

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union will be held on Tuesday, October 20, 2015 at 7:00 p.m. at Union High School Library, 2400 North Third Street, Union, New Jersey 07083.

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

PRESENT AT ROLL CALL

Mr. David Arminio, Dr. Guy Francis, Ms. Lois Jackson, Mr. Thomas Layden, Mr. Ron McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mr. Angel Salcedo and Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Dr. Noreen Lishak, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mrs. Kim Conti, Mr. Thomas Wiggins, Ms. Ann Hart

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.

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

COMMENTS FROM THE PUBLIC ON PROPOSED RESOLUTIONS:

None.

APPROVAL OF MINUTES:

Mr. Arminio stated the approval of minutes, the Board members last week received and in a course of a week; received the regular meeting minutes and executive session minutes and I think they are available to the public online. If anyone has any questions and/or comments can I please have a motion to move these minutes.

Moved by Mr. Monge, seconded by Mr. McDowell. Mr. Arminio stated any questions and/or comments on the minutes from August 18th, August 20th or September 8th. Mr. Monge stated we had a discussion about charter schools and I personally asked a question about is there a formula base that allows us to basically pay the numbers that we were paying per child. I was told by Manny and we both figured it out thereafter that there was a formula but in the meeting we were told that there was no cap and it was State law and that is not what the minutes reflect. I don't know how to go about editing it but I want to make sure that's covered in the minutes. Mr. Arminio stated that we can amend the minutes. What is it that you feel is in error? I don't think many of us have copies of the minutes in front of us. Mr. Monge stated you can't necessarily go verbatim but I can say that "Mr. Monge asked if there was a cap on charter schools payments

that we make and I was told by Manny like I said we figured out that it wasn't the case thereafter that there was no cap and that it was State law so..."

Mr. Arminio stated can you tell us what the minutes say at this time. Mr. Monge stated if anybody can find it before I do please help me out. It doesn't say that so can we amend the minutes to say exactly that or do we need to try to amend some language which basically it doesn't really state one way or another.

Mr. Arminio stated if someone wants to move it they can move to amend the minutes of September 8th. Mr. Monge stated it was the planning session. Mr. Arminio stated September 8th was the worksession meeting. Mr. Nufrio stated August 20th is the planning session. Mr. Arminio stated August 20th planning session is that what you are referring to? August 20th planning session we have a motion to amend the minutes to reflect and can you repeat that one more time? Mr. Monge stated "Mr. Monge asked that if there was a cap on charter school payments that the District makes and Manny Vieira said that there was not a cap and that it was State law."

Moved by Mr. Nufrio, seconded by Dr. Francis that the Planning Minutes be amended.

Mr. Arminio stated we have a motion and we have it seconded now we have to vote on the amendment and then we will vote on the approval of the minutes. Any questions or comments at this time.

Mr. Nufrio stated since this is not a matter that absolutely must be passed this evening, I would make a second motion to simply refrain from voting on this until it can be further researched and we have a tape that Mrs. Cappiello may have with regard to that particular meeting so that we can have the exact verbiage used. I don't know if it is out of order to make a second motion but. Mr. Arminio stated we have to vote on the first one first. Diane do you have a tape of it. Mrs. Cappiello stated I should still have it yes. Mr. Arminio stated we can go. If everyone heard Mr. Nufrio we will vote on it and then we can vote on the second motion before we vote on the approval of the minutes. It is getting a little complicated but we have to vote on first Mr. Monge's amendment unless he wants to withdraw. Mr. Monge stated I withdraw the amendment. Mr. Arminio stated that the amendment is withdrawn. We have another motion on the floor and can you repeat that motion.

Mr. Nufrio stated since this is not a matter of urgency that it requires a timeline for a voting on this particular meeting or the minutes of this meeting, I propose that we refrain from voting on it and place it on the worksession agenda in November so that Mrs. Cappiello can refer back to the tape and get the exact verbiage or what exactly was said rather than simply speculating. Mr. Arminio stated and please restate the date. Mr. Nufrio stated for the August 20th planning session meeting.

Moved by Mr. Nufrio, seconded by Dr. Francis that the Planning Minutes of August 20, 2015 be tabled until the November 10, 2015 worksession meeting.

DISCUSSION:

Mr. Arminio asked if there were any questions and/or comments? None

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Mr. Monge, seconded by Mr. McDowell, that the following minutes be adopted: (a) August 18, 2015 regular meeting, (b) August 18, 2015 executive session meeting

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

NAY: None

ABSTAIN: Ms. Jackson, Mr. Salcedo

MOTION CARRIED

Moved by Mr. Monge, seconded by Mr. McDowell, that the following minutes be adopted: (a) September 8, 2015 worksession meeting and (b) September 8, 2015 executive session meeting.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

COMMUNICATIONS:

Mr. Arminio stated we will see these again in Personnel.

REQUEST FOR UNPAID LEAVE – BILELLA

Request for unpaid leave from Donna Bilella, teacher at Washington School, February 16, 2016 through February 29, 2016.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – FREITAS

Request for maternity and unpaid family leave from Karen Freitas, 4th grade teacher at Connecticut Farms Elementary School, from November 30, 2015 through March 4, 2016.

LETTER OF RESIGNATION – DOONER

Letter of resignation from Karen Dooner, greeter at Livingston Elementary School, effective September 2, 2015.

REQUEST FOR INTERMITTENT FAMILY LEAVE – SAHR

Request for intermittent family leave from Doreen Sahr, English teacher at Union High School, effective October 8, 2015.

REQUEST FOR INTERMITTENT FAMILY LEAVE – MOTT

Request for intermittent family leave from Thomas Mott, teacher at Union High School, effective October 6, 2015.

REQUEST FOR INTERMITTENT FAMILY LEAVE – GRAMAT

Request for intermittent family leave from Jeffrey Gramat, teacher at Union High School, effective October 13, 2015.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated good evening and as part of the continuing presentation from each of our schools, tonight I'm going to start the Superintendent Report with presentations from Union High School and Washington Elementary School. In light of the fact that we recently had a District-wide reorganization, I thought it was important that our new administrators have an opportunity to come before you and present some of their accomplishments in this short period of time in their building. I have given the principals a format in which to follow and it is going to go like this. It will be in three phases. They will present an overview of their building, their building goals for the 2015-2016 school and any needs that they have identified in the first month and a half. Please understand that Union High School is going first, I understand Mr. President that you had instructed Mr. Matthews who is in the back to go first – so since Mr. Matthews won the toss, will you please present your presentation followed by Union High School.

Mr. Matthews stated thank you Mr. Tatum, Board members before I begin I would like to first bring attention to a great loss for the Washington School family. As you heard, the District at large had a great loss – Mrs. Susan Kornblum fought a battle with cancer, a valiant battle for many years and that battle ended yesterday. There were tears today at Washington but more importantly there were smiles and hugs, laughter and Sue wouldn't have had it any other way. We are going to miss her dearly.

I am going to follow the format you set forth Mr. Tatum. This is my report to everyone here and I'm going to start with our Overview. I would like to start with the mission of Washington School and that is to provide every child with a sound academic foundation, a positive environment and the skills necessary to continue learning as a life-long student. Obviously, the learning as a life-long pursuit is what many people find to be perhaps the most important part of that statement. But in my opinion, I like to put an emphasis on the positive environment part because I believe that when there is a positive school climate virtually everything stems from that and Washington School is very fortunate in that we do have a very good school climate and I think what occurred there today is just a testament to that.

I also want to thank the Board member Mr. Vito Nufrio for being our liaison and for actually being there, for being visible, accessible, approachable and I also want to thank him for experiencing all the wonderful events that we have had so far and your presence makes a difference. Mr. Nufrio stated your welcome.

Mr. Matthews stated we have for the first time ever at Washington School a Vice Principal Miss Mary Malyska and I want to thank her but she could not be here tonight. I do believe that her and I complement each other very well and we are off to a wonderful start.

We have new staff at Washington School; some are transfers from within the District and some are brand new employees. We have Mrs. Christenson, Ms. Ramey, Mr. Barber, Mrs.

Glazer, Mrs. McDonough, Mr. Kraly, Mr. Penny, Ms. Norman, Mr. Dominguez, Mr. Santangelo, Mrs. DaTorre and I'm very happy that we have a couple of Mr's there and it is a great welcome.

The grade ranges in Washington as most of you know, but I put it on here anyway, is pre-K to 4 and within those grade ranges we have 603 students.

Security Measures: There are 28 District cameras functioning at the school and an additional 24 in-house cameras. We have the monitors set up and ready in my office and the custodian's office. We have a school greeter at the main entrance and I just want to say quickly that the school greeter is the first person that any visitor to school meets and I think it is really important that that person be a very warm and inviting person; but also vigilant and I think we have both of those in Mrs. Oliveria. Thank you Mrs. Oliveria for that.

We also have the required one fire drill per month and we already completed Septembers and Octobers and we also have one emergency drill per month and in September we had a lockdown and we will be having a building evacuation before the end of October.

I felt it necessary to create a slide just for the PTA because they are that important at Washington School and they are that involved that they needed this recognition or I felt that they needed it. There were two general meetings so far, very well attended. The PTA provides volunteers for every aspect of daily operations at the school. Their goal is 100% membership and we are really pushing for dads to join because at those two general meetings that were very well intended, I was the only male represented there so I'm really pushing for more male teachers and parents to join the PTA. The PTA is working very diligently to subsidize field trips for all grades. It is one of their desires that every child experience a field trip and I would like to see that happen as well.

Recent events, even though the year is relatively new, we have already had a reading night which was very well attended; 60 plus students and many volunteer readers. We had a book fair which was extremely successful fundraiser for the PTA and many hundreds of books were sold and I'm confident that they are being read. The movie night was well attended. The ice cream social, Mr. Nufrio can attest, was extremely well attended; what a great night. Geography night just took place this past Friday and as it says, all students experienced the world in Washington School on Friday night.

Upcoming events, we have a 3rd/4th grade dance on the 23rd, this Friday; pumpkin patch next week; class parties for Halloween and even though these are not PTA sponsored events, I still wanted to include them. We will be having a Trunk or Treat on the 30th and a Halloween Parade on the 30th.

At Washington School, Miss Morrison started a 1,000,000 page reading challenge six years ago and it has involved into a 2.5 million page reading challenge. If you can wrap your head around it, to get to 2.5 million pages, with a student body of approximately 600 and staff hovering in the high 80's, it is difficult to get to 2.5 million – we are talking 14,000 plus pages a day. We are going to get there and we are going to have a wonderful celebration which you are all invited to at the end of the year. Last year it was 2,000,000 and we met that goal and now it's

2.5 million and as I said we will have a very large celebration at the end of the year and just a little hint, the slogan for this year's celebration for the whole year's challenge is "Splash into a good book".

Writing Across the Curriculum – I think it is very important that we bring attention to the fact that our children are going to be writing in a cross curriculum format and every subject must include writing. It doesn't mean that we are going to be writing more per say, we are going to be writing better and in every subject areas so that the children can express themselves and communicate across the curriculum. Student samples of course are hanging in the school now with the rubrics and the common core requires this and certainly in compliance at Washington.

I-Ready is a District-wide initiative. It is licensed software that we are using with all the children in our two computer labs to enhance the math and language arts standards. We have 60 students that come in each morning who have been identified as students who could benefit from increased exposure to this program and that goes from October to May and that is not a stipend program that is teachers who would otherwise be on duty elsewhere on the campus and I felt why not use them in the two computer labs and get more students exposed in this great program.

We also have a Lego Program which I found out today it is definitely moving forward. This is a stem program – science, technology, engineer and math and encourages boys and girls to work as young scientists, engineers, mathematicians and creative writers by providing them with setting tools and tasks for completing cross curriculum projects and that is a very popular program at Washington in the past.

We have incentive programs at Washington. We have the Bucket PAWS Incentive Program – PAWS which stands for "Pride at Washington School". When a child is caught doing something good, selfless, an act of kindness – they will receive a Bucket PAWS ticket from a staff member and this ticket will render a child eligible to win the monthly PAWS award in each grade level. Students will receive a free book from me on their birthday to recognize their special day and to continue to encourage reading and students of the month for September were Shiloh Arrington, Derek Ferrari, Emily Eugene and Valentina Sepulveda. Congratulations to those students. October students will be announced at the end of next week.

We had Respect Week in the beginning of October and what we did at Washington, we created a bullying breaks hearts banner, a recipe for respect – another writing assignment, we had Hall of Respect – stars were given to each student and they had to define what respect means to them and then we had an assembly with super heroes on hero day – HERO which stands for "helping to encourage respect for others" and we had a visit from the Guardian and Captain America made a brief appearance and of course we had our school spirit day. Our colors are blue and yellow for Washington School.

Mr. Matthews presented pictures on his power point presentation, the information is appended to the minutes.

Mr. Matthews stated as far as the needs for Washington School. I didn't feel that a slide was warranted. My goal is to get four hardwired new computers which were virtually there but

some computers were refurbished and they are not exactly up to par and they are not where we need them exactly. My goal is to get four current new hardwired computers in every classroom so that this I-Ready program is not only going to be used in the two computer labs but have the opportunity to get the students on a rotating basis on the program in the classroom as the teacher sees fit; so that is the need for Washington School. Thank you very much everyone.

Mr. Tatum stated the emphasis is on new. We will be looking carefully to how to make that possible. Nice job. Next up, the whole high school family is here tonight. Mr. Lowery if you would come forward with your group and take us where you want us to go.

Mr. Lowery stated I am going to ask for more than four computers. Good evening and thanks for having us. I wanted to bring the entire administrative team and I want you guys to have first hand take on how great we actually are. It is really good to come to work knowing that your work with people that you trust and work with people that have the same work ethics and the same tenacious attitude that you have to hit what it is that you need. That is very refreshing. I am going to let them speak and they will give you an overview of the school.

I am just going to briefly talk about what we did when we first came together. The first thing I thought which was most important was that we put some kind of structure together. There are three new administratives including myself in the building along with Mr. Peterno who is our one year vet and he is going on his second year so he is a veteran. We wanted to sit together with different interests and talents and we just wanted to make sure that we had the same structure in place and we wanted to put that discipline code in and make sure that we can be consistent when we had to impose any infractions or just to make sure that the day went smooth. What we did, we sat together over the summer and we put levels in for the different infractions and just talked about the different type of structure that we want. We talked about the prior and what we want to instill and we talked about the success that we want and in any position that you go, you cannot be successful if there isn't any structure in place. That was the first thing that we did; so we got this composed together.

We met with the student body the first week and that first week was tough because they were use to certain routines and there were certain things that were enforced but not enforced the way that we were going to do it and make sure that we were consistent with it. So that first student meeting was a little bit rough. We explained to them what would be expected and we also listened to their concerns as well. Through that there has been ongoing dialogue with the student body and that is what we really wanted to create. Not to say that we are coming here and this is the rules and this is what we expect you to do; but we wanted to create dialogue and we wanted to create understanding on where we are going and why we are going this way and how it is going to lead you to be successful.

The policy that really shook the students was the cell phone policy and they were use to walking around with their cell phones and we had committed that from 7 o'clock to 2:30 there were no cell phones allowed to be used and our whole reasoning on that was that we wanted them focused throughout the day. The cell phone can be a great tool but it is also a big distraction and the students are text messaging throughout the day, they are not focusing on their instruction, even during lunch time. Things can happen during the day that cause some conflicts

when students get on social media. We wanted time to eliminate that and we had an ongoing discussion about that and it has been going well and students have even been coming to us and saying you know Mr. Lowery honestly I pay attention a little bit more and I think this policy might eliminate that and I think we are going to see an increase in student production; even academically because they are focusing more. We also see students during lunchtime not only socializing but also seeing more doing their homework instead of being on social media. They are actually doing homework and having study groups during lunch hour also. So we are seeing some positive impact from there.

We met with the Supervisors and we talked about how we want to get them involved as well. We wanted to make sure that we were looking for teachers to come into the high school that is a collaborative process. We want to group the best teachers and set up a tier in three levels. The first level would be supervisors, along with the VP's, we want to get teachers involved in that personnel process. The second level process is where four or five candidates will come to the principal's level, along with another vice principal, and select the final two to go to the Superintendent's level. What we want to do is create a collaborative environment where teachers have input, student's have input, administrator's have input and then we can come to a common ground to select the best teachers to come here to teach our students. In a nut shell that is our first month which was in August and what we tried to do was create structure, create a vision and create which way we want to go. So with that said, I'm going to turn it over to the vice principals and they are going to talk about some of the different programs that we instituted thus far.

Mrs. Osty stated I am the freshman Vice Principal and some of the programs that I'm going to talk to you about tonight – the first one that we have is we have a former student who is doing something wonderful for our school and for some of our students Isa Abdul-Quddus – he will be here on November 3 and he is former Union High School graduate who is also a football player for the Detroit Lions and what he is doing, this is going to be the first year that he is doing this, it is called the “Game Changer Showcase”. He is going to come and talk to some of our students and he is going to spend the day speaking to students and sharing just a little bit about his life; how he grew up in Union, what he is doing, basically his dream and how he became to where he is, being on the Detroit Lions.

What he decided to do was he is going to hold an annual event from now on and this will be the first year and it is a showcase that he is going to donate money to our students. He is going to hold basically a contest and there is going to be four categories: performing arts, music, visual arts and science and technology. The winners in each category will receive a \$1,000 cash prize to put towards pursuing their passions. The runners up will be five runners up and will receive \$250 in cash prizes and this showcase will allow the students to share their talents and encourage them to pursue their dreams as well. He is going to have this event held and have audiences and a select group of judges that are going to judge this and the students can perform and share their talents and they will vote on that and have the winners of these showcases. Mr. Barrone and Mrs. Belacchi are going to be in charge of that; so that is one of the events. He will be in our lunches to talk to all of the students and answer questions that they may have.

One of the clubs is actually a club that Mrs. Bossard started this year which is a dance club and she had the girls in all of the grade levels basically try out for this dance club and it wasn't just their talent it also involved their grades – they had to maintain a certain grade point average to be involved in this. They spent a lot of time rehearsing; they had to try out for it. They performed at our pep rally in front of everyone and they did a great job and it was all the grade levels from freshmen to seniors; so that is one of our clubs and we have plenty of clubs but that is one of our new ones this year.

Our community service, we have so many students that have come up with great ideas this year and we have an array of many talented students; but two of them stood out to me this year. One is Sabrina Prevost, who is a sophomore and big into the ROTC. She came to me with an idea and to Mrs. Bridges, one of our guidance counselors, and she asked if she could do a book drive and she wanted to tie that into the elementary schools. She wanted to collect books that the students from Union High School no longer use and have the elementary students be able to come up to the high school on Saturday and purchase these books for a very low cost and then each grade level that donated the books would use that money for their grade; so the freshmen would have section and the sophomores, juniors and seniors and that it would also allow the students to have community service because they would have to organize the books, they would have to spend their Saturday getting the books organized and having them categorized as to genres and then selling the books. It would also allow our elementary schools to come up and purchase the books because a lot of the students don't have the money to purchase books at Barnes and Noble or through Scholastics so this would give them the opportunity to invest in the books as well. When the teachers heard about it they wanted to donate adult books so that even the parents could shop while the students were shopping; so that is one of our students.

Another student is actually a former student at Franklin who wrote a book and had it published and her name is Berline Delinois and the book is called "*Sanity Would You Risk Everything to Just to be Considered Human*". She brought this to me because in Franklin, she talked about how much she was encouraged to write and read books. She wrote this and it was published and on Friday, she was upset because she had to miss school because she had to go into New York City and they were going to decide if this would be made into a movie. She gets to find that out in about a week. She is very excited and she is working on a second series of her book. We have a lot of amazing students here.

Our morning announcements, we have two seniors that come down every morning, Ivana Techque who has done student council and David Brown who is one of our ROTC sergeants. He is also a football player. They come down and they announce everything from the games, the scores of the games to college acceptances, birthday shout outs that the kids come in and put in in the morning – we have a tray that they put it in and they can shout out to their friends. The kids are doing a lot of amazing things that are a little bit different from the years passed but they seem to be enjoying it. I love being there and the kids are just great. These are just some of the things that I wanted to point out that the kids are doing.

Mr. Paterno stated I am the sophomore Vice Principal – it's pretty funny that it is my second year here and I'm second in command. I am going to be going over some of the nuts and bolts of this school. I was in charge of the rehab of lockers for our students this year so that we

could secure the school a little bit better than what we had done in the past. While we were doing that we checked the quality and the conditions of the lockers. There is only so much that a layer of paint can do to a locker and our lockers are a little bit in need of help. So I'm going to ask for new lockers in our building because new lockers will actually come with locks which will in turn the turnkey locks which we purchased already to secure our phys ed lockers also. So now we have security from hallway lockers and also phys ed lockers. Doing this we found out that we have lockers that we cannot use because they are in a very congested area so we don't allow to have kids to have lockers there because it would just make the area more congested. We also did this because we want the students to know that the locker is school property so our lock on there it makes them understand that the lockers are used for three things: books, school supplies and jackets – that is what they are there for. We want to make sure they understand that. We have the ability to go in there if we need to – to search it for reasonable suspicion because we want to make sure that our students understand that we don't want any outside elements to come in and that is why I think this is a big thing that we need to do. The locks are linked to the locker so the student will have that locker for four years and that will take me onto the next item.

This was proposed to us – one of our teachers actually came to us and said we thought about homeroom and this is a teacher saying this. We actually sat down and talked about this and it is driven by the teachers and this is just a start. (inaudible) It is teacher driven. The teacher said to us that the comradery that they would have with the teachers and students would be amazing because that teacher would stay with that student for four years in their homeroom. They would build relationships with not only them, but also with the parents, because they would be in contact with the parents via logistical things that we have to hand out. We are a very large school, we have 2400+ students. We have 185 teachers. If we need to get something out, we need to get it out as soon as possible and the homeroom helps because now with that teacher being in that homeroom for four years with that student, it is a lot easier to hand out paperwork and get it back. Right now our homeroom is combined with 1st period which means the second to last of all appointments and attendance. What happens is we have a homeroom that is linked to 1st period – our student attendance – the homeroom has attendance and the first period has attendance and we have been having a problem with that attendance step. The issue from the teacher is what he said is they would have attendance for homeroom and that would also help drive our attendance rate hopefully and bring it up and also be more accountable on that teacher to make sure that student is here because we have had some problems where we have had a parent call and say I dropped my son off but he is not in school, it says that in Genesis, what is going on. We go into emergency mode and find out that the student is there, it was a mistake in homeroom. The homeroom would also link the locker to homeroom so a student would be linked to that area where the homeroom is their locker will be. So it will make things a lot easier. That is all I have to say and now Mrs. Bossard.

Mrs. Bossard stated I am the junior Vice Principal of the high school and I'm going to discuss with you our Title I. I was in charge of our Title I at Franklin for many years and Mr. Lowery asked me to work on that as well at the high school. The Title I program this year is going to start November 9th, the morning and after school program, our Saturday program is starting November 14th and the morning program begins at 6:30 and ends 7:30 so that the students have time to get to class and it will be more tutoring based. I spoke with a coordinator

today and we are going to focus on certain core subject areas: Algebra I, Algebra II, Science, Social Studies and getting the students provided that if they need help.

After school program will have a little more teachers that will include two writing teachers and it begins at 2:45 and ends at 4:15 and it will also be tutoring based with writing instruction included. In order for a student to be eligible, we are going to be looking at where they are not doing well. We are going to be pulling in Genesis the areas that students are failing classes, our Title I students, who is failing and who is not, those students, their parents will get a letter that it is imperative that they attend so that they don't lose credit. Our Saturday program is going to be about the same – it will be two hours and it will include more subject areas – Biology, Earth Science, Environmental Science, all of those different areas to make it more acceptable to them. We are trying to make this so that everyone, all of the students that are in Title I, attend and that they have to attend so that they don't falter later on and have to repeat classes and have to take summer school.

Mr. Ruddy stated good evening, I'm the senior Vice Principal. S.W.A.A.G – there is a need at Union High School for an alternative program. What is S.W.A.A.G. – Students with Alternate Academic Goals that persevere through socioeconomic and academic adversity. The Program will address students with the following concerns: emotional/behavioral/social issues, truancy/absenteeism, academic performance – student who fail three or more subjects and insufficient credit. Students with insufficient credit tend to not to have a track record to attend their respective class.

2012-2013 – this reflects our current senior class. In their freshmen year, we had roughly 60 students that failed three or more courses. 2013 – the numbers decreased by roughly 38 seniors and that number remained the same after their junior year. 2013 – this reflects the junior class you will notice roughly 50 juniors failed three or more subjects.

Our mission is to meet the unique educational, social and emotional needs of our diverse student population in a safe nurturing environment that encourages students to develop an enthusiasm for learning and to pursue post high school opportunities. For example: small group instruction – Mr. Paterno spoke about homeroom but to piggy back on the homeroom, develop family advocate from home and mentoring advocate for our students in the S.W.A.A.G. academy; integration of technology across content areas and within this setting the teachers do a ratio with the maximum 10:1; focus is on internships and entrepreneurial experiences.

Our goal to improve student achievement in ELA/Mathematics with a 75% proficiency or 10% individual increase – that can be achieved by basically analyzing student data for a form of structural practice followed by community driven unit plan and intervention – so to increase the graduation rate generate, analyze attendance, contact parents of individual students about student attendance and achievements; decrease suspension/ODR and implement family advocacy and mentoring program.

I put together a Venn diagram for academic success. You will notice in the center, the core, is engagement. Engagement is the core of teaching and learning – through the three R's that are listed – relationship, relevance and rigor.

These are the identified core courses of graduation requirements that will be offered in the S.W.A.A.G. Academy and the start date is January.

Mr. Lowery stated that the high school is a humongous organization and as I was listening to Mr. Matthews, I was reminiscent because on a free period being at Franklin and seeing all the fun pictures and cartoon characters and the little kids and those fun activities, we miss those things and now we are on another level. We have to prepare this generation to go out into the real world and we are doing a lot of things where we want the students to be engaged in the things that they are doing that are relevant. We are talking about entrepreneurial ship, a lot of different things that they want to get involved with – full time media, television, radio or whether it is just entertainment. We want to go out there and have fun. We had the pep rally. We have done those things but at the same time we have to prepare them also. The EDT program which we are changing to Students with Alternate Academic Goals. I have a lot of students that are coming to me that want to forfeit their lunch to pick up another class because that will help them graduate. If we add a recovery portion to this academy and it is not just seen as a place where we put students with discipline problems, we are just adding another piece to the educational process where we are helping our students. I talked to Ms. Ahern, we also have a lot of seniors that maybe only need two classes to graduate because they have done well up through their 9th through 11th years. What that means is maybe they go to the afterschool academy and maybe they can get a job during the day; maybe they can start taking some early college credits at junior college or they go into their four-year school. It opens up a different avenue. We also have a lot of students – so if you have seniors and now they are 17-18 years old and they have other alternatives, they can also take some of the students out of the building because they are able to work on internships – they would go to work, along with still graduating. We want this academy to open up more educational opportunities.

Our mission statement – at Union High School we believe in succeeding in instilling P.R.I.D.E. into our students. The acronym at our school stands for the following: Union High School students and staff are Proud Ready Intelligent Determined Educated. We have a whole thing about P.R.I.D.E. in the building and bring that P.R.I.D.E. acronym and that P.R.I.D.E. actually means something to the students. Our mission at Union High School is for all students to succeed academically, socially, emotionally and maintain an active healthy lifestyle. It is our mission for those students who participate in extra-curricular activities to succeed athletically, artistically and entrepreneurially. So we are trying to teach the whole child. We are trying to make sure that all of our students have a sense of pride when they walk in the building and to have a sense of pride when they walk out of here and they can compete with anyone in the nation and they can be the best at whatever they want to be.

Our academic goals right now concerns the PARCC scores. We are still getting information about PARCC – we haven't seen the scores yet. We have not set a goal for PARCC yet until we are able to analyze that data.

Our graduation rate – we want to keep it above 95% and we want 85% of our seniors to enter into college and we want 100% of our students to either go to college, the arm forces or the work field. We want to make sure that we are touching every single student. Not every student

is going to college; but they also have other goals and that doesn't mean that they can't leave here and be successful.

Athletically, artistically and entrepreneurially – if you want to rank in the top 20 in the State consistently or whatever we are competing in, we want to place in the top 20 in all competitions, in our County we want to be top 4 consistently and ultimately, we want to be the best in everything we want to do.

Social behavior and responsibility – we want to reduce suspensions not only every year but reduce it every month. We want to make sure that we are dealing with these issues on a daily basis and dealing with it in a way where it is respectful. Students make mistakes, adults make mistakes but we want to make sure we maintain a level of respect between adults and students.

Again building appeal and cleanliness – I want our schools to be clean and that is just the environment want and I don't want to walk down the hallways and look at something that is disturbing – I want our buildings to be clean. It gives you a sense of pride.

Now onto the good stuff Mr. Tatum and Board members. Mr. Tatum stated your time is up. Mr. Lowery stated building needs – I compared the size of Union High School to other schools and one in particular, where I come from Piscataway, staffing needs that we have. Again our VP's, our administration, they do an excellent job of conversing with the students, the parent, the staff but I need to get into the classes more, including myself. Schools this size have a Principal, four Vice Principals, four Deans, they have a P.E. Supervisor, Assistant Athletic Director and an Athletic Director and that was surveying schools with a population of 2,000. So right now we are a bit at a disadvantage and again we are suppose to be instructional leaders and we do our best at doing that but sometimes it does get difficult in getting into the classrooms and giving the teachers the support they need as well. Spending a lot of time with the students and spending a lot of time answering emails and a lot speaking with parents, at the end of the day I ask if anyone got into a classroom and a lot of times the answer is no. Those are some of the staffing needs.

As far as the building, and you talking about being the best in the State, well our building has to improve also. I really think that we need a brand new high school. There are parts of this high school that are extremely hot, there are some light issues in here and parts of the building that are extremely cold. We are still heating our building with radiators. We have to really talk about what is the next step in terms of Union High School. I think we are off to a good start as far as the people in the high school and one thing that I told the students, what will make us the best high school in the State is not the actual building but the people that encompass the building. They are what makes the building. So we have that mindset and at the end of the day we are working towards that. We want to make sure that our students are able to compete with the other students in the State. So if other students in the State are walking our building where there are five-six computers in every classroom and every classroom has a smart board, and the heating, lighting and air quality is sufficient enough for students to learn but we don't want to put our students at a disadvantage so those are some of the needs that I think we need to seriously consider, seriously talk about and find ways where we can do it. Are these immediate goals? I

don't think so; it will take a lot of planning. It will take all of us together to try to accomplish this. Thank you. (power point presentation appended to minutes).

Mr. Arminio stated I want to thank both Washington School and Union High School for a wonderful presentation. You set the standard for the rest of the District and the rest of the schools that are coming after you to make presentations that are very informative and very interesting. Thank you very much.

Mr. Tatum stated I have to do my Superintendent Report; but thank you to both schools for the great job.

Student/ Staff Attendance: Student Totals 97.240% Staff 96.894%

Tonight as required by the New Jersey regulations, I am going to present to you the second period of 2014-2015 Violence and Vandalism within the District:

1. Section A: County of incidents by reporting category: violence 35; vandalism 9; weapons 4; substance abuse 6; HIB 18 – unduplicated total 72
2. Section B: Cost of Vandalism – incidents involving cost to District 0.
3. Section C: Actions taken: Police notified (no complaint) 7; Police notified (complaint filed) 8; in-school suspension 0; out-of-school suspension 83; expulsions, unilateral removals, removal by ALJ 0
4. Section D: Offenders and Victims – student offenders 97; student victims 30; school personnel victims 7; student victims of violent criminal offense 0
5. Section E: Program provided upon disciplinary action – assignments, education program, instruction and/or support services 54; in-district program 0; home assignment, home instruction 50; out-of-district program 0.

The next portion of this report I'm going to talk about District Assessment and I sense that Mr. Lowery had alluded to the fact that we don't actually have PARCC information available to us right now but one score that we do have is NJASK scores for Science – so I will go very quickly by each building:

NJASK 4 Science

	Battle Hill	Hannah Caldwell	Franklin	Livingston	Washington	Connecticut Farms
Total	83.5%	93.6%	88.7%	93.8%	93.5%	95.6%
General Education	96.5	97.9	89.9	95.7	98.6	98.6
Special Education	50.0	63.6	83.3	71.4	72.2	82.3

NJASK8 Science

	Burnet	Kawameeh
Total	78%	85.8%
General Education	86.4	89.9
Special Education	26	47.1

The high school Biology totals:

NJBCT

Total	63.9%
General Education	72
Special Education	11.9

Monthly Highlights for the month of September:

- Jefferson students are learning the 7 habits of highly effective students through “Leader in Me”
- Battle Hill students have kicked-off a reading incentive – Find the Treasure in Reading – Be a “Book-a-neer”
- Washington School’s 2million Page Reading Challenge is off to a great start; as of October 6th the reading total is 104,884 pages
- Franklin School students participated in a Let’s Be Friends Presentation/Anti-Bullying Presentation
- Sgt. Tom Rich presented to the students and parents of Kawameeh Middle School the importance of internet safety and digital footprints
- The Pep Rally at Union High School went well this past Thursday, October 15.
- The same for the Homecoming Dance Thursday evening and Homecoming Game Friday night.

I like to congratulate Union High School staff and administration for a very orderly pep rally. I had an opportunity to see a little bit of it and I have to say I was very impressed to see 2400 students out on our field and really representing our District and our community. So they need to be congratulated.

Student Recognition:

1. Abigail George, from Jefferson School, initiated an Anti-Bullying Club
2. Nicholas Santana, from Burnet, was the recipient of the Elks Lodge Poster

Contest

3. James Huang was the student who contributed the most pages to the Washington School's reading challenge. He is a 4th grader in Mr. Kraly's class.
4. Brianna Terrezza, from Kawameeh Middle School, received the People's Choice Award of Union's Got Talent
5. Several Union High School students were featured on nj.com and Suburban New for UHS Bullying Prevention Month
6. Voting currently on nj.com for UHS Student, Israel Maldonado, for Top Soccer Performance for Boys.

And finally under student recognition, something really very interesting that came to me in an email last week, we had a student here at Union High School, her name is Brianna Colmenares who actually had the opportunity to speak with the White House Press Secretary, of the United States and apparently she took the time to communicate some information and made some telephone calls and she got a call back from the White House Press Secretary. So I thought that was very interesting and something really worth communicating to you tonight and also congratulations to the student for being very persistent in her efforts to reach our White House.

Upcoming Events:

- Next District Planning Committee Meeting will be on Wednesday, October 21st at 7:00 pm and we will be prioritizing a list from our Bed Bath & Beyond presenters that came last week. Among other events that may emerge as we come together, although sometimes we come together with a plan of action, we have a tendency in many cases to wind up being diverted to something else and we just continue to make more progress and I am really proud that we started this in the District and tonight hopefully, the Board will approve from the actions of the Planning Committee our District slogan which has been announced "For You With You Excellence is the Only Option" – hopefully we will get this through tonight.
- "Leader in Me" Parent Night at Jefferson will be November 12th
- The Title I After School Program begins October 26th at Burnet Middle School

Mr. President, after an hour and 5 minutes, that concludes my report.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-1 AMEND 2015-2016 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT AND TUITION LISTS

That approval be given to amend the 2015-2016 out-of-district atypical student placement list and students exited from out-of-district placement, in accordance with the information appended to the nonpublic minutes.

E-2 APPROVE LIST OF STUDENTS REMOVED FROM THE ROLLS

That approval be given to amend the list of students removed from the rolls [five (5) students exited from September 1st through September 30, 2015 or a total of eleven (11) students for the 2015-2016 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2015-2016 school year, in accordance with the information appended to the nonpublic minutes.

E-3. The committee recommends and I so move that the Board approve the Union County Educational Services Commission 2015-2016 Nonpublic School Technology Initiative Program Agreement for Holy Spirit School located within this District, in accordance with the information appended to the minutes.

E-4. APPROVE STATE OF NEW JERSEY'S DEPARTMENT OF CHILDREN AND FAMILIES REGIONAL SCHOOL TUITION CONTRACT

That the Board approve the State of New Jersey's Department of Children and Families Regional School Tuition Contract Agreement, in accordance with the information appended to the nonpublic minutes.

E-5. APPROVE COUNTY VOCATIONAL – TECHNICAL SCHOOLS TUITION AGREEMENT CONTRACT 2015-2016

That the Board approve the Union County Vocational – Technical Schools Tuition Agreement Contract for the 2015-2016 school year, in accordance with the information appended to the minutes.

E-6. APPROVE THE MORRIS-UNION JOINTURE COMMISSION 2015 EXTENDED YEAR AND 2015-2016 SCHOOL YEAR

That the Board approve the Morris-Union Jointure Commission 2015 extended year and 2015-2016 regular school year transportation contracts, in accordance with the information appended to the minutes.

E-7. APPROVE TUITION CONTRACT AGREEMENT WITH HACKENSACK PUBLIC SCHOOLS

That the Board approve the Tuition Contract Agreement with Hackensack Public Schools, in accordance with the information appended to the nonpublic minutes.

E-8. ACCEPT VANDALISM AND VIOLENCE REPORT FOR 2014-2015 SCHOOL YEAR

That the Board accept the Vandalism and Violence Report for the 2014-2015 school year, in accordance with the information appended to the minutes.

E-9. APPROVE THE 2015-2016 SCHOOL NURSING SERVICE PLAN

That the Board approve the 2015-2016 School Nursing Service Plan, in accordance with the information appended to the minutes.

E-10. APPROVE CURRICULUM GUIDES

That the Board approve the following Curriculum Guides, in accordance with the information appended to the minutes: (a) Grades K-5 – Anti Bullying Curriculum Guide 2015, (b) Kindergarten -Social Studies Curriculum Guide – Curriculum Guide Approved: June 2015, (c) Grade 1 – Social Studies - Curriculum Guide 2015.

E-11. APPROVE DISTRICT SLOGAN

That the Board approve the following District slogan: *“For U With U, Excellence is the Only Option”*.

E-12. APPROVE THE NEW JERSEY DEPARTMENT OF EDUCATION, DIVISION OF STUDENT SERVICES, OFFICE OF SPECIALIZED POPULATIONS COMPREHENSIVE EQUITY PLAN FOR ACADEMIC YEARS 2014-17

That the Board approve the New Jersey Department of Education, Division of Student Services, Office of Specialized Populations Comprehensive Equity Plan for the Academic Years 2014-17, in accordance with the information appended to the minutes.

E-13. APPROVE THE BOOKS LISTED TO BE REMOVED FROM UNION HIGH SCHOOL LIBRARY AND MOVED TO THE LIBRARIES AT BURNET MIDDLE SCHOOL AND KAWAMEEH MIDDLE SCHOOL

That the Board approve the books listed to be removed from the Union High School library and moved to the libraries at Burnett Middle School and Kawameeh Middle School (grades 6th to 8th), in accordance with the information appended to the minutes.

E-14. APPROVE THE NONPUBLIC NCLB TITLE I AGREEMENT WITH UNION COUNTY EDUCATIONAL SERVICES COMMISSION

That the Board approve the Nonpublic NCLB Title I Agreement with the Union County Educational Services Commission, in accordance with the information appended to the minutes.

E-15. APPROVE SUBMISSION OF NEW JERSEY DEPARTMENT OF EDUCATION EQUIVALENCY APPLICATION

That the Board approve the submission of the New Jersey Department of Education Equivalency Application N.J.A.C. 6A:5, in accordance with the information appended to the minutes.

E-16. APPROVE UNION COUNTY EDUCATIONAL SERVICES COMMISSION 2015-2016 NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENT FOR ST. MICHAEL SCHOOL

That the Board approve the Union County Educational Services Commission 2015-2016 Nonpublic School Technology Initiative Program Agreement for St. Michael School located within this District, in accordance with the information appended to the minutes.

E-17. APPROVE SETTLEMENT AGREEMENT

That the Board approve the attached Settlement Agreement for W.K., in accordance with the information appended to the nonpublic minutes.

E-18. APPROVE HONORS/AP CRITERIA AND APPLICATION PROCEDURES FOR 2015-2016 SCHOOL YEAR

That the Board approve the Honors/AP Criteria and Application Procedures for the 2015-2016 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio asked if there were any comments, questions or concerns about any of the 18 items? None.

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

NAY: None

ABSTAIN: Ms. Jackson

MOTION CARRIED

Mr. Arminio stated if the Board does not mind I would like to go off the agenda for a few moments and call a group in the back and I understand that you are hungry and who is going to speak?

Austin Roades an alumni of the Class 2015 stated last year I was fortunate enough to win a scholarship in memory of Jason Lobes who we lost unfortunately last year. Speaking to his parents, I would like to continue this scholarship with the soccer community. To my knowledge I must bring it to you guys in order to get insurance coverage and the right to play on the athletic field and I would like to have an alumni game as a fundraiser to continue this scholarship in memory of Jason Lobes and I already spoke to his parents and they are all for it. I was hoping to get the soccer club as well in order to get some sponsorship and help with this. A request in using the athletic fields here at the high school to continue this scholarship.

Mr. Alumni stated did you speak to Ms. Ionta? Austin stated yes, she is the one who actually told me to come to the Board of Ed meeting to request it. Mr. Arminio stated if you would, where do you go now? Austin stated Seton Hall University. Mr. Arminio stated do you live there or commute? Austin stated I commute. Mr. Arminio stated great, can you put it in writing and bring it to Mr. Tatum so that at the work session next month we can discuss it and we can either make it a voting meeting and vote on it – we will know the details and it will have to go through our Business Administrator about the legalities of it and Mr. Tatum I know he will have something to say about it but certainly just put it in writing briefly and get it to Mr. Tatum. Is there any other Board member that would like to make a comment or ask a question at that time? Ms. Jackson stated can he send an email – being a college student it would be easier. Mr. Arminio stated any other questions or comments from Board members? Mr. Arminio stated I think it is wonderful what you are trying to do. Austin stated thank you.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

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

F-1. ACCEPT TREASURER'S REPORT

That the Treasurer's Report dated September 30, 2015 be accepted.

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated September 30, 2015 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 September 30, 2015 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/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 September 30, 2015 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient 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 LINE ITEM TRANSFERS

That the Board approve line item 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 and 8A:18A-10(a), 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, in accordance with the information appended to the minutes.

F-7. Reserved. Item adopted at October 13, 2015 work session meeting.

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

That the Board approve the amended list of the 2015-2016 State Contract Vendors to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE LIST OF 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), in accordance with the information appended to the minutes: (a) NJSIAA - \$3,000 (estimate) – Union High School Athletics – Football (this check would be written only in event of qualification for playoff game at home); (b) NJSIAA – Union High School Athletics – Wrestling - \$12,000 (approx) (estimation of reimbursement to State Wrestling Tournament at UHS); (c) UCIAC – Union High School Athletics – Wrestling - \$4,000 (approx) (estimation of reimbursement to County Wrestling Tournament at UHS), (d) A.V. mother of B.G. - \$3,115.00 – represents moneys collected District wide to assist student suffering from health issues, (e) A.V. mother of B.G. - \$1,000 – represents moneys given by the Jeffrey Budnowski account to assist student suffering from health issues, (f) Forest Lodge - \$1,600 – Kawameeh Middle School – 1st deposit due November 15, 2015 for 8th grade Forest Lodge trip (6/20/15), (f) Forest Lodge - \$1,600 – Kawameeh Middle School – 2nd deposit due January 12, 2016 for 8th grade Forest Lodge trip (6/20/15), (g) Forest Lodge - \$7,000 – Kawameeh Middle School – final payment for 8th grade Forest Lodge trip (6/20/15); (h) Pine Forest Camp – \$14,800 - Marching Band – payment for 2015 Band Camp, (i) Scholastic Book Fairs - \$2,594.05 – Kawameeh Middle School – payment for book fair invoice, (j) Costume World - \$4,801 – Union High School-UHSPAC – payment of Sophisticated Ladies settlement, (k) Burmax – \$4,154.40 - Union High School–Cosmetology – payment of kits for 2015-2016 students.

F-10. APPROVE ACCEPTANCE OF FY16 ESEA-NCLB GRANT FUNDS

That the Board approve the acceptance of the FY16 ESEA-NCLB grant funds from the New Jersey Department of Education as follows: Title I-A - \$727,445, Title IIA - \$179,621, Title III - \$63,675, Title III-Immigrant - \$5,031 for a total of \$975,772, in accordance with the information appended to the minutes.

F-11. AUTHORIZE PARTICIPATION IN THE MUNICIPAL CONTINUING DISCLOSURE COOPERATIVE INITIATIVE

That the Board authorize participation in the municipal continuing disclosure cooperation initiative, in accordance with the information appended to the minutes.

F-12. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT (ACTUAL FY15, BUDGED FY16 AND PLANNED FY17)

That the Board approve the Comprehensive Maintenance Plan Report (actual FY15, budgeted FY16 and Planned FY17), in accordance with the information appended to the minutes.

F-13. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (FORM M-1)

That the Board approve the Annual Maintenance Budget Amount Worksheet (Form M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.

F-14. APPROVE SUBMISSION OF AMENDMENT TO FY15-16 NCLB GRANT DUE TO FY14-15 NCLB CARRY-OVER FUNDS

That the Board approve submission of an amendment to the FY15-16 NCLB Grant due to the FY14-15 NCLB Carry-Over funds as follows: Title I-A - \$110,854, Title IIA - \$69,043, Title III - \$7,654 for a total of \$187,551, in accordance with the information appended to the minutes.

F-15. APPROVE SUBMISSION OF AMENDMENT TO FY 2016 IDEA GRANT DUE TO FY 2015 IDEA GRANT CARRY-OVER

That the Board approve the submission of an amendment to the FY 2016 IDEA Grant due to the FY 2015 IDEA Grant Carry-Over of \$5,484 in unexpended tuition and \$26,225 in unexpended nonpublic funds, in accordance with the information appended to the minutes.

F-16. APPROVE SCHOOL GRANT APPLICATIONS FOR PROJECT UNIFY (SPECIAL OLYMPICS NEW JERSEY)

That the Board approve the School Grant Applications for Project UNIFY (Special Olympics New Jersey) for Burnet Middle School and Union High School, in accordance with the information appended to the nonpublic minutes.

F-17. APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

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

DISCUSSION:

Mr. Arminio asked if there were any questions, comments or concerns? Mr. Monge stated with F-12 – the Comprehensive Maintenance Plan – it was explained to me that there is a lot of shifting if you look at the historic versus the budgeted plan, there is a lot of shifting due to various work that needs to be done in some schools versus others. The description for every school is the same and I understand you have a standard and this may be Mr. Wiggins, you have a standard review and a standard checklist being this checklist that you have to go through for every school but it seems to me that beyond that there should be some budgeted items that you should focus on for each school – I would think. Mr. Wiggins stated there are many budgeted items. Mr. Monge stated instead of us shifting money, it seems like we shift money when we need it because...the budget I know of is that you plan for the year, you know what work you have to do and you put in a number that you are looking to hit. It seems so far what I have seen over the last couple of months, we keep shifting money all the time because we need it and we say o.k. we are going to take from this budget item and then we are going to focus it over to this item because there is a need for one side versus the other and more so. For example, Battle Hill we had \$49,000 the actual for the previous year was \$73,000 so it seems like things shift and I don't know if you are working off just more than this description and if you are working off of more than this description, then great let's see it because like residents, I'm the rep at Connecticut Farms and they have the stairs that they pointed out to me and there is a big pot hole kind of in the playground, things of that nature that are and I'm not sure if that is the type of stuff that is covered in here; but it would seem to be just a generic description of what is going to be budgeted for every school and that this should be a little bit more thought and I'm sure that there is but I would like to see it as we vote on stuff like this going forward.

Mr. Arminio asked if there are any other comments, questions or concerns? None.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mr. Layden, seconded by Mr. Salcedo that the following resolutions be adopted:

O-1. AFFIRM SUPERINTENDENTS RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period September 8 to September 30, 2015, in accordance with the information appended to the minutes.

O-2. APPROVE SECURITY DRILL AND BUS EVACULATION REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the Board 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-3. APPROVE CHANGE OF USE AT FRANKLIN ELEMENTARY SCHOOL

That the Board approve the change of use of a room at Franklin Elementary School from conference room to instructional room, in accordance with the information appended to the minutes.

O-4. APPROVE RENTAL OF BOYS & GIRLS CLUB FOR 2015-2016 WINTER SWIM SEASON

That the Board approve the rental of the Boys & Girls Club of Union County for the 2015-2016 winter swim season for \$11,000, in accordance with the information appended to the minutes.

O-5. APPROVE RENTAL REQUEST FROM CROSSROADS CHRISTIAN FELLOWSHIP

That the Board approve the rental request from Crossroads Christian Fellowship for the use of Battle Hill School Gym during the months of January, February and March for their basketball program and request for waiver of rental fees only (utility fees will be charged), in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio asked if there were any comments, questions or concerns? We discussed these in the work session. None.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1 to P-11. Reserved. Items approved at October 13, 2015 meeting.

P-1a. APPROVE PERSONNEL ACTIONS

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

P-2a. ACCEPT LETTERS OF RESIGNATION

That the Board accept letters of resignation from the following staff: (a) Karen Dooner, greeter at Livingston School, effective September 2, 2015.

P-3a. ACCEPT LEAVES FOR STAFF

That the Board approve leaves for the following staff: (a) Donna Bilella, teacher at Washington School, unpaid leave from February 16, 2016 through February 29, 2016, (b) Karen Freitas, 4th grade teacher at Connecticut Farms Elementary School, maternity and unpaid leave from November 30, 2015 through March 4, 2016, (c) Doreen Sahr, English teacher at Union High School, intermittent family leave, effective October 8, 2015, (d) Thomas Mott, teacher at Union High School, intermittent family leave effective October 6, 2015, (e) Jeffrey Gramat, teacher at Union High School, intermittent family leave effective October 13, 2015.

DISCUSSION:

Mr. Arminio stated any questions, comments or concerns? None.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

Moved by Ms. Jackson, seconded by Mrs. Zuena that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:

None.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zuena, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio asked if there was any unfinished business? None.

NEW BUSINESS:

Mr. Tatum stated in front of each of the Board members we have a copy of the draft Organizational Chart that I handed out earlier this evening. What I would like you to do is take a look at this Organizational Chart proposed and if you have any concerns bring that back to me before our next meeting and if all is good we will put this up for a vote next month and adopt the Organizational Chart. There has been a few changes to the Organizational Chart as it was last year and hopefully there will be changes as most things since it is for the better.

Mr. Arminio stated that is under new business so everyone take a look at it before the next meeting. Is there any other new business?

Mr. Monge stated so are there going to be names? Mr. Tatum stated I don't know if I understand your question. Mr. Monge stated in an org chart you have titles but I don't see any names. Mr. Tatum stated that we normally don't put names on there – just positions because basically we know who they are. Mr. Monge stated I don't. Mr. Tatum stated when I refer to the secondary Assistant Superintendent that is Dr. Lishak, elementary is Mrs. Moses; but normally on the organizational chart we don't put on names. Mr. Monge stated it just says that there is a new Board member but beyond that I think parents would love to be able to see an org chart with names on it. Mr. Tatum stated that is why it is on the Board's website. All the names are on the website for parents to see; but if you want to see names on it, we can get that done.

Mr. Arminio stated we don't normally put names on this – this is just who reports to whom in a general sense and then we can sit down and put all the names in if you like. Ms. Jackson asked why can't we just put the names on? Mr. Arminio stated because names can change and then you have to vote on it again. Ms. Jackson stated we have to vote on it? Mr. Tatum stated you are approving the organization. Mr. Nufrio stated if I may Mr. Monge, though it is a legitimate question you placed in front of the Board basically an organizational chart is just simply to show who is responsible to whom. Mr. Monge stated I get it and I know, corporate environment may say the name and who's who; but you are just saying that the purpose of the org chart is who reports to who and I get it and then the names would be interchangeable but maybe it is something that official that we have to approve on. It would be helpful for not only the Board members but the parents. Mr. Nufrio stated hopefully the website will have it. Mr. Monge stated I will look at the website to see what we have. Mr. Tatum stated I can give them to you. Mr. Monge stated I could, give me the names.

Mr. Arminio stated I have some new business. On November 4th, there is a Union County School Board Association meeting and I know Mr. Monge, Mr. Nufrio and I went to the last one and this one is going to deal with a conversation on Common Core and State standards. Some of us might be interested in that. It is the Union County School Board Association at it is going to be at the Westwood as it was last time and you get one academy credit and of course dinner will be served and it is for free and you have to register in advance. I have it here. I don't know if you got it in an email; but it is also in the paper copy of the School Board's bulletin so if

anyone is interested. I think we should be interested in the Common Core and State standards. Mr. Nufrio asked how many people are permitted to go? Mr. Arminio stated every Board member.

Mr. Arminio stated I just want to point out that I'm on the Union County Ed Services Board and the President of that and the President of the Board of Education of Berkeley Heights and I'm only mentioning it because she is in Union County and she is the Board member of the year in the State of New Jersey. She is a wonderful person and she has been a Board member in Berkeley Heights for 32 years and on the County Ed Services for 18 years - Helen Kirsch. I think that it is amazing that anyone could volunteer her time for that amount of years.

Mr. Nufrio stated I don't know if mine falls under old or new – first of all, we currently have advertised the position for Board Attorney and I believe the deadline is set for October 26th and after my insistence and the rest of the Board, it was placed in a public venue as opposed to simply placing it on the website. As such, hopefully we will be receiving some update from the ad hoc committee that has been given the assignment of reviewing candidates once the deadline has been reached so that we can perhaps schedule a meeting to make a determination as to which attorney or firm we will possibly consider to be our legal eagle so to speak. I do want to thank Mrs. Cappiello for following up on it and she is very diligent and any requests that I have made pertaining to this and other matters so thank you. Mrs. Cappiello stated your welcome.

Mr. Monge stated a couple of things and one is, I don't know if anybody ever spoke about the PARCC workshop and I know I went and I'm not sure who else went from the administration, did anyone else go? Alright Mrs. Moses do you want to talk about it? Mrs. Moses stated you can talk about it. Mr. Monge stated thanks I appreciate it. One interesting thing that happened today and I don't know if you folks read about it but there was an announcement that the PARCC scores actually came out and that more than the majority of New Jersey students failed the PARCC in both English and Math. I don't think that was any surprise of anyone who knows and seen this happen in the other states but it is interesting as I know that the principal in the high school spoke about that achievement gap and some of the things that I learned at least my take away from the PARCC workshop is that this is a learning curve that we are going through and it is unfortunate because it is our kids, especially the kids, my kids are in school, it is our kids that are going through this learning curve and the teachers as well. Teachers are going through this learning curve and I guess all of us right – the Board members, the administrations are all going through this learning curve and we are the ones that really have to deal with it and it is pretty tough and something I think that we really have to think about as we look at what are the requirements going to be for ours and the like as we continue going through this learning curve and I think we have to take that into consideration. As the stats start pouring in, God bless us all as far as how we are going to figure out how to deal with this and I know that they are trying to cut down and slow back and take away from the workshop they are supposed to cut down the testing time but there still isn't a lot of clarity on how and what the expectations are and try to get teachers not to teach to a test and they say that if you are focused on the Common Core Curriculum that you will be prepared for PARCC but I think that sometimes crosses wires and doesn't always necessarily happen.

The other thing that I want to mention and that I brought up was as it pertains to children with IEP's and trying to get the IEP's updated to be able to reflect PARCC accommodations. The assumption that you do an IEP and based on that IEP, the parent should hope that the IEP would get shifted down to the river and I don't know exactly how it happens, but it is suppose to get to the State and they are suppose to make an accommodation to the actual test that the child is taking. Last year was pretty crazy – we never took the test so how could you possibly know what accommodations for some computer tests – what computer test is going to spit out and know your child; that is something that we really have to take into consideration because I know a lot of parents that have kids with IEPs did not know that and I didn't know that. So that is something that I think we need to educate our parents and them understanding what those expectations are.

The last thing that I will speak about is and I don't know if this is old or if this is new. I have to say to you is that I'm glad we have candidates here for the Board of Education. We have policies here and they're ethic policies and I spoke to someone at the New Jersey School Board Association and specifically as it pertains to candidates that a sitting Board member or previous Board members or want to be Board members passing out political information and the like at schools. So we had a situation and it is important that we get to this because I want to tell you what the feedback was beyond the fact that there was an issue and I can read it if I want. I will read it what the heck. This is Ethics Code 1315 – “distribution of materials on school property. No material shall be distributed in any school building or on school grounds, fields, parking lots or any other property under the control of the Township of Union Board of Education without prior approval of the Board or its designated representatives. The policy of the Board of Education is to prohibit the distribution of partisan political materials on or in school buildings or property. No person is to enter into or on any school building, lots, fields or other school property for purposes of distributing any political materials or other materials not previously approved. No article may be exhibited on the school property, parking lots or fields for sale or distribution nor photographs of pupils or property taken without prior written approval of the Superintendent and/or Secretary/Business Administrator. The Superintendent shall create directives for the implementation of this policy.”

This was brought up and I pointed to Tom Layden and I said to him that this was an issue and he denied it; but it is and it is here. We had somebody that is running tear it up out of some ones hand. This is our ethics. This is what I'm finally getting to. I have to say one other thing. You can go through the process of complaining. It is going to happen after the election. So for the next year and the year after, if we have people at open school night and giving out political flyers and the like, we won't be able to do anything until after the election; so that is the issue Superintendent Tatum. It is an issue that people can go ahead and do what they want with it, ethical or unethical, do whatever they want and there won't be any reprimand until after the election so we have to have some ethics here on this Board so it is something that you guys need to think about in the years to come because it doesn't seem like it is going to get pretty.

Mr. Arminio asked if there was any more new business? Mrs. Zuena stated I just have a comment Dave, when Vito spoke about the RFP, the deadline is 26th. After that we will be away for the Board of Ed Convention on the 27th, 28th and 29th – so we cannot look at those candidates until after we come back. Mr. Nufrio stated that is correct Mrs. Zuena because I will be there.

But unfortunately the delay was not any fault of anyone on this Board nor the Superintendent because basically the Personnel Committee had spoken about this in open sessions with the rest of the Board immediately after our Board Attorney submitted his retirement intention and it was clearly understood that it should have been advertised in a public venue. It was then pointed out to me specifically and I guess to the rest of you that the decision was solely made on a resolution that we adopted in January so I think the public should understand what that is all about. I have a copy of it. But basically, we were looking at ways to save money in the future. So we looked at some of the expenses that may be unnecessary – such as posting in public venue every possible position from maintenance to bus drivers to teachers to classroom assistants etc. But we also reserved within that resolution a particular clause which indicates that the Board is not precluded from posting in the newspaper. I found it to be an affront to the Board as well as that resolution that it was interpreted in a very single minded manner. It should have been posted long ago but too much time, too much valuable time was wasted. We could have had an attorney for us to consult because that is all we are looking for is on a consulting basis because again we are trying to save money and as such, one of the other reasons why Mr. Tatum suggested to the Board that perhaps the position of Board Secretary could be coupled with the Business Administrator because and you were correct Mr. Tatum that many districts have that particular type of title which is BA/BS so we were looking to save the District a quite a bit of money and here we are at the 11th hour if you will and we are still waiting for a deadline for submission of resumes. This should have been done a month ago and I'm very upset as a Board member, as the Chair of the Personnel Committee and one who has only the interest of this Board for the children and for the District. The time that was wasted was unnecessary and it was an affront to the actual resolution and I do want to say that publicly.

Mr. Arminio stated any comments from the public?

Mr. Nufrio stated and Mr. Arminio the advertisement only cost \$90. If that was looking to save money, I would have paid it myself.

COMMENTS FROM THE PUBLIC:

Ann Margaret Shannon stated I wanted to add some comments to Mr. Monge's comments on the PARCC scores coming out. I don't know if people remember that the bell curve was a good thing and most of the population is in the middle, some at the top and some at the bottom so I know even though the scores may have not come out so great, NJEA did announce today that the actual overall scores for New Jersey did fall into the normal bell curve and I think there is a problem going way back to the fact that people think that everybody can be perfect and if we can just remember that these students are human beings and some are going to struggle and some are going to excel and I think that the State of New Jersey for the first time around for the PARCC test, a normal bell curve sounds pretty amazing. Hopefully we will improve but I don't think we should be holding any one back.

Susan Lipstein stated first I like to speak in my position as the Township of Union Education Foundation because we have been really busy and it has been a very intense week. A couple of weeks, we had Union's Got Talent which we partner with UHS PAC and Michael Krueger's scholarship fund and I want to thank everyone for coming out. It was a wonderful experience and the whole community was able to be part of it and you can see talent from our

staff members, students and alumni, it was great; so I want to thank the community for their support and to also we had a tricky tray for the same organizations at Tiff's and I think it was a win-win for everybody and I see a couple of winners here. There were a lot of supporters of education that seem to show up at the same places and certainly at the District planning council which is one of the most wonderful things that I have been able to be part of in this District. Everybody with enthusiasm gets together. I just wanted to add that we gave a set four musical instruments to Washington School so I wanted to add that to Mr. Matthew's report. Which we were very excited about and next month you should be getting the list of how much we have given to the District for this coming school year as we finish our last orders and it is about \$18,000 which I am very proud of and it is a good thing that we had this fundraiser because we have to start filling up the pot again. So that was still education foundation.

I don't know if anyone can comment on how the District saved \$500,000 over the next decade. Can anyone comment on that? Where that money is coming from that is listed on a document. Dr. Francis stated where are you referring to? Mrs. Lipstein stated I am referring to a campaign – I just got it in the mail today and it just says that we are saving \$500,000 over the next decade and I don't know what that referred to. Does anybody know? It's from a candidate Mr. Le and it also says that they are expanding vocational opportunities for students that are not going to college that was something that happened during his tenor on the Board which I think it was about four months. Nobody knows?

I will wear the hat as PACE person which is parents at community for education for academic excellence. We ordered Board members to speak at a meet and greet. Questions were given to them in advance – they could come with them in writing, they bring them, they could come, whatever they wanted. We did have four candidates come and four chose not to come and one never responded. The four candidates that chose not to come – I want to reassure them that the meeting was run fair; everybody had the same questions and everybody had time for the answers and then we had a wonderful experience of dialogue and several comments have come up on Face Book forum that compliments that it happened and four candidates felt that if they came they would not be dealt with fairly and because I am pretty vocal in my support of candidates which I am not embarrassed or ashamed but I am proud of being politically active but not politically active but active in the community. So I am just going to say what Bernie Sanders did – these candidates were afraid to come to a meeting and I said don't be afraid because I don't know what the beliefs of the other people will be just come and present your information and I just want to talk about Bernie Sanders who is a democratic candidate for President who is about as left wing as you can be who courageously went to Liberty University which is as right wing as you can be because he wanted to come up with some consensus and it was one of him and thousands of Liberty University students and he said "it goes without saying that my views on many issues are very different from the opinions in the Liberty University community" and that is the whole community and he had the courage to do it. He understood that he would like to see if we can get some kind of consensus and he also said "it is easy to go out and talk to people who agree with you, but it is harder, but not less important for us to try and communicate with those who don't agree with us on every issue".

Mr. Nufrio stated Mrs. Lipstein just to perhaps I was not paying too much attention – could you read exactly verbatim what was indicated in this particular promo because I think Mr.

Vieira would be the one to possibly give a response back to the Board; not necessarily this evening, but I am certainly curious to know. Mrs. Lipstein stated “as a member of the Board of Education I am proud to expand vocational opportunities for students who are not going to college while also helping to save our school district \$500,000 over the next decade”. Mr. Arminio stated thank you and you can give that to Mr. Vieira so that he can copy it down and find out the answer. Mrs. Lipstein stated if you can email me the answer I would appreciate it. Mr. Nufrio stated we would all like to have an answer from Mr. Vieira at some point. Mr. Vieira stated I don’t know what this statement is referring to.

Mr. Arminio stated any other comments from the public. None.

Mr. Arminio stated at this we are going to adjourn but I just want to point out and I don’t know how many PTA people are here tonight – I hope quite a few; we are going to at my request and the Board’s concurrence, we are going to have a little informal coffee and cookies with PTA representatives and just talk. There is no agenda and I hope Board members will stay and chat with them and I hope that the PTA people know that our role is limited but you can certainly give us your concerns and your request and we can pass them along to the Superintendent. I would thank everyone for coming and as I do at every meeting thank the Board members for volunteering their time.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Nufrio, seconded by Dr. Francis that the meeting be adjourned at 8:45 p.m.

AYE: Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Monge, Mr. Nufrio,
Mr. Salcedo, Mrs. Zueno, Mr. Arminio

NAY: None

ABSTAIN: None

MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY