My other question is for the past spring, have we been paying those coaches the stipends. Mr. Benaquista stated I believe the answer is yes. Mr. Vieira stated the answer is yes. Dr. Francis asked why is that? It doesn't make sense.

Mr. Tatum stated this is what I was told. Those coaches are doing stuff with the students earlier in the spring before we went into the pandemic and they are continuing that virtually and that is why they are being paid. I don't know if the assistants are being paid but the head coaches have been. Mr. Benaquista stated I believe the guidance was to continue to pay the coaches. Almost every district I went with on a weekly basis is continuing to pay their spring coaches because it happened in mid-season. We didn't know if it was two weeks, a month, we just recently found out that it was the rest of the school year. Along the way the coaches have been doing, to my knowledge, virtual workouts and keeping the kids in shape that they can do individually. We have to be prepared if the Governor and the Commissioner opens us up, we

would jump right back into our sports. Unfortunately we just found out a week ago that we were closed for the rest of the year. Dr. Francis without COVID-19, a normal year, we always get them approved. I'm not doing anything different this year because of COVID-19. Either way, if Mr. Tatum chooses to change things, we still need coaches approved before we leave for the summer because they are not getting paid but we are covering them liability wise – something happens, they get hurt, they can go through worker's comp and they can work with their athletes and it is documented that the coaches are working starting July 1st but they are not being compensated, it is volunteer. If they choose to work out with their team over the summer, it is basically for liability purposes. If we are choosing not to have our coaches work with our athletes over the summer, then we don't have to get them approved before that season starts. Once the school year starts, they are not allowed to work with the athletes any more. It is only for the purpose of the summer time when the NJSAA allows us to work with our out-of-season athletes. We can talk to Mr. Tatum and bring this up again. Maybe we can revisit it and see so that we are all on the same page and understanding why. I think the real thing you are getting to is to make sure we are evaluating or making sure we are continually observing our coaches and they should be reviewed. Most districts do it the same way – I don't know any district that doesn't. At the end of the year have an evaluation and observation from the athletic director and they are either being issued reappointment recommendation and if not we open up that job for new applicants to apply. Mr. Tatum it is something we can discuss further on a smaller scale with personnel.

Afshan stated Dr. Francis, just so you are aware in terms of payment of coaches and continued payment, we do have to look at the terms of the CBA in terms of appointment and more importantly the recent legislative changes that I mentioned previously that impacts the need or the ability of the district uphold any kind of payments to staff members without being appointed to certain positions. The legislative changes do suggest and mandate that we continue payments so that is part of the reason why the guidance is such at this point. Dr. Francis asked does it outline that specifically for extra pay and sports? Afshan stated the way that it is being interpreted across the State that it does because we are waiting for guidance from the Department of Education and we haven't received any but hopefully we will soon so then we have to balance the same language of the legislative changes with what you can and cannot do. We previously shared with Board members that the administration would have to do that with the entire Board if you would like.

Mr. McDowell stated both my sons play middle school baseball and they have assignments every other day from Coach Baker. He was working. Mr. Tatum stated that was my understanding. We did question that and that was the sense that I got – virtual with the students. Mr. McDowell stated they sent them information on how to do certain exercises for batting, pitching, catching.

Dr. Francis stated my two sons were playing high school baseball and they did the tryouts. After that everything was closed down. There was nothing else in terms of practice or beyond that – that I am aware of. Mr. Tatum stated I hear what you are saying and I hear what Mr. McDowell is saying and what we get is what Mr. McDowell said and everyone is supposed to be doing. When I hear you say the program started and nothing else happened, then we have to start looking and whether or not now that they will do those things if they are required to get

paid. Mr. Benaquista stated I made sure that Ms. Ionta started a Google Doc where the coaches are uploading the information that they are sharing. I can easily have a meeting with Ms. Ionta. If there are coaches not doing the virtual stuff, then we have to deal with that on a personnel matter and then we can include Mr. Vieira on the payment side. My understanding is they are supposed to be doing that virtual coaching. As we are doing the regular school year, we have to get involved with people not doing their job and it becomes a personnel matter. If we have to deal with individuals we will. As soon as we get that information, we will deal with it.

Mr. Nufrio stated anything we approve at a Board meeting is subject to change if change is mandated by the education department as far as sports. Anything can be changed or rescinded if necessary. Mr. Tatum stated correct.

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

NAY: None

ABSTAIN: Mr. Nufrio (employee #10897)

MOTION CARRIED

Policy Committee:

Mr. Nufrio stated we haven't had a meeting at this time but having heard some of the issues presented, in your opinion do you think we should be convening a meeting? Mrs. Minneci stated absolutely. Mr. Nufrio stated we will talk about that in the next few days or so. Mrs. Minneci stated give me a call.

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [six (6) students exited for the month of March 2020 (3 from elementary, 2 from secondary and 1 from high school) or a total of thirty-eight (38) 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 #245005 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 #301052 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 #280058 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 #301053 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 #236007 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 #250074 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 gave an update from the Technology Committee meeting. Dr. Francis stated we had some new business – upcoming summer projects preparing virtual summer programs. The other thing was the e-rate allocation for internet access discount. It is about \$188,000. There was a committee developed for the collection of district technology equipment. Old business included the elementary door access system update was in the process of being installed at the elementary schools. Recycling of the old technology equipment which we are voting up - we received \$3,500 for old technology through the online bidding website and the last thing was an investigation of the replacement of Chromebooks for the high school. The update is to continue to work on this purchase. The purchase order should be completed before the end of the month. There was also an e-learning platform in relations to COVID-19 school closing. Mr. Wojcik stated we continue to add new platforms all the time as we find them available and beneficial to the teachers. We are utilizing them and rolling them out as need be.

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

T-1. APPROVE E-PICKUP INVENTORY FOR E-RECYCLING

Approve E-Pickup Inventory for E-Recycling, 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: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

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

None

New Business:

Mrs. Minneci stated I thought I saw Mr. Arminio out there and I would like to mention that there is going to be a Memorial Day car parade this Saturday. It will have two routes. Mr. Arminio will be leading one route on his Vespa. You can go on the Town website to get more information.

I would like to thank the counseling department along with the senior advisors. The seniors have been posting their college acceptances – going into the service, awards they received. It is a great thing to see online. They did a great job and they will continue. The colleges have extended their acceptances up to June 1st. We have students going to 2-4 year colleges, military service commitments, trade schools, vocational placements. We are very proud of them; they worked really hard. They will do some great things and put our name on the map.

On May 18th Mr. Hoyt shared a senior award virtual ceremony. It included awards for academics, athletics and service awards.

On May 20th Ms. Ionta and the rest of her crew will have a fireworks display on the field to celebrate our seniors and everyone is invited. It is in car, social distancing.

Our new sign in front of the Board office is beautiful. Thank you Mr. Loessel.

Mr. Nufrio stated as you know, each year the seniors request letters of recommendations and it is good to know that some of the colleges have extended admission until June 1st. Mr. Tatum, I trust that our counselors and staff have been accommodating these students who request those letters. Mr. Tatum stated our counseling department has been 100%. Our supervisor, Nicole Ahern, is doing a tremendous job to ensure that the procedural things are being carried out. Yes with great certainty they are doing what they need to be doing for our students.

Mr. Nufrio stated a compliment to the three of you in Central Office and anyone else that has assisted. I think in these troubling times, I can't imagine the amount of work that had to go into preparing the plans; whether temporary or permanent. I think the district has responded well and I wanted to extend my compliments. Mr. Tatum stated I would like to extend that compliment to both the Assistant Superintendents because a lot of the information I get, we are discussing it and trying to adjust to those areas that need to be refined. It is unfortunate and I know a lot of the superintendents around the County also feel that sometimes the way we get the information, it is like being painted with a bad brush, things that come out from the State are either commences it or nullifies their previous orders. My Assistant Superintendents have been very diligent and with working with me so the stuff is getting done and it is being done to the level that the State and County requires. Thank you for that comment.

Mr. McDowell stated the plan reorganization was to start next September, how does this pandemic affect that and are we still going to attempt that or phase it in. Mr. Tatum stated I know where we were in terms of moving forward before this pandemic. The big strain is being able to be certain about what it is going to look like and getting it up and running for next year. I would think in all likelihood and it is needed in the district; it is not if, it is when. The movement and students and teachers would be a huge task to do in all of this and how long is this going to last. I think we have to get through the broaches of this and then we will be able to look at that on a more level of certainty.

Comments from the Public:

David Arminio stated thank you Mrs. Minneci for talking about the car parade this Saturday. There are going to be two routes and we are going to cover as much of Union as possible. The police will be escorting us through the Town. We have over 90 vehicles in the parade – 45 in each of the two routes. It will start at Union High School and the parade will last about 40 minutes. If you go onto the Town website, not only can you get the route but there is also an app that can be downloaded called “glimpse” and it tells you when the parade will be coming by the street they may be standing on. Thank you very much for all you do.

Susan Lipstein stated two things – the ZOOM meetings have seemed to reach a lot of people and we are at 100 maximum and I think next time you have a meeting, you need to be sure you can accommodate as many people that want to come on. I did shoot out an email that I couldn't get on and I waited until after executive session and some people left so I got in. I think you need to be sure that you can accommodate 100+ people so that you don't have to worry that people will get locked out. I think that would violate the Sunshine Law.

How are we doing with getting the Chromebooks for our elementary school students so they will have them no matter what happens next year – whether we have virtual school or regular school. I know we have about \$800,000 from the State.

Nellis Regis-Darby stated the Superintendent had a Town hall meeting with Town referencing the grading policy. Is it possible to get some clarity? What is the grading policy? Also what kind of parallel plans are in place for September if we are returning to the building or if we are not going to return to the building? How many students have been brought back to the school district from the ESS services? The food services – I know that was approved tonight and I remember the school liaisons had mentioned portion sizes for the high school – has that issue been raised with the food service company and has that been rectified? How much money has ESS saved the district? That was one of the big premise for them to come to the district. Based on the F-15 approval today, they went from \$200,000 to \$500,000 in two and one-half year.

Ann Margaret Shannon stated thank you to the Board attorney for mentioning the legislation A3904 which references payments that should be made for the spring coaching staff. I also wanted to thank our UTEA staff for working so hard to educate our students.

My last thank you is to Mr. Tatum regarding the non-renewed teachers, I have been speaking to him about this and I heard what he said on Facebook live that he is determined to bring back more teachers. The original number of 60 was reduced to 25 and I do look forward to working with you Mr. Tatum to reduce the number even more.

Lisa Davis stated I wondering if someone plans to speak to how racist it looks for Tap Into Union, Cathy Cryan, to report on Corey Lowery on his situation with multiple articles but not one article about James Mosser's case. He has been out on paid administrative leave longer than Lowery for far worse allegations and I know Mr. Tatum doesn't have control over this, but something needs to be said on how bigoted Cathy Cryan has been when reporting on white versus black staff in the district. It is quite troubling.

Jill Hall stated I wanted to speak to the public about some of our mental health services. The counseling department has been very much concerned about making sure that we provide the most appropriate levels of support for students and staff with this collective experience that everybody has been having over the last couple of months. Two counselors at Union High School have created a fabulous website through Google and available on the Township website. It has a ton of resources for students and families, there is a virtual relaxation room, mindfulness activities for students and families as well as staff, and all kinds of resources surrounding mental health. We encourage everybody to take advantage of that and I want to give a shout out to Mrs. Weisberg and Mrs. Degeorge for that.

Sienna Bucu stated on what was said at the budget meeting by Mr. Tatum that we would have a short update during the Superintendent's Report about the grant writing process and what it looked like over the past year. I know you have so much on your plate but when you say you are going to do something, I would appreciate the follow up on.

Richard D'Avanzo stated Jefferson School was recognized as a national character school for the Leader In Me program. It is a high honor. I know a survey was sent out a couple of weeks ago about signing up for committees when it comes to what is going to happen at the end of this school year, what it is going to look like at the beginning of the school year and I hope you keep in mind when you send out these surveys that the leadership of the UTEA is kept in the loop. We get updates from our State union and field reps weekly. I saw a south Jersey district that is requiring all staff members to come into the building and here we are under a Governor's executive order about staying home. We are not out of the woods yet.

The School Board cancelled their conference which is usually before the teacher's convention in November. The NJEA went ahead and are moving to a virtual professional development for the dates of the teacher convention. Everything changes week to week and we are all in the same boat

Misael Gusman stated as it pertains to technology, I heard Mr. Wojcik mention earlier, that they are introducing new platforms for e-learning as well as there are already pre-existing platforms that teachers are using to teach students. My question is, how are we training teachers, expanding their capacities, with these new e-learning platforms; as well as the existing platforms? I feel like we are introducing new platforms but yet there are current platforms in place that they are struggling with adapting to. How are we expanding their capacity in that area? Do teachers get to pick and choose what platforms they used to teach? If so, what systems or policies are in place to create some consistency on how students learn?

Paul Casey stated as some of you know I have been working at Kean for the last year and we are trying to increase the level of partnership between the district and Kean University. The district drawing the holocaust resource center and diversity counsel at Kean University and the district had five employees go through the holocaust course and the prejudice reduction course this past year. That was a big win for the district and great for Kean as well to have Union teachers doing that. We look forward to having additional teachers from the district to come for those courses in the coming years. I know Mr. Harrell was working on the possibility of articulation agreements with the computer science department and communication department at Kean University. I was just wondering if there was an update on that process. I think that is something that is potentially beneficial to students down the road to get collegiate credits while in high school. It would be a great thing for Kean as well. I just want an update on that.

Laura Detjen stated I want to thank Mr. D'Avanzo for bringing up the committees that as staff we were asked to join. I wanted to join all of them but I volunteered for ones that I thought I could be the most useful with. But then at a department meeting, just this last week, I heard that the leadership program was going to be eliminated at least and on what grade level they were sure. I understand that some programs have to be cut, positions are cut, I'm lucky to be able to teach yet another subject after French being eliminated but I'm just wondering why we were asked for our advice and to be put on a committee if things were going to be unilateral decisions were going to be made and programs were going to be cut without the input of staff of that subject area; especially staff that created the curriculum and put it together. I know I can't expect any response right now but moving forward I hope someone reaches out with what is happening to program that I'm currently teaching. I had made some suggestions to the middle

school principals and my supervisor and we'll see what feedback I will get. I thank the district again for the opportunity to take the Kean courses that Mr. Casey just mentioned. Teaching prejudice reduction and the holocaust, they are very beneficial and I hope to continue to incorporate them in my leadership lessons in the future.

Suehay Monge stated I want to clarify something – Mrs. Minneci said that tomorrow night they are going to have something for the seniors on the field – is that for all seniors? I saw it advertised for the athletes so I wanted clarification on that. We have over 500 seniors. I think it is wonderful that they are doing that whether the athletes or the students and if it is just for the athletes, I would hope that they would follow that up with something nice for all the students. Hopefully since restrictions are being lifted, we are hoping that we can move forward with something in addition to the virtual graduation that they are already planning. As Mr. Arminio mentioned, they are doing a car parade as well – wouldn't that be wonderful if we could do something like that for the seniors as well. Also, senior parents are still holding on hope that our students get recognized in a very memorable way considering this has been such a difficult year for them.

Also I wanted to address something that Mr. Nufrio said regarding letters of recommendation from the counselors – those letters of recommendations for colleges went out months ago so that is not a now thing. As it pertains to the colleges, the June 1st date that Mrs. Minneci was talking about because of COVID colleges have extended their decision date allowing students more time to make their decision to June 1st. Counseling department was on top of the recommendation letters and they did an excellent job getting the students situated to get their applications out.

Myrna Lois asked what will online instruction look like when we move forward in September if we are still in a situation where the students cannot go to the school? I would like to see more teacher instruction online. Most of the assignments the kids are given are just assignments that they have to complete in Google Classroom. I noticed there was an online platform that was approved and I was wondering if I could get more information on what that is and if there are going to be more online teaching instruction as opposed to just giving assignments?

Jeffrey Monge stated it is appreciated that these questions are spoken to at the end of this and if not sent out because each time questions are asked we really never hear answers. This is an opportunity to do that going forward. I think it would be appreciated.

As it pertains to the federal aid that came in related to COVID, my understanding it was approximately \$800,000 – it was based on how many Title I students the district has and that was the main reason for the formula and the dollar amounts. I want to confirm that. What restrictions are going to be relating to those dollars and what is the initial plans that are being thought about here in the district as it pertains to using those dollars.

Based on the secretary report it seems like we are in the negative over \$300,000 in our current budget and it is on page 14. What are the plans for that?

Effective School Solutions – it is never a question of the need of the district because the need is totally there. Not necessarily about the services that they are providing but really about the reporting back and what the basis of the original agreement was about and we have gone away the last couple of years allowing them to provide a presentation of how they are benefitting the district - a cost benefit and making sure we are servicing the kids that have the greatest needs.

A. Bucu stated I work as a para at Battle Hill and I'm wondering how this fireworks event was approved and we have had to cancel a car parade we were planning to do for the kids and still I have not had an update on that. I'm just wondering what the process was and why we can sit in a parking lot and there is more chances that people will get out of their car versus a car parade.

Chasity Santana stated in reference to ESY, as a parent, I would just like to know what we are doing? Do we have options of remote learning? Is it going to be a combination if I want my child to remote learn because I'm too scared to take him in if it is going to be brick and mortar? I understand it is ever changing. Some type of idea to get some planning going for the extended school year.

As far as cleaning, what are we doing with the buildings since they have been in lockdown for so long? Has the State trained our people to clean properly so that when we do go back in there everything is up to par. What are you guys doing at the school levels? When things sit is sometimes worse than being actually active.

I want to read what I wrote to Mr. Tatum once I saw the 4th marking period memo – I want to offer a point of view that might not have been discussed which was middle school. You left the high school to actually earn the grades for the 4th marking period because so many things rely on these grades. I want to remind you that so many things also rely in middle school as well. Honors rely on the prior year's final grade. What happens to that child that 4th marking period may decide between that A and B – that could stop them from going forward with an appeal process. We are also in the business of encouraging our children to do better. Not to dumb it down to a pass/fail option.

In my email I did say I completely understand that we might have certain circumstances in the district where families might be going through a lot emotionally or the children themselves just can't do it and that option should be there if needed but for those of us that have been working with all of our children. The district is here to give that free and appropriate public education. I don't know who is saying but there has not been any equity in the education but I am currently learning with my children.

Afshan Ajmiri Giner stated we haven't received any questions online but we did want to make sure it was available. Capacity is what we do take into consideration and if we had 200 people show up at the library we would not be able to accommodate everybody. Our intent was not to not accommodate people; there were some technical issues with ZOOM but hopefully we can accommodate every single person next time but we did broadcast and we offered the option to make sure people could email their questions. If you do have questions at the end of this meeting you can certainly email the administration. I will leave it up to the administration to

address any questions, inquiries or comments that relates to today. Anything that can't be addressed, the administration will reach out to individuals separately.

Mrs. Minneci stated to clarify about the fireworks – this is the memo I have “The central office administration is allowing the backyard fireworks to be put on the football field on May 20th. The CDC social distancing procedures will be followed. Everyone will wear a face mask and will be required to follow the social distancing Executive Order #107. In addition, students/parents/families/community members are required to stay in cars during the event. With that being said, I think everyone is invited.

Mr. Tatum stated a lot times people say things are going on and right away they get the impression we are giving one group precedence over another. The Township and the municipalities have the right to do these things for a number of months now. At my May 8th County roundtable, one of the superintendents brought that up and the answer we received from the State was we expect the school district to be role models for our students and not engage in anything that would require them not to social distance. The other piece was we just received a relax order a couple of days ago about now being able to do more with cars. We are flying by the seat of our pants – it's a catch twenty-two – when you don't do it there is a problem and when you do it there is a problem.

Mr. Benaquista stated when we reacted to several schools when we had to cancel some car parades, it was based on the information we were getting from the State at that time. They did change recently and it is more so moving forward to accommodate graduation but we are continually changing based on the information that is coming from the Department of Ed and the State of New Jersey. I would also like to say – speaking with Ms. Ionta, we would like to invite everyone but it is a celebration to honor our senior athletes, especially since they didn't get to finish the spring. Anyone can drive by but the senior athletes are invited to stay to the end. The fireworks were a surprise to them but the surprise will be what the fireworks will be. If you are not a senior, you can drive by and see what we have planned, but obviously we can't accommodate 5,000 cars on the premises. The guidance we get does change daily.

Mr. Tatum stated grading – the Board of Education did approve an amended the remote learning plan which includes some change in the grading system. Everybody has different circumstances within the remote learning process. What I said Friday on Facebook Live and I will say again tonight – what we are trying to do in our district is not promote students failing in situations that are other than traditional learning. Part of the recommendations given to us really speaks to those students that may be in crisis and stuff like that so to come up with something that would speak to when they were in traditional instruction, which I have said over and over again. So what we did was go back and amend because it appeared that we were not counting the fourth marking period at all but we were saying the average would be based upon the majority of what students completed in the first three marking periods because that was the traditional instruction. We went in and amended that fourth marking period to give teachers leverage to take the fourth marking period and determine whether or not a final average goes up or would go down so there is a deterrent in there based upon their distinction of someone who is in need of improvements or someone who is meeting the standards. The last part is for those

students who are not meeting the standards we were planning something in the summer time to help and meet their needs.

The next thing I will deal with is the extended school year – that is going to be, as of today, virtual. The last direction we got was it was going to be a virtual program because at this stage of the game they have not released our ability to do brick and mortar. The last conversation I had with Mrs. Conti last night was that was the last direction that she received from the County. It was the same thing I heard.

One other point is we are in uncertain times and I want to address Sienna’s concern about the grants tonight. Mrs. Guilfoyle is here and was ready for presentation but we amend the agenda sometimes based upon things that happened throughout the course of the day. Things happened differently tonight that was not planned when we last spoke. When we had our agenda briefing we spoke about that. Myself, the Board President and the School Business Administrator/Board Secretary can amend an agenda based upon the needs to accommodate the district. I will ask Mrs. Guilfoyle who is here tonight to please be prepared to give an update, which she has done in prior meetings, next month. Hopefully we won’t be dealing with graduation issues, how it is going to be done, or how personnel matters that came to us within the last couple of days and that is the reality of why things change. It happens many times. The key word is this whole pandemic is flexibility.

Mrs. Williams left the meeting prior to adjournment.

Motion to Adjourn:

There being no further business before the Board in public session it was moved by Mr. Nufrio, seconded by Mrs. Ruiz, that the meeting be adjourned at 10:43 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

MANUEL E. VIEIRA
BOARD SECRETARY

