

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – June 16, 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, June 16, 2020 at 7:00 p.m. via ZOOM, notice was 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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. McDowell 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. Higgins read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Mr. Monge stated the financial statements and I asked this last month and nobody answered me. What is the balance as of today – it seems like it is a negative number. F-11 – need clarification on what exactly does that mean? These approvals for special services it seems – I don’t know if there is a rolling tally here. O-3 – I don’t understand that, it says approve to renew, award or permit to expire contracts – there is a list of a million companies that are in here for approval but there is no designation of whether those people or companies are being awarded or permitted to hire. If I could get some answers it would be great.

Mrs. Regis-Darby stated E-17 – does this grant only pay for GE students? What is the total of the grant? Who is the family liaison? Can we let the community members who are starting the students off underneath this grant know who that liaison person is? There is a \$60,000 balance attached to that person. I noticed the field trips at approximately \$30,000. Is

that number accurate? E-7 – I know at Burnet Middle School we have ESY, is there a rationale as to why we are adding the BDP at Burnet Middle School?

Approval of Minutes:

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

1. February 11, 2020 – worksession
2. February 18, 2020 – regular meeting
3. February 20, 2020 – special meeting - ethics training
4. February 27, 2020 – planning session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Higgins (February 27); Dr. Morgan (February 11),
Mrs. Richardson (February 27), Mrs. Minneci (February 11) MOTION CARRIED

Communications:

REQUEST FOR INTERMITTENT LEAVE – JOHNSON

Request for intermittent leave under FMLA/NJFLA (concurrently) from Ralph Johnson, custodian-Washington Elementary School, May 11, 2020-May 11, 2021.

LETTER OF RESIGNATION – ATZBI

Letter of resignation from Erin Atzbi, science teacher-Union High School, effective June 30, 2020.

LETTER OF RESIGNATION – HOLDER

Letter of resignation from Maryam Holder, school nurse-Kawameeh Middle School, effective June 26, 2020.

LETTER OF RESIGNATION – KING

Letter of resignation from Russell King, social studies teacher-Burnet Middle School, effective July 1, 2020.

REQUEST FOR EXTENSION OF LEAVE – ROMANYSHYN

Request for extension of unpaid non FMLA/non NJFLA leave from Danielle Romanyshyn, teacher-Battle Hill Elementary School, new return date September 1, 2021.

REQUEST FOR LEAVE – SIGNORELLI

Request for unpaid child rearing leave under FMLA/NJFLA (concurrently) from Nicole Signorelli, teacher assistant-Jefferson Elementary School, September 1, 2020-November 30, 2020.

REQUEST FOR EXTENSION OF LEAVE – LOPEZ

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

LETTER OF RESIGNATION – OUTLER

Letter of resignation from Kristen Outler, special education teacher-Burnet Middle School, effective July 1, 2020.

LETTER OF RESIGNATION – MELODY

Letter of resignation from James Melody, physical education teacher-Union High School, effective June 30, 2020.

LETTER OF RESIGNATION – WAHLERS

Letter of resignation from Jennifer Wahlers, teacher-Jefferson School, effective June 3, 2020.

LETTER OF RETIREMENT – MARCH

Letter of resignation, for the purpose of retirement, from Stephen March, drafting and design technology teacher-Union High School, effective October 1, 2020.

Superintendent's Report

Mr. Tatum stated attendance for May – students 95.8%; staff 98.9%. Attendance is calculated by students and staff signing in every day. In response to many of the questions raised last month, we took some time to prepare some responses and prepare a presentation. Mr. Tatum asked Mrs. Guilfoyle to give an update on grants.

Mrs. Guilfoyle gave the following presentation: Take Vape Away Grant- received \$5,000; CAR Grant Received; The New Jersey Department of Education (NJDOE) has announced a new, three-year pilot program to engage 10 school districts in using K-6 grade levels of NJDOE instructional units in math within the Connected Action Roadmap (CAR) process.

The pilot is intended to build the capacity of educators in New Jersey schools to work effectively in professional learning communities using the new instructional units. Districts will be provided with training and coaching support to implement the program.

The CAR process is a strategic and collaborative approach that connects standards-based curriculum, instruction, assessment and professional learning in a school culture that promotes an ongoing process of reflection on and growth in student learning.

Expanding Access to Computer Science High School Courses submitted/pending.

Expanding Access to Computer Science Education: Professional Learning-Competitive submitted/pending with Kean University Dr. Morreale-Kean; Supporting Effective Educator Development (SEED) Program.

Letter of Support; “The CAHSI Ecosystem: An Interdependent Network Expanding the Knowledge and Skills of Teachers in Computational Thinking and Computer Science Principles.” Preparing middle and high school teachers in computational thinking and computer science principles is a priority in our district, and we welcome the opportunity to have our district teachers participate in this project. Upon award, we will liaise with our research review office in obtaining the necessary documentation that is needed to assess the program effectiveness.

I will ensure we have several of our teachers participate in the program. Having the SEED program in our area will be an invaluable asset for our district and will provide the opportunity for our youth to become digitally literate and to hopefully consider the pursuit of a computing degree post-graduation.

#1 Bureau of Justice Assistance STOP School Violence Grant program submitted in March and pending for phones; #2 Bureau of Justice Assistance STOP School Violence Grant program submitted on June 5th and pending for an alert system; COPS School Violence prevention Program submitted/pending for training and security guards; School Security Grant Alyssa’s Law Compliance submitted for the 911 alert button – if we are in compliance we will receive \$300,00 in August to put us into compliance or to use towards other projects in technology; Cares Act Elementary and Secondary Emergency Relief (ESSER) Funds Application submitted and we received \$690,869; you can go to the following website <https://www.nj.gov/education/covid19/boardops/caresact.shtml> and it talks about the allowable uses. We will use it for technology and Chromebooks so we can expand our 1:1 so hopefully be 100% for grades 2-12 and then we will work on K-1 with iPads. I spoke with Barry and we can use it for sanitizing products.

In addition to submitting the above grants, I will be submitting and overseeing the spending for: ESEA Grant- Title I, Title I reallocated, Title IIA, Title III, Title IV Total \$1,292,811, Perkins V- CTE.

Mr. Tatum stated in the CARES Act – that money is designed for specific use in terms of returning to school and ensuring that we have the appropriate technology, sanitation and that money can’t be used for personnel.

Mrs. Conti stated the ESS renewal contract - \$500,000 – programs and placement to address individual students needs are determined by the IEP team which accounts for the increase in costs.

The second part of the question was data input – so I wasn’t sure what the term “data” was being referred to in the question but I will try to answer the question. Student placements with Effective School Solutions are all IEP team decisions and these decisions are data driven and data can include multiple data points.

Another question was is there a cost benefits analysis? The analysis is based on individual needs of students and the program and placement is determined by the IEP team. The placement and program are determined and driven by the needs of the students.

Why are we doing this in-house? ESS fills the needs for a therapeutic program in district. It is a Tier 3 program which provides intensive therapeutic counseling services to students. District staff that provide counseling services for example school psychologist, social workers – they use the New Jersey Department of Education issued certificates in these areas. With these certificates they can provide educational counseling, not therapeutic counseling services. ESS provides therapeutic counseling services in a manner that they are provided typically in counseling centers and hospitals so it is a specialized skill set.

How much money has ESS saved us? If we take a look at the average cost of an out-of-district placement, including transportation, it is approximately \$100,000 per student. The cost of ESS is about \$497,000 which is about five out-of-district placements and ESS provides services to many students. At times they can serve up to 30 students. There are many more students than five out-of-district.

ESS – the need is there, report back and allow them to provide a presentation. I would have to refer to Mr. Tatum on the presentation.

The final question was on extended school year – what are we doing? We are providing ESY in a remote manner.

Mr. Tatum stated right before the virtual learning took place, I know they were in contact with me in March and possibly come in April and in April we weren't 100% on how these meetings would go forward so that is the reason why they haven't presented yet. They did reach out to my office during this time period and we haven't connected with them. As we move down the road they certainly can come in.

Mrs. Paul stated the grants which Maureen talked about and the 1:1 which Maureen spoke on how we are going to be using the ESSR in order to fulfill the requirements for 1:1 in elementary.

Mr. Vieira stated the question regarding the April secretary's report – the general fund had a negative balance of over \$300,000. That balance has grown to \$1.1 million on the May 31st secretary's report. What are our plan to deal with that deficit is we are going to increase the 19-20 school budget by \$843,000 which is resolution F-11. The \$843,000 is coming from the excess extraordinary aid that the district received from the 18-19 school year. \$500,00 for special services speech, OTPT and \$343,000 for special services contracted transportation.

Mr. Tatum stated the other thing that was raised was how is it going to look coming in next year. Several committees throughout the district have been formed. Myself, Mrs. Moses and Mr. Benaquista and Mr. Loessel and others – we have had a number of meetings. The first group we have been meeting with and they completed their task is the closeout protocol and that is in effect as of right now.

Moving forward there is a social and emotional group of people and I have had an opportunity to work along with them and they are doing a tremendous job of putting together programs and platforms for when students return to school and whatever other support that may be needed outside of school. There is also a sanitation and safety and wellness committee that is also functional right now and I have met with them as well. I know they were trying to get their second meeting off last night but there was a conflict with another meeting which is the education/redesign group which is also functional and they will take a hard look on how this is all going to look moving forward.

In compliance with the guidelines given to us by the State Department of Education and the CDC, I would like to report that all committees are chaired by parents and co-chaired by an educator in the district. The committees are supported by districtwide administrators and action plans are submitted by the committee chairs for my review prior to any implementation and Board approval, where needed.

Highlights:

- ESY and summer programs will be offered through remote learning this summer.
- Graduation for high school seniors – virtual ceremony is scheduled for June 24, 2020
- In person graduation plans are under way for July 8, 2020 and that will be subjected to New Jersey regulations. Every day we are putting more and more effort into this ceremony and we are hoping with the information we have received so far that we can carry this through
- Middle School activities going on – all programs at the level beyond the high school have been shared by our building principals as well as supported by their PTAs
- Elementary Schools will have various activities as the week comes to a close and check with your local schools on what is going on
- A lot of issues going on with our district and trying to look into reentry – myself as well as the superintendents in Union County have been working very diligently together and working with the State on how this is going to look and what obstacles we may be facing coming into September

That is my final report for the 2019-2020 school year.

Mrs. Minneci stated we will be going into executive session and it is important that we discuss some things before we vote on any resolutions. This is not a time to discourage anyone from not staying at the meeting. We are going to try to be as quick and thorough in our discussion in execution session as we can.

Motion for Executive Session:

Moved by Mrs. Ruiz, seconded by Mr. McDowell, that the Board go into Executive Session at 7:33 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 (Mosser v UTBOE, Geller v UTBOE, Ionta/Lowery v UTBOE).

- Matters involving employees and terms of their employment and contract.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

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

AYE: 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 8:52 p.m.

Mrs. Minneci apologized to the public for the length of executive session.

Education/Student Discipline Committee Resolutions

Mrs. Ruiz stated she sent to all Board members an overview of the Education/Student Discipline Committee.

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

E-1. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period May 20, 2020 to June 16, 2020 (*no vote required; for reporting purposes only*), in accordance with the information appended to the minutes.

E-2. APPROVE CURRICULUM GUIDE(S):

Approve the following curriculum guide(s), in accordance with the information in appended to the minutes: (a) EN511 – Screenwriting.

E-3. APPROVE TUITION CONTRACT

Approve Tuition Contract with Paterson Public School for A.D., in accordance with the non-public information appended to the minutes.

E-4. APPROVE TUITION CONTRACT

Approve Tuition Contract with Paterson Public School for S.M., in accordance with the non-public information appended to the minutes.

E-5. APPROVE TUITION AGREEMENT CONTRACT – UCVTS

Approve Tuition Agreement Contract with the Union County Vocational-Technical Schools, in accordance with the information appended to the minutes.

E-6. APPROVE SPECIAL EDUCATION TUITION CONTRACT – UCESC

Approve Special Education Tuition Contract with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-7. APPROVE ESTABLISHMENT OF BEHAVIORAL DISABILITIES PROGRAM – BURNET MIDDLE SCHOOL

Approve the establishment of the Behavioral Disabilities Program at Burnet Middle School, effective September 1, 2020, in accordance with the information provided to each Board member.

E-8. APPROVE AGREEMENT FOR NONPUBLIC CHAPTERS 192-193 SERVICES - UCESC

Approve Resolution and Agreement for Nonpublic – Public Law 1977 Chapters 192-193 Services with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-9. APPROVE AGREEMENT FOR NONPUBLIC EQUITABLE IDEA SERVICES – UCESC

Approve Resolution and Agreement for Nonpublic School Equitable IDEA Services with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-10. APPROVE AGREEMENT FOR NONPUBLIC CHAPTER 226 NURSING SERVICES – UCESC

Approve Resolution and Agreement for Chapter 226 Nonpublic School Nursing Services with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-11. APPROVE AGREEMENT FOR NONPUBLIC SECURITY AID PROGRAM – UCESC

Approve Resolution and Agreement for the New Jersey Nonpublic Security Aid Program with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-12. APPROVE AGREEMENT FOR NONPUBLIC SCHOOL TEXTBOOKS – UCESC

Approve Resolution and Agreement for the New Jersey Nonpublic School Textbooks with the Union County Educational Services Commission for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-13. APPROVE AGREEMENT FOR NONPUBLIC TECHNOLOGY INITIATIVE PROGRAM – UCESC

Approve Resolution and Agreement for New Jersey Nonpublic Technology Initiative Program with the Union County Educational Services for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-14. APPROVE THE ARC OF NEW JERSEY –PLANS FOR LIFE CLUB

Approve The ARC of New Jersey to provide Plans for Life Club (MAPS) which includes engaging students in learning about the world of employment, including career exploration, job search strategies, the application and interview process, pre-employment and orientation, at no cost to the district for the 2020-2021 school year, in accordance with the information appended to the minutes.

E-15. APPROVE DON JOHNSTON ONLINE LEARNING PROGRAMS

Approve the free use of Don Johnston online learning programs for use by district staff, students and families for the 2020-2021 school year until July 15, 2020. These online programs include Co:Writer, Snap&Read, uPar, Quizbot and Wordbank.

E-16. APPROVE UHS SENIORS/JUNIORS – COMMUNITY HOURS

Approve resolution to have Union High School seniors and juniors to do school community hours of service by working with the district IT department during the summer of 2020; beginning Monday, June 22, 2020, to Wednesday, August 19, 2020; in support of continuous learning of Career and College Readiness Skills.

E-17. APPROVE NJDOE PRESCHOOL PROGRAM AND BUDGET

Approve the New Jersey Department of Education (NJDOE) 2020-2021 Preschool Program Plan and Budget Approval, in connection with the information appended to the minutes.

E-18. APPROVE NJDOE HIB GRADE REPORT – 2018-2019

Approve Official HIB Grade Reports for the district as released by the New Jersey Department of Education (NJDOE) for School Year 2018-2019, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Ruiz asked E-7 – the behavioral disability program that is on the agenda for Burnet Middle School - will this replace ESS or is it in addition to? Mrs. Conti stated it is not to replace ESS. A program placement is determined by an IEP team. There are many ways the program placement can be provided. It is not to replace ESS. It can be without ESS or in combination with ESS. It depends on students' needs.

Mrs. Ruiz stated it sounded like these will be self-contained classrooms. Mrs. Conti stated the BD is a self-contained program. Mrs. Ruiz asked how many classrooms are we going to have at Burnet for this BD program. Mrs. Conti stated one. Mrs. Ruiz asked how many students will be in that classroom? Mrs. Conti stated I don't have that number right now. Mrs. Ruiz asked do we have to hire new teachers? Mrs. Conti stated right now we are in the process of staffing and I would have to take a look at how the numbers fall because we are at the end of a

school year and numbers change so we continually monitor. Many of my classes are limited by special ed code numbers that can be placed in the classrooms. Since it is based on student need, I always keep Mr. Tatum updated but right now I'm not able to tell you that.

Mrs. Ruiz stated the backup suggested that we were going to use staff that we already have. Mrs. Conti stated that would be at this time. Right now we are planning to use district staff. In the event that the staffing numbers look differently come summer, because things always change, we must keep those options open. I can only do my best projection at this time.

Mrs. Ruiz stated so we don't know if this program or staffing needs will cause an increase in the special ed budget. Mrs. Conti stated it could.

Mrs. Ruiz asked E-5 – how many students go to UVCTS? Mr. Vieira stated 150 students at \$6,000 per full-time student and this includes the full-time and shared time. We budget \$800,000.

Mrs. Ruiz asked E-17 – is this funding for general ed pre-school students only? I thought it was.

Mr. Tatum stated yes. All that grant money is a general ed initiative. We do have students from the special needs population that attend pre-school; however, they attend by virtue of the money that is in the LEA budget that is transferred over to the funds that pay for those students. The post-script to that – the position that is there is a position that is required by the State. It is not an increase in that position.

Mrs. Ruiz stated E-5 - \$800,000 for UCVTS; what is the number for charter schools? Mr. Vieira stated \$600,000 in tuition for charter schools.

Mrs. Ruiz stated we spend \$1.5 million for students out-of-district. Mr. Tatum asked has there been an increase in that number over the years? Mr. Vieira stated yes. Mr. Tatum asked is the vo-tech number of students going up? Mr. Vieira stated it is very flat.

Mrs. Ruiz asked do we do an exit survey or do we ask them why they are leaving our schools? When we are losing kids to a charter school or UCVTS, are we asking parents why they are choosing to send their child out versus UHS? What could we offer at UHS to keep their child? Mr. Tatum stated I think some students have come back because they were offered less and found the environment better at UHS. Mrs. Ruiz asked are there numbers? Mr. Tatum stated we could find them but there is no concrete data or report. I won't say it is a high percentage but they do return.

Mr. Nufrio stated we should put on our safety belts when school choice becomes a national direction and we will have to be prepared for a possible changes that may come from that. I understand Mrs. Ruiz's concerns and questions. Of course we would love to have our kids attend our schools, but there are factors that come into play that will not be up to our discretion.

Mr. Tatum stated we already have school choice and we have some students who attend that program in Kenilworth. It has been in operation for 15-20 years. We may lose students but there are also students who buy into our district. We are not a choice district but we accept students. We did at one time did an application to the State for a choice program but at that time the sitting Board did want to go into that direction. Mr. Nufrio stated it also had to do with space availability. The Board felt that you can't overcrowd and we are maxed out in some areas.

I'm talking about a wider expansion of school choice. Maybe I'm wrong and over projecting, I don't see that number reducing in the future and I hope I'm wrong and that we are able to properly service our students without having to pay the cost of sending them out to another school.

Mr. Tatum stated a lot of this has to do with funding and there are a lot of things we would love to do and are attempting to do and are unable to do because of funding and we have been trying for years to maintain everything that we have but unfortunately it is getting to a point where if we get another cut and what do we then sacrifice and that is the paramount issue here. We want to hold on to the good programs that we have and an expansion of a choice could very well have some impact on us.

Dr. Francis stated E-17 – preschool budget – there is a family liaison for \$76,000; who is that person? Mrs. Moses stated we started the program last year with two teachers; one is a CPIS teacher. I met with the State – one level for master teacher, one level for CPIS, one level for teacher liaison and one for a relief teacher. All these levels are put in place and I met with the State in October/November. That teacher is already a teacher working in the district who was a CPIS teacher. We are working with the community and we have a long list and we are growing really fast. So we have to put together a committee – work with the parents, do more parent workshops and really focus on trying to bring in an early childhood center in this district.

A question came to me do we have a place in Union and at that time I said no but we have to look into this because next year we are bringing in three-year olds and we are growing rapidly and that is why that position is put in place.

The budget you are looking at was just approved by the State. It was sent to the BOE so you could see it. It was approved and I have to do another survey because we are growing that fast. I'm not sure what we are going to do with what we have. Everybody knows the State says 10 in a classroom and we have 15. Mrs. Darby asked about the \$30,000 for field trips which is only \$1,500 per class – we have 20 classes. When you have field trips, it is for all of the pre-school, even the self-contained students, it is providing equity in education and making sure that every kid receives it.

Although it is general education, we still make sure that the curriculum is pushed through for all pre-school children – field trips, parent involvement. If you take that \$30,000 and divide it by 20, you have \$1,500. So \$1,500 for two field trips and you pay for parents, busing – it really is not a lot but that is what we have.

Mrs. Ruiz asked have we hired a person for that family liaison role? Mrs. Moses stated yes you already approved. She is working in the district.

Dr. Francis asked her salary, does that free up to retain someone? Mr. Tatum stated because that person was already in pre-k and the positions shifted, it doesn't help us. Mrs. Moses stated she was already in here. Dr. Francis stated I just wanted to see if there was a savings or possibly bring someone back because she moved over. Mr. Tatum stated we did that two years ago.

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:

Mrs. Richardson stated an overview of the Fiscal and Planning Committee was sent to the Board.

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

F-1. TREASURER'S REPORT

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

F-2. SECRETARY'S REPORT

That the Secretary's Report dated May 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 May 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 May 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. 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-8. 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	3240/Athletics	Cherrydale Farms – cookie dough online sales – football fundraiser	\$4,000.00 (estimate)
Union High School	3240/Athletics	BSN – online sale - clothing items – football fundraiser	\$3,000.00 (estimate)
Union High School	3250/Athletics	Susan Koman Cancer – fundraiser through gymnastics club	\$3,000.00 (estimate)
Union High School	3330/Athletics	Old Fashion Hard Candy – fundraiser for volleyball team	\$2,000.00 (estimate)
Union High School	2049/NHS	NAASP-graduation stoles for National Honor Society members	\$1,588.44

F-9. APPROVE 2020-2021 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approve the 2020-2021 out-of-district student placement list, in accordance with the information appended to the minutes.

F-10. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
T-shirt sales	8/31-12/1/2020	UHS/gymnastics – raise funds for gymnastic club
Snack Sales	8/31-11/30/2020	UHS/Girls Volleyball – raise funds for senior gifts, team snacks, etc. for team
Cookie Doug Sales	6/17-12/31/2020	UHS/Football Club – raise funds for football club
Clothing Sales	8/13-12/31/2020	UHS/Football Club – raise funds for football club
Snack/Water Sales	8/13-12/1/2020	UHS/Boys Soccer – raise funds for senior gifts, team snacks, etc. for team
Clothing Sales	8/7-12/2/2020	UHS/Girls Soccer – raise funds for team
Coupon Book Sale	9/1-12/15/2020	UHS/Cross Country – raise funds for food, snacks, end of year awards, etc. for team
Snack/Water Sales	9/1-12/2/2020	UHS/Cross Country – raise funds for senior gifts, food at meets, etc. for team

F-11. APPROPRIATE SURPLUS GENERATED FROM STATE EXTRAORDINARY AID

Pursuant to N.J.A.C. 6A:23A 13.3 section (d) appropriate surplus generated from State extraordinary aid excluded from the excess surplus calculation in the pre-budget year in the amount of \$843,636, the unbudgeted special education appropriation shall be used as follows: (a) \$500,000 – Account #11-000-216-320-01-19 – speech, OT, PT and related services and (b) \$343,636 – Account #11-000-270-518-01-19-0060 – contracted special education transportation.

F-12. APPROVE SUBMISSION DATE FOR FY21 ESEA GRANT

Approve submission date of June 30, 2020 as the submission date for the FY21 ESEA grant to the New Jersey Department of Education (NJDOE).

F-13. APPROVE ACCEPTANCE OF FY21 ESEA ALLOCATIONS

Approve acceptance of the FY21 ESEA allocations from the New Jersey Department of Education (NJDOE) as follows: (a) Title I-A - \$907,424; (b) Title I Reallocated - \$95,114; (c) Title IIA - \$157,922; (d) Title III - \$65,697; (e) Title IV - \$66,654 for a total of \$1,292,811.

F-14. APPROVE SUBMISSION DATE FOR ESSER FUNDS

Approve submission date of June 19, 2020 for the ESSER Funds application to the New Jersey Department of Education (NJDOE).

F-15. APPROVE ACCEPTANCE OF ESSER FUND

Approve acceptance of the Elementary Secondary School Emergency Relief (ESSER) Fund from the NJDOE as follows: (a) Union Township Public School District - \$690,869 and (b) Saint Michael School Nonpublic - \$34,834, in accordance with the information appended to the minutes.

F-16. APPROVE PAYMENT SCHEDULE FOR 2020-2021 TAX LEVY

Approve payment schedule for the 2020-2021 Tax Levy, in accordance with the information appended to the minutes.

F-17. APPROVE UNCOMMON THREAD – BCBA SUPERVISION

Approve The Uncommon Thread for BCBA Supervision at a rate not to exceed \$130/hr. (total not to exceed \$11,700.00) 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 MAXIM HEALTHCARE SERVICES – NURSING SERVICES

Approve Maxim Healthcare Services to provide nursing services, at the rate of \$47.27/hr. for RN and \$40.32/hr. for LPN, not to exceed \$60,000 for the 2020-2021 school year [Acct. #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-19. APPROVE DR. ISABEL CAROTENUTO – NEURODEVELOPMENTAL EVALUATIONS

Approve Dr. Isabel Carotenuto to provide neurodevelopmental evaluations at the rate of \$490.00 per evaluation not to exceed \$9,800.00 for the 2020-2021 school year [Acct. #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-20. APPROVE SUBMISSION DATE FOR ALYSSA’S LAW COMPLIANCE APPLICATION - NJDOE

Approve May 29, 2020 as the submission date for the Alyssa’s Law Compliance application to the New Jersey Department of Education (NJDOE).

F-21. APPROVE PLATT PSYCHIATRIC ASSOCIATES – PSYCHIATRIC CONSULTANTS

Approve Platt Psychiatric Associates to provide basic student in-office psychiatric consultations at the rate of \$825.00 per evaluation, expedited student psychiatric consultations at the rate of \$975.00 per evaluation and attorney or forensic conferences at the rate of \$600.00 per hour for the 2020-2021 school year (not to exceed \$20,000) [Acct. #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-22. APPROVE SUBMISSION OF IDEA-B GRANT - NJDOE

Approve submission of SFY 2021 Individuals with Disabilities Education Act-B (IDEA-B) grant application to the New Jersey Department of Education (NJDOE) by June 28, 2020.

F-23. APPROVE ACCEPTANCE OF IDEA-B GRANT – NJDOE

Approve acceptance of SFY 2021 Individuals with Disabilities Education Act-B (IDEA-B) grant for the FY 2020-2021 school year as follows: (a) Basic - \$1,871,335 and (b) Preschool - \$55,666.

F-24. APPROVE ASSISTIVE TEK – ASSISTIVE TECHNOLOGY

Approve Assistive Tek to provide assistive technology for the 2020-2021 school year as follows: (a) evaluations - \$1,300; (b) consulting - \$200/hr. (minimum 2 hours); (c) training - \$3,000/full day and \$1,500/half-day (not to exceed \$5,800) [Acct. #11-000-219-320-01-19 and #11-000-219-320-02-19], in accordance with the information appended to the minutes.

F-25. APPROVE AMY JACOB LCSW – PARENT TRAINING

Approve Amy S. Jacob, LCSW to provide one session of parent training (2 hours via online webinar) for suicide prevention and awareness at a cost of \$400 for the 2020-2021 school year [Acct. #7075/11-000-219-320-02-19].

F-26. APPROVE COUNSELING CENTERS FOR HUMAN DEVELOPMENT – MENTAL HEALTH SCREENINGS

Approve Counseling Centers for Human Development for mental health screening (#90791-Initial Diagnostic Interview) at the rate of \$200.00 per screening, not to exceed \$10,000.00, for the 2020-2021 school year [Acct. #11-000-219-320-01-19].

F-27. APPROVE ATC HEALTHCARE SERVICES – NURSING SERVICES

Approve ATC (Around the Clock) Healthcare Services Inc. to provide nursing services at the rate of \$60/hr. for RN-CSN, \$53/hr. for RN non-CSN and \$44.68/hr. for LPN, not to exceed \$565,000.00, for the 2020-2021 school year [Acct. #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-28. APPROVE FIRST CHILDREN – BCBA CONSULTATION

Approve First Children for BCBA consultation to include functional behavior assessment, behavior intervention plans, IEP meetings and parent training at the rate of \$100/hr., registered behavior technician at the rate of \$60/hr. and behavior technician at the rate of \$50/hr., not to exceed \$475,000.00 for the 2020-2021 school year [Acct. #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-29. APPROVE MORRIS UNION JOINTURE COMMISSION

Approve Morris Union Jointure Commission (MUJC) to provide the following services in accordance with the students' IEPs: (a) physical therapy - \$215/hr., (b) occupational therapy - \$195/hr., (c) speech therapy - \$230/hr., (d) personal aides for ESY - \$7,182.00 each, (e) personal aides-10 months - \$69,900 each (not to exceed \$550,000.00) for the 2020-2021 school year [Acct. #11-000-216-320-01-19].

F-30. APPROVE CROSS COUNTY CLINICAL AND EDUCATIONAL SERVICES – BILINGUAL EVALUATIONS

Approve Cross County Clinical and Educational Services to provide bilingual evaluations at the rate of \$915.00, not to exceed \$13,725.00 for the 2020-2021 school year [Acct. #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-31. *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:

Mrs. Richardson stated F-31 - we have 24-25 cases of litigation which is probably the largest number of litigations presented to the school district at any time.

Dr. Francis stated F-6 - \$2,400 professional development? Is that in the range and what does that represent? Mrs. Guilfoyle stated it is a two-week training program to teach STEM class.

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

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Richardson, seconded by Mrs. Higgins, 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 PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENTS

Approve the district's participation in non-binding cooperative purchasing agreements for the 2020-2021 school year with the following:

1. Educational Data Services, Inc., 236 Midland Ave, Saddlebrook, NJ
2. Hunterdon County ESC Cooperative Purchasing, 51 Sawmill Rd, Lebanon, NJ
3. Educational Services Commission of New Jersey, 1660 Stelton Rd, Piscataway, NJ
4. Somerset County Educational Services Commission, 568 Central Ave, Bridgewater, NJ
5. Sussex County Educational Services, 10 Gail Ct, Sparta, NJ
6. Morris County Cooperative Pricing Council, 502 Millbrook Ave, Randolph, NJ
7. Region 4 ES Interlocal, 7145 West Tidwell, Houston, TX
8. Sourcewell, 202 12th Street NE, P.O. Box 219, Staples, MN 56479

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

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

DISCUSSION:

Mrs. Richardson stated Mr. Loessel stated during our committee meeting that the solar panels on the roof would actually generate \$7 million back to the school district over 20 years. Mr. Loessel stated we are looking at two things right now – the PPA which is a lease through another company who will get all the benefits from but right now the prices are so good that we

are looking at purchasing them right now. If we purchase now we will get big rebates and some of the roofs will get done for pretty much nothing and we would get about \$7 million over the 20 years – money back to us.

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

NAY: None

ABSTAIN: Mrs. Minneci (O-3-Vendor 85992 only)

MOTION CARRIED

Personnel Committee Resolutions:

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2019-2020 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Atzbi, Erin	Teacher of Science	UHS	6/30/2020	Resignation	
Holder, Maram	School Nurse	KMS	6/26/2020	Resignation	
King, Russell	Teacher of Social Studies	BMS	7/1/2020	Resignation	
Melody, James	Teacher of Physical Education	UHS	6/30/2020	Resignation	

Outler, Kristen	Teacher of Special Education	BMS	7/1/2020	Resignation	
Wahlers, Jennifer	Teacher	Jefferson	6/3/2020	Resignation	
March, Stephen	Drafting and design technology teacher	UHS	10/1/2020	Retirement	

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.
Johnson, Ralph	Custodian	Wash	Intermittent 5/11/2020-5/11/2021	NJFLA/FMLA Concurrently	FMLA/NJFLA (concurrently) Entitlement not to exceed 12 weeks. Consecutive time from 5/11/20-5/27/20 Intermittent to follow.
Lopez, Ovidio	Custodian	Wash	Extension through 6/30/2020 Tentative return 7/1/2020*	Paid Medical Leave	Org. medical leave began on 2/26/2020.
Romanyshyn, Danielle	Elementary Teacher	Battle Hill	Extension Through 6/22/2021	Unpaid Non FMLA/ Non NJFLA Leave	Org. Leave began 10/15/2019. FMLA/ NJFLA expired 1/24/2020.
Signorelli, Nicole	Elementary Teacher	Jefferson	9/1/20-11/30/20	Unpaid Child Rearing Leave under FMLA/NJFLA	FMLA/NJFLA (concurrently) Entitlement not to exceed 12 weeks.

P-5. APPROVE EMPLOYEES FOR REAPPOINTMENT – 2020-2021

Approve employees on the attached list be reappointed for the 2020-2021 school year, in accordance with the information appended to the minutes.

P-6. APPROVE CENTRAL OFFICE RESOLUTION

Approve resolution providing salary and benefits for all staff in Central Office for the period from July 1, 2020 to June 30, 2021, in accordance with the information appended to the minutes.

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

Approve reappointment of Barry Loessel, Supervisor of Buildings and Grounds as ADA/Facility Coordinator, IPM coordinator and AHERA designated person for the 2020-2021 school year at no cost to the District.

P-8. APPROVE TRANSITION MEETINGS

Approve transition meetings for Sarah McCulloh and Vanessa Tuohy for the 2020-2021 school year, in accordance with the information in the hands of the Board members.

DISCUSSION:

Mr. McDowell asked P-5 – reappointments – the non-renewal letters sent, have any personnel returned? Mr. Tatum stated we are working on it and will have recommendations but because of the number of issues that we are confronted with right now and the high school graduation that has taken a great deal of time; however, hopefully by the next meeting and we will be making recommendations of transfers also and requests that might be at the best interest of the district. We will discuss in personnel next month as well as recommendations for July meeting.

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),
Mrs. Minneci (P-5-employee #8933)

MOTION CARRIED

Technology Committee:

Dr. Francis gave an update on the Technology Committee meeting.

Upcoming summer projects: (a) the main focus in June will be cleaning and redistribution of Chromebooks for the virtual summer program; (b) technology purchases from the CARES grant – purchasing 1850 Chromebooks for the elementary levels – 2nd to 5th grade will be 1:1 for September 2020. Hotspots will also be purchased to provide parents that do not have internet access; (c) Chromebooks for the high school will be sorted by grade and assigned to students via a first come first serve basis.

E-rate allocation for internet access discounts is about \$188,000 – these discounts will be applied to the vendor, Altice and Aspire technology partners, who will provide discount invoices to the school district.

Committee developed for the collection of district technology equipment – received overall directions from the committee on close out protocols – Chromebooks will be collected at all the schools between June 15th to June 18th. IT will be working with the building principals regarding the detailed process including assistance in the collection with their administrative staff and teachers. Security will be provided during the collection process.

Continuing with door access installation at elementary schools; high school students for summer IT assistance; e-learning platform in relation to possible COVID-19 and school closings; investigation of replacement Chromebooks for the high school – P.O. has been completed and the estimated delivery date is between 4-6 weeks.

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mr. Nufrio and 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.

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. Ruiz stated change in grading policy regarding remote learning, maybe I misunderstood but I remember discussing this issue at nausea and I thought it was not a pass/fail grading system for K-8. That in fact the grades did count for fourth marking period and we were going to use the meets standard scale. As recently as yesterday, elementary parents were being told that fourth marking period grades don't count. I think there is still some confusion and frustration amongst parents with regards to this particular issue and I was hoping to get some clarification.

The issue with the cancellation of worksession meetings – I raised the issue in an email and Mr. Tatum provided an explanation that since the buildings are closed and limited staff and working remotely – I get all of that but we are holding this meeting remotely and we could certainly hold a worksession remotely as well.

Also I want to confirm that we upgraded the ZOOM membership so everyone who wants to participate in the meeting can participate.

Was our remote learning plan approved? The one we had to submit last month. Mr. Tatum stated yes. You covered the grading policy and you stated what we were saying all along and the Board approved it last month.

Mrs. Ruiz stated I know but there is still confusion out there. Parents are being told that the fourth marking period grades don't count. Mr. Tatum stated I have no idea why because

everyone got a copy of that plan and the plan is posted on the district website with all the information that you and the County approved. I even sent a letter out to the parents saying fourth marking period would count towards the grade. The teacher had the authority to raise or lower the average based upon the fourth marking period progress. I'm having a hard time understanding what everyone doesn't understand.

Mrs. Ruiz stated parents are being given a different message from staff and that is a problem. Parents are being told by a teacher or a building principal that the fourth marking period doesn't count and it immediately goes to social media and everyone starts asking and I figured I would bring it to the Board. Clearly the issue is still lingering and needs to be clarified. Mr. Tatum stated again, we haven't changed a thing from the Board level and Central Office level. Everyone was informed and I saw an email last night explaining everything you are talking about right now and how it all works. I don't understand why that message is out there. If it means we have to revisit it with our staff, then certainly we will do that. At this hour they should actually know. It was certainly something we took care of and I don't understand why that message is out there at all.

Mrs. Ruiz stated I want to say I personally and I'm sure members of the public and some of my fellow Board members, do appreciate that we circled back and answered some of the questions that were asked last month. We are asking the public to stay on here for such a long time especially when we go into executive session in the middle of a meeting to leave them hanging, in my opinion, is very rude. I do appreciate that we answered them and I hope we continue to do that. We make them wait hours and we give them three minutes and you don't say anything. I feel we should respect their time and give them answers going forward.

Mr. Tatum stated let me address the worksession issue. I was absent from a meeting in March when this whole idea of virtual learning began. My first reaction was when the question came about was that we were going in that direction because of the issues we were facing and the uncertainty of how we were going to communicate with the public and I thought the Board discussed but I was corrected about that and I have uncovered a correspondence where we were asking for assistance on this because of the number of issues that have come about. What I did to address this matter was to talk to you. I was given the answer that I was given that people were overwhelmed with the number of additional responsibilities that they had taken along with limited staff members because they are working from home. Some people from the outside can't see the relevance behind it but let me give you one example of what I mean about this. If you talk to any superintendent around here and around the State, the workload has tripled over the last few months. We may not have had a worksession per se and many districts have gone in this direction but there is so much information to discuss in our committee meetings that I can tell you that we had two meetings last month – education and then right into the personnel and that took about three hours and we never had that kind of time to discuss Board issues during the course of a worksession. We get 30 minutes. Last week I had a personnel meeting and I had 14 items on the agenda that had to be discussed regarding issues within the district. That meeting started at 6 p.m. and ended at 7:23 p.m. and by 7:30 I was on another meeting for graduation. I have been trying to emphasize one thing, graduation is normally a building based issue but because of the uncertainty of all that is going on and despite the criticism we receive out in the public, we have been involved in things that we don't normally get involved in. My question is

where is the time going to come from to do all these things and to spend time with Board members and detailing information. Agenda review is something that goes on throughout the course of the month. The agenda review we did in preparation for this meeting took three hours. Normally it is about one to one and half hours but there are so many other issues arising. The district sought guidance on how to do this because I have documentation that speaks to all the possibilities of what we can do during COVID-19. The last thing I will say is the entire issue regarding the COVID-19 is flexibility that is what it is all about – everything that we do. Unfortunately for us, it is like putting a square peg into a circle. We have all these things in front of us and we talked about one and made changes but we also want things to stay the same as well and we are trying to do all of this simultaneously and it is a difficult position to be in.

Mrs. Minneci stated I spent a lot of time on the phone, computer, at the Board office and I see all the work that is going on and with the limited staff. I spoke with Mr. Benaquista on Saturday night so there are constantly things going on. It is not like we are not having this meeting just because it is an easy way to have just one meeting. There are tons of meetings going on throughout the day and late into the evening. I appreciate all your work and the staff Mr. Tatum because you are working triple times or hundred times more than you normally do.

Mr. Tatum stated and I don't think people realize trying to think about reopening the district and I was appreciative of the parent who said to me last week – with all the trivial things going on around you and yet you have the responsibility of reopening the school district that will look totally different than the way it looked before you left. I sit with the superintendent's around the State and many of them have changed and gone from one meeting – Elizabeth has done the same thing because of the tremendous workload that has come about. Board members need more information not less and half an hour just doesn't do it before a worksession. Every night there is a meeting about trying to get the district back in shape. I have named committees tonight and we were so overbooked that we had meetings at the same time and that is what we are facing.

Mrs. Minneci stated we appreciate all your hard work and everybody's hard work.

I want to update the public on some of the work that has been going on. On June 18, 2019, our Comprehensive Equity Plan from 2019-2022, and it covers equality and equity in school and classroom practices, collect and analyze yearly progress, the quality inequity curriculum, library and classroom materials which focus on diverse cultures, African-American History and instruction on the Holocaust and other genocide curriculum, the AMISTAD curriculum, ensure that students of color are not underrepresented in various courses. In November there was a change that the Board voted on in the process of getting into our honors classes.

We also have File Code 5224 which provides professional development to ensure equity and practice. Activities that start out with the administrators and down to the teachers and then down into the classrooms so it is leading in equitable system. Curriculum instruction – social and emotional learning; personnel and professional development – which is equality in employment; professional development contracts – addressing issues that are tough within the

district; communicating with the community – there is a whole list. I invite anyone from the public to call Central Office to view the copy of the plan; I'm sure it is on our district website.

I want people to understand that there is a lot going on and it is something that we approved in 2019.

New Business:

Mr. Nufrio stated someone stated something about parent liaison – Mrs. Moses, can you explain that a little bit? I think Dr. Francis mentioned summer virtual school – I thought it was going to be in person this summer.

Mrs. Ruiz stated that was in my committee meeting document I sent to the Board members. Virtual schooling will continue through the summer. The parent liaison is a family liaison which is a position with regards to our pre-school program. Mrs. Moses stated it is the community and parent involvement specialist (CPIS) – this person will hold a district position that oversees the family services in connection to the pre-school program.

Mr. Nufrio stated I heard that part and understood that part – I wasn't sure the parent liaison was the term that the State approved. I know for a fact that parent liaison was not an approved title. Mrs. Moses stated it is called CPIS now – she works to facilitate the community needs and assessment, staffing early child education advisory committee, organizing family involvement plans and activities, coordinating with other school districts and professional and community agencies and providers to help grow the program. It is a combination of even working with other districts, resources in Town, advocacy group – it is really needed because we have a lot of kids that need early child and we are running out of space. We have to do some serious work in Union.

Mr. Nufrio stated I think I heard it was State required too. Mrs. Moses stated it is. Mr. Tatum stated with the pre-k program, there are a number of positions that I would not have known about because there are positions that we would not normally look at as being recognized. The pre-k program in and of itself have particular positions that are just for that particular program and the caveat is that they are all teachers.

Mr. Nufrio stated the reason I pointed it out is going back some years in Elizabeth there were parent liaisons but they were non-professionals. It was interesting because at one point the State said who are they? But this isn't the type. Mr. Tatum stated it is a different situation.

Mrs. Ruiz stated I would like to commend the high school students and recent graduates that recognized the Black Lives Matter rally and protest. They did a phenomenal job once again just like the walk-out against gun violence. It was well organized peaceful – so I would like to commend our students and recent graduates. I think our adult leaders can learn a lot from our students.

I would like to stress and I know we always talk about transparency and communication but as a parent, it is very disappointing when you reach out to a teacher or a building principal and don't get a reply to their email. It is even more disheartening when it happens the entire

school year; that needs to be addressed. It is a consistent complaint that I have heard from parents and I have experienced myself. If we can't count on you to communicate with us, you lose a lot of trust when teachers don't give a parent the respect by responding to an email or a principal doesn't.

With respect to graduation I am really happy to hear that we are going to have a graduation for the high school seniors. I am extremely disappointed, as well as many other 8th grade parents, of the lack of effort for our 8th graders. Kudos to Kawameeh Middle School PTA who gifted the lawn signs to our graduating 8th graders. Frankly, they did more for our 8th grade graduating class than anybody else in charge of that building and that is a shame because as I understand that the senior year is the big year, I get that, but these 8th graders earned it. They deserve that moment of recognition. I have been asking about this since April. I thought since I raised it that something was going to happen. Nothing has happened. Absolutely nothing, not one communication for a commemoration or celebration for our 8th graders.

Mr. Tatum stated that is something that we turned over to building principals and it is their responsibility. I will say this again – we jumped in and the reason why was we were focusing on high school because that was something that was going on around the State. I deferred to the building principals because the building principal is the person who operates the building under a certification within the district. Central Office, after we had a discussion at a principal's meeting, we said we were working to help out the high school because it is a huge undertaking but the building principals and the PTAs were supposed to put together the 8th grade plan. I talked with the two middle school principals and they had a plan that they were working on diligently. I thought something was going on tonight in terms of a virtual program. When I hear people are disappointed, normally we have a graduation ceremony with 8th graders indoors but again you are right the focus was not on them but we did give directions for them to take charge of it.

Mrs. Ruiz stated if my employees don't take my direction, there has to be consequences. Mr. Tatum stated I think they took the direction but it wasn't in the satisfaction of everyone.

Mr. Taylor stated I would suggest that we move on from this topic. Obviously we are not naming names but it is not hard to identify the limited number of principals that you have in your district. I would suggest that you take that under advisement and refer that back to the Board's personnel committee or in executive session at another time.

Mrs. Ruiz stated every year summer assignments have always been mandatory but my understanding is that there are some teachers that are now telling students and parents that summer assignments are not mandatory this summer. I want a clarification on that. In all the years to do that, this is a terrible year to do that. There is going to be a learning loss as a result of this remote learning and I think making summer assignments not mandatory are not a good idea for our students this summer. Is that true that they are not mandatory?

Mr. Tatum stated I would like to know myself. Mrs. Moses stated we know that not all our children have access to any remote and so we have been working with remote and a lot of the information that we are giving out this year is project based. What we don't know is the

circumstances that lie within everyone's family. What is going on? Who is moving? What mom and dad are unemployed? What is going on in their lives? We don't know. I have not seen a child since March. I heard a lot of things that have happened in a lot of children's lives in Union. For me to say that everything is mandatory, I believe the children will do what is out there for them but we talk about having equity for children, we have to mean what we say. The children can do what is suggested this year. We have summer learning going on in every grade level. If a child wants to attend summer learning at a school and there are opportunities there and I think Mrs. Guilfoyle even opened up summer learning at Hannah Caldwell – it wasn't there before. They can have that too. We extended platforms for the summer. There may be parents that say make it mandatory – your children will do it but when we put things up, we have to think about every child and every family and what they are going through. You can say it is mandatory but what if the child doesn't get it. What if something happens and they can't have it; now we tell the teacher don't hold them accountable? But yet we told them they are accountable. We have to find a place in the middle to make sure we support all of our children and their families. We are talking about the whole child. We are going back old school – the whole child. I understand what you are saying but I thought about the children and the families that call me. Parents call me. I don't go on FaceBook but I do know my emails and the parents that call me. I do try to stay in close contact and have empathy for every family. If it is suggested, kids will do that. If there is opportunity for kids to continue their career readiness and being supported by the community by helping out with the district, we provide that too. That is the reason why it is suggested. The summer bridge program – we put the call out at 6:00 and by 11:00 it was full with 300 kids. I want learning to be good for all our children. The high school has open a lot of programs. We have a lot of programs going and that is the reason why Mrs. Ruiz. If the Board of Education wants it to be mandatory, then we will make it mandatory but I am going to tell you do not hold families responsible when their children cannot do it because of situations that are going on. We are still in a situation with a child and my heart goes out to the family and I know the parents are going to do a lot of things with their kids because it hasn't been easy for a lot of families. It is up to the Board of Education to do it differently but just think about the children – all of them. It is not an easy thing to do. I want the very best for each and every one of them. I want everyone to understand the empathy part when it comes to learning.

Mrs. Ruiz stated I guess my concern is this going to be how we are going to do it going forward? Is it always going to be suggested? Mrs. Moses stated it will not be suggested. Our children are going through a lot and that is why this SEL committee is very important. We are going to have to give out a lot of resources. We have to have empathy when these kids return to school. This is a big thing and very emotional. I get emotional about it. Our kids today have to go through things we never had to go through. It is scary thing. School has to be structured. Our kids were locked up in the house forever, they didn't see their friends. I hope they will do things together. We will probably send a lot of emails to them in the summer. Communicate with them in a little different way that we have never done before – through email – saying we hope you are enjoying your summer. That is what they need. I will never say to the district “suggested” – this is under different circumstances that we are in right now. We want them to get out and do some sports but still be safe.

Mrs. Williams read the following:

“I am speaking to address a Statement that was published a few weeks ago, cosigned by Dr. Francis, Mr. McDowell, Dr. Morgan, and Ms. Ruiz in their capacities as school board members.

Let me first say as a Black woman who is a wife to a Black man and a mother to three Black men, these past few weeks have sharpened a long, enduring pain in my heart over the brutal, racist murders of Ahmaud Arbery, Breonna Taylor, and George Floyd. And like many Black wives and parents out there, we watched the news every night – reminded by the footage of Ahmaud being hunted down and George being suffocated to death – with the nauseating fear, asking ourselves, “Could it my husband, my children, or even me next?”

Every time my husband travels for work, I worry for his safety.

Every time my sons Kyle and Lance leave the house, I worry for their safety.

And I constantly worry about my oldest child who moved to Virginia in 2017. Since the Charlottesville Protests led by white supremacists and neo-Nazis my anxiety for his safety has only increased.

Clearly, I hold the view DEEPLY that Black Lives Matter.

But it isn't only my view, it is the view of every single Board member. It is the view of this entire school district. I think we all agree on the premise of the Statement on committing ourselves to tackling social injustices and racial inequalities.

But I am offended on how this statement materialized. I am offended that this statement was pushed out to lend an impression to the public that five Board members and our Administrators did not care about this issue and accused the Board of obstructing action to advance our children of color.

- I am offended for Mrs. Richardson, who dedicated her career to helping communities of color manage with mental illness.
- I am offended for Mrs. Minneci and Mr. Nufrio, who dedicated their teaching careers to minority communities for over 40 years.
- I am offended for Mrs. Higgins, who at her time at Prudential, promoted diversity and ensured positive workplace environments for professionals of color.
- I am offended for Mrs. Moses, our first Black female Assistant Superintendent, and for Mr. Tatum, our first Black Superintendent.

- I am offended that this Statement smears their integrity, their dedication, their commitment, and their records to advancing the needs of our children of color.

And as the Vice President of this Board, obviously, I am angry being left out as a Black woman, a wife to a Black man, a mother to three black men. For this Statement to disregard my presence, my pain, and my hurt – as well as imply otherwise – is deeply offensive.

I also find it peculiar that instead of engaging the Board as a whole to collaborate on a Board Resolution or a Board Statement, that this Statement was first published on a political partisan Facebook page.

This issue should not be politicized. This issue should not be exploited. This issue should not be used for division.

But this Statement appears to have the aim of doing just that.

- This Statement brings a “it’s us against them” mentality.
- This Statement tries to cast a negative image on four Board members – who happen to be White – when they are long-standing allies in the cause of tackling social injustice.
- This Statement undermines Mr. Tatum, Mrs. Moses, and the entire Administration.
- This Statement is an action that has compromised this Board.

What has transpired over the past few weeks strengthened the bonds of unity and solidarity in our diverse community. And it’s a shame that there are Board members who can’t follow that example. Because this is a common ground issue that we ALL can work on. And it makes it more infuriating when private actions are taken in the capacity as Board members to undermine the Board’s collective effort, in order to serve a personal and political agenda.

Our children are the ones who suffer through all of this, especially our children of color.

The Board of Education governs as a collective unit – rooted in cooperation and collaboration. This Statement does not hold true to that. We can and should work together on this issue. And if Board members cannot understand that concept or keep to that responsibility, they might as well write out their resignation letters and end the prolonged, toxic, dysfunction on this Board.

Forging collaboration – rather than inciting contention – will help this Board and this Administration work towards dismantling these social injustices and building a more perfect Union.”

Mrs. Higgins stated that was totally perfect.

Mrs. Ruiz stated thank you for reading that script. Mrs. Williams stated it wasn't a script. Mrs. Ruiz stated your turn is over, I'm speaking right now. Mrs. Minneci stated let's have some decorum please.

Mrs. Ruiz stated she finished and now it is my turn. She should have decorum. The second thing I would like to say it was sent to Mr. Tatum and Mrs. Minneci before it was sent. The third thing I would like to say is while you expressed this outrage, your silence was deafening when the incident occurred. Dr. Morgan stated 11 days.

Mrs. Ruiz stated it was interesting is that it continued to be deafening until this meeting. Every board member and the entire district – you can't speak for every single teacher and staff member in this district. I know you can't because if you actually did, you would know how tone deaf you are right now. Mrs. Williams stated I'm tone deaf, really? Mrs. Ruiz stated yes. Mrs. Richardson stated that's got to stop.

Mrs. Ruiz stated if you actually agreed with that letter and had very strong feelings about the issues their facing – maybe you want to talk to them before you go out and say you speak for the entire district. Mrs. Williams stated I did not say I spoke for anybody, I gave my opinion. Thank you.

Mrs. Ruiz stated two ways you speak for the district – oh I'm sorry (inaudible) you speak for the district. Mrs. Minneci stated excuse me – actually one of those issues, I don't understand why they weren't brought up in the education committee meeting. That is the place where those issues should have been brought up so that they could have been discussed with the full Board at a later date – that is my opinion.

Dr. Morgan stated thank you for your opinion but I brought up something in that letter and I was looked at as if I had two heads. We can go back and revisit what I said a couple of months before this even happened. These are issues that I have been talking about since I have been on this Board. The issues of equity, the issues of hiring people of color – so if you want to talk about, we can talk about it but I know that I personally brought it up and I was looked at as if I had two heads.

Mrs. Minneci stated it was discussed but I don't see how we can if there are no positions available, what can we do about that. You certainly can't fire people who are tenured. Dr. Morgan stated we cannot but we can do a central hiring. We can be intentional in our hiring and intentional in keeping our students of color in certain classes. We can change that. If you don't want to change it than we are going to speak publicly on it. If you want to change it then yes, let's have a talk. Mrs. Minneci stated let's have a talk.

Dr. Francis stated Mrs. Williams, this wasn't about you, Mrs. Minneci, Mrs. Richardson or any Board member that wasn't part of our letter. Our letter was there to address issues to Mr. Tatum, Mrs. Minneci is the Board President, we wanted to include her on that letter. That letter was there to address issues that we found that was a problem with the district and to be frank, let's talk about something Mrs. Williams. You were part of the personnel committee a couple years ago, and you guys were faced with issues about the organization that we have, the UTEA, that was having this spring fling about how to get rid of your administrators, your superintendent – that was held and you guys were well aware of it. I haven't heard anything from your mouth with I brought it up before I left the Board. I haven't heard from any body's mouth that was part of personnel at the time. It was crickets. This was the problem I had with our past attorney, Mr. Griggs, when he was supposed to go and investigate that. If it wasn't true then there should have been an investigation and given to all of us as Board members but it wasn't. When we speak we are speaking about all the children in Union but mainly because there are 70% of children in the district that are minority and only 15% are represented by teachers of color. Data doesn't lie. The reason we have that discrepancy is – look I went to school in Union – you didn't go to school in Union, you probably went to East Orange or somewhere. I went to school in Union and I was only 2-3 blacks in a classroom. My teachers were all white. I had only two black teachers and they were music teachers or something else – that's a fact. When you have somebody like the superintendent that has been there for the longest before Tatum or Martin came, the practice was what it is. You hired your own, your friends, your family. It is not by chance that the Township itself nor the Board of Education, some of them have the same last names. It is not about hiring the best. I'm not against hiring people from Union. You want to hire people that care about all the children; even if the demographics are changing, you want to hire teachers that care.

Mrs. Williams stated Dr. Francis, I'm not disputing that at all. What I'm just giving is the way that message went out and what it meant to this Board. It divided the Board. It absolutely divided the Board.

Dr. Francis stated it wasn't about the Board. Mr. Monge nor Mrs. Regis-Darby are not Board members. Mrs. Williams stated no they are not. Dr. Francis stated we are advocating for minority students and the teaching that goes on in our district. That is one aspect of it. There is other stuff in that letter.

Mrs. Richardson stated the problem is that although you may be of the opinion that we have different skin tones that we feel differently. Some people do, some people don't. I am very devoted to the people that I work for and with in the Irvington community. I read 90 applications for scholarships every year so that I can pick out the best students to get scholarships. I have 550 people that need mental health in Irvington. I am trying to make a decision if I am going to retire next year because I'm at that point but I'm afraid of leaving them. It brings me to tears. If they don't have medication and they don't have the services, it will be a problem. At this point and time, they call me on my cell phone and they are crying and upset because there is a fire in their building and I'm driving down there to pick them up. I just know that what that cop did was horrible and racism is horrible, it really is, but it doesn't mean that we all feel that way. We are never going to move forward if we keep stepping backwards. We keep tripping on yesterday; how are we every going to get to the next point? I taught my children to

accept people for who they are. I don't want to talk about all that kind of stuff. I told you Dr. Francis about my husband, he was just honored by the Golden Knights of Irvington for being the person who took out a personal loan to restart the football program in Irvington so that these kids could get scholarships and be a team for the high school. I didn't even know about it. I'm just trying to tell you.

Dr. Francis stated I know your heart Mrs. Richardson. Mrs. Richardson stated it hurts me that somebody would think that I would want to put somebody to side. I didn't grow up rich, I grew up very poor. I had two outfits to go to school and I went to a school that was a higher social economic status. I was pretty much bullied. My father worked in construction. I didn't grow up with a lot. I know what it feels to be less than. I had a best friend, this is a true story, that lived next door to my grandmother and when the riots came out in Newark, we were not allowed to be friends any more. We used to hide notes to each other inside these little walls. I lost Sheila for the rest of my life and I wonder where she is today and that hurts me. I'm 66 years old. We are not born racists. Why do we have to keep going back to it?

Dr. Morgan stated I'm sorry, Mrs. Richardson, with all due respect, thank you for your comment, thank you for all you have done for people of color, but you don't understand what it is like. That letter was not to divide or conquer or do anything like that. That letter was to point out where we can go and how we can be different. I've been in this Town 10 years and I was the one – my child was the one who wasn't put in the high level classes, he didn't get the teacher recommendation in spite of getting a perfect on the standardize test. I was the one who brought up how we need to look at certain demographics in our schools and you, Mrs. Williams and Mrs. Minneci all looked at me like I had two heads. All that were sitting in that room that night and I believe it was my first year on this Board, I brought it up then. I have been discussing this issue of equity since I got on the Board. I was discussing this issue of equity before I got on this Board. I have an issue that there are not enough children – if 70% of the students are of color, then that needs to be reflected in our honors classes, our teaching staff and our curriculum. Those are the issues. If you feel it was a personal attack, that is on you. As I tell my staff every day when I meet with them, if it doesn't apply to you than it doesn't apply to you. If you want to work on it, then we need to work on it. However, we cannot continue to ignore what is happening. We have (inaudible) in this district – teachers who are afraid to speak out. We have people that are leaving because of how they are being treated. If we have to sit here and act like oh kumbaya then we are going to continue to have this ongoing discussion that gets us nowhere. I'm going to have a meeting with Mrs. Minneci and I will sit down with all of you and give you research based documentation on where we need to go. This is not the way it should be handled. If you are offended because we feel as though we are not being heard; I'm not going to apologize for that. You may want to start listening.

Mrs. Richardson stated I'm not offended, I just think we should have been included. I never said I was offended. Dr. Morgan stated you were included before the shooting happened. This is not new. Mrs. Richardson stated I wasn't included before the shooting happened – I cried when I saw what happened to that man that day on TV. My husband is a retired police officer. He was really upset. Something has to be done to change.

Mr. Taylor stated as a point of order I would suggest that we go into closed executive session for an issue covered by the attorney/client privilege if this dialogue is going to continue.

Mrs. Richardson stated I just hope we can work together – that is all I'm going to say. I hope we can work together as a Board to make this a more equitable and respectable community and give the best to our students. I'll end it at that and I'm not offended in any way.

Mr. Taylor stated my intent was not to stop any Board member from expressing themselves with respect to the issue that was under discussion. I'm simply saying if there is going to be more, I would suggest we go into closed session for attorney/client privilege. If there is no more, there is no need to go into closed session.

Comments from the Public:

Susan Lipstein stated if you have this equity plan that Mrs. Minneci was talking about, I think it needs to be posted immediately so we can see what it is and to see what date it was passed and that the Board have meetings regularly to apprise the public of the progress that we made. Many of these things have been covered and I have heard many of these things talked about for 20 years. Let's see the progress. Let's report back on the progress of what we are doing in the classroom with the children. How we are reaching out to minority staff to hire them. This letter is a catalyst. This stuff isn't really new. Let's report back and show some real progress and not fight or get upset about what is in a letter because these are issues that have been part of this district for way too long. Let's have that kind of plan.

As far as the worksessions, listening tonight there was a lack of communication amongst more than one person – board members, superintendent, assistant superintendents – so I think that is one of the purposes of the worksession that gets all of you together so that you are talking and you can pick up some of these that you are missing in the middle of a lot of other things that are going on. The worksession are in place for the public, for the parents, for the UTEA, for the interested citizens to come and ask questions. It is so important especially now to have communication. We can do it on ZOOM so let's do it on ZOOM. We get more people to participate on ZOOM than going to the regular sessions. We need commitment from the Board that you have a worksession in July because it is so important because so many things are going on.

I'm happy to hear that we are going to get the Chromebooks to the elementary which we should have had them 3-4 years ago. I would like to say we should work on this for kindergarten and first grade especially if we have to have some kind of hybrid in the fall or if we have a second wave of corona virus if we have to close down again. It is essential that we get those Chromebooks for one-to-one for every child.

Please do not have executive session in the middle of a meeting. It was an hour and a half. Have it beforehand or after – not in the middle. We work very hard to be here. Please don't take an hour and half to have executive session in the middle of a meeting. Please don't do that now.

Dominique Walker stated from an outside perspective – I’m an educator in Newark. I recently purchased a home in Union. I always said I have to buy a home in Union because I love the diversity. We love the feeling here in Union. However, what brought me here to this Board meeting, for the very first one ever today, was last week’s protest in Union. I’m not exactly sure how that started or how did that come about but I was very saddened to hear many of the students – former/current students, football players, speaking about the education system in Union when I always had a personal thought about how great Union was and how diverse the schools were so to hear some of those young people’s experiences was very saddened and disheartening.

Also coming into this meeting today to see the disrespect between Mrs. Ruiz and Mrs. Williams, very disheartening. I would like to say I do not know anybody in this room, my first time in here, just trying to become more involved within the Town that I’m living in and my perspective of Mrs. Ruiz response to Mrs. Williams letter is a part of the reason I believe many people do not want to speak out. I believe that Mrs. Williams, whomever may agree with whatever was in her letter or whether it is a part of it, it was her voice, her opinion and to be shut down the way she was very saddening to me. Once again, I don’t know either of these women.

Mrs. Richardson stated for all that you have done, thank you that is great as well but I believe the issue that needs to be taken care of right now is moving forward; however, you cannot shut off the past. The past is what dictated this future and if we continue to continue as though nothing is happening – for example, not having a great ratio of African American teachers to their students, now is the time for change and by shutting each other up because you don’t agree, is not helpful either. This is my perspective. I will definitely be at more of them and hopefully when social distance is done, I will be there in person as well. Thank you for your time.

Nellis Regis-Darby stated the first is Mr. Minneci mentioned the CEP and I don’t know who has read the CEP but I have read it in this district and we all know all educators know that is just a compliance piece of paper. We know where we can put that. Does the data support that? If you look at the CEP and the data, the correlation is not there.

The school year is about to end, has the district looked at the data in terms of what worked for remote learning and what did not work? If so, what does that data say?

Coming up in September, if we go back to brick and mortar or if we are still in remote learning, has the district looked at some kind of blended learning schedule for the students – whether synchronous or asynchronous learning. If so what does that look like and who will be working on that plan and when will parents know about that?

Also the district has not sent out anything to the students and I think those are the most important people in this package and asking them how do they learn best. I believe the district should do that because if you have done that than you will see that most of the kids will tell you that they like asynchronous or synchronous learning and then we can actually have those learning environments for them. What is happening right now with the students is not working.

With the pre-k program, I know we started with 13 classes and went to 17 and this year we are going to 20 – if I’m wrong please correct me. I believe we are going to have two classes at the YMCA and is that a fact and are we going to put our students in another building if we go back even if there are slight cases of COVID-19 – can somebody speak about that?

Curriculum – I was under the impression that in this district, the district guides curriculum for the staff, I was not under the impression that the teachers were actually curriculum writers, I thought they made changes to curriculum but what I heard was they are writing the curriculum so why are we spending hundreds of dollars buying curriculum for now the teachers to turn around and write curriculum. The correlation right now is not there.

There is a big difference between busy work and giving authentic summer assignments. When you think about summer assignments, just make sure that we are very respectful on busy worker rather than authentic summer work.

Latee McCleod stated principal, Franklin Elementary School – I’m coming to the Board of Education today to ask that they take a serious look at the issues of mistreatment of minority leadership in the district. I know personally first hand that I have requested to meet with members of the Board of Education with the presence of the Superintendent and the permission of the Superintendent to address the mistreatment of minority leadership and as to date, I have not had any response regarding my request.

I also personally wrote a letter to the Board of Education to address my personal experiences that I have been through as a minority leader in the district and to do date, I have had no response.

I will tell you that there is a definite issue in the district when it comes to minority leadership and the treatment of minority students. I am asking that we sit down, have a conversation and actually put things in motion and hold individuals accountable for the mistreatment of the minorities in our district.

Laura Detjen stated I’ll start by thanking whoever wrote the letter. Thank you. Amen for opening up this conversation and having people listen. The truth of the matter is it is not about us, it’s about listening to the kids and the kids have been needing a voice for quite some time now. Mrs. Minneci read the equity statement; however, that is just checking a box. Where is the accountability? Where is it listed what we are doing to that effect? Yes there are wonderful things happening. There is a program “Teaching Prejudice Reduction” that many of the teachers have gone to. But we don’t have a list of those teachers who have gone to that training and that can incorporate that. We started all these committees; how about a multi-racial committee for building this equity classroom, a more inclusive classroom. We already have the material, we already have PD that we can use from these courses. How about if we get a multi-racial committee of both teachers that have gone through the “Teaching Prejudice Reduction” course in every level – include the kids. My 8th graders say to me, “yes our student population is diverse but our school is not diverse because our faculty is not”. We come up with these committees and we want to hear things so let’s bring the kids on and the teachers on that have gone through this training and let’s see what can be done, what is being done and what is needed. I would

welcome being on that committee. Thank you again for writing the letter and allowing us to have this conversation and stop the silence.

Sienna Bucu stated everything I'm about to speak on comes from information from a form that hundreds of people filled out. This is their voices. As we talked about they are not heard from or represented and that is why I'm here.

It is no longer possible to pretend that what we do in the Township of Union Public Schools is adequate and serves all of our students for the level that both need and have a right to. As a diverse community, serving the needs of children and young adults, (inaudible) deliver an equitable education to all. We must hire more teachers of color, allow all students to take advance courses. We must have districtwide mandatory bias training for all employees by or through the district. We have culturally responsive teaching professional learning communities. We need to ensure culturally sensitive counseling is available to all students. I have been talking about counseling in our district for the past two years. We need all classes to have books to discuss racism and discrimination as well other forms of oppression. We also have to adjust curriculum to represent American and world history actually from multiple perspectives and make it acceptable.

Police have no place in schools. Our district needs to reexamine our relationship with policing.

We must stop using suspensions as a form of discipline, they're ineffective and there are tools. We must reevaluate the place of policing bodies through dress codes in our district. They are not equitably enforced and lead to loss of educational time especially for female bodies.

We must address discipline surrounding lateness in our school. It disproportionately affects students in need. Instead of blaming and punishing them for being late and putting them in in-school suspension and suspending them, we should ask them why they are late and help with their needs.

We were optimistic about the meeting ending time so we sent an email to send a timer at 10:00 p.m. obviously it is there and in everyone's inbox. Mr. Tatum, Mrs. Moses and Mr. Benaquista, we are requesting a meeting with you in that email. Also all of the Board members got an email which has all these in there and for further contact there is emails on that also. You might have to check your SPAM folder because sometimes it goes in there.

Abbey Higgins stated I am going to read a statement that was collected on that survey Sienna talked about. It is anonymous this person didn't leave their name for it to be tied to this statement. "As a past honor student and AP student, I didn't get the classes. No matter what your current level is or what classes you take, security and discipline officials still look at you like you are the black kid who is ready to start trouble while white and white passing kids frequently get to cause trouble, disrespect students and staff and cause chaos within school grounds."

My experience with discipline – especially regarding suspensions; I was an honors and AP student, I was involved in the UHS PAC, marching band and a lot of curricular, I was a good student and I walked into school through an unsecured door, got caught and was called into the Vice Principal's office and the Vice Principal told me you are going to get suspended for three days and if I were a different student I would not have gotten the treatment that I did. The reality of that is the Vice Principal was thinking about my academic trajectory because my concern was if I get suspended it is going to be on my record, they were thinking about my extracurricular activities which I still had to attend and probably my gender and the color of my skin. I was given options as to when I wanted to start my suspension. I had the option of starting that day or take it the next day and I also had the option for when my father could come in and reinstate me into the school. My dad was able to come in the same day, if though it's not a reinstatement when you come in the same day but instead of coming in on a different day. The reality is that not everyone's parents can take a day off to reinstate their students and if students are not reinstated then they miss more school and class time. My suspension was supposed to be three days but I left at 10:30 a.m. the same day, which counted as a full day of one of my suspensions, I had one full day on Thursday and the Friday that was supposed to be my third day of suspension was a half day. I didn't get a full suspension which I should have because I was being suspended for coming into school from an unsecured door – that is a serious problem. For some reason I was given some preferential treatment. I know in my heart that a black student would not have gotten and they took it off my record. The Vice Principal told me that if you don't get in trouble for the rest of this year, we will take it off your record and that is what happened and I didn't have to put that on my college application. With regards to suspension, I think that should be eliminated but if we are going to keep suspension in school than every student should have the opportunity to prove their good behavior and have suspensions taken off their records.

Destiny Tullis stated throughout my education at Union Township, I only had three black teachers; one in 8th grade and two my sophomore year in high school. It is so important for students to have teachers that reflect them and see themselves in a positive way. It is just as important for students to make connections with teachers that they can't have with strictly white teachers. It is important have black teachers but it also important to teach Black History. My 8th grade history teacher was black but the only thing I learned about was slavery. Another issue with that is teaching Black History can't just be electives at the high school but that is separate from U.S. History. Black History is American History – they shouldn't be separate classes other than exclusionary. Intentional or not, many white teachers have underlying biases towards students of color especially black students not seen in many cases.

Within that same forum where we had responses, I'm going to read a couple of answers about how impactful having black teachers is. The first response is "I have never been taught by a black teacher. A racially diverse staff would foster better relationships with students and teachers. It would make students more comfortable about problems and questions they have and also bring a different perspective for students to have a different effect and learning experience in working in a diverse area." The next response reads "I think the school should reflect the students in the Town they leave in. A more diverse group of teachers, especially black teachers, you are able to connect with the students and share the same experiences." Lastly, one person wrote, "I never had a black teacher until college. I had two professors. Not only were they my

professors, they were my mentors. They were the only two that ever made me feel I was doing something right. They were also the reason I was enrolled in grad school.”

Clearly these responses show how students feel with teachers in this Town. It is very important to have black teachers and it makes an impact on how students learn. This Town is very diverse and it should be reflected in the teachers that are here.

Daryn Martin stated I am very concerned about the attempt by leadership in Union to basically talk the youth down from the march that they had and I want to have further discussion with the Superintendent and whoever else handles that because we need to respect our youth. Second, we our youth has something, it would be nice for leadership or people in leadership positions to show up. I don't know why that didn't happen from the school board to the Town council or the police which is interesting. It makes no sense to say that our kids' concerns is most important when you don't prove it. Action is a verb so we should use it that way.

Hiring practices – I spoke to a lot of teachers or potential teachers in this district that had either equal credentials or greater credentials than white teachers and they did not get hired. I want to know who is handling the hiring of personnel? Who is dealing with that? A group of us need to sit down and find out what is going on or there will be some protests coming on over there because I don't know what is going on there.

As you heard from the young people already, our educators should reflect our student body. It is nowhere near that. Something is going on with our hiring process. Two years ago, a well renowned speaker was invited to come to Union and white teachers plotted all day – one they didn't like the subject matter because he was coming to talk about how you educate people of color. They didn't like the subject matter and they didn't like the person that was going to deliver that information to them. So what they did was they plotted all day for walk-outs when their union contract gives them the o.k. to leave and walked out of the conference which was very disrespectful.

Union has a race problem and we were lucky to have someone like him come here. He is sought after all over the country. You need somebody like that here that is going to be raw and not sugar coat stuff. I don't know if he'll come back but you need somebody like that to come back.

Lastly, what the young people talked about preference for white students over minority students or students of color, that happens on a regular basis which I have spoken to some of you guys in the past but it seems to be continuing. Please stop saying that the children is your most important thing and then you don't prove it. You have to prove it by action. I hoping that we can have some dialogue about race because Union has a racism problem. In case somebody didn't know it, we have a racism problem here. They try to suppress it. I have only been here five years and I know a whole lot about it. Let's get it done.

Mrs. Lopes stated I have been listening to the meeting and I also feel that there is a lot of back and forth and I don't think that we are listening to each other very well. My comment goes to Mrs. Williams – I was surprised to hear you say that the letter came from a political view

when you were elected through a political group that I got calls saying that you were going to lower my taxes – you and Mrs. Minneci. I'm still waiting for my taxes to be lowered and I don't know how you can talk about something that you did and you pointed to somebody else. I think we should all get accountable. Be accountable for what we did. If you did it, don't point your finger because when you point your finger at somebody, there are four fingers pointed back at you. Please can we all get along; can we all try to work for the schools and the children. My two boys are at Burnet Middle. Burnet Middle is a very bad school apparently; nobody wants to go there. All white kids want to go to Kawameeh. Nothing is being done about Burnet. Please talk and see what you can do instead of pointing fingers and saying things you don't think of. Thank you.

Maria Serrano stated overall my husband and I feel that the pride of the students is low in this district. We were disappointed with remote learning. The principal at Jefferson did not allow the teachers to provide any live learning. She expressed concerns for teacher safety; however, we emphasized that it was very important for the students to have live learning sessions for social means. We feel it is not being highlighted with the remote learning. Our son overall who happens to get good grades is under stimulated during this experience. We are asking the district to have live learning if there is to be a second wave of COVID. I have spoken to teachers that said they did not get any training in providing live lessons so that is something that should take place during the summer. We were also disappointed by Kawameeh in the honors math program – it was taken away. We are also overwhelmed by all of this especially in light of the way the education was handled during the COVID crisis. I am not directly criticizing; however we also understand that this crisis was unprecedented. Considering the education during the COVID, we would hope to see the children to continue in the summer. For the record, we agree there should be an increase in diversity of among teaching staff and I also agree that Black History should not be an elective but rather be incorporated into the overall American History.

Sandra Guerra stated parent of an 8th grader that was forgotten at Kawameeh Middle School and a fellow educator and leader at a school in Orange, New Jersey. As a parent I am very disappointed at how graduation was handled with the 8th grade students not only at Kawameeh, but also at Burnet. These students have worked very hard. They had a very difficult school year and they were forgotten, not only by their teachers but their administrators and also stakeholders in the district. It is unfair that the high school students are the only ones that are being addressed as graduates. There are kindergarteners, preschoolers, the 8th graders and the high school that are graduates in this district. Kawameeh's PTO did a great job with the signs but that was not enough to address the students. It was very difficult to hear that this was left to the principals. I emailed the principals several times; I only received one response days later saying that something would be emailed to me this evening and it is now 11 p.m. and I have not received a virtual graduation for my son. There needs to be changes in this district. Children need to be addressed as people not just someone sitting in that seat. Equity is a major issue and we as a teacher in a district that has 98% are minorities and me being a white teacher, I do not understand how we in Union are not addressing our students of all shapes, colors and sizes. This needs to be addressed.

Misael Guzman stated I have three children in this school district; in three different schools and it kills me to hear some of the conversations that I hear today. I hope that we can

walk away tonight with the desire of wanting to bring more collaborative, more unity in our school board because if you don't realize, you are at the helm of leadership in our school district and if we don't work collectively and we don't work together, I think it only lends itself to reflect that throughout our school district. I think that the comments that were made earlier by the school principal at Franklin, Dr. McCleod, and I believe she said in the comments that she made really shed light and validates some of the issues that we brought or heard from some of the Board members today and even some of the public comments. I just want to say that I hope that we have an opportunity to collaborate, an opportunity to work together and kind of open our eyes to the real issue that are underlying in our community because so much is centered around our school district and our students. I want to echo the same sentiment that was expressed earlier, the students did a phenomenal job with their protest and it was well organized and peaceful protest. I had the opportunity to see something beautiful in our Town which is diversity. Unfortunately not enough people came out to support that and I believe that there should have been a greater voice. I want to say that when we moved to Union close to 25 years ago and I happen to be living in the same house that I grew up, my parents were the only Latinos on the block and I remember many times my dad's door would get knocked on because he had to move his car because they didn't like the car parked in front of someone's house and we dealt with a lot of hostility being the only Latinos in our neighborhood. I take great pride and joy that I have seen a lot of diversity in our Town and I hope that the school board can understand and embrace that diversity by working together in a respectful and loving way. Thank you.

Paul Casey stated I first want to say thank you because the letter has sparked important conversation. I do think it is critical that we listen to the young people – some were heard tonight. Some of us older folks need to sit back and listen to what they are saying and support them in making the changes. For every one, it is important that we realize that this isn't about anyone of us, it is about all of us and listening to our students. I think there is a lack of priority regarding the grading policy so if that can be clarified because the last correspondence I was able to find was the letter dated May 8th that showed that the final grades for the year will be a combination of the marking periods 1 through 3 for grades K-8. I don't know if something was sent since then but it would be good, not necessarily have to be tonight, but something sent out to district making it very clear to everyone what the policy is to end out the school year. The other thing is to making sure that and I understand and I appreciate what Mrs. Moses said earlier about a lot of students aren't able to do the things they need to do at this moment because of situations but we understand that situation but it should hold back a student on a higher level.

Jeffrey Monge stated I appreciate Mr. Tatum taking the time to answer the Q&A. Some of those Q&A could happen when people ask the question because it is more relevant for that particular meeting – so please take that under consideration.

On the charter school piece which is a great point and I brought up in the past, today is \$600,000 and two years ago it was \$300,000 – that is double the amount. I want to get confirmation on the State funds. Initially we were supposed to receive \$393,000 increase from the previous year – not a lot of money and I read somewhere it was reduced to \$268,000 – so the increase is only \$125,000. I wanted to try to get confirmation on that.

Mrs. Minneci you talked about a lot of things, including the CEP and all the things the district is doing towards issues related to diversity – equitable education. I have actually reviewed that as well and if you see it there is four responsibilities and one of the ways the Board is meeting these possibilities in providing an equitable education, it points to Board policy and the policies were adopted years prior to the approval of this CEP. Policies can create action but policies don't make change without action. There should be some measurable action items in that plan and I think that is something the Board should sit down with administration to take a fresh look at it and take some risks there for change and it is o.k. to have that other column where it lists the non-compliance school district issues.

Mrs. Minneci stated thanks for attending. The questions that were raised will be answered sooner than later hopefully and I appreciate all your concerns.

Sherry Higgin left meeting during comments from the public.

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 11:03 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**

