

UNION TOWNSHIP BOARD OF EDUCATION  
WORKSESSION MINUTES - December 8, 2015

Meeting held at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on December 8, 2015, and was changed to a meeting at which action would be taken

The Meeting was called to order by Mr. Arminio at 7:00 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Thomas Layden, Mr. Ronnie McDowell, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Ms. Lois Jackson, Mr. Angel Salcedo

Mr. Layden led the Board and audience 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 Secretary.

APPROVAL OF MINUTES:

Mr. Arminio stated next week we are going to approve the minutes from the October 13<sup>th</sup> work session, the executive session and the October 20<sup>th</sup> regular meeting next week. I assume Mr. Vieira that all the Communications are reflected in Personnel and other areas of the agenda. Mr. Vieira stated yes.

COMMENTS FROM THE PUBLIC ON PROPOSED RESOLUTIONS IN BOLD ONLY:

Mr. Arminio asked if there were any comments from the public on the resolutions in bold only. None.

Mr. Arminio stated we have a special presentation next week by Kawameeh and Franklin and tonight the Superintendent's Report will reflect what you are going to talk about next week and also the special presentation.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated as everyone knows next week I will talk about the highlights of the Districts, talk a little bit about the student achievement – we have some testing data that has just come in and also I will talk a little bit next week about young lady doing something at Union High School which will be posted on our website regarding a book sale she is going to raise money. I will have more details on that.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

Dr. Francis asked E-9 what does the underlining mean? Mrs. Cappiello stated that means it is new – it was something that was put on after it was posted originally.

Dr. Francis presented the Education/Student Discipline Committee agenda.

Mr. Arminio stated after we discuss these tonight – if we need to discuss any of them as of right now – next week after we move those resolutions and they are seconded can you move them in mass – just say “I like to move E-1 through E-9” instead of reading each one again because we are reading them tonight and we will discuss them and there is no need to repeat it and I think everyone at home either has a copy or it’s on the computer – people that are here already have it in front of them and they can read if they need to read it. Please give a synopsis from our committee – especially on those items that are going to be presented.

Dr. Lishak stated a couple of things we discussed in the Ed Committee meeting was proposal for courses for the upcoming school year and a couple of the ones that in Committee we decided we would put forward for the coming school year and we would be able to support in the budget. A Level I Computer Science program at the high school that would be offered for 25 students – we would do it for one class proposal. We are also proposing, which is going to happen because it is required by law, that we infuse into our curriculum our next generation of science standards - so STEM will now be put forward in our middle school science classes 6<sup>th</sup> through 8<sup>th</sup>. We have STEM classes that are running separately at the high school.

There are also two other proposals that the Committee has asked me to go back and request additional information from the Language Arts Supervisor. Two courses of study which would be in addition to our standard English Level IV – one would be a study that would be literature and film and the other one would be an English course that would be centered around books that were more gothic so what was asked was could I please go back to the English Department and ask them if there is any way we can compromise in some of the books that we are already using in connection with some of the ones that you are proposing. All of these courses are approved by the State level so we decided to go that way and go ahead and do it and it also clears the clearinghouse for recognition for sports, scholarships. I can’t do anything with those two particular courses until I receive that information and we will go ahead and put into the budget the computer course at the high school and the other one there is no cost but it is required and it goes through our science classes in the middle school.

We also discussed looking into a middle school reading program that we would take a targeted reading program and put it directly into – we have an 80-minute block of language arts in the middle schools. Taking that and putting about 20-25 minutes, whatever the recommended amount is, into a targeted reading program in the middle school.

The other thing we discussed which is on here for your consideration and approval because I need a resolution to send to the State – the Corrective Action Plan for our monitoring that we received on NCLB and Raise to the Top along with the Perkins Grant. There are a number of things that we need to correct – some of them very minor in that they asked us to – we have a number of accounts and they asked us to remove them from one account and use a different account number, provide documentation that we provided the information to the public, we have put the Corrective Action Plan together. I need the Board to approve it on Tuesday, December 15<sup>th</sup> so I can send it out to the State and they can release our Title I funds that they are holding until we provide this information to them. Mr. Arminio stated that will be in a form of a

resolution on the 15<sup>th</sup>. Dr. Lishak stated yes. Mr. Arminio stated it will be added to your list of resolutions that will be sent out.

Mr. Nufrio stated I wanted to simply address the other proposals that you had the Committee...Dr. Lishak stated the Committee put them forward as they felt that they were all – it is up to the Board whether or not they would be interested. A couple of other ones that we did discuss and one of them is a program called AVID. AVID is a program that is computer based and it is going to be targeted for the high school and it is meant for the middle achieving student. I cannot put that forward to you right now because we are in the process of researching it so therefore I can't provide that information to you nor can I make a recommendation as of early next month so it will not make the budget in order for me to put that in.

Another one that was asked for was a program that would be put in as a science elective. It is like a survival course. They wanted to do a survival course where they would use the area in the middle of the high school so that they could begin to recognize basically how to live off the land; what you could eat, what you couldn't eat, how you could utilize things in nature. The committee felt, as do I, that there may be some issues that could result in a course like this. The idea was that then our students would go on hikes and possibly build shelters for themselves out of what they would find in nature and have a sleep over and basically live off the land so at this point – it is not going to come out of Education Committee.

We had a couple of other things that were brought up. One was to put in a AP Computer Science Level II – we have to get Level I moving before we could possibly propose a level two. There is no sense of proposing both and putting them in the budget this year when we wouldn't be able to move forward with it.

Last one was a STEM proposal and at this point we have our numbers in STEM – they are not max numbers and this would be an elective so we are going to try to make sure that we are keeping our numbers solid with the STEM before we offer a third because they are pulling from the same group of students. In this particular class that they would like to offer, you would have to have a pre-requisite of STEM Class I, STEM Class II before you could take 3 or 4 – this would be the fourth level which means you are only pulling from the same group of students. So in this case we are going to wait until those numbers become solid and then we can always put it in the following year because we don't have anybody that is asking for this STEM class that we had to turn away in the high school at this point.

Mr. Monge asked what opportunities are there to incorporate the STEM type of related lessons and the like to your regular classes. I did speak to the STEM teacher at the high school and obviously there seems to be a lot of interest getting into the class. Your level of experience in course work varies so there are some folks that struggle because it is the first time that they ever seen this stuff and some kids really excel but to be able to integrate this type of course work would we already...Dr. Lishak stated up until this year, our STEM was offered in the middle schools only as a club and then there were classes in the high school. This year coming, we are required to infuse the next generation of science standards within the science curriculum. So starting now in September, every single student in the middle school and Mrs. Moses is working on the elementary level down, there will be STEM infused in your general teaching. So you will

have hands on STEM lessons within your science of every class from elementary all the way up to the 8<sup>th</sup> grade; then it becomes a science standard which are infused in their general science practices at the high school, in addition to STEM elective classes.

Mr. Monge stated obviously if you are adding stuff some stuff has gotta go. Dr. Lishak stated no. It is going to be right within – they will amend the pacing guides, they will put in additional standards and they'll just take some of the less hands on type of labs and those labs will become hands on learning opportunities using STEM.

Mr. Monge stated I guess what I'm getting to ultimately is for instance, keyboarding. You have keyboarding in every class that you are in – you are essentially many times using the keyboard let alone you have – why at this stage of the game we still have keyboarding classes. Dr. Lishak stated believe it or not even by the time we get to 6<sup>th</sup> grade – some of our students don't know or able to do the fundamentals of keyboarding. We think they are fast because...Mr. Monge asked but what about the kids that are? I can speak from experience. It is such a...for those kids that you are talking about great. For many kids – it is a wasted period that they could have been taking some other type of classes. Why not test into it or out of it or something – right now you have kids that are going in there and they know how to type – what are they getting out of it. They could be going to a STEM class or something. Dr. Lishak stated we actually did discuss putting STEM in as a cycle class but because we wouldn't be able to do it in 6<sup>th</sup> grade we talked about putting it in as a full elective in 8<sup>th</sup>. Mr. Monge stated I'm focused here on keyboarding. Dr. Lishak stated I'm giving you an example. So we talked about possibly amending the way that we do some of our cycles to put in things like STEM; but unfortunately we weren't able to do that because as an elective you choose. If you chose STEM we would be out of compliance so that is why we are putting it in science. There has been some discussion about re-visiting and the teachers are asking themselves about revisiting what we are offering in our cycle classes. A lot of it has to do with – we have students that are very interested in one language and not interested in another – there are just many things - we have done interest surveys and when we send out the interest surveys to some of the students, we get a lot of interest in let's say a STEM class or something but when it comes time to choose that elective, they don't necessarily choose the elective so even the principals are saying to us – we would like for you to begin looking at other offerings within the cycle class so that is something that we have to take it to account. We focused on keyboarding about two years ago because we wanted to make sure that our kids could respond...Mr. Monge stated they know how to type and you instituted something for PARC and the standardized testing and the kids are going into keyboarding because of that and having basically wasting their time. So I think it is something that we really have to start to look at because it is unfair for the kids that have typing skills and are forced to take a keyboarding class and for the others that don't have, they are fine, but the reality is at this point of the game, our regular classes should have some keyboarding aspects of some of the assignments we have and kids can learn as they go along at the earlier ages going up. But to force kids to take keyboarding because of a standardized test, I think it is not right for the kids that don't need it.

Mrs. Moses stated today I sat with the Committee and I presented four key items at the elementary that I would like to put forward. We are looking to put forward lesson plans on the Genesis. The lesson planner module that is already on Genesis – by the teachers putting their

lesson plans on Genesis, it opens up a new field. Teachers can use that lesson plan for math in the school district. Administrators – I can go in and check any teachers' lesson plan with any inquiry that a parent has about whether or not what their children are learning as far as the standards. So I can go on Genesis module lesson plan and see that Annie Moses is teaching division or statistics or so forth. I would know exactly what is being taught that week should I get an inquiry from a parent. I have access to every teacher's lesson plan. Mr. Vieira stated does everyone know what our Genesis data base is. Mrs. Moses stated that is where the grades are. Mr. Vieira stated I just wanted to make sure the public knows. Mrs. Moses stated the public is wise.

The second item that I brought to the Committee was after school programming. For the last three years we had the LEGO educational program which the school is still moving forward with that. In addition to that we are having enrichment programs for reading, writing and mathematics – throughout every elementary school and it will be incorporated by January and moving forward to the next school year.

The third thing is the implementation of STEM. That is a roll-out process and I have had some conversations with many people about this and I feel that with the next generation of science, our children really do need to be more engaged in the science, math and technology and putting it together and this is the 21<sup>st</sup> century so they need to be involved with that. With that we are going to form a committee in January - a committee of highly qualified teachers in the special areas of science, technology, language arts and we are going to have supervisors on all levels a part of that team and we are going to have highly qualified teachers – teachers that have specialty and expertise areas of that and a few principals will be on that team. We will put together and we will look at and research foundations that we can work with. We have to develop a curriculum. We will have to bring all that information to the Board of Education to look at. We are looking at that and it is a big process because we have to put in teacher training. We have to make sure that we have all the supplies that we need and that supply will come from the LEGO after school program because the LEGO after school program is only for an x-amount of children. So when we implement and infuse it within the day and infuse it in science, maybe two projects a week then that will be for every student, every day.

Of course elementary is not very elaborate but you have a situation and think out of the box and you create and solve problems and that is what it is about. As far as including this creative thinking that we would use, the thinking that we have in science to overlap into a language arts, social studies because that's where we come to the project based learning. They are writing and reading about the three little pigs and now they are going to have to create a house – that is the project based – using what they have in science and moving that into the language arts – so they might build a house, a strong house, a weak house and test the building of architect of a house so that is the project based learning then from STEM – stem from STEM and move over into the liberal arts piece. We will get that together and present that again to the Board – those are just ideas that we are going to meet on and to just let the Board of Ed know that we are thinking about that and we will give you all the information and roll out step by step.

The fourth thing is the curriculum for the 21<sup>st</sup> century life and career – that is an important piece. That piece is very important because it prepares our children for the 21<sup>st</sup>

century for life situations and for career. Education is a career. We always say boys and girls your career is from Kindergarten to 12<sup>th</sup> grade – it is definitely a career. Then there is the education process that they are moving through. The State of New Jersey says that we have to put real life into the curriculum and putting it into the curriculum would mean that they would have to show up to school every day. So attendance is very important because if the child comes to school they will grow. They will be modified to continue learning. We have to put together and the Supervisors of the elementary schools are doing that to put in a curriculum for the 21<sup>st</sup> century - life and career curriculum. We are looking at what is free on the State's website that a lot of schools do have it – in South Jersey and up North. They have classroom economy – so if you want to look at that you can see that it is from Kindergarten to 12<sup>th</sup> grade – that is called Classroom Economy so we are looking at that. However, on the side bar we do have 5<sup>th</sup> grade that is using the Leader in Me and that is a standard nine. The Leader in Me is not free, they have to buy it. It's a really good program because if any parents have 5<sup>th</sup> grade students there, they put in job applications – so old school Annie was “can I be there” – now I have to put in an application and not just raise my hand and be a good girl and then I get picked for that but now you have to put in an application and write about why you should have this position. So in 5<sup>th</sup> grade it is a little more elaborate. They do have that program and we are going to try to adopt that program with the 5<sup>th</sup> grade – the 21<sup>st</sup> century career. Those are the things that we are going to bring back to the table and I just wanted to share that with you on what we are doing as we move forward and moving into the new school year.

Mr. Nufrio stated you are talking about these projects maybe in addition to what they do in the classroom as part of homework or simply be done in school. Mrs. Moses stated this is life and career – so it is outside of school because for example, if your child is a leader what does that notate. Mr. Nufrio stated I'm not talking about a leader, I'm talking about STEM. Mrs. Moses stated the STEM program to be outside of school. Mr. Nufrio stated is it outside or in the school – would you do it as a group? Mrs. Moses stated yes it is in school but we do not stop a child from being motivated to go home and to extend the learning at home and say you know I want to build this and bring it back to school. A lot of kids have LEGOs and they build really good things. Mr. Nufrio stated I'm just thinking of the parents. Mrs. Moses stated I think the parents will like it. Mr. Nufrio stated the projects that are done at home are done by the parents. Mrs. Moses stated if they are learning from it that's o.k.

Mr. McDowell asked did anyone reach out to Bed Bath & Beyond. Mr. Tatum stated yes. Mr. McDowell stated maybe they can make themselves available. Mr. Tatum stated actually, since you are doing such a great job, do you want to talk about the supervisors we are meeting with tomorrow. Mrs. Moses stated Noreen, Mr. Tatum and I had conversations about that today. We sent out an email to all the supervisors – every supervisor from music to top of the science. Every supervisor is invited to meet with Mr. Tatum, Noreen and I in regards to moving forward with Bed Bath & Beyond and we need the supervisors because how would they like to use this partnership into the high school, into the middle school, into the elementary school, also special education supervisors – we reached out to every department for every child to participate. And just one other piece that we should add to that – Bed Bath & Beyond has also invited us to bring all of the Supervisors over to their facility to actually start making a connection with the actual staff and we felt that they would be the first ones to start with because they are the people who have the curriculum and who will be able to identify those areas that will

be helpful to us and then we will filter it down to the staff and to the students – that is the first step in moving forward in that aspect and to just to see the global overview of everything and that process will start as of tomorrow. Mr. Arminio stated that is terrific that we are moving forward with the Bed Bath & Beyond project.

Mr. Arminio stated the presentation by Mr. Boll – we will continue to wait on that.

#### FISCAL AND PLANNING COMMITTEE:

Mr. Arminio stated Mr. Monge as Chairperson of the Fiscal Committee, I don't know which one you want to do first – your committee presentation or go over the resolutions if there are any that need to be pointed out or go over each one as you deem necessary.

Mr. Monge stated we can go over the ones we discussed. Let's go to this one presentation that I wanted to discuss and then we can jump into... Mr. Arminio stated that Mr. Monge passed out two pieces of paper – as Fiscal Chairperson he would like to make a presentation on how we might proceed in the future in adopting budgets and this is something that we can put into place now, we can wait until the Planning session in February, we can wait til next year but I think Mr. Monge is going to try to pursued us to move quickly. As a Board we would then have to adopt a resolution and vote on this resolution in order to put it into practice.

Mr. Monge stated I just made enough – I didn't know I needed to hand it out to the public – I just have enough for us. Dr. Lishak stated she would make copies.

Mr. Monge stated every year the District comes up with a budget and a tentative election year calendar and it is basically a fiscal calendar. What I have been working with Manny on and I looked at what we have here and I wanted to propose a couple of additions to our calendar. No. 1 is trying to incorporate a presentation in both September and October for a budget workshop for the Board. The idea there is that we go through this whole process approving a budget and I'm a finance guy and I'm going through it and I still haven't gotten everything as far as the budgets and how complex the school budgets are so I would think as I'm going through my education and I'll get there, it will be great if the Board had an education on – even if it was at the macro level or what consists of the budget because at the end of the day, as Board members, we are approving so we should know what we are approving. The idea is that we would break that into two sessions – one workshop would be in September and the other one would be in October and as part of the October – part 2 – would include a discussion as it pertains to the budget calendar for that given year as well as budget goals and the idea and we are kind of hearing some of that now and what my understanding is things have been done historically is we would put together a budget and then as we get into that budget year, folks are having some bright ideas but a lot and he is trying to be reactive versus being proactive – so the idea right now really should be to establish budget goals and create a budget that is based on those goals and at least try to incorporate those goals and as you get into that budget year, if you want to change your goals because you want to do something else – but if you want to do something else something else has to give and that we will go ahead and deal with it as we go along. But the first things first is discussing that calendar but then discussing those goals and what I saw from one other district that I walked away pretty impressed with is that they in October and November

– end of October and beginning of November, the Board actually adopts the budget calendar and the budget goals.

Mr. Tatum as Superintendent obviously you would have some thought process from the Board – you would have budget goals for us to review and discuss and then ultimately present and we as a Board adopt those budget goals and then we expect that we are going to end up getting a budget that reflect those totals and if you couldn't make it because you had to balance a budget at least there was a beginning parts to these goals and the end is going to be a reflection of what we had to do with the budget. So that would be October/November. In January I just put in here because we don't have it in ours, the Board conducts an annual organization meeting. In February this is what we have today – we have a discussion of the draft budget with the Finance Committee – but from there, it goes straight to – in our calendar – it goes straight to approval. So what I'm saying is and once again I'm not making this up – I'm stealing from other places, is that the Finance Committee discusses the draft and then there is a presentation and discussion of the tentative budget with the full Board and then there is an adoption in March of that tentative budget until you go down the road of getting your final approvals. I don't know if anyone has any questions because what I was trying to do with the dates, as far as the months, they correspond with what we have now so it is kind of additional lines within one of our benchmarks to the next. The whole idea here is really for the Board to understand what we ultimately are approving and we create some ownership and this is something that I said to Manny is that – in the budget here, if someone wants to do something and somebody says why, we are the ones that approve this budget, we are the ones that are part of supporting the Superintendent in establishing his goals and making sure that those goals are in the budget and we should stick to a plan versus trying to be reactionary and creating our own plan based on a budget that didn't reflect that idea in the first place.

Mr. Arminio stated just to point out to the Board, Mr. Monge had discussions already with Manny about this and he talked it over with me so he is not just coming out of the blue with this. Do you have any comments on this? Mr. Vieira stated that I think Mr. Monge's proposed additions will be helpful in transparency to the public and the rest of the Board.

Mr. Monge stated and I didn't want to bore everybody with some example presentations that Manny and I went over from the different districts and it doesn't have to be exactly what they did and I shared it with Mr. Tatum as well. There are a couple of items in our Board presentation that I thought that we could incorporate it in our presentation to make it little more robust for not only the Board but also for the public. Date wise, what can we do today. I would recommend Mr. Tatum that I think you should still establish budget goals and I'm hearing a lot of stuff – great ideas that cost money and that is obviously part of that and I think that we should establish some budget goals going down a parallel path of where we are today.

Mr. Tatum stated Mr. Monge there was a time in the State of New Jersey that the school budget was built as so called proficiencies that were established by the State and therefore there was a rationale and we were talking a little bit about this the other day and there was actually a rationale statement that went along with each appropriation. For example, when we talk about STEM we talk about the keyboard program you alluded to a little while ago but really looking at it what is the most feasible objective moving forward. The elementary STEM program is an



extension of ideas that we spoke with you one night and the funding that we use for the afterschool program is based upon taking money that was in the budget last year and reworking those figures but not working from an objective as you mentioned – simply saying this is something that from doing service it would be nice to have our children at the school but I like the idea of having a particular set of goals. We have District goals, we have a District plan we are working from; however none of that is tied to an actual dollar amount. We have been following the business as usual pattern. So I think you are on to something that is certainly worthy of taking a serious look at.

Mr. Monge stated with that Mr. Arminio, I would love to be able to put together a resolution to add these to our calendar schedule. I think that nothing really here – the first two obviously the ship has sailed, actually the first three, but I would still ask Mr. Tatum and the Board, I think we should have some budget goals. I don't think it is too late for that. I don't think it would be too hard to put that together – high level bullet points on what you want to achieve this coming budget year and see how we can make sure that they survive. Mr. Arminio stated it would still have to first be approved as resolutions so if you and the Fiscal Committee – whether you do it by email or in person – formulate a resolution and we can add to next week's agenda where we pass a resolution in which we would say something like "Board will develop budget goals, recommendation of the Superintendent," something to that affect – so that we can vote on it and then get to work on developing those goals.

Mr. Monge stated should I...Mr. Arminio stated bring that up on...in fact I had that on my list of things to bring up.

Mr. Monge stated as far as the resolution items I think I would probably start with the transfer lists. Mr. Arminio asked what number is that? Mr. Vieira stated F-4.

Mr. Monge stated this is I think at every meeting we talk about this list and we put it on the stand of (inaudible) – so one of the things that stuck out to me was the 2<sup>nd</sup> item and the 3<sup>rd</sup> item. The 2<sup>nd</sup> item on here is for transferring, making an adjustment of \$55,000 into the charter school budget and obviously, this is and I spent a lot of time the last time we approved it about understanding where we approve \$202,000 to pay for these tuitions for those kids that chose to go to charter schools and we went through an approval process and now we have another \$55,000 that is going against that budget line item and we are just approving a transfer – so how do we go from having to approve x-amount of students leaving the District for \$202,000 and then all of sudden a couple of other kids are able to go and get paid by the District through approving transfer of line item budget with over 50 transfers. How does that get buried in here? So that is a question; so I might as well ask the second question. The second question is residency investigators – we have been talking about residency issues, you walk down and people knew I was on the Board and they will stop me and tell me that 50% of the high school students in Union are not from Union. So this is always a big thing and obviously we see it and we go and we approve 4-5 kids that don't live here and getting them approved for the school system but we have \$20,000 that is being removed from the budget for residency investigators – how does that happen? We can't, we already have a budgeted once again goal – you talked about trying to identify, making sure that we have kids that go to Union and live in Union – that is a goal and we are trying to correct that. But we are going to take \$20,000 from that line item –

which it is a big issue – everyone in Town talks about it – we are going to take \$20,000 away from that line item. We have actually had a conversation with an investigator saying we can do more. So once again, so we touched on two points – one is how do you make a decision like the charter school piece in a line of 15 transfers and then two how do you take what is suppose to be an important goal of this District and take \$20,000 from that line item instead of trying to beef up that line item. That is not even me looking at all – once again this is me trying to understand what this document that we vote on every time that we are here – what does this really mean vs just trying to balance – it seems like there is more going on with these transfers that we should know about. For those two items I would love to hear feedback.

Mr. Tatum stated you make the transfers not me so you should respond. Mr. Vieira stated with charter schools I had to transfer money to the appropriations because we had some additional students going to charter schools. Mr. Tatum stated which left the District. Mr. Vieira stated left our public school to go to a charter school. Mr. Monge stated so let's stop there. We approved 15 kids or whatever for \$202,000 – a big discussion we had about that and we had to vote on that as a separate and apart and now in a transfer, all of sudden we are paying for a couple of more kids to go out of district – so why did we vote on it separately before and now we are not voting on it. It is buried. This is buried in the budget transfer document. Mr. Vieira stated what I will do is the charter school per students will be put on as a separate resolution – so as the kid leaves, the kids also withdraw from the charter and come back to the public. It can change month-to-month so we will have that as a monthly resolution; similar to the special ed out-of-district placements students.

Mr. Arminio asked do we get a rebate if they drop out of the charter school? Do we pay their tuition for the year? Do we get the money back or do they keep that money? Mr. Vieira stated no, we pay monthly so it gets adjusted. All the tuitions get adjusted by the DOE and the DOE bills us.

Mr. Nufrio stated what I think perhaps Mr. Monge is looking for is you are transferring x-amount of dollars but the explanation is not there. So that is the way I'm hearing it and what you just said Manny perhaps will then address that issue on a monthly basis so that we can see as a Board why that money is being transferred just as you do with special ed. These are expenses that are far less than the special ed department but they are explained by the special education department and certainly you should be able to explain why that line item transfer was done. As you said, an overview is well with some kids – additional kids went. Perhaps if you actually detailed – not the names – but how many students...Mr. Monge stated it's not a lot of money but it is a 25% increase on what we just approved and when we approved it, we had back up and it seemed like it was some process that you do. If you are going to pay for kids to go out-of-district, it is a separate thing we need to vote on it and here is the back up for it. So now you have a 25% increase in that budget item and it is buried in 15 lines of transfers and I don't know – so what is the process. We don't know that. We would have voted on this like we did everything else. Like you are taking you know a budget line item from here to there and there is nothing really behind it. Like I said, in the next one – you can go ahead and do that which I think is the right thing to do as it pertains to that but who knows what else is in here. I just looked at the top three lines. The second one is the residency investigator. Who makes that decision and how is that decision made when everyone has been yelling from the rooftops that

we think we have an issue. It is evident that we have an issue because every time we come to vote we are moving 4-5 kids from the District.

Mr. Arminio stated you asked too many questions. I think the biggest question is where is the approval of that – do we approve that separate to move money from an item like residency as a separate resolution or do we just approve a line item transfer and I think that is what Mr. Monge's – not just for this one but for other ones also. Mr. Nufrio stated is it possible and I'm very accustomed to the line item transfers but is it possible that this is something you need to do just as other committees do is to explain it to the committee what this transfer is so that this way in the reporting of it we at least get an overview of that. So where did that \$20,000 go and why was it taken. Mr. Monge stated when Nancy just asked the question – who approved to take \$20,000 from that item. Mr. Vieira stated I do the appropriation transfers as the Business Administrator and it presented to the Board. Mr. Monge stated so Mr. Tatum, if we have, this is why this makes a lot of sense, so if he is taking this out and we have once again a goal, how can that happen because the thing is and Manny what you are doing is checks and balances, I get that, you are trying to shuffle money and make things balance but it can't be done in a vacuum and I think this is for all of us, it can't be done in a vacuum and I'm still trying to get through this list of what this document means. This is such a very important document. I think that we have to change the way that we do things in general but especially this document. I think we need to understand what this document really means. That is something that one, obviously we have an answer for the charter school thing and two I would have an issue with taking \$20,000 out of that bucket. That \$20,000 you should be able to figure how to use that \$20,000 as far as residency.

Mr. Tatum stated the money was allocated for residency – we would be using that money throughout the course of the year and what I'm going to say here hopefully is if money is being borrowed to balance out something else – when it is time for school residency investigations – the money needs to be there. Mr. Monge stated that is the issue Mr. Tatum that is why I said as far as you have loans, there are certain things that are untouchable but you can't afford to do that so it is not about robbing Peter to pay Paul and just try to figure it out later. There are certain things that should be sacred line items and there are other things that you have flexibility on.

Mr. Vieira stated when the budget is prepared – the budget that we are working with now was prepared in January 2015 so it is almost a year ago and everything was being estimated. Mr. Monge stated Manny I got it but the thing is – the issue with residency – it is only a \$100,000 budget item and now you are taking 20% away from it to put elsewhere and if you are telling me that \$100,000 is enough to solve the issue that we have – I would argue no. I would argue that you will probably hear and one particular investigator we have that is very experienced he'll tell you no. So that is an issue and how much money do we save. Any time we take a kid out of here that doesn't belong here – how much does the quality of life, what I mean quality of education go up for our kids because there is more elbow room and more dollars we have per kid here. It is worth it. It is worth more than \$100,000 – it is worth more than \$200,000 if we are able to continue to double the numbers that we have. What I'm saying Manny is I understand that you are trying to do the right thing and balance something, but it can't be done in a vacuum. There has to be a logic to all this. It is not just about trying to make numbers balance. There is a story behind every transfer and like you said maybe it was something about there was too much

– you overestimated on certain items and that is when you take it out of there – but you can't overestimate our residency.

Mr. Vieira stated we can change our procedure where I prepare the appropriation transfer and then Mr. Tatum can approve it. Mr. Monge stated we are going to get to that so that is the point that I made and we are going to get to something that we talked about. So that's that and I'm sorry but this stuff is important. I'm sorry that I'm taking so much time.

Dr. Francis asked so the students can come back to the District after the charter school? But can they leave the District in the middle of the year? Mr. Tatum stated any time. They have that right and I believe the money that we collect on them follows them to wherever they go if I'm not mistaken. So therefore what happens is that and I think we mentioned before – the rebate – the truth is when we transfer our money from one account to another, a lot of times what happens is that, again it is a matter of trying to balance out the line items, but the reality of it is that residency is a high level goal in this District; however, we have not prioritized that as a goal where there has been a dollar amount that has been allocated. It is something more than just an estimate and there are residency officers that will say that they can do more and we have actually increased the number of residency officers. They don't get paid unless they are on a case.

Mr. Monge stated you have a budget for. Mr. Tatum stated I'm not arguing with you – I want to make sure that everyone understands where we are and why things are the way they are. I'm not arguing that point at all. Please don't misunderstand what I'm saying to you about that. Maybe that is something that we need to sit down and adopt as a Board but whereas one would argue residency is a big issue, so are instructional programs, so are personnel issues – we have a number of areas – if you look at every area that we deal with every month, there are priorities in those areas that we could set goals for. The problem is that I think Mr. Vieira hit the nail on the head, and I'm going to say this on record, where the transfers are being made, I need to know when the transfers are being made. I had this conversation with you before that these offices have actually operated independent of one another and we can't do that anymore. Obviously that is what we are going towards. It has to be a situation where the Business Administrator who reports to me, has to come to me and he has to reveal to me what he is doing and why – with a rationale and the issue is that before it is done, it has to go to you guys. It is a real simple process. But it has been business as usual and over the last year and half we have been trying desperately to clean up a lot of items in this District. I came into this office saying your internal infrastructure problems that need to be worked on – that is what we have been doing over the last year and trying to get that stuff together. I am not disagreeing with you but nothing has been established to be able to say one goal is more sacred than another – they are all sacred as far as I'm concerned because everyone of those things needs attention in this District and the thing about it is we have to spread that money as you know in one pot. We have to spread that money over the course of the whole District in some level of priority order and what are those things that you come in and say no that's not touchable. You hear that on the street but I also know what is going on inside this building and in the District.

Mrs. Zuena stated the residency check like today has to be a big ticket item. Mr. Tatum stated we spent money the last couple of years, every other year, we have been doing re-registration – that is also another ticket item. We put the residency investigators out there more

and the truth of it – I reviewed the enrollment about a week or so ago and the enrollment is actually down. It is actually lower than it was last year by about 200-300 students. So I think I commented to you – look at the residency, we are down. Some of what we are doing actually does work for us and it does create more space. All those things are absolutely true provided the same token that I think you hit the point earlier, it is about the goals and prioritizing them and really having them in place and then come up with a system of checks and balances.

Mr. Arminio asked is there more fiscal items? Mr. Monge stated just a couple, as far as and this is a general comment – Tom and I spoke to Manny about it. As far as the District wide travel and expenses – F-6. I'm assuming that people are approving out-of-state travel and I saw a trip to New Orleans there and I assume that once again there is a checks and balance for all this stuff that you guys...F-7 the same thing we do the trips – one that stuck out to me was the National Jazz Museum in Harlem - I worked in Harlem for many years and I actually know the place and there are so many other places that the kids could have gone. I was surprised that they are basically going to a research – it is a start-up museum – it is more of a research area than anything else. I am assuming that folks are looking at that because it is \$800 and some dollar cost to the District and I'm assuming there are checks and balances on that. Lastly, what I want to talk about, unless Tom knows something else, Jefferson. As far as the update on \$5 million. Mr. Arminio stated that is under new business or unfinished business.

Mr. Tatum stated one comment on District-wide travel that I would like to respond to. F-6 there is a system of checks and balances – that really comes under the accountability regs which was developed in 2007 by the State of New Jersey. Basically there are procedures that we follow for both in-State and out-of-state travel and there is a separate procedure for each of them and there is actually, Karen Dunn and I together wrote a District procedure for a pre-approval process. The thing about that is – in that regulation there is also latitude for those meetings that take place right within the State and fall under the requirement that we have 60-days and in some cases, and I think I mentioned this at one of the other meetings, there are times that we do get information on something that is mandated and we have to come to the Board for an immediate approval. But on the most part there is a procedure in place and everything we follow here is governed by the State of New Jersey. We cannot divert from that. Out-of-state travel requires us to go to a particular website and we actually look at overnight lodging and so forth and there is an approved amount. The only time there is an exception is when the actual Commissioner of Education office makes those exceptions and other than that we follow what is in the O&B circle – if you are familiar with that. Mr. Monge stated it was just a general question. Mr. Tatum stated but I need people to understand that when we sit down there is a whole process that is beyond that and the same with the field trips and there is a procedure process in the District.

Mr. Nufrio asked does it also approve the sites? Mr. Tatum stated yes, you are absolutely right. For out-of-state travel it does approve sites because there are some conferences that they won't approve. You are absolutely right. Mr. Nufrio stated and ever since 911 many changes have been made. Mr. Tatum stated and the accountability regs came out of the Keansburg situation with that too that is how it all started, that is where they came from.

Mr. Arminio stated Mr. Monge, next Tuesday, unless there is a specific reason, can you please present these in mass – unless these changes in any way but we will see what happens when we get to new business.

Dr. Francis stated for F-10 – (f) and (g) are we spending \$8,000 on cookie dough? Mr. Arminio stated they raise the money. The kids sell the cookie dough and they raise the \$8,000. Mr. Tatum stated this is the student activity account. Dr. Francis stated so the same thing for the \$4,000. Mr. Arminio stated yes. Mr. Tatum stated they are fundraisers.

#### OPERATIONS COMMITTEE:

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

#### O-5. REQUEST FROM UNION COUNTY BOARD OF CHOSEN FREEHOLDERS – HOLIDAY FEEDING

That the Board approve the request from Freeholder Sergio Granados, Union County Board of Chosen Freeholders, requesting the use of Union High School on December 20, 2015 from 11:00 a.m. to 7:00 p.m. to host their Holiday Feeding.

#### DISCUSSION:

Mr. Arminio stated we now have discussion/questions/comments and part of that Freeholder Sergio Granados came here tonight to make a presentation since his name is the one who is requesting it and along with him is Michael Boll who is the Santa in Blue coordinator for Union, a former student of mine of many years ago and a former wrestler for Union High School.

Mr. Boll stated thank you for having me, I appreciate it. For the last 20 years we have been doing a Santa in Blue program and I hope everyone knows what the program is about. Over the years it has gotten really big and we get about 3,000-5,000 toys – we take care of about 60-80 families a year. We also do every charity that comes to us from Town first. We take care of our own before we move out to other towns. Every family in our Town gets a full bag of Christmas or holiday. We make sure that we get to them at least 4-5 presents and we stay in contact with the families throughout the year. We do the best we can to help our people in our community. About three years ago during Sandy we had the largest toy drive probably in the State of New Jersey. We filled two 18-wheelers up with multiple trailers and we got \$40,000 in gift cards. Every year I know when something is going to get big just by the phone calls I get or the emails. We added homeless veterans this year. There is a place called Haven North, it is in Gladstone, New Jersey, and there are 70 homeless veterans there and some of their families. We decided this year to change up the toy drive a little bit and add in for the homeless veteran - toiletries and some kind of clothing. Once we had our numbers I knew and once I put in the homeless veterans, I knew right there that our toy drive was actually going to get much bigger and I'm happy for that. We were just going to go to one of the schools in Town – Battle Hill and normally do our toy sorting and we would drop off the toys actually to the families like we do every year. We go to the families houses and provide them by our officers going to their homes – we don't want civilians to come because they don't want to embarrass the families but they also know where it is coming from as well.

I am retiring in a few years and I decided to incorporate (from police work not charity work) and make this a bigger and better event. I called the PTAs up and different groups and I got the PTAs on board and I got the school administrators on board, the school teachers on board – so I what I did, I really reached out to everybody, the fire department, anybody I could think of, the church groups and I decided to really contact everybody in Town. Yes, the police have their name on there – there is no reason why we can't do it – the more people we get the better it is going to be. I don't want the program to just go away when I leave – I will also be here for the Town and I will come back. I really dedicated my life to help this Town. I'm not just saying that – I really think that. When I was in the Marine Corp and I came home, the people in this Town were there for my family and they all came to see me. This is the way I give back. I really try to do as much as I can for this Town and I'm very proud to say that I am from this Town and I still work in this community.

With that being said – we really had things going in the direction that we do every year and Freeholder came up to us and said listen we can actually feed 700 of your residents – the needy families, the veterans and I just felt that this was an opportunity of more than a lifetime. We don't have this happen a lot. We spoke about it and I know the timing is short – December 20<sup>th</sup> and we really want the venue and we feel that the safest place to have it for the Police Department is at the high school. The parking is adequate and we have our patrol officers there, the fire department will be there with their trucks. When these people come in, we not only will feed them we will provide them with gifts but we also will have our officers dress up and really be part of the event with them as well and we feel that what is going on in the news is not our police department. We are a positive police department. We do positive things for this community and we want to show the world that. I wouldn't put my name on anything unless it is going to be a positive thing and you know me. This is the way I conduct myself and I feel that this is an opportunity not only for the police department because in January we were going actually to do a coalition and some of you guys have gotten phone calls or the presidents of your organization have gotten phone calls – I kind of pushed it up because of this date. Yes I want the high school for this but I want more than that. I want this group, everybody in Town, the PTA, the teachers, any employee in this Town to band together and we are looking to do 4 or 5 community events each year. We will conduct them but we want everyone here to help us to do this. We will have meetings on these. We won't just do them ourselves but these are basically going to be free events for our residents and we have it set up where we have done these before. We had done a trunk or treat, we had hundreds of people come in a very small area – it was only planned in a couple of weeks. We have done a fashion show – we had to tell people not to come – we had a talent show and we had to turn people back. We don't want to take away from any other events that's why we have meetings because we know the school does a talent show but we also make sure it is a different time and for different people. We had a basketball game – we had 1,000 people show up to the basketball game. I don't work alone. I work with Kevin Woodbridge – he is a God send and we work together. Every idea we have together and I am on the phone with him every day and I only work with him. So we work together every day. Our goal is to have three community events. The groups, such as the school board, the police – will put a slue amount of money into the events to keep them running. So not only I am asking for the high school today, I want everything to be taken care of – that is the goal tonight – but I just don't want that. I want this Board and everybody here to realize that we need to really come together as a community. We all read the newspaper and we know what is going on in this world

today but it doesn't mean that we have to be affected by it. We can be a different community than the rest of them and I'm not worried about other towns or other states. This is where I grew up and I want to make a difference and I don't want to do it by myself. I can't. But I can do it with everybody here helping me. We have so much power. We have the PTA, the school body, the police, the fire, the Town itself, the Mayor, the Township Committee – if we can all work together and I know there are differences with all different situations, but when it comes down to helping our residents in this Town, shame on anybody who turns their back on this. I'm telling you, I will work these programs out if I have to by myself, but I know coming here tonight, I don't think there will be a problem with anybody here and I really appreciate your support in this and thank you for your time.

Freeholder Granados stated I wanted to thank everybody for allowing me to speak here and Michael Boll, he has a great passion when it comes to community service and giving back and to give you a brief history on how the dinner I'm talking about. The way I have always looked at it when it comes to Thanksgiving time – we see that there are about 20 different events going on around Thanksgiving. When it comes to December and the holiday time, not as many events are going on. So last year I hosted for the first time in Elizabeth in which I paid out of my pocket and got some donations also but I provided a full holiday meal. Last year we had roast beef, turkey, chicken breasts – all these different meals – we had individuals who attend this event – let them sit down. People are going through struggles and let them sit down and we have volunteers – 70 volunteers came out last year. We not only had Santa Claus there – for everyone to take pictures with Santa Claus, we gave out toys to each of the children that attended – it is about giving back and that is how I look at it. It is great when we have volunteers and it is great when the community comes on board, it is great when the school board comes on board – if you guys vote on it today. It's about and I think what makes it all – it is already coming together. This is not a political event, this is about giving back to the community. Anybody who attends, each Board member here, are more than welcome to speak – it is our event – it is all of us working together. It is all our events. It is a Union Township event – it is about feeding individuals. We never say it is not feeding the needy, it's beyond that, we have a lot of senior citizens and families that are barely making it and they need somewhere to go and they need a toy or provide a meal for the family – so I call it a holiday dinner just because everybody is more than welcome to attend no matter what status you are in life and get to know your neighbors – get to know one another and able to spend time with others and we have a DJ also will come out and perform. There is no charge to anyone who attends this event. I make sure that I get enough food for 750 people and if we seat more I can get more food that is not a problem whatsoever. It is about giving back and we have toys as I said also and I just ask for your support. We need the high school for safety issue and to have a facility that is big enough to hold everyone that will be attending. I more than welcome each one who is attending and being part of the program because it is all of us working together so I appreciate it. Thank you.

Mr. Nufrio stated Mr. Arminio is there a possibility that we can engage also some assistance from ARAMARK. Mr. Arminio stated we would have to reach out to them.

Mrs. Zuena stated that day when you come, will the food be prepared. Freeholder Granados stated it is all prepared. Mrs. Zuena stated it is all prepared, will it need to be heated. Freeholder Granados stated no, I have the restaurant come in early morning – 4 p.m. is the event



time so by 2:30-3 the food will be here and they will be put on warmers to make sure it stays warm and there is no use of the kitchen just maybe storing the food and extra trays just in case. Everything is already pre-cooked and everything is ready to go.

Mr. Monge asked do you guys need volunteers? Mr. Boll stated we are going to be putting that out and I already have two school board volunteers. Freeholder Granados stated if any volunteers that want to come out.

PTA President stated when Michael came to talk to all the PTA Presidents we were all on board so he has the support of all of us and we will all be there. One of the other things that we talked about is bringing it to Union High School to shed a different light on the high school because on the chatboards they never have anything nice to say – but this will be an event that will bring it and make it more uplifting and a lot of high school students also require community service hours so we were going to say if that is something that we could bring it up to them and have them more involved.

Freeholder Granados stated also when the residents show up – let them sit down, let them enjoy themselves, we feed them because they are going through enough in their life, let us feed them, let us enjoy the whole festivities that are going on and let us be there to help you out.

Mr. Boll stated the people from the high school have already, like I told you before, when I put feelers out, I honestly know when the toy drive is going to be bigger than in the past and one of the things was the high school – certain people of the high school have notified me about giving the students hours already so I anticipate a large number of high school students attending this, along with the other schools that have cub scouts, girl scouts, everybody has contacted me and I have so many volunteers which is great thing – I don't know how many are coming that day and I always say never turn down help. The more that go the better this makes this event look – we will have the media there. The Star Ledger and a few other media outlets contacted me and they want to follow me around for these events that we are doing so they said they want to follow me around for all of the events that we do throughout the year and I feel this is a perfect opportunity for this group to all come together and not have it just be the Michael Boll show. It should be the Town show and I would be more than happy to have that.

Freeholder Granados stated with the approval of this event, as long as everybody is o.k. with this, we will say this is co-sponsored by the Union Township Board of Education etc. so you will be on the flyer also.

Mr. Arminio stated when Michael first called me up about a month ago, the first thing I said is we have to get the Board approval and the second thing I said was I volunteer. The police are going to be there so as far as security there are between 20-30 policemen that are volunteering their time – I don't think we need more security than that. We do need, I talked to Mr. Tatum about this, probably two custodians and that would probably be our only cost. Mr. Monge asked do they have a Certificate of Insurance for the day. Mr. Arminio stated they do, they have that already. Mrs. Zuena stated they will do the clean-up. Mr. Arminio stated there will be 5,000 volunteers there. The custodians will help and everyone else will help out and clean-up. I think they will use the gym for the toys and the cafeteria for the feeding and the

bathrooms. Mrs. Zuena stated that they may need both cafeterias. Mr. Arminio stated I don't know if they all come in at the same time – it might be a rotation. Mrs. Zuena stated it is multiple hours. Mr. Arminio stated people will be coming in, eating, and then leaving and then there will be more people coming and leaving. Mrs. Zuena asked do they all come in at the same time or staggered times? Freeholder Granados stated people usually come staggered time – it is from 4-7 and people come in at different times. The toys are starting at 1:00 p.m. with Mike and 4:00 p.m. is the feeding. You can invite anyone you want – it is not always about people that are needy, it is about senior citizens that have nowhere to go during the holidays or families having a hard time now a days and can't get toys for the kids now and can get toys for the kids and a full meal. Whoever attends we'll have desserts. PTA President stated and the Veterans they will have transportation.

Mr. Monge stated you already talking to the non-profits anyway – they know about this. Freeholder Granados stated we made sure to that. We need the Township, I know the police officers for Thanksgiving, they deliver turkeys for families – anyone, each one of you know so let's all promote this together .

Mr. Nufrio stated Mr. Arminio it's a good idea once we vote on this, repeat it next week in terms of letting the public know via the television. Mr. Arminio stated absolutely. I will talk to Michael about that.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio stated just as an addition – it is something that again and I think Michael touched on it very appropriately, it is something that the whole Board of Education and the Town – it will raise us up in the eyes of people in the area. Just like when we do the Relay for Life in the spring. Those are the things that are going to bring us up and people will start talking in a very positive way. Not that they don't already, but maybe more so.

Freeholder Granados stated also one additional thing, tomorrow I will have flyers printed out and I'll make sure that I drop off flyers here so by tomorrow evening. Mrs. Zuena asked can you email me a copy? Mr. Boll stated I would like the school to send out a text blast – the Town will do so as well. Also in January, I have an official meeting with every group – the Town actually has something started but I don't want to take anything away from anybody, I don't care who gets the press – I just want this to be done the right way – so we will have a meeting sometime in January once things calm down and I will address everybody and I want everybody to be invited to this and we can really come up with the four events. I just want to introduce myself to everybody there once again and let them know this is our goal. We really need to push this because we can be different from any other town in the positive way. There is no reason why we can't. If we have everybody working together, if you are not going to work together, and just do separate events, that is fine – but what are you going to accomplish. If you have every group working together and it's about our residents and our kids – our number one resource and I can talk all day but I will make it quick – the number one resource, the most

important resource in our Town is our children. When it comes to property and everything else, who really cares, that can be replaced. Our children are the most important quality by far – we want our children protected, we can talk about cops in schools, etc. but we are here to talk about positive events for your children and having mentors there for your kids. As I said I didn't think there was going to be a problem with this at all tonight, but I'm glad everybody is on board. I want more from everybody. I expect more. We all get paid decent money for those of us who work for the Town, you earn your paychecks sometimes when you have to come in and do stuff on your own, that is just the way life is, and I will shame anybody in this room. Thank you again

Mr. Layden presented the Operations Committee agenda. O-4 approval of an RFP for video surveillance system to Haig – the Committee had some discussion on this – Tom Wiggins do you have some concerns on this as to whether or not this is the best surveillance company to use. O-6 approval of request by United Way of Union County to use a portion of Hamilton School – again the Committee did have some concerns about this one.

Mr. Arminio asked are there any discussion on any of the items – O-6 the United Way of Union County – I did hand out an article I don't know if you read it earlier at the beginning of the meeting and its Success Center and I am going to repeat what I said last month, we are going to vote on it next week and we vote for it fine, if you vote against it that is fine too. It will end next Tuesday, it will be done. As I said I visited Hillside – the average is 5-6 individuals coming per day not all together during the whole course of the day when they are open from 9-4 and they come in and all they get when they go there – there is one person who works there in the Success Center and all that person does is tell them – if someone is coming in to get rent help; they come in and the person is a resource – here is where you go to get help on your rent – don't you work in something like that area in Elizabeth. Mr. Layden stated all of the above, yes. Mr. Arminio stated the person would get an address and phone number and contact person at the office in Elizabeth and they would go from Hamilton School to Elizabeth. The area they would need would be approximately two rooms and the two rooms would be in the part of the school that is accessible only from the parking lot. They would come in – there are two little rooms there that would really not be if they were to use it for a school that wouldn't be used as part of the school – they are two small rooms in the back of the school that you would come in that way – the rest of the school can be shut off with one gate and separated from the rest of the school and that's where they would be in that one entrance way from the parking lot. Someone suggested that they would take their parking spaces. The place I went to in Hillside, most of the time the people parked on the street – they had no parking at all and it would be like someone visiting a house – they would come in and they would go out to their car. It is not like there are 20-30 parking spaces being used. We can also put up signs for staff only if they want to keep those parking spaces. Right in the beginning I was in favor of this just like in the other items like Mr. Boll – we have to give back to the community. We are not just an entity that goes from 9-3 and we just shut it down. We have to be part of the community in the 21<sup>st</sup> century. We have the academy after school or on Saturdays for our kids. This place will just be for the residents of Union not for anyone else – just the residents of Union. The location was selected – it was recommended by Town Hall. They told Mr. Horne to check out Hamilton School. So the Town recommended it and we came on and I came on board because it is the way that we can be part of the community and do what we have to do – do our part to make sure that the people that are in need get the help that they need and the location is because that is the area in Town where the most

needy are. If the most needy were by Five Points then they would find a location over there. You have to go where the people are in need. It is open for discussion.

Mr. Monge stated I will repeat what I said before and more so after I sit down with Manny on finances and Tom on the course of covering and maintaining expenses. The proposal that we are going to vote on is something that I don't see how we can do it. It is giving up space for free and for the matter of fact it isn't free, it is at a cost to the District. Mr. Arminio stated I have to disagree with you. The contract that they presented was their representation – we do not have to accept it. Mr. Monge stated that is not the proposal Mr. Arminio – we are asking – first of all there isn't an attachment here – the attachment is what was given to us before then with that proposal, a very thorough proposal states...let me just make my point, with that proposal states is that they want the space indefinitely, there isn't a term on it and they want it at no cost to them so that it ends up being a cost to us. Above and beyond that is that and Dr. Lishak please correct me if I'm wrong here, we made a big speech about the fact that we have a lack of space. Dr. Lishak stated we do. Mr. Monge stated so that contradicts that lack of space that we talked about and then the other thing is we basically we don't even know, we are all figuring out what is kind of going on here and what's kind of going on in this District. I'm still trying to figure things out so as we add on and I totally disagree that 500 units of housing is not going to have any effect on this District and if we continue to go up in population here in Union that it is going to have no affect on our District, I think that we don't know what the coming year or so is going to bring us and so when Mr. Tatum's idea was to try to do something educational there at Hamilton and that was turned away or what have you, I think that we really need to understand what that does to our future as it pertains to the budget – hey we need the money but we are really \$4,000,000 in the hole and we got to figure it out then maybe we should be renting it at a fair market rent because we need the money if that's the place where we are. I don't even think we know where we are and I think we need to figure out – we are being reactionary again. I think they have a great service and I spoke to the gentleman and I think it is definitely needed in Union but unfortunately I think we have our own issues and I think that this is something that we can't afford to do at this point but we can definitely have some strategic alliance or for our space maybe Tuesday and Thursday or whatever that you can have as those same five people – that little bit of people, you can come in and have people refer between certain hours. We can go ahead and do that because that is what it seems like it is more of a referral so that is something we can try to consider but we can't create a proposal for him. We have a proposal in front of us and that is what we have to vote on.

Mr. Arminio stated no, we vote on approving the request of United Way to use a portion of Hamilton School. The contract, if you were here, I don't know if you were or not. Mr. Monge stated I was here. Mr. Arminio stated I said is this contract in stone and he said no it is subject to negotiation. The cost if you go to Hillside – they pay rent in Hillside – the Success Center – they actually pay rent to the Hillside Board of Education. I don't know how much it is. I didn't ask – I just asked do you pay rent or do you get it for free? The person I spoke to there and Mr. Horne was there also, said we pay rent. They have access through the front door so they can go upstairs to the special education department or they can go downstairs to the Success Center. They have the exact same situation. I don't know if you ever have been to Hillside – if you go up the stairs it is the whole special education department and if you go downstairs there is

the Success Center. Theirs isn't even separated. Anyone who goes in can go upstairs or downstairs.

Mr. Monge stated I'm not arguing any of that. I think the bigger issue is that I don't think that we as a District are prepared to have a tenant – who is going to manage the tenant? Who is going to lease the negotiations? Who is going to...and give away the last bit of space that we have before we even know what we are suppose to do. Mr. Tatum, you are the Superintendent here, and I think Mr. Arminio and I can be on different sides of this and I think we both can agree that we are not saying that the service is not needed in Union – I'm definitely not saying that but I'm hearing Dr. Lishak say one thing just on the space and I'm hearing Manny and Tom say that everything has to cost something and concerns about this – what do you guys...Mr. Tatum stated I think this is something you weren't here for. As a Board we kind of sat down about different priorities for the use of that building at one of our planning sessions. We talked about several different ideas. My idea from the standpoint of an educational standpoint was to look at that building as some sort of feeder program that not only reduce some of the impact of the crowding of some of the buildings – almost like our own CHOICE program within the District. I was thinking about in terms of almost a lottery system or something and a lot of what Mrs. Moses was talking about tonight about project based learning so that could go on. We know that children learn differently and I think that a lot of times what will happen is that we have limited opportunities to get into any other logical approaches if you will in the containment of the space that we have and therefore the fact that we do have another building, maybe that overage could have been utilized better in that setting. The other side of it also is that we don't know the enrollment that may come as a result of some of the housing and I think we had this conversation as early as yesterday and although they project that it going to be home ownership, the fact that one of the proposals of the development became a rental that they may be the opportunity for a number of families to actually move into a new community where it is a nice two-bedroom place with two children and they have the opportunity to move into a nice new home. That may attract people with smaller children. We don't know that for a fact. We are talking about projections on homes that are being built for sale and there may be people with children that may buy it and maybe they can't afford a big house but they can afford to buy something small. We don't know any of this per say but by the same token, it is a school and I saw it in operations for two years when we were building the Central 5 facility and I saw that as a real nice environment where I spent a great deal of time there myself. It is a comfortable and different environment than maybe the other schools are structured and I think it has value in education. But by the same token I looked at the move right now so that we would not have an empty building to move the supervisors as a feasible plan temporarily that we didn't need that space. It is still ours and we still have the opportunity to be able to take it back. Needless to say, it is up to you guys, but I feel like this, whatever the outcome is – if it is for or if it is against – at some point in time we may need it and commandeer the space and make it an educational facility out of it again.

Mrs. Zuena stated and if we had the United Way in there, we would have to find them a new location. Mr. McDowell stated and the supervisors too. Mr. Arminio stated they would have to find space. Mrs. Zuena stated would they be in the annex? The area we are talking about – is it the old kindergarten annex in the back – the little annex. Mr. Wiggins stated it was a music room in the back. Mrs. Zuena stated right off the playground. Mr. Arminio stated yes.

Mrs. Zuena stated it is the one story – it is the kindergarten. That is where the kindergartens were at one time.

Mr. Tatum stated one thing to Jeff's last point regarding there being a lease involved, I think what is going to happen with us is that we are talking about setting goals and priorities – that is all going to have to fit in to the whole idea of goal setting and as we look at these trends down the road, we might have to say look in a year or whatever, even with the supervisors, within the next year or so we are going to project that you are going to be now housed one each in a particular school building as opposed to having the whole space being occupied. We are going to have to project that out.

Mr. Monge stated that is the whole thing about goals and being able to, of course benefits, and being able to look at this in a proactive way versus reactionary. We put ourselves in situations and trying to do the right thing but all of a sudden we just mortgaged away an opportunity that we had.

Mr. Arminio stated this is not reactive, this is proactive. Mr. Monge stated it is not part of a budget. We are talking about next year but any way I think all points are made. Mr. Nufrio stated first of all, we reviewed as Mr. Tatum recalled in our planning session when Mr. Damato presented several options and the one option was to convert it back to a school setting was not feasible and that was supported by Mr. Wiggins in that upstairs was not – would it be incorrect to say or too extreme to say safe at that point. Mr. Wiggins stated that there is a certain section that the fire escape needs to be rebuilt. Mr. Nufrio stated but the second floor itself you said something about it required possible structural...Mrs. Zuena stated no because it just operated as a school – it was just left there. Mr. Nufrio stated we need to bring the minutes back. Mr. Tatum stated there was a cost analysis. Mr. Nufrio stated there was a cost analysis that was too prohibited. Mr. Monge stated an egress. Mr. Wiggins stated it was a fire escape and we needed a structural engineer to either to certify it, which he would not, or build a new fire escape. Mr. Monge stated so at the time...Mr. Nufrio stated but at the time it was one of the options that we as a Board dismissed as the option we would choose. I recall saying that we need to go with the least expensive option and that is why we chose what we did. Plus it had multiple ripple positive affect creating more space at Burnet, creating additional space at the high school so it had its merit and it was substantiated and the Board did vote on it and it wasn't reactionary. Mr. Monge stated I didn't speak to that.

Mr. Nufrio stated but it was part of the planning process. But we also always said that the upstairs is still available to us for a classroom occupancy if required. But I also heard both of you saying that your enrollment was down 230 or so and I'm not saying well o.k. we created some space because whatever the reason may have been – people exiting the District, relocating, etc. but in order to accommodate a perspective tenant like the United Way, we don't have to enter any life-long lease – it could be a yearly lease and if they acquiesce to that then we have the best of both. We will have some income to offset the cost of having them there and at the same time we are providing the community which is desperate in the terms of getting a resource center so to speak. Other communities have it – we do not. We just approved unanimously something which will occur four times a year and certainly we are all in agreement with that and I don't see how we can say yes to that and dismiss this...Mr. Monge stated Vito this is totally different.

You are talking about...Mr. Nufrio stated it is not different. Mr. Monge stated it is, it is a lease. The obligation of the expense...Mr. Nufrio stated we can do a yearly lease. Mr. Monge stated the reality is it is absolutely different. If you are talking about five people a day, you are talking about 25 people a week; then the whole co-locator idea of offering them an office in the existing office space here or wherever in this conference room for people that make a point to come in and get a referral, they will be able to have those services which are referral services accomplished. Given the opportunity for future ideas that Mr. Tatum talked about and still speaking to the issue that Dr. Lishak spoke about that we don't have space in the District – it is an issue. We are ignoring that. But anyway, let's move on because...Mr. Arminio stated because you had the last word. Mr. Monge stated you can say whatever you want Mr. Arminio, you are the President, you can say whatever you want. I'll shut up.

Mr. Arminio stated we will vote on this next Tuesday. The resolution will be read by Tom and it will be seconded and then if there is discussion again next week you can discuss it however next week once it is seconded and then we will vote on that next week.

Before we go to the discussion items, Tom, can you give an update on the high school and then if Mr. Tatum acquiesces I will ask you to leave.

Mr. Wiggins stated we are up and running at the high school. I am very proud of my guys and the contractors we used here in particular Fred Schmitberg, Ronnie Zeiser, Barry Loessel, Mike Caren, Jose Santiago, Tim Jackson and certainly Dale Kozlin – head and shoulders above everybody – he really pushed job on – he pushed it through. Without them, it would never of happened so quickly. I am really amazed on how quick we got that place back up and running. They did a wonderful job and hats off to the fire department as well – they were Johnny on the spot. They brought big pumps in and stayed with us and walked with assistance the whole way. I am very proud of my guys.

Mr. Tatum stated and Tom is to be commended because I will tell you that the moment he got the information, he got in contact with me on Sunday morning between 8 and 8:30 a.m. and he also contacted Noreen and we were on the phone throughout the day Sunday just back and forth with different issues and giving me the word when to close the District and by then I reached out to Mr. Arminio and we had an opportunity to speak and I know he sent information out around to the Board and communication was very good up through yesterday, and today and I had the opportunity to go to the high school this morning and for the most part we were able to get through the day. I heard Nancy you said before that we didn't get the announcement tonight. The reason you didn't get the announcement tonight was because I have you all here and rather than have you hear me say it over the phone, you can hear it live, tomorrow we have a full day of school. Mrs. Zuena stated but you sent an announcement – but none of us got it. Mr. Tatum stated I didn't send it to Board members. Mrs. Zuena stated I should get it as a parent. Mr. Tatum stated you should get it as a parent, yes. Mrs. Zuena stated I didn't get it that is what I'm saying. The other day a lot of people were saying that they didn't get the announcement and I usually always get it but I didn't get it today. Mr. Tatum stated I sent it to 2,500 and something people. I did it right before the meeting. Mr. Arminio stated I bet he took you off the Board one that overrode the one as a parent. Mrs. Zuena stated I got it as an email but I didn't get it as a phone call. Mr. Tatum stated I didn't know you can get it as an email. Mrs. Zuena asked do you

want to hear it? Mr. Tatum stated no that's o.k. I heard it before. Mr. Nufrio stated it comes in his voice right? Ms. Hart stated if you have your email address hooked to your children, if your email address is on his account, then it goes through and you get a copy of it. Mrs. Zuena stated it is just weird that I didn't get the phone call just the email. Ms. Hart said maybe it went to your house phone. Mrs. Zuena stated no big deal, usually I get it here.

Mr. Wiggins left the meeting.

Mr. Arminio stated Mr. Layden, those discussion items. Mr. Layden stated (1) 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. Mr. Arminio stated I don't know if you know anything about it – does anyone know Michael Drivas – Class of 1996. Mr. Layden stated no. Mr. Arminio stated I don't think it would be too much of a problem – it will be a resolution – I don't think it would be a problem to put a tree with a plaque. There are a number of them around the school – there are at least two near the “rock” – two or three over there. There are a couple by the main entrance. I don't know if there are any on the other side – maybe it is time that we put some near the library side of the school – some of the memorials because we have them on two sides now and maybe should start over there. You can't really put any in the back of the school by the football practice area – it wouldn't work there. Over by the cannon area would work. So we will vote on that and it would be a resolution and the second one.

Mr. Layden stated (2) 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. I don't have any problem with that it seems like a great thing. Mr. Arminio stated we already discussed it – it went through Linda Ionta already. They have the insurance. Dr. Lishak stated my understanding was that they were asking the Township Soccer Club and we did not get any information on whether or not they got it. Mr. Arminio stated they have until May 3<sup>rd</sup>. Should we make that a resolution? Does anyone have a problem making it a resolution and voting on it. Mrs. Zuena stated no. Mr. Arminio stated by next week they are going to have to show that they have the insurance. Can you call Linda? Dr. Lishak stated I texted her.

Mr. Arminio stated I don't know anything about the traffic flow at Union High School – like at most schools during opening and closing. Mrs. Zuena stated that Tom was saying that they wanted to change – close some of the openings. I don't know who is supposed to present this presentation. Dr. Lishak stated this was actually put on because we had a number of phone calls over the last couple of weeks with regard to inquiries and I don't know if you remember last year we had a bus and the bus was blocking the left hand side of the parking lot where you are not suppose to go down because in the morning parents or whoever would still go down and cut through the middle and then possibly cause an accident. Unfortunately we had to move the bus because when we had the bus there with a bus driver, the parents got so angry with the bus driver for blocking – there were almost a couple of altercations and then we had one parent who didn't want to address the bus driver so he drove on the sidewalk. So we had to move the bus for safety. Mrs. Zuena stated I thought someone said they put the bus there without a bus driver. Dr. Lishak stated they did but instead of staying on course, they went on the sidewalk. There



really isn't a presentation it is the opportunity to discuss what is it that we can do at the high school for that morning flow because if you were in a helicopter over the building and I'm sure at the time they built the building and had no idea of the amount of students who could possibly attend and have cars – there is too small pikes that come in to let out all of those students and if we try to stop some of the traffic flow, we are going to back-up traffic all the way out to Morris Avenue. We are trying to figure out how we can do this and not interrupt our own busses from turning and going where they need to go.

Mr. Arminio stated if you remember several years ago we had a presentation by the Police Department of the “rock” area – by the gym entrance – is to rip out, but we need public service to move two telephone poles, I think at least two, and then we can open that up right to the fence, right to the property line and have a 4-lane street – that whole section. Two for drop-off and two for travel and all we really need is to move two telephone poles. Mrs. Zuena stated wasn't there a discussion when they just did all the electrical about moving those poles. Mr. Arminio stated yes. Mrs. Zuena stated we talked about that but they wouldn't do it. Mr. Arminio stated we need to get them to move it. Mr. Monge stated Manny you started cringing. Mr. Vieira stated I'm cringing because Tom Wiggins just left. Mr. Monge stated the idea, we have to have permits. Dr. Lishak stated we have permits. Mrs. Zuena stated the students do not have permits. Dr. Lishak stated we have a policy that they are supposed to have permits but they don't have somebody to check the permits. Mrs. Zuena stated we don't have any one to issue them because he never had one on his car junior or senior year.

Mr. Tatum stated this policy was around 6 or 7 years ago and it got off the ground a half year and never went any further. Dr. Lishak stated some schools don't even allow junior drivers, it is a senior privilege. Mr. Monge stated it should be a privilege and so many things can be tied to that privilege. Mrs. Zuena stated some towns if you don't have a certain grade point average or even for the juniors if they have a certain grade point average, there is a lottery system – how only a certain amount of people get cars. Some towns don't even allow all their seniors to drive – it is a lottery. Mr. Monge stated some of that rowdy driving is coming from students – revoke their privileges, losing their permits or something like that came out of the discussions. Mrs. Zuena stated the permits are just for what – to know that...Dr. Lishak stated to know that they are our students. Mrs. Zuena stated can we reinforce that and go back to that. Mr. Monge stated it may be something to mention to the Principal and see what his thoughts are. Mr. Nufrio stated the question is, how do you enforce it. Mr. Monge stated if you have somebody that is seen and acting like a fool and they have permit and you are getting a license plate and you can go back to that student and there it is and the threat of losing your permit if you do make mistakes...Mr. Nufrio stated I think that was an item that was also broached some years back to respond to what you said, even the Police Department said how are you going to enforce it and you are going to wind up calling us and have the car towed because if we take the responsibility to have a car towed...Mr. Monge stated throw it out to the Principal as a thought that maybe some bright ideas come out of that. Mr. Nufrio stated Kean University issues summonses and they are legitimate police. We would be bothering the Police Department. Mr. Monge stated it could amount to...there's stuff that you can do. Mr. Nufrio stated we should look at it. Mr. Monge stated I would throw it to the Principal and let the Principal think about it.

Mr. Tatum stated we talked about it last week – about trying to get some signs up – the principal had called me – those days I was out last week and we talked about it over the telephone – certainly we are trying to do something temporarily to slow down the process. Mr. Nufrio stated it also adds to the aura of having something in place. Kids, they want a structure – they like it – but they still want it. Once you put it in place it has a positive effect – anything that would be issued and of course cars without that decal could be, as you said, somebody could try to find out who it is. We do have security guards that patrol the area outside – I have seen them. It is something that the Principal can recommend. Mr. Monge stated if you do something wrong – it is a deterrent. Mr. Nufrio stated it puts it in place.

Mrs. Zuena asked if the teachers had a preferred parking area – can the kids park in both parking lots. Dr. Lishak stated they can. They do.

Mr. Arminio stated the Vauxhall Library/Jefferson School parking lot. Is there a problem again with that? Mr. Monge stated we had a conversation about it and I was wondering why it is not a resolution to put a vote on to eliminate it. Mr. Arminio stated there was a problem between the Vauxhall Library where people were going into the driveway and using it as a k-turn area so a horse was put in front of it.

Mr. Vieira stated continue the...Mr. Arminio stated now I understand the library itself and tearing it down and turning it into a parking lot. We need Manny to reach out to the Town and it is still in their possession. Mr. Vieira stated they want us to buy it for a \$1.00 and redevelop it. Mr. Arminio stated if we don't what happens? Mr. Vieira stated they will sell it to another buyer. Mr. Arminio stated our options are make it into a resolution and turn it down or vote for it. Or don't make a resolution at all and it becomes a non-issue because it is theirs and we don't even...Mr. Nufrio stated ownership didn't change. Mr. Arminio stated and we just don't do anything. Mr. Monge stated you have to notify them. Mr. Arminio stated we can notify them. Mr. Vieira stated they know we are contemplating it – they know it is not a done deal. It is being discussed. Mr. Monge stated to buy it? Mr. Vieira and Mr. Arminio stated no. Mr. Monge stated so you should...Mr. Arminio stated you are against it and maybe all of us are. Mr. Layden stated what we discussed at the meeting Dave is that \$350,000 right now for our school district is not there. We have to prioritize on what we are going to spend the money on. I don't think spending it on a parking lot is a high priority.

Mr. McDowell stated because of the money that is still tied to the Jefferson School project, could that money be used as a capital improvement to make that into a parking lot. Mr. Monge stated but that is my point, that money could be used to get new boilers for the high school; so that is part of this conversation I am going to have in case that money can go towards capital projects. Right now it is behind a closed gate which I'll talk about in a minute but that is part of the contemplation is that \$350,000 could be used for something that can go towards maintaining the facilities here. Mr. McDowell stated I was thinking in terms of since the money is tied to the Jefferson School project. Mr. Monge stated it is not. Mr. McDowell stated it is not? Mr. Arminio stated no. Mr. Monge stated it is tied up but once again we'll talk about how to try to release it and once it is released we can use it district wide. Mr. McDowell stated I was talking to Mrs. Damato and she said there is still a parking problem. Mr. Monge stated we understand...Mr. McDowell stated some of her teachers are parking on the local streets and I

drive by there pretty often and the smaller parking lot and there are usually 3-4 spots there and the parking lot is full. Mr. Monge stated I always thought that parking layout was odd to me – it seems like such a big area...Mr. McDowell stated you can probably get a few more spots in there. Mr. Monge stated I think that once again it came down to the question of finding parking and the cost of \$350,000 and maintaining it on an annual basis. Mrs. Zuena stated I think we have more parking now that they have that whole front area then they use to have. Now that the school is redone – that never use to be parking. There is all parking in the front right now right? Mr. McDowell stated if we had a choice between them selling it to somebody to turn it into who knows what versus parking for the school...Mrs. Zuena stated right but we would have to have \$350,000. Mr. McDowell stated that is why I was asking if it could come out of the money that was still left over from the project. Mr. Vieira stated it can. Mrs. Zuena stated but we don't have the money yet. Mr. Vieira stated we have the money but Jeff is saying instead of maybe building a parking lot use the funds for something else in the future. Mrs. Zuena stated right but that money is not released yet. Mr. Vieira stated right, the Jefferson School project has not been completed. Mr. McDowell stated that is \$5,000,000. Mr. Monge stated do you want me to talk about it now.

Mr. Arminio asked any more comments about the Jefferson School parking lot? Mr. Monge stated so can we have a resolution to make a decision. Mr. Nufrio stated I don't think we need one because there has not been a transfer of ownership. Mr. Monge stated the thing is, I don't think it is fair to the Town. Mr. Nufrio stated something verbal can be said but does it really require a resolution. Mr. Monge stated the thing is, Mr. Arminio, what I think he is saying is that we just can't tell Manny to let them know that we aren't going to move on it. Indecision is a decision essentially and we can't tell him to do that, right Mr. Arminio? Mr. Arminio stated make it a resolution for next week. Mr. McDowell stated I think it is better to make it a resolution. Mr. Arminio stated purchase the Vauxhall Library from the Town for \$1.00 and change it into a parking lot. Mr. Nufrio stated you need to put all the aspects about conversation and how much it is going to cost – that is not transparency. Mr. Monge stated Tom can report on it. Mr. Nufrio stated the community should know what that entails. Mr. Monge stated Tom should...Mr. Arminio stated the cost of the project would be \$350,000. Mr. Monge stated there you go, I agree.

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

#### PERSONNEL COMMITTEE:

Mr. Arminio stated Personnel - there are three items that we are voting on – do you want to do those first.

Mr. Nufrio stated one of course is the list of Personnel Actions and we all had the opportunity to review; P-5 is going to be discussed in the Executive Session and P-6 is also going to be discussed in Executive Session and we will probably vote on it in public. Mr. Arminio stated so we will go into Executive Session and come out and vote on it.

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

P-1. APPROVE PERSONNEL ACTIONS

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

DISCUSSION:

Are there any questions or comments on P-1? Dr. Francis stated Mrs. Moses was talking about the afterschool programs – I noticed that there are stipends for teachers – is this for the afterschool programs? Mrs. Moses stated yes. Dr. Francis stated the schools you have it for are Hannah Caldwell, ASP – is that the same thing? Mrs. Moses stated yes, after school program. Dr. Francis stated it doesn't include all the elementary schools – it is missing Franklin... Mr. Benaquista stated the principals are responsible for posting the job, selecting candidates and sending to me the extra pay names. Not all the principals have sent that – so there will be more on the 15<sup>th</sup>. But every elementary school will be represented, right Mrs. Moses? Mrs. Moses stated yes.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio presented the Personnel Committee agenda.

Mr. Nufrio stated P-8 – this is a recommendation that I guess discussing it in Executive Session as well. Mr. Arminio stated we will be discussing it in Executive Session – the Ad Hoc Committee has presentation prepared because it is a personnel issue and then next week we will vote on it. This is for the proposal to accept a particular law firm to provide general counsel services.

DISCUSSION:

Mr. Arminio asked if there are any questions or comments on any of these issues. Mr. Monge asked is the nurse position at Kawameeh... Mr. Benaquista stated it will be on next week on P-1. You will have a new P-1 and new extra pay for next week. This vote will be accepted and anyone else that comes in will be put on Friday when Diane will upload a new P-1. Mr. Monge stated just as a – there was a nurse issue at Kawameeh and at one point we just didn't have anybody. There were two people that were out at the same time – it happens. I spoke to Mr. Malanda about it and I think – is there a policy that we are supposed to have – I am assuming that we are supposed to have coverage.

Mr. Tatum stated let me address that. In the State of New Jersey, one nurse is required per district. That is the first thing. The second thing since you brought it up, I had a brief meeting with Mrs. Ionta, who is the Supervisor of nurses, and hiring this particular nurse, I recommended to her that we try to, from the candidates that were here, get a few more substitute nurses from all those people that are interested in this position that we are going to appoint next week. Maybe we want them to become substitutes because what happens, once again, substitutes don't cost us anything unless we use them. If a teacher is out, we bring a substitute in and I can tell you that substitute nurses are not readily available out there. I know with the

Department of Special Services, we do a lot with even contracting people in because they are hard to come by – but those people that have been candidates that are interested in working in the District, it would be great to just pull them in the sub plan. Mr. Benaquista stated I did meet with one nurse today through a recommendation of one of our current nurses – she is joining us and that will be one right now and I did offer to the nurses that didn't get the jobs – I offered them to come in and sit down with me and go over further some dialog on where I thought that they could have improved on the interview, as well as good ideas and I know nurses work shifts, some days that they are off, join us as a sub and get some experience in our schools, even if it is only one day a week. Get your feet wet and get to know people. It is a better and it is an easier way for Mrs. Ionta to evaluate and it is hard because a lot of them are coming from the hospital and it is a different environment but we are trying to recruit as many as we can. I did also talk to the woman at Kean who handles the RN to BSN program – for registered nurses where they would go and so forth, she has a thing posted where they can see it so hopefully we will draw some things from a program at Kean and I'm looking to branch out at other universities as well in the area to see if we could also get...it is hard to get because they work 12-hour minimum shifts now so when they are off. Mr. Monge stated who is in charge of the nurses. Mr. Benaquista and Mr. Tatum stated Mrs. Ionta.

Mr. Tatum stated one final footnote on this whole idea on coverage of the buildings. Actually I think where you might have been going Mr. Monge is that we have at least a nurse in every school and we do have that. What happens is when we have a shortage of nurses – a lot of times we have students who get medications at certain times of the day and I know they work out a schedule so that they have a nurse there at that time and for emergencies if something happens and dispense one of the nurses from another school. It is that day-to-day, the kids that come down to visit the nurse everyday at a certain time just to say hello – well that is not available. For the dire emergency, we just pick up the phone and call 911. So we do have a procedure in place when nurses are absent. Mr. Nufrio stated Mr. Tatum, having said that, I am very familiar with that procedure – it is also important to note that the principal of the building could in the absence of securing the nurse and basically what I am suggesting is that if the principal doesn't have the list of those particular medications for students that require – he or she should have that list. You don't want to run the risk of a diabetic or epileptic individual, asthma, allergy related – that needs to be secured and enforced. Mr. Tatum stated that is under lock and key. Mr. Nufrio stated exactly and only the principal should have access to that lock. Mr. McDowell stated but if the nurse is absent, the principal can't administer...Mr. Nufrio stated could, he or she can, yes, based on the list that is provided for the principal. The first step is to try to get a nurse over there but suppose there are a couple of people out that day and it may be difficult; that is why you don't want to run the risk of calling EMS to just give the kid a medication that is in that closet which is under lock and key. I had a situation where a security guard actually opened the door and opened the locker and gave the kid the medication and the security guard got fired but he was reinstated because he did do the right thing. Mr. Tatum stated on an emergency basis the asthma, especially, if the child was having an asthma attack, I was authorized to give a kid an asthma pump and sit with them for a length of time, in an absence of a nurse. I have done that before. I don't know about the pills and all that kind of stuff. Mr. Nufrio stated the glucagon injection, all that, the principal should have access to all that.

Mr. Arminio asked any more questions about personnel.

**POLICY:**

Mr. Arminio stated the policies are discussion items – this is the second reading for policies. If there is anything anyone would like to say about any of the policies. I do know that the naming and dedication of facilities – the only change from what was proposed last year is the person doesn't have to be dead. That is what it was in the original proposal. They can still be alive.

Mr. Nufrio stated the only other policy that I would ask the Board to kindly review is the one regarding non-residents – meaning students – we did look into this and I believe it was cleared up by Mr. Tatum after he pulled out the policy and said no Mr. Nufrio, it doesn't require a change because it does indicate that it has to be a full-time individual, meaning a staff person, who has a child in the District. It has to be full time. It did not require a change from what we thought may have read part-time. That change is not required. There was a question asked and I believe Mrs. Moses still has to procure with regards to a particular question that was raised last week by a Board member about a staff member whose children are in the school district. It may be others as well. There may be others that are part-time workers whose children are attending school so we need a comprehensive list of those who qualify and those that don't.

Mr. Layden stated I have a question Greg. On the Policy 3541.1 – transportation routes and services – is that section on page 2 – bridges or overpasses – the overpass over 22 is completely frozen over the entire winter – it is not going to happen this year with the el Nina – that is addressing that if that should happen. Mr. Tatum stated this also with reading it and doing additional research on the routes – actually we looked into another area, I believe it was on selfmaster if I'm not mistaken – they were talking about the steps in the bus route not too long ago and looking at this, Diane you may have been involved with this one, you did so many – so maybe not – but I think we found that it is up to the Board to establish...Mr. Vieira stated it is up to the Town. Mr. Tatum stated then we have them go out and determine – don't we make a recommendation or something like that. Mr. Vieira stated currently we don't have any hazardous routes that have been designated by the Township. Mr. Tatum stated but I think we have to make a recommendation to them if we think that there is something that might be hazardous because of that. Mr. Arminio stated the route over 78 – isn't that hazardous? Mr. Vieira stated nothing has been formally designated hazardous. Mr. Tatum stated that is what I'm saying, I think we have to make recommendations and then they will go out and take a look at it. Mrs. Zuena stated there are crossing guards at least there. Mr. Tatum stated all of our students, for the most part, I believe are bused in that area. Mr. Nufrio stated I believe there were some parents who complained that the crossing guard was not there and the children did cross over...Mr. Tatum stated there is a crossing guard there now and it has been some years.

Mr. Nufrio stated Mr. Vieira you had stepped out of the room – part of my comments on the policy pertaining to non-residents. Basically there was a question raised and it was left up to you as well as Mrs. Moses to bring back to the Board a list of individuals who are currently part-time staff members and children maybe attending the District – that would be a violation of the policy and we need to correct that. If we are going to correct thing, we have to correct them, we just can't keep them on and also there was a question raised by a Board member – the question was is this person entitled to have children attend the school even if the person is full time – it is

a question of guardianship, that really applies there – so if you can kindly produce something to me as Chair of the Committee so that I can report back to the Board next Tuesday. It is a two part. Mr. Vieira stated got it. Mr. Nufrio stated other than if you have questions, certainly next week you can raise them unless you have them right now.

Mr. Vieira asked are the policies going to be resolutions next week. Mr. Nufrio stated for next week they will be. Mr. Arminio stated just to approve them because this is the second time that we have had them on the agenda so now we can approve the changes to the policies. Mr. Nufrio stated no change to No. 4 – but there were questions raised with individuals and that needs to be answered.

#### APPROVAL OF BILLS:

Mr. Arminio stated Mr. Monge please present the bills next week.

#### UNFINISHED BUSINESS:

Mr. Arminio stated I found out through Dr. Lishak that soccer game – the young man has the necessary insurance and it is in place. He has all that is needed for the game; so we can make that a resolution.

Last Friday, at the Elks Club, since Mr. Olivio is here – was the 35<sup>th</sup> year of the Christmas party for his class at Union High School. For 35 straight years he has invited his present and alumni to a dinner and party/dancing at the Elks Club – it use to be held at Burnet and now it is held at the Elks Club and sponsored by the Elk's who supplied the location. Also the Knights of Columbus supplied donations for the food and Mr. Nino's, where his students work one day a week, supplies some of the food. I attended with my wife last week and I had a great time talking to the kids and Mr. Olivio and I applaud what you do with your students and all the time and effort you put into them and it is obvious through the kids and I can't say there were 50 year olds there but will still call them kids and how they reacted to you, to the whole situation and they were just filled with joy and I can't think of a better word than that. So I applaud you and I'm going to repeat it next week.

Mr. Olivio stated the kids are all mentally disabled and I have invited them since 1980 and they all come back and look forward to that dance every year and I look forward to that party too. It is a great event.

Mr. Arminio stated we do have some new business unless someone else has unfinished business.

#### NEW BUSINESS:

Mr. Arminio stated we had a discussion – Mr. Monge and I had a discussion. I brought it up several years ago; in fact at one Board meeting, I refused to say "I recommend" because I didn't as the committee chairperson so Mr. Monge the floor is yours on this new business.

Mr. Monge stated what I ended up doing – I had this discussion a couple of times over as far as how do we address some of these resolutions. So what I ended up doing, I went online and I looked at a couple of examples from different school districts and I the three that I looked at was Clark, Cranford and Matawan/Aberdeen and those are the ones I just looked up first and low

and behold all three of them basically said – had this introduction as it pertains to recommendations by the Superintendent that we are voting on instead of the committee as we do. You may have somebody, nobody from committee may go, you may not go to a committee meeting, but someone representing that what they are doing is recommending as a committee this information that is in there. So I thought that we should really start doing that because I tell you right now, I definitely don't want to come out of all these resolutions and say that the Finance Committee approved because every time I come here I always seem not to know what exactly what I'm trying to approve. I think it should be and Manny said this earlier, Manny is presenting to you and you are reviewing it and you are putting the stamp of approval that you guys have looked at this and recommending it and we are reviewing it and we have questions and we have those questions answered and we are voting on those recommendations. I do want to point out the third one which I thought was wonderful, it is not only a recommendation, they also have a rationale and if it has some monetary effect, they actually talk about what the cost is and what account it comes from and I saw some other examples. If they took from - rob Peter to pay Paul, they would state that - \$20,000 that is coming from a different line item because it wasn't a budgeted item. If it was a budgeted item then it would state it was a budgeted item. Now that would be fantastic and I think that it would be very thorough and it would do a lot where we are all trying to go and it maybe a little more work, but I think it would be fantastic.

Dr. Francis stated you really can't do that because you have so many line items – you have a whole list – to put in the cost and why you are doing it. Mr. Monge stated let's say for instance, if we were going to do the rationale that you are old – if this is how much it is and this is where – so I don't think we are talking about buying pencils and that type of stuff.

Dr. Francis stated a lot of that information is given at the meetings and the back-up and you should know the rationale is – not to the public because you mean you want to give it out to the public? Mr. Monge stated I really don't agree that we know everything – the rationale for everything that we vote on. Dr. Francis stated what I'm saying is do you want to put this out for the public – say the cost. Mr. Monge stated why not? What is first and foremost is...Mr. Arminio stated if we just agree that possibly getting rid of the "Superintendent recommends and the committee concurs and I so move" and just do something similar to one of these "be it resolved the Superintendent recommends" – let's do that than at a future time we can put in rationale. I don't know, I am going to look at Roberts Rules, I don't know if that needs a resolution to change the format. I suggest it does. But how hard would it be for you to do that Diane. Mrs. Cappiello stated just to change the wording - I don't think that is hard. I don't think that is an issue as long as you tell me exactly how you want it.

Mr. Nufrio stated let me point something out, this was sent to all of us, the regulations regarding committees – and I'll just use one here – education – it says, on education matters, including the use of technology, the committee shall recommend to the Board school boundary lines. The committee does recommend ultimately it's because he wants it, meaning Mr. Tatum, I would be a little careful about rewording the "committee recommends" or the "committee concurs" – we may have to restructure that in itself but I think to disempower, I just created a word, to take that power from the committee, because the committee does have some power otherwise why bother having committees – why bother Mr. Monge or any of the chair people that are on committees. I don't think we should completely destroy the sentencing or phrasing of



it, I think it requires some mutual language that specifies his authority as Superintendent and that simply we hear what he is recommending.

Mr. Monge stated Mr. Nufrio, my understanding of the process as a member of the Board members that is the chain of command and that when you go from the BA to the Superintendent and then we are looking and reviewing/commenting on and supporting the Superintendent and his duties and if we don't like what he wants to recommend then we have the ability to vote against it. Mr. Nufrio stated as a Board, a whole Board, not as a committee. We are not legislative in nature. Mr. Monge stated and that is what I'm saying so are we in agreement that how it reads now...

Mr. Nufrio stated it needs to be reviewed and possibility revised honestly. I said the same thing a couple of years ago when it was pointed out to me very emphatically that we are not a legislative committee. Why bother having committees – if we have to recommend or confer or submit what he recommends, then we shouldn't even have anything to do with it but then you are watering down the process – you are jumping over boundaries. What you are doing in terms of financial questioning is proper and is necessary – what personnel does, operation does – it is all necessary – so it should all emphasize that it is his recommendation and we simply are presenting it to the Board. Perhaps “presenting to the Board” might be better than “concurring” and “I so move” is not anything irregular because someone has to move it. As the chair, you, I, whoever the chairs are, we are simply moving it. So I would submit that “presenting” could take the place of “concurring”.

Mr. Monge stated I don't know who deals with where does this fall but I just looked up a few – if others want to look up other districts – we shouldn't be creating the wheel here – I'm just three for three in my searches. Mr. Arminio stated I will check in Roberts Rules and see what it says. Mr. Monge stated o.k. great.

Mr. Nufrio stated every one of these that Mr. Arminio said I'm pretty sure you will find “shall make the recommendations” based on his proposal so “presenting” instead of “concurring” – let's face it, we don't always review all of the recommendations because some of them are just automatic in terms of his authority as Superintendent or his vigilance over the fiscal department and operations as well. Some things are taken as a matter of process. The specifications you are looking for, they make sense, I too agree – I would like to see why there is a line item transfer and basically if it was because it was over budgeted and there is a surplus resulting from last year – because that is how the budget is made, it is usually predicated on the previous year. So perhaps going back to that \$100,000 for residency, is probably based on the previous year of what their expenses were and simply you carry forth because each year you are taking basically what that budget was last year and you are just bringing it forward with some exceptions. Mr. Monge stated that is the way you start. Mr. Nufrio stated and part of the base with regard to what I eluded to that I presented to the Board as part of the committee, I said we didn't all concur so I refuse to say concur – so that was the other rationale – so if you are still going to have a committee, please don't hold me to a word that I'm not necessarily agreeing to. If I have a descending opinion, then it is not a concurrence. Hand out appended to minutes.

Mr. Monge stated so Jefferson – Manny and I have been spending a lot of time on this. In a quick review, you have over \$5,000,000 in the capital project reserve for Jefferson and from what I gathered in this process with Manny is that there is – it is restricted. Manny did confirm that with me today; so it is restricted and the only way you are able to get access to that money is to close out Jefferson. Mr. Vieira stated upon completion of the project. Mr. Monge stated which is about \$150,000. What that has done over the last couple of years is that we have been paying for debt of almost the same amount of \$450,000 a year plus the closing costs on the financing – we paid over a \$1,000,000 – maybe a \$1,500,000 for money essentially that we haven't – an amount of money that almost equal to what we haven't even been using; that was because we had a 20% cost savings on the project which you have heard me debate on how can that be and we spoke to the architect and I asked the architect how can that be and there wasn't any clear answer why that was the case but neither here or there – so here we are today. What I have said – my recommendation or at least my thought process which the architect agreed that it was a way to do it because I have done this on a couple of projects that I worked on and I think whoever the lawyer comes on board, is that the GC wants to get paid \$150,000 – Tom wants him to finish up the punchlist which is the last pieces of the project, maybe a door knob here, whatever, tiling there – also what Tom is looking for is a topo – topography basically how the land is sloped, how the electrical boxes one place, you don't want the property slopped where you are collecting water in the wrong places so he thinks there is an issue on some of the slopping on the Jefferson property.

What I think is normally when a GC is not willing to do the work at the very end of the project and you are asking them to provide you something and they are not providing you is because the cost of doing the work is greater than what he is owed. But that is what he is looking for and we have been in a standstill and what we understand and correct me if I'm wrong Manny is that Mr. Damato that he was concerned about the contractor not paying subcontractors and wanted to hold this out for one of the issues that he was debating – my understanding, based on the contract our contract with the GC, he is responsible for paying the subs. The subs will go after you all day when they haven't gotten paid by the GC but we're responsible to the GC, the GC is responsible for the subs so what my recommendation was is for us to do the work so you would take the punchlist items, get them done in order to get the architect who said he wouldn't sign off on the final work until that last \$150,000 worth of punchlist items or whatever it is going to cost is done and once he is done and he can sign off on the project and the project is closed and we have access to the \$5,000,000 plus we can use it for capital projects instead of using new money to go towards capital projects while we have \$5,000,000 that we can't use. How you back yourself up and I guess they would look for legal remediation to try to get paid – you would put \$150,000 in escrow – they are looking for \$150,000 – you put the \$150,000 in escrow, you do the work that needs to get done – maybe it is \$80,000-\$90,000 and once that work is done – you offer the GC the difference. You say hey we did the work we asked you to do and here is the difference, if there is a difference. If there are legal issues and they want the whole \$150,000, the \$150,000 is sitting there in escrow – but the biggest thing is we have the ability to release the money. We are not paying debt on money that we are not even using and then we can take that money and maybe go towards projects – capital projects here in this District. It is crazy how I always kept on using the boilers at the high school as the example and I jinxed it.

Mr. Arminio stated I have a question, suppose we do everything that you suggest, and we pay off our debt. How much money would be left? Mr. Vieira stated we are not paying off our debt. Mr. Monge stated what we are doing is we are taking money that we are not using today and that has to be used for capital projects and we fund capital projects that we have here in the District. Mr. Arminio stated and then take the money you put into that and you can put that somewhere else.

Dr. Francis stated why is it that we can't get access to it? Mr. Vieira stated because the project has not been fully completed so the architect won't sign off on completion documents and then after the architect signs off – when he signs off on the completion documents then I can send those documents to the SDA – School Development Authority and they will release the remaining amount of our grant which is around \$250,000. Mr. Monge stated the \$5,000,000, what stops us from spending that money. Mr. Vieira stated just by law – you can't do it. Mr. Monge stated I tried to ask you this before – where is this saying that we can't spend this money? Mr. Vieira stated I reached out to the Executive County Superintendent and to our auditor and both gave the same answer. Dr. Francis stated but why? Mr. Vieira stated until the project is completed.

Mr. Monge stated I'm just thinking out loud here – I think the reason why is because we budgeted such a large amount - \$5,000,000 above our actual project cost and we have to close out that project and say o.k. we have some money left over and now we can spend it – because if the project - maybe it ends up being that there was something that was wrong and you needed \$3,000,000 to fix what was wrong and it can't come from any place other than the \$5,000,000; that is what I'm assuming what's happening here. The bigger issue is that this sat around for a couple of years and you know we have to do this ASAP because if we put another \$1.7 or \$1.5 million in new money to a capital project with next year's budget which we maybe in that situation because this is not resolved yet – that would be terrible. So I would say that we would try to figure something out right away. Mr. Nufrio stated it is really not that much different. To maybe clarify a little bit more of Mr. Vieira was saying – you just can't. It is no different than if you get a mortgage which has stipulations and certain things must be remedied in the house. Until those are absolutely completed, the bank will not move forward so there are certain types of mortgage loans especially for fixer uppers and that are only given on stipulation that you must make these changes even down to a door knob. I am assuming that is where we are limited. Mr. Vieira stated I guess that is the theory behind it. If we forgo those completions then we take the responsibility.

Mr. Monge stated without foregoing them – we are actually doing them and then we have to have the architect sign off on the completion of those punch-list items; but one of the big issues, the biggest is we still need is this build topography plans and if the GC doesn't want to release them we are going to have to get new ones done on our own which will be an amount of money – I don't know how much over the \$150,000 obviously instead of giving the contractor the \$150,000, we would keep the \$150,000, we would do the work and we would have the architect sign off and then we would have access to the money. But right now we are burning a hole in our pocket because we are paying principal and debt service on money that we are not using. The biggest issue here was that we borrowed way too much money then we really needed. I don't know why – I still haven't gotten down to the reasons how that happens but I

think the first order of business is to really try to get this money released and so we need to try to get this \$150,000 work completed and close out the Jefferson project.

Mr. Nufrio stated did the initial cost come from a proposal by the architect? Mr. Vieira stated yes – Potter. Mr. Nufrio stated basically that is where that number came from – things could have changed in the plans. Mr. Monge stated that is a different discussion. I think the first order of business is what we talked about – I think we need our attorney on board and like I said I can offer my expertise in this matter and help you guys out but ultimately you are going to have to make sure we cross our “t’s” and dot our “i’s” legally and I think the way you conservatively try to do that is by putting our \$150,000 in escrow so if they have claim and they win, give them \$150,000. Right now it is costing us a ton of money and we are not even using it. Think about it, if we had new boiler we wouldn’t have had that issue so deferred maintenance expenses that we keep paying as a District because we are putting band-aids on.

Dr. Francis stated was the \$5,000,000 tied to the project. Mr. Vieira stated yes. Dr. Francis stated it was put in a capital reserve. Mr. Vieira stated it is in a capital reserve project fund. Yes. Mr. Arminio stated can we move on – any other new business? I know Mr. Tatum had something and then we will get to the public.

Mr. Tatum stated new business – I would like everyone to quickly take a look around this room and I wanted to complement Mrs. Moses on the new paint job, the pictures and everything. The room is nice and bright – a little different from the way it looked and I saw them painting one evening last week and I said to them now we have to move right to that little area around Manny’s office in the hall and we would have an entirely new looking building here.

#### COMMENTS FROM THE PUBLIC:

Mrs. Lipstein stated the courses for 2016 – the Level I computer science – what is Level I computer science. Dr. Lishak stated it is going to be called Introduction to Computer Science and it is going to be about programming. I have to be honest with you, I would have to go back again to the information that they sent because it is tech talk. But it is an intro class. Mrs. Lipstein stated infusion of a new science in the middle school that is going in. Dr. Lishak stated yes.

Mrs. Moses was talking about the after school starting in January – is that open to all children? Mrs. Moses stated it will be open to students that would like to participate. Mrs. Lipstein stated so you will have more information going out to the parents. Mrs. Moses stated yes. Mrs. Lipstein stated I am very excited about it – it was the first I knew and I like to get information so I don’t give out the wrong information. Is there going to be a cost? Mrs. Moses stated for the parents – no. Mrs. Lipstein stated so it is really an enrichment. Mrs. Moses stated it is an enrichment program. Mr. Tatum stated it is budgeted money. Mrs. Lipstein stated I have been waiting for this since September to be honest and I have been waiting and I’m very happy. My daughter is doing something and it is a great opportunity for the kids. She loves it. I think it is great – that is my comment.

I wanted to ask if you had any coding classes currently in the high school and middle school. Mr. Monge stated intro – I was suspecting...Dr. Lishak stated that is something that they

talked about as part of the Intro into Computer Science. Mrs. Lipstein stated if it is, if you could let me know because coding – parents have mentioned to me that they want it and they know they did a coding program I think at Vauxhall Library and it is really important because that is where they develop the web applications and that we can really move our District ahead. Dr. Lishak stated they did talk about that and I will grab the back-up because they did talk about coding and certain programs that are more prevalent in the business world that they are using now. Mrs. Lipstein stated which is going in the right direction.

The lawyer I guess that is going to be discussed I guess in Executive Session. I don't know if that is going to be made public. Mr. Arminio stated it has to be made public. Mrs. Lipstein stated I didn't know if we were going to have a ceiling cost on that – not to exceed. I also was wondering if we will have a particular attorney from that firm. Mr. Arminio stated most likely yes. That was one of the questions that we sent to them and we will talk about that in Executive Session. Mrs. Lipstein stated my personal feeling is that is really the way to go right now. Mr. Arminio stated I think they said one and one or two others in case he was not available. Mrs. Lipstein stated I think someone who really works with and knows us – they will have to be brought up to speed. There are so many things.

As far as the resolution statements, Mr. Monge's – I thought (inaudible) because very often I get here and the back-up was somewhere – this way it would be out there for the public and I don't think it has to be every line item but certain things. Because very often I ask questions and there wasn't a quick back-up and I think if it is going to be on there it will be a little more work to put it but if you really want to be transparent and really want to show the public what you are doing, I think that is the way to go. Many of you might not remember when back-up was not given to the public; now it is a PDF and I know when it started and I know why it started. I brought it up and I said I wanted to know. The public needs to know and I don't always have time to go through the back up. There is an awful lot of it. So transparency if that's what the District's goal is.

As far as the success center – I really didn't understand what they were going to do there. I thought they were actually going to counsel people. I'm looking at it that they are more of a referral. Mr. Arminio stated yes. Mrs. Lipstein stated as a librarian, I can't understand how the United Way can be cost effective in hiring one or two people – I don't know how many people are going to be there – from 9 to 3 to serve five people coming in for information. I'm just saying this from my point of view because I'm not sure whether I agree that they should be in the school or not. I don't understand why they need to be there. This is the kind of information that can be given out at the library – I gave out this information. I had all this information when I worked. If someone came in for childcare – they would probably go to the library before they go – I had every piece of information about childcare that I could find. The United Way use to publish a directory that had all of this so I think that this is an interesting program but I have questions about why they are even doing it and the fact that they are doing it in a spot that is not going to be easy to find. I don't know how many people are actually going to do that. Mrs. Zuena stated plus that is a one-way street too. Mrs. Lipstein stated I think the location is not ideal. I think that Town Hall said oh there is empty space there and sort of passed the buck. That is my opinion. I think that is what is happening and I think it is a worthwhile project but I don't think it – the same information can be given out at the library.

Mr. Olivio stated has there been any movement on establishing the projects that my students with disabilities – like the bushes and the courtyard at Burnet and teacher's room – that were destroyed. Mr. Tatum stated as far as I know the last meeting we had with you, myself and Mr. Salvatore had in my office – you guys were suppose to be planning out with have one for the courtyard. Mr. Olivio stated the bushes were replaced by the Board and no one took care of them over the summer as I predicted and I am wondering if the 15 bushes that died at the entrance of Burnet are going to be replaced? Dr. Lishak stated they were planted and died? Mr. Tatum stated they were planted in September. Mr. Olivio stated they were planted in November, teacher's convention, I assisted the maintenance group planting them and no one watered them during the summer. Mr. Arminio stated last November. Mr. Olivio stated last November and they made it through the winter and the summer came and no one was there to water them. Someone was there – they just didn't follow through with watering them and in essence they died. You have about 15 bushes – about 60 bushes were planted – holly bushes. Dr. Lishak stated how much were they? Mr. Olivio stated I went to the nursery and picked them. Mr. Tatum stated what about the furniture for the court yard? Mr. Olivio stated nothing has been done in the court yard. Dr. Lishak stated Johanna ordered the furniture in September or October. Mr. Olivio stated from the grant? Dr. Lishak stated I heard her on the phone having a conversation with Mr. Salvatore about court yard outside furniture. Mr. Tatum stated we had wheels in motion the very same day – over a year ago. Dr. Lishak stated I will check with Johanna on the furniture. Mr. Olivio stated the fireplace being replaced in the teacher's room has not been done. Mr. Tatum stated I have been working on this case for three years. Mr. Olivio stated I have been doing it for three years. As you said, persistence. I just want to know – maybe we can just wait until you get that \$5,000,000. Can you please just let me know or have Mr. Wiggins. Mr. Tatum stated we will look into it.

Mr. Monge stated I remember there was a big – I don't know the history of Kawameeh. It was a garden that became a jungle and in front of the school so it seems like we have a lot of these projects that had been grants here and then people are not following up with it.

Mr. Tatum stated what we said at a meeting – just to clarify one thing and I think John was there if I am not mistaken, that once it hits the property of the Board of Education, it becomes the responsibility of the Board of Education to maintain it. Mrs. Zuena stated over the summer he can't come in...Mr. Olivio stated I have that is why they have survived for 25 years the bushes and then Dr. Martin didn't like what they looked like because they weren't perfect and had them ripped out. It was a student project. Mr. Nufrio stated I never heard that – that is the first I heard.

Mrs. Taylor stated I'm just here to get some firsthand information and I know everyone here seems to know what happened at Union High School but I'm not quite sure. I want to know what caused it and what they did to remedy the situation. Is this a permanent resolution? Mr. Tatum stated the person that would be able to describe in fully just left a little while ago but the overview of the whole thing is on Sunday morning it was discovered that there was a flood in the high school and unfortunately due to that flood, the boiler leaking or whatever, happened over the weekend – it also destroyed electrical, there was a gas leak, they saw bubbles from gas, the gas company was dispensed, the water company was dispensed, maintenance, the fire

department, the whole nine yards. What happened was over the course of Sunday they were working of course to get all the water out of the school and by 4:00 p.m. in the afternoon I received a call that it would be very difficult to open up the school. The whole idea was that being closed on Monday, it was to try to get some service back into the building – where it would be safe No. 1 – by Monday evening we received a call that it would probably be pretty safe. First we thought we were going to be closed for two days – I have to say that they worked very hard to get the building open with a half day that they had today and because of that the electrical system was running on generators, it was running on some temporary breakers that they put in – but all of these parts needed to be ordered quickly and brand new supplies had to be delivered to us. So we did a half day today so that this afternoon work continued and they installed all new breakers in the high school and pretty much they also had the welding company here to work on the boilers to do the boiler repair. For the most part, I got a thumbs up this afternoon that we were 99.9% there and that we would be able to have school for a full day tomorrow. Hence the announcement you got probably five minutes to seven because I made the announcement at ten to seven right from the office and pretty much as Mr. Wiggins alluded to, our maintenance workers worked around the clock to get this thing going for us and maybe one breakers still needs to be replaced because it hasn't come in. Everything else is up and functioning. The causes and the actual issue could be a number of things – the boiler was in need of repair, it could be a human error because during the course of the day and we did review the cameras – we did do our own internal investigation – and most that we can come up with is at some point in time, we sprung a leak and a very bad leak which caused the flood.

Mrs. Taylor asked if they would need to make that day up. Mr. Tatum stated yes. I mentioned that a little while ago. What we are going to do is and I haven't talked directly to the Board about this but informally I spoke to Guy yesterday and what I said was we will probably try to make that day up closer to the end of the year. I'm really thankful how the weather has been so far. We have been fortunate right now. We still have those three snow days built in – we still have that. What Union High School can do is a half session. I'm hoping at the end of the year we have three days to give back – so Union High School would get two and everybody else would get three and that will make up that day. Dr. Lishak stated I spoke with Linda Ionta – we have the first and second week in March to consider a Saturday because winter sports are over and spring sports haven't started. Mr. Tatum stated we are hoping that and we are also kicking around the possibility of a Saturday if we need to. Mrs. Taylor stated I appreciate everybody's help. Mr. Tatum stated I commend the entire maintenance group and everyone in Town – a lot of times people think that we are nowhere to be found and there is a lot of behind the scenes work that goes on with communication between all of us and the Board. So there are a lot of dynamics going on behind the scenes but thankfully we work well together. Even though it wasn't completely 100% - I was happy when I walked into the high school and see that the students were well behaved during the whole emergency part of it. The staff, the security, everyone was fantastic. Considering the situation we had – I couldn't ask for more. With the warmer weather, all the administrators were out and about. It went very well.

Mr. Olivio asked are the principals trained in epi-pens and dyfibulators? In case the nurses are out the principals can do it? Do you know? Dr. Lishak stated not all of them – we have enough volunteers and we run epi-pen and dyfib training throughout the year so in each building there is a certain percentage of teachers that are stationed in different areas in case. Mr.

Tatum stated we have the dyfibs in all buildings now. Dr. Lishak stated we actually ordered more. Mr. Nufrio stated administrators should be trained – that was mandated.

**MOTION FOR EXECUTIVE SESSION:**

Moved by Mr. Nufrio, seconded by Mr. Layden that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) personnel matters. The Board will disclose the discussion conducted during the Executive Session with notice to the public when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interest of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney-client privilege.

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

**MOTION TO RETURN TO PUBLIC SESSION:**

There being no further business before the Board it was moved Mr. Nufrio, seconded by Mr. Layden that the Board return to public session. All present voting YES. **MOTION CARRIED.**

Mr. Arminio stated there are two items. Mr. Nufrio stated P-5 and P-6 we need to vote on those. Mr. Arminio stated P-5 and P-6, they were motioned and they were seconded earlier in the evening so they are still on the table. What we discussed in Executive Session, we can vote on them together P-5 and P-6 or should we vote on them separately. Mr. Nufrio stated you can vote on them together.

**P-5. APPROVE RESTORATION OF INCREMENTS – EMPLOYEE #9543**

That the Board approve restoration of increments for Employee #9543, effective immediately.

**P-6. APPROVE GENERAL RELEASE AND WAIVER – EMPLOYEE #11368**

That the Board approve the General Release and Waiver for Employee #11368, effective November 24, 2015.

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**



**MOTION TO ADJOURN:**

There being no further business before the Board, it was moved by Mrs. Zuena, seconded by Dr. Francis that the meeting be adjourned at 11:00 p.m. All present voting YES. MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA  
INTERIM BOARD SECRETARY