

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES – JUNE 21, 2016

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, June 21, 2016 at 7:00 p.m. at Union High School Library, 2400 North Third Street, Union, New Jersey pursuant to notice sent to each member.

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

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Ron McDowell, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mr. Angel Salcedo, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Mr. Steven Le, Mr. Jeffrey Monge

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mr. Tom Wiggins, Mrs. Kim Conti

Also present: Paul Griggs, Esq.

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

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

APPROVAL OF MINUTES:

Moved by Mr. McDowell, seconded by Mrs. Zuena, that the following minutes be approved:

DISCUSSION: None

Work Session and Executive Session – April 12, 2016; Regular Meeting and Executive Session – April 19, 2016

AYE: Mr. Arminio, Dr. Francis, Mr. McDowell, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Public Hearing on Budget and Executive Session – April 26, 2016

AYE: Mr. Arminio, Dr. Francis, Mr. McDowell, Mrs. Regis-Darby, Mrs. Zuena,
Mr. Nufrio

NAY: None

ABSTAIN: Mr. Salcedo

MOTION CARRIED

COMMUNICATIONS:

REQUEST FOR UNPAID LEAVE - DENNIS

Request for unpaid childrearing leave from Michael Dennis, Paraprofessional-Jefferson School, from June 6, 2016 through June 30, 2016.

REQUEST TO RETURN TO UNPAID MATERNITY LEAVE – HAVYAR

Request to return to unpaid maternity leave from Amanda Havyar, 3rd Grade Teacher-Hannah Caldwell Elementary School from May 23, 2016 through June 21, 2016.

REQUEST FOR PAID MATERNITY/UNPAID FMLA LEAVE – JACKSON

Request for paid maternity and unpaid FMLA leave from Erin Jackson, School Counselor-Franklin Elementary School, from September 26, 2016 through February 13, 2017.

REQUEST FOR UNPAID MATERNITY LEAVE – DaCOSTA

Request for unpaid maternity leave from Gabrielle DaCosta, Cafeteria Aide-Jefferson School, from May 13, 2016 through June 30, 2016.

REQUEST FOR EXTENSION OF SICK LEAVE – MITCHELL

Request for extension of sick leave from Lillie Mitchell, transportation-Hannah Caldwell Elementary School, from May 13, 2016 through May 31, 2016.

REQUEST FOR EXTENSION OF UNPAID MATERNITY LEAVE – CASSANO

Request for extension to unpaid maternity leave from Lisa Cassano, Pre-Kindergarten Teacher-Battle Hill Elementary School for the 2016-2017 school year.

REQUEST FOR UNPAID FMLA – SCHIFF

Request for unpaid FMLA from Sandra Schiff, Health and Physical Education Teacher-Washington Elementary School, from September 1, 2016 through October 31, 2016.

CORRECTION TO MATERNITY AND UNPAID FMLA – DELLANNO

Correction to maternity and unpaid FMLA from Stephanie Dellanno, Paraprofessional-Burnet Middle School from April 25, 2016 through June 30, 2016.

LETTER OF RESIGNATION – STOLAR

Letter of resignation, for purpose of retirement, from Phyllis F. Stolar, 12-month Administrative Assistant-Central Office, effective January 1, 2017.

LETTER OF RESIGNATION – HARTMANN

Letter of resignation from Kelly Hartmann, Paraprofessional-Battle Hill Elementary School, effective June 24, 2016.

LETTER OF RESIGNATIOON – CASTANEDA

Letter of resignation, for purpose of retirement, from Jesus Castaneda, Spanish Teacher-Union High School, effective June 30, 2016.

LETTER OF RESIGNATION – CAMPANARO

Letter of resignation from Grace Campanaro, Café Aide-Livingston Elementary School, effective May 20, 2016.

LETTER OF RESIGNATION – TARTAGLIA

Letter of resignation from Nicole Tartaglia, French teacher, Union High School, effective July 1, 2016.

REQUEST FOR PAID SICK LEAVE – PARDO

Request for paid sick leave from Gregory Pardo, Supervisor, Special Services Department, from June 2, 2016 through July 4, 2016.

LETTER OF RESIGNATION – PARDO

Letter of resignation from Gregory Pardo, Supervisor, Special Services Department, effective July 5, 2016.

LETTER OF RESIGNATION - BRUE

Letter of resignation from Eve Brue, teacher-Union High School, effective June 30, 2016.

REQUEST FOR PAID MATERNITY/UNPAID FMLA – VIGGIANO-COHEN

Request for paid maternity and unpaid FMLA leave from Amanda Viggiano-Cohen, Science Teacher-Kawameeh Middle School, from September 22, 2016 through December 15, 2016.

LETTER OF RESIGNATION – WANG

Letter of resignation from Zichen Wang, math teacher-Union High School, effective July 1, 2016.

LETTER OF RESIGNATION – PORTER

Letter of resignation from Michael Porter, Special Education Teacher-Connecticut Farms Elementary School, effective June 30, 2016.

REQUEST FOR UNPAID MEDICAL/FMLA – BOGNER

Request for unpaid medical and FMLA from John Bogner, teacher-Battle Hill Elementary School, from May 2, 2016 through June 30, 2016.

UPDATE TO UNPAID FMLA TO NON-FMLA LEAVE OF ABSENCE – COSTLEIGH

Update to unpaid FMLA leave of absence to non-FMLA leave of absence from Dale Costleigh Jr. from June 1, 2016 through September 30, 2016.

REQUEST FOR UNPAID MATERNITY/FMLA LEAVE

Request for unpaid maternity and FMLA leave from Vanessa Tuohy, school social worker-Union High School from September 1, 2016 through October 18, 2016.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated that tonight we have many presentations that are listed on the agenda and we will begin with the retiree acknowledgements. Mr. Benaquista stated we started to announce the retirees about three months ago so some retirees had put in prior to us starting that and so we are catching up tonight and the list is a little longer than usual. He announced the names of all retirees listed in P-3 and presented retirees that were present with a certificate.

Mr. Tatum stated thank you to all of our retirees and wish all of you the very best. We will always miss you. We have substitute applications and we can welcome you back anytime.

We have a special recognition – a number of our students who are recipients of a local contest which was sponsored by the Districtwide Planning Committee. Mr. Matthews is the chair of that committee and I ask him to come forward to recognize the Logo Contest winners.

Principal Matthews stated that Mr. Tatum started a Districtwide Planning Committee two years ago and that is comprised of stakeholders from our community. A lot has been accomplished in this committee and with the development of subcommittees and one is the Logo Contest. I was fortunate enough to be part of that subcommittee and we were in charge of developing a contest for all students in the District to create a logo that reinforces and supports a new slogan by another subcommittee. The slogan is “Union Schools for U with U, Excellence is the Only Option”. The subcommittee was comprised of myself, Ms. Bruns-Meyers, Mrs. Nunes, Miss Williams and Miss Muller – all employees of the District were charged with creating this competition. The students had to create a drawing that supported the slogan I just read and we have one winner from each school. Each of these entries will be posted on our site so you can see them all. Also for the entire 2016-2017 school year, these winning entries are going to be part of all the correspondences, letterhead and perhaps emails from each of the schools.

Principal Matthews, with the assistance of Kathleen Bruns-Meyers, announced the following Logo Contest winners and presented each with a certificate, winning logo submissions appended to minutes.

- Jefferson — Diana Elguerra --5th
- UHS — Tobechukwu Obinna Onuorah --Senior
- Livingston — Jacqueline Martinez -- 2nd
- Franklin — Keilani Trejos -- K
- Hannah Caldwell — Amani Harrison -- 4th
- Kawameeh - Paulina Markowski -- 8th
- Burnet — Kaitlyn Urena -- 8th
- Washington — Cristina Latkovich -- 3rd
- Battle Hill — Alexa Torres --3rd
- Conn. Farms – Azriel Solis -- 1st

Mr. Tatum stated it is always nice to have a plan on paper that is concept but what is more rewarding is when you see it come to fruition and you see the results and the bright smiles of the winners. I would like to thank all students in the District who participated because this is something that we were interested in doing to support the unity of our schools and to highlight the talents of our students. I am looking forward to seeing the logos around the District. Congratulations to everyone.

We have the winner of this year's Rotary Club of Union – Speech Contest Winner. I had the opportunity to hear, along with several other Board members, his presentation at the Rotary Club several weeks ago and we were so overwhelmed by his speech that we asked him to come and share it with us tonight. I ask Luis Pina-Rodriguez to come forward at this time.

Mr. Pina-Rodriguez thanked the Board and stated it is exciting and really loves to show what we as a community can do. We all have the potential to be a gift to the world – all of us. It is actually pretty simple, have a positive impact. What does someone really have to do to be considered a gift to the world? For people to say, I'm glad you are here and I'm glad that you are a part of my life. When we think about being a gift to someone, many of us really just think of our parents and maybe our close friends. But as Americans, as a collective, and we are asked to identify those contributions and identified those contributions and aided our growth and achievements as a nation, a lot of us think of presidents, Barrack Obama, Bill Clinton, Ronald Reagan, and others.

The problem is how many times do we overlook the great men and women that keep this country safe. I am talking of the people in the armed forces. The people that are tough beyond measure. They are the reason we are allowed to be here right now because they protect us and provide us with the safety we need in order to grow and achieve as communities, as states, as a nation. They risk their lives to protect our liberties so that we may be the great nation that we are. They risk their lives every day so that we may live comfortably. One great individual goes by the name Captain William Swanson and he was awarded the Congressional Medal of Honor – the highest United States military decoration for his actions on September 8, 2009. On that day he was part of an operation to connect the Afghan government with some local villages near the Pakistan border. While they were maneuvering they came under ambush and they were surrounded on three sides by insurgent fighters and Captain Swanson was recognized for running into live fire to rescue the wounded and recover the dead. Captain Swanson and his comrades carrying their wounded Sargent to a helicopter and Captain Swanson bent over and gave the wounded Sargent a kiss on the forehead before he turned around to rescue more. Amongst all that, a simple compassion and loyalty for a brother in arms.

CNN interviewed Captain Swanson about that and he said I just wanted to keep his spirits up and I wanted him to know that everything was going to be o.k. and most of all I wanted him to know that he had done his job and it was time for him to go. That beautiful moment amongst all the chaos Swanson ran back into battle. The problem was during that time the Taliban advanced 50 meters and they actually demanded through radio communication that they surrender. I don't think I have to point out to anyone in this room that Swanson obviously had no intention to doing that and it was the farthest thing from his mind. He wanted to continue

fighting so what did he do instead, he pulled a pin from a grenade and he threw it at the enemy fighters without hesitation. This single act of defiance, this absolute lack of fear for the opposition inspired all the soldiers around him and because of that they were able to effectively repel the enemies advance. His actions directly contributed saving over a dozen lives that day; both Afghan and American.

If you want an example of a hero, it is Captain Swanson. He is a gift. A gift to the people he saved that day, a gift to his comrades and a gift to the United States of America for being the man that he was. He proved to everyone around the world that heard this story that no matter how strong the opposition or how hard the battle, you can always fight back and win. We are born free, all of us. Everyone in this room and everyone in this world, we are born free and those who try taking that from us will never be able to do so as long as there are people like Captain Swanson. The members of the armed forces, they protect us every day and they risk their lives every day and to be able to at any moment to sacrifice themselves for the wellbeing of others as if we were truly a gift to the world. As you truly love your country, you are truly a gift to this world. Thank you.

Mr. Tatum stated Luis on behalf of the Union Township Board of Education, I would like to present you this Certificate of Recognition for winning the Rotary Contest and you made us all proud. I was impressed when I saw you the first time and tonight. Continue the hard work that you do. Congratulations.

Mr. Nufrio stated you did tremendously and good luck to you.

Mr. Le arrived at meeting at 7:30 p.m.

Mr. Tatum stated now the recognition of the Rising Stars. Mr. Benaquista stated Mr. Mosser who oversees the performance and the plays that go on year after year, I know two are being recognized but I think it is a team approach and they do an amazing job every year and they are always in the running for awards and it is him and his crew that are with these kids for countless hours. We are recognizing a student who is graduating this year – Jonathan Duvelson, a tremendous young man, great performer and well deserved this award. Mr. Tatum stated Jonathan is receiving the Douglas Michael Krueger Scholarship.

Mr. Benaquista stated one of those hard workers that worked with Mr. Mosser is receiving an award for the best choreography. She did an amazing job putting all of it together to make the play standout - Jennifer Williams. Congratulations again to everyone.

Mr. Nufrio stated I can't say enough about Mr. Mossers hard work and his entire staff and of course the students as well. We were proud to attend at the Paper Mill where the awards were presented and we saw many of those students throughout the State give a performance but we were so thrilled when Jennifer received the award because the choreography is an extremely difficult task to achieve and accomplish successfully. Jennifer had said that some of the students that come in don't know how to dance but to take those children and teach them steps and movements that are so difficult to learn is definitely an accomplishment beyond words. Thank you to all of you.

Mr. Tatum stated we will bring up Mrs. Conti who will give a presentation on Project Unify.

Mr. Nufrio stated because of the lack of air conditioning, those of you would like to go home, you may do so. Thank you and have a great evening.

Mrs. Conti stated tonight we will be talking about Project Unify and as you know the Board has approved the Project Unify Grant for the past two years so we thought that you may want to know what we have been doing with the grant money for the students. Tonight I know we have been talking about community and unity as Project Unify so I will let these four educators who have taken on this initiative and share with you all of the work that they and the students have been doing. Joseph Seugling, Supervisor of Special Services, Dana Meisner, teacher at UHS, Mrs. Pielech, teacher at Burnet and Ms. Phermica, teacher at Jefferson.

Project Unify Team presented the following presentation: What is Project Unify? Is an education-based program that uses the sports and education initiatives of Special Olympics to activate youth to promote school communities where all young people are agents of change – fostering respect, dignity and advocacy for people with intellectual disabilities. Special Olympics believes that positive, supportive and socially inclusive attitudes, policies, programming and resources are the keys to creating safe and accepting school and community climates for all. It also provides the best path to prevent bullying and encourage positive behaviors. This is the Township of Union's second year implementing the Project Unity Grant.

Burnet Middle School's first year – (a) Special Olympic Club – 30 students with and without disabilities met, every day during homeroom, one time a month after school; (b) Unified Bowling Trip; (c) Unified Golf Trip; (d) Rutgers Football Unified Field Day – met Coach Flood and players, tour of Rutgers Football field.

Hannah Caldwell Project Unify – (a) all pre-k students with and without disabilities, participated in Special Olympics Project Unify, (b) Pep Rally, (c) Golf Day.

Burnet Middle School's second year – consists of 70-100 students, meets every day during homeroom, one time a month after school, Bowling, Respect Week, R-Campaign, Field Day, Golfing and Weekly Board Games and Activities, Youth Leadership Conference; Builds Friendships that last a lifetime.

“Together We Can Do More” – grant provided \$3,000 to Burnet, Jefferson and UHS – trips and busses, youth leadership conference; awareness and equal opportunities.

“Respect Week” – guest speaker Robert Fredericks – Special Olympic Athlete – assembly on respect, acceptance and bullying; Spirt Week – pledge to respect, acceptance, t-shirts and wrist band prizes.

UHS Project Unify – consists of 150 Key Club members and 50 students involved in collaborative teaching activities; meets every Friday for peer interaction; peer group activities,

Respect Week, R-Campaign, Field Day and Weekly Games Day; Youth Leadership Conference; builds friendships that last a lifetime.

Jefferson School – Leader in Me in 213 – 25 students; meet every Wednesday throughout the month; students made new friends and found many common interests; Project Unify Campaign, Leader in Me activities, class activities and board games. Project Unify power point presentation appended to the minutes.

Mr. Seugling stated he wanted to thank the Board for approving this grant and it is the second year of its implementation and it has grown. Our link at Special Olympics indicated that the grant would be expanded this coming school year and if the Board so chose, we can do it at the elementary level to help it grow and continue its benefit to the staff and students in the school district. When we talk about character and trust and acceptance, this initiative which involves students throughout the entire school, is a very tangible and visible effort of some of the successes and it does build up the strength of staff and students in the District. I want to thank the staff and the Board of Education for their support. It was quite something to see over 150-200 students on the field at the high school working together, engaging and communicating and being part of that union which we so much want and desire for everyone that is here. Thank you.

Mr. Nufrio stated this is the type of instruction outside of the classroom that our children don't often get and to be linked with the Special Olympics and the idea of creating a club I think it is something that Mr. Tatum needs to kick around and come back to us. Perhaps as a unifying agent, a coordinator, for the various levels but I think it is awesome and I want to congratulate all of you on behalf of the Board. Thank you.

Mrs. Zuena stated my son is able to be part of the Special Olympics Club and it is a great experience for him to go there and learn that he can help somebody by being a part of their life. I want to thank you for letting him be part of it and letting me be part of Project Unify. It was a great day. I can't say enough about it and you all deserve a huge round of applause.

Mrs. Conti stated the Project Unify coordinator has been a tremendous help to us and an asset in guiding us through this project and donate so much outside of the grant – it is above and beyond the \$3,000 for the grant. It is a great opportunity that we have here in Union.

Mr. Tatum stated I remember when this was a piece of paper and Mr. Seugling coming into the office to me and my signing of that grant and then I had the opportunity to go to Hannah Caldwell and see a program and I had the opportunity to see the Special Olympics this year and it was well worth the signature and hopefully many more to come. Please continue to do the work you do for our students. Thank you very much.

Mrs. Conti presented Dr. David Nyman and Mr. Galante of Effective School Solutions. She stated that this is another opportunity to present to the Board of Education to see what ESS can offer our school district and our students.

Dr. Nyman presented the Therapeutic Mental Health Services in the Union Public School District. The mission and development of ESS is (1) to provide in-school clinical programs for

students with significant emotional and behavioral problems so they can be maintained within the school system and benefit from the wide range of educational and extracurricular opportunities that only public schools can offer; (2) the mission is accomplished through intensive clinical support of the students, family counseling, in-service training of teaching staff and working closely with school leadership and teaching staff; (3) the vision is to bring psychiatric expertise, proven treatment protocols, quality management activities and a comprehensive delivery system to the educational environment so that students struggling with significant emotional and behavioral challenges can stay and thrive in the public school setting.

ESS began as an outgrowth of a private therapeutic school in New Jersey for students with significant psychiatric and emotional problems, Cornerstone Day School. ESS started providing services in September 2009 in Cherry Hill and Boonton, New Jersey. During the current school year, ESS is now providing services in 42 schools in 27 school districts. We expect that all of our current districts in New Jersey and Connecticut are renewing our contract, with six expanding our services to additional schools within the district.

Once the student enters our programs, they behave much better, they show up more frequently for school and their grades get much better and they don't have to go out-of-district and that is what really drives interest in districts for our services and keep us in these districts.

What makes our program so effective (I) Clinical Programing – student focused: daily structured contacts – group therapy, independent lunch period, study skills; individual therapy; crisis/classroom intervention; school avoidance/home visits. Parent focused: family therapy, family psycho-education and support program; Solutions, the ESS parent newsletter; (II) Team of Mental Health Professionals – highly experience clinical staff; regional clinical director; quality management staff member; (III) Working with School Leadership – weekly administrative meeting; monthly principal/ESS meeting; open house and CST lunches; (IV) Education and Training of Teaching Staff – on-site in-service training on working with emotionally fragile and behaviorally disruptive students in the classroom throughout the school year; selected teaching staff attend all-day off-site trainings for in-depth trainings; Insights, the ESS newsletter for educational professionals.

Returning students to district – ESS has played a critical role in successfully returning students to their home district; process when launching a program – review all potential returnees; provide parent information sessions to orient parents; link parents when necessary with successful cases in other districts; conduct initial evaluations.

Impact on the district – dramatic improvement in the school-related performance of students with emotional and behavioral problems enrolled in ESS programing; reduction in the costs of out-of-district placements. The costs vary and ESS does not track the specific dollars for each district but the savings just grow with time because the prevention of one student from placement saves money for a district with each advancing year as a student is typically out of district for at least several years.

ESS in Union – program launching in Burnet Middle School – Fall 2016; program capacity – initial programming will provide services for up to 18 students; ESS staffing – two

full-time mental health professionals; regional clinical director; quality management team member.

The mission of ESS is to provide state-of-the-art clinical services for students with emotional and behavioral problems at risk for out-of-district placement and/or stress the existing resources of a school district. ESS has created a unique approach to working that has yielded highly positive results. Districts can contract with “rent a therapist” companies or try to provide counseling services on their own, but neither of these options will ever approximate the ESS model that essentially guarantees success. Objective data indicates that once a student enters ESS, his/her grades and attendance increase substantially while there is a corresponding decrease in disciplinary incidents. Moreover, the need for an out-of-district placement is essentially ended, with less than 2.5% of students ever needing a placement.

What makes ESS remarkably successful and so hard to replicate? (1) comprehensive program protocols, (2) supervision and quality management, (3) school avoidance interventions, (4) objective measurement of performance, (5) family services, (6) clinical documentation, (7) education and training for teaching staff and (i) highly experience staff. Effective School Solutions power point presentation is appended to the minutes.

Mr. Nufrio asked for the benefit of all who are watching or will watch the program, this is a second presentation for the Board. You indicated the number of staff up to 18 students – not saying this is the case but what if there were 24 students; how does that staff increase – what is the ratio? Dr. Nyman stated the ratio is 9 per clinician.

Mr. Nufrio stated for the clinical support, my concern is what exactly is the clinical support and how much of that support would we find some resistance from the parents because this would be somewhat different than what they are accustomed to. Dr. Nyman stated parents from the beginning love the program. These services are support that the district is providing to these parents and it is a gift to those parents so it makes a huge difference and we really don't run into a lot of resistance. The students that we enroll in the program, we meet the parents and explain the program to the parents and the parents have to sign a consent. That is not an obstacle that we tend to run into. Think of all the services that these students are being provided. If a parent has an adversarial position with the district when we introduce this program, it changes the whole dynamic on how they feel because of all that we are providing their students. Also what happens when it grows, word gets out to other parents that this is the program that has made such a difference for my child.

Mr. Nufrio stated that is a good explanation on how the parental response and relationship will grow once they see all of the support mechanisms but typically clinical – is that the same definition as a doctor. Dr. Nyman stated the clinical services that we provide is group therapy to every student every day, structure time is lunch time which is not therapeutic, it is a refuge from the school day and the third is the learning strategies for study skills class. The individual psychotherapy at least on a weekly basis, crisis intervention on an hourly basis and then we do the parent-family therapy in the evenings or during the day and that is under the parent support program. That is the clinical services that we are providing. It is a rather intensive structure and what we are really doing is bringing in a psychiatric model and

psychiatric expertise. We are marrying the psychiatric world with the school world and that is what is really making the difference and to emphasize the protocol. Protocol is not just staff that is coming and doing what they think is best – there is a structure on how this program operates and all of staff goes through this and it is training program and the job of the Quality Management Team is to monitor.

Dr. Francis asked are these clinicians – are they psychiatrists? Dr. Nyman stated they are licensed mental health professionals in the State of New Jersey. They will typically be licensed social workers. We will also have in the contract that if we ever have anybody here that the leadership or the district does not like – we would remove that person.

Mrs. Regis-Darby stated you mentioned the services that ESS provides, with all the services comes a lot of paperwork. How does ESS handle the paperwork in terms of bringing back 18 students into the district? How does that affect their mandated service if at all? Dr. Nyman stated the students that have IEP's, we will follow the IEP but in terms of paperwork from the district, we keep detailed medical records but that is our problem, not yours.

Mr. Tatum asked is this a self-contained program or is there some mainstreaming involved. Dr. Nyman stated we work in three settings – mainstream students, self-contained programs and actual separate therapeutic schools. We created a separate therapeutic school in the Freehold system. The majority of our students are mainstreamed and even the ones that are not, our goal is to mainstream students.

Mr. Nufrio stated the Board members received a packet the next day, thank you Mrs. Conti and thank you for being so quick and responding to my request for packets. If you have not had a chance to review the packets, let's give some time to look at it and if we have any further questions we can address Mrs. Conti and hopefully we will come to some decision and understanding once we completed our questions and answers and Mrs. Conti will be in touch.

Mr. Monge arrived at meeting at 8:15 p.m.

Mr. Tatum presented his Superintendent's Report: Student Attendance: 94.0%; Staff Attendance: 93.4%

Monthly Highlights:

- On June 3rd, Mr. Hamilton took his students to Dorney Park for a Music Festival. The students took home 5 first place awards.
- The 1st Art Gallery/Show took place on June 8th at Connecticut Farms School. Mrs. Rible, the art teacher, had students' select one art piece that was then placed in a frame. On the night of the Art Gallery, all the art work was displayed in the gym and parents had an opportunity to purchase their children's piece.
- June 17th was Leadership Day. Jefferson school participated in a student-led showcase of the Leader in Me program.

Student Recognition: On Thursday, May 26th, Livingston School students participated in the Township of Union Entrepreneur Challenge and came back first place winners. Congratulations to the top place winners: Arav Kodali, Jaden Washington, Kate Sousa and Victoria Martins

Upcoming Events

1. The Burnet Middle School 8th Grade Farewell Ceremony will be held tomorrow, June 22nd at 6:00pm.
2. The Kawameeh Ceremony was earlier this evening.
3. The 6 elementary schools will have their 4th grade farewell ceremonies tomorrow morning starting at 9:00am. Please refer to your schools' website for specific times.
4. The High School graduation will be held this Thursday, June 23rd at 6:00pm. We are watching the weather and will let parents know if the event will be in-doors.
5. The next Planning Committee Meeting is scheduled for Tuesday, June 28th at 6:30pm

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

E-1. AFFIRM SUPERINENDENTS RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period May 9, 2016 to June 10, 2016, in accordance with the information appended to the minutes.

E-2. APPROVE CURRICULUM GUIDES

That the Board approve the following Curriculum Guides, in accordance with the information appended to the minutes:

1. EN411: Senior Topics Adapting Film Through Literature
2. EN411: Senior Topics Horror Literature
3. EN401 Grade 12 English
4. Honors World History – SS131
5. Honors Humanities – SS391
6. Humanities – SS392
7. Academic Area - Grade 7 Social Studies
8. Academic Area - U.S. History I Honors
9. College Marketing
10. Business Management
11. Cultural Studies (SS 330)
12. Academic Area
13. Financial Literacy

14. Sociology
15. Honors United States History II
16. 6th Grade Science
17. 7th Grade Science
18. 8th Grade Science
19. 9th Grade Science

20. Physics
21. Forensic Science
22. Hollywood Science
23. Geophysics
24. SC211 Honors Biology
25. SC310 Advanced Placement Biology, SC310L Advanced Placement Biology Lab
26. College Preparatory Biology
27. College Preparatory Chemistry
28. Environmental Science
29. Honors Chemistry
30. SC211 Honors Biology
31. Action Chemistry
32. Jewelry I AR 207
33. Jewelry II AR 307
34. Jewelry III AR 407
35. Musical Theatre
36. Advanced Musical Theatre
37. Honors Algebra I
38. HS Crafts
39. AP Photography AR 409 1 & 2
40. Chorus/Grade 5
41. Chorus, Grades 6 & 7
42. Jazz Ensemble
43. Orchestra
44. Comprehensive Health Education 7-8
45. HS Design and Fashion
46. General Music/Grade 5
47. General Music/Grade 6
48. General Music/Grade 7

E-3. APPROVE SECONDARY 3-YEAR CURRICULUM REVIEW CYCLE (2016-2018)
That the Board approve the secondary 3-year Curriculum Review Cycle (2016-2018), in accordance with the information appended to the minutes.

E-4. APPROVE THE ARC KOHLER SCHOOL – District Student Meals
That the Board, pursuant to N.J.A.C 6A:23A-18.5, approve that District students attending The Arc Kohler School, 1137 Globe Avenue, Mountainside, New Jersey, be provided meals at no charge and in accordance with N.J.A.C. 6A:23-4.5(a)20 authorizes The Arc Kohler

School to include costs of meals provided with the annual tuition rate charged for the 2016-2017 Fiscal Year, in accordance with the information appended to the minutes.

E-5. APPROVE CHILD OF EMPLOYEE #9515 TO ATTEND SCHOOL (2016-2017)

That the Board approve the child of Employee #9515 to attend Union Township Public Schools for the 2016-2017 school year, tuition free.

E-6. APPROVE PROFESSIONAL SERVICES AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION (2016-2017)

That the Board approve the Agreement for Professional Services for the School Year 2016-2017 with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-7. APPROVE SPECIAL EDUCATION TUITION CONTRACT AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION (2016-2017)

That the Board approve the 2016-2017 Special Education Tuition Contract Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-8. APPROVE NEW JERSEY NONPUBLIC SCHOOL TEXTBOOK AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION (2016-2017)

That the Board approve the 2016-2017 New Jersey Nonpublic School Textbooks Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-9. APPROVE NEW JERSEY NON-PUBLIC TECHNOLOGY INITIATIVE PROGRAM AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION (2016-2017)

That the Board approve the 2016-2017 New Jersey Nonpublic Technology Initiative Program Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-10. APPROVE NONPUBLIC PUBLIC LAW 1977 CHAPTERS 192-193 AGREEMENT – UNION COUNTY EDUCATIONAL SERVICES COMMISSION (2016-2017)

That the Board approve the Nonpublic Public Law 1977 Chapters 192-193 Agreement 2016-2017 with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-11. APPROVE UNION COUNTY EDUCATIONAL SERVICES COMMISSION – NONPUBLIC SCHOOL EQUITABLE IDEA SERVICE AGREEMENT (2016-2017)

That the Board approve the Union County Educational Services Commission Nonpublic School Equitable Idea Services Agreement 2016-2017, in accordance with the information appended to the minutes.

E-12. APPROVE UNION COUNTY EDUCATIONAL SERVICES CHAPTER 226
NONPUBLIC SCHOOL NURSING SERVICES AGREEMENT (2016-2017)

That the Board approve the Union County Educational Services Chapter 226 Nonpublic School Nursing Services Agreement 2016-2017, in accordance with the information appended to the minutes.

E-13. APPROVE RESOLUTION/AGREEMENT FOR PARTICIPATION IN
COORDINATED TRANSPORTATION SERVICES – UNION COUNTY EDUCATIONAL
SERVICES COMMISSION (2016-2017)

That the Board approve the Resolution/Agreement for Participation in Coordinated Transportation Services with the Union County Educational Services Commission for the 2016-2017 School Year, in accordance with the information appended to the minutes.

E-14. APPROVE TUITION AGREEMENT – BOARD OF EDUCATION OF VOCATIONAL
SCHOOLS IN THE COUNTY OF UNION (2016-2017)

That the Board approve Tuition Agreement 2016-2017 with Board of Education of the Vocational Schools in the County of Union, in accordance with the information appended to the minutes.

E-15. APPROVE MODEL CURRICULUM UNIT PLANNING

That the Board approve implementation of Model Curriculum Unit Planning, in accordance with the information appended to the minutes.

E-16. APPROVE CONSOLIDATED MONITORING REPORT AND CORRECTIVE
ACTION PLAN

That the Board approve the Consolidated Monitoring Report and Corrective Action Plan, in accordance with the information appended to the non-public minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE:

Moved by Mr. Monge, seconded by Mr. Le, that the following resolutions be adopted:

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated May 31, 2016 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated May 31, 2016 be accepted.

F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of May 31, 2016 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Manuel E. Vieira

Manuel E. Vieira, Interim Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of May 31, 2016 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Interim Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

That the Board approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT-WIDE TRAVEL AND RELATED EXPENSES

That the Board approve district wide travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and Board Policy File Code 6471 and in accordance with the information appended to the minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

That the Board pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

F-8. APPROVE AMENDED 2015-2016 STATE CONTRACT VENDORS LIST

That the Board approve the amended list of the 2015-2016 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE CONTRACTS AND/OR PURCHASES

That the Board approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes:

School	Account/Department	Vendor/description	Amount
Union High School	Senior Prom	Extreme excellence Entertainment – DJ services for 2016 Senior Prom	\$1,020
Kawameeh Middle School	Principal	Love 146 (charity)	\$4,000
Union High School	Athletics – Student Trainer	Union High School Booster – for 3 seniors that will be awarded Athletic Trainer award	\$2,500 (approx.)
Union High School	Athletics – Scholarships from Athletic Office	NJ All State Wrestling Camp – estimation for scholarships awarded to wrestlers	\$2,500 (approx.)
Union High School	Athletics – Football Club	Printer yet to be determined – estimation for program booklets for football team for 2016-2017 school year	\$4,500 (approx.)
Kawameeh Middle School	Principal	Josten's Yearbook – remainder of balance due for 2015-16 yearbook	\$4,100
Kawameeh Middle School	Principal	Forest Lodge – 8 th grade trip dues	\$2,000
Union High School	Key Club	YUDA Bands – payment of fundraising materials	\$2,046
Union High School	Campers Fund	Fairview Lake YMCA – payment for camping trip	\$2,450
Union High School	Senior Dues	Oak Hall Industries, LP – caps and gowns	\$7,056
Kawameeh Middle School	Music	Villani Bus Company – music students trip to Dorney Park	\$1,852.50

F-10. AMEND 2015-2016 OUT-OF DISTRICT STUDENT PLACEMENT LIST

That the Board approve the amended 2015-2016 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE THE DATE OF JUNE 30, 2016 AS SUBMISSION DATE FOR FY-17 ESEA-NCLB

That the Board approve the date of June 30, 2016 as the submission date of the FY17 ESEA-NCLB grant to the New Jersey Department of Education.

F-12. APPROVE ACCEPTANCE OF FY17 ESEA-NCLB ALLOCATIONS

That the Board approve the acceptance of the FY17 ESEA-NCLB allocations from the New Jersey Department of Education – (a) Title I-A: \$971,292, (b) Title IIA: \$168,331, (c) Title III: \$62,832, (d) Title III-Immigrant: \$16,399 for a total of \$1,218,854.

F-13. APPROVE ACCEPTANCE OF DONATIONS:

From	Amount	For Use by
Target	\$50.00	Burnet Middle School
Target	\$108.88	Washington Elementary School
Target	\$68.14	Livingston Elementary School
Target	\$16.09	Jefferson School
Union Township Education Association	\$250.00	Burnet Middle School
Target	\$100.00	Livingston Elementary School
Target	\$200.00	Washington Elementary School

F-14. APPROVE APPLICATION OF NJSIG APPLICATION FOR 2014-2015 SAFETY GRANT PROGRAM

That the Board approve the application of the New Jersey Schools Insurance Group Application for 2014-2015 Safety Grant Program, in the amount of \$12,847, in accordance with the information appended to the minutes.

F-15. APPROVE APPLICATION TO PERKINS GRANT (2016-2017)

That the Board approve application for the Perkins Grant for the 2016-17 school year, in the amount of \$49,182, in accordance with the information appended to the minutes.

F-16. ACCEPT IN-KIND PROJECT LEARNING GARDEN GRANT

That the Board accept the in-kind Project Learning Garden Grant from Dole Packaged Foods and ShopRite for Battle Hill Elementary School, in accordance with the information appended to the minutes.

F-17. APPROVE DISTRIBUTION OF FUNDS

That the Board approve distribution of funds to the Union High School Booster Association from the following Union High School Senior Scholarship Awards: (a) \$250 – Bob O'Dell Scholarship Fund, in accordance with the information appended to the minutes.

F-18. APPROVE PAYMENT SCHEDULE – 2016-2017 TAX LEVY

That the Board approve payment schedule for 2016-2017 Tax Levy, in accordance with the information appended to the minutes.

F-19. APPROVE 2016-2017 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

That the Board approve the 2016-2017 out-of-district student placement list, in accordance with the information appended to the minutes.

F-20. APPROVE AMENDMENT TO APPLICATION FOR NJDOE GRANT

That the Board approve the amendment to District application for the NJDOE Grant Preparing Students with IEPS for Life in the Community Application to be developed and submitted to NJDOE (previously approved at May 17, 2016 meeting – F-13), in accordance with the information appended to the minutes.

F-21. *For informational purposes only – vote not required.* List of legal services for the 2015-2016 school year, in accordance with the information appended to the minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

GRIEVANCE/NEGOTIATIONS COMMITTEE:

Moved by Dr. Francis, seconded by Mr. Monge, that the following resolution be adopted:

G-1. APPROVE MEMORANDUM OF AGREEMENT – UTASA

That the Board approve the Memorandum of Agreement with The Union Township Association of School Administrators, in accordance with the information appended to the minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

Mr. Arminio stated I would like to thank the members of the Negotiation Committee and the Central Office staff who helped get the settlement with the Administrators. Job well done. Mr. Nufrio stated I would like to echo Mr. Arminio’s sentiments especially the three members who participated and myself. It was a long arduous process and it actually took seven sessions over a span of months and each session took about 6-7 hours. Dr. Francis, Mr. Arminio and Mr. McDowell – thank you and Mr. Benaquista and Mr. Vieira were present when we concluded the sessions. Thank you again.

OPERATIONS COMMITTEE:

Moved by Mrs. Zuena, seconded by Dr. Francis, that the following resolutions be adopted:

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That the Board, pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2015-2016 school year, in accordance with the information appended to the minutes.

O-2. APPROVE SALE OF VEHICLE

That the Board approve the sale of the following vehicle: 1994 red Dodge Ram 350 (one ton), 73,462 miles – VIN #2B7KB31Y3RK561250.

O-3. REPORT RECEIPT OF BIDS

That the Board acknowledges receipt of bids: (a) Professional Technical Services, (b) purchase of music instruments, (c) piano tuning and repair, (d) repair of music instruments, (e) roof replacement for Livingston and Connecticut Farms Elementary Schools and (f) boiler replacement for high school, in accordance with the information appended to the minutes.

O-4. APPROVE AWARD OF BID

That the Board approve award of bid to (a) Villani Bus Company, 811 East Linden Avenue, Linden, New Jersey 07036 and (b) Morris Union Jointure Commission, 340 Central Avenue, New Providence, New Jersey 07974, for Student Transportation Services for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-5. APPROVE ACCEPTANCE OF TECHNICAL SERVICES PROPOSAL - PROMEDIA TECHNICAL SERVICES

That the Board approve the acceptance of a proposal to provide technical services for the 2016-2017 school year to Promedia Technical Services, Inc., in accordance with the information appended to the minutes.

O-6. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUEST (2016-2017)

That the Board approve submission of Anticipated Facility Request for 2016-2017 school year to the New Jersey Department of Education, in accordance with the information appended to the minutes.

O-7. APPROVE AWARD OF BID FOR MUSICAL INSTRUMENTS – K&S MUSIC (2016-2017)

That the Board approve award of bid to K&S Music for purchase of musical instruments for the 2016-2017 school year.

O-8. APPROVE AWARD OF BID FOR PIANO TUNING – GLENN PAULSEN (2016-2017)

That the Board approve award of bid to Glenn Paulsen for piano tuning and repairs for the 2016-2017 school year.

O-9. APPROVE AWARD OF BID FOR MUSICAL INSTRUMENT REPAIR – K&S MUSIC (2016-2017)

That the Board approve award of bid to K&S Music for repair of musical instruments for the 2016-2017 school year.

O-10. APPROVE NON-BINDING COOPERATIVE PURCHASE AGREEMENT (2016-2017)

That the Board approve the District's participation in non-binding cooperative purchasing agreements with the following for 2016-2017:

- a) Educational Data Services, Inc., 236 Midland Avenue, Saddlebrook, New Jersey
- b) Hunterdon County ESC Cooperative Purchasing, 51 Sawmill Road, Lebanon, New Jersey

- c) Middlesex Regional Educational Services Commission, 1660 Stelton Road, Piscataway, New Jersey
- d) Somerset County Educational Services Commission, 568 Central Avenue, Bridgewater, New Jersey
- e) Sussex County Educational Services, 10 Gail Court, Sparta, New Jersey
- f) Morris County Cooperative Pricing Council, 502 Millbrook Avenue, Randolph, New Jersey
- g) Region 4 ES Interlocal, 7145 West Tidwell, Houston, Texas

O-11. APPROVE DISTRICT SECURITY DRILL STATEMENT OF ASSURANCE

That the Board approve the District's Security Drill Statement of Assurance, in accordance with the information appended to the minutes.

O-12. APPROVE SUMMER PROGRAM CAMP INTERVENTION: STEM

That the Board approve the Summer Programs Camp Intervention: STEM to be held at Hannah Caldwell Elementary School: (a) first session Monday, August 15 through Friday, August 19, 2016 – 8:30 a.m. to 3:30 p.m. and (b) second session Monday, August 22 through Friday, August 26, 2016 – 8:30 a.m. to 3:30 p.m. (insurance provided).

O-13. APPROVE SUMMER READING – I-READY

That the Board approve Summer Reading – I-Ready to be held on Tuesday, Wednesday and Thursday, beginning June 28, 2016 to Thursday, July 28, 2016 at (a) Site A: Connecticut Farms Elementary School and (b) Site B: Kawameeh Middle School. Three sessions at both sites: (i) 9 a.m. to 9:45 a.m.; (ii) 9:50 a.m. to 10:35 a.m. and (iii) 10:40 a.m. to 11:25 a.m.

O-14. APPROVE RENEWAL OF AGREEMENT – SCHOOLBOARDNET SERVICES

That the Board approve the renewal of agreement with Schoolboardnet Services (paperless agenda) at the annual rate of \$1,888.

O-15. APPROVE AWARD OF BID – ROOF REPLACEMENT – THE BARRETT COMPANY

That the Board approve award of bid for roof replacement at Livingston and Connecticut Farms Elementary Schools to The Barrett Company, in accordance with the information appended to the minutes.

O-16. APPROVE AWARD OF BID – BOILER REPLACEMENT – PENNETTA INDUSTRIAL AUTOMATION, LLC

That the Board approve award of bid for boiler replacement at Union High School to Pennetta Industrial Automation, LLC, in accordance with the information appended to the minutes.

O-17. APPROVE RENEWAL OF PROPERTY AND CASUALTY INSURANCE (2016-2017)

That the Board approve renewal of property and casualty insurance for the period of July 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

O-18. APPROVE PROPERTY AND CASUALTY INSURANCE BROKERAGE SERVICES – FAIRVIEW ASSOCIATES

That the Board approve acceptance of proposal from Fairview Insurance as broker for property and casualty insurance brokerage services for the period of July 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

O-19. APPROVE RENEWAL OF ARAMARK CONTRACT

That the Board approve proposal for renewal of Board's contract with Aramark and lunch prices for the school year 2016-2017: The Board of Education finds that ARAMARK services are being performed in an effective and efficient manner. The price increase does not exceed the Index Rate and the other terms and conditions of the contract shall remain substantially the same. This information is in accordance with the information appended to the minutes: (1) one hundred seventy-five (175) service days for all schools and staff; (2) current enrollment is 7,368 students for the 2016-2017 school year; (3) there is no change in state or federal reimbursements; (4) continued availability of government food commodities at the same quantity, quality and variety as for 2016-2017; (5) there is a \$0.20 price increase for paid breakfasts and \$0.20 for paid lunches at all grade levels. This increase is in line with the guidance issued by the Department of Education; (6) increases in food costs average 3% due to current market trends, increase in dairy products and decreased availability of government commodities rebate and processing programs; (7) increase of 3% (average) in payroll costs to keep in step with the competitive labor market and the local prevailing wage scales in the food service industry; (8) increase in ARAMARK's administrative (\$0.1381) and management (\$0.0529) fees due to CPI being 1/2%; (9) to recommend to the Board of Education of the Township of Union School District to reappoint ARAMARK for the food service management for the 2016-2017 school year as permitted by law; (10) an unlimited guaranteed return of \$204,447 as per section 16F, in accordance with the information appended to the minutes.

O-20. APPROVE INDEPENDENT AUDITORS – NISIVOCIA LLP

That the Board approve acceptance of proposal from Nisivoccia LLP as independent auditors for fiscal year ended June 30, 2016, in accordance with the information appended to the minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE:

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

P-1. APPROVE PERSONNEL ACTIONS

That the Board approve the Personnel Actions in accordance with the information appended to the minutes.

P-2. APPROVE AMENDED SUBSTITUTE LISTS (2015-2016)

That the Board approve amended Substitute Lists for the 2015-2016 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTER OF RESIGNATION:

That the Board accept letters of resignation/retirement from the following staff:

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Hartmann, Kelly	Para-professional	BH	6/30/16	Resignation	
Campanaro, Grace	Café Aide	Liv	5/20/16	Resignation	
Tartaglia, Nicole	Teacher-French	UHS	7/1/2016	Resignation	
Brue, Eve	Teacher Cast	UHS	6/30/16	Resignation	
Pardo, Gregory	Supervisor-SS	SS	7/5/16	Resignation	From Supervisor Position only.
Porter, Michael	Teacher-Elementary	SS	6/30/16	Resignation	Letter indicates 8/31/16. However will be recognized as 6/30/16.
Wang, Zichen	Teacher-Math	UHS	7/1/16	Resignation	

Retirements

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date: (Noted on letter)</u>	<u>Reason</u>	<u>Date of Hire Not including leave of absences.</u>
Stolar, Phyllis	12 Month Admin. Assistant	Central Office	1/1/17	Retirement	1/1/1982
Castaneda, Jesus	Teacher-Spanish	UHS	6/30/16	Retirement	9/1/2002

Retirement notifications prior to March.

On behalf of the Superintendent of Schools, Mr. Tatum and the Board of Education, the following retirees who notified prior to the creation of our resolutions, are to be recognized for their years of services.

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences.
Bace, Justina	Para-professional	Liv.	7/1/16	Retirement	9/1/1990
Cardinale, Diane	Secretary	Frank	7/1/16	Retirement	11/1/1990
Angeles Fernandez, Maria	Para-professional	UHS	7/1/16	Retirement	10/1/1998
Godfrey, Carol	Teacher-Elementary	Frank	7/1/16	Retirement	9/1/1980
Hodge, Judy	Secretary	UHS	6/30/16	Retirement	9/6/1995
Kelly, Denise	Teacher-Elementary	Frank	7/1/16	Retirement	9/1/1991
Lozito, Linda	Secretary	Supervisor's office	7/1/16	Retirement	9/11/1997
Mehr, Kathleen	Para-professional	Frank	7/1/16	Retirement	9/1/1985
Moyer, Debra	Teacher-Elementary	BH	7/1/16	Retirement	9/1/1991

P-4. APPROVE LEAVES FOR STAFF:

That the Board approve the leaves for the following staff:

Leave of Absences

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Dennis, Michael	Paraprofessional	Jefferson	6/6/16-6/23/16	Unpaid Child Rearing eff 6/8/16.	Two days of which will be paid.
Havyar, Amanda	Teacher-Third Grade	HC	5/23/16-6/21/16	Unpaid Child Rearing Leave.	Return to child rearing leave. Org leave dates 10/19/16-5/8/16.
Jackson, Erin	School Counselor	Franklin	9/26/16-2/13/16	Paid Maternity Leave and Unpaid FMLA	

DaCosta, Gabrielle	Cafeteria Aide	Jefferson	5/13/16-6/30/16	Unpaid Leave	P/T
Mitchell, Lillie	Transportation Asst.	Transportation	5/13/16-5/31/16 (Tentative)	Partial Paid and Unpaid Sick leave.	P/T
Cassano, Lisa	Teacher-Pre-K	Battle Hill	9/1/2016-6/30/2017	Extension Unpaid Maternity Leave.	Extension through the 16-17 school year. Org leave began 9/2015.
Schiff, Sandra	Health and Physical Education Teacher	Washington	9/1/2016-10/31/16	Paid Maternity Leave and Unpaid FMLA	
Dellanno, Stephanie	Paraprofessional	BMS	4/25/16-6/30/16	Paid Maternity Leave and Unpaid FMLA	
Pardo, Gregory	Supervisor-Special Services	SS	6/2/16-7/4/16	Paid Sick Leave	
Viggiano-Cohen, Amanda	Teacher-Science	KMS	9/22/16-12/15/16	Paid Maternity Leave and Unpaid FMLA	
Tuohy, Vanessa	School Social Worker	UHS	9/1/16-10/18/16	Unpaid Maternity Leave/FMLA	
Costleigh, Dale	Maintenance	Operations and Grounds	6/1/16-9/30/16	Change from FMLA leave to a non-fmla unpaid leave of absence.	Change from previous 5/17/16 agenda.
Bogner, John	Teacher-Elementary	BH	5/2/16-6/30/16	Unpaid medical leave and unpaid FMLA	

P-5. APPROVE THE FOLLOWING CURRICULUM WRITING TEAMS

That the Board approve the following Curriculum Writing Teams for the 2016-2017 school year at the rate of \$20/hr. per person (with a not to exceed 15 hrs./\$300 per person): (a) Television Production I - Karen Gainey and Eve Brue (Account #11-000-221-104-01-54-0612/7083).

P-6. APPROVE VERITIME CUSTOMER AGREEMENT WITH FRONTLINE TECHNOLOGIES

That the Board approve Veritime Customer Agreement with Frontline Technologies to provide subscription services for time and attendance system for the 2016-2017 school year, in accordance with the information appended to the minutes.

P-7. APPROVE APPOINTMENT OF AFFIRMATIVE ACTION OFFICER

That the Board approve appointment of Gerry Benaquista, as Affirmative Action Officer, and Benjamin Kloc, as Affirmative Action Officer for classroom practices for the 2016-2017 school year at no cost to the District.

P-8. APPROVE APPOINTMENT OF ADA/FACILITY COORDINATOR, IPM COORDINATOR AND AHERA – WIGGINS

That the Board approve the appointment of Thomas Wiggins, Supervisor of Buildings and Grounds as ADA/Facility Coordinator, IPM Coordinator and AHERA designated person, for the 2016-2017 school year at no cost to the District.

P-9. APPROVE DONNA HUBBARD TO ATTEND, RECORD AND TRANSCRIBE RESIDENCY COMMITTEE MEETINGS

That the Board approve Donna Hubbard to attend, record and transcribe the minutes of Residency Committee meetings as assigned for the period July 1, 2016 through June 30, 2017 at a rate of \$250 per meeting.

P-10. APPROVE RESOLUTION FOR STAFF IN CENTRAL OFFICE

That the Board approve the resolution providing salary and fringe benefits for all staff in the Central Office, for the period from July 1, 2016 to June 30, 2017, in accordance with the information appended to the minutes.

P-11. APPROVE PRE/POST-GRADUATION BUILDING AND GROUND SECURITY FOR GRADUATION

That the Board approve to appoint police for pre and post-graduation building and grounds security and graduation security at an hourly rate of \$25/hr. per patrolman and \$27.50/hr. for supervisor.

P-12. APPROVE APPOINTMENT OF QUALIFIED PURCHASING AGENT – VIEIRA

That the Board approve the appointment of Manuel E. Vieira as Qualified Purchasing Agent (QPA) for the 2016-2017 school year at no cost to the board.

P-13. APPROVE JOB DESCRIPTION – EXECUTIVE ADMINISTRATIVE ASSISTANT

That the Board approve the Job Description for the position of Executive Administrative Assistant, in accordance with the information appended to the minutes.

P-14. APPROVE JOB DESCRIPTION – ASSISTANT SUPERINTENDENT OF CURRICULUM, INSTRUCTION, ADMINISTRATION AND FUNDED PROGRAMS

That the Board approve the Job Description for Assistant Superintendent of Curriculum, Instruction, Administration and Funded Programs, in accordance with the information appended to the minutes.

P-15. Reserved. Agenda item moved to O-18.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Moved by Mr. Arminio, seconded by Mr. Monge, that the following policy be adopted:

POL-1.POLICY 5141.5 – STUDENT SUICIDE PREENTION AND CRISIS INTERVENTION

That the Board approve Policy 5141.5 – Student Suicide Prevention and Crisis Intervention, in accordance with the information appended to the minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE:

Moved by Mrs. Zuena, seconded by Dr. Francis, that the following resolution be adopted:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

That the Board approve to amend the list of students removed from the rolls [five (5) students exited from May 1, 2016 through May 31, 2016 (3-elementary, 1-middle, 1-high school) or a total of forty-eight (48) students for the 2015-2016 school year] who are not domiciled in this school district and four (4) students (1-elementary, 2-middle, 1-high school) who will be allowed to complete the 2015-2016 school year, in accordance with the information appended to the non-public minutes.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

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

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mr. Monge, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Monge stated I will continue celebrating my son's graduation from Kawameeh. Congratulations to the graduates of Kawameeh Middle School. Mr. Nufrio stated congratulations to you and your family and your son.

Mr. Monge left the meeting at 8:35 p.m.

Mr. Arminio stated I like to point out that Rich Grennor at Kawameeh obtained his doctorate – so congratulations to Dr. Grennor who is a music teacher at Kawameeh Middle School. Congratulations to Washington School for achieving their 2.5 million page challenge – they celebrated it last week with a water party.

Mrs. Zuena and I attended "Leadership Day" at Jefferson – it was fantastic. It is part of the Leader in Me program. If any Board member is interested in the program that they are running, the day itself was planned and organized by the students at Jefferson. I wish all of us could have been there for that day.

I would like to thank the PTA for inviting the Board members to the PTA President's dinner the other night at a local restaurant – it was wonderful.

To everyone in the District – our schools, our PTA, the Board members and Central Office Staff who participated and raised money for Relay for Life for our first effort – it was amazing and we collected over \$50,000 for cancer research. It was unbelievable how everyone came together to collect that much money and hopefully we will double it next year.

Mr. Le stated this past weekend I had the ability to attend the Advance Musical Theater Class – 25th Annual County Spelling Bee. As some people know this is probably one of the few

final exams that is actually public to the Town to attend and see a student run production of a play and I have to applaud the class and the production was great and if you know anything about the play there is a lot of improv. The students very much came up with very witty improvs and ways of just making the play absolutely hilarious and enjoyable for everyone who attended and I thought it was an A+ performance.

NEW BUSINESS:

Mr. Le stated what we discussed last week about how do we better communicate and how we could push better PR effort. Just because school is out for the summer doesn't mean the Board is out for the summer and I know we meet twice and the planning session. If it is all feasible to even looking at broadcasting our summer meetings to show the community that we are visible and we are planning for the next year and we are active in having discussions and preparing for the upcoming year. I just want to bring that idea out – not only as an idea for transparency for more of PR effort that we are active during the summer. Mr. Tatum stated is that we can look into what the contractual obligations are with those who do our filming and I don't know if Mr. Vieira has that information or can get that information. Mr. Vieira stated off the top of my head I don't have the answer, I will have to look into it. Mr. Nufrio stated all three meetings are in a public venue and certainly the entire community is welcome to attend. It is open to the public and we are bound by the State and the laws to ensure that the meeting is conducted in the same exact fashion as those that are videotaped for broadcast.

COMMENTS FROM THE PUBLIC:

Mr. Salby stated I'm a 1980 graduate and my daughter is a teacher in the high school. My middle daughter is going to Rutgers next year and my nephew just got accepted to Robert Wood Johnson Medical School and he is a graduate of Union High School. People have to understand that Union High School puts out quality products if you want to invest in your students.

I came out for a public service announcement. Union Police Department is hiring from July 1st to August 31st. You have to be 18-35 years of age, high school diploma, that means people graduating now can apply for these tests. The other criteria are you have to have a clean criminal background, driver license, Township of Union resident. I was trying to put this together in the high school but with time constraints it was very hard to get that time at graduation so I thought I would come here so that all the students that have been talking to me who have interest in fire and police departments, I want everyone to know. Have your student, male or female, you can go and take these tests.

The other issue I would like to talk about is security in our schools. When we drill, they are interesting. The purpose of a drill is to critique and whether you pass or fail is arbitrary but the purpose of the drill is to critique and I'm addressing staff members who have questions about this. This is not to attack or blame anybody it is simply to look at the different things that we have weakness, identify it and strengthen it. I am speaking from experience. I have anti-terrorism training after 911.

Some things are lacking – increase supervision, monitoring of cameras, I have a detailed plan written out for each one of these things. Documentation, we don't document anything

really. I have a detailed plan so that we can better improve. I don't need a job I just want this Town to improve. We were once the 75th best place to live – we want to keep it that way.

Donna Larkin stated I was at the last Board of Education meeting and I would like to know if there has been a decision made on rehiring Kindergarten Assistants for the upcoming school year? Mr. Tatum stated every Kindergarten Assistant will have a job. Mr. Benaquista and I are working on that particular segment of the staffing as we speak. Ms. Larkin asked will they be in every Kindergarten classroom for the entire day? Mr. Tatum stated if we are able to accomplish restoring those positions then the answer is yes they will be in every classroom.

Ms. Larkin stated I just want to talk about the importance of having additional adults in a room with very small children – 5 and 6 year olds. We saw a young man speak tonight about what it takes to be a gift to the world and our faculty and staff here in the District are those gifts to the students. Every day they are there to help our children learn and grow, not just academically but socially and emotionally as well and to remove Kindergarten Assistants or not be able to find room for them in the budget affects our media students and it is a disservice to those students but also to the community because as it is important that our students graduate with skills and being able to write a coherent essay and solve complex math problems. The teacher's first job and most important job is to ensure that each student leaves here able to be a positive productive member of society and that starts in the very first interaction between students and teachers and students and their peers between students and themselves and Kindergarteners are not mature enough to be independent in a room for a whole day; especially when they are in school for a full day.

How can one adult be sufficient for this great responsibility of youngest students. The logistics of having 20 or more 5 year olds in a room with one adult for the entire day are impossible. How can one person teach her curriculum effectively while also assisting in the bathroom, checking for understanding during classwork, monitoring emerging behaviors and emotions, assessing application of concepts and just paying attention to little kids in a way that they need to have attention be paid to them to feel important in the world. Small children need to be heard to feel good about themselves and safety is sometimes a concern.

My son is in pre-k at one of the elementary schools and he was bitten by another student in class. It wasn't serious and children bite sometimes but there was an assistant there to take him to the nurse. What if there was not another person in the room? Would somebody who was injured need to wait for another adult to come into the room to get medical assistance? What if it was a serious injury and the other students needed to be removed from the room? Who is going to do that? A single adult is not going to be able to do that. Mr. Tatum stated it is really a matter of having the opportunity to do the placements – about two days ago, we were going through some personnel issues that it is really important and important to the community that we restore the Kindergarten Assistants. One of the things when we were looking at balancing the budget, we looked at areas that were non-mandated first and that happens to be one that governs class size; however, Central Office and the Board of Education work extremely hard to get the budget balanced and get all of the positions in place and we were successful at getting to the dollar amount that we needed to ensure that our budget was balanced. Now that we have that part

done, we were just informing teachers today of their new location and after that will be classroom assistants. Hopefully if you come back next month, I will say to you that it is all done.

Mr. Nufrio stated thank you for being so professional in your presentation and you are right, every member of this Board and the entire community realizes that children come first.

Kathy Bruns-Meyer stated after your meeting was changed to Washington School – it happened to be the same night of the Kawameeh event and I tried to rush back but you were already done. In a conversation I had with several of my parent friends, we all felt sad that we didn't know earlier and that we were not able to get to the meeting at Washington School and we loved the idea and I don't know if it is possible, but the word that I got from parents in the District, they would love to be able to come but they don't always feel comfortable to come here – so if you can schedule more of your Board meetings in some of the local schools, I think it would be a fabulous opportunity and it would promote and bring in the parents, the schools, the teachers and the Board. I think it would be great. I would like to work all together. Mr. Nufrio stated both Mr. Arminio last year and I this year, are trying to make that as part of the process. It is a little bit difficult for the staff to haul all the equipment but I notice that there were an increased number of people in the audience and you are absolutely right it is a school community and we would definitely consider it in the future as well. Thank you.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Francis, seconded by Mr. Arminio, 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. 10:4-2(b) personnel matters. 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 interest 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, Mr. Le, Mr. McDowell, Mrs. Regis-Darby, Mr. Salcedo, Mrs. Zuena, Mr. Nufrio

NAY: None

ABSTAIN: Dr. Francis

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Salcedo, seconded by Dr. Francis, that the meeting be adjourned at 10:00 p.m. All present voting YES
MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA,
INTERIM BOARD SECRETARY