

TO ALL BOARD OF EDUCATION MEMBERS

The regular meeting of the Board of Education of the Township of Union will be held on February 19, 2015, at 7:00 p.m. at Union High School Library, North Third Street, Union, New Jersey 07083

The regular meeting of the Board of Education of the Township of Union was held at Union High School Library, North Third Street, Union, New Jersey on February 19, 2015 at 7:00 p.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. David Arminio, President; Dr. Guy Francis, Mr. Thomas Layden, Mr. Ronnie McDowell, Mr. Vito Nufrio,

ABSENT AT ROLL CALL: Mr. Richard Galante, Ms. Lois Jackson, Mr. Angel Salcedo and Mrs. Nancy Zuena

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

Mr. Arminio asked for a recess because two board members were on their way to the meeting and he wanted to wait until they arrived. He hoped to reconvene the meeting at 7:30 p.m.

It was moved by Mr. Nufrio, seconded by Dr. Francis that the board take a recess of the meeting.

AYE: Dr. Francis, Mr. Layden, Mr. McDowell, Mr. Nufrio and Mr. Nufrio
NAY: None
ABSTAIN: None

MOTION WAS CARRIED

Recess began at 7:05 p.m.

Mr. Arminio reconvened the meeting at 7:40 p.m.

PRESENT AT ROLL CALL: Mr. David Arminio, President; Dr. Guy Francis, Mr. Richard Galante, Mr. Thomas Layden, Mr. Ronnie McDowell, Mr. Vito Nufrio and Mrs. Nancy Zuena

ABSENT AT ROLL CALL: Ms. Lois Jackson and Mr. Angel Salcedo

Mr. Layden 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.

APPROVAL OF MINUTES

Moved by Dr. Francis, seconded by Mr. Galante that the minutes of the Executive Session of January 13, 2015

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Nufrio, Mrs. Zueno and Mr. Arminio
NAY: None
ABSTAIN: Mr. Layden

MOTION WAS CARRIED

Moved by Dr. Francis, seconded by Mr. Galante that the minutes of the Executive Session of January 20, 2015 and the Regular Meeting of January 20, 2015 be adopted:

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zueno and Mr. Arminio
NAY: None
ABSTAIN: None

MOTION WAS CARRIED

COMMUNICATION:

REQUEST FOR EXTENDED CHILD REARING LEAVE – MARATSCHW

Danielle Muratschew, teacher at Hannah Caldwell School, submitted a request for extended child rearing leave, for the period March 2nd through April 12th, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVES – WINTERS

Jacqueline Winters, English teacher at Kawameeh Middle School, submitted a request for maternity and unpaid family leave, for the period April 14th through the end of the 2014-2015 school year.

REQUEST FOR EXTENDED CHILD REARING LEAVE – RIBLE

Jill Rible, art teacher at Connecticut Farms School, submitted a request for extended child rearing leave, for the period March 2nd through May 31st, 2015.

LETTER OF RESIGNATION – WOZNIAK

Donna Wozniak, Supervisor of Special Services, submitted a letter of resignation for the purpose of retirement, effective September 1, 2015

LETTER OF RESIGNATION – SMITH

Patricia Smith, districtwide speech-language specialist, submitted a letter of resignation effective March 15, 2015.

LETTER OF RESIGNATION – KRONIS

John D. Kronis, science teacher at Union High School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVES – KRATZ

Robyn Kratz, AAP teacher at Franklin School, submitted a request for maternity and unpaid family leaves, for the period April 13, 2015 through the end of the 2014-2015 school year.

LETTER OF RESIGNATION – PARNAU

Laurie Parnau, school nurse at Livingston School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2015.

LETTER OF RESIGNATION – WIATR

Jane Wiatr, teacher at Washington Schol, submitted a letter of resignation for the purpose of retirement, effective July 1, 2015.

REQUEST FOR RENTAL FEE WAIVER – SIGMA GAMMA RHO SORORITY

Dr. Ashley L. Green of Sigma Gamma Rho Sorority, submitted a request for rental fee waiver for use of Burnet Middle School from 8 a.m. to 4 p.m. on Saturday, March 14, 2015, for a Youth Symposium

REQUEST FOR RENTAL FEE WAIVER – L-TRAIN MEMORIAL FOUNDATION

Request for rental fee waiver from Jeanine Simonson, President of L-Train Memorial Foundation for use of Union High School gymnasiums on either the first or second Sunday in August 2015 for 2015 - 3 on 3 Tournament.

REQUEST FOR FEE WAIVER – TOWNSHIP OF UNION EDUCATION FOUNDATION

Susan Lipstein, President of Township of Union Education Foundation, submitted a request for fee waiver for use of Union High School auditorium for auditions of third annual "Union's Got Talent" on Saturday, May 30th, 2015 from 10 a.m. to 3 p.m.

REQUEST FOR FEE WAIVER – TOWNSHIP OF UNION EDUCATION FOUNDATION

Susan Lipstein, President of Township of Union Education Foundation, submitted a request for fee waiver for use of cafeteria at Jefferson School for Annual Spring Reception on May 21, 2015 from 5 to 8 p.m.

LETTER OF RESIGNATION – KUZAN

Kathleen Kuzan, speech language specialist at Washington School, submitted a

letter of resignation for the purpose of retirement effective July 1, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – LEON

Deanna Leon, teacher at Connecticut Farms School, submitted a request for maternity and unpaid family leaves, for the period March 16th through May 31st 2015.

LETTER OF RESIGNATION – REIS

Genevieve Reis, ten month secretary at Union High School, submitted a letter of resignation for the purpose of retirement, effective February 1, 2015.

REQUEST FOR INTERMITTENT UNPAID FAMILY LEAVE – KRUSE

Tori N. Kruse, Administrative Assistant, Central Office, submitted a request for intermittent unpaid family leave for the period January 16, 2015 through December 31, 2015.

LETTER OF RESIGNATION – WILSON

Lorraine Wilson, special education teacher at Washington Elementary School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2015.

REQUEST FOR TWO WEEK UNPAID LEAVE OF ABSENCE – WEBER

Anne Weber, special education teacher at Hannah Caldwell School, submitted a request for two week unpaid leave of absence during the period February 23 through March 20, 2015.

LETTER OF RESIGNATION – GIBBONS

Edward Gibbons, Principal of Union High School, submitted a letter of resignation for the purpose of retirement, effective September 1, 2015.

REQUEST FOR EXTENDED MEDICAL LEAVE – COLFORD

Jane J. Colford, teacher at Franklin School, submitted a request for extended medical leave for the period February 28 through May 31, 2015.

LETTER OF RESIGNATION – GAGLIANO

Maryann Gagliano, teacher at Washington School, submitted a letter of resignation for the purpose of retirement, effective July 1, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVES – RICCIARDI

Dianna Ricciardi, teacher at Battle Hill School, submitted a request for maternity and unpaid family leaves for the period March 14 through the end of the 2014-2015 school year.

REQUEST FOR EXTENSION OF UNPAID MEDICAL LEAVE – MC CULLOH

Sarah McCulloh, districtwide transition coordinator, submitted a request for extension of unpaid medical leave for the period February 15 through March 29, 2015.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVES – BONOMO

Laura Bonomo, teacher at Washington School, submitted a request for maternity and unpaid family leave for the period May 8 through the end of the 2014-2015 school year.

MEMORANDUM – SCHOOL BONDS

Manuel E. Vieira, Business Administrator, submitted a Memorandum regarding refinancing of School Bonds

SUPERINTENDENT'S REPORT

Mr. Tatum said that student attendance for the month of January was 93.9% and staff attendance for the same month was 94.8%.

Mr. Tatum said that throughout the month of January, Dr. Martin Luther King, Jr. celebrations were held. He said that classes at Battle Hill School learned about how Dr. King promoted peace throughout the country; the students read stories and wrote essays about how they can promote peace in their homes, classrooms and community. Mr. Tatum said that both Jefferson and Livingston Schools held assemblies commemorating the contributions of Dr. King's work in the United States.

Mr. Tatum said that this month is Black History Month and there are various activities that are being held throughout the month of February. He said that on February 9th Franklin School held an assembly program that was entitled "African Discovery through Music" and more information will be available next month.

Mr. Tatum said that there was also a list that was provided by Mr. Nufrio of historic black inventors that was distributed to all principals and he hoped that there will be more information on how that was shared with the student body next month.

Mr. Tatum said that Career Day was held at Jefferson School on February 13th and many board members attended. He said that he was unable to attend because of other events that were occurring in the district. Mr. Tatum said he understood that the event was very well attended and it was an outstanding program. He congratulated Ms. Pione who coordinates this event each year and he hoped she continued with the program.

Mr. Tatum said that tomorrow he will be interviewed by Mayor Figureido about the school district. He said that at some time in February the interview will be broadcast on Channel 34.

Mr. Tatum said that in preparation for the PARCC test, some students and teachers have been involved in workshops to get themselves ready to meet the challenge of the PARCC. He said that the district is doing everything it can do to be prepared.

Mr. Tatum said that the final audition and casting for the musical "Hairspray" at Kawameeh School has taken place. He said that on January 14th there was an art trip to Morris Museum by Burnet Middle School students. Mr. Tatum said that the annual Multicultural Night was held on January 30th at Connecticut Farms School.

Mr. Tatum said that he was looking forward to bringing more information to the community about events that will be held during the month of February at the March board meeting.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

None

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Moved by Dr. Francis, seconded by Mr. McDowell that the following resolutions be adopted:

E-1. AMEND 2014-2015 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT LIST AND TUITIONS

That the 2014-2015 Out-of-District Atypical Student Placement List and Tuitions be amended in accordance with the information appended to the nonpublic portion of these minutes.

E-2. AMEND LIST OF STUDENTS EXITED FROM THE ROLLS

That the board amend list of students exited from the rolls [six (6) students exited during the period January 1st through January 31st, 2015 ; a total of thirty-two (32) students have been exited for the 2014-2015 school year] who are not domiciled in this school district and two (2) students who will be allowed to remain in the district for the remainder of the 2014-2015 school year in accordance with the information appended to the nonpublic portion of these minutes.

E-3. APPROVE APPLICATIONS FOR INSTALLATION AND USE ON DISTRICT IPADS

That the board approve the following applications for installation and use on district iPads by students and teachers: (a) Istation and (b) SnapType

E-4. DIRECT BUSINESS OFFICE TO SOLICIT PROPOSALS – DISTRICTWIDE TECHNOLOGY AUDIT

That the board direct the Business Office to solicit proposals for a districtwide technology audit.

E-5. APPROVE 2015-2016 CALENDARS

That the board approve 2015-2016 calendars in accordance with the information appended to these minutes.

DISCUSSION:

Dr. Francis asked if the calendars were changed according to discussion which took place at the worksession last week. Mr. Tatum said that all changes had been made including the specific change that Mr. Nufrio had requested.

Mr. Nufrio asked what changes were made that may impact staff. Mr. Tatum said that the calendar reflects the fact that students report to school on the Tuesday after Labor Day.

Mr. Nufrio asked if the additional snow day that the district had earlier in the week will change this year's calendar in any way. Mr. Tatum said that right now, the district has taken three snow days, which were built into the calendar. He said that if there are no more snow days, the calendar will remain as it is.

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zueno and Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

FISCAL AND PLANNING COMMITTEE

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

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated January 31, 2015 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated January 31, 2015 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 January 31, 2015 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 January 31, 2015 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 fund 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

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-6. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES

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) 2015 Graduating Senior - \$1,000 – P.B.A. Award – Union High School; (b) 2015 Graduating Senior - \$1,000- Union Plaza Fund Award – Union High School; (c) 2015 Graduating Senior - \$1,000 – Special Children's Committee of Union Elk's Lodge #1583 Scholarship – Union High School; (d) 2015 Graduating Senior - \$1,000 – Special Children's Committee of Union Elk's Lodge #1583 Scholarship – Union High School; (e) 2015 Graduating Senior - \$1,500 – Khalid Shahid Memorial Scholarship – Union High School; (f) 2015 Graduating Senior - \$1,500 – Khalid Shahid Memorial Scholarship – Union High School; (g) 2015 Graduating Senior - \$2,000 – Douglas M. Krueger Memorial Scholarship – Union High School; (h) 2015 Graduating Senior - \$2,500 – Wayne Russo Memorial Scholarship – Union High School; (i) 2015 Graduating Senior - \$1,500 – Bob O'Dell Scholarship – Union High School; (j) 2015 Graduating Senior - \$1,000 – Union Center National Bank (Connect One Bank) Award – Union High School; (k) 2015 Graduating Senior - \$1,000 – Louis J. Rettino Scholarship – Union High School; (l) 2015 Graduating Senior - \$1,000 – The Vogel Memorial Prize for Excellence in French – Union High School; (m) Mayfair Farms – \$60,000 - 2015 Senior Prom – Union High School; (n) The Costumer - \$3,177.51 – Costumes for "A Christmas Carol" – Union High School; (o) Yankee Candle – not to exceed \$3,000 – Key Club fundraiser – Union High School; (p) First Tracks/Division of Ski 93 – not to exceed \$7,000 – Ski/Snowboard Club overnight trip to Stowe, Vermont – Kawameeh Middle School; (q) IBS New York/Questix Media - \$1,140 – professional tradeshow field trip – Union High School; (r) NJ District of Key Club – not to exceed \$6,000 – Key Club district convention – Union High School; (s) Cherrydale Farms - \$2,352 – fundraiser – Burnet Middle School; (t) Peligro Sports - \$1,447 – t-shirts for school play – Burnet Middle School

F-7. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES

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-8. PRE-APPROVE DISTRICT WIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

That the Board pre-approve district wide 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-9. AMEND 2014-2015 LIST OF STATE CONTRACT VENDORS

That the board amend 2014-2015 list of State Contract Vendors to facilitate schools' purchasing in accordance with the information appended to these minutes.

F-10. ADOPT FORMAL RESOLUTION – ADJUSTMENTS TO SCHOOL TAX LEVY INCREASES

That the board adopt formal resolution to be sent to district legislators, the Governor of the State of New Jersey and the Commissioner of Education to consider amendments to current law to provide that school capital costs again be recognized as authorized adjustments to school tax levy increases.

F-11. AMEND LIST OF DEPOSITORIES AND ACCOUNTS

That the board amend list of depositories and accounts for funds of the Township of Union Board of Education as currently maintained in accordance with the information appended to these minutes.

F-12. APPROVE SENIOR SCHOLARSHIP AWARDS

That the board approve Senior Scholarship Awards in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuena and Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

Moved by Mr. Layden, seconded by Mr. McDowell that resolution O-1 be adopted:

O-1. APPROVE SECURITY DRILL REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the board approve the following security drill reports in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuena and Mr. Arminio

NAY: None

ABSTAIN: None **MOTION WAS CARRIED**

Moved by Mr. Layden, seconded by Mr. McDowell that resolution O-2 be adopted:

O-2. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB CONCLUSIONS

That the board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period January 9 through February 6, 2015.

DISCUSSION

None

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio and Mr. Arminio

NAY: None

ABSTAIN: Mrs. Zuena **MOTION WAS CARRIED**

Moved by Mr. Layden, seconded by Mr. McDowell that resolutions O-3 through O-6 be adopted:

O-3. APPROVE RENEWAL OF CONTRACT FOR SCHOOLBOARDNET SERVICES – NJ SCHOOL BOARDS ASSOCIATION

That the board approve renewal of contract with NJ School Boards Association for schoolboardnet services for an annual fee of \$2,360 in accordance with the information appended to these minutes.

O-4. APPROVE FEE WAIVER FOR USE OF UNION HIGH SCHOOL – TOWNSHIP OF UNION EDUCATION FOUNDATION

That the board approve fee waiver for use of Union High School auditorium by the Township of Union Education Foundation for auditions of Third Annual "Union's Got Talent" on Saturday, May 30th, 2015 from 10 a.m. to 3 p.m and use of Union High School auditorium on September 26, 2015 for dress rehearsal from 10 a.m. to 1 p.m. and for the performance from 6 to 10 p.m.

O-5. APPROVAL OF FEE WAIVER FOR USE OF JEFFERSON SCHOOL – TOWNSHIP OF UNION EDUCATION FOUNDATION

That the board approve fee waiver for use of Jefferson School cafeteria by the Township of Union Education Foundation for Spring Reception on May 21st, 2015 from 5 to 8 p.m.

O-6. REJECT BIDS RECEIVED ON FEBRUARY 13, 2015 – PROPOSED ELECTRICAL UPGRADES AT UNION HIGH SCHOOL

That the board reject bids received on February 13th, 2015 for Proposed Electrical Upgrades at Union High School in accordance with the information appended to these minutes as all bids are in excess of the proposed budget for this project.

DISCUSSION:

Mr. Nufrio asked if the project referred to in resolution O-6 will be re-bid or is the project being abandoned. Mr. Layden said that he believed the project would be re-bid. Mr. Damato said that all of the bids came in way over budget and the architect has been instructed to scale back the project so that it can be re-bid. He said that he asked the architect to scale back the project so that the district can find ways to scale back the project in order that it can come in under budget. Mr. Damato said that the district has already submitted a grant application to the State and the bids came in more than \$500,000 over budget. He said that this is a very costly project but he thought he had found some ways to scale the project back. Mr. Damato said that he would have to see how the next round of bids go.

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuenta and Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Mr. Nufrio, seconded by Dr. Francis that the following resolutions be adopted:

P-1. APPROVE PERSONNEL ACTIONS

That the Board approve personnel actions in accordance with the information appended to these minutes.

P-2. APPROVE SUBSTITUTE LISTS

That the February, 2015 Substitute Lists, in accordance with the information appended to these minutes.

P-3. APPROVE LEAVES FOR STAFF

That the board approve leaves for the following staff: (a) Danielle Muratschew, teacher at Hannah Caldwell School, extended child rearing leave for the period March 2nd through April 12th, 2015; (b) Jacqueline Winters, English teacher at Kawameeh Middle School, maternity and unpaid family leave for the period April 14th through the end of the 2014-2015 school year; (c) Jill Rible, art teacher at Connecticut Farms School, extended child rearing leave for the period March 2nd through May 31st, 2015; (d) Robyn Kratz, AAP teacher at Franklin School, maternity and unpaid family leave for the period April 13th through the end of the 2014-2015 school year; (e) Deanna Leon, teacher at Connecticut Farms School, maternity and unpaid family leave for the period March 16th through May 31st, 2015; (f) Tori N. Kruse, Central Office Administrative Assistant, intermittent family leave for the period January 16, 2015 through December 31, 2015; (g) Anne Weber, special education teacher at Hannah Caldwell School, two week unpaid leave of absence during the period February 23 through March 20, 2015; (h) Jane J. Colford, teacher at Franklin Elementary School, extended medical leave for the period February 28 through May 31, 2015; (i) Dianna Ricciardi, teacher at Battle Hill School, maternity and unpaid family leave for the period March 14 through the end of the 2014-2015 school year; (j) Sarah McCulloh, districtwide transition coordinator, extension of unpaid medical leave for the period February 15 through March 29, 2015; (k) Laura Bonomo, teacher at Washington School, maternity and unpaid family leave for the period May 8 through the end of the 2014-2015 school year

P-4. ACCEPT LETTERS OF RESIGNATION FROM STAFF

That the board accept letters of resignation from the following staff: (a) Donna Wozniak, Supervisor of Special Services, effective September 1, 2015 (retirement); (b) Patricia Smith, districtwide speech-language specialist, effective March 15, 2015; (c) John D. Kronis, science teacher at Union High School, effective July 1, 2015 (retirement); (d) Laurie Parnau, school nurse at Livingston School, effective July 1, 2015 (retirement); (e) Jane Wiatr, teacher at Washington School, effective July 1, 2015 (retirement); (f) Kathleen Kuzan, speech-language specialist at Washington School, effective July 1, 2015 (retirement); (g) Genevieve Reis, ten month secretary at Union High School, effective February 1, 2015 (retirement); (h) Lorraine Wilson, special education teacher at Washington Elementary School, effective July 1, 2015 (retirement); (i) Edward Gibbons, Principal at Union High School, effective September 1, 2015 (retirement); (j) Maryann Gagliano, teacher at Washington School, effective July 1, 2015 (retirement)

P-5. APPROVE TEMPORARY REPLACEMENT

That the board approve Norma McGarry as a temporary replacement for Karen Polinger in the Payroll Department for the period February 18 through April 6, 2015 at a rate of \$38.25 per hour.

P-6. APPROVE VENDOR TO PRESENT STAFF DEVELOPMENT WORKSHOP – SAMANTHA PASSO CONSULTING

That the board approve Samantha Passo Consulting to present a two-hour staff development workshop at Livingston Elementary School on March 13, 2015 focusing on helping students develop improved writing skills at a rate of \$700. (Acct # 7182/11-000-223-320-01-07)

P-7. APPROVE CURRICULUM WRITING TEAMS

That the board approve Curriculum Writing Teams at a rate of \$20 per hour not to exceed 15 hours or \$300 per person in accordance with the information appended to these minutes.

P-8. APPROVE NURSING SERVICES – LOVING CARE AGENCY, INC.

That the board approve Loving Care Agency, Inc., 611 Route 46 West, Suite 200, Hasbrouk Heights, NJ 07604 at a rate of \$38.49 per hour for RN, not to exceed \$33,340 for the 2014-2015 school year in accordance with the information appended to these minutes. (Per the Beach, Vitale Act Senate #375) (Acct # 11-000-216-320-01-19)

P-9. APPROVE NJ TIP IN-SCHOOL TRAVEL TRAINING SERVICES

That the board approve NJ TIP In-School Travel Training Services through Rutgers University for Union High School students as part of transition and Community-Based Instruction in accordance with the information appended to these minutes. These three sessions will take place during the 2014-2015 school year at no cost to the district.

P-10. APPROVE CERTIFIED TEACHER FOR BEDSIDE INSTRUCTION – EDUCATION, INC.

That the board approve Brandy Mawhinney, certified teacher employed by Education, Inc., 2 Main Street, Unit 2, Plymouth, MA to provide bedside instruction for district students on an "as needed" basis for the 2014-2015 school year.

P-11. APPROVE CERTIFIED TEACHER FOR BEDSIDE INSTRUCTION – PROFESSIONAL EDUCATIONAL SERVICES, INC.

That the board approve Mary Yuknis, certified teacher employed by Professional Educational Services, Inc., 34 South Delsea Drive, Glassboro, NJ to provide bedside instruction for district students on an "as needed" basis for the 2014-2015 school year.

DISCUSSION:

Mr. Benaquista said that there have been three names added to the back up for resolution P-1. He said that there was a replacement named for an assistant softball coach due to a late resignation of someone who had been appointed for this position and the softball season starts before the next board meeting. Mr. Benaquista said that Mr. Gibbons, Principal of the high school, submitted his letter of resignation and an Interim Principal needs to be appointed. He said that Mr. Kloc is the recommendation for that position. Mr. Benaquista said that because Mr. Kloc is taking over as Interim Principal, Mr. Czaplinski is be named as Acting Vice Principal.

Mr. Nufrio said that because Mr. Gibbons' position will not be vacant until September 1, when is it planned to post the position and do proper interviewing. Mr. Tatum said that for a position as important as the high school principal he thought that the job would be posted no later than April 1st. He said that this would give time to do the appropriate screenings and do first and second round interviews. Mr. Nufrio pointed out that the person who is appointed to the position would not start until September 1st. Mr. Tatum said that having Mr. Kloc assume the position on an "interim" basis keeps the district covered in terms of having a principal in the building as the district searches for a new principal. He said that he would discuss the matter a little further at next month's personnel committee meeting.

AYE:	Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zueno and Mr. Arminio
NAY:	None
ABSTAIN:	None

MOTION WAS CARRIED

LEGAL COMMITTEE

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

L-1. APPROVE STIPULATION OF SETTLEMENT

That the board approve Stipulation of Settlement in connection with the matter of M.W. and N.D. o/b/o H.W. v. Union Township Board of Education, New Jersey Office of Administrative Law, OAL Docket No. EDS17539-13; Agency Ref. No. 2014-20562 in accordance with the information recorded in the non-public portion of these minutes.

DISCUSSION:

None

AYE: Dr. Francis, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuena and Mr. Arminio

NAY: None

ABSTAIN: Mr. Galante

MOTION WAS CARRIED

APPROVAL OF BILLS

Moved by Mr. McDowell seconded by Mr. Layden that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

AYE: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuena and Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

UNFINISHED BUSINESS

None

NEW BUSINESS

Mr. Arminio said that Adora Modimay, student at Union High School, has signed a letter of intent to attend Rutgers University on a soccer scholarship. He said that Rutgers University soccer is Division I and a highly regarded program in the country. Mr. Arminio congratulated Adora for this achievement.

Mr. Arminio said that the high school varsity wrestling team has qualified for the state sectional championships for the first time in a number of years. He said that in the first round of the tournament, the team defeated Bridgewater-Raritan.

Mr. Arminio said that the boys' track team won the state Group IV championship in the shuttle hurdle; the students who ran this race were Justice Stewart, Anthony Acolo, Sam Afiri and Elishia Afiri. He said that Ayesha Bisolu won the Group IV state championship in both the 55 meter and the 400 meter races. Mr. Arminio said that both Ayesha and the shuttle hurdle relay team will be participating in the Tournament of Champions next week. He said that Wesley Adobe is the North 2, Group IV section champion in the 55 meter sprint.

Mr. Arminio said that President Obama has announced that there is a new program called "Every Kid in a Park". He said that next year the National Park Service turns 100 years old and during the next school year there will be a lot of available things for students, especially those in the fourth grade, who along with their parents will get free admission to any National Park for the entire year. Mr. Arminio said that there are going to be a number of activities that will take place that will be talked about as the year goes along.

COMMENTS FROM THE PUBLIC

Mr. Capodice, President of the U.T.E.A., said that he came to the meeting this evening to make the board of education aware of some of the concerns that his members have concerning the PARCC test. He said that the teachers have had two training sessions; the first one which was to last one hour and fifteen minutes, was delayed due to technical reasons for forty-five minutes. Mr. Capodice said that after the delay, there was a presentation which lasted about fifteen minutes basically covering certain housekeeping modes of operation, which the teachers, as examiners, from time to time every year are quite familiar with. He said that the teachers again attempted to try some on-line training using the SmartBoard and computers but the presenters at the time made a sample user login for all presenters to use but once one presenter logged into the sample login, it locked the other presenters out of the system, which cancelled out the training for that day. Mr. Capodice said that he was blaming the presenters; there were tight quarters in the meeting area and there were not enough computers for all of the teachers that were being trained. He said that for the second day of training for high school teachers, about two hundred teachers were in the auditorium watching a YouTube movie about PARCC and instructions for PARCC. Mr. Capodice said that the presenters paused the movie occasionally to advise the group of certain things to be aware of as they went through the process. He said that he understood that new information comes out every week and this is the first time for the administration of this test, but a lot of members have been telling him saying "if we taught our students the way we are being trained to examine PARCC, we would be in a lot of trouble as educators."

Mr. Capodice said that the examiners are ultimately responsible for the information that has been presented to them in this way and they are fearful of repercussions if things during the examination process don't go as smoothly as everyone anticipates and these examiners will be "called to the carpet" if an unfortunate situation arises during testing. He wanted to succinctly tell the board of education how the Association members feel before testing begins.

Mr. Monge said that at the last meeting he brought up a couple of concerns. He said that even though he applauded the board's position on the PARCC, he felt that every student should have had a copy of the document sent home with them. Mr. Monge said that there are still many parents in the district who do not have a clue about their ability or their parental rights to refuse the test. He said that he spoke to a parent last night who had gone to a PTA meeting and whether she heard wrong or not she said that the principal at Washington School said that all students had to take the test and there was no ability for students to "opt" out; he was not sure if this is exactly what the principal said but his message was not clearly presented. Mr. Monge said that he and his wife have "fielded" many messages from parents of students with special needs trying to understand what the process is. He said that he has created a PARCC Facebook page which is trying to disseminate information to the community but there are still many parents who do have a clue. Mr. Monge asked that the board's position letter be sent to all parents so that they can understand the process.

Mr. Tatum said that he thought that this had been done. Dr. Lishak said that after Mr. Tatum asked for it to be distributed, Mr. Arminio asked that all board members sign the letter. She said that she had the letter with her tonight to get board member signatures.

Mr. Monge said that having a representation of the entire board would be an amazing thing. He said that at the last meeting he also asked how the internet and the educational resources may be affected by the PARCC testing and there was feedback that there would be no internet use or there will be a reduction in the use of labs and SmartBoards during the testing. Mr. Monge said he thought it was stated that there would be some effect but the level of the effect would be based on the February 13th testing and there was a multitude of crashes during that testing. Dr. Lishak said that was correct but another test was run on February 18th after the district located what the issue was and there were no problems. She said that the district seems to have worked that glitch out. Mr. Monge asked if it was fair to say that there will be a reduction in internet use and educational resources during the PARCC testing or not. Dr. Lishak said that during the testing, labs will be used. She said that some technology classes will be moved into a regular class if their computer lab is being used for testing at the time. Dr. Lishak said that some days the teachers will be lecturing or there may be laptops used during the classroom. She said that SmartBoard have nothing to do with the internet and they should not be affected.

Mr. Monge said that in New York, 97% of English learners failed the test; 95% of children with disabilities failed and more than 80% of Black and Hispanic students failed. He said that 69% of all students, statewide, failed.

Mr. Monge said that parents should be aware that high school students don't need to take the test because the score will not count for anything for them. He said that parents should know that the scores of this test will not count for other entrance examinations such as getting into a private school or the magnet school.

Mr. Monge said that a couple of years ago training for lunch aids was promised. He said that he would love for the board to create a policy to have training for lunch aids on an annual basis. Mr. Tatum said that he and Mr. Benaquista had a conversation about this several days ago and this training will be reinstated in the district. He said that there was a program put in place and he assumed that this training was being continued in the district but it was not. Mr. Tatum said that the training content will also be revised.

Dr. Francis said that he believed there should be training beyond the lunch aids as well. He felt that any staff that has any interaction with students should receive training. Dr. Francis said especially those staff members who have interaction with special needs students should be aware of a student's condition. Mr. Tatum said that he absolutely agreed with this. He said that one of the things that is done during the hiring process especially for classroom assistants, is to try to find individuals who have a background in the area they are working in. Mr. Tatum asked if Ms. Conti wanted to elaborate on this. Ms. Conti said that there is on-going training for the classroom assistants in the Special Services Department. She said that at times there is also specialized training done with different populations such as students with autism or behavioral needs. Ms. Conti said that there is also general training done at other times with regard to legal issues and general overall interventions. She said that throughout each year her department tries to rotate the topics from year to year. Ms. Conti said that it is always a challenge when new staff comes into the district. She said that training is done throughout the year through case managers and the behaviorists in the district. Ms. Conti said that in order to keep track of those individuals who have and who have not received training, attendance sheets are kept to keep track.

Mr. Tatum said that the district will be revisiting the issue with regard to the cafeteria/playground aides in the district. Ms. Conti said that she felt this was a great idea because general education and special education need to partner with training for aides across the district.

Mr. Nufrio asked Mr. Tatum to define "lunch aides" and who these individuals are. Mr. Tatum said that the lunch aides are employed by the Board of Education and they are the individuals who work with the students in the cafeteria as well as on the

playground. He said that what Mr. Monge is referring to is there were several situations which occurred a few years ago with lunch aides who had never had any specific training about how to work with children, specifically those with special needs. Mr. Tatum said that Ms. Conti and he had put together a training program which was delivered to all cafeteria/playground aides and this was something that was supposed to continue annually. He said that this happens all of the time and programs fall by the wayside. Mr. Tatum said that he wanted to make this training an annual even for everyone but especially for new hires in the district. Mr. Nufrio asked if this was the only function of the cafeteria/playground aides. Mr. Tatum said that was correct.

MOTION FOR EXECUTIVE SESSION

Moved by Mrs. Zuena, seconded by Dr. Francis 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: Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio,
Mrs. Zuena and Mr. Arminio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

BOARD RETURNED TO PUBLIC SESSION

Dr. Francis stated that it has been rumored that an administrator in the district having a relationship with a teacher in the building. He wanted to know if there was any district policy regarding this. Mr. Damato stated that there was no policy per se, but questioned when it got to a point that the district had to advise individuals of all the things that they can't do that are so obvious to all of us. Mr. Nufrio said that what Dr. Francis has opened was the proverbial "can of worms", meaning that two consenting adults can do what they want to do, it is not the district's business. He said that once it come to light, then it does become the district's business and basically the district could be held liable if the spouse of one of the parties comes to learn of it and the district did not take action to at least give the semblance of not condoning this. Mr. Damato said that there is an Harassment policy but it usually never becomes an issue until a relationship goes sour. He said that the district did not have a policy to prevent an administrator from dating a subordinate.

Mr. Damato said that what happens is that the individuals "break up" and the administrator is doing an evaluation of the subordinate. He said that it is an inherently unequal relationship from the start and that's what makes it so bad. Mr. Damato said that if there is one adverse employment consequence, such as a bad evaluation or

review, the subordinate has the right to sue and has a cause of action against the district. Mr. Nufrio said that he had a situation where this occurred between two teachers, not a superior and a subordinate. He said that both of the parties were married and when one of spouses learned of it, the first thing he said was "and if I find out that any of you knew, I'm coming after all of you because you allowed it to continue." Mr. Arminio said that at Union County Educational Services there was a case where a supervisor and a teacher started to date. He said that for three years, unbeknownst to the superintendent, the teacher got wonderful evaluations. Mr. Arminio said that when a new superintendent came in and found out and the teacher was immediately transferred to another building. He said that the teacher's next two observations were absolutely unbearable. Mr. Arminio said that a teacher cannot be involved with a supervisor that is evaluating them. He said that since Dr. Francis said it was a "rumor", we do not know if it is factual or not.

Mr. Tatum said that he did receive a letter today from a parent who said that they will be coming to one of the board's meetings to discuss this publically. He said that the individuals were not named. Mr. Damato said that that type of discussion should be discouraged in public. He said that if a parent wants to submit a letter, it can be followed up with an investigation.

Dr. Lishak asked what if it is found out that an administrator and a teacher are involved is the only action a transfer of one of the individuals or is there anything more that the district can do if the relationship is consensual.

Mrs. Zuena said that her issue was that if school is closed what would the availability of the school be for sports practices and also availability for Saturday practices at the high school. Mr. Damato said that when a building is closed for snow, all custodians go on first shift which ends at 3 o'clock. He said that if a coach wants to have students in the school before 3 o'clock that would work on a snowday; he did not think that was ever done before. Mrs. Zuena said that when Dr. Jakubowski was Superintendent, the students were able to practice on a snowday. Mr. Damato said that there is no law that would prevent the district from doing that but the students must leave by 3 o'clock. Mrs. Zuena asked who would make that decision; would it be Mr. Tatum and Ms. Ionta? Mr. Damato said that was correct. Mr. Tatum said that he took the stand that he would follow procedures that were in place that if the district is "closed" it means that it is closed. He said that if it is inclement weather it may be dangerous for students to get to school and they may have accidents trying to get to school. Mr. Nufrio asked if our insurance would cover any incidents if the district was closed. Mr. Damato said that insurance would cover incidents because the district is responsible for what happens on district property. Mr. McDowell said that if school is closed, why should students be coming on the premises.

Mr. Zieser stated that Mrs. Zuena also spoke about students coming into the school on a Saturday. He said that the basketball team came to the school at 10 a.m. to practice and a custodian had to remain in the building until noon because the students refused to leave. Mr. Zieser said that was a problem. He said that when school is closed for a snowday, the building should be shut down because custodians are removing snow and there have been times in the past where students came into the school and they were walking in area that had not yet been cleaned because their practice was starting at 10 o'clock. Mrs. Zuena asked who stays with the students during play practice after school. Mr. Damato said that during the week there is a second shift of custodians that remain in the building until 11 o'clock.

Mr. Nufrio said that Mr. Tatum will have to determine what policy the district will follow in cases like this. Mr. Tatum asked if there was a policy in place. He said that he would contact the coaches to see what procedures they have been following.

Mr. Zieser said that all of the coaches have keys to the building and sometimes it is not known that there are students in the building. Mr. Arminio said that the coaches must be told that they can't do that by the Athletic Director. Mr. Nufrio asked why coaches are allowed to have keys. Dr. Lishak has said that coaches have been asked to return their keys but they say they don't have keys. Mr. Arminio said that this is another issue; he said that in an emergency coaches must have keys. Mr. Nufrio said that the only people who have keys to the building should be administrators. Mrs. Zuena said that if there is not an administrator present on the day of practice, how do the students get in. Mr. Zieser said that usually there are custodians in the buildings. He said that by law there should be a boiler operator present when there are people in the building. Mr. Arminio said that it was the responsibility of the building administrators to take care of that.

MOTION TO ADJOURN

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

AYE:	Dr. Francis, Mr. Galante, Mr. McDowell, Mr. Layden, Mr. Nufrio, Mrs. Zuena and Mr. Arminio
NAY:	None
ABSTAIN:	None

MOTION WAS CARRIED

Respectfully submitted,

JAMES J. DAMATO
BOARD SECRETARY