

TO ALL BOARD OF EDUCATION MEMBERS:

The Regular Meeting of the Board of Education of the Township of Union will be held on January 15, 2013 at 7:00 p.m. at Union High School Library, North Third Street, Union, New Jersey.

The regular meeting of the Board of Education of the Township of Union was held at on January 15, 2013 at 7:00 p.m. at Union High School Library, North Third Street, Union, New Jersey, pursuant to notice sent to each board member.

PRESENT AT ROLL CALL: Mr. David Arminio, Mrs. Susana Cooley, Dr. Guy Francis, Mrs. Linda Gaglione, Mr. Richard Galante, Mr. Thomas Layden, Mrs. Versie McNeil, and Mr. Francis Perkins (President)

ABSENT AT ROLL CALL: Mrs. Versie McNeil and Mr. Vito Nufrio

Mr. Perkins called the meeting to order at 7:00 p.m.

Mr. Vieira led the board and audience members in the Pledge of Allegiance.

The secretary read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the secretary.

APPROVAL OF MINUTES

Moved by Mr. Arminio, seconded by Mr. Galante that the minutes of the Worksession Meeting of October 9, 2012; the Goal Setting Meeting of October 4, 2012; the Regular Meeting of October 16, 2012 and the Executive Session of October 9, 2012 be adopted:

AYE: Mr. Arminio, Mrs. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins
NAY: None
ABSTAIN: Dr. Francis

MOTION WAS CARRIED

COMMUNICATION

REQUEST FOR EXTENSION OF UNPAID SICK LEAVE – STEEB

Linda Steeb, mathematics teacher at Kawameeh Middle School, submitted a request for extension of unpaid sick leave for the period January 25th through February 28, 2013.

REQUEST FOR SABBATICAL LEAVE – HARVEY

Grant Harvey, French teacher at Union High School, submitted a Request for sabbatical leave of absence, for the 2013-2014 academic year for the purpose of study in accordance with Article 10 of the Collective Bargaining Agreement with the U.T.E.A.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – WINTERS

Jennifer Winters, English teacher at Kawameeh Middle School, submitted a request for maternity and unpaid family leave, for the period March 1 through June 17, 2013.

LETTER OF RESIGNATION – SMITH

Ellyn Smith, cafeteria/playground aid at Washington School, submitted a letter of resignation for the purpose of retirement, effective January 1, 2013.

LETTER OF RESIGNATION – CAVERLY

Bonnie Caverly, teacher assistant at Livingston School, submitted a letter of resignation effective January 2, 2013.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – SANTO

Casey Santo, special education teacher at Franklin School, submitted a request for maternity and unpaid family leave, for the period April 8, 2013 through the end of the 2012-2013 school year.

LETTER OF RESIGNATION – LAU

Letter of resignation from Alexander W. Lau, mathematics teacher at Union High School effective February 15, 2013.

LETTER OF RESIGNATION – CRUZ

Stella Cruz, cafeteria/playground assistant, submitted a letter of resignation, effective January 18, 2013.

REQUEST FOR UNPAID FAMILY LEAVE – MALYSKA

Mary F. Malyska, Supervisor of English and Libraries submitted a request for unpaid family leave for the period December 22, 2012 through January 13, 2013.

LETTER OF RESIGNATION – SUMNER

Robert Sumner, teacher assistant at Union High School, submitted a letter of resignation, effective January 25, 2013.

LETTER OF RESIGNATION – MILLER

Helga E. Miller, cafeteria/playground assistant at Washington School, submitted a letter of resignation for the purpose of retirement, effective immediately

SUPERINTENDENT'S REPORT

Dr. Martin said that Superintendent's throughout the State of New Jersey are asked twice a year to report to the Board of Education and the community as a whole regarding the number of bullying incidents reported in their school district. He said that he will be giving that report tonight. Dr. Martin said that he will report on the number of incidents and what happened with those reports in the time period September through December 2012.

Dr. Martin reported as follows:

Schools	No of Reported Incidents	Status of Reports	Investigator(s)	Nature of the Report	Discipline Imposed
Battle Hill School	2 reported and 2 founded	Completed	Christina Birstler	1 other distinguishing characteristics and 1 mental, physical or sensory disability	2 recess detentions
Burnet Middle School	9 reported and 9 founded	Completed	Tara Colandrea	5 other distinguishing characteristics, 3 sexual orientation, 2 gender and 1 race	7 suspensions 3 detentions
Connecticut Farms School	4 reported and 2 founded	Completed	Janette Tramuta	4 other distinguishing characteristics	1 suspension 3 detentions
Franklin School	0 reported	N/A	Erin Jackson	N/A	N/A
Hannah Caldwell School	7 reported and 2 founded	Completed	Susan Strumpf	7 other distinguishing characteristics	2 suspensions
Hamilton School	6 reported and 2 founded	Completed	Karen Hoffman	6 other distinguishing characteristics	1 lunch detention
Kawameeh Middle School	19 reported and 15 founded	Completed	Jill Hall	2 gender, 1 religion, 1 ancestry, 1 origin, 4 sexual orientation, 2 id/expression and 11 other distinguishing characteristics	5 Saturday detentions 1 office detention 4 suspensions 4 warnings
Livingston School	0 reported	N/A	Monika Kowalik	N/A	N/A
Union High School	27 reported and 3 founded	Completed	Lucille Williams	2 gender identity and expression, 25 other distinguishing characteristics	1 detention 2 counseling
Washington School	1 reported and 0 founded	Completed	Kim Marano	1 other distinguishing characteristics	None

Dr. Martin said that there are a multitude of efforts that are taking place in the district to get students away from bullying that is so much a part of public education across the nation. He said that it was his duty, but also his pleasure to report to the board of education and the community about what efforts have been taking place this past fall to put the district in a place where it does not see as much bullying taking place.

In August all district employees attended an Anti-bullying training session and policy update session on the Student Bill of Rights. Substitute teachers and personnel were required to view the district's video on this topic. Dr. Martin said that Mr. Damato, board

attorney and Dr. Lishak, the Anti-Bullying Coordinator trained all staff members before the start of the school year. He said that they came up with the idea of putting together a training video that can be viewed by substitute teacher and teachers who are hired throughout the year can view. Dr. Martin believed that this was something that is unique to the Township of Union Schools.

In September all district students received on-going training and information on the anti-bullying program, Student Bill of Rights, investigation process/procedures and updates to the bill and the New Jersey Department of Education requirements. The HIB specialist visited all grade level classes and addressed the Anti-Bullying Bill of Rights as well as the process for reporting incidents of harassment, intimidation and bullying. Teachers received on-going anti-bullying lessons during faculty meetings and presented them to students throughout the month. Time is set aside in each building for the presentation of lessons with a specific theme as outlined in the district-approved curriculum on Anti-Bullying. Ongoing presentations on tolerance and understanding of others are presented at age appropriate levels to all district students throughout the school year. Various assemblies and building topics are addressed through student displays. For example, one display was entitled Anti-Bullying Pledge: Tied Together Against Bullying. Parent Presentations were held on the Student Bill of Rights and the process/procedures for reporting incidents of HIB, and appealing decisions. Information presented on the student code of conduct and Union Board of Education policy updates were presented. Two presentations were held: The first HIB presentation was at 9 a.m. and the second HIB presentation was the evening at 7 p.m.

In October, the Week of Respect was a districtwide observance with various lessons, assemblies, and information presented by faculty to students on respecting others. There was also a district Unity Day. Dr. Martin said that there is also a "Caught Being Kind" program as well as "Colors of Respect" program which was a program where colors were worn by students and staff for various causes focused on respect. There is also an ongoing "Lunch Bunch Group" which meets weekly for eight to ten weeks and there was also a School Violence Awareness Week when various workshops and assemblies took place which focused on school violence.

In November, the Anti-Bullying Task Force Meetings took place at Union High School and the presenter was Mrs. Jill Hall. Dr. Martin said that the committee is designed to review issues within the building and design lessons and programs to address the issues as needed. He said that all schools also presented a lesson on understanding cyber-bullying.

In December, there were ongoing classroom lessons regarding HIB and on December 14th there was a HIB/safety team meeting. Dr. Martin said that there was an assembly for all ninth grade students on "Generation Text." He said that classroom lessons also covered the topics of kindness, tolerance, understanding, social groups, anger management and appropriate words in schools.

Dr. Martin said that he wanted to compare the "numbers" from last year to this year (a copy of last year's report is attached to these minutes). He said that last year the numbers of incidents were far higher. Dr. Martin said that in every single school the numbers seem to be cut in half and this does not happen all by itself. He said that he won't be happy until there are no incidents of bullying in the schools. Dr. Martin said that no student should have to come to school even one day and be bullied or harassed. He said that the fact that the district is going in the right direction and the fact that the district had so few incidents in the high school and that two elementary schools had no incidents of bullying shows that the district is moving in the right direction.

Dr. Martin stated that as of December 2012, the number of HIB reports have significantly decreased from the previous year in all district schools. He said that these decreases can be attributed to a number of programs and additional training implemented throughout the district including student and faculty training on the Student Bill of Rights. Dr. Martin said that the more the faculty and the student body know, the more aware everyone is of each other, each other's rights, what works, what doesn't work, what is appropriate, what is not appropriate and this helps. He said that student lessons on bullying as with so many initiatives in the district the "rubber meets the road" in the classroom with the teachers and the students. Dr. Martin said that he wanted to publically thank the faculty and staff for working day in and day out with the students on these efforts to keep bullying to a minimum. He also thanked Dr. Lishak, the anti-bullying specialists in the schools and the building administrators who arrange for assemblies and programs to get the attention of the students and the parents.

Dr. Martin said that there are also group and one-on-one sessions with guidance counselors in place. He said that the guidance counselors are a group of unsung heroes in the schools and every day the guidance counselors are on the front lines with the students, helping with problems, concerns and issues.

Dr. Martin thought that this HIB report was good news. He said that he would be back in June to report on the second half of the year.

Dr. Martin said that he wanted to speak about school breakfast. He said that school breakfast is a major topic in the United States right now in education. Dr. Martin said that the State of New Jersey ranks 46th out of 50th states in terms of participation in school breakfast. He said that study after study has shown that students who eat breakfast do better in school, get into fewer disciplinary problems and overall, have a better experience in the educational institution. Dr. Martin said that there is every reason to get students to eat breakfast. He is very interested in this issue. Dr. Martin reviewed the breakfast menu for the Union Public Schools for January which he said has been improved. He said that before the holidays he met with Mrs. Bridges the manager of ARAMARK Food Service. Dr. Martin said that he pointed out that the biscuits and the tortillas that are listed in the menu were not whole wheat and this was pointed out to him by parents and staff. He asked Mrs. Bridges if the district could make the shift to whole wheat for the good of the youngsters. Dr. Martin said that he also pointed out that on the menu in past months there was

something on the menu called "cinnamon buns" that had, in his mind, little or no nutritional value and if the students are going to have breakfast in school and the people running the schools are hopefully educated and intelligent and we know what is good nutritionally, why is the district dishing up to little ones especially who don't know better, food that has zero nutrition. He challenged ARAMARK to see if they could work in a better direction. Dr. Martin said that he was very happy to see this new menu. He said that there are many whole grain options on the menu but also there is a yogurt parfait and an oatmeal bar on the menu now. Dr. Martin said that students who fill themselves up on nutritional foods, is what he wants. He said that one of the board of education's goals for this year is fitness and nutrition not only for the students but for the entire community. Dr. Martin said to encourage participation in the breakfast program during the month of February, every time that a student eats breakfast in any school their name will be entered into a raffle and at the end of the month the winner will receive an i-pod and the school in the district that shows the greatest increase in percentage of students eating breakfast will get a catered lunch for the staff of the school at the end of February. He said that if a student qualifies for free or reduced lunch, they automatically qualify for free or reduced breakfast.

SPECIAL PRESENTATIONS

Union High School – Dr. Martin introduced Mr. Gibbons, principal of Union High School who would be giving a presentation this evening.

Mr. Gibbons said that he did applaud the emphasis that the district is putting on health and fitness. He also commended the staff of the high school for the reduction of incidents of bullying but he also commended the district parents because they are sending their children to Union Schools with the values, emphasizing understanding, compassion and the golden rule.

Mr. Gibbons said that he was an unapologetic supporter of Union High School. He said that he met with Mrs. Lipstein from the Education Foundation this morning about things that could be done to increase fundraising efforts especially the Walkway project in the front of the high school. Mr. Gibbons said that Mrs. Lipstein commented that the district needs to increase publicity about the good things that happen in all of the schools in the district. He said that a lot of special things are happening and have happened at Union High School. Mr. Gibbons was very pleased with the increase of the standardized test scores; last year the increase in the math scores may have been the largest increase in the State of New Jersey. He said that this came from the efforts of the students, taking academic programs seriously, the encouragement of parents and teachers. Mr. Gibbons said that recently there was an article in the Star Ledger about graduation rates and Union High School was mentioned as one of the schools that had an increase in the number of students achieving graduation during a four year cycle and this does not come easy. He said that this speaks to student commitment and to parents and staff.

Mr. Gibbons said that last August the Board of Education approved an initiative which was proposed by the Student Government at Union High School about mandating community service as a requirement for participation in graduation ceremonies. He said that this program came from last year's graduating Student Council members who did these activities

and felt that this was something the everyone should do. Mr. Gibbons said that there have been hundreds of students from the high school give up their time giving back to the community this year. He said that this year the high school is requiring freshmen and sophomores to engage in community service projects; he said that juniors and seniors have also been participating in this program even though they are not required to do so. Mr. Gibbons said that the response has been overwhelming.

Mr. Gibbons said that when he entered education emphasis reading, writing, math and physical fitness but on a more serious note and due to the events which occurred in Connecticut now building security is also being discussed. He said that the Police Department was in the high school today doing a specialized drill about what would happen if there was a tragic situation at the high school. Mr. Gibbons said that everyone needs to know that Union High School takes safety very seriously and as a result of the tragic situation he has reviewed security procedures and some changes have been made. He said that the building is now locked and there is a security monitor or faculty member at every door and starting tomorrow, every student who enters the building will have to show an ID badge. Mr. Gibbons said that there will be about a week grace period for this procedure in order to get students into the routine but after that students will not be able to enter the building without showing ID.

Mr. Gibbons said that he wanted to give some time to a Union High School teacher. He said that he is a supporter, the board helps out but it is all about the students and teachers at the high school. Mr. Gibbons said that teachers are in the classrooms giving that extra effort doing what they need to do to help students succeed. He introduced Mr. Kneidl, second year Physics teacher at Union High School. Mr. Gibbons said that since Mr. Kneidl has taken over the Physics program there have been more students taking Physics. He said that enrollment is up for the first time in decades and Honors Physics is now being offered. Mr. Gibbons said that he contributes this not only to his commitment to excellence but how Mr. Kneidl interacts with students.

Mr. Kneidl thanked the board for the opportunity to brag a little bit about his students. He said that he was very excited about some of the things that have "transformed" over the past two years since he started teaching at Union High School. He said that one of the big points of emphasis that was explained to him when he accepted the position was that enrollment in the Physics program needed to be increased. Mr. Kneidl said that when he started last year there were about 60 students in a building of 2500 students taking Physics and that is not going to make Union High School competitive with the higher achieving schools in the area. He said that part of that is we need scientifically literate students making scientific decisions and that starts at the high school. Mr. Kneidl said that he is trying to make Physics more accessible to everyone. He said that one of the big things that physicists tend to rely on is that you can feel really smart if no one else knows what you are talking about; you can use big words and a lot of fancy equations but it does no good especially as an educator because if no one knows what we are talking about then nobody learns and nobody can communicate. Mr. Kneidl said that one of the best kept secrets is that a student can get through AP Physics with nothing more than knowledge of Algebra and Geometry and there are a lot of implied barriers to getting into Physics. He said that another

piece of information that he wanted to get out was that it is 2013 and everyone needs to incorporate technology. Mr. Kneidl said that he was awarded a grant by the Union Township Education Foundation to start integrating higher level laboratory equipment as you would find in many colleges which allows students to get experience with actual college level Physics equipment as well as other pieces of technology including website design. He said that in 2013 students should be leaving high school with some understanding of how website design works because that is what is being dictated by the current society. Mr. Kneidl said that designing websites is quite easy and in the second week of school he brought all of his classes to the computer lab and by the end of the day the students had to create a website and have it up and running. He said that every student was able to complete this task.

Mr. Kneidl introduced several of his students to tell why they are taking Physics and what they have been working on in Physics class this year. Amanda, a senior at Union High School, said that she was taking Physics this year because she likes to know how things work; cause and effect relationships and it was a good alternative to Anatomy which she was not fond of. Paula, also a senior, said that she was taking Physics because she hoped to major in engineering next year and she wanted to make sense of the science that was around her. Jill said that she was taking Physics because it was part of the CORE curriculum of the Air Force Academy which is something she hoping to get into after graduation. Evan said that he chose Physics because he thought it would be fun and it is part of his major for college.

The students did a presentation of one of the labs that they had done in Physics class. The students were given a mechanical pig hanging on a string and a list of objectives. The lesson concerned centrifugal force. The title of the presentation was "When Pigs Fly". The students were required to find out information about the pig; they had to find the time, the frequency, the rotational velocity, the linear velocity, centrifugal acceleration, centrifugal force and angle with the vertical of the mechanical flying pig. The students did not know anything about the pig such as its mass or how far off the ceiling it was hanging and many procedures such as measuring the string were necessary to make the calculations. The lab allowed students to use formulas that had been learned in class to arrive at the information asked for. The students stated that physics is a lot different from algebra and geometry because in math you must "plug in" numbers to equations and finding an answer. In Physics students were using what had been learned to apply to a real situation.

Mr. Perkins said that the enthusiasm of the staff and students at Union High School is really contagious.

COMMENTS FROM THE PUBLIC ON PROPOSED RESOLUTIONS ON THE AGENDA

None

Mr. Perkins said that he was asked earlier today about committee assignments for the board and the truth is that he has not come up with any. He said that it was his intention to speak to individual board members one-on-one before he makes any assignments. Mr. Perkins said that he would ask the board to continue for the purpose of this meeting to retain committee assignments from the past year.

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Moved by Mr. Arminio, seconded by Mrs. Cooley that resolutions E-1 through E-5 be adopted:

E-1. AMEND LIST OF STUDENTS REMOVED FROM THE ROLLS

That approval be given to amend the list of students removed from the rolls [there were no students exited from December 1, 2012 through December 31, 2012]. There have been a total of twelve (12) students exit during the 2012-2013 school year.

E-2. AMEND LIST OF 2012-2013 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT LISTS

That approval be given to amend the 2012-2013 Out-of-District Atypical Student Placement and Exits, and Home Instructors in accordance with the information appended to the nonpublic portion of these minutes.

E-3. APPROVE PARTICIPATION IN COORDINATED TRANSPORTATION JOINT AGREEMENT FOR 2012-2013 SCHOOL YEAR – MIDDLESEX REGIONAL EDUCATIONAL SERVICES COMMISSION

That the board approve participation in Coordinated Transportation joint agreement for the 2012-2013 school year with Middlesex Regional Educational Services Commission in accordance with the information appended to these minutes.

E-4. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION

That the board approve Nonpublic School Technology Initiative Program Agreement with Union County Educational Services Commission for the participating schools located within the Township of Union, namely, St. Michael's School and Holy Spirit School, in accordance with the information appended to these minutes.

E-5. APPROVE GENERAL ART/K-5 CURRICULUM GUIDE

That the board approve General Art/K-5 Curriculum Guide in accordance with the information appended to these minutes.

E-6. APPROVE ESTABLISHMENT OF IN-CLASS REPLACEMENT/SUPPORT PROGRAM – LIVINGSTON ELEMENTARY SCHOOL

That the board approve the establishment of an in-class replacement/support program at Livingston Elementary School (one 2nd grade section) effective February 1, 2013 in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Damato said that he spoke to Mrs. Conti this afternoon regarding resolution E-6 and some additional work needs to be done on this resolution before it can be voted on by the Board. He said that Mrs. Conti asked that the resolution be removed from the agenda.

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

DISCUSSION ITEM:

Parent requests for children who attend private schools to enroll in Saturday Academy – Dr. Martin said that the Saturday Academy begins this coming Saturday and will last for ten weeks. He said that he has had a number of parents from private and Catholic schools who live in Union, who have asked if their children could get permission to attend. Dr. Martin said that there were about 10 to 20 children involved in this request. He said that he has spoken to Mr. Damato about any barriers there might be legally; such as whether the district's insurance would cover students who were not enrolled in Union Schools and it is his understanding that the insurance would cover these students and there were no barriers legally. Dr. Martin said that there was a question of whether these students attending the program would take away seats from public school students who want to attend and as of this point, he thought that the private school students could be included without running the numbers too high in each of the classes and thus negatively affecting public school students. He said that it was his recommendation would be to allow the private school student to attend.

Mr. Perkins asked if a resolution of the board was required or is the superintendent's recommendation sufficient. Mr. Damato said he thought that a resolution of the board would be the best course of action because when the program was originally approved by resolution of the board it only included Union School students.

Dr. Martin said that he did not have a resolution prepared and the resolution would have to be approved tonight because the program is starting next Saturday. He said that he has told the private school parents that there was a meeting tonight. Mr. Perkins asked if there were any questions by board members concerning this. Mr. Damato said that he could write up a resolution and as the meeting goes on, it would be voted on later in the meeting. Mr. Perkins said that he felt the resolution could be as simple as, the board agrees that children who attend private schools should be permitted to attend the Saturday Academy. Mrs. Gaglione said that she would like the resolution to indicate that the students are residents of Union as well. Dr. Martin said that everyone who has inquired about Saturday Academy are residents of Union. Mrs. Gaglione said that she would like the resolution to specifically say that the private school students who attend the Saturday Academy are residents of Union.

Moved by Mr. Arminio, seconded by Mrs. Cooley that the board approve students from private schools who are residents of Union to be permitted to attend the Saturday Academy program provided by the Union School District.

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins
NAY: None
ABSTAIN: None MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

Moved by Mrs. Gaglione seconded by Mr. Arminio that the following resolutions be adopted:

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated December 31, 2012 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated December 31, 2012 be accepted.

F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORTS

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of December 31, 2012 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.

James J. Damato, Board Secretary

Dated

Pursuant to N.J.A.C. 6A:23-2.2(h), we certify that as of December 31, 2012 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 LINE ITEM TRANSFERS

That the Board approve line item transfers in accordance with the information appended to these minutes.

F-5. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASE ORDERS PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5 AND 8A:18A-10(a)*

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of *N.J.S.A. 18A:18A-5 and 8A:18A-10(a)* and in accordance with the information appended to these minutes.

F-6. 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

The committee recommends and I so move that the Board 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 these minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES PURSUANT TO *N.J.A.C. 6A:23A-5.8*

That the Board 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 these minutes.

F-8. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5(21)*

That the Board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) Ayzta, LLC - \$2,918.40 – Band Fundraiser – Burnet Middle School; (b) Yankee Candle - \$2,309.50 – Student Council Fundraiser – Kawameeh Middle School; (c) Cherrydale Farms - \$5,832.75 – Student Council Fundraiser – Kawameeh Middle School; (d) Passaic Valley Coaches - \$3,450 – Ski/Snowboard Club Trip – Kawameeh Middle School

F-9. ACCEPT DONATIONS

That the Board accept the following donations: (a) Caulfield Associates, Inc. - \$50.00 for use by special education department; (b) Lifetouch National School Studio - \$1,150 for use by Livingston School; (c) Lifetouch National School Studio - \$1,316 for use by Hannah Caldwell School; (d) Lifetouch National School Studio - \$1,428 for use by Washington School; (e) Lifetouch National School Studio - \$730 for use by Central-Five/Hamilton School; (f) UP Fund Corp (Union Plaza Diner) - \$2000 for use by Special Education Department; (g) Lifetouch National School Studio - \$1,232 for use by Connecticut Farms School

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

Moved by Mr. Layden, seconded by Mrs. Cooley that the following resolutions be adopted:

O-1. APPROVE BUS EMERGENCY EVACUATION AND SECURITY DRILLS

That pursuant to *N.J.A.C. 6A:17-11.2* the board approve the following bus emergency evacuation and security drill reports in accordance with the information appended to these minutes.

O-2. AFFIRM THE SUPERINTENDENT'S RESOLUTION OF HARASSMENT, INTIMINATION AND BULLYING (HIB) CONCLUSIONS

That the board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period December 10, 2012 through January 11, 2013.

O-3. APPROVE ADVERTISEMENT FOR SALE OF EQUIPMENT

That the board approve advertisement for sale of equipment which is deemed no longer serviceable in accordance with the information appended to these minutes.

O-4. APPROVE SALE OF VEHICLE – 2001 DODGE DAKOTA 4X4 TRUCK WITH PLOW

That the board approve sale of 2001 Dodge Dakota 4x4 truck with plow; Vin #1B7GG26X415283146; Mileage: 57,081; for a minimum bid of \$400.

O-5. ACCEPT DONATION OF STRENGTH TRAINING EQUIPMENT – GOLD'S GYM

That the board accept donation of strength training equipment from Gold's Gym in Garwood, New Jersey in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Perkins asked Mr. Damato if in the acceptance of the strength training equipment from Gold's Gym is there any liability exposure to the district. He said that he was concerned that the equipment be inspected and that it be in appropriate working order before students are allowed to use it. Mr. Damato said that he spoke to Ms. Ionta regarding this. He said that this is a donation of equipment that has reached the end of its useful life at Gold's Gym. Mr. Damato said that it is not brand new and it is not something that is in perfect condition or working order. He said that he believed Ms. Ionta is going to inspect every piece and any pieces of equipment that pose any hazard whatsoever would not be accepted. Mr. Damato said that he understood some of the equipment that the district has right now in the weight room is older and even more well used than the equipment that the district will be getting from Gold's Gym. He said that he thought this was a matter of getting better equipment than the district presently has and it was Ms. Ionta's recommendation to accept this donation. Mrs. Gaglione said that she knew that a lot of times gyms will donate equipment because they can't use it in their facilities any longer. She was pleased to know that the district is getting this equipment.

Mr. Damato said he did not mean to suggest that the equipment was in horrible condition; it is in good working order. He said that the gyms usually update their equipment routinely and it will be inspected to make sure that there are no problems with the equipment before anything is used by students.

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Mr. Galante, seconded by Mr. Layden that the following resolutions be adopted:

P-1. APPROVE PERSONNEL ACTIONS

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

P-2 APPROVE SUBSTITUTE LISTS

That the Board amend Substitute/Home Instruction List; Substitute Custodians, Substitute Cafeteria/ Playground Aides, Teacher Assistants and Secretaries for the 2012-2013 school year in accordance with the information appended to these minutes.

P-3. ACCEPT LETTERS OF RESIGNATION

That the board accept resignation letters from the following staff: (a) Ellyn Smith, cafeteria/playground assistant at Washington School, effective January 1, 2013; (b) Bonnie Caverly, teacher assistant at Livingston School, effective January 2, 2013; (c) Alexander W. Lau, mathematics teacher at Union High School, effective February 15, 2013; (d) Stella Cruz, cafeteria/playground assistant at Washington School, effective January 18, 2013; (e) Robert Sumner, teacher assistant at Union High School, effective January 25, 2013; (f) Helga F. Miller, cafeteria/playground assistant at Washington School, effective immediately

P-4. APPROVE VARIOUS LEAVES FOR STAFF

That the board approve leaves for the following staff: (a) Linda Steeb, mathematics teacher at Kawameeh Middle School, extended unpaid sick leave for the period January 25 through February 28, 2013; (b) Grant Harvey, French teacher at Union High School, sabbatical leave of absence for the purpose of study for the 2013-2014 academic year; (c) Jennifer Winters, English teacher at Kawameeh Middle School, maternity and extended family leave for the period March 1 through June 17, 2013; (d) Casey Santo, special education teacher at Franklin School, maternity and unpaid family leave for the period April 8, 2013 through the end of the 2012-2013 school year; (e) Mary F. Malyska, Supervisor of English and Libraries, unpaid family leave for the period December 22, 2012 through January 13, 2013

P-5. APPROVE PAYMENT OF ADDITIONAL HOURS – DETJEN

That the board approve payment of eighteen (18) hours at a rate of \$32.50 per hour to Lillian Detjen, Substitute Teacher Coordinator, for additional work performed during Hurricane Sandy (November 2, 3 and 4, 2012) or \$585 in accordance with the information appended to these minutes.

P-6. APPROVE TEACHERS AND STAFF FOR SATURDAY ACADEMY

That the board approve teachers and staff for Saturday Academy program which will run for ten (10) Saturdays from January 19th through March 23rd, 2013 at a rate of \$38.25 per hour in accordance with the information in the hands of each board member. Classes will take place from 9 a.m. to 11:05 a.m. each Saturday. There will be no cost to the Township of Union School District for this program, all salaries will be paid from the tuition of \$75 per student which will be paid by parents/guardians.

DISCUSSION:

Dr. Martin stated that he would like to pull Mr. Harvey's leave request from this month's agenda for approval (resolution P-4). He said that when the Personnel Committee is formed that this issue be discussed further. Dr. Martin said that this is a fairly unusual request and since he has been in the district, the board has not approved a sabbatical leave for a staff member.

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

APPROVAL OF BILLS

Moved by Mrs. Gaglione, seconded by Mr. Arminio that the board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

AYE: Mr. Arminio, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

UNFINISHED BUSINESS

Mr. Perkins said that he spoke to Mr. Damato earlier this evening about selecting a date for the Planning Session in February. He asked if there was a date scheduled for a regular meeting in February. Mr. Damato stated that the regular meeting is scheduled on February 12. Mr. Perkins said that another day must be scheduled to have a Planning Session. Mr. Damato said that typically the board has a planning session in February and in August. Mr. Perkins said

that a Saturday meeting could be scheduled on February 9, 16 and 23. Mr. Arminio thought that the earlier the meeting the better so he suggested that the meeting be on the 9th. Mr. Perkins asked if any board member had a problem with setting the meeting on February 9th. There being none, the meeting would be scheduled on Saturday, February 9th from 8 a.m. until noon. Mr. Damato said that he would post the meeting.

Mrs. Gaglione congratulated Dr. Francis on his election to the board. She said that she wanted to give Dr. Francis a little advice. Mrs. Gaglione said that she was trained by many a manager, vice president and president of AT&T who went on to be CEO and President of the company; she said that the advice that she was given as a manager is to think with your head, think with your heart and then go back to your head to make sure that you are making the right decision. She said that she hoped Dr. Francis would do that during his term on the board.

Mrs. Gaglione said that she apologized to Mr. Arminio for bring this up but she had every intention of nominating Mr. Arminio as President of the Board and Mr. Arminio said that if she did that, he would not accept the nomination. Mrs. Gaglione said that for the record, she would have voted "no" for Mr. Perkins to be President. She said that when she happened to see part of the organization meeting on television, she always considered herself as an athlete and she is very good at keeping score. Mrs. Gaglione said that when she saw part of the meeting on television to her it was not pretty and she thought one of the things about keeping score is one of the most important things when you are playing football is to know when you should "punt" the ball. She said this brings her to her personal feelings. Mrs. Gaglione said that when she was asked to run for the board nine years ago, people said to her, "Linda, it is a non-partisan position, could you do it?" and she said "Yes". She said that she has done it for nine years and although she is a republican and a lot of people know that. Mrs. Gaglione said that she has done what she thought was best for the school district, for the students, for the teachers, for the bus drivers, for the contractors, for the custodians and for everyone else in the district. She said that she felt Mr. Arminio could have done that and she was sure that the Town would feel the same since they voted him into the position. Mrs. Gaglione said that the current *School Board Leader* magazine, there is an article on boards of education being nonpartisan in school districts. She said that she will not be quiet if she feels that partisanship is taking place on this board. Mrs. Gaglione said that she was asking and she hoped that there were people listening; she said that she has dedicated nine years of her life to this board to make sure that the school district was run properly; to be ethical and to do the best thing for the children of the district and for the entire community as well. She said that she has tried to be responsible fiscally, to make sure students are safe and to make sure that all contracts were done to be fair to everyone. Mrs. Gaglione said that she is asking the community that if anyone can come onto the board and feel that they can do nonpartisan work regardless of who they are, she asked that they run for the board or everyone will see a partisanship take over the board and the school district.

Mrs. Gaglione said that she wanted to thank the Education Foundation for putting the benches in front of the high school because every time she goes past the school, she sees students sitting there so nice, as if it were a college campus, talking and waiting for their rides. She thanked the Foundation for coming up with the design.

NEW BUSINESS

Mr. Arminio said that to go along with Mr. Gibbons as principal of the high school, the Boys' Winter Track Team won the 4 x 200 State Group IV, Section II championship and the Girls' Winter Track Team won the Group IV, Section II 4 x 200 relay and for the second year in a row the girls won the County relays. He congratulated these students for their accomplishments.

Mrs. Gaglione said that in last Sunday's Star Ledger she noticed that there were many advertisements for Head Football Coaches and she believed that the district was in need of one. She wanted to make a motion for Dr. Martin to give the Director of Athletics an okay to place job ads for a Head Football Coach search. Dr. Martin said that he did speak to Ms. Ionta about this and this is one of the issues that before reorganization, he would bring directly to the personnel committee. He said that he was waiting for the personnel committee to be formed and he did not want to put it out there and make the decision to do it for a number of reasons until he spoke with the board. Dr. Martin said that if the board tonight makes that recommendation and directive, he would certainly do it. He said that he would like to speak to the personnel committee about this matter. Mr. Perkins said that as he commented earlier, the committee chairs will remain the same as last year for the time being. He said that Mr. Galante would therefore still be the chairperson of the personnel committee. Mrs. Gaglione said that she still wanted to make a motion to do this. Mr. Perkins said he was not sure that the board needed a motion and since the Superintendent must make recommendations for personnel issues in any case, he certainly did not have any objection for Dr. Martin to do this. Mr. Damato said that typically the way these types of positions are filled is and before it reaches the board, there has to be a recommendation made by the Superintendent. He said that in the past, jobs have been posted in house and some jobs are advertised in newspapers and other media. Mr. Damato said that typically was the decision of the Superintendent and always done by the Superintendent's Office and then brought to the board. Mrs. Gaglione said that she had some concern because if she looks in the paper on Sunday and there are various school districts looking Head Football Coaches and the district waits another two months, then the district's choices become smaller and the "cream of the crop" could be gone. She did not know how long the district can wait to make this decision. Dr. Martin said that the job can be posted and an advertisement can be run. Mrs. Gaglione said that if the job is posted, the district can see who is available. She said that the position is in the budget already. Mr. Perkins said that by next month the committees will be reorganized and in any case he did not see a need for a motion since all the board members seem to agree and Dr. Martin said that he will prepare the posting.

Mr. Perkins said that he would like to commend the students of Union High School. He said that many people know that St. Michael's Parish in town has been conducting a retreat in the fall every year for the last 28 years. Mr. Perkins said that his wife has been on every single one of the retreats since they began and because of the storm, the retreat was put off until this past weekend. He said that his wife reported that more than ever, the children on the retreat

were extraordinarily well behaved and that is not unusual. Mr. Perkins said that a lot of the credit for that has to go to the attitudes the students pick up at Union High School. He said that typically there are 200 students who attend the retreat; the parents of the students on the retreat and every one of them commented very positively about the behavior of the Union High School students. Mr. Perkins said that he was very proud of the fact that it was the case. He said that the students of the high school by and large treat each other extraordinarily well. Mr. Perkins thanked Mr. Gibbons and his staff.

COMMENTS FROM THE PUBLIC

Mr. Nardiello said that he had some problems in his neighborhood a while ago which necessitated hiring a private detective and during the course of his investigation this individual came up with an arrest record and a declaration of bankruptcy by one of the Board of Education employees which he wanted to turn over to Dr. Martin. He said that he was not sure if the Board of Education has rules and regulations of arrest records for hires, but he wanted to make Dr. Martin aware of what the private detective had found. Mr. Nardiello said that Ridgeway Street, where he lives is a big conduit for students going back and forth to school and there was an individual who lives on the block who was taken away not too long ago for a five day, involuntary commitment to the Trinitas Psychiatric Center. He said that he brings this information to the Board's attention because of what happened to Newtown, Connecticut and because there are some bizarre displays on this individual's house. Mr. Nardiello said that he would turn the information over to Dr. Martin for his review. He said that although he does not have any children in the school district, he was very concerned for the children and for the neighborhood and he hoped the Board would not just sweep this under the rug. Mr. Nardiello said he would hate to have Union on CNN for a disaster like that.

Mr. Perkins asked if the Board had any issues concerning the disclosure of this information. Mr. Damato said that he had no idea what the information was so he can't say at this time. Mr. Perkins told Mr. Nardiello that Dr. Martin would review the material exclusively with Mr. Damato, the Board Attorney and then Mr. Damato can make the determination as to whether the rest of the board should know about it. He said that he had concerns of potential liability to Mr. Nardiello and to the district.

Mrs. Taylor said that she has a son who attends Burnet Middle School and she is also a member of P.A.C.E. She said that she was speaking on behalf of P.A.C.E. to see if this group could get some feedback regarding a matter which was discussed at their meeting last night. Mrs. Taylor said that parents have been expressing that they are often unaware of many or most of the positive school activities happening within the district. She said that tonight she was pleasantly surprised to hear about the Physics program; it was very uplifting information. Mrs. Taylor said that this is a prime example of something that she had no idea about and she was sure many other parents did not know as well. She said that a boost in awareness could certainly serve to increase school interest, pride and participation levels and this would be beneficial to all parties. Mrs. Taylor said that the use of WebMaster to create possibly a district wide website, a Facebook type situation, was discussed during the meeting and teachers and other designated parties could submit information regarding any number of positive programs. She said that this could possibly deflect much of the negative perceptions or stories that are

communicated without solicitation. She said that there are many negative stories that are spread very readily more so than the positive stories and that needs to be turned around. Mrs. Taylor said that the P.A.C.E. members thought that the use of this website could help to get out the word. Mrs. Taylor said that there are a lot of other things that the district does use now that she was aware of, but some things do get lost such as flyers, etc. She said that in this social media climate people tend to want to access those types of things more readily.

Mr. Perkins said that he was not sure that he agreed that the bulk of the comments he hears about the district are negative. Mrs. Taylor said that she was not here to weigh the negative and the positive but she wanted to promote the advertisement of the positive.

Mrs. Lipstein said that the presentation by the Physics students was the first she had seen students in action. She said that Mr. Kniedl was given a grant of almost \$5,000 by the Education Foundation. She congratulated Mr. Kniedl for his great ideas and the students for their great work. Mrs. Lipstein said that grant applications for the 2013-2014 school year are available from the Education Foundation. She said that bricks for the Walk of Honor which was installed in the front of Union High School which was mentioned by Mr. Gibbons earlier this evening are still available to be purchased. Mrs. Lipstein said that the order forms to purchase bricks are available on the high school website. She said that the Foundation's annual reception will be held on May 9th. Mrs. Lipstein said that the Foundation has given over \$100,000 to the district and it is always to see the positive stuff.

Mrs. Lipstein asked about the NJASK test in the upper grade levels and when the tests will be administered. Dr. Lishak said that the tests will be administered at the end of April and the beginning of May. Mrs. Lipstein said that last year there were workshops to give parents information about NJASK and there were some in December. She said that Dr. Lishak said that there will be several more workshops for the parents of older students in April. Mrs. Lipstein said that she, personally, would have liked to see them earlier to give parents a little more time but she encouraged parents to talk to their children's teachers about the test preparation information. She said that information is available on the State website and there are preparation test books.

Mrs. Lipstein said that she is a member of P.A.C.E., which is a group of parents and others for academic excellence, who cooperate with the district but it is an independent organization, which has been meeting at the Union Public Library. She said that meetings are totally open to the public and the next meeting will be February 11th; there will be a realtor who will speak to the group about the connection between property values and the reputation of the school district. Mrs. Lipstein hoped that the positive information the district has will be posted on the internet. She said that when the district has facts and figures, such as the HIB report that was presented this evening that can refute when people have negative comments about the district.

Mrs. Lipstein said that one of the concerns that some of the P.A.C.E. parents have had to do with differentiated instruction. She wanted to know if someone could give her a quick

explanation about what differentiated instruction was. Dr. Lishak said that differentiated instruction has been in the district for a number of years and there have been numerous workshops on differentiated instruction; all district teachers, students and building principals are aware of differentiated instruction. She said that the general idea of differentiated instruction is that the objective of a lesson is presented during the course of the lesson itself; then as the lesson goes on, as it is in all groups, everyone's level of learning is a little bit different so that same objective is taken so at the end of the lesson everyone has the same objective, but it will have been presented it in a number of ways such as small group instruction or hands on activities. Dr. Lishak said that differentiated instruction means that an objective is met but is presented in various ways. Mrs. Lipstein said that she thought there was a little more to it than that. She said that she had a lot of questions such as, Whether every classroom was doing it? Are there different books that are used? but this was not the venue for all of those questions. Mrs. Lipstein said that P.A.C.E. has asked Dr. Lishak to come to one of their meetings to speak about this subject but she was unable to come. She said that Mrs. Cooley has "picked up the ball" and has asked the building principals to talk about differentiated instruction at the February P.T.A. meetings. Mrs. Lipstein said that she wanted parents to know that there would be an important curriculum discussion at the P.T.A. meetings. She said that differentiated instruction was not going to go away and by parents finding out more about what it is, parents can work more with their children. Mrs. Lipstein said that she appreciated the board's concern. She said by working together, we can move mountains.

Mr. Perkins said that it is amazing what is out there on the internet. He said that back in the day if you got into an argument with someone about who was the greatest baseball player and now you can just access your I-Phone and get the information. Mr. Perkins said that anyone who is really interested can start a Google search to find out what differentiated instruction is. Mrs. Lipstein said that parents have to know how it is being done here. Mr. Perkins said that the concept is the same.

MOTION FOR EXECUTIVE SESSION

Moved by Mr. Layden, seconded by Mr. Galante, that the Board go into Executive Session to discuss personnel matters without the presence of the public in accordance with the provisions of *N.J.S.A. 10:4- 2b*. 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, Mrs. Cooley, Dr. Francis, Mrs. Gaglione, Mr. Galante, Mr. Layden and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mr. Arminio, seconded by Mr. Galante that the meeting be adjourned.

Respectfully submitted

A handwritten signature in black ink, appearing to read 'James J. Damato', with a long horizontal flourish extending to the right.

JAMES J. DAMATO
BOARD SECRETARY/GENERAL COUNSEL