

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES - FEBRUARY 13, 2018

NOTICE OF MEETING:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, February 13, 2018 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. Nufrio called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Moses, Mr. Gregory Brennan, Mrs. Kim Conti, Mrs. Ann Hart, Mr. Craig Wojcik, Mr. Barry Loessel

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Minneci led the Board in the Pledge of Allegiance.

Mr. Brennan 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. Nufrio stated before we proceed, the resolution that we spoke about in Fiscal Committee. Mr. Monge asked what is that? Mr. Brennan stated the legal service one. Mr. Monge stated I think we were going to go ahead and present it and hear the comments and then if it's removed, it's removed.

Mr. Nufrio stated I removed it because it needs to be further investigated and processed properly and it is my right to do that. Mr. Monge stated I don't think you have the right to do that. Mr. Nufrio stated I do have that right. Mr. Monge stated I disagree. Dr. Francis stated I disagree as well. Mr. Nufrio stated then you need to look at the policy – Mr. Griggs.

Mr. Griggs stated we can talk about it. I received a call from Jeff a couple of weeks ago and I received a call from Guy last Friday and you generally talked about policy which has to do with the removal of something from the agenda. I took the liberty to do a little research and what I found out was two things. One is for example if somebody was considering filing any type of request to the School Ethics Commission for an advisory opinion or something like that – what I

learned was that the School Ethics Commission does not deal with Board policies. It is outside of their jurisdiction and you can confirm this.

I also came across a case wherein the Board President had removed a personnel item from the agenda and that was not an ethical violation. The case acknowledged that any recommendations are made by the superintendent, which there isn't a person in this room that would disagree with that, but they did not find a violation of the School Ethics Law. Your policy permits the President to remove something from the agenda and it can be brought back up at the next meeting.

But with regard to the policy, the primary function of a Board of Education in any district in New Jersey is policy so if the entire Board has an issue with a Board policy then they have to do something about it. You can adopt policies, you can revise policies, you can eliminate policies but the primary thing is that the Board's responsibility to deal with policy and that is what the policy says. Similar to the policy which has to do with contacting the Board attorney. You have a Board policy which sets forth that the superintendent and the Board President and I think another member can do it through the president – contact the Board attorney. That is not an unusual practice in school districts in New Jersey because they typically don't want eight board members calling up the attorney and running up the bill – that is just the way it is.

Some boards have policies and some boards don't have policies but I'm going back to where I started which is – if there is an issue to do with a Board policy, then the Board has to address that issue – the entire Board of Education.

The policy which you are talking about – that is a policy which is adopted by the entire Board of Education. I wasn't here and I don't know much about it. I know nothing about it because it is before my time. I think Dave was on the Board when it was adopted. Mr. Arminio stated I was the Board President when it was changed from what it was before that. Mr. Griggs stated it has been around here for a while – 4, 5, 6 years.

My research tells me that there is no ethical violation. Number two that the School's Ethic Commission has nothing to do and they will not accept anything that has to do with Board policy because it is simply not within their jurisdiction. If you folks have an issue with Board policy, then that is a Board discussion and we serve the Board of Education.

Mr. Monge stated I appreciate your research and I wish there was – obviously this process was happening – I didn't know this was going to be part of discussion. Mr. Griggs stated neither did I but I took the liberty. Mr. Monge stated and I took the liberty to get some clarification or at least some feedback from NJSBA legal folks and they disagree. In a situation where there is a disagreement, this has less to do with Vito then just to do with any future presidency and how this school board is run in the future. If there is obviously a difference of opinion, what is your suggestion because NJSBA says something different and they pointed me to a State statute that I could share and there is just a difference of opinion.

Mr. Griggs stated I know what the statute is and it is not my recommendation. To me it is up to the Board on what they want to do. It is up to the Board. I am not recommending either

way. I'm telling you what I came across in a School Ethics Commission decisions. Mr. Monge stated so in the situation that we are in here and this is just in general and this is for everybody here. If whomever – you are a chair of a committee and you get an agenda and you go through the process of reviewing those agenda items and then you come out of committee and you come to the full Board to have discussion – if you have an issue with that item then normally that ends up being something that will be discussed in full Board.

Mr. Nufrio stated I am going to interrupt you for a second. We discussed this in committee in which you were part of and the reason I gave so that the public understands, the resolution. Mr. Monge stated Mr. Nufrio. Mr. Nufrio stated you are out of order Mr. Monge. Mr. Monge stated you are not letting me talk. I'm not out of order. Mr. Nufrio stated you are not telling the whole story. Mr. Monge stated let me finish. Mr. Nufrio stated you are not telling the whole story. Mr. Monge stated if I finish. Mr. Nufrio stated you agreed upon the fact that the resolution needs to be reviewed and assessed. Mr. Monge stated let me finish please. Let me finish please. Mr. Nufrio stated you are out of order. I want that on the record.

Mr. Monge stated you interrupted me and you didn't give me an opportunity to say what I am saying. Mr. Nufrio stated you keep giving inaccurate and not completely telling the story. Mr. Monge stated can I please finish. Dr. Francis stated Jeff just finish. Mr. Nufrio stated thank you Dr. Francis.

Mr. Monge stated the point that I'm trying to say has less to do with the exact situation - I'm talking in general. I'm trying to offer a general example. If a committee comes out and says o.k. we are going to discuss this item and whether we want to recommend to get it removed or not, that is part of the full Board discussion. Mr. Nufrio stated did you read the policy? Mr. Monge stated when Mr. Nufrio or any president if they unilaterally just come out and say well we should take it off without having the committee have an opportunity to address it with the full Board for discussion, then the full Board would never have an opportunity to say whether it is something that they agree with or not and I don't think it is good for this Board or any future Board – 10, 20, 100 years down the road. This is a Board of the whole.

Mr. Nufrio stated Mr. Arminio, you are the chair of the Policy Committee, you are familiar with the policy. Mr. Arminio stated yes I am. Mr. Nufrio stated which we amended when you were President because the former policy gave exceptional amount of authority to the President above and beyond what was necessary. Mr. Arminio stated the president at that time could remove a resolution as many times as he or she so pleased. Mr. Nufrio stated correct and we amended it so that it... Mr. Arminio stated you can only remove it once. Mr. Nufrio stated and the Board President can remove a resolution without consulting, in any fashion, getting approval from the Board – that is the policy. This is not a resolution that would have made such a tremendous impact other than it had to do with legal services that were going to be on the voting agenda tonight to allow them to make their pitch to the staff of over 600+ staff members.

Mr. Monge stated that is not the point. I agreed with you. Mr. Nufrio stated now you are interrupting me. Now you are out of order. Mr. Monge stated I'm out of order. Mr. Nufrio stated I waited. Mr. Monge stated I apologize go ahead. Mr. Nufrio stated thank you.

I felt that it was only proper. I asked Mr. Brennan how did this company come to light; what process was followed and everyone who knows me for 6+ years, I am about process. If anyone questions that, you know how to reach me.

I said Mr. Brennan, what if company “X” a month from now says, wait a minute, how did company B get to go to the staff to ask them if they want to use their services. I am not about to let that happen because there are rules and regulations pertaining to bringing in outside services – that is the only reason I pulled it so Mr. Brennan can follow up and do the correct procedure to make sure that company “X” was not favored above anybody else. If that is a problem, then we have a problem on this Board.

Mr. Monge stated but you know what, what you are doing... Mr. Nufrio stated I’m not finished, I’m not finished Mr. Monge you are out of order. Mr. Monge stated you are eluding. Mr. Nufrio stated you are out of order, Mr. Griggs. I can’t continue this procedure if he keeps interrupting.

Mr. Griggs stated just listen to me. At this point, this discussion...if I can finish Jeff. Mr. Monge stated absolutely. Mr. Griggs stated I don’t think this discussion about this company frankly is appropriate at this point. I think whatever research you have to go back and do and bring back to the Board, you should do. Mr. Brennan stated right. Mr. Griggs stated I saw it on the agenda, I didn’t think twice about it, but I think you should bring it back and if it impacts – you have a lot of employees here. Mr. Monge stated that was what he said Mr. Griggs. That was going to be the recommendation. The point is – as far as process was concerned, we were going to actually discuss it when it was time for finance and that was the recommendation that was going to be made so that everybody can hear why we are pulling it.

Because what ends up happening is that I do have an issue whether it is policy or not. I can respect policy. Mr. Nufrio stated it is policy. Mr. Monge stated I can respect policy but I do have an issue when things are pulled and no one knows, not even Board members, why it is pulled. Every Board member here should have an issue with that.

Dr. Francis stated I don’t think any President should be acting unilaterally with pulling stuff. Mr. Nufrio stated we have a policy. Mr. Monge stated that doesn’t make it right. You have a policy but it doesn’t make it right. There are a lot of policies that we have. Mr. Nufrio stated Mr. Griggs can you address this because this meeting is getting out of order.

Mr. Griggs stated I am just going to shut down this discussion. Mr. Monge stated that is fine. Mr. Griggs stated because you have a pretty long agenda and you have two presentations. Mr. Monge stated I will follow-up with Vito on this. Thank you very much. Mr. Nufrio stated with my permission. Mr. Monge stated I want to talk to him here today, if I can’t talk to him today, then maybe about policy tomorrow. Thank you. Mr. Griggs stated hold on, again you do what you have to do. Mr. Nufrio stated right. Mr. Griggs stated getting back to what we talked about in the beginning about the policy and it is a Board policy – that is the way I read the policy and I didn’t make up the policy, it was here.

Dr. Francis stated so if you make a policy to pay Board members, we can all vote on that but it holds no weight in the eyes of the State. Mr. Griggs stated that is your opinion and I think you are incorrect in whatever someone told you. Dr. Francis stated do you think we can make a policy to say that we are going to pay Board members and that would float and hold weight? I don't think so. Mr. Griggs stated I'm not going to argue with you in a public meeting. Dr. Francis stated you don't have to argue with me but you are going to listen to what I have to say. Dr. Griggs stated I don't have to listen. First of all – I don't have to listen to you at all. I have to listen to the entire Board of Education. Dr. Francis stated that's right and I'm part of that Board of Education. Mr. Griggs stated right, you are absolutely right about that. Dr. Francis stated and not just Vito and that is the problem. You only listen to Vito. You have to stop listening just to Vito and answer for the whole Board because you put us all at risk.

Mr. Nufrio stated you have to obey the policy. Mr. Griggs stated now what you are doing is defaming the firm. Dr. Francis stated I'm going to question the policy and I am going to make sure that we get answers to that policy. Mr. Nufrio stated you violated the policy twice by calling Mr. Griggs' office and without anyone's permission. Dr. Francis stated I don't have to come to you to talk to him. Mr. Nufrio state yes you do by policy. Dr. Francis stated no I don't. Mr. Nufrio stated it is policy. Dr. Francis stated no I don't. Mr. Nufrio stated Mr. Arminio can you cite that policy. Dr. Francis stated my rights as a Board member is being compromised. Mr. Griggs stated let's move on. Mr. Nufrio stated unbelievable.

Mr. Brennan stated for clarification that is O-4 – it is not in Finance, it is in Operations. Mr. Monge stated you are right.

Mr. Monge and Mr. Griggs both stated let's move on.

Mr. Nufrio stated next is comments from the public. Due to an error in the order or chronology of the events, the Mission Statement needs to be read first.

Mrs. Regis-Darby read the District's mission statement.

Mr. Nufrio stated now is where the public can make comments on resolutions that are about to be voted on this evening and they are in bold type.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

Mrs. Ciampi stated I just want to know if it will be brought back next week according to the policy. Mr. Nufrio stated there was no reason other than to make sure a procedure was followed and that can be brought back anytime. Mrs. Ciampi stated according to policy it should be back next week. Mr. Nufrio stated if he is able to complete the process that is absolutely required when you request outside services, it can be brought back next week; that is on Mr. Brennan on how fast he can do that. I know that there is a date that they have in there but once again the resolution was thrust upon this agenda and I'm not saying for any nefarious reasons, I'm just saying too quickly put on the agenda before the process was followed.

Mrs. Ciampi stated the President may delete agenda items and carry same to the next meeting of the Board at which time the agenda items that had been removed from the previous

meeting agenda will be moved and voted upon unless the individual who presented the resolution to the Board to remove it. Mr. Nufrio stated that was placed by Mr. Brennan but when I questioned had the process been exhausted the answer was vague somewhat and I said at this point then we need to make sure that it is not. If he wants to bring it back next week. Mr. Monge stated based on that it has to come back and it's Mr. Tatum's. Mr. Nufrio stated a little interpretation would be that but I'm just saying what is the point in bringing it back if he doesn't have it. Mr. Monge stated because it is a policy. Mr. Nufrio stated oh now we are all about policy. Mr. Brennan please be sure to put it on the agenda for next week. Mr. Monge stated that is Mr. Tatum's.

Mr. Nufrio stated the floor is open to the public. Mr. Tatum is not the only one who presents resolutions on the agenda so that is also part of the policy.

Mr. Griggs stated next comment. Mr. Nufrio stated we keep misinterpreting policy we are not going to get anywhere. Mrs. Ciampi stated we have to. Mr. Nufrio stated I understand. Mrs. Ciampi the little interpretation – you are absolutely correct. It will be brought back and it will be discussed but in all probability, he probably will not have had enough time to actually exhaust the process which I think every person in this Town wants to see that the process be exhausted.

Mrs. Ciampi stated I think the Board should move to remove it until further notice. Mr. Nufrio stated I do have that privilege to be able to remove a resolution. Prior to two years ago, it was limitless. Mrs. Ciampi stated you are absolutely correct.

APPROVAL OF MINUTES:

Approval of the minutes will be next week.

Discussion:

None

COMMUNICATIONS:

Communications are part of Personnel.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated during the Superintendent's Report tonight – there was one presentation; however, I did put on the agenda today is an update on public relations. I thought we were doing it on the 20th however we are going to do that tonight. Next week we will have two other presentations from the parent literacy workshop information and I will be doing that and Mr. Loessel will do a presentation next week on lighting and of course I will have other highlights of the District next week and anything else good that comes up.

Akua Boakye stated hello everyone, I'm Akua Boakye and this is Jennifer Williams. Last year around this time we met and discussed some of the public relationships that we were trying to implement. So far we have gotten a lot done and today you will see and tonight we are just here to really update you on all of the progress that was made.

Jennifer Williams stated our presentation is broken down to where we were, where we are right now and where we plan on going.

Mrs. Boakye stated last year around this time when we started this initiative we were very limited or we had very limited contact with the public. We had no social media presence at all, minimal newspaper coverage, no District newsletter and not much community outreach.

Ms. Williams stated over the last year we worked hard to increase our positive public image by creating an increased presence over various media outlets. First social media – we created a FaceBook page. We have over 700 followers since September which is great. Mrs. Boakye stated one of the other things that we decided to do as a way of welcoming community members into the District, especially here in Central Office, when you walk in the hallway it has pictures of all of our schools with our students in different activities and we also have a TV screen that plays throughout the day with some of the activities that happen.

Ms. Williams stated on our FaceBook page we share articles from different news publications, we post pictures and we found that when we do stories of public interest, we have our most success. This young man got accepted into Cornell University; retirees Ms. Sanco who worked here for 25 years – we had a post about her and it was really nice for her to see so many positive comments from former students and community members and our most liked and most viewed video was a video with 25.7 thousand views – Jack Scirrocca who is a substitute over at Union High School – the kids there did a special presentation for his birthday. We find that the community likes stories of people that they can relate to.

Mrs. Boakye stated since September regarding our online media, we have published over 55 articles in different online outlets – Tap into Union being one of them, NJ.com and several other ones.

Ms. Williams stated our print media – these are a few of our articles that we have in print. We have been featured on the cover of all of our local newspapers, Suburban News, Spirit of Union, Union Leader.

Television media – we have worked hard with Channel 34. Last summer we did a summer reading program to engage students to read over the summer more. We did a special promotion for the Mayor’s Day Kids Run featuring some of our students. We also did a special on the first day of school. Mrs. Boakye stated we wanted a way to welcome kids back to school in September and not just have them walk in the front door and say hi and welcome back. Just really have the media present so we worked with Channel 34 with different crews to go to all of the schools to really welcome the kids. Some schools had red carpet and so forth.

Ms. Williams stated last year we started our television program “Around the U” which we had a segment where Mr. Tatum gets interviewed by students and they get to meet him. We would go around and we would do different segments – we need a round table discussion with administrators. Right now we are in production with Barry as the star and we are doing a Barry takes us around to all the schools.

We are going to do something with Craig on the new Google Chromebooks that are going out. We are doing a promotion for Relay for Life and we will continue our segments on our schools and we are doing a littering campaign with the Town which will feature some of our students as well.

Mrs. Boakye stated as part of the school community outreach – what we started with this year with our new teacher orientation – usually in August when teachers are hired we do an orientation and typically they come in and they get the policies and procedures of the District and all of those things. This year we added something new. New teachers are taken around on a school bus to all the schools in Town. Mr. Arminio was our tour guide. He actually gave some historical facts about all of our schools and the community in general. It was a good way to have our new staff members to connect – not just with the schools but also to the community.

Another thing that we are doing with the new teachers is we started a new teacher group. Every fourth Wednesday of the month, all new teachers are meeting at the high school and they are coming together as a collaborative group to work with administrators in the building to try to get some ideas on how to basically survive as a first year teacher. Classroom management skills, diversity in our schools and all of the things that we feel are important to help them succeed as first year teachers.

We also have the U Success Program at the high school which I initiated about three years ago when I was teaching at the high school. This is an alumni outreach program where we bring back Union High School alumni to speak to some of the students about their experiences as students of this District. We have a wall called a “U Wall of Success” and we feature every few months three people who have graduated from Union High School and we have a bio, when they graduated, some of their favorite classes in high school and advice for the kids that are currently there and what their majors were in college or whatever trade that they went in and what they are doing now and what they would tell the kids now. They come in and get to speak to the students and it is just a good way for the current students to see that they also can go on to do great things coming from Union High School because these people did it as well.

Last Thursday Mr. Tatum and Mrs. Moses actually hosted an evening of engagement for parents and guardians and it was an opportunity for the people in the District – a forum style workshop where they can give their input and for the Superintendents to let them know some of progress that we are making and it is another way to connect with the community and to get feedback on how they feel and also to let them know about all of the work that we are doing.

Another thing we are doing as far as school community with the public is I recently just closed out a “deal” with Club Metro as a wellness initiative. If you know me I’m really into fitness and for years I have been trying to get Club Metro to do something for the community because they are literally right across the street from us and most of our schools are within three miles from them and we sat at this table many times over the years to try to get them to do something and because they are under new management, and I personally go there myself, and after a few months of harassing the new manager, he finally met with me and he came up with a proposal for us that will not only benefit our students but also the parents and the employees of the District. I think Mr. Tatum will give you some paperwork. Mrs. Cappiello stated it is in

their package. Mrs. Boakye stated take a look at it – very good deals, especially for our student athletes – off season they should still be training so there are some great opportunities.

Ms. Williams stated we call this celebrity sightings – we have had numerous celebrities come in this year to the high school and mostly to speak with the theater kids. We have had movie stars from actress Carmen Ejogo from Selma. We have had singers come in. It is a really good opportunity for the students to have people in their field come in and see what they are doing. Real World application also applies to people outside of the acting and entertainment world. Last week at Burnet they had someone come in who was at the forefront of the Special Olympics so she came in and spoke with the students as well.

The positive programs that we have in the District and continue to do middle school academy, summer enrichment programs that we started last summer, college and career nights, Junior ROTC is always very huge and successful and we want to continue to highlight the achievements in the classroom and promote AP courses and our unique programs that we do have in the schools.

Come see Peter Pan – March 16 – 25, 2018. The PAC remains one of the top training programs for theater in the State of New Jersey. To further engage our community, we are going to be hosting Peter Pan's Neverland Adventure for elementary students. Last year we were featured on a PBS documentation entitled "I can't I have rehearsal". Currently we are part of the PaperMill adopted school project with an opportunity for myself and Mr. Mosser and students to go to PaperMill and we get workshops and we get to see shows and it goes on for four years.

We want to continue to promote a positive image and engage our community to attend our shows through social media, flyers, robo calls, billboards, lawn signs, different print media, community events and many more.

Mrs. Boakye stated last year we also launched our first ever newsletter and we entitled it "What's New With U" – everything is about the "U". Some of you subscribe to this and thank you very much and I know Mr. Monge has shared this on his social media. So far we have reached over 5,000 page views so we are growing. We are able this year to share with parents. Last year was mostly for staff and some of the students and through school messenger – we are able to share it now with all the parents in the District. If you are parent and you receive something from us, please open it – it is not junk mail. It is a highlight of all of the things that we are doing in a magazine style format.

Ms. Williams stated Bed Bath & Beyond is a project that we have been working on and formed a partnership with them a few years ago. Students got to tour the facilities a few weeks ago as part of their entrepreneur challenge. Employees from Bed Bath & Beyond have also been assigned teams to each of the schools for that specific project and employees will also be on hand for judging the upcoming competition held in May. So that is something that we are continuing to grow with.

Mrs. Boakye stated about a month ago Mr. Tatum also hosted Kean University night where some of the administrators from Kean University came in to speak not only to students but

to the parents and guardians as well. The forum was an open opportunity for parents to learn about tuition and different information about loans and just acceptance letters and all of the basics that everyone needs in order to get into college. They focused not only on the students but also on the parents – giving them the opportunity to go back to school if they wanted to.

Ms. Williams stated government day was a day where our high school students went to Town Hall and they got to shadow employees of Town Hall. They were following the police chief, the fire chief, someone was the Mayor for the day and Deputy Mayor for the day. So that was a cool project where students got a firsthand look on how government runs and they also ran and were part of running the Township Committee meeting that day.

Mrs. Boakye stated we also formed relationships with the Chamber of Commerce. I am currently on the Executive Board of the Chamber of Commerce with Mr. Arminio and the purpose of me being on that board is to try to find a way to continuously bridge the gap between the District and the community – especially local businesses. What we are doing is trying to find ways to connect students, especially at the high school, to jobs that are out there in the community. James Masserson who is the Executive Director is actually in the process of currently interviewing some of our students for intern opportunities with the Chamber. I have also received phone calls from local businesses who are willing to hire our students. I am in connection with the high school guidance counselors to try to make that happen as well.

Ms. Williams stated we continue our work with the Special Olympics as well as the Mayor's Day 5K kids run. Some upcoming projects that are in the pipe – the inflatable run, food truck festival which is for Project Graduation in May, the two parades – St. Patrick's and Memorial Day parades, the DARE graduation and of course, Relay for Life.

Mrs. Boakye stated we are looking to further partnership with Bed Bath & Beyond and continue to most of the work that we have been doing. We are also working with the high school to create a program with the company. The business department at the high school has really good classes that are linked to some of the careers at Bed Bath & Beyond. At the high school they have marketing classes, the honors corporate internship, they have marketing and merchandizing – all of these things are actual careers that people are doing at Bed Bath & Beyond. We are working with some of the high school business teachers to really connect students to that real world experience. Bed Bath & Beyond is walking distance from here so that relationship is important and we are working on making that stronger. We are also going to continue our relationship with Kean University, the public library, the Chamber of Commerce – employment opportunities for students, alumni programs – extend the youth success program - outside of Union High School into all of the elementary and middle schools as well.

Mr. Tatum had his parent forum and a parent brought up the idea of having an Instagram page where teachers are able to highlight some of the activities that are going on throughout the day on an Instagram page so parents can see it. Obviously it would be education and letting you know what is happening in the classroom. I reached out to that parent and we are going to work on ideas as to how to make it because then we have to look into the legal aspect of it (having kids on film) but it is being done in other Districts so we will find ways to make that happen.

The more knowledge we have as to what is going on – the more we can share. Our email address is goodnews@twpunionschools.org so if there is anything good happening and you know about it, let us know.

Mr. Tatum stated I just want to commend both Jenn and Akua. When we first developed this partnership program, it was a tall order because we took something and we didn't know where it was going at the very beginning but they have done such a tremendous job. When we started the partnership with Bed Bath & Beyond, it was a matter of me sitting with them one day and saying how do we expand this a little bit more in terms of reaching into the classroom. We were in charge a couple of years ago to trying to start to do a better job of promoting the things that are happening in the District on a weekly and monthly basis and what is happening is there are opportunities for people now to share the good news as well as our going out and making the things happen. I think when you come into this office one of the first person you see is Jenn Williams and if you know anything about Jenn she is the perfect person to greet people when they come into the office. You get a really good feeling and a positive feeling. She is out in the community. One of the things that I would like to see is when the news is happening you get to it.

One of the pieces that I would like to add to – we also partnered up with the public relations person for the Town, Natalie. We have been doing work with the Township as well. We are trying to expand the programs from the school throughout the Town so we are one unified program. I am pleased with what they have been able to accomplish in the one year that they have been in their positions and again both play dual rolls – Jenn as the receptionist and Akua as the Manager of Personnel – so we are getting two for the price of one and two people that are already budgeted for. Thank you a lot you have done a nice job.

With that being said, one of our other goals was to try to do some work on our website and Mrs. Hart has some surprises for us tonight.

Mrs. Hart stated I have been working on some different special projects. One of the days that we didn't have internet because the transformer blew, I took our seal and played with it in paint and made it is a little clearer.

On Genesis we are doing the online student registration. Donna Hubbard is collecting it for the pre-k, it is moving forward and it is going very well. We have had over 50 parents already register their pre-k students which is pretty good for this time of year. We just opened it up about a week ago. It is working well and what happens is the parent goes in and types in all their information and then they take their proof of residency and they walk it in right now to Donna Hubbard which is how it is every year and they show the proof and we make sure nothing is spelled wrong. I added a drop down of all the street names because we ran into problems if they wrote "rd" instead of "road" because everything has to be the same or when you search you are not going to get it. Donna and the secretaries make sure they capitalize and it is working very well. Next week I will work with school secretaries and show them what Donna has been doing and just teach them and move forward from there.

Also on Genesis we were working on the documents and forms. We have the New Jersey Family Care and the Military Exclusion Form – when you don't want them calling and saying your kid is graduating, send them to the Army. Both of these are legals. The New Jersey Family Care is where you survey to make sure that they have insurance and if they don't we tell them how they can get it. Both of those forms went through pretty well. We had a lot of responses – almost everybody. Not a lot of issues. A couple of people came in and I showed them what to do but it really is not that difficult.

Right now we have the middle school Chromebook Agreement online and I sent an email to all of the parent portals. I sent an email to everyone in the contacts. I did a robo call and we had 953 parents that have already signed off so students can get a Chromebook next week. This only started Friday. There is 1656 total in Burnet and Kawameeh so we are more than half way. We also have online and at the schools, if someone doesn't have a computer or isn't comfortable doing it online, we have a way for the parents to do it hard copy on paper.

In Frontline which is our system for staff, we are trying to merge everything together. We are adding the professional development component which is very cool. There is a slew of videos that teachers/staff members can watch. Some of them are mandatory and some of them is to help motivate you and teach you other ways to teach things.

We are getting the mobile app where staff members can log in and check their absence balances – how many days they have left for vacation days and they can put in for a sick day. The administrators, principals and Mr. Tatum will be able to go on it and see who called in sick right from their phone. The building principal can go in and check and see who won't be there and make sure he has subs.

Lastly, we are going to the single sign-on. Right now in Frontline Central would be the home thing – recruiting and hiring where we can post for and people can apply for jobs in and outside of District. The absence in time which would be calling in sick and things like that but also Veritime where we are starting to use with custodians and transportation – like punching a time clock.

Professional growth would be where the teachers have their evaluations and observations and their yearly evals and also their professional development that they go to keep track of everything and special ed interventions would be the IEP direct where the kids IEPs are and the special ed people can go in and do that. Since all of these are under the same company, what we are doing is going a little cross eyed but making sure that everybody has the same user name and information about themselves – employee ID number, State ID number – everything is all the same – so they will all be on the same platform – one log in and you get access to only the ones that you need – like I won't have access to special ed. I would have access to others.

Each employee from the bus drivers to Mr. Tatum will have one log on – be able to go in, apply for a stipend job, call in sick, if I'm a teacher – get my evaluation. It is very easy to use and I'm working on Annie Hart directions because I'm good at writing step-by-step directions so that everybody won't be confused. It will go into effect probably at the end of the month, maybe mid-March. Everything is pretty much set up. The PD's will be hooked to it so if I have a PD –

whether I have it here at the District or go to a PD or I take a college level class, it will go straight to my evaluation file. The last thing I have to do is categorize it all – to keep track of the teachers 20 hours and things like that.

The part I like is if I'm watching a teacher teach and I notice that they need classroom management, while I'm doing the evaluation or typing it, I can go straight in and say here's a good video, watch this video, and it goes straight to the teacher – they sign on, they answer a couple of questions, they get an hour of PD and they learn something. I think it is really good.

The website redesign – we are doing it to get more organized and more user friendly. Also the new one is ADA compliant which is the law by the end of 2018. We have linked to social media. This is almost ready to go. Mrs. Hart presented a mock-up of the website.

In working with the different schools only the elementary schools will have the same six tabs at top. In the high school, there are other things that they need. We will do this in two phases. The District one and the high school and the two middle schools first and then the other ones will roll out because if you do too many at once it takes longer. By the end of the month, when you log on to www.twp.com you will see something similar to this.

Mr. Monge stated the user friendly budget – that will be on the front page because you have to have that. Mrs. Hart stated it will be under Administration. Mr. Monge stated it has to be on the front page.

Mrs. Regis-Darby stated you mentioned Chromebook and my son brought this to my attention earlier today that on the mainframe – the Chromebook Agreement – as soon as you log in it is the first thing you see now and for you to actually see your grades, you have to click on that agreement first so a lot of the kids are clicking on the agreement without the parents clicking on the agreement because they want to see their grades and that happened to my son today. He clicked the agreement because he wanted to see his grades so it is preventing you from going in without clicking the agreement so we have to change that. Mrs. Hart stated the other forms was through this but it is the parent account. I agree. Mrs. Regis-Darby stated I know a lot of those agreements were clicked today because the report cards are going out and they want to see their grades. Mrs. Hart stated I asked about that and it is the parents' account because anybody who signed up for an account, we asked what is your relationship – if it was their self and they didn't write self or I'm the parent. Mrs. Regis-Darby stated my kids, they have access because they want to see their grades. Mrs. Hart stated they should sign up for their own account. Mrs. Regis-Darby stated I want them to use my account because I want to make sure that I'm checking everything they are checking. Mrs. Hart stated the parent should keep their account and the child should have their own student account. Mrs. Regis-Darby stated just be advised that some parents do have access to the parent so the students are actually clicking on the agreement because they want to see their grades and that should be separate. I should be able to go in without clicking the agreement first to see my child's grades. Mrs. Hart stated when it comes to the school opening forms, we want it like that because they have to fill out the forms before they can get their schedule. The issue is the parents and students are sharing the same account which I made a few phone calls asking them not to.

Mr. Nufrio asked would that have compromised the completion of that form. Mrs. Hart stated no. Mr. Monge stated it is still the parents' account. Mrs. Hart stated we can do the reset again and say parents don't share and encourage your child to get their own account. They are not taking them home.

Mrs. Regis-Darby stated I think the agreement pops up and you are forcing me to sign it before I see my child's grade. I think I should be able to log in and then if I decided to sign it, I should be able to have access to my child's grades. It said I had to sign it first before I could actually see the grades of the child.

Mr. Nufrio stated that's what I mean - that compromised - but you were still able to look. Mrs. Hart stated I will look - I think you have to view it. I don't think you have to type "y-e-s".

Mr. Nufrio stated but you were able to access it afterwards. Mrs. Regis-Darby stated after I signed it. Mr. Nufrio stated it didn't compromise your accessibility to that form. Mrs. Regis-Darby stated I couldn't access it until I was able to sign it. Mr. Nufrio stated no, when your child accessed it, it wasn't a one-time thing and then you had to finish it. Mrs. Regis-Darby stated once he clicked yes, he was able to see everything. Mrs. Hart stated with the parent access on the contact part, we have it where the students can't do anything if they are on their student account, the parents can add contacts but they can't delete anything just in case the kid gets in. I will check and I think you are right.

Mr. Nufrio stated the most important is that they can't change their grades. Mrs. Hart stated the teachers can't even change the grades, they have to go through the principal and through me.

Presentations appended to minutes.

Mr. Nufrio stated thank you Mrs. Hart and keep up the good work.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Moved by Mrs. Regis-Darby, seconded by Mr. Monge, that the following resolution be adopted:

E-3. APPROVE SMART CENTER – TREATMENT CENTER

Approve Smart Center, Jenkintown, Pennsylvania, to provide social communication anxiety treatment to District students for the 2017-2018 school year (Account #11-000-219-320-01-19), in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Regis-Darby presented the remainder of the Education/Student Discipline agenda.

DISCUSSION:

None

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mr. Monge stated an overview of our meeting today, on F-14 – there was a request to try to get one more bid for that service before approving and we will get the actual proposal as an attachment online because this essentially is an overview of a resolution.

The other thing we talked about was the budget is coming and then we are going to try to have a Fiscal Committee meeting before the planning committee to take a look at the budget where it stands at that point. We also made a request for a F-2 presentation that we have been talking about as far as budgeted vs actual.

Mr. Brennan stated at a couple of meetings two months ago Mrs. Darby and Mr. Monge brought up a good point about being able to use Amazon and the example by Mrs. Darby was we purchased projector bulbs for \$300 a piece through a State contracted vendor; however, you can get that same bulb on Amazon for \$50 so you can get six of them for the price of what we were paying. Last week I reached out to Amazon and set up an account and it is tax-exempt and we are able to start purchasing through Amazon and save the District some money. Mrs. Regis-Darby stated I am so happy. Mr. Nufrio asked are there other areas in your purchasing power that we can apply that to, if so please do. Mr. Brennan stated absolutely.

Mr. Monge stated the other thing that we talked about and I think this goes through Operation but obviously it is a budget item, Mr. Brennan said that they were going to be discussing the five-year plan. Mr. Brennan stated we have a meeting set up for Friday at 10 – Mr. Tatum, myself, Mr. Loessel. We will not only go over the long-range facility plan and financing of it but also the demographic study and then it will be presented to the Board.

Mr. Monge stated I will repeat myself is one of the things that we had a concern with and you recall last year, in putting together this capital budget and not going through a process and let alone we have expected this money to have these professionals come in and give us a five-year plan but we also have to figure out how we are going to pay for this. If we have \$1.4 million in capital projects that we are going to use \$1 million and that is on the Board, it gives us \$400,000 left and our reserve is like \$1 million. We have to have a plan to pay for these tens of millions of dollars of costs that we have to incur based on that report.

The last thing, and I don't know if it is a question for Mr. Griggs, the calendar of the RFP/RFQ's – wouldn't that be something that we would vote on as a Board so it is the official calendar for when RFP's and RFQ's go out for our professionals? Let me expand on that. We

actually approved agreements that don't necessarily jive with that so we have to do an extension of contracts to be able to jive with that – so there definitely has to be resolutions for that but if we have an official calendar of RFP/RFQ's, then we can put that on our website and folks would always know when RFP/RFQ's are going to be issued and that would obviously offer a competitiveness. To make sure that we have competitiveness here in the District and hopefully this will offer us some savings down the road.

Mr. Griggs stated so this would change every year – the dates? Mr. Monge stated no. Mr. Griggs stated so yes the Board can approve it on an annual basis. Some will fall off. You can't put it in a Board policy because it is a moving target. Mr. Monge stated the years would change but not the months. Mr. Griggs stated not unless you find that the month is too late or you find it takes x-amount of time to get proposals done.

Mr. Monge stated the method of that madness was based on just that. The only thing that is going to change there is the year not the month. Why wouldn't we just take the year out and just have it annually these months. We don't have to go through this all. Mr. Brennan stated some of the contracts are more than one year. Mr. Monge stated the contracts that don't jive with that, we would extend them out like we did a couple of others in the past for a couple of months to jive with that calendar and then we don't have to deal with this on an annual basis. If you are the bank services guy, you know the RFP is going to be coming out in a particular month and if you are the architect or what have you, we have something that is adopted because as we all know, we went through this a couple of years ago, we had people who were contracted here for 20 years and there was no competitive bids.

Mr. Griggs stated you can do it either way. I do think you should approve it so you can eliminate the year – leave the months in so that there is a clear road map as to prospectively go forward and any Board who follows and someone keeps an eye on it if something needs to be changed.

Mr. Nufrio stated some of them are more than one year contracts so I guess you will have to determine to best list that so that on a yearly basis you don't get flooded with proposals with services that are still actively involved with that contract individually.

Mr. Arminio asked where could we access that calendar? Mr. Monge stated I had recommended for it to be on as a resolution but I think there was a question whether it is something that is appropriate to be a resolution. Mr. Brennan had said we should ask you and if that is fine then that is something we should try to get on and recommend that we get it on for next week.

Mr. Griggs stated just as an aside for example with the health insurance broker – if I recall, when their proposal came in, it was the same price for three years or something like that so maybe some clarification that permits for that. You would not go out for that and just leave it alone; however you want to do it. A lot of times when you go out with the option of renewal for a couple of years which is better for the Board and you know exactly what it is going to cost you. Maybe an asterisks you can put down here – subject to award of a multi-year contract. Mr. Monge stated that would probably suffice.

Mr. Nufrio stated in order to accommodate the dates and I did see your email, my only concern was multi-year contracts. Mr. Monge stated I agree with the last version that Mr. Brennan sent out.

Mr. Nufrio stated I'm not going there – where I'm going Jeff is Mr. Tatum with conjunction with Mr. Brennan and myself, set the agenda, and I don't have a problem putting that resolution in play for the Board but as long as it is worded properly so that the dates don't become a complicated issue for the people out there. Like food services, that is five years so what do we do – delete that the following year – I don't know?

Mr. Griggs stated I think you put the asterisk there and it allows you to make that adjustment. Mr. Monge stated what he said speaks to that. Mr. Griggs stated food service is typically five years and it has been that way. Mr. Nufrio stated I was just curious as to what his input would be on that. Mr. Tatum stated I think we are going on the right route right now and that is to determine what the calendar would be and I see no reason why it wouldn't go on the agenda for the entire Board to vote on. Mr. Nufrio stated it would be something new for this Board for sure – just as requesting the calendar which I did ask for in committee last year that we should know because of the complicated lawsuit that we had to go through – what the deadlines are and which ones are required, which ones are suggested and which absolutely have no requirements; plus the dates. Mr. Tatum stated if you are doing it with an asterisk – the ones that are renewed annually, would be the ones that are identified very clearly but the asterisk next to it would identify a footnote that this is a five-year cycle or whatever the case might be.

Mr. Monge stated what I think what Mr. Griggs said is if we have a situation where we have a deal – I think his asterisk covers you have a great deal for two years and that is something we should consider because there is going to be a flat fee for a couple of years and it is a benefit to the District.

Like ConnectOne had a floating rate and rates are going up and this is a good thing. Mr. Nufrio stated didn't we have that embedded in there already. Mr. Monge stated what we did was we did a resolution to extend them in order to prepare this. Mr. Nufrio stated I thought you put it in there “subject to changes in rates”. Mr. Monge stated we had the floating rate but their agreement was only for a couple of years and what ended up happening was we were prepared for this so we extended it out until we could get the calendar on. I think Mr. Griggs' asterisk covers all of that.

Mr. Nufrio asked do you think you will have that next week? Mr. Brennan stated yes, I just have to type in a footnote.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Richardson stated O-2 is bolded but during Committee it was recommended that O-2 approve exterior wall repair study – that we not vote on that tonight and hold off until next week until we get a fixed fee from the architect on what the cost would be for the study.

Mr. Monge stated right now Mr. Griggs looked at that contract with Mr. Tatum and it is a lump sum contract but they have all these opportunities to hit you with a bunch of fees – so it is an evaluation so it should be a fixed number.

Mr. Griggs stated I would agree but there should be a schedule if you go beyond that fixed number if you want additional work done. Mr. Monge stated that is the point. The contract actually is just an evaluation. Once you find out what is wrong....Mr. Griggs stated then you sign the real contract. I think they just sent you their typical. Mr. Monge stated they did that before. Mr. Griggs stated I just reviewed two other contracts.

Mr. Nufrio stated I would like to ask Barry – how sophisticated a procedure is this to determine whether the wall needs two cinder blocks or three. Mr. Loessel stated we are not worried about the cinder block we are worried about the base underneath. We think there was an oil tank there one time and removed and filled with sand and the foundation is starting to settle in so we have to get an architect and structural engineer in here and get some coring done out there to see what the base is under there. That is the problem right now. It could be an easy fix and come in with hydraulics and cement and lift it up or they will have to take all the bricks down and rebuild the wall. Mr. Nufrio stated so it does involve a more engineering project. I pointed that out because in the agenda review we did question how extensive a project that you really need an engineering analysis where you can punch a hole in the wall and see what the problem is. This is the first time I'm hearing about a tank that may have been there under the wall.

Mrs. Richardson stated it is being held and Mr. Brennan is going to try to get a fixed rate. Mr. Brennan stated yes, Barry is going to reach out tomorrow. Mr. Monge stated we aren't pulling it. It is still on the agenda. Mr. Nufrio stated it is just terminology. Mr. Griggs please define the terminology for us. We keep using the language and everybody seems to disagree. I want to get a final definition. Mr. Monge stated it is the same thing, we get it. Mr. Nufrio stated I was used to tabling.

Mr. Griggs stated you can't table anything unless the motion is actually made.

Mrs. Richardson stated the committee would like it to say "within the budget contingency". Mr. Monge stated it is a budgeted item – it is being paid through contingency. Mr. Nufrio stated you are asking for a language change right now so that we can vote on it. Mr. Griggs stated it is within your contract. There is a contingency amount and that is what you are charging against – so you are good. Mrs. Richardson stated so we don't have say that. Mr. Griggs stated no, it is part of the original award. Mr. Nufrio stated so no change necessary it is understood.

Moved by Mrs. Richardson, seconded by Mr. Monge that the following resolution be adopted:

O-3. APPROVE CHANGE ORDER #11 – CEILING, LIGHTING, FIRE ALARM-UHS
Approve Change Order #11 from GPC Inc. for ceiling, lighting and fire alarm replacement at Union High School in the amount of \$37,339.54 as per District request to furnish

and install low voltage dimming system for auditorium, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Richardson presented the remainder of the agenda and the following discussion items.

1. Request from Union Township Community Action Organization Inc. to use parking lots and driveway at Jefferson School on June 7, 2018 from 4:00 p.m. to 7:00 p.m. for the Senior Pre-Prom Red Carpet Event.

Mr. Nufrio stated this is something that we do annually. Any discussion – none. Mr. Monge stated so this will be placed on next week's agenda. Mr. Brennan stated yes.

2. Request for use of Battle Hill School for 4th annual Pasta Night Fundraiser on May 4, 2018 from 3:00 p.m. to 9:30 p.m. to raise money for the Jason Lopes Fund and the Chrystal Sretchen Fund.

Mr. Monge stated this is the one that we have done annually as well. In my opinion as long as we follow everything that we have done before, it should be fine so that will go on next week's agenda. Mr. Brennan stated yes.

3. Request from Police Officer Jamar Chiles requesting to use one of the District's gym up to three times per week for basketball open gym from February 26, 2018 through April 30, 2018 and to waive rental fees or reduce fee.

Mrs. Richardson stated this is an item that we need more information on. It is very vague. We don't know the individual person, the purpose of the use. There is more information that we need. I think it was suggested that he come to present himself to the Board at the meeting to discuss what he is looking for.

Mrs. Minneci stated my question in reading the backup is – is it for Union residents because it is very vague. Mr. Loessel stated he is a Union resident. Mr. Arminio stated we have open gym at almost all the schools already. Mrs. Minneci stated he talked about police officers – are they our police officers? Mr. Nufrio stated the question was asked of Mr. Brennan in committee and basically Mr. Brennan replied by saying he tried once or twice to get more information but did not get any replies. Mr. Loessel stated we will reach out to get more information.

Mr. Nufrio stated we are not voting on it tonight so there is ample time to find out more about this guy. Mrs. Regis-Darby stated you reached out already and he didn't respond. If he didn't respond, he is not interested, take it off. Mr. Nufrio stated I did suggest that Nellis but it was also suggested to have him do a presentation. Mrs. Regis-Darby stated why, we reached out to him. Mr. Nufrio stated first give us a courtesy of a reply. Mrs. Regis-Darby stated we reached out to him and he didn't respond so he didn't want it so badly. Take it off.

Mr. Nufrio stated Mrs. Chairperson you would like to pull this resolution? Mr. Monge stated it is not a resolution. Mr. Nufrio stated pull it before it becomes a resolution. Mrs. Richardson stated yes because Mr. Brennan reached out twice, he has not come to the Board to speak with us, he didn't come to any of the meetings. He could have come tonight and spoke prior to the meeting saying I'm asking for this. So it is pulled. Mr. Nufrio stated if the guy eventually reply, you can always bring it back for discussion.

Mr. Tatum stated the problem is that you have the date – he is looking for February 26 through April. It would have to be resolved by next week. Plus, what is the availability of the gym space with all those programs. Mrs. Regis-Darby stated that he wants three times a week and it takes away from our kids who have open gym. Mr. Nufrio stated Mr. Arminio when you mentioned open gym – is open gym in all of our schools. Mr. Arminio stated it runs through our recreation department. I can't say for sure every single one but most of them.

PERSONNEL COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Minneci that the following resolutions be adopted:

P-1. PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

DISCUSSION:

Mrs. Minneci and I met with Mr. Tatum as we will every month for agenda review which is usually scheduled on Thursday and I did ask Mr. Tatum in the Personnel Committee whether there were any notable changes in P-1 and he assured us that there were none.

Mr. Tatum stated you need to understand that we try to do P-1 at this meeting just in case there are positions that have to be filled due to a vacancy within a timeline. We need the person to start before the regular Board meeting. There may be a P-1A next week if there are positions that need to be filled. Mr. Nufrio stated that goes as well for the substitute list as well. Mr. Tatum stated correct.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Williams presented the remainder of the Personnel Committee agenda.

DISCUSSION:

Mr. Arminio stated I will talk about Luis Cardinale next week – a long time custodian. He is at the high school now but he was at Washington for many years.

I have a question – a while back – I’m trying to remember if it was in Committee or as a whole Board whether it was last year or not – we had discussed and proposed making retired police officers as substitutes and give them a special category and where is that and where has it gone Mr. Tatum. Did we just leave that? Mr. Tatum stated we are actually in the research phase of this. If you remember Mr. Griggs attended that meeting and one of the concerns that we had was with our retired police officers they had training beyond the scope of our substitute security officers so we were looking at what the appropriate rate would be. Mr. Griggs stated in the last couple of days we looked at the Statute and the qualifications and these folks are very well qualified. Including the fact that they have to be retired, they have to be collecting a pension and things of that nature and what we discussed was the fact that their qualifications would tie into an hourly rate and we didn’t get any further than that. Now the rate was more than you typically pay for substitute security officer and that is where we are right now. We discussed this over the weekend.

Mr. Nufrio stated back then we also talked about the possibility of an alternative to our greeters. Mr. Tatum stated yes, we talked about that. Mr. Nufrio asked are we still possibly considering that as well? Mr. Tatum stated one of the things if you recall was we were concerned about the fact that occasionally there are issues that arise at elementary schools where we have been using those substitutes for that purpose and so there really is no security in the building. Mr. Ardito occasionally visits those buildings but we were going to use retired officers partly in that regard and we talked about repurposing some of the money for the greeters but that is still in limbo as to how and that will not take effect before the next school year as far as any change to the greeter positions.

We did do at Burnet Middle School a long-term sub for a while in lieu of a greeter because the greeter didn’t come back and we repurposed some money. The other buildings we still have the greeters but I know we want to phase that because we are looking for additional security in the building and we just had a security officer return and he would be assigned to Jefferson School. We still have the long-term sub and we have a full-time person on leave who just returned – she has been now placed at Burnet so we fulfilled the responsibility of a full-time security guard there.

Mr. Nufrio stated I did see that on the agenda under P-1 that there is a permanent person that is going to be there but we are still contemplating. Mr. Tatum stated we are in the research part. Mr. Nufrio stated when the State approved retired officers to be hired for those positions,

that is when we brought it up. Like Mr. Arminio said, maybe we can get an answer before the next school year begins because I personally stated back then that I thought it was an excellent idea to replace greeters who could easily be overwhelmed by a visitor who has ill intentions and wants to cause harm.

Mr. Tatum stated if you recall we were talking about this in terms of the SRO. Mr. Nufrio stated exactly. Mr. Tatum stated we elected to stay with the SRO. Now we can have substitutes as opposed to SROs and I remember very clearly talking to Mr. Zieser about this and he was saying if we use them as SRO's there is a whole different approval process other than what we are looking at now.

Mr. Nufrio stated would it be out of order if I asked Mr. Brennan if we are following the proper protocol for the remuneration of that individual. Mr. Griggs stated I think I would discuss that in committee. Mr. Nufrio stated o.k. so we don't run into delays again.

POLICY COMMITTEE:

Mr. Arminio stated we met last night at Union Public Library. We discussed a number of items that we will be presenting to the Board and it could be for next week but that would be the first reading.

Mr. Nufrio stated thank you for meeting on different grounds and at a time that is not normal for any one of you and that would have been Mrs. Richardson, Mrs. Minneci and Mr. Arminio.

RESIDENCY COMMITTEE:

Mrs. Williams stated we don't have any resolutions. We had five hearings this afternoon and we will discuss those in Executive Session. Mr. Nufrio stated hopefully you had some success.

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated we met yesterday with the Superintendent, Kawameeh and Burnet Middle Schools and also as a committee. I will give an update at the next meeting.

Mrs. Higgins presented the Technology Committee agenda.

APPROVAL OF BILLS:

Bills will be approved next week.

UNFINISHED BUSINESS:

Mrs. Regis-Darby stated I think at the last Board meeting I spoke about looking into and acquiring new writing curriculum for grades K-5. I was looking at the curriculum that you have now for writing and I think we really need to take a look at purchasing a new curriculum, especially a standalone writing curriculum for grades K-5. Where ever you find the money from, you should look. Mrs. Moses stated it is in discussion and we are looking at that and vocabulary. Mrs. Regis-Darby stated phonics? Mrs. Moses stated yes, K-5 is what is up for this year. The

Education Committee went another avenue but that was on the agenda and we will talk about that next week – the curriculum process and proposal and how we select curriculum so far.

Mr. Nufrio stated I gather that you were not able to meet this afternoon. Mrs. Moses stated we didn't. Mrs. Regis-Darby stated we will have a discussion before next week's meeting.

Mr. Monge stated we did ask for the old Franklin HVAC/windows agreement. I think we should try to figure out if we can get a hold of that. Mr. Nufrio stated for funding? Mr. Monge stated I think it is worth looking at the original agreement and see if there is a window there. At least make a request.

We did talk about this yesterday and in the past as it pertains to the middle school kids taking home the Chromebooks and I think the takeaway from the Committee members is that next year we should let the kids take the Chromebooks home for a number of reasons. Budget wise – if you have the carts, push those down to Central 5 and elementary schools because that was viewed as a budget item for next year. That is an opportunity to save some money and I know Mrs. Paul was saying right not without the middle school Chromebook distribution – we are at about a 4-1 with a 1-1 initiative and my back of the napkin math after the middle school process will probably be at 2-1 so we are getting closer. I know we are going through the budget process for next year and contemplations on how we are going to execute the elementary school and one of the things that was discussed also was taking an inventory of what we have in the middle schools and what we won't need because we have Chromebooks. Maybe we can move them down because the 1-1 initiative is not necessarily needing Chromebooks. It is a way of saving money.

Title I – right now there are 20 Chromebooks or so in Title I program in Burnet but we ordered Chromebooks for the same kids. Mrs. Moses stated we have to.

Mr. Monge stated we don't – the Title I kids should have had the Chromebooks because it is Title I dollars but why does the District have to pay for another Chromebook for the same child. We don't have to do that. Mrs. Moses stated the Title I program is a program in addition to. It is like any academic learning – they get what the District gives them and in addition to. If the Title I student right now, when they go to that class they should, if the Chromebook is in the classroom, they still have one in that classroom. The general population is not there, it is just them. What they get is in addition to what they have. That is why it is Title I they get extra and that is what Title I is about. We can't take the money and until we go schoolwide, we are focused and all our schools are focused and when they are focused, the State says there are restrictions there that not even the kids can. Mr. Monge stated I would ask the question because it makes no sense to have a kid with two Chromebooks. I understand what you are saying but this is the common sense aspect of it that we should probably ask the question on how this makes sense.

Mrs. Moses stated as we become more and more efficient with our Chromebooks – 1-1 – we don't need to take Title I to buy any more Chromebooks but that was already purchased before we started the 1-1 initiative. Let's take it back three years, Title I – they were buying the technology and using it for the students. They still have those 40. Now as we are starting the

initiative of 1-1 and just devices in general, we will not be using that money for that but using the money to turnout the box with programs – college ready programs. You take that money and you expand on the type of programs that you are going to put in place but what has been purchased is whatever what they have. We know in Title I we have not purchased any technology in the high school in the last three years – that was the stuff that was purchased before.

Mr. Monge stated I think we should just ask the question because logically to me if you have 40 kids with two Chromebooks, it doesn't make sense to me. I understand what you are saying. Mrs. Moses stated we can't take it from that. Mr. Monge stated we should at least ask the question about that because it may free up 40 Chromebooks to go towards the other schools.

Mrs. Moses stated when we have a person in the State that we work with, what we can't do is take items bought with Title I and put it in another school. You cannot do that. There are some schools that are not Title I so they don't get that Title I money. Mr. Monge stated I'm not talking about Title I acquired Chromebooks let the kids keep that. I'm talking about the other general funds – it's just a question. If they have Chromebooks and you say here is a second Chromebook that doesn't make sense. Maybe they can refuse it. Mrs. Moses stated they are using it for the programs. Mrs. Regis-Darby stated they are downloaded for specific skills like iReady. Mr. Monge stated I thought he said they take them but I may be wrong. Ask the question – that's all.

Mrs. Regis-Darby stated we had a lot of discussion with the Chromebook Agreement was going around and I was taking a look at the Chromebook Agreement that is going around now for the middle schoolers and I think the risk factors are different from the high school factors yet we are holding the parent to the same standards and I think that is something that we should take a look at. They are taking it home and they have a risk factor to it – so there is a fee associated with it. It is staying at the middle school, they are not taking it home, but we are holding the students and the parents to the same monetary factor. I think that is something we should take a look at. Mr. Nufrio asked wasn't that supposed to have already been addressed because I recall you saying that before? Mrs. Regis-Darby stated yes, that is why I brought it up again tonight.

Mrs. Moses stated in speaking with the Tech Committee I asked that question myself. If the Chromebooks are going home and they are damaged, there should be a fee for that. They are not going home, it is like any device that is in school that they are using – if they use a desk top, an iPad, we don't have agreements for that – until they go home. They are already using devices in school and we don't have anything like that. Because they have individual ones and they can move around through the classrooms – they should not be looking at other websites, the guidelines for using the Chromebooks should be there – but is there a fee for that no, unless they are intentionally, as a kid would do – discard a book, rip pages and we should be able to fine if they do things like; not a fee. Mrs. Regis-Darby stated I read that Chromebook Agreement but it is a different risk factor.

Mr. Tatum stated we may modify it for this year but the consensus of the committee is that they are going to be taking them home so it should be the same terminology when they take them home. The whole point is whatever you do is going to be short term.

Mrs. Regis-Darby stated in terms of the Chromebooks – if a parent does not sign the Chromebook Agreement, I was told that the kids will not on any level get a Chromebook. So are we saying if a parent decided they didn't want to sign the agreement because they don't want to be liable for the fee associated with it – so then we are saying the kid won't get a Chromebook for any assignments being done in the classroom. Mrs. Moses stated the Chromebook is like a textbook so they are going to use it. If the Committee says they are going to take it home, then that is when it does come into play because then they will have to check-in and check-out. They will still need to use the device to complete work. Right now, every kid, if the classroom teacher is using it, they have to have it in the classroom. Mommy can't say I don't want them to use it because they have to do their work on it. The opportunity is provided to them.

Mrs. Regis-Darby stated that is why the risk factor should be different and the word has to be to the power to be that even if the parent does not sign that Chromebook Agreement you cannot deny that child the ability to use that Chromebook in the classroom because they are not taking it home.

Mr. Nufrio asked then why have an agreement? This is in school, it is being shared with other students. Mrs. Regis-Darby stated it is going to be their personal one. Mrs. Moses stated the agreement is more for the guidelines. Mrs. Regis-Darby stated there should be some sort of risk factor but not the same as the high school. They have to learn responsibility but I don't think it should be the same. Mr. Monge stated it should be like a code of conduct type of thing. If you do that, you will probably have to have a notice to the parents saying this is being removed. Mr. Nufrio stated already 900 and some parents already signed. Mr. Monge stated you don't have them sign it again you just let them know. Mr. Nufrio stated they should know that aspect is no longer applied. Thank you Mrs. Darby, that is important to make note. Why would a parent be obligated to get it.

Mrs. Hart stated what if a parent doesn't want him to use that one but a kid has a Chromebook, can he bring his own. Mrs. Regis-Darby stated no, because we don't have protection. Mr. Nufrio stated we provide and they comply.

Mr. Arminio stated just to remind people March 2nd is read across America. I have to single out some of our Board members who were good enough to go to the Superintendent's conference with the parents last week. A lot of the staff go and Mrs. Higgins, Dr. Francis, Mrs. Darby and Mr. Monge were all in attendance and I think it is great when the community sees Board members at those events.

NEW BUSINESS:

Nick Nugent passed away and he was a legend in this Town with the staff. Not only was he great with kids but also with the staff. We need more people like him. He would send postcards to any teacher who was out sick for a few days. He must have sent out tens of thousands of postcards in his career. Mrs. Hart stated he would sign it "Gym Nasium". Mr. Arminio stated he had a lot of nicknames for people but most of the time you were "hey bub". He will be missed and we are thinking of him.

Mr. Monge stated I think the District should consider with kids and maybe even parents, a food service survey. I always hear it when I go to these PTA meetings and from the kids. I think it would be worthy of seeing how our folks are doing and we have been using them for many years. I think it would be a nice thing to do.

Mr. Tatum stated food service comes under the Business Office and data collection being supported by our office but I think we have to make sure we have an appropriate survey that will speak to what some of the issues are with parents. I agree that it has been around for a while. Mr. Monge stated if you forgot your lunch money they gave you a frozen cheese sandwich. Mr. Tatum stated I hope we have gone beyond the frozen cheese sandwich. Mr. Monge stated we have but I think it would be great to get the kids involved. It doesn't just have to be about food service, it can be about other things. Maybe the teachers too.

Mr. Nufrio stated this month's NJSBA Bulletin has something with regard to providing lunch for children in the summer. Mrs. Regis-Darby stated I spoke about that at our last meeting to make sure that it is advertised on our website especially for our Title I students. It has to be posted. Mr. Nufrio stated they want it for everybody. Mrs. Regis-Darby stated yes they do but in terms of our Title I, no matter what school, they must be posted on our website that school lunch is available for them during the summer months. Last month at our meeting I mentioned that. Mr. Nufrio stated so it was the January bulletin. We need to because it is required. Mrs. Regis-Darby stated yes, by State law. It is mandated. Mr. Nufrio stated there is money available so Mr. Brennan, you have another homework assignment. It needs to be announce perhaps through a robo call of Mrs. Hart.

COMMENTS FROM PUBLIC:

Ann Margaret Shannon stated glad to hear about the Chromebooks going to the middle school and eventually the elementary schools. I heard today that they were going out next week and I had asked if the UTEA could be involved. How is it being rolled out? Who is responsible for it? What training are the teachers getting? And things like that. Mr. Tatum stated the first step was the committee was going to meet and determine how it was going to be done. I just heard about the date being next week but maybe we can get more info and engage a couple of people in the leadership to talk about it. Mrs. Shannon stated we hoped that we could be involved in the decision process as well. Are the homeroom teachers responsible? If the homeroom teachers are giving them out the Chromebooks in the morning and then do they get it for the day. Mrs. Moses stated I believe the principals have spoken to their SKIP committee and engaged teachers in conversation about that because they are putting the schedule together.

Mrs. Shannon asked are you putting the schedule together? You met with the principals. Mr. Wojcik stated we met with the principals but it was all on their end. Roll out is the 21st. Mrs. Shannon asked how are they getting them? Mr. Wojcik stated through a.m. homeroom distribution and p.m. homeroom collection. Mrs. Shannon stated so the homeroom schedule changed. Mrs. Hart stated yes. Mrs. Shannon asked is there training for the teachers? Mrs. Moses stated training for the teachers for Google has been going on since we started the whole initiative for the entire Town. Not last year but the year before. Remember that – let's start and let's get back. Before we rolled it out for the entire Town, it was Google training every week – Wednesday, Thursday and then we did it the next year for everyone – not only the high school

when we started the training. I believe even with the PLC based upon the school SKIP team and I communicated this to the principals – any PD or any classroom is done by Mr. Craig Wojcik and they contact him and they put it out. I don't know how many he is doing this month and that is where it is coming from. It is ongoing forever.

Mrs. Shannon asked are the teachers getting Chromebooks? Mrs. Moses stated in the middle school, not this year. If they do, we roll out the subject area first. It is not rolling out until February. They will be using it for any type of testing, benchmark assessment, and getting acquainted. Next year they want to see full force in September. It is all an adjustment. When you roll something out everything doesn't fall in place at first.

Mr. Wojcik stated as far as training, we met with the building principals – myself at Kawameeh and Sandra and the building principal met with the staff to discuss the procedure and then I am doing a training at Kawameeh this week with the full staff and Sandra will do training with full staff at Burnet.

Mr. Nufrio asked if the teachers are not getting the Chromebooks, how will they be inputting all that the students need to do. Mrs. Moses stated they have desks tops in the class. Mr. Nufrio stated it is set up for that. Mrs. Moses stated they do attendance in the classroom through a device that every classroom has. Mr. Wojcik stated it transcends the Chromebook. It communicates. Mr. Nufrio stated eventually the staff will be provided. Mrs. Moses stated eventually.

Mrs. Regis-Darby stated my question was can the home computer lock all the Chromebooks down in the classroom? If I'm on the computer and I'm doing something with the teachers, I just lock it down. I'm asking if we are capable of doing that in the classrooms. Mr. Wojcik stated we are working on setting up the server right now to be able to do that.

Mr. Nufrio stated Mrs. Higgins can you muster your committee to meet with Mrs. Paul and Mr. Wojcik so we can have some definitive answers for Tuesday night. Mrs. Higgins stated we already met but there were a few things.

Roxanne Ciampi stated I wanted to read a couple of things – this is from School Boards. What is the role of the school board and the superintendent? “The school board does not operate the district on a day-to-day basis; that is the job of the superintendent who is the district's chief executive. Rather the school board sets the policies, goals and objectives of the district and it holds the superintendent responsible to implement policies and achieving goals.”

This is your policy – “No board member by virtue of his/her office shall exercise any administrative responsibility with respect to the school or as an individual command the services of any school employee. Visiting the schools for any reason shall observe district regulations for all visitors.”

This is ethics – “I will carry out my responsibility not to administer the schools but together with my fellow board members to see that they are well run. Refer all complaints to the

chief administrator officer and will act on the complaints at public meetings only after failure of an administrative solution.”

My other comment is that I would like to see on the website, the calendar for the administrative office because I never see one and I don't know if you are off or not.

I also like to note on SchoolDude – does the Board need to review and approve these requests? I have been told that they go through without review and approval. I just want to know yes or no – is that supposed to go through the Board. Mr. Monge stated SchoolDude covers what? Mr. Nufrio stated usage of the property. Mr. Brennan stated work orders for maintenance too.

Mrs. Ciampi stated there have been outside organizations that have requested to use the schools and they were approved without going through the Board. Mr. Nufrio stated it should go through the Board.

Mrs. Ciampi stated to you Mr. Nufrio, you, Mrs. Minneci and Mrs. Higgins are required to recuse yourself completely from the process of hiring and renewing a contract for the Superintendent, who will be overseeing the process at the Board of Ed. Mr. Nufrio stated at the last meeting in January, I assembled an ad hoc committee which was to do its due diligence about reviewing exactly that topic and I believe they have met a couple of times already. There is no chair assigned to that committee. There were four members that I assigned to the committee and it is public information – Mr. Arminio, Mrs. Richardson, Mrs. Williams and Mr. Monge.

I believe by some of the emails that I saw is that they interviewed the Superintendent. At that point, we have nothing else to be reporting right now. Mrs. Higgins will not be part of any process. Mrs. Ciampi stated Mrs. Higgins has not been involved in any at all interaction with the superintendent regarding his contract. Mr. Nufrio stated I can't answer that for Mrs. Higgins but I'm sure she can answer herself. Mrs. Higgins stated absolutely not. Mrs. Ciampi stated Mr. Nufrio? Mr. Nufrio stated not at all; other than assembling the committee and helping them to reach out to Mr. Griggs for any legal advice for guidance and that was my obligation to do that.

Mrs. Ciampi stated the difference between school board policies and State regulations. It says “statutes are the laws that are enacted by legislators in Trenton. Policies address many issues ranging from student discipline and dress code, to whether to rent the gym to community groups after school hours but the State does not generally delve into the oversight of local board policies unless there is a specific law requiring boards to have policies on issues such as bullying or if the local board policies are found to be arbitrary or capricious or have otherwise run afoul of State laws and regulations.”

Mrs. Lipstein stated first I'll talk as the Education Foundation President and I would like to get permission from Mr. Tatum or Mr. Nufrio to allow the Ed Foundation to be included on all that publicity – you are missing us so I don't know if permission is needed. We weren't on the PowerPoint and we have pictures. Mr. Nufrio asked any objection from you Mr. Griggs? Mr.

Griggs stated no. Mr. Nufrio stated your official answer is no so it gets recorded so there is no objection.

Mrs. Lipstein stated I would like to congratulate Mrs. Richardson and Mrs. Higgins for 35 days on the Board but I do have to say that I have a concern about someone that has only been on the Board for that short of time and being on the Ad Hoc Committee to evaluate the Superintendent. I did do quite a bit of research and it has already been done but the School Board's Association are not really pro having someone who hasn't been on for a full year. The evaluation is supposed to be continuous and there is a question here "I'm a new Board member and am I permitted to participate in" and this is in Q&A's and I'm going to give you a copy. And it says there is nothing that prohibits them from participating in the process but if a new member feels that they do not possess enough information or experience to form an opinion, they may choose not to participate. It is neither a positive or negative. It does allow newer Board members to participate to the extent of their personal experience. I think you need to know that and it is not something that they recommend because you need much more time to evaluate someone. Technically according to their administrative process it needs to be at least a full year and the evaluation is finished July 1st. I don't know what we do but that is what they recommend so someone that is coming on after the evaluation. That is a concern and I thought I would bring it to your attention because in my research there is a brand new guide to the Chief School Administrator Evaluation process. The thing is Mrs. Richardson has most likely, I'm sure has not gone to her superintendent evaluation process and that is why I'm bringing that up. By law she has six months and I'm sure she is going to do it. I know Linda wants to do things right and I have no problem with that. You can't do it right if you haven't learned how to evaluate and there is a whole article and I will give it to you too from the Association of Administrators and it talks about proper school board evaluations. If you have this already and I'm not sure if Linda has it. Mrs. Richardson stated I went to the class. Mrs. Lipstein stated hopefully they said and it is a continuum. It is not fair to Linda to have only been 35 days on the Board and they recommend that there be much more time that goes into that superintendent evaluation. It is almost like asking her to teach a class or lead a class when she hasn't read the subject material.

I have a question so I guess you don't need any of this and I didn't see it and I think it is a big job and I think the Board needs to really work on a really consistent evaluation. Historically it has fallen through the cracks and I think there were years when evaluations weren't done yet and I think that has to stop.

Mr. Nufrio stated as far as the evaluation process just so the public understands. There is no form that we have it is something that the School Board has it online and it has to be responded to online, they then collect the data and they send it back to the Board Secretary. But that is what we are obligated to do. Mrs. Lipstein stated I don't know it; I heard a lot of things have fallen through the cracks. I don't want to go into the past.

Mr. Nufrio stated I'm trying to bring you into the present. When I learned that at the time that the ad hoc committee was being assembled by me, I wanted to be sure that the committee had access to anything and everything to give Mr. Tatum or whoever the person may have been, the proper process to be followed so that he would have a fair assessment. I then learned that Mr. Brennan had not received back but that was not the fault of the Board or Mr. Brennan, it was

the School Board had failed to submit back the evaluation after their assessment or their gathering of the data. Once he got that the ad hoc committee received those evaluations. Mrs. Lipstein stated 35 days of working with him. Mr. Nufrio stated we are under a deadline as well Mrs. Lipstein so I had to act accordingly to be sure that the deadline was met.

Mrs. Lipstein stated we have to make sure we don't do that again – that is what I'm talking about going towards the future and having a really thorough and complete evaluation. Mr. Nufrio stated we have nothing to do with the School Board's. We can't tell them how to prepare an evaluation. Mrs. Lipstein stated you can't blame it on them. Mr. Nufrio stated it is the truth. Mrs. Lipstein stated let's not blame it on anybody. Mr. Nufrio stated who am I going to blame it on – they are the ones who make the form.

Mrs. Richardson stated we can use the same format that they used in the past or we can use the new format. Mr. Nufrio stated I wasn't privy to that. You just learned about that too? Mr. Griggs stated yes, I learned it from a School Board presentation at another Board meeting. Mrs. Richardson stated as of January 1, 2019 we need to use the new format – all school Board members must have their evaluation submitted by April 1st unless they are conflicted. Mr. Nufrio stated exactly and that is why I wouldn't have known about it.

Mrs. Lipstein stated I think we need to get on Board. I do still feel that someone on the Board for 35 days is not the best choice. You made the choice because there was no other choice. Mr. Nufrio stated I don't want to revisit that – it was addressed prior to this meeting. I selected the ad hoc committee – I did due diligence on it. I have confidence in every one of the members on that committee that they will do the due diligence and act accordingly. Thank you for your comments.

Mrs. Lipstein stated thank you for explaining the situation. I looked at it, I did my research and didn't compute with anything that I have seen here. I have never heard or seen the talk about the evaluations of the superintendent. I think I heard Mr. Arminio say send your evaluations to me and that is all I knew. I'm a little more savvy about this than the general public because I have been coming to the meetings for 25 years. Obviously that was a question for me. How can you evaluate someone after 35 days? Mr. Nufrio stated we are still repeating the same thing and I thank you for your comment but it was my choice and I stand by it. I think it is a little bit out of order on that.

Mrs. Lipstein stated I have one comment. You are not going to be happy about this one either and I'm sorry about this and I have been watching this for many years and I'm looking at these committees and Linda is definitely the "star". Mr. Nufrio stated I am going to stop you right there. Mr. Griggs stated Mrs. Lipstein, with all due respect, you really can't be, in my words, "going after a Board member". You can make public comments but you have been talking for seven minutes and if I recall the Board policy says five minutes and you know that because you have been coming to meetings for 25 years. Mrs. Lipstein stated I don't want to get into a problem about this. It is not attacking her at all. Mr. Griggs stated you mentioned her name probably about seven times. Mrs. Lipstein stated no, I mentioned that she is a Board member and she has gotten huge responsibility. Mr. Nufrio stated which every Board member has an obligation to. Mrs. Lipstein stated I'm not questioning that. Mr. Nufrio stated I wrote an

evaluation the very first year. Mrs. Lipstein stated you are jumping to something that you think I'm going to say and that is not what I'm going to say. She has an enormous responsibility and I know she can do but I'm looking and this is top heavy and there is a few people sad to say that I don't see on here. I'm not just mentioning this because I'm questioning and I'm not questioning anybody's ability to do their job. Mr. Nufrio stated but you are questioning mine. Mrs. Lipstein stated no. Mr. Nufrio stated I have every confidence that she can handle all of this. Mrs. Lipstein stated I did not say and I want to make it perfectly clear that I'm not saying that she couldn't handle it, I'm saying she has a huge responsibility here. What I'm asking you is there are a few people on here who have nothing and maybe I'm not allowed to mention but Dr. Francis is on here once and I'm wondering if he only asked to be there once.

The other thing I'm going to say is every single Board member was elected because the public has confidence that they can do their job. Therefore, I certainly expect that you have that confidence that they can do their job. Mr. Nufrio stated I do. Mrs. Lipstein stated my question is Dr. Francis is only on here once and it pops out. Mr. Nufrio stated again, we are citing an individual and I'm going to give you a general answer. I'm one of very few presidents, possibly the only one, who actually asked the Board members to submit their requests and I can tell you I looked at each and every one of them and not by myself, with Mrs. Minneci, and we spent over two hours deliberating the right individual, matched with their particular skills and experience. It wasn't just a haphazard assignment and again I'm probably the only president that I know that actually did that.

Mr. Monge stated with all due respect Mr. Nufrio. Mr. Nufrio stated Mr. Griggs. Mr. Monge stated I'm a Board member. Mr. Griggs stated what you can do is close the public session. Mr. Monge stated I'll step out and be in public if that is what I need to do. Mr. Griggs stated no, there are people behind you.

Mrs. Lipstein stated we don't close public comment in Union, we don't. Mr. Griggs stated if we think everyone has spoken we do.

Rich D'Avanza stated UTEA Vice President – just to go back on the whole gymnasium stuff. I work in the rec department and I have been doing that part-time for the last 19 years. Open gym is basically run and it is not in every single school and every night – it runs from Monday-Friday and different buildings are open. During the week there is an adult volleyball league which is run at Burnet (Monday-Wednesday) for women and some are nights. There used to be an adult basketball league that someone ran and I ran for a few years but that dissolved at Kawameeh and on Saturday's I run the Saturday basketball league. There is a girls clinic at Hannah and a boys clinic up to 5th grade at Kawameeh. Just to clarify and this has been going on forever. So for someone to come out from somewhere else and wanting to use the gym – if anything they would call the rec. There is an adult open gym at Kawameeh either Monday or Wednesday. You have to show identification that they are a resident of Union. Mr. Nufrio stated what I'm hearing is that there could be conflicts which is what we thought might be. Mr. D'Avanza stated it starts in October up to March 16 and then spring soccer starts. Also indoor soccer uses the upstairs gym in Burnet on Saturdays. So the buildings are in use. Just a little background on that.

The other thing is I would like to invite all of you, and Mr. Arminio brought up “read across America” March 2nd - the Union County Education Association and Ed Zurka is running it at Barnes and Noble, Thursday March 1st and everyone is invited to come over between 4-7 p.m. to read. The Union County Education Association which we are part of as well is running it.

Nancy Zuena stated the sign in front of the Board office has been taken down and I know it was in need of repair but all the other schools are putting up a digital sign out in front and I think it is time we get with 2018 and not put up a plywood sign that we use to have up there. It would make our District look a little nicer.

Mr. Tatum stated we are in the process. Mr. Loessel stated the person who was named on that sign has donated money so we are looking into that and he donated it for that purpose.

Mr. Nufrio stated this was addressed in previous meetings and I’m glad that you are on it. The Board would like to know, unless it was done anonymously, who the individual was. Mr. Loessel stated Dr. Caulfield’s daughter. Mr. Nufrio stated what is the normal procedure for sending a thank you? Mr. Loessel stated let’s get through the process for. We will have to go for a variance to get a bigger one because that is the ordinance in Town.

Cathy Sharpe stated I just wanted to say that I attended the get together last week for the Superintendent and our Assistant Superintendent, I was very happy that I saw as many Board members as I did at the meeting. I think it showed that the Board members are interested in the kids seven days a week, not just the nights that you are here at meetings. I was slightly disappointed for a District this large that so few parents or grandparents or anybody took the time to come out. I think people that came out were very impressed by the way Mr. Tatum and Mrs. Moses kept everything going and all the discussion was based on the kids, what they are doing for the kids, what we can do for the kids and they were open to anybody who wanted to get up and speak. It was one of the few meetings, Board meetings, worksession or general session that I can say I sat through without somebody arguing with somebody about something. Everybody who was there that night had one thing in mind – what is good for our kids. There were a lot of people with different ideas – somethings we could do and something we can’t do. I think our administrators handled it very well. It was so nice to see that we could have people on opposite sides of the question without arguing. I felt I had to say that because tonight I am so happy that this was not a televised meeting because as a taxpayer, a parent, a staff member, I would have been totally embarrassed for the people out there watching a lot of the stuff that went on here. Because all of you – you are too good of people, you put in too much time for all this bickering. I just feel here should be the same as that night. There is one thing that we should all be thinking about and what is best for the kids at this point. Mr. Nufrio stated thank you Mrs. Sharpe.

Mr. Monge stated Mr. Griggs, I’m just trying to find out when I can talk about a point of information. Mr. Nufrio stated go ahead. Mr. Monge stated just for a point of information, as far as the request for some Board members as far as their interest, how I took it was what was my main interest – the committees that I was most interested in. Not assuming that I wasn’t going to be on any other committee. I assumed that everybody’s committee position, I would be surprised that everybody’s submission was I want to be on seven posts. I think some people put

2-3 but I do think at the end of the day, there should be some evenness and especially with posts that are veterans on the Board like a Dr. Francis. Thank you.

Mr. Nufrio stated your comment is appreciated. All of that was fully taken into consideration. Just a comment, would you be surprised to know that a least one Board member only asked for one. Mr. Nufrio stated but given the number of committees. Mr. Monge stated I'm talking about me.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Minneci, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.
- Matters involving employees and terms of their employment and contract.

The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 12:12 a.m. – February 14, 2018.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mr. Arminio, that the meeting be adjourned at 12:12 a.m. on February 14, 2018. All present voting YES **MOTION CARRIED**

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**