

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – JUNE 19, 2018

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 19, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:06 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Sherry Higgins (arrived at 7:09 p.m.), Mrs. Linda Richardson

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

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

Mr. Brennan 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 arrived at 7:09 p.m.

Mr. Arminio read the District’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Nufrio, seconded by Mrs. Minneci, that the following minutes be adopted:

- March 20, 2018 – regular meeting, executive session #1, executive session #2
- April 10, 2018 – special meeting (ethics training)

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (executive session #2 only)

MOTION CARRIED

COMMUNICATIONS:

LETTER FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Letter from Township of Union Recreation Department requesting a school bus and driver for field trips.

LETTER FROM UMOJA DANCE STUDIO

Letter from UMOJA Dance Studio requesting the use of Jefferson School auditorium and two rooms on either June 15, 16, 23 or 24, 2018.

LETTER FROM UHSPAC AND DOUGLAS MICHAEL KRUEGER SCHOLARSHIP FUND

Letter from the Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on September 14, 2018 for auditions and October 6, 2018 for rehearsal and public performance.

LETTER OF RESIGNATION – OCAMPO

Letter of resignation from Risa Ocampo, part-time cafeteria aide-Connecticut Farms Elementary School, effective May 24, 2018.

LETTER OF RESIGNATION – FAYNOR

Letter of resignation from George Faynor, part-time cafeteria aide-Connecticut Farms Elementary School, effective May 30, 2018.

LETTER OF RETIREMENT – GRASSO

Letter of resignation, for the purpose of retirement, from Gail Grasso, special education teacher-Union High School, effective June 30, 2018.

REQUEST FOR LEAVE – BARCA

Request for unpaid maternity non-FMLA/NJFLA leave from Jamie Barca, special education teacher-Hannah Caldwell Elementary School, from September 1, 2018 to June 30, 2019.

REQUEST FOR LEAVE – BOYD

Request for unpaid FMLA leave from Carlton Boyd, skilled craftsperson-Maintenance/Central Office from April 4, 2018 to July 15, 2018.

REQUEST FOR LEAVE – FILGUEIRAS

Request for unpaid FMLA leave from John Filgueiras, classroom assistant-Burnet Middle School, from May 16, 2018 to May 24, 2018.

**REQUEST FOR EXTENSION OF LEAVE – HUTTER**

Request for extension of paid maternity leave from Lisa Hutter, teacher-Livingston Elementary School, with a new return date of September 1, 2018.

**REQUEST FOR LEAVE – FURMAN**

Request for paid medical leave followed by unpaid FMLA from Robyn Furman, mathematics teacher-Burnet Middle School, from June 4, 2018 to June 22, 2018.

**REQUEST FOR LEAVE – MARINO**

Request for paid maternity leave followed by unpaid FMLA/NJFLA leave (concurrently) from Lindsay Marino, teacher-Jefferson School, from September 4, 2018 to October 19, 2018.

**REQUEST FOR LEAVE – McCARTHY**

Request for paid intermittent FMLA/NJFLA (concurrently) from Jill McCarthy, school counselor-Burnet Middle School, from September 1, 2018 to September 1, 2019.

**REQUEST FOR EXTENSION OF LEAVE – SHAW**

Request for extension of unpaid FMLA leave from Heather Shaw, 10-month secretary-Union High School, with a new return date of September 1, 2018.

**REQUEST FOR EXTENSION OF LEAVE – TUOHY**

Request for extension of unpaid maternity FMLA/NJFLA leave (concurrently) from Vanessa Tuohy, school social worker-Union High School, with a new return date of June 1, 2018.

**REQUEST FOR LEAVE – WALTERS**

Request for unpaid non FMLA medical leave from Anne Walters, school psychologist-Burnet Middle School, from May 16, 2018 to June 22, 2018.

**REQUEST FOR LEAVE – WHITELY**

Request for paid medical leave from Susanne Whitely, social studies teacher-Union High School, from May 23, 2018 to June 22, 2018.

**REQUEST FOR LEAVE – WYCKOFF**

Request for unpaid non FMLA medical leave from Russell Wyckoff, health and physical education teacher-Franklin Elementary School, from May 29, 2018 to June 22, 2018.

**REQUEST FOR LEAVE – YANCEY**

Request for paid maternity leave followed by unpaid FMLA/NJFLA leave (concurrently) from Tamiyah Yancey, media clerk-Franklin Elementary School, from November 28, 2018 to January 21, 2019.

**REQUEST FOR LEAVE – VIGGIANO-COHEN**

Request for paid maternity leave followed by unpaid FMLA/NJFLA (concurrently) from Amanda Viggiano-Cohen, science teacher-Kawameeh Middle School, from September 5, 2018 to December 14, 2018.

**REQUEST FOR EXTENSION OF LEAVE – MURPHY**

Request for extension of unpaid maternity leave non FMLA/NJFLA from Alison Murphy, teacher-Hannah Caldwell Elementary School, with a new return date of September 1, 2019.

**REQUEST FOR LEAVE – LEUNG**

Request for unpaid maternity leave FMLA/NJFLA (concurrently) from Christina Leung, music teacher-Washington Elementary School, from September 4, 2018 to January 2, 2019.

**REQUEST FOR EXTENSION OF LEAVE – SCOTTO**

Request for extension of unpaid maternity leave non FMLA/NJFLA from Jaclyn Scotto, English teacher-Union High School, with a new return date of September 1, 2019.

**LETTER OF RESIGNATION – LINARES**

Letter of resignation from Elena Linares, part-time bus driver-Transportation Department, effective May 31, 2018.

**REQUEST FROM LINDA IONTA**

Email from Linda Ionta requesting use of outside fields for event to promote fitness and sports participation for the youth of Union.

**REQUEST FOR LEAVE – ELLIOTT**

Request for unpaid leave of absence non FMLA from Kenneth Elliott, security officer-Jefferson School, from September 1, 2018 and with a return date of September 1, 2019.

**REQUEST FOR EXTENSION OF LEAVE – ANDRIULLI**

Request for extension of unpaid FMLA from Teresa Romeo Andriulli, teacher-Franklin Elementary School, with a new return date of September 1, 2018.

**REQUEST FOR LEAVE – JONES**

Request for unpaid FMLA from Core Jones, custodian-Union High School, from April 26, 2018 to June 25, 2018 (tentative).

**LETTER OF RESIGNATION – CUESTA**

Letter of resignation from Christopher Cuesta, physics teacher-Union High School, effective June 30, 2018.

**LETTER OF RESIGNATION – NAWAZ**

Letter of resignation from Rabia Nawaz, science teacher-Kawameeh Middle School, effective June 23, 2018.

**NOTICE FROM TOWNSHIP OF UNION – GREEN ACRES PUBLIC HEARING**

Letter from Township of Union providing written notification that a public hearing will be held on July 17, 2018 between 5 p.m. and 8 p.m. to obtain comments regarding its application to the NJDEP Green Acres Program for the proposed minor division of parkland owned by the Township of Union.

**RESOLUTION FROM THE UNION COUNTY BOARD OF CHOSEN FREEHOLDERS – SANDY HOOK PROMISE**

Resolution from the Union County Board of Chosen Freeholders to support and extend its deep appreciation to Sandy Hook Promise.

Mr. Nufrio stated I forward the resolution to Mr. Tatum and asked him to review and if it met with his approval to then be placed on the agenda. Mr. Tatum stated that is correct. Mrs. Cappiello stated it is under Communications.

Mr. Arminio read the Union County Board of Chosen Freeholders Resolution #2018-381 – the Sandy Hook Promise, dated April 24, 2018, same is appended to minutes.

Mr. Nufrio asked if this Board would like to enter into this resolution in its original form or consider changing it to make it our own resolution? Mr. Griggs stated you can do it either way. You can pass a resolution where you support the resolution passed by the Board of Chosen Freeholders or pass your own resolution. I would pass a resolution supporting their resolution because it has the same impact and same outcome.

Moved by Mr. Arminio, seconded by Mrs. Williams, that the Board concur with the Union County Board of Chosen Freeholders resolution to support and extend its deep appreciation to the Sandy Hook Promise.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Mr. Nufrio stated when speaking with Mr. Tatum we both concurred that it was for the best interest of the students and staff and entire district that we also support this resolution.

**SUPERINTENDENT’S REPORT:**

Mr. Tatum stated I just wanted to give a point of order from the agenda that most of the public has in front of them. Numbers 1, 2, 3 are recognitions and also Mr. Benaquista will have some staff recognitions and that will come after the speech contest winner.

Mr. Arminio stated the poetry slam has been going on for a number of years and it started at Burnet and then Kawameeh and then up to the high school. This year was the first time that the poetry slam was a combined function of both middle schools and the high school. It was a wonderful evening of original poetry by some of the students and Jih’neil’s stood out because of how different it is. The subject matter is certainly appropriate to the times that we live in.

Jih'neil Hill presented his poem.

“I wanted to write a poem but I wanted to say I wanted to patch up the holes when your boat starts sinking. I want to write that one of a kind poem that free your mind poem that I like how you made that rhyme poem can I hear that one more time if you don't mind poem. I want to write a poem that is so heartfelt people start to think I know a poem that this is so tight I got to go find my friends so I can show them poem. I want to write about everything I ever wanted to be. I want to write a poem that is so beautiful that opposites start to actually agree. I want to write a poem about you, about me, about us, about everything from cars, to trains, to riding a bus, with trust, mistakes and heartaches. I want to talk about when I first learned to drive. I was so scared to take my foot off the brake. I want to talk about matters, about wars, about winning, about losses, about ethnic cleansing and genocides, by burning crosses and burnt down churches. I want to write two poems. For everyone who; I want metaphors, oceans, rivers and seas. I want to write love poem that my soul speaks to ink on the page. I want to fix everything that is broken. I want to be the one that performs the Heimlich maneuver when our society starts choking. I want to write words of inspiration to inspire someone else to be inspirational. I want the motivation in my voice to motivate somebody else to be motivational. I want my phrases to be published, documented and quoted. I want people to recite my words 15 years from now and say that was cool but it wasn't as nearly as good as when you first wrote it. I want husbands to thank my poem for the heart they stole. Another is just a shameless attempt to petrify my soul. Honestly, I don't want to be forgotten. I don't need fame and I don't need fortune. I just want people to know what I stood for; while a mere occupant of this earth. A John Doe, another faceless man with no name – I refuse to be just some other name. I want to walk centuries and leave my footprints in the sand for the world to see. I want to be cremated to ashes and rhyme to poetry. I'm just going like one day they are going love me. I don't share my emotions often but you see poetry will allow me to die with my heart on my sleeve and you never saw me coming but I will make sure that they grieve when I leave.”

Mr. Arminio asked that Jih'neil give a copy to Mrs. Cappiello so it will be part of the minutes of the Board of Education. Mr. Nufrio stated it is a small way of saying you are published.

Mr. Tatum stated we have a celebrity among us. This young man, Jalen Boyd, was featured on Fox News 5 and there is a video clip of his time on TV.

Mrs. Conti stated good evening, it is a wonderful moment when we get to recognize a student's accomplishments. This student's accomplishments are truly incredible. I am proud to present Jalen Boyd and our dedicated transition coordinator, Ms. McCulloh.

Sarah McCulloh stated I am a transition coordinator in the District and I am here today to tell you about one very special student, Mr. Jalen Boyd; he receives special education and related services from the Township of Union School District and has attended several out-of-district placements throughout his life.

Jalen turned 13 while at the Deron School in Montclair, and this is when transition services began. He learned to cook, do laundry, shop, and manage his finances. He was first

exposed to a variety of community living activities, such as shopping at supermarkets and retail stores, dining out at restaurants, and visiting the post office and library. He started travel training and went on tours of vocational schools and colleges. Jalen practiced job seeking skills and learned more about the interview process while job sampling/shadowing. He also received instruction in public speaking, building references, and developing a resume.

As he got older, Jalen participated in a work study program, or a Structured Learning Experience, SLE, and was exposed to various vocational tasks, both in-school and out in the community. He held several increasingly responsible positions within the community and gained valuable work experience. He began to identify his strengths and employment areas of interest. More emphasis was placed on using natural supports from his employer, and his Job Coach faded back. He showed greater independence with each placement, and he became a role model for other students in his class.

Jalen first worked with NJ TIP, a Travel Training program, and, last summer, he learned how to take public transportation to Overlook from his home. Not only can he independently ride the NJ Transit bus to work each day, he has also earned his NJ Driver's License, and it is comforting to know that, in his words, "I see it as a privilege, not a given."

This school year, Jalen applied and was accepted into the 2017-18 Project Search High School Transition Program at Overlook Hospital, in Summit. To prepare for competitive employment, Jalen participates in the employability classroom curriculum and, at the conclusion of this school year, he will have completed three internship rotations.

At Overlook Hospital, Jalen started in the Dietary Department, and it is important to note that he performed so well that he was asked by the Supervisor to stay on for the second rotation. It is here where he further developed skills related to Food Services. According to his supervisor, "Jalen has established a great natural support system. He is not afraid to ask a question if he is not clear about something and he welcomes constructive feedback. He maintains a professional demeanor while working and is very respectful of his peers, supervisors, and throughout interactions with patients. Jalen is also the first to acknowledge, own, and learn from any mistakes he may make. He does not hesitate to take the initiative if he sees something that needs to be done. He is a great team player." He is now working on a third rotation in the Overlook Foundation department where he is developing clerical skills in an office setting.

Jalen was featured in a video and article on Fox 5 NY in March, and I'd like to share that with you now.

Clip from Fox 5 New York shown.

Although Jalen has reached the end of his formal education, it is just the beginning of REAL LIFE for Jalen. His hard work is paying off and, last March, he was offered a part time job within the Dietary Department at Overlook Hospital! He completed the application and orientation process and is now an official Atlantic Health employee, working 5 days per week, 4 hours per day. After graduation, Jalen will be promoted to full-time status and will also receive health benefits with the possibility of continued promotion in the future. This is really exciting

news as Jalen's postsecondary goal of obtaining full time employment is really happening! He will continue to work with the Division of Vocational Rehabilitation Services (DVRS) and Project Hire to make sure his transition to adult life is seamless.

It has been a true pleasure to work with Jalen over the years; he always shows kindness and compassion to others, has a good sense of humor, is outgoing and personable, and shows great leadership skills. He has an outstanding memory, loves sports, and enjoys helping his family. Jalen has been described by others as hardworking, responsible, friendly, thoughtful, sweet, and polite. He has a very supportive and encouraging family, and Jalen loves spending time with them. It isn't hard to see where he gets these traits, his parents, Mr. and Mrs. Boyd, do everything possible to make sure that their son has the best opportunities to prepare him for the future. Jalen, his family, Union's Child Study Team, Out-of-District Schools and Programs, as well as adult service providers, have always worked collaboratively to create an appropriate Individualized Educational Plan (IEP) and transition plan that is perfect just for him.

Over the years, Jalen has been involved in several after-school activities including playing Intramural Sports at Deron (soccer, volleyball, basketball, kickball, softball), as well as being a member of the Union High School Baseball team. He also participated in the Challenger and Teener Recreation Baseball Leagues, and he has since grown into the role of Assistant Director where he helps other children with developmental disabilities. He feels really good about this opportunity and enjoys giving back to his community.

Jalen has received several awards over the years. He was also co-valedictorian at his graduation from Deron last June, and he won both the Deron 2017 Citizenship Award and the Maureen A. Mayer Transition Award for demonstrating outstanding performance in the work place. He also received the Rose DiPaola Memorial Award; this is given to students who play for the Union Varsity baseball team and have participated in baseball at every level while growing up. This year, Jalen won the Rebecca S. McDonald Award from the Transition Coordinators Network; he was one of four students from across the state chosen to be recognized for his outstanding transition-related activities, and he was presented with this award at Middlesex County College last month. In addition, he also won the Union County Association of Special Educators (UCASE) award and was awarded this at a ceremony earlier this month at the Developmental Learning Center, New Providence.

Jalen also represented our district this year as one of our Keynote Speakers at the Dare to Dream Student Leadership Conference at Middlesex County College; here he shared his story with over 200 students with special needs from all over the state. This is always a beautiful and powerful day for our students to see that they are not alone; it is a positive experience for all who attend, and Jalen's speech was received with great applause. He is truly an inspiration to us all!

Congratulations to Jalen Boyd on his Graduation from Project Search and Union High School, as well as securing a job that you enjoy going to each day! We are all so very proud of you, Jalen!

Mr. Tatum stated John Boyd is a grounds man in our District. Mr. & Mrs. Boyd please come up. Mrs. Conti stated the student's hard work in collaboration with family support,



community support and staff support. We are so very proud of you and I was very lucky to hear his keynote speech and I will always keep that speech in my heart and mind and carry it with me as I meet my challenges every day. Here's a Certificate of Recognition to Jalen Boyd. Hopefully you will come back and help us with our program. Mr. Tatum stated a real success story.

Mr. Monge stated I have the pleasure of calling them my neighbors so I have actually seen Jalen grow up over the 10 years and I have to tell you that his parents and family are amazing. Just a great example – I have seen Jalen doing chore work and walking to store and making sure that they know he is going off and then the next day I see him driving down the block. Kudos and congratulations.

Mr. Tatum stated thank you Boyd family and special services for all your hard work that you do for our students. Sometimes I think it goes unrecognized.

Mr. Nufrio stated this is a story that hopefully the local papers will cover that. This young man should get total recognition by our community.

Mr. Tatum stated our speech contest winner Gabriella Valente was not in attendance to present her speech. I had the opportunity to hear Gabriella at the Rotary Club and she did a fantastic job.

Mr. Benaquista presented retirees – William Soranno – before I came to Central Office I had the pleasure of working with Bill for my years at the high school and I am honored to have worked with a teacher as exceptional. I got to see him on the coaching field as well. He has been with us since 1974 – science at the high school but started at Kawameeh. I can't thank him enough for the time he spent with our kids. I got to sit in and observe some of his classes and was blown away with the lessons that I have seen. Congratulations and I know you will enjoy retirement.

Mr. Soranno stated I would like to thank the Board and the administration for their support over the years and allowing me to do what I do and it has been a truly enjoyable experience and very rewarding to teach and coach the students of Union and thank you very much for having me here tonight.

Mr. Benaquista stated Elizabeth Macheska. Unfortunately I did not get a chance to work with Elizabeth but I have heard a lot of good things. Last year, teacher of the year – Washington Elementary, recognized at Kean University two years ago. She started with us in 1978. Congratulations on your retirement and all your years of service.

Ms. Macheska stated it was a privilege to teach many of the children of people that are here and it has always been a pleasure and privilege working for Union Township and as I leave I have only one word, I am grateful. Thank you all very much it was a pleasure.

Mr. Benaquista stated I want to recognize the others that are not here: John Murphy – Kawameeh Middle School – English, Elizabeth Walter – Burnet Middle School – Math – with us

since 1999; Suzanne Droban – Burnet Middle School – English – with us since 1988. Congratulations to all of you.

Mr. Tatum stated our final presentation is ARAMARK to speak about our food service program.

Deborah Smith stated thank you for giving me this opportunity to update you on the food service program. I am the regional manager and next to me is Michael Sacco, who is your food service director. We would like to share this update with you.

Our mission is to deliver experiences that enrich and nourish lives. We have over 270,000 employees in a number of countries. We have other sectors in our company. We also provide service to higher education, healthcare, healthcare technology.

Among our K-12 districts we have been in the market for over 60 years. We serve over 380 districts across the country. We serve over 38,000,000 meals per year.

We are going to talk about the team that we have here in Union, the food, the schools, the community and our results.

Michael Sacco stated I'm the food service director here at Union. Our food service manager for the district is Deborah Marshall. We have two area managers, Ann Myhal, who has been here in Union for a number of years, and Carmen Peguero and our administrative support is Marlon Wilson.

The rest of team is about 60 in our school district and very experienced. The USDA school lunch program also requires strict standards – from food preparation, food safety, food sanitation and also includes our WEST program – customer service training – it is for Welcome Engaged Smile and Thank and it is not just the USDA standards on nutrition and portions.

Lastly we are excited for our Achieve program. This is to recognize and award our staff with exemplary performance and leadership roles.

Ms. Smith stated next I would like to focus on the food and update on the way we follow the USDA regulations. You may or may not be aware that the federal regulations for funded school lunch programs are fairly rigorous. We have very rigorous standards around fat, calories, sodium, grains, breads and portion size. It is quite challenging and I am very proud of our operation teams that delivers great tasting food with really rigid requirements.

You may or may not know that we source locally wherever we can. We have a company that we work with in South Jersey so if whenever we can source local produce first we do that. There are two crops in New Jersey that are 12 months a year and that is fresh spinach and carrots.

The team here does a great job with their preparation and pizza is made on site and prepared fresh every day. We really work to be colorful and appetizing and truly provide a retail

type experience for the student. It is not like when we were in school and somebody handed us a tray. We really provide the students the opportunity to customize their meals with different selections of fresh fruit and make sure that in every way that we can put fresh ingredients that we are doing that in these very rigid requirements.

We have quite a few menu items that are made by scratch on site. It is whole grain pasta, reduced fat cheese sauce, we don't advertise that because we want it to be appealing for the students. We have color and nutritional support. We have dieticians and chefs who work really hard with our teams to make sure that they have the tools that they need to provide a great program for our students.

Finally, in order to prevent menu fatigue, we provide limited time offers. Two week rotations of special menu items and some of the selections are later in our presentation. It's keep it fresh, keep it interesting and keep the students coming back.

Our cafeteria environment in the elementary schools in Union are all merchandised in our cool caf colors – the same kind of environment as Chucky Cheese. We have number of map box that really deliver nutrition education message that is consistent on our menus, it is in our promotions, in our nutrition education – which we call Ace and friends and every month we provide a giveaway to deliver a nutrition message.

We also have Ace's Breakfast Club which has been very successful here – you get a handstamp at breakfast and fun prizes for eating at school.

Some of our Elementary Wellness Promotions this year is around the messaging of be healthy, drink lots of water, get enough sleep, eat a variety of foods and start with breakfast. The messages also continue with sample opportunities and I'm not sure if it is well known that any student that wants to sample an item that is on the menu and they are not familiar with, they can ask for a sample. We have sample events with our manufacturing partners who bring new flavors or new items and sample that into the schools. We also have the healthy for life merchandising and nutrition education that is all available in each of the cafeterias. There are printed materials and nutrition facts that are available online on the Township website called Schoolish. We also have farm to school events featuring fresh and unusual vegetables like candy cane radish or zebra tomato – carrots can be purple, orange cauliflower – we are always looking to keep it fresh, keep it inventive and keep it creative.

At secondary schools we have limited time promotions that are called "FUEL" and then within the high school we have more of a food court type of approach so we have grilled, deli, burger and tortilla. Low fat/lot salt we try to make it as tasty as possible. Special events – to keep it interesting and keep them engaged – we give samples in advance so they know what to expect.

Finally our research – the secondary students across our ARAMARK schools in New Jersey and across the country participate in an online survey every spring. We have had over 150,000 results which let us hone in on what they like, where they like it, and the focus areas include food attributes, service attributes and dining environment. Was the line speed good, was

the cashier friendly, did they engage and is the cafeteria clean and fun and interesting. Some of those results 43% of students eat breakfast at home, 25% skip, 20% eat at school, 6% on their way to school and 6% bring breakfast from home. Reasons for not eating breakfast at school more often – favorite foods not offered, not hungry and not enough time to eat.

We are really proud that we bake whole grain sub rolls at the high school – so if you smell fresh bread in the morning – those are the rolls for lunch.

As a company we are committed to reaching out into our communities and supporting our local communities in a variety of ways.

All of the revenue generated by the food service program is deposited into the Union Township School's bank account. ARAMARK is paid a fee for their service and over the five years we have returned over \$875,000 back to the District's food service program. It is federally required that those funds be dedicated to improving the food service – the moneys cannot be used in the general fund. In 2018 we are projected to exceed over \$300,000 returned to the District.

ARAMARK presentation appended to minutes.

Mr. Tatum stated presentation for the Iceland trip will not take place tonight.

Mrs. Regis-Darby stated you said that 150,000 students participated in the survey, do you know how many students in Union participated in that survey and what was that result? If not, is it possible to do customized survey for the Union School District?

Ms. Smith stated we did conduct the survey in Union Township – we do every year but unfortunately this year we didn't get the number of responses that we needed to get that survey and I do have the results from last year. But if there is a request for a custom survey that would certainly be something that we would be able to do.

Mr. Nufrio asked when would the survey be done? Ms. Smith stated the one that runs for us on a regular basis runs in the spring. But for a customized survey there is no limit on that timeframe.

Mr. Monge stated going back to the survey, we actually discussed doing a food survey in the schools to see the feedback from parents as it pertains to the need of such survey. Does your company have any issues with including the administration and the parents in developing such a survey and making sure that it goes out and gets collected. Ms. Smith stated I don't see any obstacle with that – we can work on that together. Mr. Monge asked how long have you been with the District? Ms. Smith stated ARAMARK – I believe over 50 years.

Mr. Tatum stated student/staff attendance - Student Totals 95.2%; Staff 94.3%

District Recognition: G&T Business Entrepreneurship Challenge - Congratulations to the 4th grade G&T students at Washington Elementary School for winning the district business

entrepreneurship challenge on May 24th, 2018. The Challenge was done at Hannah Caldwell Elementary School. The winning team created the PooBot and members of the team were: Aidan Cross, Alessandra Silvestre, Emma Phillips, Emily Filian

Thank you to their teacher, Mr. Michael Riley, Bed Bath and Beyond, for mentoring our students to prepare for this challenge, for Jennifer Williams with helping with the coordination of the judges and mentors from Bed Bath & Beyond, and members of the IT department that assisted with the planning of the event, Faithe Thomas, Craig Wojcik and Connie Ordonez.

Bench in IT office at UHS - The IT department would like to thank 2 Woodshop students at Union High School, seniors, Calvin McLean and Christian Mitchell for building a bench for the students to use in the IT office. Thank you to their teacher, Mr. Eberenz, for allowing the students to complete this project for the department.

#### Upcoming Events

- The Kawameeh Middle School 8th Grade Promotion Ceremony will be Wednesday, June 20th.
- The Burnet Middle School 8th Grade Promotion Ceremony will be Thursday, June 21st.
- Graduation will be Friday, June 22nd. The weather is looking good for an outside ceremony. Project Graduation will begin right after the promotion.

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mr. Arminio, that the following resolutions be adopted:

##### E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period May 1, 2018 to May 31, 2018, in accordance with the information appended to the minutes.

##### E-2. APPROVE CHILD OF EMPLOYEE #9471 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #9471 to continue to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the non-public minutes.

##### E-3. APPROVE CHILD OF EMPLOYEE #9780 TO ATTEND UNION TOWNSHIP PUBLIC SCHOOLS

Approve child of Employee #9780 to continue to attend Union Township Public Schools for the 2018-2019 school year, tuition free, in accordance with the non-public information appended to the non-public minutes.

##### E-4. APPROVE NJSIAA MEMBERSHIP

Approve the membership and dues for the New Jersey State Interscholastic Athletic Association for Union High School Athletic Department for the 2018-2019 school year, in accordance with the information appended to the minutes.

**E-5. APPROVE REIMBURSEMENT TO PARENT**

Approve reimbursement to parent for transporting their student to and from CP Horizon High School, Livingston, New Jersey, at a rate of \$21.20 per day for 43 days, in accordance with the non-public information appended to the non-public minutes.

**E-6. APPROVE REIMBURSEMENT TO PARENT**

Approve reimbursement to parent for transporting their student to and from North Jersey Elks Developmental Disabilities Agency High School, Clifton, New Jersey at a rate of \$24.36 per day for the remainder of the 2017-2018 school year, in accordance with the non-public information appended to the non-public minutes.

**E-7. APPROVE NJ PRINCIPAL EVALUATION FOR PROFESSIONAL LEARNING OBSERVATION INSTRUMENT**

Approve New Jersey Principal Evaluation for Professional Learning Observation Instrument from AchieveNJ, in accordance with the information appended to the minutes.

**E-8. APPROVE NONPUBLIC SCHOOL TEXTBOOKS AGREEMENT AND RESOLUTION – UCESC**

Approve 2018-2019 New Jersey Nonpublic School Textbooks Agreement and resolution between the Union County Educational Services and the District, in accordance with the information appended to the minutes.

**E-9. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENT AND RESOLUTION – UCESC**

Approve 2018-2019 New Jersey Nonpublic School Technology Initiative Program Agreement and resolution between the Union County Educational Services Commission and the District, in accordance with the information appended to the minutes.

**E-10. APPROVE NONPUBLIC PUBLIC LAW 1977 CHAPTERS 192-193 AGREEMENT AND RESOLUTION – UCESC**

Approve the Nonpublic Public Law 1977 Chapters 192-193 Agreement and resolution between the Union County Educational Services Commission and the District for the 2018-2019 school year, in accordance with the information appended to the minutes.

**E-11. APPROVE AGREEMENT AND RESOLUTION FOR CHAPTER 226 NONPUBLIC SCHOOL NURSING SERVICES – UCESC**

Approve Agreement and resolution for the Chapter 226 Nonpublic School Nursing Services between the Union County Educational Services Commission and the District for the 2018-2019 school year, in accordance with the information appended to the minutes.

**E-12. APPROVE NONPUBLIC SCHOOL SECURITY AID AGREEMENT AND RESOLUTION – UCESC**

Approve 2018-2019 New Jersey Nonpublic School Security Aid Agreement and resolution between the Union County Educational Services Commission and the District, in accordance with the information appended to the minutes.

**E-13. APPROVE AGREEMENT FOR PROFESSIONAL SERVICES – UCESC**

Approve 2018-2019 Agreement for Professional Services between the Union County Educational Services Commission and the District, in accordance with the information appended to the minutes.

E-14. *Item removed from agenda.*

**E-15. APPROVE COMMUNITY-BASED INSTRUCTION (CBI) SITES**

Approve the following community-based instruction (CBI) sites for the 2018-2019 school year: (a) Reggio Pizzeria, 1571 Morris Avenue, Union New Jersey; (b) Stop & Shop Supermarket, 1201 Stuyvesant Avenue, Union, New Jersey, (c) Kean University Food Services, 1000 Morris Avenue, Union, New Jersey, (d) Bob's Stores, 350 Route 22, Springfield, New Jersey, (e) Union Senior High School Cafeteria, administered by Aramark, 2350 North Third Street, Union, New Jersey.

**E-16. APPROVE PROFESSIONAL EDUCATION SERVICES**

Approve teachers employed through Professional Education Services to provide bedside instruction for District students on an "as needed" basis for the 2018-2019 school year in the amount not to exceed \$15,000.00 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

**E-17. APPROVE BROOKFIELD SCHOOLS**

Approve teachers employed through Brookfield Schools to provide bedside instruction for District students on an "as needed" basis for the 2018-2019 school year in the amount not to exceed \$2,000.000 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

**E-18. APPROVE CCBH INC.**

Approve teachers employed through CCBH Inc. to provide bedside instruction for the District on an "as needed" basis for the 2017-2018 school year in the amount not to exceed \$9,750.00 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

**E-19. APPROVE CURRICULUM GUIDES – 2018-2019**

Approve the following Curriculum Guides:

1. Accounting I
2. Accounting II
3. Economics
4. Business and Personal Law
5. Grade 8 Social Studies
6. Grade 8 Honors Social Studies
7. EN100 Grade 9 Honors
8. EN101 Grade 9 CP
9. EN175 English Lab 9

10. EN275 English Lab 10
11. EN300 English 11 Honors
12. EN301 College Prep 11 English
13. EN360 English 11 AP Literature & Composition
14. EN375 English Lab 11R
15. EN376 English Lab 11
16. EN413S Literature of Contemporary Society
17. EN414S Literature of Identity and Growth
18. EN460 AP Language and Composition
19. EN475S English Lab 12
20. EN502S Journalism
21. EN508S Creative Writing: Nonfiction and Media
22. EN509S Creative Writing: Fiction and Poetry
23. EN510S Introduction to Writing and Style
24. EN700 English 7 Honors
25. EN701 English 7 College Prep
26. Grade 5 Language Arts
27. PC Computer Applications I
28. Grade 6 Social Studies

**E-20. APPROVE IPAD APPLICATION – SOUNDING BOARD**

Approve the following iPad application for installation and use on District iPads at no cost to the District for installation: Sounding Board, in accordance with the information appended to the minutes.

**E-21. APPROVE NATA PRE-SEASON HEAT ACCLIMATIZATION GUIDELINES**

Approve the National Athletic Trainers' Association mandatory Pre-Season Heat Acclimatization Guidelines for all NJSIAA Member Schools, in accordance with the information appended to the minutes.

**E-22. APPROVE SPECIAL EDUCATION TUITION CONTRACT – UCESC**

Approve Special Education Tuition Contract between the Union County Educational Services Commission and the District for the 2018-2019 school year, in accordance with the information appended to the minutes.

**E-23. APPROVE NJDOE SCHOOL SELF-ASSESSMENT – 2016-2017**

Approve the New Jersey Department of Education Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights District and School Grade Report for the 2016-2017 school year, in accordance with the information appended to the minutes.

**E-24. APPROVE SETTLEMENT AGREEMENT**

Approve Settlement Agreement for A.A., in accordance with the non-public information appended to the non-public minutes.



**E-25. APPROVE NONPUBLIC IDEA-B AGREEMENT – UCESC**

Approve the Nonpublic IDEA-B Agreement between the Union County Educational Services Commission and the District for the 2018-2019 school year, in accordance with the information appended to the minutes.

**E-26. APPROVE SETTLEMENT AGREEMENT**

Approve Settlement Agreement for N.M. and T.M., in accordance with the non-public information appended to the non-public minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated E-7 is the principal's evaluation that is adapted from the State and it does include the seven domains which includes the submission of artifacts.

Mr. Nufrio asked is there any way you can give some information about artifacts and what it actually means? Mrs. Regis-Darby stated to support that particular domain.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mr. Arminio (E-8, 9, 10, 11, 12, 13, 22, 25 only)

**MOTION CARRIED**

**FISCAL AND PLANNING COMMITTEE RESOLUTIONS:**

Mr. Monge stated I have a question before we start as it pertains to F-37 to F-41 – we have no names there. What are we doing? Mr. Nufrio stated those resolutions will be highlighted by Mr. Brennan in terms of the submissions by each Board member to him as to their preferences. Each one will be done independently and voted on in public.

Mr. Monge stated so I will not read them until I have something to put in there or do I read them except for that and then we hear from Mr. Brennan and then we put in names and I read them. Mr. Brennan stated the best way to do it is read all of the resolutions up to 37 and then when we get to 37 I will give you the two finalists and then you will take a vote on each firm, bank or company.

Mr. Monge highlighted various agenda items that were being voted on. Mr. Nufrio stated I'm confused now. You said you were highlighting them – can you explain what you are asking for. Mr. Monge stated I'm passing them all but I'm not going to read them all. The only ones that I read were the ones we had discussion in the worksession about. I'm passing them all as a group but I wanted to highlight a couple. I read a couple that we had discussion on at the worksession. I'll do it differently if you like, it is the same difference.

Mrs. Minneci stated you just want us to vote on F-1 through F-36. Mr. Nufrio stated that was the motion put on the floor. Mr. Monge stated I'm trying to save time so I highlighted those that we actually had detailed discussion on at the worksession for the benefit of the public.

Moved by Mr. Monge, seconded by Mrs. Regis-Darby, that the following resolutions be adopted:

## F-1. TREASURER'S REPORT

That the Treasurer's Report dated May 31, 2018 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated May 31, 2018 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, 2018 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/ Gregory E. Brennan

Gregory E. Brennan, Board Secretary

\_\_\_\_\_ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of May 31, 2018 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. *Agenda item approved at June 12, 2018 worksession (student field trips)*

## F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

**F-8. APPROVE LIST OF 2017-2018 STATE CONTRACT VENDORS**

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools’ purchasing, in accordance with the information appended to the minutes.

F-9. *Agenda item approved at June 12, 2018 worksession (student activity)*

**F-9A. 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	2205/Senior Class	Carr & Associates Marketing – food trucks	\$1,500.00

**F-10. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. *Agenda item approved at June 12, 2 018 worksession (fundraisers)*

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
LifeTouch	Connecticut Farms Elementary	\$544.80
PBC – Bottling Group	Union High School	\$484.70
LifeTouch	Franklin Elementary School	\$652.60
Retail Business Service	Union High School	\$18.21
Township of Union Education Foundation	Connecticut Farms Elementary School	\$330.00
Lifetouch	Washington Elementary School	\$1,448.60
Lifetouch	Hannah Caldwell Elementary School	\$1,005.60

**F-13. APPROVE APPLICATION FOR NJ CAP GRANT**

Approve the application for the Union County New Jersey Child Assault Prevention Grant for the 2018-2019 school year, in accordance with the information appended to the minutes.

**F-14. APPROVE TRANSFER OF FUNDS TO CAPITAL RESERVE**

It is recommended that the Board approve the following resolution:

WHEREAS, N.J.S.A. 18A:21-2 and N.J.S.A. 18A:7G-13 permit a Board of Education to establish and/or deposit into certain reserve accounts at the end of the year and,

WHEREAS, the aforementioned statutes authorize procedure, under the authority of the Commissioner of Education, which permit a Board of Education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Township of Union Board of Education wishes to deposit anticipated excess current revenues and/or unexpended appropriations into a Capital Reserve account at year end, and

WHEREAS, the Township of Union Board of Education would like to deposit an amount not to exceed \$2,000,000.00 into the Capital Reserve Account. The final amount of the transfer will be determined once the audit is completed and the final excess surplus amount is determined.

NOW THEREFORE BE IT RESOLVED by the Township of Union Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

**F-15. APPROVE APPLICATION OF 2018 NJSIG SAFETY GRANT**

Approve the application for the 2018 New Jersey Schools Insurance Group Application Safety Grant Program, in the amount of \$24,353.06, in accordance with the information appended to the minutes.

**F-16. APPROVE PAYMENT SCHEDULE FOR 2018-2019 TAX LEVY**

Approve payment schedule for the 2018-2019 Tax Levy, in accordance with the information appended to the minutes.

**F-17. APPROVE TUITION AGREEMENT WITH UCVTS – 2018-2019**

Approve Tuition Agreement with the Union County Vocational Technical Schools for the 2018-2019 school year, in accordance with the information appended to the minutes.

**F-18. APPROVE TO APPOINT POLICE FOR PRE AND POST-GRADUATION**

Approval be given to appoint police for pre and post-graduation building and grounds security and graduation security on June 22, 2018 at an hourly rate of \$40/hr.

**F-19. APPROVE 2018-2019 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approve 2018-2019 out-of-district student placement list, in accordance with the information appended to the minutes.

**F-20. APPROVE APPLICATION FOR PERKINS GRANT**

Approve application for the Perkins Grant for the 2018-2019 school year, in the amount of \$50,240.00, in accordance with the information appended to the minutes.

**F-21. APPROVE SUBMISSION DATE OF FY19 ESEA GRANT**

Approve date of June 29, 2018 as the submission date of the FY19 ESEA grant to the New Jersey Department of Education.

**F-22. APPROVE ACCEPTANCE OF FY19 ESEA ALLOCATIONS**

Approve the acceptance of the FY19 ESEA allocations from the New Jersey Department of Education – (a) Title I-A: \$964,642, (b) Title IIA: \$201,512, (c) Title III: \$50,857, (d) Title III-Immigrant: \$18,065, (e) Title IV: \$58,041 for a total of \$1,293,117.

**F-23. APPROVE PLATT PSYCHIATRIC ASSOCIATE – CONSULTATIONS**

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 \$950.00 per evaluation and attorney or forensic conferences at the rate of \$600.00 per hour (not to exceed \$3,100.00) for the 2018-2019 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-24. APPROVE SUMMIT PSYCHOLOGICAL SERVICES - EVALUATIONS**

Approve Summit Psychological Services for psychological (96101) and neuropsychological (96118) evaluations at the rate of \$225.00 per hour with an initial evaluation (90791) fee of \$275.00 (not to exceed \$6,000.00) for the 2018-2019 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-25. APPROVE NEW JERSEY SPECIALIZED CHILD STUDY TEAM - EVALUATIONS**

Approve New Jersey Specialized Child Study Team to provide educational, psychological and speech/language evaluations at the rate of \$550 per evaluation, \$950 for two evaluations and \$1,350 for three evaluations (not to exceed \$2,700.00) for the 2018-2019 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-26. APPROVE OVERLOOK MEDICAL CENTER - EVALUATIONS**

Approve Overlook Medical Center to provide auditory processing and audiology evaluations at the rate of \$1,307.40 (which includes audiometric testing, tympanometry and reflexes, otoacoustic emissions and evaluation of central auditory function) (not to exceed \$1,307.40) for the 2018-2019 school year [Account #11-000-219-320-01-19].

**F-27. APPROVE LOREN B. AMSELL, PH.D. - PSYCHOLOGIST**

Approve Loren B. Amsell, Ph.D., psychologist, to provide comprehensive psychological evaluation at the rate of \$1,800.00 per evaluation (not to exceed \$3,600.00) for the 2018-2019 school year [Account #11-000-219-320-01-19], in accordance with the non-public information appended to the minutes.

**F-28. APPROVE PLANNING FOR ADULT LIFE/THE ARC OF NEW JERSEY**

Approve Planning for Adult Life/The ARC of New Jersey Inc. to provide “Making Action Plans for Life (MAPS) Club” transitional educational classes for students and their families for the 2018 ESY program and the 2018-2019 school year at no cost to the District, in accordance with the information appended to the minutes.

**F-29. APPROVE OUR HOUSE INC. - EVALUATIONS**

Approve Our House Inc to provide community based vocational evaluations including transportation and final assessment reports, up to 6 students for the 2018-2019 school year (not

to exceed \$16,524.00 [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-30. APPROVE THE UNCOMMON THREAD**

Approve The Uncommon Thread for BCBA Supervision at a rate not to exceed \$130.00 per hour, behavior specialist at a rate not to exceed \$90.00 per hour and a FBA Assessment at the rate not to exceed \$2,200.00 per assessment (not to exceed \$11,700.00) for the 2018-2019 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-31. APPROVE FIRST CHILDREN – PARENT TRAINING**

Approve First Children for parent training at the rate of \$125.00 per hour (not to exceed \$1,250.00) for the 2018-2019 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-32. APPROVE DR. RICHARD DiTURI - EVALUATIONS**

Approve Dr. Richard DiTuri to provide psychiatric evaluations at the rate of \$900.00 per evaluation and school clearance evaluation at the rate of \$450.00 per evaluation for the 2018-2019 school year (not to exceed \$2,700.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-33. APPROVE INCREASE FOR LEGAL PROFESSIONAL SERVICES**

Approve increase for legal professional services from \$200,000 to \$280,000 for the 2017-2018 school year, as defined in N.J.A.C. 6A:23A-9.3(c)-14.

F-34. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

**F-35. APPROVE SUBMISSION SFY 2019 IDEA-B GRANT**

Approve submission of the SFY 2019 Individuals with Disabilities Education Act-B (IDEA-B) grant application to the New Jersey Department of Education by July 13, 2018.

**F-36. APPROVE ACCEPTANCE OF SFY 2019 IDEA-B GRANT**

Approve acceptance of the SFY 2019 Individuals with Disabilities Education Act-B (IDEA-B) grant for the FY 18-19 school year as follows: (a) Basic - \$1,761,240 and (b) Preschool - \$54,605.

**DISCUSSION:**

Mr. Monge stated F-18 – I had a question of what the total cost was going to be? Do we have a number? We are asking to approve an hourly rate but we don't know how many hours or police officers so we don't know how much money we are voting on. Do we have a total projected cost for this? Mr. Brennan stated there is no back-up for that. Mr. Benaquista stated you have six officers that get hired at \$40 per hour for approximately 3-4 hours. If it is four hours I believe it is \$960. We also hire our own security to work as well.

Mr. Monge stated we have left off as it pertains to the Town's recreation program, it seems like the amount of money that we would have to cover in buses and bus drivers for their program is well above this dollar amount. Did anyone ever have a conversation with the Town as it pertains to the ability of them donating the officers for graduation versus us paying because we are paying for this but we are also asked to pay for the cost of the summer program. Mr. Benaquista stated in past practice, we do get more than six officers. The Town does supply a lot of officers exterior. These are the ones that we want to work inside. They follow our plan for security purposes inside the graduation. It has been like this for many years. I want to say the Township does give us a lot of officers with traffic, parking lots, around the facility, around the perimeter of graduation. Mr. Monge stated I'm not questioning any of that, no one asked if they would donate the officers versus paying for it. Mr. Benaquista stated the only way they can donate officers inside graduation if they change the assignment of the officers to be inside instead of outside. They have x-amount of officers on. They can assign them to that location. I didn't personally have a conversation with the Town. This was set up months ago to try to get the jobs covered and these officers already picked up the jobs. Mr. Monge stated just a note for next year. Mr. Tatum stated the discussion that we had earlier about this whole topic was the fact that we were paying \$40 an hour were officers that were off duty – Jobs in Blue. Mr. Benaquista stated yes, it is a negotiated rate with their association and that is where the \$40 comes from. It is off duty officers but they are in uniform but they are technically not on assignment for the Town that day and they pick up the jobs. Mr. Tatum stated sometimes we don't use Township officers. Mr. Benaquista stated if the Township police officers do not pick up the jobs, then it goes out to the County. I believe it was all picked up by the Township this year.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: Dr. Francis (F-33 only), Mr. Monge (F-33 only), Mrs. Regis-Darby (F-33 only)

ABSTAIN: Mrs. Minneci (F-5 Vendor 85992 only) MOTION CARRIED

Mr. Brennan stated the best way to do this is to go by the resolution – I will give you the two finalists for healthcare broker and I will defer to Mr. Nufrio to call for a motion and one nomination will be made and we will go around and vote for the one firm and if it passes that is fine and that is the end. If it doesn't then the second firm gets a chance to be nominated.

Mr. Monge asked when did the RFP go out? Mr. Brennan stated April 24<sup>th</sup> they were due back in. Mr. Monge asked but when did we put them out? Mr. Brennan stated the beginning of April – they have 10 business days to respond. Mr. Monge stated in the past, to give a little history here, we had notices that would go out and it wasn't widespread and we had very little people responding to RFP's and many times we only had one respondent and there wasn't any competitive bidding and a lot of money was lost by the Board and when Mr. Nufrio was last president that Board tried to have more widespread submissions by other people. We had some great responses and there was a process. The president selected a committee which I was on and which has the right to do as Board President and that committee reviewed those submissions with administration and came up with the recommendations to the Board and it was voted on and things worked out great.

This time around the selection was to do a committee of the Board, there was no committee like we did last time, even though there was a suggestion by the Fiscal and Operating Committees of a process of the Board to consider and that was knocked down by the Board President with the position that he has the ability to make a process. We went down that road, spoke with Mr. Griggs and I have said this publicly before, the president has the right to select a committee but the Board is the one who would approve a process. We have gone down this road and we said last week and we heard that we were all supposed to come up with a decision, a vote, an email and the assumption was that whoever had the most votes would be presented and would be on our agenda. Now we are hearing something new and approved which is selecting the top two folks. You may have one that was selected by all nine members and we are still looking at the top two for a vote.

If we had a committee of the Board, and I said this in an email to Mr. Tatum, it is an open process. We should know what every Board member submitted in that open committee of the Board because it is a public process. Then we should discuss that and discuss all these submissions and make a decision.

Mr. Nufrio stated Mr. Brennan you may answer at least in part with regard and I will address the other aspects – with regard to each individual Board submitted to you, you have the spreadsheet for that. Would you distribute that? Or do they already have it? Mr. Brennan stated they don't already have it. Mr. Nufrio stated I have my copy. Mr. Brennan stated the only people that got this sheet was the Superintendent, yourself and the Vice President. I can make copies if you like. Mr. Monge stated this should be a public document. Mr. Nufrio asked does it Mr. Griggs? This was a submission of preferences to the Business Administrator. Mr. Griggs stated at this point it is now a public document. Before this point it was a collaborative deliberative – it wasn't a public document but now that it reached the Board table it is a public document.

Mr. Brennan distributed copies to Board and made same available to public; appended to minutes.

Mr. Nufrio stated what we did discuss in length at several meetings at length with regards to the process is that eventually everything has to be voted on in public. The Board consists of nine members. Each Board member submits a vote in public, not in private. In order to maintain total transparency, I said what we should do then is perhaps let the Business Administrator once again receive all the RFP responses, and he did in a timely fashion. Because of his duty as the BA to sift through the lengthy RFP's and many documents and I said if possible, let's try to keep them at 5-6 for each category. As it turned out, most of the categories were below four. At which time, each Board member was able to view these online or call the Business Administrator directly to get additional information if necessary. Mr. Brennan stated that is correct. At our May meeting we listed all the respondents for the RFP's and then my selections we put up on the Google Drive for the Board to review and then I made recommendations for each and then the Board makes their decision.

Mr. Nufrio stated the process was about as transparent as you can possibly get. Each Board member had an opportunity for about a month to sift through. The only change in the



process which was that there was no committee assembled to do this. About 2-1/2 years ago it was quite difficult for a committee to go through all of these RFP's and certainly the BA's responsibility is exactly that – this is what he is entrusted with and as Mr. Monge indicated, years past we received 1-2 recommendations and then the Board voted before we changed the process where an ad hoc committee was assembled to review those RFP's.

The process is even better now than it was before because each Board could access any one of those RFP's, make a decision for him or herself, submit that to Mr. Brennan which was done and at which time he created the spreadsheet that you are looking at which narrowed down the entities that fit each category so the process can't be any more transparent than this. We could possibly conjure up any other changes in the process, perhaps next year with a new president may decide to do it differently. This is not written in stone. It is like Mr. Monge said that the president makes the decision to assemble a committee or not to assemble a committee. We are prepared to bring these to a vote before the entire Board before the public so that we can proceed to notify all the other entities that did not make the final cut. What you are looking at is the final cut that each Board member submitted and there were four sets of eyes on this to be sure that each Board members' submission was clearly stated and delineated.

Mr. Monge stated you are right you can obviously a Board President can select a committee. A Board President does not create a process. It is the full Board and we actually had four members that part of the Operating and Fiscal Committees that looked to improve the process from two years ago because we had a ton of fees and it was a process and we did have as part of that recommended process to have a shortlist for that committee to go through it. Being part of that committee, the process was much better than it was here because we had the opportunity to have four members along with people from the BA at the time to have a discussion about those submissions. We had some folks come in for interviews when necessary. There were a lot of questions that came up with services which folks don't have a handle on which we ended up doing it very differently than last time. The idea here was to stop pay-to-play opportunities; two, to have competitive process to be able to get the best rates and opportunities as possible for the District to be able to put money into the classroom.

I would definitely differ as it pertains to this being a process and two you don't have the right as the Board President to create the process and you push that right that you created for yourself and Mr. Griggs you can speak to it because I spoke to you last week and I told you and you know he can't create process and you said you are in the middle of this so what am I supposed to do? And I would say to you is that you are our Board attorney and you should advise because it is nowhere in any of the policies and anywhere else that says that unilaterally the Board President can make the policies that takes millions of dollars out of this District through creating his own process without any input from anybody else.

Mr. Nufrio stated that is not so and I beg to differ because the Board was fully cognoscente of what the process was going to be. This is how it was when I was president 2-1/2 years ago that I created the process then. I created an ad hoc committee and then realized that putting all that work on the hands of 3-4 individuals was very difficult and certainly did not really correlate or support total transparency and that is why I decided not to do the ad hoc committee and what I did is absolutely legal. Mr. Griggs if there is a point in any of this that you

feel that it was not so, please speak up because I created a process 2-1/2 years and no one objected and when I announced that I would not be doing an ad hoc committee no one else except 2-3 Board members thought that perhaps we should and everyone had an opportunity for a month or more to review each and every RFP and to ask questions of Mr. Brennan. That was for everyone – how much more transparent can you get, I don't know. Next year is a different story. The new president can opt to do an ad hoc committee and put all the workload on 3-4 people.

Mr. Arminio stated just to bring to the Board's attention that possibly 6-7 years ago the process was that we were given one name and we said either yes or no and there were no RFP's available. We were just given a name by the Board Secretary/BA and we voted yes or no. There were no ad hoc committee, no ability to look at the RFP but I guess you could if you went to the Board office and asked to see the RFP. It was made in a presentation so the process has changed in the years that I have been on the Board and it has changed three times and I don't know if this is part of something that is a process that can't be changed, it is just the way that it is presented to the Board – so that is the history of selecting these services. Mr. Nufrio stated that is similar to what I alluded to before and even Mr. Monge alluded to that we didn't have much of a process. The recommendations were put before the Board, we voted as is only our authority to do is to vote – yes or no or abstain. What we have here is each and everyone's submission, unfortunately Mrs. Richardson is not here this evening but her submission is also listed and we are prepared to present it to the Board for a vote on each category.

Mr. Monge stated Mr. Griggs was asked a question, is he able to answer the question? Mr. Griggs stated talking about the process? Again given the fact that I'm involved in this, the reality is the Board President can set the process as evidence by what has occurred over the last seven years. Ultimately, process or not, each Board of Education member gets to vote on whoever they want to vote on and to my knowledge everybody knew who put in RFP's. Ultimately when the vote is taken, it is up to the Board members. I'm done talking and I'm not going to argue with you. You asked me for a response and you got the response. Mr. Monge stated I'm not arguing with you Mr. Griggs. Mr. Griggs stated I'm not responding. Mr. Monge stated you don't have to respond. I'm not one who has to read this. Just because things were done one way in the past doesn't mean that it is supposed to be dictated going forward. I promise this is the last thing I will say on this, a committee came out of four people, three actually agreed, the fourth didn't say anything, it offered a process to the Board. That opportunity to present that to the Board was made and it was shot down and there was no opportunity for the Board to even discuss it. It was two committees that came together to come up with that. I don't want to discount that. So what are we doing with that Mr. Griggs?

Dr. Francis stated I have a question. I see that Sciarrillo and Florio – two different firms are being voted by five different members of the Board and I want to know – I thought we were voting on each individual attorney – why is there two opportunities for these five members to vote for two law firms? It seems that they should be voting for one and that was our direction.

Mrs. Regis-Darby stated that is what I wanted to ask too. At our last meeting the direction was to vote for one and I pulled up the email and it said to vote for one. This is misleading.

Mrs. Minneci stated can I respond? My recommendation, when I sent it, I specified that the one firm finish out with what they have been working on – any cases that are in process now – to finish what they are doing and that is why I did the two. That is my explanation for myself. Mr. Nufrio stated you weren't alone with that. There were several that I also understood that in order to create even more of a clear picture for the Board, the District, for our tax dollars because in the past there were many questions asked with respect to legal fees. In fact so the public who was not present last week and for those who are at home, I asked Mr. Brennan through Mr. Tatum if it would be o.k. for the Business Department to go back five years and to detail the legal fees.

Mr. Arminio stated point of order, I think what we need to do and we are getting into a realm where we need to make the motion first and then use what you are about to say as part of the discussion for that. Mr. Nufrio stated you are right.

Mr. Brennan stated we are going in order of the agenda, so Mr. Nufrio can you ask for a motion for the firm for health broker. Mr. Nufrio asked for a motion for the two entities that are listed on the sheet per the Board members individual submission. These two made the final cut and we will start with Willis, Towers, Watson.

Moved by Mr. Monge, seconded by Mr. Arminio, that the following resolution be adopted:

F-37. APPROVE ACCEPTANCE OF PROPOSAL - HEALTHCARE BROKER  
Approve Willis Towers as healthcare broker for the 2018-2019 school year.

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby

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

ABSTAIN: None

MOTION FAILED

Mr. Nufrio stated that did not pass so now we need a motion for Brown & Brown, the other entity that made the final cut.

Moved by Mrs. Minneci, seconded by Mrs. Higgins, that the following resolution be adopted:

F-37. APPROVE ACCEPTANCE OF PROPOSAL - HEALTHCARE BROKER  
Approve Brown & Brown as healthcare broker for the 2018-2019 school year.

DISCUSSION:

Mr. Monge stated we are in finance, what is going on here. This is comical. Mr. Nufrio stated this is not comical. Mr. Monge stated so we have the Finance Committee, so we need someone from the Finance Committee to make the motion. Mr. Nufrio stated it is an open motion just like it was an open submission for each and every Board member. It is open because they were all listed there by Mr. Brennan.

Mr. Arminio stated can you tell us about Brown & Brown that would help me change my vote if I so desired to go from Willis Towers. Mr. Brennan stated my recommendation was Willis I can just tell you that Brown & Brown they are well known throughout the State. They were a broker for Green Brook, my previous district, they have a great reputation, they did meet all the criteria and that is all I can tell you.

Mr. Monge asked what is their cost versus Willis? Mr. Brennan stated they came in at \$75,000, Willis dropped their flat fee from \$130,000 to \$115,000. Mr. Monge stated from two years ago looking at Brown & Brown there were a lot of bells and whistles at more cost to that \$75,000. The \$75,000 wasn't a real number and that is what we reviewed when we were in committee in detail and had these open discussions and actually reached out to get that clarification that it wasn't truly \$75,000. Does anyone on the Board know that? Mrs. Regis-Darby stated yes. Mr. Monge stated again this is why to be able to have other folks from the Board to be able to be part of such discussion and evaluation of the like, ended up saving this District millions of dollars at the end of the day especially when it came to the insurance side. Just to let everybody know, \$75,000 is not the number.

AYE: Mrs. Higgins, Mrs. Minneci, Mrs. Williams, Mr. Nufrio

NAY: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby

ABSTAIN: None

MOTION FAILED

Mr. Nufrio stated Mr. Griggs we need guidance now since we have a Board member that is not here this evening. I would ask the public to please refrain from making comments until it is your turn. I do appreciate that. The tape is rolling and it can confuse what has to be transcribed. Mr. Griggs stated at this point I would suggest that the Business Office provide each Board member a submission of each of these brokers and defer voting on it again tonight. So that everybody has the information and can ask due diligence questions. We can request pursuant to Statute that the broker continue to hold whatever price they have and give the Board members an opportunity to review each of the submissions and going forward in future Board meeting, vote on it again.

Mr. Nufrio stated we are also bound to that 24<sup>th</sup> deadline? Mr. Griggs stated if the broker consents to extend it, it is o.k. similar to the paraprofessionals where we requested that they extend the deadline. The Business Administrator would communicate with each of the brokers and request that they extend their proposal. Mr. Nufrio stated I would ask Mr. Brennan to copy all Board members on that particular memo that you will send out to the brokers and also copy the Board members as to their reply. I would like every Board member to see the communications. Mr. Brennan stated absolutely. Mr. Nufrio stated for the record. Mr. Brennan stated absolutely.

Mrs. Regis-Darby stated Mr. Brennan in your professional opinion, as our Business Administrator, we have two firms here and I need to make a decision about a vote for one of these two companies. In your professional opinion, which of these companies is going to be doing the best work for the District? Mr. Brennan stated in my professional opinion, it was my recommendation – Willis Towers Watson.

Mr. Monge stated Mr. Tatum you better have some magic markers – truly magic as we sit here and we try to save jobs in this District and keep money in this District and into the classroom and make sure that we are not cutting staff – I’m going to tell you right now that this is the recipe of disaster for this District. This is what we found out two years ago when we started having a really truly transparent process to be able to save money for this District and stop this pay-for-play BS. This is what is happening. As a parent albeit a Board member here this is what is happening and it is disgusting. Mrs. Regis-Darby stated agree.

Mr. Brennan stated Mr. Nufrio please ask for a motion for the auditor for the District. Mr. Nufrio stated may I have a motion – we have two finalist that were submitted by each Board member.

Mr. Monge stated we have five votes here for Nisivoccia who has been our accountant who has done wonderful work for the last two years which is also Mr. Brennan’s recommendations.

Mr. Arminio stated point of order we have a motion on the table.

Mr. Nufrio stated I would appreciate the Board members, including myself, recall the process so that Mr. Arminio doesn’t have to constantly remind us with a point of order.

Moved by Mr. Monge, seconded by Mrs. Regis-Darby, that the following resolution be adopted:

**F-38. APPROVE ACCEPTANCE OF PROPOSAL - AUDITOR**

Approve Nisivoccia LLP as independent auditors for fiscal year ending June 30, 2018.

**DISCUSSION:**

Mr. Arminio stated Suplee and Clooney had been the auditor for the District for 27 years and at a workshop in NJSEA, and nothing against Suplee and Clooney, they did a wonderful job, but at the workshop the speaker indicated and I don’t know if you could add to this as our Business Administration, every 5-7 years the District should change its auditor to get fresh eyes on what is wrong with the process, find things and I’m not going to go into detail on how they do their audit, but they don’t go through every single item, they pick and choose from all the things that we have in our system. For two years Nisivoccia has done that and maybe in four years they should be changed to Suplee and Clooney or another auditing firm that does such things. My opinion Nisivoccia has done a good job and should remain our auditor for the next few years. Mr. Nufrio stated well stated.

Mr. Monge stated having the opportunity to spend a lot of time with the auditor, Mr. Brennan and Mr. Vieira, I think they have done an awesome job. One of the things that I can remember is them identifying capital that we had lying dormant in a number of accounts that we weren’t using that we were able to repurpose and put it into the classroom and that was happening for a number of years and looking back at old audits. They provided some great direction as it pertains to the whole process we went through in trying to tighten up our accounts and closing up a lot of the dormant accounts. I think they did a great job and I heard something

in my experience something very similar to what Mr. Arminio stated that most companies are with an auditor for a number of years and then there is an idea of bringing in someone new for a fresh set of eyes.

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mr. Nufrio

NAY: Mrs. Higgins, Mrs. Minneci, Mrs. Williams

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated the next resolution is the insurance broker and we only have one and it looks unanimous so it shows some unity there. Mr. Brennan stated Mr. Nufrio please ask for a motion for our property/casualty insurance. Mr. Nufrio stated someone make the motion for Fairview to be the insurance broker.

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

F-39. APPROVE ACCEPTANCE OF PROPOSAL - INSURANCE BROKER

Approve Fairview Insurance Agency Association for insurance brokerage services – property and casualty and worker’s compensation.

DISCUSSION:

Mr. Monge stated Mr. Brennan, you said in your recommendation you talked about a fee and saying it was the standard. Mr. Brennan stated the fee is regulated by the State. They are part of the New Jersey School Insurance Group. All the fees are regulated by the State. Mr. Monge stated so their fee is the same as everybody else? Mr. Brennan stated that is correct.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

Mr. Brennan stated Mr. Nufrio please ask for a motion for the banking service for the District. Mr. Nufrio stated we have two entities that submitted proposals and we will begin with ConnectOne. Mr. Monge stated he would like to make a motion for Valley National Bank. Mr. Nufrio stated we are doing it as listed. There is no reason to deviate from this. Mr. Monge stated I have the right to make a motion. Mr. Nufrio stated I asked for a motion for the first one and then we go to the second one. Mr. Monge stated I have the right to make a motion so I’m making my motion. Mr. Nufrio stated Mr. Griggs? Mr. Griggs stated he can make a motion from the floor.

Moved by Mr. Monge seconded by Mrs. Regis-Darby, that the following resolution be adopted:

F-40. APPROVE ACCEPTANCE OF PROPOSAL – BANKING

Approve Valley National Bank for banking services for the 2018-2019 school year.

## DISCUSSION:

Mr. Arminio stated I have to tell all the Board members that my original vote was for ConnectOne and Sciarrillo and then receiving some information I decided to change my vote to Valley National and to Cleary. However, today we received more and new information that I don't know how many of you would be persuaded to change your positions and make it easier on the Board and the public but I would ask Mr. Brennan to share that information. I think it is valid that everyone hear the information that you shared with me earlier. Mr. Brennan stated I will hand this information out and then we can discuss it. Mr. Monge stated it is public information so we can make copies – I don't think this is the most efficient way we are doing things here. I would make a recommendation that this doesn't happen again. We are deciding on millions of dollars to this District and we are getting information now to try to read and decipher in minutes.

Mr. Arminio stated I don't know who made the motion – you can ask for it to be taken off and deferred. You can withdraw your motion. Mr. Monge stated ultimately at the end of the day I can't, the point is any information that we receive tonight on banking services for us to be getting information on the fly to make a decision on any of these two in minutes is a disservice to this District. Mr. Nufrio stated the only information I'm looking at is the one that is a couple of pages and that is the same information that is in the proposals. Mr. Brennan stated yes, I was trying to clear up some confusion because I was getting some feedback from Board members that somehow our balance in our bank account was an average balance of \$30 million and that is not the case – that was in the RFP specifications because we wanted to put that in there so that we would have a bank with the capacity to handle the \$30 million but that is not what is on our monthly Treasurer's Report. I had the second handout and I had one of our accountants put our balance from July through May and add it up and take an average – our average balance is \$18 million for 2017-18 but you have to take into account that projecting out from July 1, 2018 through next year – 2018-2019 school year – that we expended \$6 million in surplus so we are going to be looking at a balance that is approximately \$5-6 million less on a monthly basis which is \$12 million. The difference between Valley which is 1.69% and ConnectOne which is 1.54% is a difference of .15 basis points which calculates to about \$18,000. I just wanted to put the information out there. I was getting feedback that if we didn't go with the one bank, we would be losing \$80,000 in interest revenue and that is simply not the case and that is where I felt I needed to put this out there tonight even though the proposals have been out for over a month and this is why it is in front of you.

Mr. Monge stated this is the information that I have asked for a while and I'm getting it minutes before I'm supposed to vote on something. First of all the \$30 million was actually Manny Vieira's number as the average and maybe at the time and that is where it came from. Mr. Brennan stated we use to have that balance in the past. Mr. Monge stated just a point of clarification, the \$6 million you are taking away but there is going to be a surplus number whatever the number is – that \$6 million minus whatever we are going to have at the end of the year – it is going to be something. Mr. Brennan stated I can't say what it would be right now but it is not going to be. Mr. Monge stated it is not going to be \$6 million but it will be something but once again there is some break in some of this. Let's say ultimately at the end of the day let's just round up \$20,000 so for two years that is \$40,000 so the question ends up being zero direction because we never had an opportunity to have a sit down with the committee to talk

about what we are looking for. So \$40,000 is the difference over two years roughly. The question ends up being is what is the process to be able to find the not to save money with reputable firms or these folks are viewed as reputable. So that was the justification ultimately for my decision for Valley National if just looking at dollars and cents and ends up being an opportunity to save a job essentially or fund a program potentially so that was my justification.

Mr. Arminio stated is there any other information you need to share Mr. Brennan. Mr. Brennan stated I will share that. There is a notification from ConnectOne that because of the feds fund rate that increased that the rate for ConnectOne goes from 1.54% which is a floor rate to 1.65%; however, Valley National Bank proposal is tied to the federal rate too. Mr. Monge stated we are just going to continue going up. The floor rate we had that conversation and that is meaningless in the next two years in this economy. Mr. Arminio for clarification when the federal rate goes up for both of these proposals, the rates go up. The one thing that is different between Valley National and ConnectOne is 15 basis points than ConnectOne so the increase would be higher.

Mr. Nufrio stated for the public to understand the terminology – floor rate. Mr. Brennan stated the guaranteed floor rate means that ConnectOne offers is at 1.54% in their proposal, it will never go lower than 1.54%. There is a protection there. The market climate right now is not in downturn; however, that is there and where Valley doesn't have a guaranteed floor rate.

Mr. Nufrio asked did you receive any communication from Valley National indicating that their number would be higher than what their proposal that they submitted based on the fed rate? Mr. Brennan stated not as of today. Mr. Monge stated just for clarification, their offer speaks for itself whether they send something in or not. Mr. Nufrio stated as of today we didn't receive anything. Mr. Monge stated it doesn't matter. The offer and their rate would go up. Mr. Nufrio stated an offer is an offer and they indicated that as of July 1<sup>st</sup> that rate is already stipulated as higher – that is all I'm saying.

Mrs. Higgins asked do you have any idea what the cost would be to change? What would be the change? Mr. Brennan stated speaking with my staff which we are down one staff member right now and dealing with that – we have someone in payroll doing two jobs – payroll and accounts payable. We are under staffed and if we would have to make a change it would be very tough on our business office. Many different wires come in from revenue sources as well as going out to our employees during payroll time and some of the funds being wired for 403(b) plans, TSAs and all kinds of wires that are already set up that will have to be redefined. Also ConnectOne has given us great customer service. On February 15<sup>th</sup> we had a problem with payroll not going through and it was an error in the business office and ConnectOne stepped up and got it done right away. Mrs. Higgins stated so that is your recommendation. Mr. Brennan stated that was my recommendation and I sent it to all the Board members my recommendation a couple of weeks ago.

AYE: Dr. Francis, Mr. Monge, Mrs. Regis-Darby,

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

ABSTAIN: Mr. Arminio

MOTION FAILED



Mr. Nufrio stated can we have a motion for ConnectOne.

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

F-40. APPROVE ACCEPTANCE OF PROPOSAL – BANKING

Approve ConnectOne Bank for banking services for the 2018-2019 school year.

DISCUSSION:

Mr. Monge stated it is unfortunate and I look back at our executive meeting minutes and we talked about ConnectOne and them being our folks that we have been working with for quite a while. We did have an opportunity for best and final. Mr. Griggs you called it illegal. I looked at the minutes and you were part of that process and part of that discussion. I think it is a competitive disadvantage for us to do what we are doing here when it comes to services like that. I think we have an opportunity to discuss prior to make sure that we are making the right request. We actually took that RFP and because it wasn't as clear as we wanted it to be we went out for the best and final and looked for some specifics. I think that we had an opportunity to do that after this process and last year ConnectOne stepped up and we had potentially an opportunity to have them step up and we wouldn't be having this conversation about price difference.

AYE: Mrs. Higgins, Mrs. Minneci, Mrs. Williams, Mr. Nufrio

NAY: Dr. Francis, Mr. Monge, Mrs. Regis-Darby

ABSTAIN: Mr. Arminio

MOTION FAILED

Mr. Nufrio stated it did not pass we are in the same situation as we are with the health broker and will we be able to do the same thing with these two entities. Mr. Griggs stated correct. Mr. Nufrio stated we will await the memos that you will send out. Mr. Brennan stated yes. Mr. Nufrio stated we need to protect this Board with that deadline which is for the record the 24<sup>th</sup>. We need to notify them that we were not able to effectively pass or approve either of them. As such, we need additional time.

Mr. Griggs with regards to the fact that we are asking for additional time and what Mr. Monge just indicated that what we did a few years ago was not really the right thing to do and I won't use the word illegal, in asking them to reconsider their numbers, will that be possible now that the resolution did not pass; that would be for both of those categories. Mr. Griggs stated no, we would have to go through the submission process again.

Mr. Monge asked if we put out a new RFP – that is what you are saying? Mr. Griggs stated I am. Mr. Monge stated I want to make a recommendation that the RFP to all of those that submitted the last time because a lot of folks didn't know the RFP went out. I know we went through a process but I think that we have to figure out if we could do a little more and my suggestion before is whoever submitted the last time, give them a complementary RFP and let them know we are submitting for services so that we have more people – competition is always good for the District.

Mr. Nufrio stated Mr. Griggs I need you to comment on that because I think we had a discussion about this in the past. Mr. Griggs stated if we are going to go back out for quotations, what I recommend you do tonight is to pass a resolution to reject these bids and take a look at the RFP spec and then send it back out. I don't disagree. If there were other vendors, certainly you can do that. Put an ad in the paper like you normally do but there is nothing wrong sending to other vendors. I would just emphasize that the specs be very clear on what the criteria is relative to the recent submission. That is what I would recommend you do tonight. Reject all bids and then go forward and go out with an RFP. ConnectOne would carryover until July because you are running a business here. My guess is you must have about 150 accounts, including all the school accounts, student activities, debt service, etc. That would be my recommendation, have them come back in and consider it again.

Mr. Nufrio stated I knew you were going to say that because it was suggested but I'm more focused on is it o.k. for us to solicit vendors. It is o.k. but I would not call it solicit. It is o.k. to send out as many RFP's as you want to. The typically bidder will see it in the newspaper or if they are part of a clipping service and they will know there is an RFP out there. I wouldn't send it to 10 banks but 5 banks and local banks. You want a bank that is convenient to your employees – particularly for payroll, for the board office, student activity accounts and things like that. My target would not be Chase Manhattan Bank – my target would be something in this geographic area. I recommend that a motion be offered to reject all proposals for banking services.

Moved by Mr. Arminio, seconded by Mr. Monge, that the following resolution be adopted:

**APPROVE TO REJECT BANKING PROPOSAL**

Approve to reject all banking proposals received.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Mr. Brennan stated Mr. Nufrio please ask for a motion for the attorney. Mr. Nufrio stated I ask for a motion for a dual firm, of course separate and apart from each other, for Sciarrillo to handle all non-special education services and for Florio Perrucci to handle all special education services issues and cases.

Mr. Monge stated Mrs. Minneci I thought what you said which I think is my understanding as well, if we select someone we would allow someone else other than Sciarrillo – we would allow them to finish off the cases that they were on which I think it would be my understanding as well. Is that what you were saying? Mrs. Minneci stated when I sent my recommendation that what you said is correct. Mr. Monge stated it wasn't what the motion is that Mr. Nufrio requested – it would mean that we keep two firms instead of selecting one for the duration of the next one year.

Mr. Nufrio stated I'm making the motion and of course the Board has to respond to it to split the services of the legal department into two separate categories – Sciarrillo and company to handle all matters non-special education services and Florio Perrucci would handle all special education services, issues and matters.

Moved by Mr. Nufrio, seconded by Mrs. Higgins, that the following resolution be approved:

**F-41. APPROVE ACCEPTANCE OF PROPOSAL – BOARD ATTORNEY**

Approve the law firms of Sciarrillo Cornell Merlino McKeever & Osborne, LLC to handle general law and Florio Perrucci to handle special services.

**DISCUSSION:**

Mr. Arminio stated I have a little bit of a difficult time in voting for two firms in one vote. I would ask that you amend the motion and use Sciarrillo as your primary and vote and then add Florio as a second entity as an independent firm and take the special services. I would have a difficult time voting the way they are tied together. Mr. Nufrio stated that is perfectly find and so I am going to amend the motion so as to clarify that Sciarrillo would be the primary legal entity for this District and Board and Florio Perrucci would be the other law firm to handle all other matters.

Mr. Monge stated a point of order here, Mr. Griggs, if the motion was made and seconded don't we have to finish with that. Mr. Griggs stated I think someone needs to make a motion to amend that motion, second, discussion, vote on it.

Moved by Mr. Arminio, seconded by Mrs. Williams, to amend the previous motion to vote separately for each law firm.

**APPROVE TO AMEND ORIGINAL MOTION TO VOTE SEPARATELY**

Approve to amend original motion to vote separately for law firms.

**DISCUSSION:**

Mr. Monge stated two law firms. Mr. Nufrio stated this is just the motion to amend the motion. Mr. Griggs stated the motion to amend is debatable so comments from the Board regarding the motion to amend and then you go back to your motion. Mr. Monge stated that is what my comment is based on. To have two firms and try to put them in vacuums to do two separate services for one District is not going to save us money. It is not going to create efficiencies. It is not. I think we have capable firms here from Sciarrillo to whomever and if we are going to make a decision to have someone here in this District, I would highly recommend that we select one firm because it is going to cost us less money, create efficiencies and ultimately at the end of the day accountability of the firm that we are working with.

Mrs. Minneci stated when we vote, we have to decide now who is going to do what? We have to decide that this firm is going to do personnel and this firm is going to do the other tonight? Mr. Nufrio stated that is not the case but as Mr. Arminio indicated at some point the next motion Sciarrillo would be the primary with the other firm which is not unusual scenario

because and I will get to that when we are through this motion – we have some data that I requested last week that Mr. Brennan provided for me and I'm going to share that with the Board after this. Having multiple firms for this Board is not unusual for this District. For the past two years we have had one. There is no reason not to have more than one.

Mrs. Regis-Darby stated I think what Mrs. Minneci is trying to say – you can make your own motion to have one finish up the year and make a motion to have the other one – I think that is what you are saying. I don't think that you are saying to have both firms continue for the year. Mrs. Minneci stated that was my original when I sent in my recommendation. Last week with all of that arguing it made me very uncomfortable and I feel that it is not going to stop if we just come to some kind of a different term or agreement. Mrs. Regis-Darby stated you have the right to make your own motion for what you want. Mrs. Minneci stated if we went with two, do we have to decide now who is doing personnel and who is doing the other. Mrs. Regis-Darby stated that would be the motion. Mrs. Minneci stated I just thought if we were going to vote on the firm and then whenever that decision is made then we figure who is doing what and who is going to be sitting at the table with us. I wanted to clarify that because I'm confused and I'm sure everybody out there is confused. I just want some clarity because I just feel that we are going in circles. Mr. Nufrio stated all we have to do is conclude the motion to amend my first motion and if that doesn't fly that is fine and then we go through a subsequent motion. Correct Mr. Griggs? Mr. Griggs stated yes.

Mr. Arminio stated I would ask the chair to specify the motion.

Mr. Nufrio stated per your recommendation I motion to amend my first motion because you were not comfortable and possibly others were not with having dual and to vote on two entities at one time. The motion is to amend the first motion to separate the two and by your own suggestion – one would be the primary and one would be the secondary and at that point I guess the Board can decide which does (a) and which one does (b). Again we have had in the past multiple firms dealing with different situations.

Mr. Arminio stated I understand but I would still have to vote for two firms with one vote even though one is primary and the other is secondary. Wouldn't that be two separate votes? Mr. Nufrio stated I thought you wanted it that way – I wanted to separate and only vote for one.

Mr. Nufrio stated I will amend the amend, the amend would be we have a motion that has to be voted on. I withdraw the motion. Mr. Griggs stated you have a motion on the floor and a second so you have to vote on that and that motion was to amend your original motion which was to split the firms and your original motion was Sciarrillo – general and Perrucci special ed. Mr. Nufrio stated so that was the motion to separate the two into two separate services but also defined. Is it clear to you now? Mr. Arminio stated yes, it is clear. Mr. Nufrio stated just for the record.

Mr. Griggs stated if you vote yes, then the original motion will be amended to vote separately.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,

Mrs. Williams, Mr. Nufrio  
NAY: None  
ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated we are presenting two separate entities – one at a time. Mr. Brennan stated Mr. Nufrio ask for a motion. Mr. Nufrio stated the motion is to recommend Sciarrillo as one of the firms that will represent this District.

Moved by Mrs. Higgins, seconded by Mrs. Williams to approve the law firm of Sciarrillo Cornell Merlino McKeever & Osborne, LLC to handle general law.

DISCUSSION:

Mr. Monge stated we are talking about voting on a to be determined service by a law firm. How does that make sense? Mr. Nufrio stated Mrs. Minneci indicated that she really didn't want to vote on that now. Mr. Monge stated what Mrs. Minneci is saying is which is common practice I would assume is that if we select someone new we would allow Sciarrillo to finish up any cases that they are working on and then everything that is new would be done by the new law firm. Mrs. Minneci stated and I also said and not to exceed whatever we budgeted. To finish out whatever they are doing. Mr. Nufrio stated without separating any services - without identifying.

Mr. Monge stated can the motion be clarified. Mr. Nufrio stated that was the intent of the motion but we can amend that again. We are making a motion to amend that amended to further clarify per request by Board members.

Moved by Mrs. Minneci, seconded by Mr. Monge to amend the previous motion to approve the law firm of Sciarrillo Cornell Merlino, McKeever & Osborne, LLC to complete all unfinished cases in progress.

APPROVE TO AMEND PREVIOUS MOTION

Approve to amend previous motion to approve the law firm of Sciarrillo et al to complete all unfinished cases in progress:

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Mr. Nufrio, seconded by Mr. Arminio, that the following resolution be adopted:

**APPROVE TO RETAIN THE LAW FIRM OF SCIARRILLO ET AL**

Approve to retain the law firm of Sciarrillo Cornell, Merlino, McKeever & Osborne, LLC to complete all unfinished cases in progress.

**DISCUSSION:**

Mr. Nufrio stated I asked last week Mr. Tatum to request from Mr. Brennan data pertaining to legal services for the past five years – aggregate numbers and they are as follows – do you have those sheets Mrs. Cappiello – stated yes. All the Board members and Central Office have copies. These are the figures that were finalized by the business office and it included in the past for those that may not know the history. Early 2015, Mr. Damato was our in-house full-time Board Attorney and also the Board Secretary. Prior to 2015, these are the aggregate numbers of both and this is all public information that can be found by either requesting it or going online if necessary. I will start with 2011 through 2012 – Mr. Damato’s salary was \$185,500 and outside firms as I alluded to just minutes ago – we had multiple firms – the only thing missing is the names of the firms but I only asked for numbers. The outside contract for legal fees amounted to 2011-2012 academic year was \$154,115 – a total some of legal fees for that year of \$339,615. The next year 2012-13 the salary was \$189,210 and the outside contract for legal fees were \$143,816 – totaling \$333,026. The 2013-2014 year the salary was again increased per contract - \$192,994 for Mr. Damato and the outside contracted legal fees were \$175,000 for a sum total of \$367,094. The 2014-15 year salary was \$196,791 and outside contracted legal fees were \$135,682 – totaling \$332,473 and the year which Mr. Damato retired which was September 30, 2015, his salary for July/August/September was \$50,198 and the outside legal fees were \$137,041 for a total of \$187,239. Again stressing the legal fees were \$137,041 on top of the salary that the District paid Mr. Damato.

The Sciarrillo firm was approved December 15, 2015 and the 2016-2017 year – the contract of legal fees was \$220,779. The initial year of the appropriation was \$260,000 and then reduced down to \$200,000 by the Business Office. The total amount of fees by Sciarrillo firm was \$220,779 and the 2017-18 year which is about to conclude is \$260,300. Just want to bring that to the Board’s attention because when I made this request, I indicated that it was just an off the cuff estimate was the contracted law firms were approximately \$150,000 a year but if you average it out it was probably close to that but I didn’t do that math but when you have \$154,000, \$143,000, \$144,000, \$175,000, \$135,600, \$137,000 – I guess you can safely say it is an average of \$150,000 for additional legal fees prior to the Sciarrillo law firm coming into the District which handled all legal services of all different categories.

Mr. Monge stated that is the point of having a single law firm. Before Sciarrillo came we had multiple – at least three firms before they came and tightened things up and that was the expectation here was that we didn’t have an in-house attorney – we were going to be able to save money that way and this is what we ended up doing and the savings is definitely there.

One thing Mr. Brennan, we had \$260,000, tonight we actually approved a budget of \$280,000 assuming that we would potentially need it for the 17-18. Mr. Brennan stated because

the year is not over. The \$20,000 is a cushion right now. Mr. Monge stated that would be about \$60,000 or thereabouts and that is the \$60,000 more or less in the neighborhood that I have been talking about that we have the opportunity to try to curtail here and be able to save the District some money. Thank you for the presentation.

Mr. Nufrio stated bearing in mind for the public to fully understand there were many situations that were unforeseen over the past few years such as tenure charges, lawsuits and such in addition to the ordinary day-to-day legal services that they offered and including all special services. They were the only entity that has represented this District since December 15, 2015.

Mr. Monge stated \$165 an hour just like the vast majority of the others.

Mr. Arminio stated Mr. Brennan or Mr. Griggs, in your experience, the \$220,000 - \$260,000 if you go around the County or a district of our size is that a number that is common or more than or less than you would see in a district. Mr. Griggs stated it is common but with the caveat it depends on what happens. The \$260,000 this year, you had negotiations with the UTEA, you do that every three years. You have a tenure case in there and some other hearings in there. But the answer to your question is yes.

Mr. Monge stated didn't we just vote on this? Mr. Griggs stated the motion was for Sciarrillo to complete whatever they were working on.

AYE: Mr. Arminio, Mrs. Higgins, Mrs. Minneci, Mrs. Williams, Mr. Nufrio

NAY: Dr. Francis, Mr. Monge, Mrs. Regis-Darby

ABSTAIN: None

MOTION CARRIED

Mr. Monge asked is there a cap on this because I know Mrs. Minneci said something of that but I didn't hear that in the motion so that open-endedness is making me feel uncomfortable. Mr. Nufrio stated you voted already. Mr. Monge stated but you voted already. I just want clarification. Mr. Nufrio stated we are in the voting mode and you keep asking for clarifications. The clarification was in the discussion and comments which you received. You can keep asking the public to support your constant interruptions which is fine but we have a process and I have to make sure the process is executed. We are in the voting mode. Has the roll call been completed? Mrs. Cappiello stated yes – 5-3 for Sciarrillo to finish out.

Mr. Arminio stated just for clarification we do have a cap, we did it last time at the end of the school year. Mr. Monge stated what we just voted on that \$280,000 is not the cap we are talking about. They may have a case that may go into next year which is a totally different budget year.

Mr. Nufrio asked how can you predict what services, how much more services they need to render to complete those pending or outstanding cases – it is impossible to do. We have to rely on the fact that so far they have proven to be extremely kind in their legal fees compared to the past 3-4 years prior. The motion is carried and we go to the next.

Dr. Francis stated the only problem I have is that when you get rid of for example if I had an accountant and I am going to switch accountants, I would just pick up my stuff from one accountant and give it to the other accountant to finish and take over. We allow someone to finish up something, it may run longer and into the next year and therefore if you just say no that's it and give it to the new lawyer, that new lawyer is now bounded by whatever our budget is and they have to get it done.

Mr. Nufrio stated then you should have put that into the discussion earlier and the motion has carried and by process it is carried. This is not a game or children's play. This is an official process. We can't keep jumping back and changing the process. The motion was carried. This is something that the public is still perhaps not totally cognoscente of that there is a process.

Mr. Brennan stated Mr. Nufrio I need a motion for Florio to be Board Attorney. Mr. Nufrio stated Florio to be the Board Attorney – separate and apart from those that are still outstanding. Mr. Brennan stated that is correct.

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

#### APPROVE ACCEPTANCE OF PROPOSAL - BOARD ATTORNEY

Approve the law firm of Florio Perucci et al to serve as Board Attorney for the 2018-2019 school year.

#### DISCUSSION:

Mr. Monge stated I know the Google drive did not have and I know you had an option of getting a disc for those who have CD's but just a point of information, that Google Drive did not have all of the RFP's and that one in particular. Mr. Brennan stated I was directed to pare down the legal RFP's – we had nine and pare it down to 5-6 and upload those to the Google Drive, but in the May meeting, all of the responses were listed on the agenda. Some Board members asked for that information. Mr. Monge stated who directed you to do that? Mr. Brennan stated that was part of the process. Mr. Monge stated if we are going back to transparency and we are all Board members and we should have been able to have access to everything. It is amazing to me that the one we have here discussing for a vote wasn't even up on the drive because it wasn't your recommendation. Mr. Brennan stated it wasn't my recommendation.

Mr. Monge asked did we look at the political contributions for this law firm? Mr. Brennan stated all the law firms were required. Mr. Nufrio stated point of order, was there a second? Mrs. Cappiello stated yes.

Mr. Monge asked do you have that disclosure form? Mr. Brennan stated I don't have that with me right now but it is in the RFP response. Mr. Monge asked did anybody not see that on the Board? Mr. Nufrio stated I don't think that is part of individual Board members did or didn't see. Mr. Monge stated this is a committee of the whole right Mr. Griggs? Mr. Griggs stated no, it is not a committee of the whole what you are doing is you put a motion on the table so you have the right to express your viewpoint but you don't have a right to question other Board members what they did with all due respect. Mr. Monge stated it is unfortunate that we didn't



have the opportunity as a committee of the Board to any discussion. Mr. Griggs stated you are still making a statement and I would suggest you take a vote.

AYE: Mrs. Higgins, Mrs. Minneci, Mrs. Williams

NAY: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mr. Nufrio

ABSTAIN: None

MOTION FAILED

Mr. Brennan stated Mr. Nufrio please ask for a motion for Cleary as our attorney.

Mr. Nufrio asked for a motion for the Cleary law firm for Board attorney.

Moved by Monge, seconded by Mrs. Regis Darby, that the following resolution be approved:

**APPROVE ACCEPTANCE OF PROPOSAL – BOARD ATTORNEY**

Approve the law firm of Cleary Giacobbe et al to serve as Board Attorney for the 2018-2019 school year.

**DISCUSSION:**

Mr. Monge stated just a point of reviewing their response, they are very well represented throughout the State in various districts and universities and what I saw their political contributions were empty just like Sciarrillo and that is one of the reasons I voted for them last time.

Mr. Arminio stated Mr. Brennan your original recommendation was Sciarrillo and were there any other firms? Mr. Brennan stated Schenck Price who I had experience with in my other district. Mr. Arminio stated so these other two firms you did not recommend. Mr. Brennan stated they were not my particular recommendations but Cleary was one of the RFP's that was submitted in Google Drive.

Mrs. Higgins stated this is the last one. Mr. Nufrio stated that is correct. Mr. Arminio asked what would happen once the Sciarrillo firm finishes their cases, then Cleary would take over. Mr. Nufrio stated if they should pass.

Mr. Monge stated they would take on other responsibilities right away outside of cases. Mr. Nufrio stated yes if they should pass.

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby

NAY: Mrs. Minneci, Mr. Nufrio

ABSTAIN: Mrs. Higgins, Mrs. Williams

MOTION FAILED

Mr. Nufrio stated once again we are in the same dilemma and we need to re-present this in the July meeting.

The motion earlier to retain the Sciarrillo law firm to continue with resolving all other matters that motion did pass – correct? Mrs. Cappiello stated correct.

Mr. Nufrio stated we will have to re-present this in the July meeting which is scheduled for July 17<sup>th</sup>. Mr. Arminio asked when is the contract date up? Mr. Brennan stated June 30<sup>th</sup>. Mr. Arminio stated so do we go into the July meeting without representation which is not very wise or do we maintain the Sciarrillo firm until we have a firm to represent us. Mr. Nufrio stated to continue the services. Mr. Arminio stated I don't know if that is a case that continues? Mr. Monge stated Mr. Nufrio is making that is what he offered and I understand that. It isn't really clear but I think we need clarity. Mr. Nufrio stated I can add a little more clarity in that. Mr. Griggs is your law firm prepared to go into and up to July 17<sup>th</sup> without an actual contract for the entire year. Mr. Griggs stated sure, no problem. Mr. Nufrio stated there is no problem and that is on the record. Mr. Monge are you o.k. with that clarification? Mr. Monge stated thank you very much.

Dr. Francis stated are we then going to send new RFP's out or is it just those three? Mr. Nufrio stated I think my opinion is that sending new RFP's is going to complicate the matter more so and having said that we are going to continue having the Sciarrillo law firm represent this Board until the 17<sup>th</sup> without a problem of a contractual nature. I don't see a problem and since we have a Board member that is not here this evening and will be here next month. I see no reason to resend the RFP's for the same matter. Dr. Francis stated specifically for those already submitted RFP's. Just like you are asking ConnectOne and Valley National and the other people that may be interested. You are doing the same thing. Mr. Nufrio stated you can access the law firms we have plenty of them. There is no point in getting more than we already have to begin with. If the Board wants to repost and readvertise; somebody needs to make a motion. Dr. Francis stated maybe we can just consider the other ones. Mr. Nufrio stated I think at this point it is automatic at this point.

Mr. Griggs stated you need to request that whoever put in an RFP consent to extend the timeline to July. Mr. Nufrio stated of course, they need to be notified. You already said it is not a problem. Do we need to notify your firm? Mr. Griggs stated no, we consent.

Mr. Monge asked do we vote on that? Because I'm fine with that. Mr. Griggs stated no you don't have to vote on it. He just has to send a letter to the vendor requesting permission and consent to extend the proposal until the Board meeting in July.

#### OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mr. Monge, seconded by Mrs. Williams, that the following resolutions be adopted:

##### 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 2017-2018 school year, in accordance with the information appended to the minutes.

##### O-2. APPROVE CONTRACTS TO RENEW, AWARD OR PERMIT TO EXPIRE

Pursuant to PL 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.

**O-3. APPROVE DISTRICT'S PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENTS**

Approve the District's participation in non-binding cooperative purchasing agreements with the following for 2018-2019:

1. Educational Data Services, Inc., 236 Midland Avenue, Saddlebrook, New Jersey
2. Hunterdon County ESC Cooperative Purchasing, 51 Sawmill Road, Lebanon, New Jersey
3. Educational Services Commission of New Jersey, 1660 Stelton Road, Piscataway, New Jersey
4. Somerset County Educational Services Commission, 568 Central Avenue, Bridgewater, New Jersey
5. Sussex County Educational Services, 10 Gail Court, Sparta, New Jersey
6. Morris County Cooperative Pricing Council, 502 Millbrook Avenue, Randolph, New Jersey
7. Region 4 ES Interlocal, 7145 West Tidwell, Houston, Texas

O-4. *Agenda item approved at June 12, 2018 worksession (anticipated facility requests)*

O-5. *Agenda item approved at June 12, 2018 worksession (alternate method of compliance)*

**O-6. APPROVE USE OF SPACE HEATER IN CLASSROOM**

Approve, based on conditions approved by the Township of Union Department of Public Safety Fire Division, the use of a space heater in a classroom at Burnett Middle School to provide a Section 504 accommodation for a staff member.

**O-7. APPROVE REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT**

Approve request from Township of Union Recreation Department requesting a school bus and driver for field trips (various dates from June 25 to August 10, 2018), in accordance with the information appended to the minutes.

**O-8. APPROVE REQUEST FROM UHSPAC**

Approve request from from the Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on September 14, 2018 for auditions and October 6, 2018 for rehearsal and public performance, in accordance with the information appended to the minutes.

**O-9. APPROVE CREDIT CHANGE ORDER**

Approve Credit Change Order #1 for the remaining contingency allowance not used for the media center HVAC upgrade at Union High School in the amount of \$10,000, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. Monge stated O-7 – do we know what cost is going to be? This is the request from the Township of Union Recreation Department – requesting a school bus for field trips on various dates. Do we have a guess on what it is going to cost us? Mr. Brennan stated I don't have that with me. Mr. Nufrio stated do you have any idea what it was in the past? Mr. Brennan stated no.

Mrs. Minneci stated it is 12 days and some of them are to the Knights of Columbus and the other ones are little trips to Turtle Back Zoo. It is local. Mr. Monge stated I have that information but the question was the hourly rate, what is it going to cost the District? It is not a program that is co-sponsored by the school board, they are charging \$300 per each child but we are essentially subsidizing the Town's program. Here we are again just like the other one, we are voting on something we don't even know the dollar amount that we are voting on and I don't know why we are subsidizing the Town's programs unless we were co-sponsors which I looked at the information and we are not.

Mr. Arminio asked do we have any full-time bus drivers that work year round. Mr. Brennan stated we have three full-time. Mr. Arminio stated the bus driver cost is already covered by the fact that they are being paid. Mr. Monge stated I think we have bus drivers for our own reasons. Why do we have folks over the summer if we are not using them. Mr. Arminio stated if they have to be here – summer school. Mr. Tatum stated Mrs. Conti can help me out here, the ESY program are we using the part-time drivers or the contracted. I believe we have two full-time drivers. In my experience, I don't know if there was really a charge. Mr. Monge stated I looked at the flyers and it is \$300. This ends up being the things that are in the Shared Services Agreement – I don't know but if we are going to be subsidizing a program we should at least be a co-sponsor item. Here we are approving to write a check and we don't even know or what it is going to cost us. It is very projectable. I saw the back-up as well. I don't like voting on a blank check without really knowing a number.

Mrs. Minneci stated if special services are using certain drivers, they are not with them all day long so if they are on that day, so they share. Mr. Tatum stated we have one gentlemen that actually just did that. He did a run for the District and then a run for the Town and that was the late Mr. Cooke. I recall that he did a run for special services and then the senior citizens. What the fees were? I don't know.

Mr. Nufrio stated they are Union students and children. I don't see the real problem. This has been past practice and we have done this before and I believe as a Board agreed that we would simply sit back and next calendar year we would reassess what the Board will consider or not consider in the future. My thoughts on this it is about the kids. Mr. Monge stated I agree with you but the point being made here is that we should have not have recommendations in front of us without us really knowing what the costs are and the other request we would make is

that we would do this together and make sure we have the logistics. If we know next year we are not going to have this same conversation again – I'm all for that. Mr. Tatum stated one of the things that we actually discussed with Mr. Arminio and Mr. Brennan, we actually have a meeting on July 5<sup>th</sup> to talk about these issues that the Board had addressed in the last worksession. Mr. Loessel also joined us regarding these issues where some use our entities and services and vice versa so we were going to talk about it and come back to the Board for another discussion and hopefully some recommendations and how we move forward. Remember the other thing was a fee schedule when we have in-Town vendors and the actual amounts that are being charged and the confusion about one police officer, one security guard and fees tied to the contract – the Collective Bargaining Agreement. There are a number of things that we have to talk about.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (O-7 only)

MOTION CARRIED

Mr. Monge stated we have a discussion item which is part of the handout.

1. Email from Linda Ionta requesting use of outside fields for August 11, 2018 from 9 a.m. to 12 p.m. for event sponsored by the Union Athletic Department and the Union Recreation Department to promote fitness and sports participation for the youth of Union.

Mr. Nufrio stated since it is for August 11<sup>th</sup> we can obviously put this on if necessary – approved by the Board consensus to put this on the July 17<sup>th</sup> agenda.

Mr. Arminio stated what some people have been saying it is sponsored by the Union Athletic Department and the Union Recreation and here is one that is a joint effort and coming from our Athletic Director and it is a 3-hour window to use our field here for our kids. There is no reason not to put this on the agenda for July and pass it. Mr. Nufrio stated no argument there – at least from me. Mr. Monge stated I agree.

Mr. Nufrio stated we will place this on the agenda for July 17<sup>th</sup>.

#### PERSONNEL COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolutions be adopted:

P-1. *Agenda item approved at June 12, 2018 worksession (personnel actions)*

#### P-1A. PERSONNEL ACTIONS

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

#### P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 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:

**Resignations**

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Ocampo, Risa	P/T Cafeteria Aide	Connecticut Farms Elementary	5/24/18	Resignation	
Faynor, George	P/T Cafeteria Aide	Connecticut Farms Elementary	5/30/18	Resignation	
Linares, Elena	P/T Bus Driver	Transportation	5/31/18	Resignation	
Cuesta, Christopher	Physics Teacher	UHS	6/30/18	Resignation	
Nawaz, Rabia	Teacher of Science	KMS	6/23/18	Resignation	

**Retirements:**

Grasso, Gail	Teacher of Special Education	Union High School	6/30/18	Retirement	
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P-4. APPROVE LEAVES

Approve leaves for the following staff:

**Leaves of Absences:**

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	<b>Notes/ Corrections: All tentative approvals are pending required documentation.</b>
Barca, Jamie	Teacher of Special Education	Hannah Caldwell	9/1/18-6/30/19	Unpaid Maternity Non FMLA/NJFLA	<b>FMLA/NJFLA hour requirements not met.</b>
Boyd, Carlton	Skilled Craftsperson's	Maintenance /Central Office	4/4/18-7/15/18	Unpaid FMLA Leave	<b>FMLA Entitlement not to exceed 12 weeks.</b>

Filgueiras, John	Classroom Assistant	Burnet Middle School	5/16/18-5/24/18	Unpaid FMLA Leave	<b>FMLA Entitlement not to exceed 12 weeks.</b>
Furman, Robyn	Mathematics Teacher	Burnet Middle School	6/4/18-6/22/18	Paid Medical Leave followed by unpaid FMLA	<b>FMLA Entitlement not to exceed 12 weeks.</b>
Hutter, Lisa	Elementary Teacher	Livingston Elementary	Extension Return 9/1/18	Extension of Paid Maternity Leave	Org. Leave began on 4/25/18
Marino, Lindsay	Elementary Teacher	Jefferson Elementary	9/4/18-Return 10/19/18	Paid Maternity Leave followed by FMLA/NJFLA Leave (Concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
McCarthy, Jill	School Counselor	Burnet Middle School	9/1/18-9/1/2019	Paid Intermittent FMLA/NJFLA (Concurrently)	<b>FMLA/NJFLA Entitlement not to exceed 12 weeks.</b>
Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	<b>Notes/ Corrections: All tentative approvals are pending required documentation.</b>
Shaw, Heather	10 Month Secretary	Union High School	Extension Return 9/1/18	Unpaid FMLA Leave	<b>FMLA Entitlement not to exceed 12 weeks.</b> Original Leave began 4/24/18
Tuohy, Vanessa	School Social Worker	Union High School	Extension Return 6/1/18	Unpaid Maternity FMLA/NJFLA Leave (Concurrently)	
Walters, Anne	School Psychologist	Burnet Middle School	5/16/18-6/22/18	Unpaid Non FMLA Medical Leave	<b>FMLA Requirements not met</b>
Whitely, Susanne	Social Studies Teacher	Union High School	5/23/18-6/22/18	Paid Medical Leave 5/23/18-6/22/18	

Wyckoff, Russell	Health and Physical Education Teacher	Franklin Elementary	5/29/18-6/22/18	Unpaid Non FMLA Medical Leave	<b>FMLA hour requirements not met.</b>
Yancey, Tamiyah	Media Clerk	Franklin Elementary	11/28/18-Return 1/21/19	Paid Maternity Leave followed by FMLA/NJFLA Leave (Concurrently)	<b>FMLA Entitlement not to exceed 12 weeks.</b>
Vigginao-Cohen, Amanda	Teacher of Science	KMS	9/5/2018-12/14/2018	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	<b>FMLA Entitlement not to exceed 12 weeks. Tentative start date of leave.</b>
Murphy, Alison	Elementary Teacher	Hannah Caldwell	Extension Return 9/1/2019	Extension OF Unpaid Maternity Non FMLA/NJFLA	<b>FMLA/NJFLA entitlement time exhausted. Original leave began 10/2017.</b>
Leung, Christina	Teacher of Music	Wash	9/4/2018-Return 1/2/2019	Unpaid Maternity Leave FMLA/NJFLA (Concurrently)	<b>FMLA Entitlement not to exceed 12 weeks.</b>
Scotto, Jaclyn	Teacher of English	UHS	Extension Return 9/1/2019	Extension OF Unpaid Maternity Non FMLA/NJFLA	<b>FMLA/NJFLA entitlement time exhausted. Original leave began 9/2017.</b>
<b>Elliott, Kenneth</b>	<b>Security Officer</b>	<b>Jefferson</b>	<b>9/1/18-8/1/19 Return 9/1/19</b>	<b>Unpaid Non FMLA Leave</b>	<b>Non FMLA leave.</b>
<b>Romeo Andriulli, Teresa</b>	<b>Elementary Teacher</b>	<b>Franklin</b>	<b>Extension Return 9/1/18</b>	<b>Extension of unpaid FMLA</b>	<b>FMLA Entitlement not to exceed 12 weeks.</b>
<b>Jones, Coree</b>	<b>Custodian</b>	<b>UHS</b>	<b>4/26/18-6/25/18 (tentative)</b>	<b>Unpaid FMLA</b>	<b>FMLA Entitlement not to exceed 12 weeks.</b>

**P-5. APPROVE AFFIRMATIVE ACTION OFFICERS**

Approve Affirmative Action Officers as follows: Appointment of Gerry Benaquista as Affirmative Action Officer, Akua Boakye as Assistant Affirmative Action Officer and Benjamin Kloc as Affirmative Action Officer for classroom practices for the 2018-2019 school year at no cost to the District.



**P-6. APPROVE DESIGNATED PERSON - ADA/FACILITY COORDINATOR, IPM COORDINATOR AND AHERA**

Approve appointment of Barry Loessel, Supervisor of Buildings and Grounds as ADA/Facility Coordinator, IPM Coordinator and AHERA designated person for the 2018-2019 school year at no cost to the District.

**P-7. APPROVE 2018-2019 ATHLETIC EVENT ASSIGNMENTS/FEES**

Approve the 2018-2019 Athletic Event (a) staff assignments and (b) staff fees, in accordance with the information appended to the minutes.

**P-8. APPROVE ATTENDANCE AT UCASE MEETINGS**

Approve Kim Conti, Director of Special Services to attend UCASE meetings at a cost of \$50 for the 2018-219 school year.

**P-9. APPROVE EMPLOYEES FOR REAPPOINTMENT – 2018-2019**

Approve employees on the attached list be reappointed for the 208-2019 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**POLICY COMMITTEE:**

Mr. Arminio stated we have four policies for the first reading:

**POL-1.APPROVE POLICY 1250 - VISITORS**

Approve Policy 1250 – Visitors, in accordance with the information appended to the minutes. (*FIRST READING*)

**POL-2.APPROVE POLICY 2131 – CHIEF SCHOOL ADMINISTRATOR**

Approve Policy 2131 – Chief School Administrator, in accordance with the information appended to the minutes. (*FIRST READING*)

**POL-3.APPROVE REGULATION 3541 – SUBSCRIPTION BUSING**

Approve Regulation 3541 – Subscription Busing, in accordance with the information appended to the minutes. (*FIRST READING*)

**POL-4.APPROVE POLICY/REGULATION/LEGAL REFERENCE 4116 – EVALUATION OF TEACHING STAFF MEMBERS**

Approve Policy/Regulation/Legal Reference 4116 – Evaluation of Teaching Staff Members, in accordance with the information appended to the minutes. (*FIRST READING*)

Mr. Arminio stated that the Policy Committee did forward Policy #4116 to the UTEA for their review.

Mr. Nufrio stated I have a question on Policy 1250 – Mr. Griggs to my best recollection, wasn't that a mandated change. Mr. Griggs stated yes.

Mrs. Regis-Darby left meeting (10:38 p.m.)

**RESIDENCY COMMITTEE RESOLUTIONS:**

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolutions be adopted:

**R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS**

Approval be given to amend the list of students removed from the rolls [two (2) students exited from May 16, 2018 through June 12, 2018 (1 from elementary, 1 from secondary) or a total of twenty-eight (28) students for the 2017-2018 school year] who are not domiciled in this school district and four (4) students who will be allowed to complete the 2017-2018 school year, in accordance with the information appended to the minutes.

**R-2. APPROVE TO REMOVE STUDENT**

Approval to remove student #248086 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

**R-3. APPROVE TO REMOVE STUDENT**

Approval to remove student #308110 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

**DISCUSSION:**

None

**AYE:** Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge,  
Mrs. Williams, Mr. Nufrio

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Mrs. Regis-Darby returned to meeting (10:40 p.m.)

**TECHNOLOGY:**

Mrs. Higgins stated starting in three weeks we are going to move all the schools from Comcast to Lightpath. Each individual building will be connected to Lightpath – starting with the high school. It is \$26,000 per month starting in August. We are paying \$16,000 right now for not so great service so it will be upgrade and it will be cloud based.

We started collecting the Chromebooks in the library on the 13<sup>th</sup> in the high school and we finished a week early for our PARCC testing in the high school.

Mr. Nufrio stated when I heard the cost of Lightpath was greater than what we are paying Comcast but that is because we have cloud service. Mrs. Higgins stated in the high school if their service goes down, then it goes through all the schools, so this way each school is independent and it is much better. Mr. Nufrio stated for the public to understand why we would pay an extra \$10,000 is for the additional services that are provided which Comcast did not provide. Mrs. Higgins stated this is a much more robust package than what Comcast has to offer.

Mr. Nufrio stated this was by recommendation of the Director of the Technology Department. Mrs. Higgins stated that is correct.

#### APPROVAL OF BILLS:

Moved by Mr. Monge, seconded by Mrs. Minneci, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

#### DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (Vendor 49500 only)

MOTION CARRIED

#### UNFINISHED BUSINESS:

Mrs. Regis-Darby stated at the worksession I asked for an update on the pre-k. Any new updates for the public? Mrs. Moses stated next week we are going to start calling parents. First we will meet with the Education Committee to go over fees, look at what the BA has in terms of guidelines and fees and then we will call parents individually. It will be first come, first served from the list and then we will post it on the website. Right now there are three classrooms scheduled. Next month we will have the schools for you.

Mrs. Higgins left the meeting.

Mr. Arminio stated just so that everyone is aware, a teacher at the high school, Nick Fioroni he has been cited for the nicest looking teacher in the United States but he also does some other things and one of the other things that he did was he started a "Go Fund Me" page for a mother and a son who are homeless and he far surpassed the amount of money that he requested to help this mother and son – so the young man can continue going to Union High School. I just want Nick to get some recognition. It was a wonderful thing that he did.

If you come to a football game, our twirlers are there – rain or shine, no matter what and most of the time perform. The advisor Nicole sent a letter to the Board and I want to point out some of the things about her twirling team. Union High School is the only school in the County and one of the very few in the entire State of New Jersey that still represents twirling. The team won three 2018 State championships in three organizations. This is the third year in a row that

the girls won a State championship. Their win at the USTA was the greatest accomplishment. Congratulations to the twirling team.

Congratulate to Holly Higgins and Mary Ellen Petricco – they were the co-chair people for Relay for Life that we held recently. We exceeded the goal and money is still coming in. For those that donated, thank you so much.

There are three young ladies from the high school – Elizabeth Arius, a 10<sup>th</sup> grade and Emily Arius, an 8<sup>th</sup> grader and Taylor Ortiz, a 10<sup>th</sup> grader – who need to be recognized because they had their community hours already and they went to Nora Gardens, a housing on Stanley Terrace for seniors that fall below a certain income level and they went there and volunteered their entire afternoon with the seniors. The reason why I'm recognizing the girls is because Nora Gardens is a public entity and wants to partner with Union High School, as other groups do, where our students can go there and do community service there and working with the elder people.

PRIDE – the organization of the UTEA has donated hundreds of dollars of items to the Friends of the Union Public Library so I would like to thank them for the donation. The Friends of Union Public Library is sponsoring a program, along with the Union Library, for ESL students and these students can go to the library during the summer and there is a curriculum so that our students who need extra help will not regress during the summer. All studies show if they don't keep up on their work they will regress. This program is one way that these students can continue to progress and learn English and make it easier for them in September when they come back to school. This is for all Union students and you can look it up on the Library website and register and be part of the program. They have a dedicated person just to teach those kids.

Mrs. Minneci stated I went to Franklin's pre-k graduation and I was very impressed with the singing and the little program they put on. They did a very nice job.

Mr. Nufrio stated I was conferring with Mr. Tatum and I need some clarification. We all received this list – P-9. Mr. Benaquista stated the renewal list. Mr. Nufrio stated this includes people that have been RIF. Mr. Benaquista stated yes. Mr. Nufrio stated I thought we would have identified that because myself, Mrs. Minneci nor Mrs. Higgins thought that these were the returning so not RIF so in which case there are three individuals that are on this list that the three of us should have been told. Other than including them or putting them into one group. Mr. Benaquista stated they should have abstained on three individuals. Mr. Nufrio stated but for the fact that we did not know they were included in this group. Mr. Griggs stated so if that is the case, you should go back and vote on it again. Mr. Benaquista stated abstain to the individuals you can't vote on or the whole item. Mr. Nufrio stated rather than going through the individual, will that change the vote? Mrs. Moses stated no. Mr. Griggs stated that is fine.

Moved by Mr. Arminio, seconded by Mrs. Williams, that P-9 be voted on again and make it legal and binding.

**P-9. APPROVE EMPLOYEES FOR REAPPOINTMENT – 2018-2019**

Approve employees on the attached list be reappointed for the 2018-2019 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

AYE: Mr. Arminio, Dr. Francis, Mr. Monge, Mrs. Regis-Darby, Mrs. Williams

NAY: None

ABSTAIN: Mrs. Higgins, Mrs. Minneci, Mr. Nufrio

**MOTION CARRIED**

Mr. Nufrio stated the conflicted Board members should have been informed that this was a group list of individuals which included those that were returning but not from a RIF. Mr. Tatum stated last week when we talked about a reappointment list, I think that was the time we told you guys it was going to include those people as well. This is the time that we have to appoint tenure people but also we promised that we would have the non-tenured people who were being called back on this as well. Mr. Nufrio stated the tenured people were not part of the RIF and certainly it did not require Board approval to return them, just for the record. In the future or in the past, this was not so. We don't have a list of the tenured individuals, we only get a name of someone that is not going to be renewed.

Mr. Monge stated can you provide an update because I don't know if this is a stepping stone. Mr. Tatum stated what we talked about last week we are working on trying to restore as many positions as we possibly could by this meeting and those individuals should be so notified. One of the things that we discussed is that we would meet with each building principal which has happened. Yesterday, we met with 5-7 principals. The list that you see includes the non-tenured teachers that were selected by the building principals. What it doesn't include are those teachers that we are going to be calling back that fit into certification areas and we have identified a number of those teachers. We will sit with those teachers and ask them if we can move them into another certification area because if they decide that they don't want to do it and then we go to another person. We will look at repurposing some funds through our Title I program and that is what we will be working on in the next couple of days. It is a lot of movement. Our first step was to bring back teachers that the principals needed immediately then the remainder of the teachers will be brought back in areas that was mentioned. Also it needs to be understood we are looking at bringing back people based upon filling vacancies and received clarification from Mr. Griggs through email in the last day or so. I believe our number is in the mid 30's. Mr. Benaquista stated teaching positions if people accept positions we are at 35-39. We did find out from principals that teachers that they now found out that they were still not being renewed had other certs so we are lining up meetings with them to find out if they will accept other positions. There are a lot of things working behind the scenes. The renewal list needed to be done to the point where it satisfies the business office finances and at this point is where we start plugging back in and reducing that non-renewal list that we have to try to bring back as many positions as we can. It is still going to be a work in progress to make sure that we check certifications, the leaves. Mr. Tatum promised to plug as many teachers that are on that non-renewal first and that is what we are going to do next. Mr. Tatum stated we actually have some individuals that are already slated to come in and talk to us. There is also the opportunity to transfer some teachers

from one location to another based upon their certifications. As I said and I stand by this that the positions that become available will go to our staff members first unless because of a certification or a mandated position. We currently have a physics opening and that is a certification that is in demand and I don't think I have a person in the District so that will be a position that we will be searching for. It may be a position that will go out to someone other than our staff.

There was a question that was raised and I received an email as well as other inquiries about the library. I heard everything from shutting one library down permanently to the fact that there wasn't going to be any libraries in the District at all. None of that is accurate. There will be library services next year in all of the schools. There may be reductions in that area but it will be as minimal as possible. One thing that we are taking a look at is how we did what we did when we didn't have a librarian in every building. There was a time that we shared. We may have to do a little bit of that but the 5<sup>th</sup> grade school, middle schools and high school will have librarians available to the students. I think that is one rumor I want to put to bed this evening. Please understand that there will be library service for our students.

#### NEW BUSINESS:

Mr. Arminio stated the Union Public Library has for many years had the summer reading program. Last year there were about 500 students from Union who participated in summer reading program. This year to inspire more readers, I would like to present a resolution for the Board to vote on that the Union Board of Education accept a monetary donation to be given to the elementary school with the highest percentage of participation in the summer reading program and a monetary donation to the middle school with the highest student participation - \$125 given to elementary school library and the middle school library to do whatever they want with just to have the kids participate in the summer reading program. All we need from the Board is the number of students and the library will do the rest to get the percentage of kids that participated from that school.

Mrs. Regis-Darby stated the flyer states K-6 can it include the pre-k students? Mr. Arminio stated call the Library and ask for the Director, Karen O'Malley or Karen Jason or contact the person directly in charge.

Mr. Nufrio stated you are asking for the District to donate? Mr. Arminio stated no, the Friends of Union Library will donate the money to the schools.

Moved by Mr. Arminio, seconded by Mr. Monge, that the following resolution be approved:

#### APPROVE ACCEPTANCE OF MONETARY DONATION

Approve acceptance of a monetary donation from Friends of Union Library to be given to the elementary school library with the highest percentage of participation in the summer reading program and a monetary donation to the middle school with the highest percentage of student participation.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated the letter from the Township of Union came from Mr. Brennan. The letter is to notify everyone and those at home that on July 17<sup>th</sup> there will be a public hearing that will be held between 5 p.m. and 8 p.m. at the Township of Union Municipal Building, the main meeting room, 1976 Morris Avenue. All interested parties are invited to attend and participate in the hearing. There will be oral comments. Written comments will be submitted to the offices listed below and must be received by July 31<sup>st</sup>. This is to provide you with the written notification that the public hearing is to obtain comments regarding its application to the New Jersey DEP green acres program for the proposed minor diversion of park land owned by the Township of Union. This application is subject to NJDEP Commission approval and is available for review at the Union Township Clerk's Office and at the Union Township Public Library at 1980 Morris Avenue and it is also available at the NJDEP Green Acres Program offices, Bureau of Legal Services and Stewardship, 501 East State Street, 1<sup>st</sup> Floor, Trenton, New Jersey. This is also posted at Town Hall. (This letter is under Communications). If you have additional questions, contact Mr. Manzella's office.

Mr. Monge asked how does it affect us? Mr. Nufrio stated I don't know to be completely honest. Mrs. Minneci stated it says it is the bridge replacement. Mr. Monge asked is that the memorial park that is next to Connecticut Farms? Do we have an update on this traffic study because there is going to be a lot of issues there and there is going to be costs related to it. That would be a wonderful partnership between the Town and the District to be able to look at those dollars to be able to help out Connecticut Farms community there and all the traffic issues that they are going to take on because they are going to be losing some of their parking lot and there is issues there already. Is there an update on that? Mr. Brennan stated I will get an update and give it to all the Board members. They presented to the PTA. Mr. Monge stated I was there and that was what we thought was going happen but it was basically a listening session. It was out there for a long time and it should have been completed already. Mr. Brennan stated I will reach out to them in the morning.

Mr. Tatum stated the last thing I remember hearing about that was that project was supposed to (inaudible) and I don't know if that caused the traffic study to halt because they didn't know when it was going to take place for the bridge. Gerry you did some work with them. Mr. Benaquista stated I thought they were waiting for information from the Department of Transportation and they might have been able to get the information, I don't know and I don't know what they presented to the PTA. I do know the bridge project was postponed. It was supposed to start this January and I don't believe it is but there might be new information that came up and we need to reach out to Captain Tims who was overseeing and the lead person from the Police Department. I will have Mr. Ardito reach out to Mr. Tims and see if there is anything new happening with that project. I know it was being postponed because we were looking at losing that parking lot usage.

Mr. Monge stated we engaged someone to do a traffic study and it has taken forever and so we should have given them a timeframe to deliver something.

Mr. Nufrio stated one other item and I forwarded to Mr. Brennan and Mrs. Cappiello forwarded to the Board members and I believe this is the second reminder to the non-conflicted Board members which totals six to be sure that you completed the Superintendent's evaluation because that process technically the entire process should be completed by July 1<sup>st</sup>. Gwen Thornton sent me a memo which I forwarded to Mr. Brennan and so far there are two Board members that have not completed the evaluation. Also the self-evaluation, that is all Board members, need to still do that as quickly as possible. If you have any questions to access the forms on line, you can contact Mr. Brennan who will assist you on how to access.

#### COMMENTS FROM PUBLIC:

Students in the ESS program. First student stated they were there to discuss ESS and what it means to them and why it should stay in our school district. One student is entering 8<sup>th</sup> grade and stated ESS is a place of comfort and helps her deal with the school day. When she is sad or troubled she has a place to go and it is her safe place. Her counselor helps her with her challenges and offers advice. She is the best and she helps me understand my parents, friends and classmates better. She said that she learned to be more open. She has been in the program for two years and can't imagine not having it next year. It cannot be replaced. ESS is there for us in good times and bad. Please don't take that away from us. Don't punish us for someone else's' mistake.

Second student stated before ESS she was a wreck and didn't know what to do with herself. Her mom use to get an attitude from her. She has been in the program for about a month and there has been a big change on how she acts in home and school. The two beautiful and inspiring women who make this program wonderful can't be recreated. Without the program all the existing and incoming students will not get the help they need and deserve. She said that she is a child that doesn't trust a single soul – but she tells Miss Gracie and Miss Jean everything. She stated she doesn't do well with change so if this program is taken out her whole world will fall apart. All kids go through things and knowing someone is on your side helps out a whole lot. They will tell you if you are wrong. Every child has different needs and they meet those needs. It is important that a child has someone to go to for help and someone that they can rely on. I think the high school students need the help as well. One more thing about the cafeteria food, the pictures that they showed is not the food that we are getting.

Mr. Nufrio stated you heard from their presentation and we hope that they will conduct a survey in early fall so you will have the opportunity to express exactly that. It is not what we like to hear but it needs to be said so please be part of that survey. My compliments to you on how you presented yourself for ESS – you guys are phenomenal and you have the courage to come before this body of individuals to speak openly. Thank you.

Jennifer stated she is a parent of two students in the District. On June 5<sup>th</sup> she pulled up to Battle Hill to drop off her son and saw the voting sign. It is convenient to accomplish two errands in one turn before work. However she stated she would rather be inconvenienced versus risking the safety of our children and staff. There was a gentleman standing in the hallway by



the gym who had asked me if I was there to vote and then he pointed me to the gym door. Upon leaving I voiced my concerns to another parent who was dropping off his children. The door propped open at that point and that parent took a picture of the open building. The same situation happened in June 2017 and she had left a message at the Board office and emailed the Superintendent, the Board members and the Mayor asking for advice and she was here tonight to seek the next steps that she could take. She cannot understand how the community continues to think that we are immune from the possibility of tragedies that we see played out over and over again. Why are we not being as proactive as possible and not allowing our schools to be open to the public while our children are inside. It was with a heavy heart that she left her son at school knowing he would be exposed to strangers all day long. Unfortunately the frequency and severity of school violence across our nation forces us to (unaudible) and how we are to best address safety concerns and incorporate preventative action. She stated by addressing voting location, this is a small way to help us take a proactive measure. We need to do everything in our power to anticipate, plan and prepare for scenarios that aren't pleasant to think about and talk about. Our administrators, faculty and staff and most importantly our children deserve to attend school that holds safety and security as its top priority. Schools are closed in November for election day but why are we not closed in June. What makes one voting day grounds for closure and the other not. She wants to be part of the solution and her suggestion is to find other venues for voting booths so we don't need to close schools for the day nor open them to the public to create a day of anxiety. We have plenty of other public facilities that can be utilized. Thank you.

Mr. Nufrio stated it is appreciated and we are all concerned. I received several emails which I quickly forwarded to Mr. Tatum and we plan to discuss with Town officials and have some serious discussions. Your concerns are valid. There are possible solutions, we just have to explore them.

Mr. Tatum stated you stated that schools are closed in November and why aren't we closed in June and that was a question that was raised last week and my response is if we are not able to come up with a solution, then next year the school calendar will have to be amended. I won't let the schools be open again under those conditions – it will be different next year.

Ann Margaret Shannon stated she was speaking as the President of the UTEA – P-3 Mr. Grasso retired, not resigned. Mr. Arminio thank you for mentioning PRIDE campaign and we try to promote community involvement. The Athletic event – we are partners with the rec department and we will provide some small give aways to the kids.

This piece of paper, it doesn't say P-9 on it – it doesn't say renewal list on it – it is just a bunch of names and she is very upset. She received a text message today saying did you see P-9. We have been asking on what is going on and we have been patient. She is here with a heavy heart, she listens to all the bickering and discussions about our financial status and heard Mr. Brennan praise ConnectOne for bailing us out in February because of the payroll disaster and that wasn't caused by any classroom educator it was caused by the business administration and not caused by ConnectOne. There is so many problems in the financial part of this District, she can't comprehend and there is no consequences to the business department as I can see. Nobody gets reprimanded in the business department but classroom positions, those are the people that

are suffering. It is a big mess. We come in and get this list and we don't know what this is. The people in this room is looking at this list and looking for their name and their name is not on it and they don't know what that means. Now we know, it means they don't have a job. She is really upset, she knew it was coming but we have to remember humanity in this District. She doesn't know where the professionalism is. The people that don't get renewed, they don't need to know that they don't get renewed because they got the letter on May 15<sup>th</sup>. But who got renewed, did anyone tell them? She stated you don't need to answer but you need to think about this for next year.

Mr. Nufrio stated Mr. Tatum stated they are not finished yet. Mr. Tatum stated the other thing missing here and maybe the point was not understood, the principals are to go back and speak to all non-tenured teachers. Those who are going to be reappointed and those that are going to be put on a recall list – those are the directives for every principal we met. I understand your frustration I think you also need to understand that this administration is locked in a room for days and yes we are trying to repurpose money all over the District to save our teachers and that is our primary goal.

Let me tell you why it was put together the way it was – it was put together so those people who have not been reappointed tonight would not see their name on a non-renewal list publicize by the Board. What it was designed to do is incorporate them within all the other staff members that were being reappointed tonight so as we move forward tomorrow, we can start scratching off that list and start to talk to individuals as human beings. We are humans; we are not before to spread, to hurt, to harm – that is not our primary responsibility. You know how I feel about these teachers. We have had these conversations. I don't want it to be thought that was just a list thrown out to try to embarrass anyone and maybe it backfired but that was designed to protect people's feelings.

Ms. Shannon stated she understands and knew this was coming and that they had discussions and know you are a compassionate man and maybe something broke down between the principals and you guys but just to walk in and see this piece of paper. Mr. Tatum stated tonight at about 5:30 p.m. it was completed for this meeting. The administration was in an office yesterday and meeting with principals, going through numbers, going through money – all day today – 9 a.m. to 5 p.m. – and what we thought we were doing was working in the best interest of our staff and teachers. Yes, there might have been a better process but we always think about how we do things to try to not hurt people's feelings and those things backfire but that was not the intention. I don't want it to be thought that there is not a human aspect of what we are trying to do. If that is the case, all these hours, why do we even bother. I said this before and let me say it again, this is not the first time that I have been in that room because the same list that was generated today was generated about 4-5 years ago and I was in that room for all those hours and I was one of the main people doing that list. A lot of what we are doing, it is my giving direction of how we pull all this together to bring back as many of our people that we possibly can. I stand by that, that is what we are doing, that is the purpose of this whole thing. It is not any way to hurt anybody. It just is not.

Karen Franciosa stated she is the media specialist in both Battle Hill and Hannah Caldwell and I did a presentation not too long ago and my name does not appear on the list. She

has been here for five years as a tenured Clerk and and three years as tenured track librarian. She wants a clarification because she heard that librarian services were going to continue because it is important for research in Jefferson and the high school. Mr. Tatum stated full time. Ms. Franciosa stated most of the elementary's are in two schools. What do you foresee for elementary? Would you envision book stamping? Mr. Tatum stated that is a Clerk not librarian. Mr. Tatum stated it is called half year – instruction half year – half year doing selections and research portion of it – fall/spring schedule. Ms. Franciosa stated this year in Battle Hill and in Hannah we did a research project that took a great deal of time. We don't have Chromebooks but we did a research piece.

Mr. Tatum stated part of the reason we are still in that room because we are trying to get our librarians back. Mr. Benaquista stated one right now. Ms. Franciosa stated libraries are so important. She believes that children are exposed to books as well as research and it starts at a young age.

Mr. Tatum stated when we did budgetary considerations, it is based on a lot of entities and so forth. A lot of people in the district – we sit and talk and assess. As far as I am concerned, we prioritized trying to get teachers back in the classroom – class size was a big discussion – when we ask the principals to give us priority, it is not like the library is not a priority, we are working our way through the school. We are trying very diligently to keep as much as we can.

The students from ESS – I had a meeting with Mrs. Conti and we are talking about how to repurpose money to maintain that program. If you want to keep this, what will you give up to keep this. We did ESS on a whim and there was no money in the budget for the program. We did not know it was going to be a success that it has turned out to be. We are willing to step out and try something different. Many Board members that are here will remember this, my recommendation to maintain them was based upon their success. Now that we are seeing success, now we have to see how money can be repurposed. Ms. Franciosa stated so I should hang on. Mr. Tatum stated hang on.

Lynn Cornaccia stated she stated she is a Town resident and employee. Mr. Tatum you are a compassionate man, when she goes back to work tomorrow, she has four teachers and they are going to want to know what happened and if they are going to get rehired. P-9 was approved what does she tell them. Mr. Tatum stated they will be on a call back list. I can't guarantee that everyone is going to be returning and I can't guarantee that everyone is going to be in the same building. I am trying to repurpose people and positions.

Ms. Cornaccia stated Mrs. Darby as far as the public reading library program – it is her understanding that it is open to pre-school. The parents have to register the children. Contact the children's librarian.

Mary Lewis stated good evening Mr. Nufrio, Mr. Tatum, members of the Board of Education and of the Union Township School Community. My name is Mary Lewis. I'm the school library media specialist at Kawameeh Middle School – at least for the next three days. I came here to share one concern with you, thinking that there was a risk to the future of one school

library media program in this district only to learn that because one librarian is retiring and three non-tenured librarians have not been rehired, we are down to four librarians for ten schools. I can't imagine how that will work. I hope that my comments can positively influence those decisions.

According to data kept by the National Center for Educational Statistics, since the 1999-2000 school year, about 19% of school librarian positions have been lost nationally – 15% within the most recent 6 years. New Jersey is 9<sup>th</sup> among the top 10 states for lost positions. Our supervisor was directed not to post for a replacement for the retiring librarian. And some of you may remember that four years ago, I spoke to this Board to prevent approval of a mysteriously proposed change to the district policy on library media centers that would have eliminated all references to school librarians. There is history to justify concerns for the library program.

Failure to provide a school library in every school would put the district in conflict with its own curriculum and policies. It would flout New Jersey's regulatory code. It would cost points in the Governance category of NJQSAC. And it could have an impact on our potential designation as a Future Ready School District.

Last June, you approved an updated School Library Media Curriculum for kindergarten through 12<sup>th</sup> grade. The purpose of that curriculum is “to provide students with the skills, resources and tools to gain knowledge from information, so they can participate productively and ethically as members of our democratic society and grow personally as lifelong, independent learners.” The school library program supports the district mission as read here earlier this evening, and it may do so more closely than any other district program. School libraries are the places that “cultivate students’ intellectual curiosity, skills and knowledge so they can achieve academically” and “contribute as responsible and productive citizens of our global community.”

Our district Policy 6160 on instructional services and resources says that “there will be a media resource center and media specialist to offer children instruction and teachers assistance in selecting and using learning resources. Policy 6163.1 says “Every student shall have access to a media collection containing materials appropriate to age level, interests and courses of study” and that “the media centers shall offer a continuous program of instruction in library and study skills, preparing students for independent use of learning resources and for development of reading, listening and viewing abilities and tastes.” And finally, “The superintendent shall develop and present for board approval a media center/library program to provide necessary space, personnel and material to implement this policy.” Our policy calls for instruction, a library, a librarian, and a budget for resources.

N.J.A.C. 6A:13-2.1(h) requires school districts to provide “library-media services connected to classroom studies in each school building, including access to computers, district-approved instructional software, appropriate books including novels, anthologies and other reference materials, and supplemental materials that motivate students to read in and out of school and to conduct research. Each school district shall provide these library-media services under the direction of a certified school library media specialist.” State regulations require instruction, a library, a librarian, and resources.

Even if there were no policy or regulatory reasons to provide all of our students with effective school library programs and services, we have over 25 years of research results from more than 30 studies showing that students whose schools have effective, well-funded school libraries, staffed by certified school library media specialists show greater achievement on standardized tests, higher graduation rates, and greater mastery of standards than those who do not. Often these studies have shown that the benefits are strongest for at-risk students, and recent studies show that school library programs help to close achievement gaps. Every staff development workshop I've attended in this year alone has made clear that raising achievement and closing those gaps is a district priority. I think where there is data to support it, we should do what works.

As you know, Doris D'Elia is retiring at the end of this school year. She has been the full-time school library media specialist at Jefferson for the past two years. Before that, she taught library classes there for two days a week, and handled ordering and other library management tasks for Jefferson in addition to sharing the Union High School library responsibilities. Each of three elementary school librarians spent one day teaching at Jefferson as well as at two other elementary schools. There were four different librarians coming and going to teach fifth graders, while juggling the tasks of one or two other libraries at the same time. The program suffered, because, hard as they tried and good as they are, there was not enough time for the librarians to work together to achieve consistency in their lessons. None of the librarians spent enough time in the school to be able to collaborate with the classroom teachers and to relate the information and technology skills they were teaching to the specific classroom studies. Without an authentic context for their library lessons, or reinforcement in their classes the students didn't retain what they were taught in the library well. But more importantly, the librarians didn't have enough time in the school to get to know the students' interests, and to be able to guide them in reading selections. They were not present to provide reading promotion programs or extracurricular activities. They could not extend the library's hours to accommodate students who needed library resources before or after school. It took years for us to reach a library staffing level that provides a single, dedicated, full-time librarian to our fifth grade students. And when that happened, it made a difference I know because I teach 680 of those students in 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade.

Last year, when I first met them, I asked my 6<sup>th</sup> grade students to write down one thing they remembered learning in their 5<sup>th</sup> grade library classes. To give you an idea of the impact of that program and the breadth of lessons students learn, I'd like to share with you a few of the things they remembered.

They learned about the resources and services libraries provide; rules and procedures and how to make libraries work for them; citation and bibliographic instruction; reviewed parts of a book and how to use them more effectively; learned some domain-specific vocabulary; learned how to locate books and specifically about the Dewey Decimal System; learned how to select books; learned how to use Chromebooks and Google apps.

For those who don't know, 5<sup>th</sup> grade students were first in district to learn how to use Chromebooks, because Michelle Moynihan, one of our librarians believed it was important, and

got an Education Foundation grant to help purchase them for the library – before they were any plans to implement a 1:1 program in the district.

They learned about research process and some remembered specific content they learned in the course of their research.

Mr. Tatum stated I announced that we would put a full-time librarian back at Jefferson. We are working diligently to bring back the non-tenured people that are not on the list tonight – can't guarantee them all. Can I guarantee that there will be one in every building full-time? We don't have the resources but we will try to make it happen. You have to give us that opportunity.

Jennifer McCarthy stated she teaches at Kawameeh Middle School. She is here to talk about the library. She collaborates with Miss Lewis and she enhances my teaching. When we think of a librarian, a cartoon of a stern image that tells people to be quiet comes to mind. As a teacher, the librarian is a person who gives the students a voice – an intelligent one. One who tells us the difference between fact and fiction. When my students do a research project the first step in research is Google but the sources that come up are not always the most reliable. We need to remember that librarians are teachers and degrees in library science. When we think of the library we think of a room full of books but it is a room full of opportunity and the librarians we have in this District and when she sees what they have accomplished – to them it is not just books – one just won a grant for a 3-D printer. We talked about leap frogging other Districts in technology. The first computer she had ever used was in a library. Technology in the library goes hand-in-hand. She is proud of this District and everything that we have accomplished. She appreciates everything you are doing to save a job and hopefully you will be able to save more. Please don't think of the library as an archaic place with books. It is a center of opportunity where technology can continue to flourish and Union can continue to shine.

Laura Detjen stated Mrs. Lewis knows how to research and teach kids how to research. She has collaborated with me. She shares information with teachers that they can use in the classroom. Not only is she a teaching librarian she is in charge of technology and if something goes wrong with a Chromebook, it goes to the media center and Mrs. Lewis is currently taking care of any Chromebook problems. The bottom line is if we had more money, we could have more of this. If I Google RFP, that is not the answer, that is just a search engine, it is not a source. This RFP and the bids keeps coming up at the meetings and you opted out of an ad hoc committee in the past and you were given just one name. You went on to say change is good and maybe you need the ad hoc committee.

As a taxpayer I voted for you on a campaign and she appreciates Mr. Monge's research and knowledge. We voted for you to save money and look at more options.

Cara West stated the two girls that spoke earlier, her son spoke at the last Board meeting but she is here to speak about ESS at Burnet and the third time she addressed the Board. She knows that letters have been written, phone calls made and here we are at the eleventh hour and waiting to see if this program is going to continue. Our children are being clinically terminated out of this program and causing trauma. ESS provides extended school year services and those practitioners don't know if they will be able to do that for the children and that is not acceptable.

These are vulnerable students who have been identified with emotional and behavioral difficulties and that is why they are in this program. Your job as Board members and Central Office staff is to protect our students.

Man in audience stated any problems with students, the first to go is teachers – they are the scape goats. There are some programs that are great but we can't afford – we have to mind our resources. We can't have this problem next year. We have wonderful staff here and we have to use our sources adequately. You want to level the playing field but you cannot. The sources we have available let's make use of it. We have some wonderful programs but the parents don't show up.

Tina Chapetta stated I have two children in the district and her daughter is going to walk on stage at Union High School. She stated her 18-year old daughter thrived at Connecticut Farms and Jefferson – came to the high school and was decimated by the theater program. Not all of you know the story. However this young girl put in 400 hours of community service with that theater program her freshman and sophomore year. We had to withdraw her from swimming, theater now. My 11-year old who went through Connecticut Farms, Jefferson – which became detrimental to him, they wanted to deem him autistic – when reality he goes to Burnet and starts with an amazing program called ESS. It raised this child up from the ground. How many times can you be called a bad kid until you give up on yourself and everything in general. These two women at the ESS took her son in as though their own and said this is not a kid that should be like this. He is being beat down by the system. My daughter was beaten down by the system. She is graduating barely. As the PaperMill Playhouse award happened and yet again Union was put on the pedestal as best production. My little girl could not be on that stage because of what that program did to her. Everything was ripped away. Her high school career was not what it should have been because of adults bullying my daughter; intimidating my daughter; treating my daughter like she was less than what she was worth. My son is finally up where he should be – they want to get him into honors classes. ESS is amazing. How do we go from a horrible boy child to this amazing child that everyone wants to put on a pedestal. They have taken innocence away from our children and be able to play with each other without being so sinister and evil. We are doing that as grown adults. We are doing this to our children. You can't open the door because you have to worry who is coming into the school. I have to worry about what these teachers are doing to my kids and the abuse that they have suffered by the hands of the employment. You are getting rid of librarians who have been there for our children and who have taken them in as their own. But yet we are paying thousands of dollars to teachers that think they are above the rules and that they can talk to their children a certain way and make them feel less than one they are valued. Her daughter has performed in Law and Order and been on TV. She just filmed with Natalie Coreman, she shot a catalogue was anybody ever proud of her for that in Union High School? Mr. Tatum did you ever get to see her 8-minute film that she put out at Montclair in regards to the guns? It is not about the guns, the guns aren't doing this – we are failing our children. We are failing our kids. Yes it is about the money. We all live in the same world and we need money to survive. She paid \$1,000 for her daughter to perform as a rock in Mary Poppins – they got the money so she could be in that production – what did it get her – total heart break. She earned her Varsity jacket in freshman year, only to have it ripped away and she redeemed herself sophomore year to get that Varsity letter but it wasn't appreciated by everybody, they didn't come together to raise these kids up. These two women at

ESS took my son who was given up on. Both of my kids are totally different, but at the end of the day they are identical – but we are failing our children – it is not about the money, we need to go back to the basics – we have to go back to raising our family as a community. We don't have that and we have to get it back. Her kids need ESS. They need these people to look at them as individuals and say you know what you are worth something. Please keep ESS because we need them to get our kids through this.

Mrs. Cooper stated everyone in here wants the same thing and don't feel that you are the blame but don't see a lot of solutions. What can we do to help? You spoke about RFP's – you can't do it all. There is a lot going on. Can we volunteer to be on certain committees to look at things and help you out. She would love to be part of the solution on how we can help. We need to come together and find a way we can help. She is the president of the PTA at Hannah and she knows how hard it is to get something together and everyone has a complaint or what we should or shouldn't be doing. It is hard to get people to do it but she wants to try. Please let her know if there is anything she can do.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Matters rendered confidential by state or federal law.
- Matters involving collective bargaining agreement negotiations and/or the negotiations of terms and conditions of employment.
- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

The Board will disclose the discussion conducted during the executive session, with notice to the public, 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.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,  
Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 12:45 a.m. on June 20, 2018.



**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Minnici, seconded by Mr. Arminio, that the meeting be adjourned at 12:45 a.m. (June 20, 2018). All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
BOARD SECRETARY