

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, December 15, 2015 at 7:00 p.m. at Union High School Library, North Third Street, Union, New Jersey 07083 pursuant to notice sent to each member.

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

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Thomas Layden, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mr. Angel Salcedo, Ms Nancy Zuena

ABSENT AT ROLL CALL:

Ms. Lois Jackson, Mr. Ron McDowell

ADMINISTRATORS PRESENT:

Dr. Noreen Lishak, Mrs. Annie Moses, Mr. Gregory Tatum, Mr. Manuel Vieira, Mr. Thomas Wiggins and Mr. Gerry Benaquista

Mr. Nufrio 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

COMMENTS FROM THE PUBLIC ON PROPOSED RESOLUTIONS:

Mr. Arminio stated for all of the Board members, if you would look at O-6 – is being taken off the agenda so we will not vote on O-6. It is going to be removed and that is my prerogative to remove it from the agenda.

Mrs. Lipstein stated my comment is on O-9 purchasing the Old Vauxhall Library for a construction of a parking lot for Jefferson School – I have sympathy for the fact that there seems to be still a problem with parking at Jefferson School but I just would like to state that the cost to the District for additional parking is not a cost that I feel we should entertain. There are a lot of other items that we could spend \$350,000 on and I know there is more parking there than it was before the construction. Both of my children went there. I can vouch that the parking situation is not ideal but I just don't think it should be something we spend \$350,000 on.

Mr. Arminio stated thank you for your input – are there any more questions on the agenda? None.

APPROVAL OF MINUTES:

Mr. Arminio stated let's go to the approval of the minutes: October 13, 2015 work session, October 13th executive session minutes and October 20th regular meeting minutes. Are there any comments or questions on those minutes by anyone on the Board? None.

Moved by Mr. Nufrio, seconded by Mrs. Zuena, that the following minutes be approved: October 13, 2015 Work Session, October 13, 2015 Executive Session and October 20, 2015 regular meeting.

All present voting Yes. MOTION CARRIED.

COMMUNICATIONS:

LETTER OF RESIGNATION – JONES

Letter of resignation from Shundell Jones, paraprofessional at Livingston Elementary School, effective November 30, 2015.

LETTER OF RESIGNATION – LARDINELLI

Letter of resignation from Dayna Lardinelli, teacher at Burnet Middle School, effective January 25, 2016.

REQUEST FOR MATERNITY AND FAMILY LEAVE – LEIBROCK

Request for maternity and family leave from Laura Leibrock, biology teacher at Union High School, effective January 29, 2016 and with a return date of June 6, 2016.

REQUEST FOR MATERNITY AND FAMILY LEAVE – JURGENS

Request for maternity and family leave from Danielle Jurgens, teacher at Hannah Caldwell Elementary School, effective March 2, 2016 and with a return date of June 6, 2016.

REQUEST FOR FAMILY LEAVE – BRUMFIELD

Request for family leave from Catherine Brumfield, special education teacher, Union High School, tentative dates from January 18, 2016 and return February 8, 2016.

LETTER REQUEST – PLANT A TREE

Letter from Michael Drivas, Alumni Class of 1996, dated November 10, 2015, requesting to plant a tree on the grounds of Union High School, together with a simple plaque dedicated to those who are no longer with us.

EMAIL REQUEST – ALUMNI GAME FUNDRAISER

Email request of Austin Lopes, Alumni of UHS Class of 2015, requesting the use of UHS athletic facilities on May 3, 2016 for the alumni game fundraiser for Jason Lopes' scholarship fund.

REQUEST FOR MEDICAL LEAVE – TRAMUTA

Request for medical leave from Janet Tramuta, School Counselor at Hannah Caldwell, effective November 9, 2015 to date to be determined.

LETTER OF RESIGNATION – FERNANDEZ

Letter of resignation, for the purpose of retirement, from Marie Angeles Fernandez, Kindergarten teacher assistant at Franklin Elementary, effective July 1, 2016.

REQUEST FOR MATERNITY LEAVE – ELZAHABY

Request for maternity leave from Amy Elzahaby, teacher at Washington School, from April 4, 2016 to June 13, 2016.

REQUEST FOR MATERNITY LEAVE – FISKE

Request for maternity leave from Cheryl Fiske, teacher at Union High School, from February 16, 2016 to May 31, 2016.

REQUEST FOR MATERNITY LEAVE – FRANNEY

Request for maternity leave from Jaclyn Franey, teacher at Union High School, from February 16, 2016 to May 9, 2016.

REQUEST FOR EXTENSION OF LEAVE – MARINO

Request for extension of leave from Lindsay Marino, teacher at Jefferson School, from October 27, 2015 with a new return date of April 13, 2016.

LETTER OF RESIGNATION – WILLIAMS

Letter of resignation from Jennifer Williams, teacher assistant at Jefferson School, effective November 18, 2015 (resignation is for teacher assistant position only).

REQUEST FOR UNPAID LEAVE OF ABSENCE – TORR

Request for unpaid leave of absence from Marissa Torr, paraprofessional at Kawameeh Middle School, from January 18, 2016 to April 15, 2016.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated the agenda tonight states presentations by both Franklin Elementary and Kawameeh Middle School. Unfortunately, due to illness of the Principal at Franklin School – their presentation will be rescheduled.

The good news is I do have the Principal, Vice Principal and staff from Kawameeh Middle School. Presentation appended to minutes.

Mr. Malanda stated we are Kawameeh Middle School and we are here tonight to do a quick presentation on our building and the things that we do. I would like to thank my staff for showing up today and to support us. It is a family community and very unique in my opinion. It’s the people, not the programs.

In an overview, we are a 6th through 8th grade middle school consisting of 677 students. We deliver a comprehensive curriculum that meets or exceeds the Core Standards on a daily basis. We have 70+ professionals dedicated to the education and development of our students and we offer a variety of extracurricular activities and sports to our students. Most importantly, in honor of people like Mr. Arminio and Mrs. Barbara Moore who I saw here, we continue to uphold the value and ethics established by former staff members throughout the history of our building.

What makes us different – our staff goes above and beyond on a regular basis to provide experiences outside of the regular curriculum that enhance our students' knowledge and appreciation of what they are being taught. Teachers spend countless hours outside of the regular work day to coordinate these experiences to that our students can have access to and experience a diverse and fulfilling education.

The following slides will demonstrate ways in which we expand the learning experiences of our students throughout the school year. Some of these slides are taken from various teachers that have put things together and please note that everything that is coordinated through this presentation is coordinated by our staff members – very rarely from Mr. Shaw. It is on their time outside of school.

Sherlock Holmes Dying Detective – students read Sherlock Holmes' mysteries and dramas and they investigated a mock crime scene and road mystery narrative using evidence. Members from the Union Police Forensic Department provided an assembly to students on crime scene investigations in order to provide a real life aspect to the assignment.

Dead Verbs – students created and read eulogies for verbs that should no longer be used in writings – verbs are literally carried outside and we have a mock funeral.

Battle of the Books – students compete every year in the Scholastic Reading Challenge. Student teams answer questions related to the 15 novels they must read throughout the year. The staff members create teams to compete against the students so they can model that reading is important and also enjoyable. Please note that is the winning team.

Poetry Walk – as part of the poetry learning unit, students compose original poems and then transpose their work onto sidewalks in front of the school with chalk. These poems take up considerable pavement around the building and is enjoyed by parents and students until it washes away from the rain.

The Outsider Day – which is a yearly event and occurs at the conclusion of reading a novel outside. Students and staff are able to dress up in order to better visualize the time period that the novel is set.

Hoot Pancake Breakfast/Fundraiser – this is a new event this year, our 7th graders read the novel "Hoot". In the novel "Hoot" a group of children prevent a construction of a pancake house in order to save an owl conservatory. The correlation with the environmental means of the novel "Hoot" students raised funds to donate to the Nature Conservatory for Wildlife and Protection. The I-Hop along with this program – on Route 22 donated over 500 pancakes to the 7th grade students to recognize them for their efforts. All 7th grade students were able to enjoy this.

Physical Education: Family Fitness Night – has been occurring in Kawameeh Middle School for a very long time – at least 10 years. Each year Kawameeh physical education staff and my students and family members come back for a night of fitness and activities. The

purpose of this event is to stress being healthy but also bringing the community together. All attendees are able to participate in the same fitness activities that our students do on a daily basis.

Mr. Shaw stated the next few slides depicts our STEM environmental projects for the past year.

The Steam Projects – the first one to the left - the students apply concepts of thermal energy to transfer to a fully insulated model home. The one to the right – students apply Newton's Law to design and build a car that will travel down a steep ramp and climb up a wall without breaking an egg placed on board.

The next slide is one of our environmental projects which is the Swamp Clean Up – which happens two or three times a year with our environmental club. The students and staff support various environmental projects in and around our school. Students can often be seen cleaning up the swamp with the various debris that is there as well as around our school and in the park as well. They volunteer much of their time throughout the year planting trees, shrubs, flowers, spread mulch around our building and the trees are donated by Williams Nursery in Westfield and the tulips are from Home Depot.

The next two slides are part of our STEM classes as well. The first one is a scale project. Students selected an object and calculated dimensions. Once the dimensions were identified students used those dimensions to build a mock to scale size object and within that predict what the object would look like in a larger or smaller scale.

The next one is Tetrahedron Kite Projects – it is basically a mad science initiative based project where students create special kites. Each kite consists of ten tetrahedrons. Students were only able to use straws and string and colorful tissue paper to cover the tetrahedron. Students were challenged throughout the project and really enjoyed the opportunity when it was time for liftoff. Some did actually liftoff.

Ms. Hall stated what we have here has to do with our Music & the Arts program. We have exceptional participation – one of our students in our music and art program – our musicians have been recognized in a variety of different competitions that they have been in and have scored very well. This is a picture from our play and I want to point out that it is not only the amount of kids that are involved – not only the actors and actresses but if you look back also at the set design, that is done by our Art Teacher and her art class, along with members of our backstage crew. So that is all is created through the kids with the help of the teachers.

Let's talk a little about March Madness – March Madness came about and this is totally student driven. Several years ago, one of our students was doing a speech for English class and they had to do some research on something that they wanted to explore and one of the topics that came up was human trafficking and so this became a project for all of our 8th graders. We adopted a charity called "Love One Forces" – we had them come to our schools to talk about the dangers of human trafficking that happens very close to us. There have been cases in Irvington and different areas of Manhattan. So our kids are now raising money not only for things for themselves but they are also donating to this charity because it supports children and this became

something very close to us. One of our English teachers was invited to one of the galas and she sat at the table of honor as our school was able to raise \$4,500 in donations. The students did a variety of different things to raise money for the charity.

Anti-Bullying Campaign – our anti-bullying campaign has gone on and on and it is infused in all the programs that we do in the school. Anti-bullying is something that we don't just say stop and let's talk about anti-bullying. We are trying to create culture in our school where kids understand what behaviors we expect from them. On the left hand side we had mirrors Monday and we covered every mirror in the building and we put positive affirmations for our young ladies and young men about appearances and the beauty that is in and out without looking in the mirror on that day. The kids supported each other.

Week of Respect – continuing with Week of Respect – we had our wear blue and we had a lot of different colors and different events that provide unity among the kids – everybody participates so there is a very good sense of community spirit and course everyone knows our “shake it off” from last year. We are working on another video for this year called “My Words”. The National Guard came to speak with the students. It was an anti-drug message but it was more about looking out for one another and working as a team. We had Tom Richman come in about social media and the safety and being safe on the internet. This was a project that we did for our year book a couple of years ago and we had all the students out in the back making the “peace” sign and I took a picture of it while Mr. Malanda and Mr. Shaw were downstairs directly. I think he left out the picture about the water balloons. I have to speak why it goes on in our building – it goes on in our building because of Mr. Malanda and Mr. Shaw's leadership and what they have identified as the way they want the school to look and we are just following. I have a copy of the school newspaper which I think will help you see all the things we do that are great. The publication comes out a couple of times a year for our students.

Mr. Malanda stated we the faculty and the administration of Kawameeh Middle School approach each and every day as an accepted challenge and provide the best instruction. A challenge to provide a well rounded educational experience. A challenge to encourage our students to take risks and think outside the box. We are passionate about what we do and we are passionate about our school and overall we are confident that in an educational community we can be successful no matter what is thrown our way. After all it is the people, the staff and the students of KMS that make a difference, not the programs.

Mr. Arminio stated thank you Mr. Malanda. Before anyone says anything, as of three or four minutes ago, nothing has been going to the homes. It is totally dead so you will have to do it again or a repeat – nothing has been going to the homes. I don't know – they are working on it now. I will apologize to the people at home but they can't hear me. We will just continue and hopefully they will have it fixed. We will get a transcript of the meeting for anyone who wants it at home.

If there are any comments from the Board members to Mr. Malanda or Mr. Shaw. I know that Kawameeh has a place in my heart and thank you very much for keeping it going.

Mr. Nufrio stated I want to compliment an excellent team and staff and administrators but if I had to judge the beards, I think Dave has it, just my opinion.

Mr. Layden stated I think that the administration over at Kawameeh and Ms Hall – you all do a phenomenal job and you are to be commended for all your work and we are proud of you.

Mr. Tatum stated I can only reiterate the comments that have been made this evening about the job you guys continue to do. I must say that Ms. Hall comes every month and keeps us updated on the activities at Kawameeh. Your presentation was excellent; however, it was nothing more than we hear monthly. Ms. Hall stated they have pictures. Mr. Tatum stated she provides us with updates. Thank you very much.

Mr. Monge stated I have experienced Kawameeh over the last few years with my daughter – you guys do a great job.

Mr. Arminio asked Mr. Tatum to give his Superintendent Report. Mr. Tatum stated it is always a tough act to follow when we have our principals come up and present. My report will be a little shorter tonight than usual.

Student/ Staff Attendance for the month of November - Student 95.505% - Staff 94.525%

What I'm going to focus on tonight is we do have the results of the PARCC exam that was administered last school year. There is a full report and presentation on our District website (www.twpunionschools.org) where you can go and see the full report that was sent to us from the State.

What I'm going to focus on tonight is the language arts and mathematics – how we fared in each grade level against the State of New Jersey. I am going to refer to the number that deals with reading expectation of Level 4 and exceeding expectation Level 5. Now our District in grade 3 for Language Arts – 25% of our students matched the District target and exceeded the State target by 1% and the State level was 44%.

In grade 4 – where 54% of the students actually took the test – the State level was 51%. In grade 5 – 49% of our students achieved the target score – 52% for the State. Grade 6 - 41% and for the State 49%. Grade 7 – 45% - for the State 52%. Grade 8 – 41% - for the State 52%. Grade 9 – 26% - for the State 40% overall. Grade 10 – 28% - for the State 57%. Grade 11 – 28% - for the State 41%.

As we move forward, I would like to emphasize the fact that there is a category “approaching expectations” – Level 3. Many of our students in that particular – we are very close to target but they were above the NJASK tests. In addition, we had 26% of students approaching the level expectation. Grade 4 – 23%; Grade 5 – 30%; Grade 6 – 32%; Grade 7 – 27%; Grade 8 – 26%; Grade 9 – 30%; Grade 10 – 20%; Grade – 32%. So if you look at that factor, we are much closer to the mark for the very first year that the exam was given as

compared to the entire State of New Jersey. Of course there is more work to be done and we will continue to strive to increase our test score and also to increase student achievement in the District.

Now for the math scores – in mathematics I will refer to the same levels and I also will talk a little about Level 3. Grade 3 – 49% of our students achieved the target – the State was 45%; Grade 4 – 42%/State – 41%; Grade 5 – 49%/State - 41%; Grade 6 – 33%/State – 41%; Grade 7 – 29%/State – 37%; Grade 8 – 15%/State – 24%; Algebra I – 26%/State – 36%; Geometry - 10%/State – 20%; Algebra II – 12%/State – 24% - when we add those to the approaching target in Grade 3 – additional 30%; Grade 4 – 36%; Grade 5 – 30%; Grade 6 – 9%; Grade 7 – 58%; Grade 8 – 29%; Algebra I – 28%; Geometry – 33%; Algebra II – additional 20%. Once again if you look at those scores – where the majority of our students are, instead of the numbers of where they should be assessed – we are either approaching or meeting the target as well as any other school district within the State or come very close to the target. We will continue to make progress in each of these areas.

Mr. Tatum stated this is it for the test scores. I have one student recognition tonight and there will be a lot more in our report in January. We have one student – a 10th grader at Union High School - Sabrina Prevost who has taken the initiative to single-handedly organize a Used Book Sale fundraiser on Saturday, December 19th. Please refer to our website for more information. This is a fundraiser for her class and I am looking forward to hearing how much money she made for her class. Our students are thinking in terms of how they can creatively bring funds into our District so that they can have additional activities.

Mr. Arminio stated thank you very much Mr. Tatum. Let me just repeat that the full report is on the website.

Mr. Monge stated how did Union compare to other states – is that apples to apples? Mr. Tatum stated actually I don't know of other states – I know other states actually take them but do we... Dr. Lishak stated we do not get any status on other states other than our own. There may be something that comes out at a later date. I guess we can research that question and see whether or not they did any better than the State.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

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

That approval be given to amend the 2015-2016 out-of-district atypical student placement list, in accordance with the information appended to the non-public minutes.

E-2. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

That approval be given to amend the list of students removed from the rolls [four (4) students exited from November 1st through November 30, 2015 or a total of twenty-one (21) 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 non-public minutes.

E-3. APPROVE CURRICULUM GUIDES

That the Board approve the following Curriculum Guides, in accordance with the information appended to the minutes: (a) Comprehensive Physical Education, Grades 6-7-8, Curriculum Guide 2015.

E-4. APPROVE GRADUATION ACHIEVEMENT CELEBRATION

That the Board approve Project Graduation Achievement Celebration on June 23, 2015.

E-5. APPROVE PRE-K SKILLS CHECKLIST

That the Board approve the Pre-K Skills Checklist, in accordance with the information appended to the minutes.

E-6. APPROVE TITLE I DISTRICT – SCHOOL PARENTAL INVOLVEMENT POLICY

That the Board approve the Township of Union Title I District - School Parental Involvement Policy, in accordance with the information appended to the minutes.

E-7. 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.

E-8. APPROVE PCMG, INC. (STATE AWARD #M-0003; CONTRACT #89854)

That the Board approve PCMG, Inc. (State Award #M-0003; Contract #89854) which acquired EnPointe Technologies previously approved on May 19, 2015 to transition to IEP Direct (Special Education student data tracking system) from Tracker (Contour Data) effective July 1, 2015, in accordance with the information appended to the minutes.

E-9. APPROVE THREE WORKSHOPS – BURNET MIDDLE SCHOOL AUDITORIUM

That the Board approve the following three workshops which will take place in the Burnet Middle School auditorium and same will be funded through Title 1 (Acct #20-231-200-300-31-20-0011) at the rate of \$39.10/hr. not to exceed four (4) hours per session: (a) Workshop #1 - "Study Skills & Organizational Skills for Your Child" - 6:30 p.m. on Wednesday, January 20, 2016, (b) Workshop #2 - "Making Homework Less Work" - 7:00 p.m. on Wednesday, February 10, 2016, and (c) Workshop #3 - "Improving Parent & Child Communication" - 4:00 p.m. on Wednesday, March 2, 2016, in accordance with the information appended to the minutes.

E-10. APPROVE PARTICIPATION IN 2016 NEW JERSEY ACHIEVE COACHES PROGRAM WITH JERSEY CITY PUBLIC SCHOOLS

That the Board approve the participation in the 2016 New Jersey Achieve Coaches Program with Jersey City Public Schools. The Township of Union Public School District agrees to serve as a host school district with a minimum of 5 sessions held between March 2016 - November 2016, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Arminio asked if there were any comments or questions. E-10 we talked about it at the work session last week and it now on as a resolution. Does anyone have any questions?
None.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge stated that he will move them as a whole but instead of saying "the committee recommends", I would like to say the "Superintendent recommends".

The Superintendent recommends the following resolutions F-1 through F-15. Correct me if I'm wrong, but F-14 we have reserved – is that something can be updated. Mr. Vieira stated I just received our 14-15 CAFR on Friday so I reviewed it and sent it to the Board members for review and it will be accepted by the Board along with the Corrective Action Plan at the January 19th Board meeting. Mr. Monge stated I would like to remove that from the Superintendent's recommendations. Mr. Vieira stated F-14 we are not voting on. Mr. Arminio stated he said it was not available. It shouldn't be there. Mr. Monge stated so the Superintendent's recommendation is for F-1 to F-13 and F-15

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

F-1. ACCEPT TREASURER'S REPORT

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

F-2. ACCEPT SECRETARY'S REPORT

That the Secretary's Report dated November 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 November 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 November 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 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 and in accordance with the information appended to the minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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 LIST OF THE 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. REPORT ON OFFICIAL REPORT OF ANNUAL SCHOOL ELECTION OF NOVEMBER 3, 2015

That the Board report on the Official Report of the annual school election held on November 3, 2015 as follows:

(a)	<u>Three Year Term:</u>	David Arminio	2711
		Guy Francis	2121
		Jeffrey Monge	1735
		Mary Lynn Williams	1612
		Maria Sanagustin	1563
		Thomas Layden	1318
		Nancy Minneci	771
		Carl Cole, Sr.	334
(b)	<u>One Year Term:</u>	Steven Le	1260

F-10. 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), in accordance with the information appended to the minutes: (a) Jostens Yearbook - \$1,459.63 – Kawameeh Middle School, initial deposit for 2015-16 yearbook, (b) Yankee Candle Fundraising - \$1,787.50 – Kawameeh Middle School, (c) Rick

Everett Productions & Events – \$2,000 - Union High School PAC – main projector rental for “Union Goes to Hollywood”, (d) World Stage - \$2,400 – Union High School PAC – main lighting rental for “Union Goes to Hollywood”, (e) Audio Incorporated - \$4,000 – Union High School PAC – main audio rental for “Union Goes to Hollywood”, (f) Cherrydale Farms – estimate \$8,000 - UHS Athletics – football – estimate for cookie dough fundraiser for football team; (g) NJSIAA – UHS Athletics – basketball – estimate \$4,000 – estimate of ticket sales for State basketball game (if we are a site for State playoffs)

F-11. ACCEPT DONATIONS

That the Board accept the following donations: (a) Target, in the amount of \$32.44, for use by Jefferson Elementary School, (b) NJ State Council Knights of Columbus, in the amount of \$2,000, for use by Union Township Board of Education.

F-12. APPROVE AMENDED BUDGET FOR PROJECT UNIFY GRANT – BURNET MIDDLE SCHOOL

That the Board approve the amended budget for the Project Unify Grant – Burnet Middle School, previously Board approved on October 20, 2015 (this budget has been amended to account for changes in planned expenditures), in accordance with the information appended to the minutes.

F-13. APPROVE INCREASE TO P.O. #16-00804 WITH INLINGUA

That the Board approve an increase to P.O. #16-00804 with Inlingua to provide translation and interpretation services for the 2015-2016 school year from \$3,000 to \$6,000 to meet the District needs, in accordance with the information appended to the minutes.

F-14. Reserved. CAFR not available until January 2016 meeting.

F-15. ESTABLISH BUDGET CALENDAR AND BUDGET GOALS

That the Board establish a budget calendar and budget goals, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated F-1 – just a clarification – this is the Treasurer’s Report. Union High School electrical upgrade and Washington HVAC project – Manny sent me an email but I see it has a balance and that is what kind of threw me off – 95-90% completed but we are still carrying a balance and line item – is that initial dollars above and beyond? Mr. Vieira stated I cannot move the cash from the capital project fund back to the unreserved capital reserve fund until the project is completed. The Washington School HVAC project has been 100% completed and the funds were moved today from the capital projects back to the unreserved capital reserve. Mr. Monge stated so essentially it is a reimbursement transfer? We were to pay the cost now and then it is transferred out. Mr. Vieira stated they are unused funds that will go back to the general capital reserve. It will be used for future projects. Mr. Monge stated the electrical work was completed. Mr. Vieira stated the electrical work was not 100% completed. Washington School is completed. Mr. Monge asked how did we pay for that? You transferred money over – do you not pay anything until the job is completed? Mr. Vieira stated if you are asking what the funding

sources were for the project – it was local funds and also SDA funds which is funds from the State of New Jersey.

Mr. Monge stated from the reserved dollars that you just transferred today. Is that going back to the same dollar amount to replenish the other line item. Mr. Vieira stated 100% of the balance is going back to the capital reserve account. Mr. Monge stated could that capital reserve account actually pay for the work. Mr. Vieira stated for part of it, the other part came from SDA funding. Mr. Monge stated that is what I'm saying. I gotcha. Mr. Arminio stated are you done? These questions should be for a committee meeting. Mr. Monge stated I tried – I didn't get my answers so I'm asking questions. I'm asking questions on the Treasurer's Report so the next question I have is line item for Jefferson for \$5,000,000 and change. My understanding and it was stated a number of times that this is restricted funds but then I see that there has been money that has been taken from that restricted reserve for projects – there are legal fees and furniture and fixtures and a couple of others and I assume that they are related to Jefferson but I'm trying to understand why. I thought it was restricted funds but we are taking moneys out of here to pay for other things. Mr. Vieira stated all the money that is being paid out of the Jefferson School project are for Jefferson School. Mr. Monge stated it was completed a couple of years ago to my understanding other than punch-list items. I'm just asking questions. So almost a \$100,000 has been taken out of that what I thought was a restricted fund and you are saying it can be used for Jefferson items but is it an ongoing bucket of dollars for Jefferson? Mr. Vieira stated the purchases are all within the scope of the original project at Jefferson School. Purchase of some additional computers and some additional furniture for the students. Mr. Monge stated we can have – this is not consistent with my conversation before so we can have that conversation at a later time but you are basically saying that the money is being used for Jefferson expenses that were part of the original budget a couple of years ago. Mr. Vieira stated correct.

Mr. Monge stated F-4. There were two items that I guess I'm just looking for an explanation again and you said you would explain and this is the opportunity we have – I still don't understand Mr. Tatum – we have – so if we are going to approve or request to approve charter school students, why would we approve a transfer of money into that account when we haven't even approved making payment. Mr. Tatum stated from what I understand, there are line items that are budgeted prior to and sometimes they are just an estimate of the amount of funds that are going to be used for that particular item. Mr. Vieira and I had a conversation about this after we had our last Board meeting. Of what I understand, these funds could have been expended at this particular time and those are funds that are being used to balance out other accounts and they are needed for that time period then money has to be found in order to maintain that fund. Mr. Monge stated may I just make a suggestion for the future – it seems like we are transferring money before we actually – this is what we are doing, we are transferring money to a line item before we even present the information in order to be able to make a decision to approve the payment. I would make a recommendation to each and try to do a different line item because (inaudible).

The last one obviously that we talked about is the residency investigators line item. We had mentioned in the committee that we thought that residency checks and the like were important. I think that we have obviously had some success and once again we transferred money out of that line item and we probably could argue that we should transfer money in there.

Mr. Tatum stated the explanation that I received regarding that question, again we did review it last week at the work session and pretty much my understanding again is keeping an eye on the current balance of that particular account and where we are and how we have spent it. If you recall that the residency investigators are paid on an hourly basis and they don't receive any general salary and Mr. Vieira explained to me that he actually took a close look at that particular account and comparison where we were last year at this time and pretty much that the amount that is in that line exceeded the amount of money that we had last year at this time and we should have enough funds in that line to carry us through the end of the year. Mr. Monge stated so you feel comfortable on where we are today as it pertains to...Mr. Tatum stated after hearing the explanation as I mentioned last week, I haven't been the person involved in residency for so many years, I do know that we looked at the enrollment and we have been having fewer residency hearings I believe this year and I think Mr. Nufrio we have only had one. So looking at the trends that we have been following over the years, I would have to say that last year at this time we probably had 5-6 of those cases so therefore so the explanation as of right now we are ahead of the game in my mind. It is the same answer that you raised last week.

Mr. Monge stated I promise to be short here -- but the reality is, with all due respect to Mr. Vieira, he's maybe doing his job trying to balance the budget -- I think there needs to be feedback from you as the Superintendent to making sure that programmatically we are not losing a step here because that is such a hot button in this community and if you believe that we are not going to miss a step here then fantastic and I will support that. What I would love to see some type of report that pertains to our efforts to try to make sure that we have Union kids in the schools. Mr. Tatum stated and that we have and we do it on a monthly basis in fact. We have the resolution every month that speaks to the number of students being enrolled but also we have information on every student that we investigate and we have a file. We have the residency officers that actually are assigned to the case so to put that information together we could put it together in a matter of an hour or two. Mr. Monge stated that would be great, I appreciate that.

Mr. Nufrio stated Mr. Vieira what I'm hearing is Mr. Monge's concern that we are taking some money from this pocket and putting into this pocket. At some point if the left becomes needy again for additional funds, that is not an abandoned item and I think that is what Mr. Monge is trying to emphasize that especially with the one example with regard to residency that if it should come to pass that the budget that remains for the residency becomes somewhat depleted, that there is the opportunity to bring some money back to that. The line item is not a final answer to the problem. Mr. Vieira stated that is correct. Monthly Mr. Tatum can make transfers between budgeted accounts -- it is a two-way transfer.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS AND COMMITTEE RESOLUTIONS:

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

O-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period November 1, 2015 to December 4, 2015, in accordance with the information appended to the minutes.

O-2. APPROVE SECURITY DRILL AND BUS EVACUATION 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 DISPOSAL OF ITEMS

That the Board approve the disposal of (a) ice maker, (b) metal secretary desk, (c) metal two-drawer file cabinet, (d) metal secretary desk, in accordance with the information appended to the minutes.

O-4. AWARD RFP FOR VIDEO SURVEILLANCE SYSTEM – HAIG SERVICE CORPORATION

That the Board award the RFP for Video Surveillance System to Haig Service Corporation, in accordance with the information appended to the minutes.

O-5. Reserved. Approved at December 8, 2015 work session meeting.

O-6. Reserved. Item pulled at December 15, 2015 by Board President.

O-7. APPROVE REQUEST OF MICHAEL DRIVAS – PLANT A TREE AT UHS

That the Board approve the request of Michael Drivas, Alumni Class of 1996, dated November 10, 2015, requesting to plant a tree on the grounds of Union High School, together with a simple plaque dedicated to those who are no longer with us, in accordance with the information appended to the minutes.

O-8. APPROVE REQUEST OF AUSTIN LOPES – UHS ATHLETIC FACILITIES

The committee recommends and I so move that the Board approve the request of Austin Lopes, Alumni of UHS Class of 2015, requesting the use of UHS athletic facilities on May 3, 2016 for the alumni game fundraiser for Jason Lopes' scholarship fund, in accordance with the information appended to the minutes.

O-9. The committee recommends and I so move that the Board approve the purchase of the Old Vauxhall Library for \$1.00 from the Township of Union, with an estimated cost of \$350,000 to Board of Education to construct a parking lot for use by Jefferson School (THIS RESOLUTION WAS NOT APPROVED).

DISCUSSION:

Mr. Arminio asked if there were any questions/comments or concerns? Mr. Nufrio stated I would like to voice a concern on O-9 as well with regards to expenditure. Perhaps this might not be the right time or most opportune time to consider that resolution given that we have many

other projects that require line item transfers. So at this time I am strongly opposing that particular O-9 resolution.

Mr. Layden stated the committee did discuss O-9 in great length and we did feel, although there is a need for parking at Jefferson School, there is no question about it, we did have some reservations about whether or not now would be a good time to spend \$350,000 on parking whether or not we have the sufficient funds to do this. We have reservations about O-9.

Dr. Francis stated I have to agree with Vito and Tom on this. It would be nice if the Town did the work themselves and sold it to us for \$1.00 after they did all the work after they spent their money. I have question on O-6 – why was that pulled. Mr. Arminio stated, to be honest, Mr. Horne of the United Way asked me to pull it from the agenda.

Mr. Monge stated I know we didn't have an opportunity to ask this question at the work session on O-4 the recommendation for Haig. The feedback that I received and we received in the committee was that it was a negative experience with this particular contractor and wanted to understand why we are making such a recommendation. I know that the feedback we received they came in at the lowest hourly rate but the services weren't that happy with and we offered a couple of suggestions about checking to see what their end of the year number is because efficiency especially when you are paying hourly (inaudible). Dr. Lishak you had more experience with them that is what we were told. Dr. Lishak stated I have to apologize, I was never given the information that you wanted – the end of the year. As far as the work that Haig performs for us, there is no issue with the work that they performed. It is more let's say some personalities and I have said to Mr. Tatum I will be with Haig and sit down and have a conversation because we are dissatisfied with their service, it is more of their response when we call. I expect as a customer, I call and you come. Not I call, call and call and then you come. If we look at the next vendor that put in for this, their numbers were almost double and it was really more of a personality not an issue with the service. Their service was fine and what we ask them to do they are able to perform. I said to Mr. Tatum that I will sit down and have a conversation - something in line of I expect better customer service, I cannot make a complaint about their actual work. Mr. Monge stated can we get the feedback of your request of what you said we wanted to look at of what other people are paying with similar size schools – an annual number versus an hourly number because at the end of the day the second guy might come up with the same annual number at the end of the day you might have a higher hourly number. Dr. Lishak stated what I think is going to end up happening now that we have had our audit and we have met with other vendors, we are actually taking a look at what is happening in our own IT Department and we may have the opportunity to employ some in-house people that have expertise to take some of this off of our contractor price. Remember whatever we sign up for is on an "as use basis" so as we move forward and if we are able to put somebody in place and pick-up some of this, we obviously won't use that service. But I will find out that number for you by the end of the week.

VOTE FOR RESOLUTIONS O-1 THROUGH O-4 AND O-7 THROUGH O-9:

O-1 through O-3 and O-7 and O-8

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

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

O-4

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

NAY: None

ABSTAIN: Mr. Nufrio

MOTION CARRIED

O-9

AYE: None

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

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Nufrio stated I did receive and hopefully all the Board members received an addendum from Mr. Benaquista, Director of Personnel, because of the timeline involved, the additional resolutions were added for the Board to consider. Is there any comment you want to make on that Mr. Benaquista in case a Board member did not see it. Mr. Benaquista stated there were some start dates – one is for a custodian – the head custodian did resign so we got that one because he is doing the job and that is the one they selected and we have a position starting January 4th and we also had a leave that came in late where the person will be leaving early to mid-January that needed to know because she has an opportunity to do some work teaching in another country and asked for a leave so that was added as late as this afternoon. The other ones were emailed to everyone two days ago. Mr. Nufrio stated they are under P-1. Mr. Benaquista stated yes.

Mr. Nufrio stated the only other one that I wanted to specifically read is P-8. After an extensive amount of work performed by the Ad Hoc Committee in reviewing all the proposals that were submitted for an attorney/law firm for the Board assign the task of reviewing etc. all legal aspects that we need.

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

P-1. Reserved. Approved at December 8, 2015 work session meeting.

P-1a. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS FOR 2015-2016

That the Board amend Substitute Lists for the 2015-2016 school year in accordance with the information appended to the non-public minutes.

P-3. ACCEPT LETTERS OF RESIGNATION

That the Board accept letters of resignation from the following staff: (a) Shaundell Jones, paraprofessional at Livingston Elementary School, effective November 30, 2015, (b) Dayna Lardinelli, teacher at Burnet Middle School, effective January 25, 2016, (c) Marie Angeles Fernandez, kindergarten teacher assistant at Franklin Elementary School for the purpose of retirement, (d) Jennifer Williams, teacher assistant at Jefferson, effective November 18, 2015 (resignation is for teacher assistant position only).

P-4. APPROVE LEAVES FOR STAFF

That the Board approve leaves for the following staff: (a) Laura Leibrock, biology teacher at Union High School, maternity and family leave effective January 29, 2016 and with a return date of June 6, 2016, (b) Danielle Jurgens, teacher at Hannah Caldwell Elementary School, maternity and family leave effective March 2, 2016 and with a return date of June 6, 2016, (c) Catherine Brumfield, special education teacher, Union High School, request for family leave, tentative dates from January 18, 2016 and return February 8, 2016, (d) Janet Tramuta, school counselor at Hannah Caldwell, medical leave, effective November 19, 2015 to date to be determined, (e) Amy Elzahaby, teacher at Washington School, maternity leave effective April 4, 2016 to June 13, 2016, (f) Cheryl Fiske, teacher at Union High School, maternity leave effective February 16, 2016 to May 31, 2016, (g) Jaclyn Franey, teacher at Union High School, maternity leave effective February 16, 2016 to May 9, 2016, (h) Lindsay Marino, teacher at Jefferson extension of leave effective October 27, 2015 with a new return date of April 13, 2016, (i) Marissa Torr, paraprofessional at Kawameeh Middle School, unpaid leave of absence from January 18, 2016 to April 15, 2016.

P-5. Reserved. Approved at December 8, 2015 work session meeting.

P-6. Reserved. Approved at December 8, 2015 work session meeting.

P-7. APPROVE CURRICULUM WRITING TEAMS

That the Board approve the following Curriculum Writing Teams at a rate of \$20/hr. per person (with a not to exceed maximum of 15 hours per guide per person - not to exceed \$300 per person): (a) Physics Curriculum Guide – Michael DiPaolo.

P-8. ACCEPT THE PROPOSAL OF SCIARRILLO CORNELL – GENERAL COUNSEL SERVICES

That the Board accept the proposal of Sciarrillo Cornell Merlino McKeever & Osborne, LLC to provide General Counsel services.

P-9. APPROVE TINY TOTS FOR OCCUPATIONAL AND PHYSICAL THERAPY

That the Board approve Tiny Tots for occupational and physical therapy at the rate of \$65 per half hour and speech evaluations at the rate of \$350 per evaluation for the 2015-2016 school

year, not to exceed \$8,300 (Acct #11-000-219-320-01-19), in accordance with the information appended to the minutes.

DISCUSSION:

None.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

POLICY:

Mr. Nufrio stated that these policies – some revisions and some changes that were thoroughly discussed with the Board and in fact we followed the criteria for amending any policies or creating policies and that it must be presented to the Board twice and discussed thoroughly, as we did, and it is time for the Board to cast a vote on POL-1, POL-2 and POL-3.

Moved by Mr. Nufrio, seconded by Mr. Layden, that the following policies be adopted:

POL-1. APPROVAL OF POLICY 3541.1 – TRANSPORTATION ROUTES AND SERVICES

That the Board approve Policy 3541.1 – Transportation Routes and Services, in accordance with the information appended to the minutes.

POL-2. POLICY 4231/4231.1 – STAFF DEVELOPMENT, INSERVICE EDUCATION/ VISITATION/CONFERENCES

That the Board approve Policy 4231/4231.1 – Staff Development, Inservice Education/Visitation/Conferences, in accordance with the information appended to the minutes.

POL-3. APPROVE POLICY 7550 – NAMING AND DEDICATION O FACILITIES

That the Board approve Policy 7550 – Naming and Dedication of Facilities, in accordance with the information appended to the minutes.

DISCUSSION:

None.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

Mr. Monge stated the Superintendent recommends and I so move, 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.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio stated I would like to change the order since we are in that part of the meeting and go directly to comments from the public and then we will go back to Unfinished/New Business. I would like to call up our Assemblyman Jamel Holley from District 20.

COMMENTS FROM THE PUBLIC:

Assemblyman Holley stated I haven't been to a Board meeting since I had been Mayor. It has been a very long time and it is very enlightening to see the dialogue that goes back and forth but that is the one unique thing about local government and local entities such as the Board of Ed. You have the ability and democracy and hence is the reason why I wanted to come here today and I want to thank you Mr. Arminio and Mr. Tatum and for the fellow Board members for allowing me the opportunity to come and introduce myself. After I was elected in November, I wanted to make it a point to come and introduce myself to those that didn't know me and to extend myself as a partner – it is too difficult in this world today that we have so many other issues that are going on and we have issues on the local level, especially in our educational system and we need partners in many other levels to help get us to the next step or bridge that gap. So tonight, my presence here tonight is to basically introduce myself to each member and to let you know that our legislative offices, along with Senator Lesniak and Assemblywoman Quijano are located at 985 Stuyvesant Avenue – right across from the Union Movie Theater and just to let you know that our offices are available to each and every one of you. I am looking forward to continuing our partnership and our dialogue and communications. I spoke previously to Mr. Tatum as I was preparing for my primary fight before I officially had the title and we discussed a healthy eating program that I would like to do throughout the District with the Elizabeth Board of Education, Roselle Board of Education, Union Board of Education, and Hillside Board of Education because we comprise the 20th Legislative District and that is one of the initiatives that I want to pull off starting next year 2016 and I will be in front of the Board at some time at that point and to bring that forth to the Superintendent.

Lastly, I wanted to say that I was talking to Mr. Horne and relative to the United Way's Family Success Center and I know there has been some dialogue in terms of the location and I believe that you all can meet amongst yourselves in terms of that – but in terms of concept, in terms of the Family Success Center, they actually work. I have been part of the one that they opened in Hillside, Elizabeth and throughout Union County. We have a Roselle First one in the Borough that I was born and raised and all too often we get caught up in our own world and forget that people need services and people need resources right in our own neighborhoods. Sometimes it is our next door neighbor and we don't know and so the concept in itself, I was

talking to Mr. Horne, is great and where you guys locate that you can discuss that amongst yourselves and work it out. I just wanted to be here and talk support of this educational unit in the District that I now represent and to let you know that my offices are available to each and every one of you. Happy Holidays to each of you and your families and all the best to each and every one of you in 2016. God bless you. Mr. Arminio stated thank you very much Mr. Holley and I will be stopping by and asking for your help.

Suzanna Alvarez stated I am a teacher at Burnet Middle School and I just want to bring something to your attention. I have been teaching at Burnet for the last 17 years and I have always opened up my classroom to all of my students after school. I am certified K-8 in all subjects and welcome all the students to come after school for tutoring. This year I decided to actually join the Homework Alliance – which opened up the opportunity to help the over 1,000 students at Burnet. Mrs. Roberts, Mrs. Lewis and I do it every single day, except for Wednesday, because we have meetings and we got paid contractually \$221 per year which wasn't a problem until October I believe when I received an email that there was going to be a LEGO club, a yoga club and homework club. Since then, I believe Connecticut Farms and Jefferson School, as well as the high school, are now paying \$40/hour for afterschool help for the Homework Club. In that case, I have to tell you that a bunch of teachers in the middle schools are not happy about this. They feel that although we are getting \$1.86/hour for our children other teachers are getting \$40/hour. With all due respect and as much as I continue opening my classrooms to my students, I might actually want to resign from the Homework Alliance Club and I will continue to help my student – I would never say no. However, I feel at this time something needs to be done because if anything is going to happen, teachers are going to start realizing that there is a divide – some people are getting paid \$40/hour and others that are in the club are getting anywhere from \$40 to \$1.86/hour which is where we stand and I think that people are going to start dropping out and that is unfortunate because kids do need to go after school where they are supervised and they have an educator who is willing to sit there with them and to tutor them and translate the science book into a different language and that is what I have been doing. It is something that needs to be looked at.

Mr. Arminio stated thank you very much for letting us be aware of that.

Ann Margaret Shannon stated teacher at Union High School. I think everyone knows that I am big huge supporter so I'm not trying to cause a riff in the Union. I just want to support Mrs. Alvarez and I just want to add a little bit to it because regardless of money that you pay which should be equal everywhere. The jobs in every school are different which sometimes there's a purpose and I'm not sure in this case. We have charges all around – 39 in change or whatever so \$40. But as I understand in the middle schools, their programs are very organized – not that the high school isn't organized – there are certain things that the teachers have to do almost like a lesson plan but in the high school they are getting the \$40 and it just the kids coming in and getting help – it is casual which is fine and that is the way I do my tutoring. I do it for free; but then when you have 10 schools and you have different dollar amounts for similar activities but some people have to do it more like an academic class during the day – I just want to add that there are so many discrepancies in these programs at the schools which are very needed but someone's got to get a handle on what we do and where and when.

Mr. Nufrio stated as this was my first experience of hearing about this situation, it certainly I think perhaps the Education Committee should explore all that was just presented and perhaps report back to us.

Mr. Tatum stated in this District there has been a cry for support to the elementary program because there wasn't any elementary afterschool programs at all in the District. I'm the person that you can blame if there is such a blank tape for there being this program. I am not apologizing for it, in fact I am proud of the fact that we finally took some of our money to get to children after school. There is also been some dialogue with the UTEA regarding clubs and those things in negotiation with the contract versus after school programs because there is a difference. The contractual rate that we are paying is I believe what we do with the Title I program and the additional programs that are in place. The clubs I believe you guys serve are afterschool clubs that were negotiated I believe in the UTEA Agreement. So what I think has to happen is that we have to come together in terms of what we negotiate in the contracts versus the programs that we put together because the bottom line is I am sad to hear that you feel that way but by the same token your voice has been heard tonight but I think that is where it has to take place because I know there were some concerns about the fact that there was a difference in stipend but I believe with the Title I that is where the difference in the amount of money that is paid. I remember doing our proceedings with negotiations and that issue did come up regarding clubs so forth like that and we did adhere to that particular grid. Not to say that down the road that might be something that we do need to give consideration into but by the same token I will say this, for the last year and a half we have had absolutely nothing other than volunteers for our elementary students and so forth. To try to expend some money to work with that population and I heard you say that you were also certified K-8, I would love to have you there if you don't want to do the other thing – you certainly can apply - anyone with the proper qualifications can apply for those positions. By the same token I agree with Mr. Nufrio's commentary that we need to take a look at this but most importantly we want support for our students.

Mr. Monge stated I would ask Ms. Alvarez that you would reconsider resigning. Everything is a struggle, everything is a fight and you obviously have an audience here and trying to take that into consideration that at the end of the day, take that into consideration because kids need teachers like you. I know it is a sacrifice but I think you can do a parallel path if you take initiative. Ms. Alvarez stated I am not resigning and I'm not going to compromise my students, my door is always open. Mr. Monge stated o.k. great. Ms. Alvarez stated I just rather do it for free because it is a slap in the face. Mr. Monge stated o.k. I gotcha, thank you very much for clarifying that because that was scary – thank you, I appreciate and respect that.

Mrs. Lipstein stated I just wanted to make a few comments. I thought that the presentation from Kawameeh Middle School was fabulous and I want to commend them on doing their work and also want to say Jill Hall is a little bit modest because we know she is a mover and a shaker and I think she leads as well. I also want to add that from the Township of Union Education Foundation we have gotten grants for Kawameeh and one of them is at the music program – we did world drumming instruments and every student at Kawameeh because of the grant that the music teacher asked for is working on the world drumming and it is fabulous for them and they presented this at the Music Educators Convention. It is an example of a win-win and I just received information of another one too because the Ed Foundation gave a grant at

Washington School for ORFF instruments which a lot of it is xylophone and that is for the entire school and the 4th graders have been using it and they are going to do their first presentation of the use of it at their concert tomorrow night. I am not able to go unfortunately but if anybody goes or the parents go they can realize this was achieved from moneys raised from the community and everyone knows how hard it is to raise extra money. We work very hard and we are very proud to show the community the positive from the Ed Foundation. We always look for support from the community and we have gotten it and even Mr. Holley, I have to say that he put his money where his mouth was and he had a tricky-tray donated – a very popular prize – a Tony Romo signed jersey. These are the win-wins so it is nice way for me to end the holiday season and wish everyone a happy holiday and happy new year – healthy. We look forward to a lot of positive change in January and I could go on so have a good holiday.

Man from audience stated that the teachers at Burnet and Hannah Caldwell are excellent and dedicated teachers and in the higher grades there are residency issues. He also stated that there are three or four colleges – Rutgers has free programs for Irvington and Orange; NJIT - Newark; Kean University – Elizabeth and East Orange. We don't have access to these programs and he does not know why Union residents are left out. He also stated that he has said this before – issues that we have – he doesn't blame it on teachers because they encourage and maybe we should engage in the performance of teachers and students and look at the parents.

Mr. Monge stated Mr. Tatum and I actually had a conversation a couple of weeks back and totally agree with you especially reaching the university and we should have a very close relationship with them especially since a lot of their students become teachers in our District.

Mr. Le stated there are three things that I would like to highlight tonight. The first one is the spectacular show on Friday and Saturday for *Union Goes to Hollywood* – every single detail was on point and the production was beyond perfection and I just wanted to commend James Moser, Jennifer Williams and every one of the casts. It was an incredible production and I just had to recognize their hard work for it. In fact, after the show, a parent told me that they go back to the theater the next morning to break down the stage and it shows you the hard work and the incredible work ethics that these kids have so I just want to commend the students and all those who had a great role and making that such a huge success.

Second I had the ability on Saturday to be a score keeper for the American Legion Oratory Contest and it was a contest where you had to deliver two speeches – 10 minutes of a topic of your choice on the U.S. Constitution and an assigned topic – 5 minutes. Talking on this and being quick on your feet is very much a challenge and I have to commend the first and second place winners. I don't know their last names but their first names were Zoe and Davita for accomplishing – which is sometimes a tough skill to master because the nerves get the best of you when it comes to public speaking and so I just want to commend these two. After the contest concluded I saw one of them just teem a wonderful and vibrant smile of joy and thanking her teacher – who was actually my 12th grade English teacher – Ms. Sandy Maglarella for encouraging her to participate in this contest. It is a great confidence booster and a great way to boost someone's self-esteem and to realize that they have potential to do great in public speaking and I am very excited to be a part of that and hopefully in the future.

The third topic that I want to mention is I do believe that this is Board member Tom Layden's last meeting for his term and I don't want his service to go unrecognized. It has been seven years of leadership and seven years of contribution that you have provided to this Board. You should be recognized for your service and I got to know Tom more over the last few months. Beyond being a Board member, he is so engaged in his community and not only that I know for sure that probably the biggest accomplishment is that he is an incredible father to his children and an incredible husband to his wife, Jackie. There were times during the past few months that he got busy and where he simply put his foot down and said I have to attend on Friday night a soccer game – my daughter is playing or on Sunday morning that he had to drive all the way to south Jersey or Pennsylvania – it just shows the dedication that he has as a parent and not only that as a Board member and someone who serves our community. I want to recognize seven years of successful service to our community. Congratulations on a very successful seven years. Mr. Layden stated thank you.

UNFINISHED/NEW BUSINESS:

Mr. Arminio stated thank you Steven you took everything that I wanted to say and I will say it anyway. Tom you were first on my list – I want to thank you. We ran together six years ago and as Board members we got elected six/seven years ago and I would like to thank you for your service to the Board and to the students of Union will be remembered.

Secondly, *Union Goes to Hollywood* – outstanding. I was so happy that the auditorium was filled. I heard both nights it was packed – in fact they ran out of programs the second night because there were so many people there. It was wonderful to see and I am looking forward and this is the first advertisement, *Mary Poppins* in the spring. Get your tickets as soon as they become available because I think it is going to be sold out. They did some of the music-numbers from the *Mary Poppins* show and I know it is going to be great. Congratulations to the staff that worked on it and to the students who participated.

One last item, December 20th, there is going to be a Santa in Blue here at Union High School. They will be wrapping presents and distributing presents to residents in the area and that goes from 11 a.m. to 3 p.m. I don't know how many more volunteers are needed but if anyone is available – here at the high school gymnasium to help Santa in Blue. But at 3 p.m. even more – showing the relationship between the Board of Education and the community – from 3 to 6 p.m. sponsored by and brought by Freeholder Sergio Granados, they are going to be serving, so I am told over 700 meals to individuals and families who are in need and at the same time besides giving dinners to individuals and families and homeless veterans have been invited to come and there is a backpack for veterans program and every veteran who comes will be given a backpack filled with toiletries and personal items that are necessary for their survival. I heard that those that haven't donated gifts to give gifts and those who would like to volunteer, I think there are places to call and I can give you the phone number.

Mr. Layden stated I would like to take this chance for the last time – to thank ever body. It has been a wonderful six years and seven months that I experienced and have had serving my community. I love my community and I am very involved in this community. It is a great town that we live in. I think we have the best and finest school districts in the State and I think we have a lot of dedicated teachers and staff and we have a phenomenal Superintendent. I was

involved in the search for Mr. Tatum and I was fortunate enough to be involved in two superintendent searches which is kind of unusual and I also had the opportunity to oversee the construction of the Jefferson School, one of our crowning achievements for this Board of Education. It has been a great honor and great privilege to serve this Board of Education. I am going to miss it but at the same token, I will be able to spend a little more time with my family but I am extremely involved in my community so there will be two less meetings that I have to go to a month but I would like to thank you and it has been an incredible ride and I wish the new Board of Education that is going to be reorganized in early January the very best of luck and they have the best interest of our school district at heart and I am sure they can do a wonderful job for our school district.

Mr. Nufrio stated Mr. Le acknowledged your service – I have only known Tom for five years, but during that time period I can say that he was so easy to pick from the crowd because he stood ten shoulders above everybody. But in all seriousness, Mr. Layden when a person in the community dedicates time as you did - it is to be acknowledged. Your services are certainly acknowledged and I wish you the best. At the same time I would like to congratulate Mr. Le for his victory and certainly look forward to working with Mr. Le in January.

Dr. Francis stated Tom, I would just like to say that you are a good man Tom and I have only known you for three years as well and I think you will do well and we have been fair and for me it is unhappy times that you go to be honest – I just wanted to say that maybe you should consider at some point to run again. I just want to wish you well and once again you are a good man, I know that. Mr. Layden stated thank you.

Mr. Salcedo stated Tom, I just wanted to say I have only known you for two years and I appreciate what you did – it has been a short time – I do appreciate the time we have spent together and I just want to thank you for your services. The community knows – we are all parents and we truly do care about every child in this community and Tom has really shown that through his service. Thank you for that and I wish you the best of luck and we will see you around.

Mr. Tatum stated this is a very difficult decision, you have been with me ever since I have been in one of these two chairs and I have seen you when you had to make tough decision but I think the decisions you always made were always in the best interest of our students and staff. You and I have had conversations and exchanged emails over the course of the years and our topic of discussions always centered around was our school district. One of the things that makes this job a little easier is when you work with Board members who stand with you and does his very best to get initiatives across that he was trying to accomplish for the students. I have to say wholeheartedly you have done that. I can't tell you how much I appreciate the support you have given me as a professional and even personally. We are going to miss you and please don't be a stranger. Whenever someone retires I always say to them whenever we have an event, we would like you to come back. Certainly we will start with on Friday we have a luncheon in our office if you can stop by – we would love to have you join us. Mr. Layden stated thank you Mr. Tatum I appreciate that. Certainly I am not retiring – I not quite there.

MOTION TO ADJOURN:

Moved by Mr. Nufrio, seconded by Mr. Salcedo, that the meeting be adjourned at 8:30 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY