

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The planning session meeting of the Board of Education of the Township of Union will be held on Wednesday, February 10, 2016 at 7:00 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083

Mr. Nufrio called the meeting to order at 7:05 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Steven Le, Mr. Jeffrey Monge, Mr. Vito Nufrio

ABSENT AT ROLL CALL:

Mr. Ronnie McDowell, Mr. Angel Salcedo, Mrs. Nancy Zuena

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Dr. Noreen Lishak, Mrs. Annie Moses, Mr. Manuel E. Vieira, Mr. Gerry Benaquista, Mr. Tom Wiggins, Mrs. Ann Hart

Dr. Francis led the Board and audience members in the Pledge of Allegiance.

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

Mr. McDowell arrived at 7:07 p.m.

Mr. Nufrio stated before we go to Education/Discipline Committee, I just wanted to let everyone to know that I took the liberty to dig out, with some assistance from Mrs. Cappiello, the former planning session agendas and I can pass them around if you care to glance. I was showing Mr. Arminio that some of the items from those former planning sessions have been at least addressed and actually completed but there are many that are still need to be followed up on. If you want to see them I have them here and they are dated back to August 2014.

The Education Committee is prepared to do an overview.

EDUCATION/STUDENT DISCIPLINE:

Mr. Tatum stated the Assistant Superintendents are going to give an overview of pilot programs and some of the things that they project moving forward to next year and I know in August we are doing a Planning Session and we will be able to have firmed up and put into place considering budget considerations but everything right now is projections in terms of what we would like to accomplish. Annie we will begin with you.

Mr. Monge stated before you start, this is my first time, can you give an overview of what we are suppose to accomplish here and the ground rules. We have an agenda and we hear presentations and are we able to discuss other items that we want to try to offer. Mr. Nufrio

stated we have three hours and that is quite a long time and yes to your answer. We go through the agenda and of course anything under new or old business can certainly be brought to the table.

Mr. Monge asked and the end goal here is? Mr. Nufrio stated the end goal obviously to both reflect back, focus now and plan ahead. It is a look at what we are looking to accomplish based on the last meeting in August; what we may have accomplished; what we still need to accomplish and certainly new items that are being presented on the agenda as well. Mr. Monge stated so the walk-away would be goals for the coming...Mr. Nufrio stated goals for the short-term and long-term and the objectives that go with it. Mr. Tatum stated can I also add for Mr. Monge's education. One of the things that we did was we wrote an action plan that was a two-year plan and what I did for preparation of this meeting and I kind of heard Vito say he pulled up some old agendas but I also went back to the action plan and take a look at those items that we actually have completed, those that still may need some time and some of them are projected into this school and one or two are projected even beyond. So what will happen is that I asked my secretary to give me a new blank sheet and one of the things that I was doing and I have them right here – is now to start to formulate a new set of goals and actions that we will be using going forward. You will get a chance to hear some of those things tonight as well as being able to discuss some of those things that may be pertinent to go into the action plan. It really is a session for the Board to plan in conjunction with the Administration and therefore we collaborate together on some things and share ideas so we can move forward. Mr. Nufrio stated there is a little greater perimeter because we do need to touch upon things that we have been talking about at the last 3 or 4 meetings and certainly that is really part of the focus ahead and we are required to do two planning sessions a year. This being the first and the second will be in August. Am I correct Mr. Arminio? Mr. Arminio stated only required by our Policy not by the State. Mr. Nufrio stated but the State does require a planning session. Mr. Arminio stated not at all. Mr. Nufrio stated so we are strictly going by the Board Policy. In doing this what we are looking to do between now and August I guess the commonsense thing would be what can we really get done so that the next planning session we can actually say we accomplished 2 out of the 5 goals or 3 out of the 7 goals and as much as we can accomplish, given the limitations, that is a boom for the District.

Mrs. Moses stated the projection and what we would like to see continue first would be to tweak the 21st Century Standardized College and Career readiness and it is already implemented and we decided to tweak on the program Classroom Economy and the program Classroom Economy is a part of what we need to do for the 21st Century Life and Career requirement that is mandatory by the State. The program enables teachers to teach students the financial responsibility through fun learning experiences and some of us might know this experience as being the line leader and so forth and children take opportunities to take on leadership in the classroom. The program is designed not to interrupt instruction but overlay instruction to enhance the standards that are being taught.

The Classroom Economy is customized to fit the needs of every classroom. That is why it is entitled My Classroom. So one classroom on how they implemented it may be different from the other depending on what the children decide what they want to do as a way of taking responsibility for their classroom learning, their classroom as a classroom citizen student. That

is one of the programs that we have implemented but we are going to tweak it with My Classroom Economy curriculum. That curriculum is given to us by Vanguard and it is a program that is used throughout many districts in the State.

Currently, it was January 23rd that teachers and supervisors met as a committee and we are looking to implement a STEM program that is embedded throughout the course of the day for the elementary school students. The implementation of the STEM programs for the school year 2016 – we have formed a committee. We met January 13th, Mr. Tatum was there, all the computer teachers were there and we know that we need this program because it is connected to Next Generation Science Standards. It will support that by providing the opportunities for our students to advance in science, technology, creative thinking, mathematics and ELS – English language arts and this program that we are going to implement will be implemented in the beginning of the summer through the vanes and avenues of the instructor. What we want to do within our elementary budget is to have workshops for the summer for teachers and this will be given by the Science Department from middle, high school through elementary. We are collaboratively to make sure that the children in the elementary have this strong foundation and this love for science and technology so that they can write about it and become very creative.

Mr. Tatum stated there was an issue earlier in the school year about departmentalization of the 4th grade, particularly at Livingston School. One of my positions on that was that we had no real rationale for doing that. In looking into the STEM program, now is the time to start thinking about the specialization of teachers who have either a higher interest or an expertise in that particular area. Now we can start looking into implementing something District-wide in terms of structure. I am the organization guy as far as the educational programs and concerns and truthfully with the infusion of this and hearing some of the approaches that we are talking about with the Supervisors at that meeting, says to me that now we have a rationale to think about mathematics, to think about maybe doing some creative things with the scheduling in terms of blocking periods and so forth. One thing that we learn is students are engaged in almost like a project based scenario and time goes very quickly. There's all types of scheduling that we can engage in everywhere from a general block period, as we do with our language arts in most cases anyway now to what is called a flexible block and that means that you have the opportunity to move that block around in the course of the day – some types of rotations that you can do. As we build this program, those are some things for consideration and you may now hear that the structure of the elementary schools will now change.

Mr. Arminio stated I remember one of the problems was the SGO's and the teachers, what solution would there be for the SGO's. Mr. Tatum stated planning is the key because now if indeed you have students who are going to be in these groups and you are training these teachers, what is going to happen is that you are going to have those students assigned to the appropriate teacher and to the appropriate subject and therefore they will be responsible for the achievement.

Mr. Nufrio stated I think it might be a good idea to fully define the PARCC rotation and what it actually will result in. Mr. Tatum stated I took the liberty to meet with the County Superintendent about this issue as well because I really wanted to make sure that everything I was saying at all of the meetings were indeed on solid ground. I made the appointment and took

the initiative to sit with the County Superintendent and one of the things that we talked about was that there is a particular amount of time that you can maneuver children and stuff like that. The thing about it is we are crossing over disciplines here. We are talking about the science program, the mathematics program and how those things crossover and then they will be backed up with the language arts program. In other words, it would almost be like a rotation and almost schematic in nature so some of the things that they will be doing is writing. So go ahead and talk about that.

Mrs. Moses stated through the STEM program, the foundation, the students will read about science, life science or whatever science concept that they are reading about which is part of ELA – so look for the supporting details and so on and so forth, evidenced based. They will create solutions to whatever they are reading. If they have to create a house and the teacher has a fan – will it blow this house down? Will the foundation lift up or stay solid? That is the engineering piece. They will have the opportunity to do that and write about it and talk about the measurements and how wide it has to be so it is all integrated in one. They might read about it one day, the next day they may talk about the supplies that they are going to bring and the third day they are going to build that and they are going to test that. That is all in the STEM program and besides from that, Mrs. Hart was there our computer supervisor, and they are involved with this too because that is the technology piece. Knowing that the kids use STEM, it goes into other directions. The cycle is not just science, what about the computer science piece – so the computer science piece will be computer coding and so Mrs. Hart is working on bringing in that curriculum on coding so kids can develop apps and where you can have it on your phone – your child's app and if they are writing a story and doing something in science, that can be program coded and they can develop apps. Some kids are already doing it right now – some kids have it. It really helps a child to go above and beyond what they are capable of doing. That is the part of the STEM program. In order to get that started and make sure it is sustained and make sure they feel that desire for that. We are looking to put in summer programs for teachers workshops and we are looking at the calendar and they are meeting next week to look at the calendar and we are going to pick days because we know teachers have to go on vacation. We are thinking about how to get some volunteer kids to come in and do some of these workshops with the teachers. That is something we are working on. We are looking to have this happen for our children creating opportunities for them and keeping them in the 21st century of their learning style.

Mr. Nufrio stated it is another way of saying expanded inter-curriculum studies. Mr. Tatum stated there is one other piece that we need to emphasize. The question came up some months ago about the whole idea of the keyboarding component and seeing all of the computer teachers in one room – all of sudden a new system of collaboration emerged that day and it is a system of collaboration where they are now dialoging about curriculum and talking about development and computer science curriculum that actually speaks to applying information rather than the basic keyboarding functions but now being able to expand upon it and what I think is going to come from this whole thing is that a whole new way of looking at the computer program will emerge out of all this. The technology is being integrated in the studies, the writing. I think if we can get everything that we project – it is going to be a fantastic program. Mr. Nufrio stated I see it as a great building block – enhancing all these activities and skills that go into using a keyboard, using the computer – the whole mechanics.

Mrs. Moses stated the next thing we are looking at and we had a meeting about it today – we talked about a program that we wanted to pilot for the teachers and for the students. It benefits the teachers, mostly it benefits the students. How so – it is a program that we are looking at by the State of New Jersey and it is called Ed Connect and Ed Connect is a program that has three components, curriculum, lesson plans and it also has assessments. We know that we have to always assess our students to find out where they are and what they need, how much they know and how far can we take them when we have them. The program that we are most interested in and the component – it only comes in three because I check that out – but you can use whatever component that you need and right now we have lesson plans through Genesis which are teachers are doing that with Mrs. Hart. We have our instruction piece on Genesis but we don't have an assessment where children can take a test provided by their teacher. It is not a test that you just make up from the computer. The teacher creates the test. If you have a science test on paper – now the teacher is going to type it up and put it in the computer. The thing about Ed Connect – every question that the teacher put in there will align with the standard. So all the standards – if it is writing, speaking or whatever the standard it is – it is going to go to the standard. You might think it is standard one and when you type it in it might fall under standard two – so you know the kids are learning these standards by the State. If the kid should move or go anywhere, they are on top of their standards and being taught these concepts. That is a good thing and the most important thing is when students take the test, they can get the results just like that – they see the score right away. The child doesn't have to wait for the teacher's review. Because kids are so technology – they love it, they want to know who did you beat on that game. The kids will begin to have inquiry with one another – what about #3 or #4 – I didn't understand that – they will have dialogue about what they are learning. The thing is the kids take control over their learning, they start to have inquiry with one another about their learning and then they become forever motivated learners. That is the theme to motivate kids to want more in their learning. They get that and the teachers get this – she doesn't have to grade the paper so you don't have to say I think he meant that – it comes out in the score. The teacher puts the rubric in there and it is measured by that. It leaves more time for the teacher to conferences with their students about the results, more dialogue about their learning and they can take control of their learning. So we are looking into that and we want to pilot that. Someone is coming in on the 19th from the State Board of Education to speak with all our principals and supervisors. At that time we are going to decide where we are going to pilot it for next year and we think it is going to be a positive result to go full the following year. We don't want to move fast, we want to take our time and make sure we sustain it and that everybody is getting it.

Mr. Nufrio asked which discipline would it concentrate mostly on? Mrs. Moses stated every discipline – any test that the teacher put in there from science, social studies, language arts. Mr. Tatum stated this could be a 2-year goal also - the actual training and implementation. Noreen is going to talk more about secondary and her piece and when we get to the transition program you will see how it will extend into a 2-year program because of the cycle into the high school. Mr. Nufrio stated but the Ed Connect would be primarily for 4th graders. Mrs. Moses stated after we speak with someone from the State than we will be able to have more conversation about how we are going to do it and we will meet with the principals and supervisors and we will decide where we are going to put it. We know we don't want to test kindergarten and 1st grades. We are most interested especially in middle school, maybe possibly 2nd grade but we don't know, it is not a test that you buy, it is what the teacher creates. I know

the State says not to buy a test but it is an assessment of what they are doing. Do they understand and can they analyze the text. So that is the teacher she can create her own. Nothing is bought. Nothing is commercial.

Dr. Lishak stated when Annie spoke to me about it, we both agree that putting a program in where we don't have full mind is going to have a problem so when we meet on the 19th, we invited all the principals and supervisors to attend because if it ends being a pilot program, we really would like to pick the most dynamic and technology savvy teachers that would grab onto this and start using it. If Greg is not interested in it in the beginning and he sees that I'm doing all that I'm doing on my computer so it will give some buy-in. We want to survey the principals and have them go back and survey their teachers. They all have PLC's and they work in clusters so they will have that conversation and you might have a group say 4th grade – we really would like to be a place where it starts. It might be my 7th grade middle school that says this is it or the math teachers at the high school. Mr. Nufrio stated so it will be on a voluntary desire to do it from the principal down to their teachers. Mrs. Moses stated with Mrs. Hart the part of this program is with the SIS with Genesis so it will line up to the Genesis and Mrs. Hart will be there to ask those questions. We have to get the groundwork first and we all need to sit for the groundwork and then we need to know how we are going to roll it out and then when we roll it out how long are we going to roll it out and then anticipate that it will sustain and we will grow from that. Other than that, we are taking our time because we want to make everything that we put in place solid.

Mr. Tatum stated I remember two years ago when Noreen and I sat down with the elementary supervisors because to your question about targeting grade levels – we recognized at the end of the year going to following year, that 2nd grade was a grade where there was a need to push more in terms of writing, reading programs so I think that in this whole idea of this plan in the summer program – in the planning we will identify more securely where we need to target this area. Now it is a lot of foundational things but I think that will result in academic programs and assessments that are in place throughout the course of the year and that is where we will be able to really identify and pinpoint the best places. Mr. Nufrio asked what time are you planning to have this? Mrs. Moses stated on the 19th from 10-12.

Mr. Monge stated instead of a teacher having paper tests, they are creating this test. Mrs. Moses stated they can still do paper tests – there will be some teachers that will. Mr. Monge stated I'm just trying to understand what the purpose of this. They go and present this test online and they will take the test on the computer. Mrs. Moses stated yes, instead of giving them the paper and pencil for a social studies test or a reading test on paper – do not waste your time typing it on paper – put it in the computer so that your children – we know that we have labs in our schools and we know now that everything is on-time schedule because our children's days are packed with so much to do so we have a lab and that teacher is assigned to the lab every Tuesday at 10:40 – so that class knows that they are assigned to the lab on Tuesday at 10:40 – so we will have a test – it might be science or it might be social studies – but we can test or we might not test at all. You might test one time that month but that is our time. If we wanted to test on a Thursday and you have Thursday – the teacher can ask can we use your time on Thursday – so now the teachers are collaborating about what they are doing. It opens up for a true school community.

Mr. Monge stated so I'm trying to understand the process – I'm a teacher and I can ask whatever question in this format and it pops up and it gives you an online test of questions I have come up with. Mrs. Moses stated it doesn't do that. You don't ask the question – you create the test. A test is always created by the teacher. There is no test in there for you. Mr. Monge stated but I'm the teacher and I have 10 questions and I put them into the system. Mrs. Moses stated and it will align to the standards. Mr. Monge stated it will align to the standards and so there may be an adjustment of my questions. Mrs. Moses stated no there isn't going to be an adjustment. The question you put in there will be the question. It will tell you that your question that you are asking your children could be a reading literature question so it could be a standard RL.7 or could be a standard RL.3 – if you look online you see all these standards – there are a lot and you can't remember them all. But based on the delivery of the discussion and based on the concept that you are teaching, you know the question and you might say “at what point did Annie decide that she wasn't going to her grandmother's house?” – so if you put that question in, it will align up to the standard. Mr. Monge stated the kids take the test and the information comes out and that information remains in the District. Mrs. Moses stated yes.

Ed Connect is a program from the State and if you are a focus school or a priority school, you don't pay for it. Dr. Francis stated so it is free for certain districts. Mrs. Moses stated it means that they really need to focus on the standards and make sure the teachers are teaching to the standards. We are not a focus or priority school. We will pay \$3.83 per student and we don't pay for training. The training that is coming is for free. If I say let's pilot it right now – we can't because they closed it out. If you are focus or priority school, there are a lot of things that you can go if you are in need of some support. Our kids are doing fine. We are not a focus or priority school so we don't have that program for free – we would have to pay for that program. That would mean that we have to find the teachers that really want to do this to demonstrate – lead by example on how good it is for the students. We know that the focus and priority schools are using it. That data that they have shows the State that they are teaching the kids and the kids are learning and the kids are learning because they are motivated by what they see and that makes them want to do more and more. We want to motivate our children so this program by the focus and the priority schools says that they take that data and they use that data – they can't use our data because that data is for us.

Mr. Monge stated so cost wise we are going to budget for testing. Mrs. Moses stated it is not a test it is just an assessment. Mr. Monge stated if you are going to go out and you are going to set yourself a budget – the \$3 and change multiplied by x-amount of student and look for guinea pigs and I'm not saying that in a negative way. Dr. Lishak stated pilot classes. Mr. Monge stated you are going to have pilot classes and you are going to assess if this something that you view as positive or negative. Mrs. Moses stated yes. I say pilot class because after the principals and everyone sees it – when you like something you say I want it but you have to think about the service that you are providing to the people – will they like it. If I like it buying the goods means nothing – so I'm going to share it with you as the teacher. You have to like it and when you like it, you are going to deliver it to your students.

Mr. Monge stated are we talking about a pilot program that you get results and you decide if you want to go forward or not so are we saying that we are going to try to go forward

no matter if there is a positive or negative feedback from a pilot class. Mrs. Moses stated if it is negative, then we know not to invest. Mr. Monge stated we are going to wait til we get a result. Mrs. Moses stated I need to tell you this. When we go out to get any text books that are new – we have to pilot that. We have to make sure that it is fitting the needs. First we use a rubric to make sure it is aligned to the curriculum and to the standards of the Township of Union – that's one. Second, we need to find the class and see how well the kids...I don't like this I want my old book – we need to know if they like it because if they don't like it we can't market it and we can't use it. It is the same thing before you invest a lot of money in anything, we have to make sure that the kids are comfortable with it. It is most important for the first. How do we know? Do we pass opportunities that we know that are working for others and ensure our children with the opportunity or do we create opportunity for some and let them decide whether or not they will like it. When we have meetings, this information is brought to the table and we have dialogue about that.

Mr. Monge stated my point and the other thing I wanted to find out was is this a pilot program and are we budgeting for a certain amount of kids and we will assess it and we will look to expand it. Mrs. Moses stated when we meet on the 19th that is when we are going to go closer to the decision making. This is something that we want to do and there are principals that we had meetings with already and they feel real good about it but before we even put our hands down on that we have to meet with someone from the State about the program and as we move closer and closer than we begin to seal the deal. But we can't seal the deal until we get closer to what we need to do.

Mr. Tatum stated one more point that needs to be made regarding this whole idea of being a pilot, it really comes from the idea that when we write our action plans we put in a system of checks and balances anyway which means that we should benchmark it and we start to take a look at where we are and make the determination as to whether or not we need to move forward. It is all that influx of data feedback that came out in the mid to late 90's when they started to collect data and data started driving instruction and what happens is that data that we get will determine whether or not there is any validity in or whether or not it is something we should move forward or whether or not we should make any type of changes, whether or not students are actually mastering skills or actually where they are and we said over and over again that one of our biggest goals is to meet our children where they are and one thing that we know – we know that we are not a district that is in status where our children have to become dependent upon this. Everything is prescriptive. This is a program that will be able to enhance their learning and tie into the other programs that we are talking about putting in place and certainly at some point we will be able to see how it all fits together and I guess that is where – Jeff to your point, it almost becomes a pilot because sitting here today we don't know the answer to that. It is a matter of putting it out there and the benchmark will determine whether or not it is something we want to move forward with.

Mr. Nufrio stated the way I'm understanding it, it is very much in the arena of currently our kids are not in a focus district and we have x-dollars appropriated for all the materials for our students in our schools. We are doing a pilot that will cost a minimal amount - \$2,000-\$3,000 to test something. The question is what budget and you don't have to answer that now that would basically be an abandonment of what we currently have in place for that pilot group and if it

should snowball into another school – would it be fair to ask you did you do any kind of cost analysis of what it might render – would it render some savings for the District in the long run. Mrs. Moses stated yes. Mr. Nufrio stated I like that.

Mr. Monge stated the computer lab time, are they losing their computer lab time? Mrs. Moses stated no, this is teaching instruction. We call it an assessment – it is not a test. The kids will see their grades right away – they submit and they sit there and see the scores. Mr. Monge stated if you are going into a computer lab normally you would do computer lab activities and we have just so many computers and now you are in front of a computer and it is testing and that is replacing computer lab time. Mrs. Moses stated no. The computer like I said previously, they have a computer special class that they go to that we are talking about coding – so they have that, that doesn't interrupt with that at all. Mr. Monge stated I know we lose computer lab time for PARCC preparation and this whole testing to test and test, test and test – it takes away from the other exciting stuff if you are talking about STEM so if you have that under consideration than I trust you. Mrs. Moses stated the teacher may not test that month at all. If they are not finished with the concept, why would you assess a student to see if they retained the information or see if we can go even higher because like you said Mr. Tatum, meet them where they are and elevate your students.

Mr. Tatum stated I think the other thing is – a little piece is missing – this is connected to the curriculum that they learn in the classroom. It is not like it is replacing something. This is something that supports and enhances. Mr. Monge stated we have this and we already have...Dr. Lishak stated they are two things – think of Ed Connect as a tool, don't think of it as a program, it is just a tool. So the teachers no longer have to do a paper. My biggest draw to this is if I give my students an assessment on this computer base, I immediately get results back. So within 20 minutes – if I taught a concept and I taught it over 3-4 days and I can see the average of this class – say 74% - there is something wrong with the way I instructed. I can immediately revisit. Mr. Monge stated I'm not questioning, I'm just thinking of the logistics of it. I'm not questioning is it good or not or what the goals are. I'm just questioning as far as one was it a pilot program and what do you do afterwards and you guys talked about the cost side of it and then what is it going to be replacing. Dr. Lishak stated no. Mr. Monge stated believe me you don't have to sell me on anything else. Mr. Nufrio stated and since it is a wait and see situation – let's wait and see how things will shape up and if it doesn't shape up, we will blame Mrs. Moses.

Mr. Le stated just to touch upon PARCC – do you see this platform as a way to help children to acclimate to the format of a PARCC testing or is this just you are mainly focused on this platform as purely a diagnostic kind of identification of improvement. Mrs. Moses stated that is exactly what it is. Mr. Le stated I just want to make sure that I'm not conflating things together. Mr. Tatum stated I'm thinking it could do both. Mr. Monge stated I'm sure that is what it is set up to do. Mr. Tatum stated we are not looking at it that way. Mrs. Moses stated we are not looking at it through those lens. Mr. Tatum stated but I think the point you are making is that there would be more in the way of mechanically manipulate and getting use to taking a test on the computer, but that is not the goal here. I think that is the most important thing. The bottom line is they put these things out – but it is not what you buy, it is what you do with it. Jeff, they really target the little school districts to the point where their achievement is so low that almost anything they do to get the kids turned on is going to show some rise in the test

scores. What we are trying to do here is to try to get an advantage because it gives students the opportunity to get exposed to those skills so to get more better time on task because again and let me just say this, what we are experiencing in Union right now and some of the issues, 10-15 years ago in Hillside we were talking about things like this because at that point that district was in that position where you were getting very low achievers and the demographics in the district had changed and Union for me has been a déjà vu because I saw those things happen in my career there and the issue is they tried everything they could to help student achievement. We are still not at that level right now – so it is almost advantageous to us to have access to some of these ideas to help our children get turned on and to give our teachers immediate feedback because one of the other things that we have to remember is the State of New Jersey and the federal government are asking the educators to do so much more now – there is not enough time in the school day to really give children the kind of experiences that they should have to really get beyond memorization.

Mr. McDowell stated not only can the teachers input their own questions, I think there are a bank of questions that they can select based on the standard that they are teaching. Mr. Tatum stated I'm not sure. Mr. McDowell stated we did this in Jersey City and we piloted it in Jersey City. I think about three years ago. I think there is a bank of questions that you can select to assess the student but those questions are based on the standard that you are teaching at the time. They don't have to put in their own questions on their own tests. It says here, create assessments for your course using a standard align bank – a bank of questions. Mr. Nufrio stated and that makes a lot of sense because when we were hit with all these types of testing, we were left out there because now the teachers have to incorporate that in the lesson plans and then they have to implement it accordingly. This helps them to implement because they have a bank from which they can select and it already has been proven to be correlated so and that is the way education is going any way. We are going to be providing a variable buffet of programs because each one will be somehow interconnect even if it is not interconnected it is somehow connected and that is what education is about. Teaching kids how to learn is not just memory or I learned this three months ago and now I'm being asked a question – that was so archaic and it produced absolutely bad results – I won't say no results because we are a product of that.

Mr. Monge stated so you are implementing this and I love the STEM stuff. What is the nature of keyboarding and successmaker? Mr. Tatum stated I thought we kind of spoke about that a little while ago. Mr. Monge stated I'm going to stop sending my kid. What is the other one called it is a weird class that they created? Dr. Lishak stated strategies for success. Mr. Tatum stated I think honestly Jeff, it must have been you that brought that to the table. The fact that getting into some of the programs that we are talking about now, hopefully will ward off this idea of kids having to make more applications. Many children can do that already. Mr. Monge stated so keyboarding? Mr. Tatum stated I'm not saying it is going but we are revamping. Mr. Nufrio stated again I think we have to rely on our educational leaders and I don't have any problem with introducing a new program if it makes sense and if it works, better yet and then you will have to abandon some of the others. That is how education is going to be for the next 30 years.

Mr. Le stated I noticed for the past few years we used terms such as STEAM integrating the arts into STEM, what is the future of that and is it going to still be integrated into the whole

mix or is it going to be somewhere else. Dr. Lishak stated I can speak for the middle school level – when they introduced the club because it was at the club level – it was a STEAM with an integration with a performing arts and that will continue and we will still have that budgeted for next year. The STEM portion which is required by the State is written into the science curriculum so they are actually saying that the STEM that is required has to go into the next generation curriculum. Our program, after school – the additional program, is a STEAM program so we will continue that and that is in our budget for next year.

Dr. Lishak stated I am going to talk to you about the things that we already have scheduled to happen for next year. We are revisiting – you would know, your daughters when they graduated from Union High School as they submitted their applications to college, their transcripts were different than everyone else's transcripts because the way we were set up, we were on semesters – so if you look at our transcripts we were over 200 credits but we are actually not. When you take those numbers to what the State recognizes them as – they have 5 credits for Math, we have 10 credits for Math – we have to realign that. So unfortunately Mrs. Hart will have to change all of our courses to the value that the State would recognize. So when we do our submissions to colleges they are able to see our courses are exactly what other courses are. We are going to change that.

We are going to continue the program and I have to thank the Board because you graciously funded mid-way through the year or approved the funding for the student assistance counseling they were offering at the high school. We have students who, with their parent's permission, attend this program that is manned by our own District personnel – so our own Student Assistance Counselors. They meet with students and they treat as if it is an outside counseling. They monitor, they do everything that they need to do. It can range from substance abuse issue, alcohol abuse issue, they just might have a family issue that they just want to discuss with somebody – so we are going to continue to do that for next year. If you are somebody who is caught with a substance issue in the school, this is mandatory for you. We have also offered to any student who feels they need it – they are welcome to come. We are going to continue that. I do get feedback from the three SAC counselors often and telling me that the students that are in and some are worse off than others but they do have to graduate out of the program and there are requirements. You need to attend so many times, some kids are only required to come two days a week, some kids need to come 3-4 days – whatever works for them. They are trained professionals and they are handling it just as if it was a counseling session outside. So we are going to continue with that.

We are offering three additional courses at the high school but we aren't removing any courses that we already offer. I spoke with Mr. Tatum and we did discuss it in Ed Committee. One of the courses that we are offering is going to be Computer Applications. One of our math teachers is going to receive a 7th period – but based on his salary, just so you know, if you work a 6th period at the high school, you are receiving \$5,200 additional dollars for working 6th period. For this he is going to have a 7th of his salary so it won't count the \$5,200 – it is just based on his regular salary. He will receive a 7th which may come to something like \$6,200-\$6,300 but it is well worth it because we are paying \$6,200-\$6,300 to have as many as 25 students take this Computer Application course. The way that it was presented and it went to curriculum council was computer applications is one of the jobs that is the fastest growing in the U.S. and the

projection is that it will grow 22% over the next couple of years and we want to make sure that our students get the taste for it and if they enjoy and like it, they go on and get a Bachelor's Degree and the medium pay for somebody who has this degree in computer applications with a minimum of a Bachelor's Degree is \$93,000. If we can ignite their interest it becomes something that they want to do.

Mr. Monge asked what do you define as computer applications? Dr. Lishak stated they are telling me and please this is so tech for me, it goes to coding and designing system-ware, it is aligned to the algebra standards and general practice standards within the course curriculum. Originally we said the pre-requisite would be completion of the principals of engineering or introduction to computer science and so then they would be able to move in there. Mr. Monge stated it is more of a computer science level. Dr. Lishak stated yes. Mr. Arminio asked wouldn't this come under the science? Dr. Lishak stated it is actually going to come under the science supervisor but it is going to be taught, because in the State of New Jersey, you can use it as science or math – we are going to use Sean Swingle – one of our math teachers that has been here for many years - a great teacher. He is going to be the one that teaches this class. Mr. Arminio asked so would it take the place of one of the math requirements? Dr. Lishak stated no. It is an elective but if the kids are interested in it, and hopefully if they are interested in this, there is a next step and a next step and a next step and we can push it forward.

There are two other courses that we discussed that would only be available to high school seniors who are going to be interested in taking a course other than the standard English and I only mean the standard English in terms of the concepts are the same, you still have to follow the same core. It is the type of novels that they will be reading and the type of essays that they will be responding to. The requirements are the same regardless of which English class you take – it just would be your interests. One is...Mr. Monge stated zombies. Dr. Lishak stated we are calling it the "horror genre" and the other one is movies and cinema - novels that have been turned into movies and cinema. We are going to go with that.

Another thing that we are continuing and unfortunately for us we were hit with it late last May and we took the hit over the summer. We had funding our summer school program at the high school through Title I. We were told it was fine. We had paperwork and everything. When we were audited in late May, they said to us no more. You cannot pay for summer school – your credit recovery through Title I. So we were hit with find that money and find it tomorrow because summer school is starting. So over the course of the year we had to look into a number of different programs. Our cost for last year – the one that we are in 15-16 because summer starts for us in 15 – we spent about \$130,000 on credit recovery summer school. We looked into a program which many districts use – it is an online component so it is the different courses we would offer in summer school for credit recovery algebra, geometry, algebra II, all of the English's 1-4 and also biology. We are going to put in this online component which isn't very expensive – it is about \$12,000 for all of our students which ends up being somewhere close to \$550. However, we had a problem just offering it online where the answer is "yes", the answer is "no", the answer is "red" – it is so cut and dry that is not necessarily the way that we would want to provide instructions to the kids so we are also going to offer a portion of the course or a value of the course, maybe 25% of teacher instruction. So a portion of the time would be spent online and you have to pass that and you would earn 70% on the online, the teacher might give

projects, the teacher may give directed instruction – whatever they would do and then that is how you would earn your credit recovery back. In order to attend our summer school, it is not first time credit, it is credit recovery so you would already have had to sat through the class and unfortunately not pass the class to then take this credit recovery portion of it. That credit recovery portion, the way they were working it out, it changes our number from \$130 for a staff and personnel to \$75 and my budget would pick up the \$12,000 for the program. That is what we have there.

We are going to continue with the i-Ready program. The i-Ready program is in our math, language arts it is actually all the way up but in the middle school our focus is our language arts and mathematics. Unfortunately, when we give this diagnostic test, we found that many of our students – the larger portion of our students are not performing at grade level, they are performing under grade level. Some of our students are obviously performing over. We have students in our algebra class – they are on level and above. You have students that are in honors, English they are at or above – so that is a different issue. As we look at this, right now the way we have it set up because of issues with our computers and the availability of them, the minimal amount of time that this program says you should use in order for it to be seen as a true intervention and really measure what it is suppose to be do is 45 minutes per subject per week. That is the minimum. The way that we worked it because of our computer availability is you have 45 minutes of English that week in school, you don't get any math, the next week you get math, you don't get any English but we offer an open lab in the morning and open lab after school so if you don't have the ability to use a computer at home, you can use it at school. That to me and after speaking with Mr. Tatum, we agree that is only a band-aid. We really can't measure how well these programs are doing because we are not really doing it the way you are supposed to be doing it to get the maximum success rate. That brings me to my next section.

Mr. McDowell joined me and the two middle school principals, the language arts supervisor, the math supervisor and Mrs. Moses joined us and we had a representative come from a company that we were talking about and the availability and what it would cost and leasing and different products that they would offer. When I spoke with Mr. Salvatore and Mr. Malanda, we had talked about putting into each language arts and math class, each one would get their own cart of computers that would be 25 computers per classroom so that a student, when they come in every day they would have the ability to use and we would really like to use laptops – but we would use this computer every day. They wouldn't just be using it i-Ready it would become part of the tools they use within their classroom. They wouldn't take their computer with them – we would like to do it so you walk into a classroom and Manny you are always laptop #4 for the year – the reason we don't want to give them the laptops to take with them because it gives them the opportunity to break and fall. We are not going to allow them to leave the building. But it also allows us to keep the maximum amount of minutes in the classroom time because if I allow them to pick-up a computer at the beginning of the day and have to return it at the end of the day, I have to shave minutes off in order to do that travel time back. I would really like to something like this – that would be the minimum amount of what I want.

One of the items that we looked at and the gentleman just sent me an email that he sent a couple to some teachers to try and see which ones they prefer. Chrome Books are obviously less expensive than a laptop. He talked about using the HP stream – this is just one example and we

can look at many – I think it is important that when we think about our kids in the middle school and moving to the high school, they have to become familiar with the type of product that they will be using in the high school. The type of product that they will be using once they get to college. It becomes part of what they do. If any of you have children, your children can do much more than what you can do on your computer. That is the way they are wired now and they understand things. I would like to, and I will bring you back to the principals and the teachers, take a look at purchasing through a lease these computers so that all the 6th, 7th and 8th grade math and language arts have this available to them in their classrooms. The second benefit to that, all of the labs that we now have there, that is now science and social studies. So they have the ability to use what they have been limited to because it is going to the math and the language arts.

Third – PARCC is done in 5-6 days in the middle school and it doesn't interrupt anybody else's classes. You're taking PARCC and if PARCC takes up 2/3's of the day that last period of the day, that class gets general instruction. So there isn't any interruption into the class but you have to understand that if this is something that the Board is willing to do and the funds can be found, at the end of the 2016-17 school year, that would be the payment due on year number two of the lease but we now have to purchase for the 9th grade. We cannot send students who now have had a laptop for a year up to the high school with nothing. It is now the beginning of moving forward.

I did have Donna Restivo sit in the meeting with us because I'm fine with this portion of it but again, I'm not the person who can tell us what is going on in our infrastructure that would allow us to run. In speaking with both Mr. Malanda and Mr. Salvatore, they don't have issues with the labs in their building, everything is running fine and we haven't had any issues. The only issue has to do with access points because some still have dead spots and the way that those things are set up. Just so you can have a frame of reference of what these access points costs, I signed a purchase order for Donna Restivo because we have a couple of classes in the high school that aren't able to connect. There a couple of our AP classes. You can get on but it drops – 10 of those access points cost \$6,200. They are expensive but they connect an entire classroom of material. I know that the middle schools don't have the connectivity that they need in terms of the access points.

The other issue she had brought up was the amount of Broadband, the internet connection that we have coming into the District. We have talked about this for a couple of years. She is putting out and she said that we are getting it back shortly – an e-rate because our telephone service is just about up and I mentioned this to you the other day Mr. Nufrio that a lot of the telephone companies and we are with Broadband which is part of Verizon – they are offering to upgrade your 1G to give us a second gig and she is saying that would make a difference. Here is the problem that I want to be clear with. I know we are in the position that we are now talking about putting in somebody who would really be able to do the assessment. The issue is today, I have enough money in my remaining budget this year to make the first payment on the product. Not for the storage, I would have to go back and ask Manny to fund the storage because each cart, if I buy the computers, each cart is about \$1,200-\$1,400. But once I buy them, that lease when we return or whatever we decide to do, that cart could be there 6-8 years. Where is the computers, we just looked at the HP-stream. The computer he talked about and there would be

so many and obviously we would have to go out to bid – was about \$250. If we did a lease agreement with them, it would be somewhere in the area of \$66 a year per computer or about \$95,000 for what I would need at the middle school. I would have to fund that and I already explained to Mr. Salvatore and Mr. Malanda – both of their schools because of what we have done over the last few years, they have what they need in their classrooms. They all have Smart Boards, they have desk tops – they have what they need. Now it is time to do what we need to do with the students. I could fund that for this year if I bought it. I have money in my next year's budget but I would have to shift money from one place to another but I do have an amount that I could move; so that would be the payment for next year. I will be honest with you, it won't be that difficult to find it – if I can find it in next year's, I can find it in the following year – depending on our text book issues.

Mr. Monge stated how long is the lease for. Dr. Lishak stated you can do a 3-year lease and there are a couple of different options. You can do a buy at the end. Mr. Monge stated you don't want to do. Dr. Lishak stated right. This guy was very knowledgeable and he explained a lot. The bottom line is and we told him from the beginning, I appreciate you coming here but you are not a State vendor – he was here to meet with other school districts in the State so we are going to have to bid and we may never hear from you again. The point is this is what we are trying to do.

Mr. Monge stated this is my two cents. I think if we are talking about bringing in somebody that is more knowledgeable than anybody here, I think it is wise to take advantage of the person when he gets here. It seems to me and the end goal and I think it is all of our end goals is that other schools have Chrome Books and they figure out how those kids can go home and come back with them and we should be able to figure that out too. I think that is what our goals should be at the end of the day. What is happening from whatever I see is that one school buys laptops or whatever, so the other one buys desk tops – I could assume that you probably don't have the same system in every school. It is all a hodge podge of equipment and systems so it would seem to me that the right thing to do is to really bring in the right person to take a holistic approach to trying to get to where we want to be versus trying to solve or put a band-aid on a bigger issue that we have. That is my suggestion because the thing is if you look at as a holistic programmatic way, you are going to have some cost savings because you are not talking about a couple of classrooms, you are talking about a whole district and you have the numbers to negotiate for better deals.

Dr. Lishak stated that is true and I'm not disagreeing with you at all because I am the first to say if my computer doesn't turn on, this is the phone call I make – I don't know what is wrong with this thing so I am not the person – if you are telling me this is the infrastructure and this is what is working and this is not working, I would have to assume that you know what you are talking about. But I want it to be clear in explaining it to you, at the moment the amount of money that I have is available only until Mr. Vieira closes the books. I don't know what the future will bring. The only thing I do know is come September of 2016, we still have not provided our students with what other students have and you are right, there are Chrome Books, there are laptops, there are desk tops, there is everything in this District. For the most part the middle schools we don't have Chrome Books, we have laptops and desktops. The high school however has Macs, there are a number of different things that we have up there. I do agree with

you somebody needs to come in and decide what we need to do with the infrastructure. But I think regardless of what's wrong with the infrastructure, these devices have to, whatever it takes to make these devices work won't change the device itself but buying an HP-stream or whatever you going use, it is the infrastructure that has to change. That product or some product like it has to be something that we give our kids. We are not at the point financially. I would love to give our kids computers to take home. I will be honest with you, not our middle school kids, I would love so when we move them starting in the high school. Mr. Monge stated I don't know – we have surpluses, I just don't understand how, I think if there is a will there is a way. There is efficiency that we could work off of and we talk about going "cloud" – this whole idea of not having any hardware so I just think that we should think about not throwing good money – especially if we are going to have to replace all of this.

Dr. Lishak stated just to bring this up in terms of "cloud" – when VMware was here, Mario and Vic, the price that they gave us was for disaster recovery and that is a different thing and it whatever you decide to do. When we were talking in general because our priority at that time was what are we going to do if something hits our District. When we talked about taking the student information, student work, they can do a paper and it would be saved to the cloud – there is an annual fee for that and the annual fee for that and I never dreamt it would be so much, they said depending on how many students you have, it could range between \$40-\$50 per student per year. So in addition to the cost you are paying for technology and I think of a computer as a consumable, I know it is not a work book where you get it in September and it is garbage in June for the kids, but it is a consumable because it has a life that eventually wears and you have to get another one, so moving to the "cloud" is fantastic but there is a huge cost to that as well. I am not the right person to ask but would it be better to have servers that would keep our student data? I don't know.

Mr. Monge stated my company stuff is all on the cloud and I have everything and that is what people are doing, there is efficiency to buying that. Once again, all of us – whatever I know, whoever we hire will know a million times more than I know, that is why I think it is always wise to be able to find that leader to go down that route. Because the whole idea of I have money today and I may lose it, it is going to go there but we want it to come back, it is going to come back. We want to fund a project like this, we'll as a Board, if you want to do, we will figure out how to do it. I wouldn't worry about we only have a certain amount of time before we close out the books and it is going to go and never come back. I think we have to figure it out.

Mr. Nufrio stated than the question becomes if we don't do it by the timeline, just indicate it when he closes the books – can we put that money that she has left over back into her budget. Mr. Vieira stated no, it just goes into the fund balance. Mr. Nufrio stated but it can be restored back. Mr. Tatum stated the question is this – if we are going to commit that money for that purpose, can we encumber the money now. Mr. Vieira stated and it is going to be used in this school year? Dr. Lishak stated I would like to order them and have them delivered and I don't care if they open a box but arrive in this District prior to close of this year. Mr. Vieira stated for the record, they are suppose to be used for this year. Mr. Tatum stated then we are going to use them for this year.

Mr. Monge stated we are creating a budget, why can't you have an increase in that budget line item for the same dollar amount. Mr. McDowell stated it would be easier just to start. Mr. Nufrio stated it make sense – we are putting the cart before the horse. How much time do we have before he shuts down his books? Mr. Tatum stated two weeks. Dr. Lishak stated technically I have to have them in the District prior to the end of school because that solidifies that they were used. Mr. Vieira stated the first Friday in March. Mr. Nufrio stated do you have to do a 3-year lease? Mr. Monge stated say what you said. Mr. Nufrio stated I'm getting resistance. Mr. Monge stated why? Mr. Nufrio stated because possibly he can't do it. Is that correct or is that incorrect? Mr. Monge stated we can do it, we have a draft budget.

Mr. Vieira stated this year's budget has to be used for this year's expenditures. Mr. Nufrio stated so if she doesn't use the money. Mr. Vieira stated it goes into fund balance. Mr. Nufrio stated from fund balance you still have to fund her next year. Mr. Vieira stated whatever goes into fund balance June 30, 2016 – gets appropriated in the 17-18 budget. Mr. Tatum stated that is right. Mr. Nufrio stated whatever goes back. Dr. Lishak stated you already approved next year's budget prior to that money going back to him. Mr. Vieira stated we are working on the 16-17 today. Mr. Nufrio stated that is what I'm saying. Mr. Vieira stated but we don't know what it is going to be on June 30, 2016. Mr. Monge stated but we are talking about the same dollar amount. Mr. Nufrio stated we have the same money – you are just putting it back. Mr. Tatum and Dr. Lishak stated not it's not. Mr. Tatum stated that money is earmarked for something else now. Mr. Vieira stated whatever is unexpended as of June 30, 2016 is for 17-18.

Dr. Lishak stated in theory you are right, it is the same money, but I can't spend it until the 17-18 – it is not there in the 16-17 budget. You will have already approved. Mr. Le stated the excess we have for the closing year won't be used for next year, it will be used the following year. Dr. Lishak stated yes.

Mr. Monge stated if you came to us and you looked for a line transfer because you wanted to do this, then this is something that could happen if the Board approved. Dr. Lishak stated but it is not there. Mr. Monge stated but line transfers makes it there. Dr. Lishak stated the money – let's use \$10 – what he will take away from me on June 30th. It will not exist next year so there will be no place to transfer it from – the following year it will show. You can take it from somewhere else. Mr. Monge stated this happens – Manny hates it and I understand why but projects come up throughout the year and what do they say to you Manny, find the money. It is about spending money the right way. Dr. Lishak stated the original thing is if we put this in for the laptops and then we would be able to do something about the keyboarding class. Because the keyboarding class right now is only a cycle that runs through one of the middle school cycles but it is taught by our computer teachers so anything that we replace this computer class with would have to be a class that the computer teachers could teach in its place and would have to be something that is computer related or the Board would have to be willing, if we went back and found another course that could fit in there, that may result in a new hire depending on the certain need for the class that we chose.

Mr. Nufrio stated I think I may have a partial solution. We are not voting on anything tonight, we still have two weeks. Why don't you and Mr. Tatum and if it involves Mrs. Moses, get together and if you need to propose a resolution, then propose it and we will decide as a

Board if we are going to put the cart before the horse or if we are going to say we are going to forget about that \$10 because who knows Tim Cooke will come back to us and tell us you don't need to do that I have a better solution.

Dr. Lishak stated the last part I have is we need to go back and re-visit and we sent an email out to all the guidance counselors in the County – we need to re-visit the CEMPAs as opposed to the mid-term and the final. The solution for all of the additional testing because PARCC was twice a year and we went to the CEMPA's – now that the State has said we are only going to do it once, we are going to survey the County and find out if you are putting back in your mid-terms and your finals because they have a value on the report card that the CEMPA's don't have so we can go back to the 20-20-10-10 – we would be fine with that but I want to wait and see what other places are doing. I am afraid to make any change because we never heard about the possibility changing it to a 30-day. They talked about revisiting things and they talked about shortening the amount of time that you spend in each one and then it came back with something completely different. We are going to talk about that. In know the teachers would like to see this happen. They are not happy with the CEMPA's.

The last thing is Mr. Lowery would still like to bring up to you an extended day program at the high school which costs money. Mr. Nufrio stated is there money there. Dr. Lishak stated no. Mr. Nufrio stated if there isn't you are piling it on as far as I can see and we have to do the more important items that you just delineated – at least address those before. Dr. Lishak stated our principal is viewing it as a need. I do not agree with him. Mr. Nufrio stated you don't necessarily agreement with him. Dr. Lishak stated I agree that there is something that needs to happen. I think some of the issues are being addressed just by that counseling program that we have in there. It is something to look at. Mr. Nufrio stated my comment on that is we haven't had it for two years and we are still surviving. Dr. Lishak stated and the counseling is having an effect. Mr. Nufrio stated it could possibly hold off for another year. Some of that money can be portioned to. This idea about the afterschool program – my comment is we haven't had it for two years but each year of those two years – the money was appropriated. Why wouldn't it be appropriated for next year. We never decided that we weren't going to do it. Mr. Vieira stated I can.

Mr. Nufrio stated we can but then that money could easily be a line item transfer for. Mr. Monge stated I'm hearing jail. Mr. Tatum stated it is an alternative program – the kids that require discipline beyond discipline because they are not accustomed to the program. Dr. Lishak stated they get their full academic. Mr. Tatum stated the real alternative programs run a little differently than the way we run ours. It is not where it should be. This is for kids that come to school late and other things and I said this to Mr. Gibbons years ago, you have to have a hook for those children that are there – it has to be more project based and what Mrs. Moses is talking about, they have to feel some success when they go into a program like that. Other than that what is the point. Mr. Monge stated throw them back at the principal that's the reason why. Mr. Tatum stated we will but we have to have the money first. He wants to do something. He actually wrote up a proposal that is more grandiose than they have ever had up there. It is just unfortunately, like Vito said a little while ago, the money has been allocated but line item transfers to do other things. Mr. Vieira stated it is not in next year's budget. Mr. Nufrio stated what did you do with that money. We can assume that we didn't spend it on lunch/dinner for the

Board so the money is there somewhere. Mr. Monge stated I don't want to lose this point, is it something that is needed and we just haven't. What I'm asking is it needed? Mr. Tatum stated I think the answer is yes. Mr. Vieira stated we had an overtime budget or a substitute budget. Mr. Monge stated Mr. Nufrio if it is needed then there is a question about how we execute it – then why are we taking the money away something that is needed. Mr. Nufrio stated because there are reasonable reasons why it really is not that imperative. No. 1 it is not required. Dr. Lishak stated it is a small population. Mr. Nufrio stated small population or not – they are either saying we need a \$1 million for this and half million for this and then we need for something that is superfluous another half a million. The pockets are getting torn. Mr. Monge stated if it is needed and you don't want to do it this way then you still speak to the need. You can't ignore that. Mr. Nufrio stated it is not required. You asked a question and I'm trying to answer it. It is not a required mandated program to begin with and certainly we have a brand new administration in there and things are suppose to have been ameliorated in terms of discipline so if it is a small group – you know what than you let it present the project to Mr. Tatum and you and him decide. If it is absolutely what you think is going to work, then we will consider it but depending on the program. Mr. Monge stated that is my point. Mr. Nufrio stated depending on the program that you infuse into it. Mr. Monge stated my point is if there is a need there – we need to speak to a need some way somehow. If it is not this way, you can't just sweep it under the rug. Mr. Nufrio stated it is an alternative program that has yet to be tested and proven.

Mr. Tatum stated we have to look out there if there is any alternative funding out there that may be available. Mr. Monge stated there are a million ways. You can write grants. The point is let's not ignore a need. Mr. Nufrio stated he already said it is not budgeted so that is the final answer right now. Mr. Monge stated Mr. Nufrio no. Mr. Arminio stated I have to interject, we are debating a word – you are saying “need” – they are saying “not required”. I think the word “need” is not accurate. Mr. Monge stated kids in need. Mr. Arminio stated there are lots of needs. At school they need better lunches. Mr. Monge stated if you are talking about high-risk kids and they are defined as high-risk kids because they do risky things – if they are high-risk kids, they are kids in need – that is how I'm defining it and if you have high-risk kids that you have no way to bring them back to become low-risk kids. Mr. Nufrio stated that is not true. Mr. Monge stated I don't know. Mr. Nufrio stated that is a final answer and there is no final answer to that. Mr. Monge stated then Mr. Tatum you speak – maybe I'm misunderstanding this. Mr. Tatum stated the point is there is a small population that we identified at the high school that would benefit from having something like this. Mr. Nufrio stated maybe. Mr. Tatum stated maybe – the unfortunate part is because there are other issues that have become priority, that money has been reviewed from there but it doesn't remove the fact that that population is still there and again there are a lot of the things that we need in the District beyond what we are able to fund right now. In analyzing the budget, we are getting to that point now, we talk about trying to find alternative ways to bring money into the District – that may be a target population that we can look at to try to bring additional funds. Yesterday we were talking about afterschool programs and some of the other things that we talked about – one of the reasons why we are not able to keep things like that going is because we don't have a continual source of funds but by the same token, even when you get grants a lot of times, the whole goal is eventually you take the program over yourself and you start to fund the program. But that gives us time to get something going and look at ways in the budget to fund it. I came from a district that the budget

failed 18 out of 20 years and the bottom line is this – it's not that you don't bring in new things, it is what are you going to give up to get the things that you want.

Mr. Nufrio stated then you are definitely going to cheat one aspect. Mr. Tatum stated Vito that can be true but maybe not. Maybe you don't cheat anybody because maybe you no longer need it – maybe this is antiquated and you take this money and move it over to this side of the table. Mr. Nufrio stated that is called thinking along the lines of needs, the necessities, the mandates, the challenges that we have. Nobody is saying these kids should be disregarded. Mr. Tatum stated I understand what you are saying because that is where the mandates would be the priority in terms of the budget but it is not also saying that we can't make the effort to try to find some more. Mr. Nufrio stated nobody is saying not to. I asked him and he said the money hasn't been allocated.

Dr. Lishak stated part of the issue when they came to make a presentation was, we have allocated around \$50,000 for the last x-amount of years for this program and when we actually took a look at it and now the County would have to approve this, \$50,000 was a drop in the bucket for what we were actually suppose to be providing these students. Mr. Nufrio stated if it was done properly and I know these program. Dr. Lishak stated the County would not approve something that was not 100% corrective program. Mr. Nufrio stated what I had come to learn of those programs since I have been on the Board, they did not meet the standards especially with the advent of PARCC. Let's move on.

Mr. Tatum stated let me make one point – where it says “Transitional Programs” – the only point I am going to make there is that the time has come that we start to link together the elementary and the secondary programs. We are looking at grade 5 into 6 as a target because there is a good program going on in grade 5 right now – the “leader in me” program and that was implemented by Mrs. Damato and the concepts that go along with that and we are talking about now trying to take that program and transition that program into the middle school so that it will continue. If we don't start something, it will fall apart. The other part of that is the grades that are before that the needs are still to have the articulation really between grade 4 into grade 5 and even regarding 8 to 9 and any summer program that we can come up with. The key grades to target are those grades that are transition grades because that is where the students lose the most achievement during those transition grades. That being the case, as we start to look how we can get money in for summer programs, it will target it further. Mr. Nufrio stated and that is fine and it makes sense. I agree totally and completely that is a crucial grade transition problem. That is where we lose most of the progress that may have been achieved. They come back in September and they forgot what they learned in May and June. Can we please move on.

Mr. Tatum stated I'm up next - Technology. Mr. Nufrio stated I'm going to exercise the executive privilege of saying – we will do Fiscal and Planning the last half hour.

Mr. Tatum stated I am doing two things here – one is the personnel piece and the other is technology piece and that is that we talk about looking for the engineer. In doing so, we thought this would be the first step. In doing so, one of the concerns that the Board brought up to our attention and I asked one night, “what would you like to see as a priority with Bed Bath & Beyond” and you guys mentioned the technology department and what they have over there.

What I am doing is I am inviting them to come and talk to us about their technology department, the kinds of engineers that they have there and maybe give some recommendations for support in interviewing candidates and what we should be looking for in terms of working with our structure. Also, I thought it would be important tonight because I did bring this back and it kind of ties into finance too – the whole idea of the recommendations that were made and in terms of being able to get a new staff member and utilizing this staff that we have. Mr. Nufrio stated that would be on the recommendation of the new director or whatever we title. Mr. Tatum stated this kind of speaks to the fact that we really need to look at that person first and prior to that we want to also have connection with some people. I know you mentioned that you met some people that also might be able to help us out and find the right person. Mr. McDowell stated one of the things that he offered was a checklist of things to find out where we stand. I spoke with Donna Restivo this afternoon and I am going to forward that to her and he will get that back and take a look at it free of charge and let us know where we stand. Mr. Monge stated Mr. Arminio had a good idea as well yesterday about the folks at Electro America. Mr. Tatum stated that them. Mr. Monge stated if we look at identifying – how do we go about identifying the next person, we would use the tech guy from Bed Bath & Beyond and then maybe a third person. Mr. Nufrio stated my fear is that we are in a time constraint besides a budget constraint so my wish is that we get this done yesterday. Let's try to push this into your schedule. Mr. Tatum stated I'm trying to set this up. Mr. Nufrio stated I realize it is crunching you a little bit. Can we project. Mr. Monge stated can't these folks come up with a job description – I'm sure they can. Mr. Benaquista stated I received one today that I will look at tomorrow. School Boards gave me a couple. Mr. Nufrio stated we can always tweak the job description as we go along. Mr. Monge stated these folks will take a look at it – the guys that did the audit to make sure it matches up with the deficiencies as they mentioned. Mr. Tatum stated there was a guy who came, Louise, who explained this. I think they said if we have a need they would come back. Why don't we invite them back to a meeting.

Mr. Monge stated I have an undergrad in computer engineering and technology so I can help you if you want a Board member to be in assistance I will offer myself. Mr. Arminio stated it is Education where IT is – that is Ronnie. Mr. Nufrio stated this is what I will do, I will pledge not to attend an Education meeting so that you can attend. This way I will forego my ex-officio. Mr. Tatum stated I will plan on doing this other meeting and I'm going to try to get some preliminary people just for a discussion and hopefully that will be next week before Friday.

Mr. Arminio stated we must get a policy in place – I have some paperwork now for the transgender – the policy is required by the State. I will start working on this with the rest of the Policy Committee and Ms. Ionta and we will start developing a policy for transgender. Mr. Nufrio stated we have a couple of policies to put together. Mr. Arminio stated I have another question about QSAC – are we getting QSAC'd this year. Dr. Lishak stated February 22, 2016. We are ready. We passed 4 of our 5 sections. They are only coming in to review Instruction and Program, every area that we needed to be ready for – we are ready for – the only reason why they are doing Instruction and Program because based on our last year NJASK scores, we didn't meet the 80%.

Mrs. Zuena called into meeting at 8:48 p.m.

Mr. Nufrio stated we recognized the participation of Mrs. Zuena

Mr. Nufrio stated I thought you addressed that. Dr. Lishak stated I can't do anything about it. It is what it is. Mr. Nufrio stated we should be o.k. Dr. Lishak stated no. Our test scores need to be improved. It was based only on our test score. Mr. Nufrio stated which were not conclusive anyway in terms of numbers. Dr. Lishak stated it is 2 years old now – we didn't make the numbers last year and now this year we are not making it for the same numbers. Mr. Nufrio stated the evaluation is based on old data. Dr. Lishak stated when they come in and say show we your curriculum – show that you are using the core standard – we have all of that. Mr. Nufrio stated that is why I said we should be o.k. Once they realize that you can't really judge the book by publishing it two years ago. Dr. Lishak stated we will still get a letter that says you have not met your instruction. Mr. Nufrio stated we are not going to be taken over by the State. Dr. Lishak stated no.

Mr. Monge stated special services is there anything you are proposing to do differently than previously. Mrs. Moses stated everything in general ed is also for the area of special service. There will be no different instruction – same instruction. They will have the same challenges along with the challenges they face every day as they move forward. There is no special program for them unless their IEP require that. Everything we talk about is for every child in the District. Mr. Nufrio stated and we are guided by NJEDA requirements.

Mr. McDowell stated I think it is a dead issue now. Mr. Nufrio stated we placed it on the agenda based on your recommendation. Mr. McDowell stated and you and I talked about that but since we didn't accept it from the Township they are looking for buyers for that property. Mr. Nufrio stated we did vote on it – so it is a dead issue. Dr. Francis stated if we take the property maybe they will let go of that SRO money they are asking for. Mr. Nufrio stated we are going to be proposing something next week. I want to get together with the committee. Mr. McDowell stated maybe we could do that but I don't think there is anything to discuss. Maybe next week we can talk about the SRO. I would like to. I will have Mr. Arminio set up something. Since you were the President last year, I am looking for guidance from you.

Mr. Nufrio stated who is going to say something about ADA compliance. Mr. Wiggins stated these are new regulations that we are coming under scrutiny. I did speak to our architect about it and we are to the letter of law in compliance with all the rules and regulations he knows of. New construction – we have to have at least 50% of our entrances and exited ADA compliant. I think our last meeting we decided we would like to look at 50% of the doors; but we are grandfathered in. So we are compliant at this moment and we did look into at our last meeting, we decided we want to look into having more of an ADA compliant entrances and exits. Some of those will be quite simple and easy and the then we go to the other extreme like Connecticut Farms or Franklin which would require quite an extensive ramp system and very expensive and it will change the architectural outlook of the building. I think they are the two worse.

Dr. Lishak stated you are talking about the meeting we had. So that everybody knows, the Comprehensive Equity Plan that the State sent out – it will appear next month on your Board agenda to review and vote on. It will then have to be sent to the County by April. There are a

number of sections in there where they ask you if you have any bias, are you meeting all the requirements of your general population, special education. As far as curriculum, all the areas we are. The only areas that we are remising are what Tom is talking about that there are some issues with our building. Mr. Nufrio stated some access points. Dr. Lishak stated there are two other issues that have to do with our sports facilities. One example that was given was – if there was someone had a handicapped and needed a wheelchair, they really can't go and watch one of our baseball games. There is no way for them to get there – there is no pathway. The idea is that every student should be able to be wherever the rest of the student population is. Mr. Nufrio stated I don't foresee that as major project. It is just cutting a path. Mr. Wiggins stated the baseball isn't major, I think it is something that is very doable. Mr. Tatum stated one last point, we always have to make sure and I know we worked on this that we are staff compliant as well if there are any complications – we would have to attend to those things as well. Mr. Nufrio stated the number of parking spaces we have allotted are sufficient. Mr. Vieira stated correct.

Mr. Monge stated aren't we going over your critical capital projects. Mr. Nufrio stated I think what should possibly happen and he probably already has done it. You already identified most severe, more severe, less severe. Mr. Wiggins stated I think Jeff is talking about capital projects. I have another sheet here. This has nothing to do with ADA compliance. Mr. Nufrio stated I understand that but capital projects, we hope that we can put those things to rest once we free up some money which we are looking to do that. The committee met yesterday, Mr. Le participated by phone, Mr. Monge, Mr. Vieira and Mr. Griggs.

Mr. Monge stated we had some of these projects, it is my understanding Manny, we actually have them in this budget. Mr. Vieira stated correct. Are we jumping ahead of ourselves now. Mr. Nufrio stated if we are able to free up. Mr. Wiggins stated right now in the budget we have the high school boilers, Livingston is in the budget, Burnet intercom system is in the budget right now. Mr. Nufrio asked what is the crazy number? Mr. Wiggins stated \$2.7 million capital outlay. Mr. Nufrio asked what would be a projected number for making sure that we are in compliance with the ADA. Mr. Wiggins stated I did not work up those numbers. I need to identify which are the best projects to do.

Dr. Lishak stated the Comprehensive Equity Plan is from this coming April 2016 and it goes until 2019 – so it allows you that length of time. Mr. Nufrio stated we shouldn't put that on the back burner – especially for access and to make sure that we are in some compliance. Mr. Monge stated do we have some low hanging fruit that you can take care of to show progress. Mr. Wiggins stated we can phase everything in. Mr. Monge stated I know we talked about the Facility Plan because in our audit they mentioned that we are following our Facility Plan which I don't think that is 100%. What they mention in the audit doesn't seem like we are exactly doing – I know that the system is down and it has been down for years but we haven't done anything for years. I think we have to have at least something that is guiding us from the last time we did it. I thought I saw 2005. Mr. Wiggins stated I think we should be updating this. Again we have had communications and we have been trying. Mr. Monge stated is this something we can do internally in the interim because we haven't been following it for years and then we are stating in our audit that we are following it and we are not. Mr. Wiggins stated I guess Manny and I can get together and start working on it. I think we have addressed it a couple of times.

Mr. Nufrio stated what I am learning as I sit on this Board, is that Jeff doesn't miss a step. If it is a new dance, he knows the steps and that is a compliment Mr. Monge.

Mr. Nufrio stated personnel. Mr. Tatum stated we already talked about the technology so we are going skip that one.

Mr. Nufrio stated updated handbook. Mr. Benaquista stated I would like to go over it with Mr. Tatum and the personnel committee and then be ready to present it to the Board. Mr. Nufrio stated if you want to call a special meeting you can do that just let me know. Don't do it on the 17th, 18th or 19th, I will not be around. Mr. Tatum stated I cannot do the 17th I will be in a deposition all day long. Mr. Benaquista stated I will find something by the end of the month.

Mr. Tatum stated the job descriptions. Mr. Benaquista stated I did mention it to the Personnel Committee, I would like to update all our job descriptions because even speaking to Paul, a couple of times on some issues we dealt with recently, he feels some of ours are outdated. I don't know when they went through the Board last. So I would like to and I'm in the process of compiling all of them and I would like to get some people together to look at them and see if there are any areas that we can improve them or just with the times have changed and maybe make sure that they are all up to date. Mr. Tatum stated just so you know Gerry, if you haven't picked this up already, the book that was approved by the Board, I don't know how it got passed the Board, but they are all generic. They are just boiler plate that they found on the School Board Association's site. Dr. Lishak stated that is what they are. Mr. Tatum stated and they are not specific. They changed the title on the top. They really need to have some work done on that. Mr. Benaquista stated having the right stakeholders together that really know what is going on in those jobs when can then really update them to be current and really make a difference. Mr. Nufrio stated current is good. The job descriptions, even by the DOE, they are sometimes very skeletal. The District can always add, they can't subtract, but they can always add so bear that in mind. You and Gerry can do the additions. Mr. Monge stated I hear Gerry saying at my old firm you had the supervisors created the job descriptions for the subordinates and the subordinates reviewed it, commented on it. Mr. Tatum stated to move the process along. Mr. Nufrio stated the job descriptions that the NJSBA had, these are the ones that the DOE – let's vote on it and I raised my hand. I know how we got to it. We were led to believe.

What is up with leave replacements? Mr. Benaquista stated I am looking and I want to make sure and then presenting to the Personnel Committee a change. Worst case scenario, I think September to start the new year on how we are handling leave replacements. I did a quick and I spoke with Manny and Mr. Tatum briefly about it but I already got confirmation from the County saying it is up to the District to come up with a starting salary for leave replacement – they are not a UTEA member, they are not part of the bargaining unit. We have an enormous amount of people that go out on leaves. We start them at this point at Step 1 of a teacher guide, I am going to do some research and I already found some districts that offer less than what we do. I think there are so many people on the side lines with teaching certs than instead of offering them \$325 offering them closer to \$200. These people still need jobs. If we saved \$100 per person per day x 60 people out each year on leave, these people are out on 3, 6, 9-month leaves – if we saved \$100 and the math I did, I don't remembers I used, it was over a half million dollars. I want to save the District that money and I still think we will get the same quality in that leave

replacement. Again, it is training for them, giving them in front of the principals to show what kind of person they are to take over – if an opening exists. That is something that I'm looking into and I want to make sure everything is ironed out. Mr. Monge stated that is what I'm talking about. Mr. Nufrio stated Mr. Benaquista that sounds like a great idea. The other thing is we are under different regulations with the benefits so unfortunately still and I haven't found a way around not offering benefits. But maybe we can work out something that we only offer certain plans. Mr. Vieira stated or just single. Mr. Benaquista stated these people are not part of the UTEA. A couple of years ago things changed and we started offering full salary. Mr. Vieira stated and full benefits for leave replacements. Mr. Benaquista stated and supposedly that was required by law and again I'm going to do a little more research. I haven't found that it is required by law with anyone I have spoken with yet. I will make sure that it is not required by law; otherwise we can set up the bargaining as far as what we want. We will save, if you count benefits into that, we will save a considerable amount of money per year. Mr. Nufrio stated can you have that answer by tomorrow? If you get us that answer by tomorrow we personally consider giving you a small raise. Thank you that is excellent. That is what we need, we need to get creative and we are working towards that.

Dr. Francis stated was there any talk about making the teaching assistants part-timers. Mr. Benaquista stated there are discussions right now being done at the Board Office of different options with the teacher's assistants. Right now there is nothing concrete. Mr. Vieira is going to propose stuff to you guys dealing with finance. The only thing I said whatever direction the Board decides to go with budget cuts, if it does mean people, I built myself with dealing with people – if we are going to cut in any way to affect someone, I want to do it right and that means not just let them find out about it last minute. If it means that I have to sit personally with people, I will do that because I feel it is important because it is about finances and we need certain amounts of money to run the District but if it affecting them in any way, I think sitting in front of them and having a face-to-face, at least we are being upfront as a District – saying unfortunately this is the way we have to go but there will be some options that Manny will let you guys decide on which way we need to go with the financial situation that we are in.

Mr. Nufrio stated files stored electronically. Mr. Benaquista stated nothing is going to be done, anytime soon, but I think in the future and looking ahead – right now storage file – we have a basement full at Burnet, we already started using some of Hamilton for the more current stuff. I have a goal in the future to get everything backed up electronically where I don't have to keep this file; especially if we ended up going to the cloud where it is safe and protected in multiple locations. We are required to keep these files forever. Mr. Monge stated I forget what they call it, there is a law that you actually keep some of these file for a certain amount of time. Mr. Vieira stated the Public Records Law. Mr. Tatum stated is it 100 years. Mr. Vieira stated it depends on the record. Mr. Nufrio stated I don't think they have defined that it has to be paper. Mr. Benaquista stated I have gotten phone calls where I had to look up people from the 50's, 70's luckily I found almost every single one of them.

Mrs. Zuena disconnected from the call (9:05 p.m.).

Mr. Monge stated I have a question and if you don't have the answer maybe you can come back to us – I thought that some of the stuff had to be paper. Mr. Nufrio stated probably

current and I did a little reading on that sometime back and that could have changed. I think he is referring to more former employees that may even be deceased. Mr. Monge stated you are going to have to do it and it just piles up and takes space. Mr. Benaquista stated it is in the basement of Burnet Middle School, if there is a huge disaster it is gone. Mr. Monge stated that's a cost. Mr. Nufrio stated one way or another it is going to be a cost. We do it ourselves or we hire somebody. Mr. Monge stated everything on the medical side went electronically but it was a phase in process. Mr. Nufrio stated let's first find out what the parameters are what we are limited in doing before we even talk further about that.

Mr. Nufrio stated there is old business next and who has anything. Dr. Francis stated the \$800,000 classrooms at Burnet where Vito said he could build 3-4 houses with that money. Are we still putting that on hold. Mr. Nufrio stated I believe Tom had a partial answer to that do you want to offer. Mr. Wiggins stated I don't really have an answer to that – I need direction on which way to go and I will need an architect. Mr. Nufrio stated I still question do we need an architect. I did changes in classroom structure in my building and I didn't need an architect. As long as you are in compliance that is all that counts. Mr. Monge stated you need an architect. Mr. Nufrio stated I guess the answer to your question would be we don't have an answer until we do the RFP's and we see what comes of that and then we will deal with that at the time. Mr. Monge stated you need an architect to submit drawings but you don't necessarily need an architect to do the drawings. You can have someone that doesn't necessarily have to be a certified architect. A certified architect has to submit. Mr. Wiggins stated has to submit to get the permits. Mr. Monge stated right. There are folks that do architectural designs but not certified architects do the same level of work. You have an architect that is certified to review it and make the submission. There are ways to save money. Mr. Nufrio stated that some of the basic ground work you had indicated that some of our guys were able to do some of it but some are not able to do some of it. Am I correct? Mr. Wiggins stated we can do whatever level you want to do but if they are working on that, they won't be able to do what they are doing now. If you wanted to handle everything in-house I'm sure we could. Mrs. Zuena asked how many carpenters do we have 2? Mr. Nufrio stated did you hear that Dr. Francis, if we want to assign or dedicate some of our workers to doing that and it all doesn't have to be a one shot deal – it could be intermittent. Mr. Wiggins stated depending on what we need. Mr. Monge stated time is money right so I think Tom, I would suggest that you take discussion under consideration if there is a way to save some money and understanding the timing.

Mrs. Zuena stated we have two carpenters in the whole District. Mr. Wiggins stated we have three carpenters. Mrs. Zuena stated if we put them all at that job for however long it takes – nothing else will get done. Mr. Wiggins stated it will be electricians, plumbers, HVAC. Mrs. Zuena stated you have those guys working every day. Mr. Wiggins stated correct and even overtime now. Mrs. Zuena stated if we have them working overtime how are we taking them away? Mr. Nufrio stated we are not what we are hoping for is some kind of projection from the auditor and it is not urgent that room right now – there are kids standing in the hallway and don't have a classroom – in which case we can take a little time. At least I think we can. Mr. Monge stated we need to propose a most feasible way to do it. We need to give it a little thought. Mr. Nufrio stated that can fall under capital improvements. Mr. Vieira stated it is budgeted. Mr. Nufrio stated so we have \$800,000. Mr. Vieira stated \$750,000. Mr. Monge stated that was you guys internal assumption? Mr. Wiggins stated that was architects. Mrs. Zuena stated is it more

than 3 classrooms. Dr. Francis stated 4 classrooms. Mr. Monge stated if you bid that work out, do you think you can get it under \$800,000. Mr. Wiggins stated I think we probably can. It also include the architectural fee. Mr. Monge stated does it have to be \$800,000 that we have to budget for this. Mr. Vieira stated it is already budgeted. It is in the 2015-16 budget. Mr. Monge stated at the end of the day if it comes in lower than we will move the money to something else.

Mr. Arminio stated April 12th we are going to have our ethics training – Gwen Thornton will be coming in at our worksession. We can start at 7:00 p.m. or we can start a few minutes early. If we drop the Personnel Committee meeting that day – if we come in here for that training and start the regular worksession at 7 p.m. Mr. Nufrio asked does it have to be done in public session? Mr. Arminio stated no, it is training. We can start 6:30 p.m. in here and then be done by 7:00 p.m. She contacted Manny already. Mr. Vieira stated she is just waiting for a confirmation. Mr. Arminio stated tell her we are set. Mr. Nufrio stated it would be in lieu of Personnel unless we have an emergency situation in which case you can schedule that for Monday.

Mr. Monge stated one time we talked about establishing meaningful material relationship with Kean University. I know we have had Bed Bath & Beyond here. Why wouldn't we have Kean University here. Maybe there is an update at it pertains to that. Mr. Arminio stated I have an update for you. I went to a performance at Kean University Saturday afternoon at 3 p.m. and it was called "After the Dream". Jamel Holley was supposed to be in it – he never showed up; but Mayor Bollige spoke before the performance – he is the Mayor of Elizabeth. He was introduced as the Mayor, he was introduced and spoke as if Kean University was in Elizabeth. He also introduced two Board of Education members and did not say "from Elizabeth" – he just said "two of our Board of Education members are here with us today" and he named the two from the Elizabeth Board of Education. So I said to him as he walked by me going back to his seat, I said "isn't Kean University in Union" and that is how I left it and he looked at me and he kept walking.

Mr. Nufrio asked how does that respond? Mr. Arminio stated as it stands now, there is no relationship with Kean University even though they come and use all of our classrooms for their student teachers and that is where we have to attack them and I don't mean that in a bad way but we have to go to their education department and say we give you the opportunity for the sophomore field, the junior practicum, the senior duty – let's have some collaboration.

Mr. Tatum stated I'm going to preference something here and that is the relationship did exist at one time and when the olive branch was thrown out to us by Kean, it was rejected only to say that they had to prove what they were offering us was a partnership in the clinical situation where they would be partners with us – it was rejected because it didn't guarantee that it would raise test scores by virtue of their programs. I know this for a fact because I was in the room when discussion was held. I also went to Rahway to look at the program with them and that too was rejected. So what I'm saying to you is although right now we are in a stalemate with Kean – two our schools in the course of a year continue to work with them, Washington and Connecticut Farms. Wherever we are with that relationship, if they are snubbing us we are just as guilty as they are as a school district. Mr. Monge stated can I make a suggestion. Mr. Nufrio stated we are probably thinking the same thing. Why don't you, David and I go meet with the education

department – let's make an appointment and let's clear the air. Mr. Tatum stated if I call Martha Mobley and the Dean of Special Ed and Dr. Hoffman over there and invite them to a meeting, I will have a partnership with them in five minutes. Mrs. Moses stated absolutely. Mr. Nufrio stated we can go there and accommodate them. Mr. Monge stated we can't have too many people there, but I would, whoever the Education Committee is. Mr. Nufrio stated it is Education and it is Mr. McDowell is certainly welcome, Dr. Francis schedule is not always permissible. Mr. McDowell stated I would like to go that is where I got my MS from. Mr. Nufrio stated right now we have three Board members and we can bring another one. Let's do a show for them – let's show them that we are sincere about this. Mr. Monge stated Dr. Francis said I could take his position. Mr. Nufrio stated that is a short-term goal. Some of them are the IT guy – that is a short-term goal.

Mrs. Zuena arrived at meeting at 9:20 p.m.

Mr. Nufrio stated we will bring you up to speed about what we have discussed – I will sit with you wherever.

Mr. Tatum stated before care and aftercare – the meeting I'm having on Friday to talk about an actual education plan that if we are able to successfully start discussions again about an aftercare program. There was some talk about this before. We talked about some of the needs of the District and the costs. We just want to revisit that issue as a discussion hopefully on Friday. Mr. Nufrio stated that is the short version because soon we will be looking at renewals and I understand that they are already making their pitch. I expressed my opinion last year. There are different ways to address before and aftercare. I know Dr. Lishak did some general calculations and it didn't seem feasible to use the regular faculty but we do have substitutes, we have, like Gerry said, people out there with certifications and we are not mandated by the UTEA agreement that we have to use their people. Dr. Lishak stated there is a model program in your wife's district that doesn't adhere to association at all. Mr. Tatum stated she wouldn't give it to me. Mr. Nufrio stated it is a very important short-term goal. We should look into other options. Again, only short-term goals blend into the long-term goals. But we have to do it within a timeline that is not going to be forgotten.

Mr. Tatum stated that meeting is Friday. Mr. Nufrio asked if he could attend. Mr. Tatum stated yes. That is the part of the 21st Century. The other thing is so I don't lose any more time – this grant committee is connected to that as well under fiscal. Mr. Nufrio stated 10:00 a.m. this Friday.

Mr. Nufrio stated one of mine is on here – the unresolved SRO issues – issues being the bill that is unpaid – that we were presented with and the current SRO issue. Under advice of Mr. Griggs, he said do not do one without the other. Certainly do not consider any settlement if it should impact the other and certainly it would. If we were to agree to a settlement than we should be able to superimpose that into the current; otherwise, you would be in a conundrum and it would be very hard to unravel. What I suggest is the committee – do you think next week is feasible Mr. Arminio? If it is, maybe we can put together some proposal; bring it and put it on their desk and ask them – perhaps the City Administrator can present it to the City Council as a whole so that it is not one individual. He may say I make the decisions and that is fine and we

will respect that but we need to move on this. Again a very short-term goal. Is everyone in agreement with that? I think it is time to move that along. Mr. Tatum if you care to join the committee, I understand you went there the last time. We are putting a lot on your plate, if you choose not to come that is fine. It is really a personnel issue. It is an old issue and a new issue.

Mr. Arminio stated the resolution to do something or talking with them first. Mr. Nufrio stated what do you mean resolution. Mr. Arminio stated the resolution that goes before the Board – we have to vote as a Board to have an SRO, we have to have a resolution to the Board to pay our bill so we have to talk with them first. Mr. Nufrio stated no and you are right. We should put together a proposal, we should be it on the agenda that we are going to make a proposal and I will ask Paul if it is absolutely required that we specify the details but only that we may intend to make a proposal. If he says we have to put the details. Mr. Monge stated then you are negotiating against yourself. Mr. Nufrio stated exactly because those numbers may change obviously. But I will ask Paul if we need to do that, how do we need to do and we can do it next Tuesday. So I will be in touch with him tomorrow. Thank you Mr. Arminio that is important.

Mr. Monge stated I was at the meeting and it seemed like there was some flexibility on what we propose so if you said a payment plan over 3 years, 5 years, 7 years or 12 years – we can offer that and if they are amenable to that. Mr. Nufrio stated I did ask Paul how to go about this so now it is just a question – do we need to bring it to the Board for a formal approval before we present it? I don't know. We will see what he says. At least we will have checked.

The subsystem – we totally removed any and all equipment and engagement from the former attendance person? Mr. Arminio stated the phone number is being disconnected. Mr. Nufrio stated only one number has been disconnected out of three so we are paying for services that we aren't using. Mr. Vieira stated I'll follow up but I thought it was disconnected. Mr. Arminio she just called me yesterday and said that one of the phone numbers has been disconnected. Mr. Nufrio stated short-term goal – let's get that done.

Mr. Monge stated we are going to have a Residency Committee meeting and in that meeting we are going to talk about different ways to approach residency issues and come up with some bright ideas hopefully and I guess we will report back after that meeting. Just as an FYI – nothing specifically to talk about but hopefully come up with some ideas. Mr. Arminio stated it is always appropriate to report to the Board of Ed at a general meeting in public to whatever committee – it is always appropriate to report to the whole Board. Mr. Monge stated I would love to see more of that because reality is I don't always know what is going on in things that I'm not part of so that is a good point and maybe we should try to do something formal. Mrs. Zuena stated don't we all make committee reports after our committees. I usually do after residency. Mr. Nufrio stated it would be absolutely impossible given the number of committees and issues and certainly the report that each committee chairperson presents is what we are asked to do and it is expected and we do speak about other things. It is not like we don't. In committees we need to trust as well. We trust that you are doing all that you can possibility do to handle the fiscal along with Mr. Le and whoever who is going to be on the committee and I would expect the newcomer as well. How feasible is it? Mr. Monge stated what we do is enough – but we need to make sure that in our meetings and our worksession that we start it off

by saying this is what we spoke about in our committee and just make sure we do it all time. I know we do it, but I don't think we do it all the time.

Mr. Tatum stated you guys are going to have a meeting to talk about ways of handling residency – this has nothing to do with hearings. Mrs. Zuena stated Annie called the meeting. Mrs. Moses stated not about the hearing. Mr. Monge stated this is about the approach and seeing if we can do potentially a better job. We have one of the investigators who is an old Newark Detective that has some ideas and I think we all have ideas and try to see if we can pool those ideas together.

Mr. Nufrio stated we can try to set a date next week for the August planning session if you plan to do that – we don't have to do that tonight. We can do that next week and put that on the agenda – Manny please. We need to set a date for the August planning session and that will give us time to gather our schedules. Mr. Vieira stated Tuesday or next month. Mr. Nufrio stated I would like to get it done Tuesday night. Between now and Tuesday we should all be able to know when in August we will be available. Mr. Vieira stated we don't usually don't have discussions at the meeting. Mr. Nufrio stated it is just to address scheduling a planning session. Mr. Arminio stated he'll give a date and if no one has any objection we will just say sounds good. Mr. Nufrio stated I will ask you to submit to me what dates are not good for you. Mr. Monge stated by when do we have to set a date? Mr. Nufrio stated I would like to do it by Tuesday. Mr. Monge stated why do we have to set it by Tuesday? Mr. Nufrio stated we don't have to – I would like to. Mr. Monge stated family vacation and I don't know. Mr. Nufrio stated the more we put off something, the possibility exists that it will be forgotten. If it can't be done Tuesday – you may not have dates – but everybody else might or somebody may not and that is fine. If we can do it we will do otherwise I will pull it. Go home and see what dates are available.

Mr. Nufrio stated budget you are on. You have exactly 20 minutes. (Mr. Vieira passed out documents which are appended to the minutes.)

Mr. Monge stated as this goes around, I'm going to say this again. We didn't follow are fiscal calendar that we approved. I got the stuff today – Steven and I got the stuff today. We didn't follow the calendar so this is the first time I'm actually have the opportunity to look at it which is not what I wanted.

Mr. Vieira stated next year we will improve. Mr. Monge stated you should have it this year because we improved the calendar. Mr. Tatum stated better days are ahead.

Mr. Vieira stated there are two hand outs. One is the proposed budget highlights and the more detailed is the revenue and appropriations summary. What I would like to do is to concentrate on the proposed budget highlights. We will start with revenues. We have different revenue sources. One is the budget fund balance and what I'm showing here is either the increase or the decrease from the 15-16 school year – so for the budgeted fund balance we have \$2.2 million less than we had in 15-16.

Mr. Monge stated this is the budget that was – this is not actual – we are forecasting off of what was approved not passed. Mr. Vieira stated the budget fund balance for the 16-17 budget was generated at the end of the 14-15 school year and it is \$2.2 million less than what we had in the 15-16 school year. If you go to the revenue appropriation summary, you will see – the left side of the page is revenue.

Mr. Monge stated what I'm saying (inaudible). Mr. Vieira stated these are actual numbers. The next revenue source we can increase our current tax levy by 2% - so that is a \$1.7 million increase. What I propose we do is use our bank cap to increase our tax levy by \$1 million. Bank cap is generated from, in our case, health insurance premiums that have increased more than 2%. If it increases more than 2%, you can either increase your levy or you can bank that increase and use it in future years – so this \$1 million that I'm proposing to use for 16-17 was generated in prior years. Mr. Arminio asked where is that money? Mr. Vieira stated there is no money, it just gives us the ability to raise taxes by the bank cap amount. Mr. Arminio stated so we are going to raise it \$2.7 million. Mr. Vieira stated exactly.

Mr. Monge stated so we are talking about – so we are asking to raise taxes. Mr. Vieira stated correct. Mr. Monge stated more than one we have done historically. Mr. Vieira stated in the 15-16 budget year that we are in now, we raised taxes for an additional \$1 million. Mr. Monge stated but we have a 2% cap. Mr. Vieira stated correct; but there are exceptions to that 2% cap and one of the exceptions is the use of bank cap to generate more revenue.

Dr. Francis asked did we use bank cap in recent years? Mr. Vieira stated 15-16, yes, \$1 million. So what is left, if we use the \$1 million in 16-17 what is left is only \$400,000 for future years because we are not generating any new bank cap in 16-17. As I go forward you will see that we are actually cutting our benefit costs.

Dr. Francis stated health insurance. Mr. Vieira stated is one of the benefit costs. Dr. Francis asked is that the only place we can generate bank cap? Mr. Vieira stated no, another place would be enrollment growth. We have 7500 students and all of a sudden 1000 students move into Union, you need to increase your levy more than 2% to service these additional 1000 students. You don't see that in Union because we don't have a lot of undeveloped land but if you go to certain parts of the State and there are a lot of farms and developers come in and build houses, the enrollments really grow. The budget formula allows for these exceptions.

We are increasing our withdrawal from capital reserve from \$1.6 million. We are decreasing our withdrawal from maintenance reserve by \$600,000 and our State aide which we will receive next week – on February 16th the Governor gives his budget address and that is when they release the State aide figures. Probably it is just going to be flat – no increase. Dr. Francis stated we might get more because he is back home today. Mr. Nufrio stated it will be less because he is upset – that is the way I see it.

Mr. Vieira stated the increase in revenue from current year to next year is \$1.5 million – which is really not much of an increase. So in order to balance the revenues and the appropriation expenditures, I went through and of course, with Mr. Tatum, Noreen and Annie and also talking to the department heads, I am proposing these cuts. Salaries \$1.35 million and

those salaries if you look to the right in the box there are 33 positions that we are cutting out of next year's budget. 5 elementary teacher positions, 20 gen-ed teacher assistants for the kindergarten – we are going to eliminate the kindergarten T.A. positions. As you go down the list, one 12-month secretary, one 12-month supervisor, one secondary teacher and 5 AAP teachers.

Mr. Monge stated go back for a minute. Capital projects where is that? Mr. Vieira stated I didn't get to it yet. Mr. Monge stated I thought you pulled from...forget it.

Mr. Vieira stated budget cuts - \$1.3 million in salaries and \$1.4 million in benefits. We have two options to get to that \$1.4 million dollars. Again we go back to the teacher assistants. These are the two options. We have 150 T.A.'s and we can take the 75 T.A.'s with the least amount of seniority and make them part time with no benefits – option 2 for the 150 T.A.'s keep them employed at full time but only offer them single benefit coverage and if they have a family they can buy up for the family coverage. Dr. Francis asked and we come up with the same amount? Mr. Vieira stated approximately the same amount. Dr. Francis stated maybe we should offer them that option. Dr. Lishak stated the second one. Dr. Francis stated I think that is right because I may not be able to put my husband and kids on but at least I have it.

Mr. Benaquista stated the second option, I just want everyone to know, that the UTEA has to buy in because they are part of the bargaining unit. The first option you can do. But if the UTEA chooses not to – am I right Mr. Tatum, chooses not to buy in to that are hands are tied. Mr. Tatum stated you are partially right. According to the opinion I have we can pretty much do whatever we deem necessary. When it comes to personnel issues, seniority and all that stuff, this is not negotiable. In other words we are able to get rid of all the T.A.'s, but that is not what we are proposing, and rehire. I thought the appropriate thing to do was not to touch anyone who has been here more than three years because most of the people that we hired in the last two years were people we were forced to hire because of prior practices. I have shared this with the Board on more than one occasion that we were forced to hire these T.A.'s because we were using substitutes because of the UTEA agreement. What you cannot do is that. That is where the UTEA has a stronghold because they bargain for their membership. We would be in violation of their contract by doing that. If anyone is going to be the one that should be reduced – it should be the one that has been here for the last 10-15 years and they have put in their time. But I will share Mr. Griggs' opinion. If you remember in Personnel Committee about a week or so ago we asked him about this and he did send an opinion. I think we are on solid ground any way.

Mr. Arminio asked how much do we save in those 33 positions? Mr. Vieira stated in salaries? Mr. Arminio stated in benefits. We are getting rid of 33 positions. Mr. Vieira stated that is part of the \$1.4 million. Mr. Arminio stated as part of the benefit savings. Mr. Vieira stated correct.

Mr. Monge asked what is 33 in total represent dollar wise? Mr. Vieira stated \$1.3 million in salaries. Mr. Monge stated is it everything on the left hand – the \$1.3, the \$1.4. Mr. McDowell stated probably just those two. Mr. Vieira stated the \$1.4 is the T.A.'s that we are talking about reducing their benefits and also the reduction of the positions we are saving benefits there also. Mr. Monge stated the block – what is the dollar amount? Mr. Le stated isn't

it essentially the \$2.75. Dr. Lishak stated no it is less. Mr. Vieira stated it would be less \$1.3 and about \$400,000 so about \$1.7 million.

Mr. Nufrio asked where is that inserted in the box to the right in the total? Mr. Vieira stated Jeff is asking – the box to the right – the 33 positions - \$1.7 million. Mr. Nufrio stated that is with reducing full timers to part timers. Mr. Vieira stated no. Mr. Nufrio stated or single family coverage. Are you going to offer that as an option to them? How are you going to do that? Staying full time and getting single and paying for the family coverage.

Mr. Monge stated let's go to the capital project – how much money are we putting...Mr. Arminio asked where is that? Mr. Vieira stated he is jumping ahead. Mr. Monge stated I guess I'm jumping ahead. O.k. keep going.

Dr. Francis stated the secretary/supervisor – are they retirees? Dr. Lishak stated the secretary is; the supervisor resigned and went to a different position.

Mr. Vieira stated and the 33 positions that we are eliminating – probably through attrition, nobody will lose their job. The 20 gen-ed TA's are going over to special services. Dr. Francis stated what about the AAP teachers. Mr. Vieira stated we think through attrition – we have teachers retiring so if we have AAP position that is being eliminated and then we have a classroom teacher that is retiring and that AAP teacher will go to the classroom. Mr. Tatum has a whole plan.

Mr. Monge stated and that is important to this presentation. It is very important to this presentation. Mr. Nufrio stated you are simply rejecting if they choose that option paying for the additional family coverage. Because you don't know how much that family coverage is going to be – each person may have different situations. Mr. Vieira stated we are doing our projections based by current. Mr. Nufrio stated but here's the real question – does the insurance company even permit it? Mr. Vieira stated yes. Mr. Nufrio stated have a single and then add on? O.K. thank you.

Mr. Tatum stated I think there is another question here. Mr. Vieira stated we were just discussing the reduction in the 33 T.A.'s that probably through attrition no one would lose their job and I was explaining how an AAP position was reduced. Mr. Tatum stated AAP and classroom teacher are one in the same. I have some buildings here where currently the class size is currently small – they are under the size of an average class in the District and virtually I'm not going to continue to run sessions with 12-13 kids in the classroom. The last time I came before the Board and we talked about these reductions and oh no you shouldn't cut this or shouldn't cut that – we have to cut something and the bottom line is not right for a teacher on this side of town and they have 23 kids in their class and the teacher on this side of town has 10 in their class and making the same salary and accountability is the same but they have less students. That is one thing. The second thing is AAP – we had modeled in the District a couple of years ago that we were going to service the building with 2.5 AAP teachers. Somehow that number which I think equaled out to either 14 or 17.5 somehow that number sky rocketed to 26 again – so that number has to come back down because we don't even have, based upon our test schools...Mr. Monge asked what is AAP? Mr. Tatum stated that is basic skills – academic

support. It can be one-on-one small group support and something like that and the issue becomes whether or not based upon the current test scores and whether we need that many people teaching that program. In other words, like Manny was saying before, that AAP teacher may replace a retiring classroom teacher. You could maintain the same section, but you will still maintain the same level of service.

Mr. Monge stated Mr. Tatum I think that and I get all that – it makes the pill easier to swallow if the detail we have here that you actually have a plan that offsets this and so that we can or may of set some of this so that we can really take this under consideration. You know what I mean. Mr. Tatum stated I kind of understand what you mean. Mr. Monge stated everything that you are saying would be great to be able to say hey you know what you have identified individuals here that you would identify the individuals in the situations that would potentially offer these folks an opportunity to stay in the District and not lose their job.

Mr. Tatum stated this is what has to happen. I am going to come to the Board with these numbers as recommendations because some of this is contingency management – which means that XYZ people are projected to retire. Some of them we received already – some we have not received yet but the reduction is going to have to be done because when the budget is done, the reductions are in there. What will happen is through attrition, people will retire and there is a projection of a secondary position being eliminated. However, I know that I have an elementary person who was moved from the middle school that will go back into a position to cover that.

Mr. Monge stated that type of information would be great to hear. Complete your presentation but I'm not happy. I'm not happy. Mr. Tatum asked what are you not happy about? Mr. Monge stated you know what I'm not happy about Mr. Tatum with all due respect, I am the chair of the Finance Committee and we had an opportunity to sit down as a Finance Committee and get this information like we were supposed to have and then sit down and review it in detail like we were supposed to have and be able to answer any questions so that we can be educated on what is going on and maybe offer our two-cents before being in this situation where we are getting all of this at the same time. That was the whole idea of the calendar was to try to create a process that you could actually integrate Board members into the process and... Mr. Tatum stated but Jeff with all due respects... Mr. Nufrio stated you have to make a distinction here – contingency management does not necessarily mean the Board members are going to contribute to what he believes to be contingency management. Mr. Monge stated you are misunderstanding me. Mr. Nufrio stated maybe but let me just finish. I certainly have trust he is not going to do the wrong thing. We have said this before because that is why we have him here. The thing is when he makes these plans, I don't really need to know what his plan is until he tells me but... Mr. Monge stated I'm going to respectfully try to cut you off. Mr. Nufrio stated maybe I misunderstand.

Mr. Monge stated my issue here is, for instance, I keep going back to capital funds/capital projects because here we are and we delayed, no essentially I have been talking about this for months about Jefferson and about the ability to try to go through a process that we needed to be able to release dollars to go and fund capital projects for the future instead of taking new money. Mr. Nufrio stated we are doing that. Mr. Monge stated no you're not. Mr. Nufrio stated we are trying you know that. Mr. Monge stated no because we are trying to do it, but the thing is we are

trying to do it based on instructions that we had yesterday instead of, I have been talking about this for months, and the thing is all we have been getting is misinformation about what you can and can't do.

Mr. Nufrio stated this money was already decided last year and the year before. Am I correct in that amount? The money that we put into capital budget that's appropriated – that was already done. Mr. Vieira stated the money we are talking about tonight – that is in our capital reserve account. Mr. Nufrio stated and we can't do anything about that, it is done. Mr. Vieira stated it was funded through in the past.

Mr. Monge stated we had talked about before that if you had the ability to have money available to you then you wouldn't have to try to push it in to capital projects. So you are not taking new money and putting it in to capital projects. We had this discussion before, months ago as it pertains to that. The thing is that if he had the ability to be able to access that money than the assumption was that you had flexibility to...Mr. Nufrio stated but that is water under the bridge because it wouldn't solve today's problems. Mr. Monge stated it is water under the bridge because we haven't solved the issue that we tried...Mr. Nufrio stated we are trying to solve that capital issue. Six months you still wouldn't have been able to solve it. Mr. Monge stated that is not true. Mr. Nufrio stated these numbers were appropriated in the past whether they were right or wrong, more than necessary or less than necessary, we can't change that. What we need to do is to address the current issue because we can't touch the money in capital improvements. It was probably overdone. I agree with you.

Mr. Monge stated we are here today but you know what, this is the problem that we could have identified years ago and the thing is...Mr. Nufrio stated who is we. Mr. Monge stated who is we? Manny is the BA. Mr. Nufrio stated but we can't change that. So we should all...Mr. Monge stated we are here today to go forward but the thing is now we have to make really tough decisions that we are going to have to make. Mr. Nufrio stated unfortunately. Mr. Monge stated through this process that I have been going through that is taking me so much freakin time to get here and I'm still not there. It is upsetting and I have the right to be upset. Mr. Nufrio stated I understand that. Mr. Monge stated if we follow the process where I had the opportunity to sit down with Manny to go over this budget with the rest of the Committee members and we got to this point, you know what, it will be easier for me to swallow the pill, but that opportunity that we all agreed to, that process that we all agreed to was taken away from us and it's like hey we will do it better next year. We voted on it.

Mr. Nufrio stated but Jeff, you came on the Board in August – already that was in place. There was nothing that you could conceivably...Mr. Monge stated you know what Mr. Nufrio if I wouldn't have said anything about Jefferson...Mr. Nufrio stated you are right. Mr. Monge stated or but I'm saying or anybody on the Committee, you don't know what we could have added to the process to identify something. You don't know. Mr. Nufrio stated it was in place already. Mr. Monge stated you are missing the point. Mr. Nufrio stated the budget was already done. Mr. Monge stated his proposed budget that he has in front of him. Mr. Nufrio stated we know now this – but last year was already done. Mr. Monge stated I'm talking about the proposed budget. Mr. Nufrio stated right. The proposed doesn't...Mr. Monge stated you can't excuse...Mr. Nufrio stated I'm not excusing I'm asking. Manny are we appropriating more

money into capital improvements than we need to do given the possibility, very strong, very weak, whatever – that we may be able to grab that \$5 million and infuse it into many of Tom's projects that we need to do. Are we putting more money into capital improvements than we need to right now in this budget. Are we infusing more, are we? That is the question I would ask.

Mr. Vieira stated we are not using the \$5 million. Mr. Nufrio stated forget about that for a second. Mr. Vieira stated we currently have \$3.5 million in capital reserve. Mr. Nufrio stated that you allocated. Mr. Vieira stated that is in capital reserve. I am withdrawing \$2.7 million to use in the 16-17 budget. Mr. Nufrio stated so we are not adding to that number. That \$3 million – when was that allocated and what was it based on? Mr. Vieira stated over the past several years. It was added to capital reserve. Mr. Nufrio stated even when you came on the train already left the station.

Mr. Monge stated and if we just stop – if we are using Jefferson money and we use \$200,000 of Jefferson money. Mr. Nufrio the point is that we used it to buy computers, we used it to buy tables. Mr. Nufrio stated we can address that – we can still address that but that is not going to solve the current issue of general fund deficit. Mr. Monge stated the point is, as long as it is identified that our ability as a Finance Committee to talk and to go through the process of the proposed budget – that was taken from us and we are doing it again. Mr. Nufrio stated I can't say it was taken from us because we all signed off on what he proposed. Nothing was done in an irregular way.

Mr. Vieira stated what Jeff is saying – we met – Jeff and I met on Monday night for an hour. We didn't talk about the proposed budget because Jeff was talking about the CAFR. Mr. Monge stated but you didn't give it – don't try to put it on me. Did you send us the budget ahead of time. Mr. Vieira stated I had it in hard copy. I was prepared to discuss it. Mr. Monge stated if you sent us the budget ahead of time...come on Manny. Move on, move on but you know what, the point that I'm making is that the calendar says that he is suppose to send out the budget to the Finance Committee and then we are suppose to review it and sit down with him and the second date to sit down with him to review it. That didn't happen. So let's just say it didn't happen. Mr. Vieira stated we'll say it didn't happen. Mr. Nufrio stated that is an issue. Mr. Monge stated and that is an issue and that is the point that I'm making. Mr. Nufrio stated it is an issue but we are not...Mr. Tatum stated I thought we talked it out last night that it didn't happen. I thought that was the conversation last night and we said that he was suppose to get a copy of it today. Mr. Vieira stated he wanted an email to him last week. Mr. Nufrio stated basically yes, I saw an email and yes you are correct it wasn't done. Let's try to work forward and we can always address things that are in this budget that we can tweak. Capital punishment...Mrs. Moses stated that is a Freudian slip.

Mr. Nufrio stated the only thing I ask of you Manny is, please don't put more money into capital improvements. There is sufficient money right now. Mr. Tatum stated where I got lost here was we were talking about personnel reductions. Mr. Nufrio stated which is the direct result of what happened.

Mr. Monge stated and my point is that as the process to go over a budget – the process to go over the budget and then to understand what is going on here, I would have had, Steven

would have had and Angel would have had an opportunity to dive into this and be more intelligent about everything that is going on here and be able to give our two-cents. Mr. Nufrio stated you are giving more than two-cents – you have been meeting with him.

Mr. Monge stated I'm looking at this for the first time. Mr. Nufrio stated and it is a lot of work. I know that and we are acknowledging the fact that in the past, the Board perhaps did things – took things for granted perhaps a little more than we should have but I'm not a finance expert and never served on a Fiscal Committee. I don't think anyone in this room ever did. Did you Dr. Francis? Steven? Mr. Monge stated he is the BA and he should sent it out.

Mr. Nufrio stated I'm trying to make a point here. Mr. Monge stated that is all I'm saying. Mr. Nufrio stated we are all being somehow admonished for not doing something that we didn't do. The only thing we did was we voted and we took for granted that what was being done was proper and I'm sure it was all proper but could have it been done differently, perhaps.

Mr. Tatum stated I think that part of what Jeff is saying is that we have developed a calendar and we have done this for the last couple of years and I looked at the last couple of years and we have had the same. We had the same budget presentation – this is the third year in a row that we have been at this meeting. Mr. Monge stated it's the same calendar. Mr. Tatum stated that is not what I'm said Jeff. What I said was that the agenda that reflects the last couple years reflected that the budget presentation – the first draft was made at this meeting and when I saw that the other day, when I pulled the calendar and what not, and I said Manny is going to go on that night. Regardless to what the calendar said and I respect the fact that you are going by what the calendar said and maybe in previous years the Board probably just ignored the calendar so it looks like we did the same thing we have done in the last couple of years and unfortunately I guess they didn't get the budget then either.

Mr. Monge stated I sent an email last week and I said hey this is what is going on. Nobody responded to my email. Mr. Nufrio stated it is already acknowledged that yes it could have been sent last week but that is not going to solve the current issue because it doesn't do anything other than revisit old wounds and this is really an old wound right now. Mr. Monge stated let's move on. Mr. Nufrio stated exactly. Before we move on – because this meeting was scheduled for 7-10 – we can adjourn, we could permit a couple of more minutes – we can do a straw poll to at allow at least this portion to be finished – we can set a limitation of 10:30 p.m. Mr. Arminio what do you think? Mr. Arminio stated I want to go home. Mr. Nufrio asked Steven. Mr. Le stated I think the next step is that the Committee make an appointment with Manny to go over this. Mr. Nufrio stated so your vote would be to adjourn. Mr. Le stated let's end it tonight – I'm sure that everyone is just...it's time for bed. Mr. Nufrio stated we are somewhat exhausted and it is not any reflection on what you guys – I appreciate what you are doing, especially Jeff. But that is how you fix the problem, you address it.

Mr. Arminio stated I would like to say something about – I agree 100% what everyone is saying. I'm a stickler for following rules and we certainly went off the agenda and as a point of order it wouldn't be appropriate to go off what we were discussing the proposed budget – your comments would have to come under new business or old business rather than during the budget proposal because it was muddies the water and we can't focus. Mr. Monge stated I agree. Mr.

Arminio stated on what is here on paper. Because all I'm doing is thinking about what you are saying instead rather than focusing on the decisions that have to eventually be made on this and we must follow Roberts Rules as best we can when we are having a meeting otherwise things fall apart and then the meeting becomes mishmash. Mr. Monge stated I agree.

Mr. Nufrio stated so do we have a consensus that we are kind of done tonight and at Mr. Le's suggestion that the Fiscal Committee will re-visit as many times as necessary to try to get these wrinkles ironed out. Mr. Vieira stated within reason. Mr. Nufrio stated within reason.

Mr. Monge stated what I would like to hear is about the grant committee and can we talk about that. Mr. Tatum stated what I said Jeff that is the subcommittee from my Planning Committee that I meet with you. We just formulated that last Tuesday night and it is pretty much of faculty and I don't know if there is anyone from the community on that. I don't recall that. What will happen is that other people will be involved in that; however, what I'm doing on Friday is just start talking about jobs and educational plan for afterschool programs. So that will be a group of teachers. If any of you guys want to come you are welcome to come.

Mr. Monge stated is this ever going to come out to...in our audit we talk about the fact that we depend too much on our tax levy and we don't have any other sources of capital – are we eventually going to look at having a grant writer that will hopefully help solve for that and pay for themselves. Mr. Tatum stated that is what we are leaning towards Jeff to try to start getting some other revenue sources and maybe there might be some people, we were talking the other night that have some expertise and get us off the ground as a starting point. Certainly Mr. Casey came the other night with some good information and gave us a little of a head start and we are going to try to look at some of the information that he has given us and just see. I know that the community wants to get involved with it now so we are going to try to get this off the ground. It will be nice eventually to be able to get a person who can be the point person to do that – to be the grant writer.

Mr. Monge stated you need somebody to write, in my opinion you need someone to write grants – a grant writer they will pay for themselves. Mr. Tatum stated that is what we are looking for. Mr. Monge stated how we do it, I see we are getting identifying grants but who's writing this timeline and it is water under the bridge. Mr. Tatum stated the problem that we have is this is something that has been on the table for a while that we can't get off the ground so that is the starting point. It is not that we are going to – I would love to be able to get that 21st Century Grant first time around but we want to at least have the opportunity to try it to see what was wrong so we were told to give a corrected action.

Mr. Nufrio stated two quick points, Mr. Griggs will be here Tuesday evening, he confirmed with me. With regard to scheduling for August, we don't have to do it Tuesday night but please by all means get me some information so that we can plan on scheduling it perhaps in March – in March we can finalize a date for the August planning session – that will leave a little of the anxiety and angst about deciding this far ahead. You know what there is nothing like good planning.

Dr. Francis stated before we motion to adjourn, are we going to re-visit this budget. Mr. Nufrio and Mr. Arminio both stated we have to. Mr. Nufrio stated on Tuesday night the auditors are going to be here. Mr. Vieira stated we have to vote on it March 15th. We are running out of time. Mr. Nufrio stated Tuesday night the auditors will be there and I would encourage questions that need to be directed to the auditors should be strictly limited to that – let’s not go off track and let’s not revisit omissions and errors in the past. Let’s address there’s a dot that doesn’t exit, there is a “t” that is not crossed – explain it to us. That is what we are going to be asking the auditors. Otherwise, we will be there all night as well.

Mr. Monge stated a suggestion, why don’t we have an opportunity to come back, not just the Finance Committee at this point, let’s just have the other Board members and sit down and go over this. Mr. Nufrio stated there is two days left in this week and frankly I’m exhausted. Mr. Monge stated otherwise you are going to vote for the budget and you are not going to have an opportunity to review if you have any other questions. Dr. Lishak stated you have to post it.

Mr. Monge stated he would like to have another meeting. Mr. Nufrio stated can we decide Tuesday night at which time we can decide somehow when we can have a special meeting.

Mr. Monge stated we can set up our meeting and open it up to whoever wants to attend. Mr. Nufrio stated you cannot have more than four people attending. If you guys address your issues, do what you need to do – Tuesday night, if you still believe that we need to fully engage again, then let’s talk about perhaps the third week of February.

Mrs. Cappiello stated I have to publish. Mr. Nufrio stated I know that I’m thinking third or the last week. Mr. Vieira stated the last week of February. Mr. Nufrio stated the possibility is the last week of February we would probably be scheduling something in the order of a special meeting to revisit the budget issues.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Arminio, seconded by Mrs. Zuena, that the meeting be adjourned at 10:15 p.m.

AYES: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Zuena, Mr. Nufrio

NAYES: None

ABSTAIN: None

MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA
 INTERIM BOARD SECRETARY