

TO ALL BOARD OF EDUCATION MEMBERS:

The Regular Meeting of the Board of Education of the Township of Union will be held on December 18, 2012 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 December 18, 2012 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. Linda Gaglione, Mr. Richard Galante, Mrs. Versie McNeil, Mr. Vito Nufrio, Mr. Francis Perkins (President) and Mrs. Judy Salazar

ABSENT AT ROLL CALL: Mrs. Susana Cooley and Mr. Thomas Layden

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

Mrs. Gaglione 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.

Mr. Perkins stated that he was sure that there was not a school board in the entire country that isn't taking a moment to reflect upon the events of last Friday in Newtown, Connecticut. He thought that it was appropriate to begin the meeting with a moment of silence and reflection upon the gifts that we have in our community and the sadness that has visited Newtown.

Dr. Martin said that he knew there were parents who were watching this evening on television and they are very concerned about the situation in the nation brought on by the Newtown tragedy. He said that he believed that a situation like this becomes very personal for families. Dr. Martin said that everyone looks at the big picture, of course, all of the schools, all of the children and all of the components of the district, but parents can't help but focus on their own children and be very concerned about them. He said that parents are asking the questions, "How can I be sure that my child is as safe as possible in school?" Dr. Martin said that it was the district's job this evening to reassure parents. He said that right before this meeting there was a meeting of the board of education safety and security committee with the central office team, Director Zieser, the Director of the Union Police Department and Mr. Ardito the director of security for the district. Dr. Martin said that the sole goal of the team is to take what is considered to be

an outstanding and safe public school district and make it stronger day by day for the benefit of all the children. He said that the district is spending lots of time and energy focused on this issue. Dr. Martin said that he, as the Superintendent, takes this personally and he sees his job as being ultimately responsible for the safety of all the children in the district. He said that he would continue to ask questions and work collaboratively with the board of education, the administrative team, parents, faculty, staff and students to do what must be done to keep the district as safe as possible.

Mrs. Conti, the Director of Special Services said that she was speaking with Dr. Martin this afternoon and in response to the tragedy in Connecticut, many well respected organizations such as New Jersey Association of School Psychologists Traumatic Loss Coalition have forwarded various resources for caregivers, parents and staff to provide support for children. She said that starting sometime tomorrow, she will be posting on the district website these resources for staff, parents and caregivers to access. Mrs. Conti said that she was also speaking to Ms. Hall, student assistance counselor at Kawameeh Middle School and she has told her that the different building websites also have resources posted by the school counselors as well.

Mr. Nufrio wanted to emphasize what Dr. Martin has said. He said that the district will be totally focused to insure that the security and safety of all children in the district is maintained daily. Mr. Nufrio encouraged the community to communicate with Dr. Martin, Mr. Tatum or Dr. Lishak in the Central Office with any concerns or ideas that anyone has so as to help the district develop a better picture and better insight as to what may be needed to be focused on to insure that safety and security.

APPROVAL OF MINUTES

Moved by Mr. Arminio, seconded by Mrs. McNeil that the minutes of the worksession of September 11, 2012, the executive session of September 11, 2012 and the regular meeting of September 18, 2012 be adopted:

AYE:	Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

Moved by Mr. Arminio, seconded by Mrs. McNeil that the minutes of the Special Meeting of September 28, 2012 be adopted:

AYE:	Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio, Mrs. Salazar and Mr. Perkins	
NAY:	None	
ABSTAIN:	Mrs. McNeil	MOTION WAS CARRIED

COMMUNICATION

REQUEST FOR EXTENDED CHILD REARING LEAVE – LONGBERG

Kelly Longberg, teacher at Hannah Caldwell Elementary School, submitted a request for extended child rearing leave for the period December 3, 2012 through the end of the 2012-2013 school year.

REQUEST FOR EXTENDED CHILD REARING LEAVE – SAHR

Doreen Sahr, language arts teacher at Union High School, submitted a request for extended child rearing, for the period February 25, 2013 through the end of the 2012-2013 school year.

REQUEST FOR WAIVER OF FEES

Linda Ionta, Athletic Director, submitted a request for waiver of fees for use of Union High School by UCIAC for Wrestling Tournament on Saturday, January 19, 2013 and NJSIAA for Region 3 State Wrestling Tournament on February 27, March 1 and March 2, 2013.

REQUEST FOR EXTENDED CHILD REARING LEAVE – DE CORTE

Fatima DeCorte, guidance counselor at Union High School, submitted a request for extended child rearing for the period December 1, 2012 through March 3, 2013.

REQUEST FOR EXTENDED CHILD REARING LEAVE – RACZYNSKI

Jamie Raczynski, teacher at Hannah Caldwell School, submitted a request for extended child rearing leave, for the period January 1 through March 17, 2013.

REQUEST FOR EXTENDED CHILD REARING LEAVE – LOPES-ULICKI

Tricia Lopes-Ulicki, School Psychologist, submitted a request for extended child rearing leave for the period January 2, 2013 through the end of the 2012-2013 school.

REQUEST FOR MATERNITY AND FAMILY LEAVES – DIAZ

Megan Diaz, teacher at Livingston School, submitted a request for maternity and family leaves for the period December 22, 2012 through June 2, 2013.

SPECIAL PRESENTATIONS

Presentation of plaque to exiting board member - Mr. Perkins said that on behalf of the board he presented a plaque to Judy Salazar for her six years of dedicated service to the people of the Township of Union by virtue of her service on the board of education.

Mrs. Salazar said that she was grateful for the wonderful experience she learned and has shared with everyone for the past six years as a board member. She said that she developed insight of the what, the where, the why and the when in the school district. Mrs. Salazar said that giving of her personal time to serve the youth of the community

was a challenging part of her personal daily life. She quoted Booker T. Washington, who said *"Success in life is not measured by the position one possesses but by the obstacles overcome while you are trying to succeed."* Mrs. Salazar said that all board members want the schools to succeed through student growth in education however as in life adversities precede growth. She said that success can only be achieved through the cooperative efforts of all concerned working together. Mrs. Salazar said that the school district was blessed for the talent and dedication of its staff, teachers, principals and administrative staff especially Mr. Vieira, the Business Administrator; Mr. Damato, the Board Secretary and Counsel; Mr. Wiggins, the Director of Operations; Dr. Lishak, and Mr. Tatum Assistant Superintendents of School; Mrs. Conti, Director of Special Services; Ms. Hart, the Director of Technology; Ms. Ionta, the Athletic Director; Mrs. Moutis, Curriculum Director for pre-k through grade five; who are all under the competent leadership of Dr. Martin, the Superintendent of Schools. She thanked her colleagues on the board and she said that it has been more than six wonderful years working with them. Mrs. Salazar said that it was a pleasure knowing all of them. She thanked Mr. Capodice, the President of the U.T.E.A., Mrs. Lipstein, the President of the Union Education Foundation, Mr. Ardito the Security Director of the district and Director Zieser of the Union Police Department for their competent work. Mrs. Salazar said that she will be continuing her other civic work but she will always make herself available to the board as a resource person. She said as a former high school teacher and college professor she had years of teaching experience in physics, science and chemistry. Mrs. Salazar said that her success as a school teacher is based on a firm belief that there is no problem student but a student with problems and if you solve the root of the problem, the learning process will be obtained. She said that she had years of experience judging science projects. Mrs. Salazar thanked everyone for giving her the opportunity to serve the school district. She said that the experience was hers to keep but the pleasure was her's to serve.

SUPERINTENDENT'S REPORT

Dr. Martin said that he received the first set of standardized scores today. He said that they are high school scores for this current year and he asked Dr. Lishak to explain the background behind the scores.

Dr. Lishak said that she had very positive numbers to report from the October assessment of the high school proficiency (HSPA). She said that she received a very excited phone call from Ms. Malyska, the Language Arts Supervisor grades 7 through 12, followed by another phone call from Jason Mauriello the Math Supervisor grades 7 through 12 reporting that the results from the October HSPA has arrived and they were as follows: The district's 2012 October LAL – 39 students sat for the various sections of the test; 27 of those students passed the test, leaving only 12 Seniors to sit for the March assessment. She said that this represents 69.2% pass rate for those students. Dr. Lishak said that this number is up from 2011 when the pass rate was 58.3% and at the same date in October of 2010 the pass rate was 45.4% for October. She said that the 2012 scores for mathematics – 135 students sat for the various sections of the test; 61 of those students passed the test leaving 74 Seniors to sit for the March assessment. Dr. Lishak

said that this represents a 45.2% passing rate for those students; the number is up from 2011 where the pass rate was 36% and the 2010 pass rate was 29.6%. She said to give everyone a better understanding of the importance of these numbers she said that students who have taken the HSPA and passed all areas will meet the NJDOE requirements for graduation and receive a full diploma endorsed by the State of New Jersey. Dr. Lishak said that these numbers increase the graduate rate at Union High School as noted for the class of 2012 with an increase of 6.41% making the graduation rate for last year 90.69%. She said that this increase has been building over the past three years as a result of the district's increased academic rigor of instruction, additional programs such as increase Algebra to double periods, foundations in language arts and mathematics, as well as implementing some supportive programs using Title I funds and additional tutoring. Dr. Lishak said that the district intends to continue to analyze student data and adjusts lessons accordingly. She said that faculty and students are working very hard and with numbers like these show it is paying off.

Dr. Martin said that it was hard to thank the multitude of people that are involved in this process. He thanked Dr. Lishak and Mr. Tatum for their educational leadership but he said that the battle is truly won in the classroom. Dr. Martin said that the Supervisors do a fantastic job and certainly Mr. Gibbons and the four Vice Principals at the high school are to be commended. He said that you must go back to the classroom and all of the teachers who are guiding the students and helping them prepare for these important assessments. Dr. Martin said that his hat was off to the faculty and staff who work so successfully with the students. He thanked the parents for their insistence and backup at home; insistence that the work is done, the homework is handed in and encouraging students as they go through the high school years. Dr. Martin said that it is paying off and the big winners are the students.

Dr. Martin said that the students who attended the Students in Government Day wrote essays of their experiences spending a day with Township Officials. He said that 14 students attended this program. Dr. Martin said that the students have been "turn keying" what they have learned to other students at Union High School. He said that the Board asked the students to write an essay of what they learned and giving an account of the day. Dr. Martin said that the essays have been compiled in a binder and he passed the binder around to Board members. He thanked Kaitlin Brady who is the faculty member who spearheaded the program and all of the Township Officials who helped with this; it was a win/win for everyone.

Dr. Martin said that he had distributed a report to each Board member. He said that when Hurricane Sandy hit more than a month ago, the school district had to confront challenges. Dr. Martin said that those who have been following the Board meetings know the challenges the district confronted and how it worked together with Township of Union officials to put the school district in as good a shape as possible. He said that he was very proud of how the school team faired in that difficult time. Dr. Martin said that what Mr. Perkins asked everyone involved to do was to write as summary of experiences during the

storm, before everyone lost the thoughts and lessons that were learned from going through those experiences. He felt that this document would help the district become ready and more prepared for similar events in the future.

Mr. Perkins said that he wanted to add to what Dr. Martin said about the lessons learned report. He said that is not so much a report for what the district specifically had to do but rather the starting point for the district to take actions to do what everyone did during the storm much better. Mr. Perkins said that the cooperation between the Board and the Township was exemplary and the district appreciated the Township Officials participation in providing their thoughts. He thanked Dr. Martin and everyone who had input into this crisis.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

None

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Moved by Mrs. McNeil, seconded by Mr. Arminio that the following resolutions 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 [one (1) student for the period November 1st through November 30, 2012; total of students exited during the 2012-2013 school year is twelve (12) students] who are not domiciled in this school district in accordance with the information appended to the nonpublic portion of these minutes.

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

That the board amend the 2012-2013 out-of-district sent and received atypical student placement and tuition lists will be approved in accordance with the information appended to the nonpublic portion of these minutes.

E-3. APPROVE REVISED SECONDARY CURRICULUM LIST

That the board approve revised Secondary Curriculum List in accordance with the information appended to these minutes.

E-4. APPROVE CREATION OF UNION HIGH SCHOOL FIGHTING FARMERS HALL OF FAME

That the board approve the creation of Union High School Fighting Farmers Hall of Fame in accordance with the information appended to these minutes.

E-5. APPROVE TEACHSCAPE EVALUATION RUBRIC FOR TEACHER AND PRINCIPAL EVALUATIONS

That the board approve Teachscape evaluation rubric for teacher and principal evaluations for the 2013-2014 school year.

E-6. APPROVE SATURDAY ACADEMY

That the board approve Saturday Academy program to take place for ten Saturdays from January 19th through March 23rd, 2013. In this voluntary program for students in grades K-9, students will receive additional lessons in Math/Science (one hour per Saturday) and Language Arts/Science (one hour per Saturday). Classes for K-4 will take place at the Hannah Caldwell Elementary School, and classes for grades 5 – 9 will take place at Burnet Middle School. (Classes will take place from 9 a.m. to 11:05 a.m.) Tuition for this program will be \$75 per student for the ten week program which will be paid for by parents/guardians. There will be no cost to the Township of Union School District.

E-7. APPROVE INVOLVEMENT OF STUDENTS IN MASTERS STUDY PROGRAM – WHITEHEAD

That the board approve Stephanie Whitehead, mathematics teacher at Burnet Middle School, to involve her students in her Masters Study Program at Rutgers University in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Nufrio asked about the students who will be involved in the study referred to in resolution E-7. He asked if the permission of parents has been obtained. Dr. Martin said that they will be.

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

Moved by Mrs. Gaglione, seconded by Mrs. Salazar that the following resolutions be adopted:

F-1. REPORT RESULTS OF ANNUAL SCHOOL ELECTION

Official report of the annual school election held on November 6, 2012 as follows:

Three Year Term

Thomas Layden	6278 Votes
Guy A. Francis	4530 Votes
David A. Arminio	4982 Votes
Shawn P. Ramos	2457 Votes

Two-Year Unexpired Term

Susana C. Cooley	5541 Votes
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F-2 ACCEPT TREASURER'S REPORT

That the board accept the Treasurer's Report dated November 30, 2012.

F-3. ACCEPT SECRETARY'S REPORT

That the board accept the Secretary's Report dated November 30, 2012.

F-4. CERTIFY TREASURER'S AND SECRETARY'S REPORTS

Pursuant to N.J.A.C. 6:20-2.13(d), I certify that as of November 30, 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. 6:20-2.13(e), we certify that as of November 30, 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. 6:20-2.13(b) 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/ Board Secretary and is assumed by the board to be correct.

F-5. APPROVE LINE ITEM TRANSFERS

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

F-6. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASE ORDERS PURSUANT TO THE REQUIREMENTS OF *N.J.S.A. 18A:18A-5* AND *18A: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 *18A:18A-10(a)* in accordance with the information appended to these minutes.

F-7. 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) PSAT/NMSQT - \$4,962 – testing booklets – Union High School; (b) CheerZone - \$1,358.39 – new uniforms for Cheerleaders – Kawameeh Middle School; (c) Fairview Lake YMCA Camp - \$1,062.00 – camping trip deposit – Union High School; (d) Somerset Patriots - \$3,000 – fundraising game – Union High School Athletic Department; (e) World Stage - \$2,571.76 – lighting rental for Xanadu – Union High School; (f) 1000 bulbs.com - \$1,819.13 – lighting equipment for Xanadu – Union High School ; (g) Audio Incorporated – \$3,078.56 -audio rental for Xanadu – Union High School; (h) Home Depot Credit Services – \$2,899.49 – scenic construction supplies for Xanadu – Union High School; (i) The Costumer - \$1,067.24 – costume rental for Xanadu – Union High School

F-8. APPROVE DISTRICTWIDE 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

That the board approve districtwide 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-9. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES PURSUANT TO *N.J.A.C. 6A:23A-5.8*

The committee recommends and I so move 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-10. ACCEPT CORRECTIVE ACTION PLAN (CAP) FOR SINGLE AUDIT

That the board accept Corrective Action Plan (CAP) for Single Audit Fiscal Year ending June 30, 2012 in accordance with the information appended to these minutes. (There were no audit findings; hence, no correction actions are required.)

F-11. ACCEPT DONATION FROM HARFORD COUNTY SCHOOL NUTRITION ASSOCIATION

That the board accept donation of four (4) \$50.00 gift cards from Harford County School Nutrition Association, 101 Industry Lane, Forest Hill, Maryland in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

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

O-1. AFFIRM SUPERINTENDENT’S RESOLUTION OF HARASSMENT, INTIMICATION AND BULLYING CONCLUSIONS

That the board affirm the Superintendent’s resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period November 9 through December 7, 2012.

O-2. APPROVE BUS EMERGENCY EVACUATIONS AND SECURITY DRILL REPORTS

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-3. APPROVE WAIVER OF RENTAL FEES

That the board approve waiver of rental fees for use of Union High School by UCIAC for Union County Wrestling Tournament on Saturday, January 19, 2013 and for NJSIAA for Region 3 State Wrestling Tournament on February 27, March 1 and March 2, 2013. The NJSIAA will be responsible for custodial overtime fee for Saturday, March 2, 2012.

O-4. ACCEPT PROPOSAL FOR ARCHITECTURAL SERVICES IN CONNECTION WITH BOILER REPLACEMENT AT BURNET MIDDLE SCHOOL – POTTER ARCHITECTS

That the board accept proposal from Potter Architects, 410 Colonial Avenue, Union, New Jersey (Proposal #2012119) for architectural services in connection with boiler replacements at Burnet Middle School in an amount not to exceed \$78,800 in accordance with the information appended to these minutes.

O-5. APPROVE FOURTH AMENDMENT TO NETWORK SERVICES AGREEMENT – COMCAST BUSINESS COMMUNICATIONS, LLC

That the board approve Fourth Amendment to Network Services Agreement with Comcast Business Communications, LLC in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE:

Moved by Mr. Galante, seconded by Mr. Nufrio 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. AMEND SUBSTITUTE LISTS – 2012-2013

That the Board amend the 2012-2013 Substitute/Home Instruction, Substitute Custodian, Substitute Cafeteria/ Playground Assistants list, in accordance with the information appended to these minutes.

P-3. APPROVE LEAVES FOR STAFF

That the board approve leaves of absence for the following staff: (a) Kelly Longberg, teacher at Hannah Caldwell School, extended child rearing leave for the period December 3, 2012 through the end of the 2012-2013 school year; (b) Doreen Sahr, language arts teacher at Union High School, extended child rearing leave for the period February 25, 2013 through the end of the 2012-2013 school year; (c) Fatima DeCorte, guidance counselor at Union High School, extended child rearing leave for the period December 1, 2012 through March 3, 2013; (d) Jamie Raczynski, teacher at Hannah Caldwell School extended child rearing leave for the period January 1 through March 17, 2013; (e) Tricia Lopes-Ulicki, School Psychologist extended child rearing leave for the period January 1 through the end of the 2012-2013 school year; (f) Megan Diaz, teacher at Livingston School, maternity and family leaves for the period December 22, 2012 through June 2, 2013

P-4. APPROVE STAFF TO CONDUCT IN-HOUSE WORKSHOPS

That the board approve staff to conduct in-house workshops for 2012-2013 school year in accordance with the information in the hands of each board member.

P-5. AMEND LIST OF SCOREBOARD OPERATORS – DE MARCO

That the board amend list of Scoreboard Operators for wrestling matches to include Dan DeMarco at a rate of \$60 for one game; \$80 for two games and \$125 for three games.

P-6. APPROVE STAFF TO PROVIDE HOME INSTRUCTION

That the board approve the following staff to provide home instruction to district students on an "as needed" basis for the period December 1, 2012 through June 30, 2013 at a rate of \$38.25 per hour: (a) Jamie Barca and (b) Maria Sibia

P-7. INCREASE STARTING SALARY FOR CAFETERIA/PLAYGROUND ASSISTANTS

That the board approve an increase of the starting salary, effective January 1, 2013, for all Cafeteria/Playground Assistants from \$7.25 to \$11.00 per hour and in addition, all current Cafeteria/Playground Assistants' hourly rates shall be increased by \$3.75 per hour.

DISCUSSION:

Mrs. McNeil asked Dr. Martin if there were replacements in place for the staff members who were going on leave. Dr. Martin said that if the vacancies are not filled currently, they are posted and they will filled in a timely manner.

AYE:	Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

GRIEVANCE/NEGOTIATIONS COMMITTEE

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

G-1. APPROVE MEMORANDUM OF AGREEMENT – PART-TIME TRANSPORTATION ASSOCIATION

That the board approve Memorandum of Agreement with the Part-time Transportation Association in accordance with the information appended to these minutes.

DISCUSSION:

None		
AYE:	Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

APPROVAL OF BILLS

Moved by Mrs. Gaglione, seconded by Mrs. Salazar 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. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio,
Mrs. Salazar and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

UNFINISHED BUSINESS

Mr. Arminio said that Mrs. Salazar has served the district for six years and she certainly will be a good resource in the future. He said that he will always remember Mrs. Salazar as a good and kind person with a big heart.

Mrs. Gaglione said she wanted to publically thank Mrs. Salazar for all of her help and for serving on the board. She said that it has been a pleasure serving with Mrs. Salazar. Mrs. Gaglione said that Mrs. Salazar had a lot of assets that she provided to the community that a lot of people do not know about. She said that she will miss Mrs. Salazar.

Mrs. McNeil said that she has worked with Mrs. Salazar on the Education Committee. She said that Mrs. Salazar was a wonderful lady and she would be missed on the board.

Mr. Nufrio said that he has not known Mrs. Salazar as long as some of the other board members but he said that the Board would miss Mrs. Salazar's calm demeanor and her mannerism on how to analyze situations and pick the right path.

Mr. Galante thanked Mrs. Salazar for her analytical abilities, her patience and her kindness.

Mr. Perkins thanked Mrs. Salazar for her service. Mrs. Salazar said that she was a person of action and not words. Mr. Perkins said that membership on the board is strictly voluntary; one gets elected but one does not get paid. He said that even the most quite member dedicates time and effort beyond that which most realize to serve the community and Mrs. Salazar is one of those people whose has devoted significant time and effort to her responsibilities as a board member for six years.

NEW BUSINESS

Mr. Perkins said that referring to the events in Newtown, Connecticut; it appears that the staff and the teachers at that elementary school, a K through grade 4 school, similar to the buildings that are in this district, did everything that they could do in accordance with the book. He said that there were real heroines at that school; teachers who protected their students and lost their lives as a consequence.

COMMENTS FROM THE PUBLIC

Mrs. Rendone said that she had two children; one attends Kawameeh Middle School and one attends Livingston Elementary School. She said that she was very concerned about what happened in Connecticut. Mrs. Rendone said that she moved to Union two years ago. She said that she has not taken her children to school for the past two days because she was concerned about the security in the schools. Mrs. Rendone said that when her children first started in Union, she had a conversation with the principal of the school of Central-Five, Mr. Tsirikos and she asked him what would be the guarantee for the safety of her children; she said that she came from Elizabeth and every school in Elizabeth has metal detectors and security guards and she did not see that in Union. Mrs. Rendone said that she loved Union but she was afraid to take her children to school. She felt that the district needed to do something about security in the schools because when she enters her children's schools, no one acknowledges her presence and that concerns her because she feels that everyone can just walk into the school and do harm to the students.

Mr. Perkins said that he understood Mrs. Rendone's concern and as Dr. Martin mentioned at the beginning of the meeting, prior to tonight's meeting the board met with Director Zieser from the Union Police Department as well as Mr. Ardito, the Chief of Security for the Union Board of Education. He said that security concerns the board members as well. Mr. Perkins said he wanted to assure Mrs. Rendone that the schools in this district are probably the safest place for her children to be even with the faults that she finds in the buildings. He said that the district is working on correcting them. Mr. Perkins said that he was concerned about the safety and security of all of the children in the district. He said that Dr. Martin or Mr. Ardito would be happy to speak to with Mrs. Rendone about her concerns. Mrs. Gaglione said that she has been in the school district for many years and her youngest child is a student at the high school. She said that she is aware of Mrs. Rendone's concerns. Mrs. Gaglione said that Mrs. Rendone mentioned that there wasn't any security guards in the middle school. She said that maybe Mrs. Rendone did not see them but they are there. Mrs. Gaglione said that they are walking around the school building, floor to floor throughout the day. She hoped that this put Mrs. Rendone at ease. Mrs. Gaglione said that the district will do everything possible to make the schools safe and secure. Mr. Nufrio said that it is very important for the board to hear from the community about their concerns and Mrs. Rendone's presence at the meeting absolutely supports that. He said that the world has changed considerably and everyone needs to change with it. Mr. Nufrio said that he was very familiar with the Elizabeth School District, having worked there for 40 years

and he knew exactly where Mrs. Rendone's concerns may be. He said that the Board and the entire staff of the district will address every possible concern. Mrs. Rendone thanked all the teachers and staff; she said that they have a very big responsibility to take care of the "treasures" of the community. She appreciated everything that the district can do to make the schools safer is appreciated.

Mrs. Burgey said that she has three children who attend Union Schools and she appreciated the fact that the children do have safety and security drills every month and the children come home and discuss what occurred. She said that when you do visit a school and get "buzzed" in, there is no one to see you actually come into the office to sign in. Mrs. Burgey said that when you enter the high school, there is someone at the door at all times to sign visitors in. She said that little "gap of time" can allow someone the luxury to do something inappropriate.

Mrs. Santana said that she had children who attend Washington School and she thanked everyone in the district for "loving" her children and she did share the same concerns as Mrs. Rendone. She said that she attended school in Elizabeth and there was tighter security there. Mrs. Santana said that if the board needed the help of parents in the schools, she was willing to do whatever she could to help. Mr. Perkins said that rational fear is a justifiable cause of action. He said that this is a community problem and the Township Committee and the Board of Education are concerned together. Mr. Perkins said that the district is aware of some of the defects and would like to be made aware of defects that they did not know about. He said that one thing that can be said about the Board and the staff of the school district is that everyone cares.

Ms. Hench thanked Dr. Martin for sending out the letter to parents informing them that they could attend this Board meeting. She said that it was reassuring to know that the district was working on the issue. Ms. Hench said that she wanted to attest to the fact that parents do want to get involved. She said that parents are willing to volunteer to help in any way. Ms. Hench said that she would bring up the topic at the next PTA meeting and be sure to filter any concerns back to the Board.

Mrs. Stewart, stated that she was a security guard working at Burnet Middle School. She said that she sympathized with parents who were present and made remarks tonight. Mrs. Stewart has been working in the district for more than ten years and she did take her job very seriously. She said that after 9/11 she had a "sit down" with Dr. Jakubowski and approached him with the idea of doing a security survey to establish an understanding of what was happening with the school districts, with the world in general and how times have changed. Mrs. Stewart said that she has been doing some research on her own about security and the Union School District. She said that the children in this community are just as important as her own children. Mrs. Stewart said that she was speaking on behalf of all her colleagues when she says that all of the security guards in the district take their jobs very seriously and she wanted to

let all the parents in the district know that they will do their absolute best to insure that the children of Union are safe. She felt it was necessary to question any visitors who were on the school premises or who have entered the school building about why they were in the school. Mrs. Stewart said that all eyes need to be made available and everyone needs to be "on deck". She wanted to assure parents and the Board that the security guards are ready to do whatever is required and necessary to keep the schools safe.

Mrs. Salazar said that there will be a workshop at the Union Public Library for parents whose children are preparing to go to college next Saturday from 1 to 2:30 p.m. This workshop will deal with financial planning for college.

Mr. Arminio thanked Mrs. Stewart for her reassuring words because the parents really need to hear that their children are being protected as much as humanly possible.

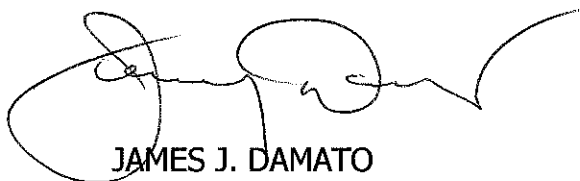
Mrs. Gaglione wished everyone a very happy holiday.

MOTION TO ADJOURN

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

AYE:	Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins	
NAY:	None	
ABSTAIN:	None	MOTION WAS CARRIED

Respectfully submitted



**JAMES J. DAMATO
BOARD SECRETARY**