

TO ALL BOARD OF EDUCATION MEMBERS

A special meeting of the Board of Education of the Township of Union will be held on Friday, August 10, 2012 at 8:00 a.m., at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey.

A special meeting of the Board of Education of the Township was held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey on Friday, August 10, 2012 at 8:00 a.m. pursuant to notice sent to each board member.

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

ABSENT AT ROLL CALL: None

Mrs. Salazar led the board and audience members in the Pledge of Allegiance.

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

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 resolution be adopted:

E-1. APPROVE CODE OF CONDUCT AND CORE VALUES FOR 2012-2013

That the board approve Code of Conduct and Core Values for the 2012-2013 school year in accordance with the information appended to these minutes.

DISCUSSION:

Mrs. McNeil said that she had read over this document but she wanted to know where it mentioned the high school extended day program. Dr. Lishak said when this document was put together, that was discussed and because it is determined yearly whether or not that program will happen, that is why it was not included in this plan. Mrs. Gaglione asked if Mrs. McNeil wanted this document to be amended to include an addendum which states the code of conduct for the extended day program at Union High School. Mr. Tatum suggested that there also be an indicator in there that advises that the Code of Conduct Values that are in place for the high school also cover that particular program. He said that the rules and regulations should be the same.

AYE: Mr. Arminio, Mrs. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Layden, 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 resolution be adopted:

F-1. 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.

DISCUSSION:

None

AYE: Mr. Arminio, Mrs. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins
 NAY: None
 ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

Mr. Perkins stated that resolution O-1 was being pulled from the agenda for today's meeting because the document is not legend as being "confidential" and

the concern is that once it is adopted it will become a public document open to the general public. He said that he has been told by Dr. Lishak that there is no urgency in adopting this Plan today and it will be adopted on August 21st at the board's next meeting. Mr. Perkins said in the interim the document will be legend so that it is apparent to anyone who handles it that the document is "confidential"

O-1. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN FOR 2012-2013

That the board approve School Emergency Management Plan for 2012-2013 school year in accordance with the information appended to these minutes.

Moved by Mr. Layden, seconded by Mrs. McNeil that resolutions O-2 and O-3 be adopted:

O-2. AWARD BID FOR PA/INTERCOM SYSTEM IMPROVEMENTS AT UNION HIGH SCHOOL – ALARM & COMMUNICATION TECHNOLOGIES

That the board award bid for PA/intercom system improvements at Union High School to Alarm & Communication Technologies, P.O. Box 596, 25 Ross Street, Wharton, New Jersey in the total amount of \$58,960.46 through the PEPPM (Pennsylvania Education Purchasing Program for Microcomputers) National Contract Program and in accordance with the formal resolution appended to these minutes.

O-3. RENEW DELTA DENTAL PLAN – SEPTEMBER 1, 2012 TO AUGUST 31, 2013

That the board renew Dental Plan for the period September 1, 2012 through August 31, 2013 with Delta Dental in accordance with the information in the hands of each board member.

DISCUSSION:

Mr. Damato said with regard to O-2, the district has tried for the past few months to work with a company that had a State Contract in New Jersey for the particular system that is installed at Union High School presently. He said that there are some problems with the system that need to be addressed and he would like to see them be addressed before school opens in September. Mr. Damato said the company that the district was working with was uncooperative to say the least and other companies were sought out who would provide the district a better price and be more responsive. He said that one of the companies that was approved to do work is a New Jersey company but they are approved to do work in Pennsylvania under a Pennsylvania State Contract. Mr. Damato said that this is the company that the board will be awarding this bid to today. He said that the district is a member of many regional purchasing cooperatives and this is another example of using a regional purchasing cooperative to get a better price than what is being offered under a New Jersey State Contract. Mr. Perkins asked what the savings will be by using this company to do the repairs. Mr. Damato stated that the savings came out to approximately \$30,000. Mrs. Gaglione asked if the district

paid any money to the New Jersey State Contract company. Mr. Damato said that it did not but that company is doing work on the Central-Five project. He said that he was offended by that company because they wanted to price gouge even though they were doing another project in the district and they were so difficult to work with. Mr. Damato said that Mr. Wiggins stated that the district could not continue using this company because they have a monopoly in New Jersey, they are the only authorized dealer under New Jersey State Contract and even though the other company is located in New Jersey they have a Pennsylvania State Contract which has now been accepted by the Attorney General in New Jersey. The Attorney General's Office approved that State Contracts in other states have reciprocal agreements with New Jersey and can be used. He thought that the outcome was so different but OSI, the company that the district has been using for many years, thought that they "had us" and tried to squeeze as much as they could and they ended up losing the contract. Mr. Damato said that when OSI heard that the Pennsylvania company was bidding the job at \$58,000, they came back and said they would work with the district after he had numerous meetings with OSI. He said it was amazing to him how there could be that much margin in this job. Mr. Nufrio said that he was very familiar with alarm system companies and he knew, for a fact, that the mark-up on the hardware is unbelievable. He said when these companies do estimates, the costs usually quadruple the cost. Mr. Damato said that he was always under the impression that when a company had a state contract, it would give a district its best price under that state contract. Mr. Nufrio said that these companies have "cornered" the market and they are in complete control and the competitiveness is definitely on the rise so that these companies cannot gouge that much. He said that the size of the company makes the difference as well. Mr. Nufrio asked how long is the district contracted with this company to complete the Central-Five project. Mr. Damato said that OSI will be doing the installation and once that is complete, the district will have to have a certified Roland board retailer service center do the work that needs to be done. He said that there are other companies and there are other ways to create competition and that is what the district is doing by utilizing the Pennsylvania State Contract company. Mr. Damato said that he did not think that OSI ever expected the district to do this; OSI really believed that they had a monopoly in New Jersey. Mr. Nufrio said that whereas most companies simply rely on a profit-margin and monthly recurrent fees for as long as the contract is intact, other companies try to get a "quick buck" off the hardware and the installation.

Mr. Damato stated that with regard to O-3, the board was given the summary from Mr. Migdon, who has been the district's broker for many years. He said that what Delta Dental has said is that if any district employees are using a PPO dentist, that is the lowest tier in terms of network but pays the highest benefits to the employee, they will get the savings because of a negotiated price with Delta Dental and they will also not have to pay the same co-pays that employees would have to pay if they went to get a filling and they were just in the

regular Premier network (pretty much every dentist in the State participates in). He said that the Premier network is much like the Blue Cross network and Delta's PPO network is their closed panel. Mr. Damato said that Delta has indicated that all of the savings that they have negotiated with their PPO dentists will be passed through to the employee. He said that it is a seamless procedure for the employee because they will be using the same dentist; there is nothing that needs to be done differently. Mr. Damato said that if an employee does happen to use someone in their PPO network, the employee will pay less out of pocket and the Board will save on that expenditure. He said based upon that new configuration, Delta is proposing a zero premium increase. Mr. Damato said that the district will be paying the same premium as last year for dental coverage for all employees. He said that there will be no diminution of benefits and there is no requirement for employees to change dentists; everything will be the same. Mr. Arminio asked if there is any indication that dentists around the State are dropping the coverage of Delta or is it saying the same. Mr. Damato thought that it was pretty much staying the same. He said that the reason why dentists join a PPO network of Delta is because they get guaranteed clients and a guaranteed sum of money. Mr. Damato said that even though it is less money, it is enough to keep their practices going. He thought that a lot of dentists who are just starting out will join as a PPO dentist to get clients. He said that the Board of Education offers a very rich plan to its employees.

AYE: Mr. Arminio, Mrs. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins
 NAY: None
 ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Mr. Nufrio seconded by Mrs. Salazar that resolutions P-1 to P-3 be adopted:

P-1. APPROVE ADDITIONAL STAFF TO WORK TITLE I SUMMER 2012 PROGRAMS

That the board approve additional staff who worked Title I Summer 2012 Programs in accordance with the information appended to these minutes.

P-2. AMEND LIST OF SUMMER 2012 IT SUPPORT STAFF

That the board amend list of staff as Summer 2012 IT Support Staff at a rate of \$16 per hour, not to exceed 350 hours to include James Frazier.

P-3. APPROVE WAIVER APPLICATION PURSUANT TO N.J.A.C. 6A:9-6.5c – NJ DEPARTMENT OF EDUCATION

That the board approve waiver application to the NJ Department of Education pursuant to N.J.A.C. 6A:9-6.5c in accordance with the information appended to these minutes.

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

Moved by Mr. Nufrio, seconded by Mrs. Salazar that resolution P-4 be approved:

P-4. APPROVE APPLICATION FOR EMERGENCY OR PROVISIONAL CERTIFICATE – SANCHEZ

That the board approve applications for Emergency or Provisional Certificates for Nichol A. Sanchez in accordance with the information appended to these minutes.

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

Moved by Mr. Nufrio, seconded by Mrs. Salazar that resolution P-5 be approved:

P-5. AMEND LIST OF DATES FOR SCORING K-5 PROFICIENCY ASSESSMENTS

That the board amend list of dates for scoring K-5 Proficiency Assessments to include August 22nd and 29th, 2012 in accordance with the information appended to these minutes.

DISCUSSION:

Mrs. McNeil asked why the assignments on the applications appended to resolution P-4 indicated both Middle School Science and Grades K-5. Mr. Tatum said that this will allow Ms. Sanchez to obtain a dual certification. Mr. Nufrio asked if someone can obtain dual certification if they are not engaged in teaching those grade levels. Mr. Tatum said that Ms. Sanchez passed a Praxis that qualified her

for the Science certification but her primary certification is elementary education.

Mr. Arminio asked that resolution P-3 be explained. Mr. Damato said that this has to do with fingerprinting procedure. He said that this is something that is done each year at the request of the State because by the time the Board hires its necessary staff, it does not have time to get the fingerprints done and back to start the school year. Dr. Martin said that this is a standard procedure that all districts utilize.

Mrs. Gaglione asked about Mr. Frazier doing IT support for the summer. She wanted to know what that was. Mr. Tatum said that this is the summer crew that goes from school to school to clean computers and re-establishes computer labs. He said that this has been done every summer for the past five or six years.

AYE:	Mr. Arminio, Mrs. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Layden, Mrs. McNeil, Mr. Nufrio, Mrs. Salazar and Mr. Perkins
NAY:	None
ABSTAIN:	None

MOTION WAS CARRIED

UNFINISHED BUSINESS

None

NEW BUSINESS

Mrs. McNeil said that she read the proposal from the Township to involve Union students in a government program. She suggested that students from the high school sit in on board of education meetings to bring information, ask questions, comment and share good news. Mrs. McNeil thought this would be an excellent way to involve students in the government. Mr. Arminio agreed with this proposal. Mr. Nufrio supported this idea but he thought it needed to be monitored and perhaps filtered if necessary. He said that the students may come with some outlandish recommendations and comments that the board knows nothing about. Mr. Perkins said that as members of the public, students have a right to come to any board meeting they want. He said that also have a right to stand up and say whatever they want to say as members of the public as well. Mr. Perkins said he did not know how they could be precluded from showing up and speaking. Mr. Nufrio said that Mrs. McNeil had made reference to the students "sitting" with the Board. Mrs. McNeil said that the students would be the representatives of the high school. She said that other districts do this. Mr. Nufrio said that it was tried in Elizabeth. Mr. Perkins said that from his point of view there are nine citizens of this community who have been elected to serve on the board and there are others who sit with the board as paid staff and support and he felt strongly that this was the limitation of who "sits with the board". He certainly has no objection to students even being mentored a little by board members with some explanation of what they are doing but in terms with "sitting with the board" he has difficulty as a

matter of protocol with that practice. Mr. Arminio said that inviting students personally would encourage them to attend meetings.

Mr. Perkins said that the Town's proposal sounds great. He said that this is not a new idea. Mr. Perkins said that he would much rather see effort put into a "Civics" section of the curriculum that speaks about the structure of municipal government, where it fits with relationship to the State, etc., to the broad student body because there will only be a limited number of students involved in the program. Mrs. McNeil said that in her district this practice has been done for many years. She said that this program is opened up to Senior Class members and normally students who are members of the Honors Society apply for a position and the principal selects students to "shadow" municipal officials. Mrs. McNeil said that the students do come back and talk about their experiences. Mr. Perkins asked if the information is shared with the entire student body. Mrs. McNeil said she believed it was shared with the administrators but she felt it could be handled any way the school wants to handle it. Mr. Perkins said that he would much rather see Civics covered in social studies class. Mrs. McNeil said that social studies teachers do cover this subject and utilize field trips to have "hands on" experience.

Mr. Nufrio said that he did agree with the end results or the objectives that are delineated in the Township plan but he did speak to Dr. Martin regarding this program and he indicated that at the very least there should be a process by which those students who are designated to participate must be passing all of their classes and are doing well in school. He said that just being on student government doesn't necessarily mean that the student is doing exceptionally well and can afford to miss class for a day. Mr. Perkins said that if it is a requirement for students who participate to do a written report of at least 500 words of their observations and conclusions as a result of their experience that might be a step in the right direction. He said that these reports could be made available to a segment of the student body. Mr. Perkins said that this would achieve a purpose.

Dr. Martin said that when the board met at the last planning session in February, one of the things that was identified as a goal was concentrating on the high school and the overall performance of the high school including behavior of the students and public relations. He said that one of the directions that this went in the spring was it looked to the Student Government. Dr. Martin said that there are two standout Student Government moderators, Ms. Brady and Ms. Eidel, who stepped forward and led the Student Government last spring to a number of "take charge" initiatives; one being the U Matter program that was very successful and also the end of the year picnics that the students pulled together and really finished the year off in an up-beat manner. He said that this summer, Ms. Brady especially has continued to be involved connecting with him and Mr. Gibbons and she has met twice with Ms. Cavadas who is on the Township Committee. Dr. Martin said that is where this government involvement program is coming from.

He said that the Township Committee is very interested in connecting with the schools and having the students engage in a government day. Dr. Martin said to her credit when he met with Mr. Manzella, Ms. Cavadas, Ms. Eidel and three students from student government, everyone was in agreement that it would do no good to just have the twelve students go, spend the day, shake hands and that would be the end of it. He said that everyone involved agreed that the message and the lesson learned had to be brought back to the general population of the high school. Dr. Martin said that there was discussion of having assemblies where the students involved in the government day program would report back to their fellow students but also Township Committee and municipal government officials could come to these assemblies and not only would they speak about local government and how it works but also people from Town Hall would address the students. He said that he thought that the district could "hammer out" a program that is worthwhile not only to the twelve students who participate but to all of the students at the high school. Dr. Martin said he liked the idea of having the students who participate writing a summary of their experiences and he agreed that the students who participate need to be in good academic standing. Mr. Nufrio said that Dr. Martin should consider reaching out to Councilman Cuesta who is very much involved in the program in the Elizabeth district. He thought that he could offer some good advice and point the district in the right direction.

COMMENTS FROM THE PUBLIC

None

MOTION TO ADJOURN

There being no further business before the board, it was moved by Mrs. McNeil, seconded by Mr. Arminio that the meeting be adjourned at 8:36 a.m.

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

Respectfully submitted

JAMES J. DAMATO
BOARD SECRETARY