

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING MINUTES– November 15, 2016

NOTICE OF MEETING:

TO ALL BOARD MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, November 15, 2016 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey 07083.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. Nufrio congratulated Mrs. Regis-Darby on her re-election of her Board position.

Mrs. Regis-Darby led the Board and audience members in the Pledge of Allegiance.

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

Mr. Nufrio congratulated Mrs. Williams and Mrs. Minneci on their victorious election to the Board. We hope to have a wonderful relationship as we move forward.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

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

September 13, 2016 – worksession minutes/executive session minutes:

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

NAY: None

ABSTAIN: None

MOTION CARRIED

September 20, 2016 – regular meeting minutes/executive session minutes:

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

NAY: Mr. Salcedo

ABSTAIN: None

MOTION CARRIED

DISCUSSION:

None

COMMUNICATIONS:

LETTER FROM UNITED COMMUNITY CENTER, INC.

Letter from United Community Center, Inc. requesting use of Auditorium at Hannah Caldwell School on January 16, 2017 from 10:00 to 3:30 p.m. for the annual celebration of Martin Luther King, Jr. Day.

LETTER FROM CROSS ROADS CHRISTIAN FELLOWSHIP

Letter from Cross Roads Christian Fellowship requesting use of Battle Hill School Gym during the months of January, February and March 2017 for their volleyball/basketball program. Letter from Holy Spirit School requesting use of Kawameeh Middle School gym for the 2016-17 basketball season (Tuesday and Thursday evenings from 5:30 p.m. to 9:30 p.m. – November 2016 through February 2017).

LETTER FROM UNION'S GOT TALENT

LETTER OF RESIGNATION – JAVAS

Letter of resignation, for purpose of retirement, from Linda Javas, secretary-Guidance Department-Union High School, effective January 1, 2017.

REQUEST FOR EXTENSION OF UNPAID FMLA – HIGGINS

Request for extension of unpaid FMLA leave from Kelly Higgins, teacher-Connecticut Farms Elementary School through December 4, 2016.

REQUEST FOR MATERNITY/UNPAID FMLA/NJFLA – NEGI

Request for maternity and unpaid FMLA/NJFLA leave from Tenzin Negi, 3rd grade teacher-Franklin Elementary School, from February 6, 2017 through April 23, 2017.

REQUEST FOR MATERNITY/UNPAID FMLA/NJFLA – O’HOLLA

Request for maternity and unpaid FMLA/NJFLA leave from Laura O’Holla, 5th grade teacher-Jefferson School, from December 1, 2016 through February 23, 2017.

REQUEST FOR MATERNITY/UNPAID FMLA/NJFLA – KELLY

Request for maternity and unpaid FMLA/NJFLA leave from Nicole Kelly, English teacher-Kawameeh Middle School, from January 3, 2017 through March 12, 2017.

REQUEST FOR UNPAID INTERMITTENT FMLA – BORGES

Request for unpaid intermittent FMLA for the remaining 2016-2017 school year from Roseanne Borges, Math teacher-Union High School.

LETTER OF RESIGNATION – BRINSON

Letter of resignation from Jaleesa Brinson, bus assistant-Transportation Department, effective November 4, 2016.

LETTER OF RESIGNATION – DONNARUMMA

Letter of resignation, for the purpose of retirement, from Gemma Donnarumma, 10-month secretary-Union High School, effective January 1, 2017.

REQUEST FOR EXTENSION OF UNPAID FMLA/NJFLA – COHEN

Request for extension of unpaid FMLA/NJFLA from Amanda Cohen, 6th grade Science teacher-Kawameeh Middle School, through January 18, 2017.

REQUEST FOR MATERNITY/UNPAID FMLA/NJFLA – RAFFAELE

Request for maternity and unpaid FMLA/NJFLA leave from Robin Raffaele, English teacher-Burnet Middle School, from March 13, 2017 through June 9, 2017.

REQUEST FOR EXTENSION OF UNPAID MATERNITY LEAVE – MAURIELLO

Request for extension of unpaid maternity leave from Natalie Mauriello, school social worker-Battle Hill Department of Special Services through June 30, 2017.

REQUEST FOR MEDICAL LEAVE – JARAMILLO

Request for medical leave from Ines Jaramillo, Math teacher-Union High School, from October 18, 2016 and with a tentative return date of December 1, 2016.

REQUEST FOR EXTENSION OF PAID MEDICAL/UNPAID FMLA – MATOS

Request for extension of paid medical and unpaid FMLA leave from Maria Matos, teachers assistant-Battle Hill Elementary School, with a return date of November 28, 2016.

Mr. Arminio stated Mr. Tatum will be announcing those who are retiring from our District and one is present this evening.

SUPERINTENDENT’S REPORT:

Mr. Tatum asked Mr. Benaquista to come forward. Mr. Benaquista stated we do have two people retiring tonight, both from Union High School, effective January 1, 2017. Both are

10-month secretaries and one is here tonight that I would like to recognize. The one that is not here is Linda Javas and the one that is here I had a pleasure of working with for many years that I was at the high school. I would like to call up Gemma Donnarumma and congratulate her on many years of services at Union. Thank you again.

Mr. Nufrio stated on behalf of the Board, we wish you only the best in your years of retirement; may you be healthy and happy.

Mr. Tatum stated congratulations once again to Gemma, she has been a real gem in this District. For so many years she really ensured that the attendance was running smoothly. I congratulate you and I always say when I see people leaving, it is bitter sweet because we certainly want you to have the best in your retirement but we will miss you in the District. Always know that when we have special events, you are always welcomed back and we are more than happy to have you at the Board meetings.

We have on the agenda two presentations and I am told that the two supervisors are on their way so I will go through the Superintendent's Report and hopefully by the time I am done they will be here.

Attendance for the Month of October

Student attendance: 96.4%

Staff attendance: 95.3%

Monthly Highlights

- This week is American Education Week. (Nov. 14 – Nov. 18). Parents are invited to visit their child while class is in session.
- Battle Hill School's "Operation Gratitude", which benefits our deployed soldiers and ran from November 1st through November 9th and was a huge success.
- "Santa In Blue" toy drive has begun this year and as many of you know, that is an annual event that has become a huge part of our schools.
- On Tuesday, November 15th, Livingston student in grades K-4 were treated to an awesome assembly entitled the "Magic of Science". This assembly demonstrated how the principles of science are apparent in our daily lives and activities.
- In the spirit of Thanksgiving, Washington Elementary School is collaborating with the NJ Food Banks to collect non-perishable food items for the "Students Change Hunger" cause.
- A Veteran's Day Assembly was held at Washington School on Friday, November 4th for family members of our students who are Veterans from all branches of the military.
- Schools throughout the district also performed activities to honor our country's veterans for Veteran's Day.

Student Recognition

Last month I spoke about a program that we were filming over at Franklin School and I had the opportunity to work with three young ladies and they were supposed to be here tonight but unfortunately due to scheduling errors, that was not possible. I hope to have them here next

month. I would like to take this opportunity to thank those students who actually did this film with me and they are: Isabella Verzosa, Riley Prempeh and Jenna Wakefield. Those young ladies were very interesting children and they were very informative about all activities that going on at Franklin School. I don't know when the program will actually air on Channel 34 but I am hoping that it will be soon and next month I would like to have those young ladies here so the public can have an opportunity to meet them and we can recognize them for their input in that program.

Upcoming Events

- Leader in Me Program at Jefferson School will take place on December 9th.
- On Thursday, December 8th Livingston students will be enjoying an assembly entitled "The NED Show". The sharing of the message NED – Never give up, Encourage others, Do your best – the overall mission of this program is to motivate, challenge and encourage students to become their best at school and in life.
- November 19th is the homecoming dance at Union High School
- The next Planning Committee Session will be held Tuesday, November 29th at 6:30pm in the Administration Building
- Schools will be closed November 24 and 25th for Thanksgiving. There is also a half day on Wednesday, November 23rd.

Our supervisors are here and the order we have on our agenda is that Mr. Cohen will be going first.

Mr. Cohen stated I'm the math supervisor for grades 6-12 and I wanted to start tonight with this problem. This problem says "Mr. Arminio buys a horse for \$60. He then decides to sell the horse for \$70. After reconsidering, he buys the horse back for \$80. But then he sells the horse for \$90." So the question I have for you is does Mr. Arminio make money, does he lose money or does he break even and if he makes money, how much money does he make? If he loses money, how much money does he lose? Due to the time, I will give you about 20 seconds to solve this problem and then we will talk.

I have given this problem in my 20 years of education probably over 100 times. I have given it to parents at back-to-school night, I have given it to students who are going into math education, I have given it to teachers and to students and every single time I have given it, the same thing always happens, I get a variety of answers. I get he loses \$10, he breaks even, he gains money and then some say I have no idea.

One of the reasons why I give this problem is to show you what students feel like when they learn math traditionally. What do I mean by that? If you were like me, you probably went to school and in math class, your desks were in rows, you showed up, you sat in a row and the teacher said to you o.k. class, today we are going to learn how to multiply fractions. First you multiply the time numbers, then you multiple the bottom numbers, they are called the denominator and then you get your answer. You get it? And some say got it, some say I don't really get it and so the teacher would have to go over it again. Eventually you got it and the

teacher would give you 20 problems to try on your own, you would do those and then you go home and try 20 more and you come back the next day and the teacher would say oh great, we learned how to multiply fractions yesterday, today we are going to learn to divide fractions and the teacher told you this is how you divide fractions. The problem is if you learned math that way, you probably aren't able to answer why does that answer get smaller when you multiply. That doesn't make sense. I thought when you multiply the answer gets bigger – not in fractions. Even more interesting, when you divide, the answer gets larger. That does not make sense, but it does. It makes sense if you understand what is going on. If you understand what multiplication is that makes sense. If you understand what division is that makes sense. If you learned math traditionally that does not make sense. Think about that. Why did you learn math traditionally. Most likely when that was developed, it was for students who when they graduated high school would go and work in factories on assembly lines and what did you need to do in order to work on an assembly line, you needed efficiency and accuracy. This method teaches you efficiency and accuracy and that is it and you sat there and passively digested all of that. Now a days that is not what most kids graduate and do. Most kids now are tasked with problem solving, collaborative, working together to achieve a common goal and so this method to learn mathematics is a bit outdated and that is where this thing called the Common Core comes in. Common Core knew about this and this started in the 1980's so Common Core was not really new. It started in the 80's and it just caught on around 2010 and what the Common Core did was it said let's not focus on algorithms any more, let's not solely focus on procedures and let's not even focus so much on the content – that sounds strange – but let's instead focus on understanding what is going on and let's also focus on developing mathematical habits of minds. What does a mathematician do when he sits down to solve problems? They collaborate, they look for patterns, they tinker with it and that is what classrooms should look like.

To that end, let me talk about the secondary math initiatives. It is always nice to talk about these when I give you a framework of where mathematic education is nationally. To that end, we have four initiatives in our secondary math department. Each initiative is a move towards that type of pedigree. Evolving from traditionalism to more progressivism; having students work in groups; having students solve problems; having students look for patterns, tinker with things – so every single math lesson, you are teaching students to be mathematicians and actively construct information instead of passively digesting it. A big difference.

Let's just touch on some of our focuses. No. 1 there is a real push in our secondary math department to learn how you teach that. Just tell them. Especially someone like me who learned traditionally and I did really well. Now I'm being asked to teach a different way so we are learning about that in our secondary math department.

Secondly, we are transitioning from lesson plans to unit plans and that is addressing planning and aligning to these new standards which are asking us now to teach a different way.

Third, we are starting in the second marking period something called teacher-to-teacher observations. We are asking teachers in the math department to observe other teachers to provide feedback to them and that creates a culture of learning. It is not an administrator going in there and evaluating somebody. It is a teacher going in there as a peer who is being invited in and offering feedback.

Lastly, we are also implementing first and third marking period benchmarks and again that is a movement towards aligning to the standards and to the PARCC.

The ultimate goal is learning on every single level of our system. Student learning, teacher learning, supervisor learning, administrator learning and board room and back to the beginning, unfortunately Mr. Arminio didn't make enough money to retire but he did wind up making \$20. So if you had plus \$20, you were on the money. But if I took a poll I'm willing to bet we had a bunch of different answers. Thank you.

Randi Moran stated I'm the grade 6-12 English supervisor. You would think that math and English are very different in content but there are a lot of things that are similar between our two content areas. In addition to math, language arts is really going through a shift right now. A big transition from how we learned in English classes. You might remember diagramming sentences and learning parts of speech or memorizing different rules like "i" before "e" except after "c" but you never really figured out that there are more words in the English language that break that rule than follow it. You learned that paragraphs have certain things that have to be in it and they go in certain places and every time you write, it follows a certain procedure similar to when we did the monster outline with Dr. Martin it is was very formulated kind of writing and we are really transitioning away from that to what is called LAL. That traditional kind of learning with language arts literacy (LAL).

Now we are going to ELA – English Language Arts. This has a real focus instead of on formatted literacy and learning those rules, it is a lot more loose and focuses more on global learning. Students both using literature as a tool to learn more about the world around them so instead of writing book reports and we all have done that read a book and wrote a book report that summarized it, instead we are asking students to reflect on what they learned about life or human nature or history or society from reading a certain passage or certain book.

We are also focusing on developing opinions about life from good reading and supporting those opinions in different ways through collaborative work and working with other people or doing research or presenting information through speaking or writing but then developing grammar skills and spelling skills through actually doing those things rather than learning a bunch of rules.

Our list of the goals of the English Department this year, we really focused on changing the way we teach in order to help us make this transition so we looked at all parts of teaching – planning, instruction, assessment and reflection and we really address all those areas in trying to make some changes.

Our first thing is to increase collaboration in planning and instruction. We really worked hard on our PLC's in both the middle and high schools to allow teachers to do much more collaborative planning to make sure that they are all working together to introduce new ideas. We also have in the high school, no single course is being taught by one person. There are multiple teachers who teach every single course so there are multiple viewpoints.

We have increased quality and purpose of instruction. We are making sure that every single assignment and every single task that we give the students has a purpose and has a skill or a standard that is associated to it and that is where our unit plans are really coming into play. We are encouraging teachers to think about the goals that they have for their students first and then design their instruction to make sure it matches those goals. There is no assignment that is being given to students that doesn't have a purpose or it is just a time filler, we are making sure that everything has a need.

We are also using a lot of paired text and we are looking at non-fiction and common themes among text rather than looking at one story book at a time.

Our third goal is to make sure that we have more applicable, rigorous and meaningful assessments. We are making sure that we are working on changing the summer reading program so that it is not a standalone program so it links a little bit to the beginning of the school year so that students will see the purpose of doing it and so it is not just I read a book over the summer and I'm going to tell you about it that there is some purpose to it.

We are using Ed Connect for the benchmark testing to make sure that we are exposing our students to more computer based testing and more PARCC style questioning and we are doing a lot more project based learning/performance assessment tasks instead of just being able to memorize information and talk about something, they are actually using the information that they learned to create something or to present something or to collaborate together with that information.

Finally we are focusing on student and teacher engagement. It gets really interesting because a lot of times we talk about student engagement, but we rarely talk about teacher engagement and making sure that not only our students are excited about what they are doing and they find purpose in their lives at school but that teachers are excited about coming to work and they are excited about what they are teaching their students and that they see what they are doing is really meaningful.

I just want to highlight a few things that we are doing in our classes. I have some assignments that the teachers have been using that illustrate those goals in them. The first thing is our Grade 9 Honors classes are using Metacognition Logs. Metacognition is knowing why how you think so when you do something knowing why you are doing it and what the process is and how you came to those assumptions. This encourages students to look at a chunk of text and then use one of these to respond to it and come up with an opinion about it and ask them to think about which reading strategy it is. They are really analyzing it.

If you look at this traditionally when we were in school, we might predict, we might think about what is going to happen next and we might clarify, we might breakdown a section or text and talk about what it actually is but very rarely would we do any of the other four – connect to other things, question why something is happening, or visualize it or evaluate it so we are really asking students to analyze it.

A second assignment is an essay that is given to 8th grade students. They read *Lord of the Flies* and they were asked to use the internet and different library sources to research a current or historic example of evil. Again we are getting back to learning about extreme, learning about society and after they do their research they have to compare that event to the evil event in the story. We are linking it back to the text and evaluate which one was worst so they have to make some kind of decision.

They not only have to write about it, but they have to visualize it through images and create captions and then they have to give an oral presentation. We are really working on effective communication not just through writing but also through speaking.

Finally something that I wanted to talk about that is a big change for us this year and it touches on all that is being told in our Senior English Topics course. This is the course that we implemented for the first time this year. It is a great English course that the kids can opt to take it and it is two half year courses. It is similar to a college schedule because students take one course for one half of the year and then another course for the other half of the year. These courses are paired so the first course is Horror Literature and in this class students analyze a character in the horror genre, for example this year they are using a vampire, and they are tracing it from the 1500's to modern day literature and they are looking at all the different forms that a vampire took. If we think about that there are a lot of different characteristics but they are really analyzing what that says about the society that created that character. What did a vampire look like in the 1500's? What does that tell us about what that society was afraid of? What does it say about what we think of a vampire and what are we afraid of. They are tracking that and the final assignment in that class is a 10-page essay. It is very similar to a college course.

The second course is an Adapting Literature to Film course. This is looking at different pieces of literature that were created into film and why decisions were made in making those films. Why did they have certain people to reflect characters? How they used lighting?

I just want to talk about what successes that have happened. We have seen the average summer reading rate in this course and we looked at the 33 students enrolled in this course and 33 of their peers. Students enrolled in this course had a 19.85% higher grade on their summer reading assignments. They also looked at their marking period grade and I ran these numbers yesterday – 56% of students in regular English, not enrolled in this course, have a marking period grade of 80% or higher where in this course 89% of the students have an 80% or higher so we are seeing success with these courses. I would contribute mostly to the teachers are really excited and teachers that proposed these courses are really passionate about this topic so they are bringing their passion to class every day. Students chose this course so they are interested in what they are learning. The work that they are being given isn't hard for them to do if it is not tedious for them to go home and research these topics because they are excited about them and these are some quotes that students had when we had conversations with and why they like this course and I thought some of them were very interesting – students talked about how it will prepare them for college, excellent insight to what a college is going to be like, it reignited a student's passion for reading and their teacher seems really passionate.

We are seeing a lot of success and we would like to see more courses like this at the high school giving students a chance to choose what they are learning and let teachers really teach what they love to teach. Thank you.

Presentation appended to minutes.

Mr. Nufrio asked you alluded to the summer reading, what are we doing as a District to assist students in being able to procure those books which are obviously on an approved list. Ms. Moran stated right now what we do at the end of every school year, the local book seller comes in and offers those books to students at a discounted rate and then we also have all those books available in our school and local libraries and if we move towards the more one-to-one initiative, we would like to offer them for digital licenses for students to download so that they have a more immediate access.

Mr. Monge stated on the math side, one is my answer was \$10 and I'll argue that all day. What are we doing in this District as it pertains to teaching kids finance. I know that there is something out there on personal finance which is very different than business finance. Mr. Cohen stated that would be in the social studies department they have a class called Financial Literacy. Mr. Monge stated that is different. Mr. Cohen stated that is where they would focus on that because the math department at this point in order to have a specific class that is solely dedicated to finance. Mr. Monge stated it is something I suggest that we look into because Financial Literacy is totally different.

Mr. Nufrio stated I think what you may be recalling, when I went to school we had a class called Business Law. Mr. Monge stated which is different. Mr. Nufrio stated it addressed financial issues including stock market in the infant stage. That is a class I learned quite a bit.

Mr. Monge stated I speak to finance in the way of investing. I think that is something we really should look at and at one point I believe in middle school we were offering a class that taught kids about the stock market which I was very excited about but then that ceased and I thought we were going to expand it into high school.

Mr. Tatum stated I can tell you that program is coming back in the District. We put funding in and hopefully next month we will be voting on the reinstatement of the classes that extend from the academy concept. I believe that some of the business concepts you are talking about, I talked to our business department, there is also a need to take a look at some revisions of some of those courses because they have been around for quite a while and as we do all curriculum in the District. If you notice in Ms. Moran's presentation, she is talking about the transition from lesson plans to unit plans and implementation of the standards. All those are areas where you focus more on the Core concepts right now then moving forward. Mr. Cohen, going back to mathematics, he is not telling you something that I know about him, he talked that way in his classroom what he was talking about up here and when he was with me at Jefferson School and I was his principal, we talked a lot about mathematics and the why behind what students do. We didn't use the term that we talked about but the word "theorem" comes to mind when I'm sitting and watching and I think the trend now is to really have students being able to focus in on the theory aspect of why things work. I think that in and of itself goes hand-in-hand

with your comments about the business piece. I think it is time now that we get to the core and take a hard look at some of the supportive courses that will also enhance that course. Mrs. Moses another assignment we have to work on. I have to credit with Mrs. Moses for making the transition from what we have been doing previously to what you are seeing happening this year. One of the reasons why we wanted to bring supervisors into our Board meetings and for the public to see is that transition is taking place daily in our schools and I thank both of you for all of your work and I have seen you in the Board offices at nights and there are times you have been there when I'm leaving at 6:30 you are still there. I appreciate all your hard work that you guys are putting in with Mrs. Moses. It is greatly appreciated. Thank you very much.

Mr. Nufrio stated Mr. Tatum perhaps you can make some reference to the presentation both these excellent supervisors made to the Education Committee. I don't see anything in way of resolutions but they made a presentation to the Education Committee last Monday evening and I was also present, Mr. McDowell, Mrs. Darby and Mr. Arminio attended which has to do with an initiative to partner with Kean University to establish a mentoring type program not for the students but more so for the staff which is definitely the way to go today. I think that goes hand-in-hand with what you just presented – the new ways and new methodology that is being explored and implemented around the country.

Mr. Tatum stated if I'm thinking correctly, this is the program that we are going to be meeting with Dr. Mobley very shortly and that is a program that involves clinical faculty that will match incoming teachers with veteran teachers to talk about different methods that are being taught in the college programs now and those clinical faculty members will also be on board to work with not only their student teachers but our teachers to improve the quality of instruction. That is a program that has been in place for a number of years now. Actually a few years ago Dr. Martin and I had the opportunity to go to Rahway to see the program in place and we were talking at that time about possibly partnering up with Kean University but Mrs. Moses and I have been in communications with Kean University regarding this program for about 6 months to a year now and it is just about there to make a pitch to develop that partnership and that going in the District. I want to thank the two of you for grabbing onto that. In my mind it is a very effective program. I have seen it in place and I know personally some people that have worked in that program and they speak very highly about it. I was very impressed when I saw the program.

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

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period October 3, 2016 to October 31, 2016, in accordance with the information appended to the minutes.

E-2. APPROVE 2016-2017 NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM AGREEMENTS

That the Board approve the Union County Educational Services Commission 2016-2017 Nonpublic School Technology Initiative Program Agreements for (a) Holy Spirit School and (b) St. Michael School located within this District, in accordance with the information appended to the minutes.

E-3. APPROVE RESOLUTION TO ACCEPT NONPUBLIC SCHOOL SECURITY AID

That the Board approve the resolution to accept Nonpublic School Security Aid for the 2016-2017 School Year, in accordance with the information appended to the minutes.

E-4. APPROVE PLANNING FOR ADULT LIFE/THE ARC OF NEW JERSEY

That the Board approve Planning for Adult Life/The ARC of New Jersey Inc., 985 Livingston Avenue, North Brunswick, New Jersey 08902 to provide transitional educational classes for students and their families for the 2016-2017 school year, in accordance with the information appended to the minutes.

E-5. APPROVE TITLE I PROGRAMS FOR 2016-2017 SCHOOL YEAR

That the Board approve the following Title I programs for the 2016-2017 school year: (a) Union High School – Title I Tutoring/Enrichment Program, (b) Burnet Middle School – Title I After School Enhancement Program, (c) Franklin Elementary School – After School Program and Summer Success Reading and Math Programs, and (d) Jefferson School – Title I After School Achievement Program, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE:

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

F-1. ACCEPT TREASURER'S REPORT

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

F-2. ACCEPT SECRETARY'S REPORT

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

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of October 31, 2016 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the

amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan
 Gregory E. Brennan, Board Secretary

 Dated

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

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE LIST OF CONTRACTS AND/OR PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. Reserved. Adopted at November 7, 2016 worksession (student field trips).

F-8. APPROVE AMENDED LIST OF 2016-2017 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2016-2017 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools’ purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE LIST OF CONTRACTS AND/OR PURCHASES

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

School	Account/Department	Vendor/description	Amount
Union High School	Senior Prom	Grand Marquis Caterers – 2017 Senior Prom Venue	\$60,000 (max)
Union High School	Band	DeMoulin – guard tops for competitive season/payment of remaining flag balance	\$2,077.53

Kawameeh	Acct #19/Principal	Metro Funding – 8 th grade trip to Forest Lodge	\$4,521.70
Union High School	Acct #2190/Athletics	St. Jude's Children's Hospital – annual event	\$12,000 (estimate)
Union High School	Acct #3240/Athletics Football	Cherrydale Farms – fundraiser selling cookies	\$8,000 (estimate)
Union High School	Acct #2078/C. Faraone Field Trips	UTBOE – bus for November 2015 Washington, DC bus trip	\$3,050.00
Kawameeh Middle School	Acct #19/Principal	Yankee Candle Fundraising- 8 th grade student council fundraiser-Forest Lodge	\$1,218.66

F-10. APPROVE AMENDED 2016-2017 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

That approval be given to amend the 2016-2017 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPTANCE OF NJDOE STEM PARTNERSHIP GRANT

That the Board approve acceptance of the NJDOE STEM partnership grant in the amount of \$6,000 to be used to purchase materials for STEM curriculum instructional modules, in accordance with the information appended to the minutes.

F-12. APPROVE BUDGET CALENDAR AND BUDGET GOALS

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

F-13. APPROVE INCREASE TO P.O. #17-00652 – DR. FABER

That the Board approve an increase to P.O. #17-00652 with Mark P. Faber, MD to provide Psychiatric evaluation services for the 2016-2017 school year from \$2,750.00 to \$5,500.00 to meet the District's needs.

F-14. APPROVE ACCEPTANCE OF PLAY UNIFIED 2016-2017 GRANT, SPECIAL OLYMPICS

That the Board approve the acceptance of the Play Unified 2016-2017 Grant, Special Olympics for the following schools: (a) Jefferson Elementary School - \$1,000; (b) Kawameeh Middle School - \$2,000, (c) Burnet Middle School - \$4,000 and (d) Union High School - \$3,000, in accordance with the information appended to the minutes.

F-15. APPROVE SUBMISSION OF AMENDMENT TO FY17 NCLB GRANT

That the Board approve submission of an amendment to the FY17 NCLB Grant due to the FY16 NCLB Carry-Over funds as follows: (a) Title I-A: \$326,864, Title IIA: \$62,204 and Title III: \$12,609 for a total of \$401,677.

F-16. APPROVE GREGORY BRENNAN SIGN DOCUMENTATION

That the Board approve Gregory Brennan to sign documentation relating to the Cisco Lease Purchase.

F-17. *For informational purposes only – vote not required.* List of legal services for the 2016-2017 school year, in accordance with the information appended to the minutes.

F-18. APPROVE SUBMISSION OF APPLICATION FOR PATTERSON PARTNERSHIP LIBRARY GRANT

That the Board approve submission of application for the Patterson Partnership Library Grant from James Patterson and Scholastic Reading Club for use by Union High School Library, in accordance with the information appended to the minutes.

F-19. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS

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

F-20. APPROVE RESOLUTION AUTHORIZING PURCHASE OF NATURAL GAS SUPPLY SERVICES

That the Board approve a resolution authorizing the purchase of natural gas supply services for public use on an online auction website, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated F-12, as long as we have that plan for the budget workshop that we talked about. I don't think it made it on the calendar but does it have to be on the schedule? As long as we do the workshop that would be great. Mr. Brennan stated o.k.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE:

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

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the Board approve the following security drill and bus evacuation reports for the 2016-2017 school year, in accordance with the information appended to the minutes.

O-2. APPROVE ADVERTISEMENT FOR DISPOSAL OF EQUIPMENT

That the Board approve advertisement for disposal of equipment which is deemed no longer serviceable by the District for one (1) Befour Scale, (2) Toro Proline 32" self-propelled lawnmower, (3) Toro Reelmaster 216 72" lawnmower, (4) Quantum XM 21" Briggs and Stratton lawnmower - green , in accordance with the information appended to the minutes.

O-3. APPROVE REQUEST FROM UNITED COMMUNITY CENTER, INC.

That the Board approve request from United Community Center, Inc. to (a) use the Auditorium at Hannah Caldwell School on January 16, 2017 from 10:00 to 3:30 p.m. for the annual celebration of Martin Luther King, Jr. Day, (b) waiver of fees and (c) distribution of letter to building principals.

O-4. APPROVE REQUEST FROM CROSS ROADS CHRISTIAN FELLOWSHIP

That the Board approve request from Cross Roads Christian Fellowship to (a) use Battle Hill School Gym during the months of January, February and March 2017 for their volleyball/basketball program and (b) waiver of rental fees.

O-5. APPROVE REQUEST FROM HOLY SPIRIT SCHOOL

That the Board approve request from Holy Spirit School to (a) use Connecticut Farms Elementary School and Hannah Caldwell Elementary School gyms for the 2016-17 basketball season (Tuesday and Thursday evenings from 5:30 p.m. to 9:30 p.m. – November 2016 through February 2017) and (b) waiver of rental fee.

O-6. ACCEPT PROPOSAL FROM OMEGA ENVIRONMENTAL SERVICES, INC.

That the Board accept proposal from Omega Environmental Services, Inc. to provide water testing at twelve school/building locations at an estimated cost of \$13,616, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE:

Mr. Arminio stated the P-1 - personnel actions you have in your possession, I like to point out two new items on pages 7 and 8 of your handout. One is for a special ed teacher and the other is for an ESL teacher. We just got those individuals. Mr. Benaquista do you want to add any details to that whether they just got interviewed and just selected.

Mr. Benaquista stated that is correct. They were in very recent and went to see Mr. Tatum and there are two positions that are very in need and were not easy to find. That is why we added them.

Moved by Mr. Arminio, seconded by Mrs. Zuena, that the following resolutions be approved:

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS FOR 2016-2017

That the Board amend the Substitute Lists for the 2016-2017 school year, in accordance with the information appended to the non-public minutes.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

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

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Eff. Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Brinson, Jaleesa	P/T Bus Assistant	Transp.	11/4/2017	Resignation	

Retirements

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date: (Noted on letter)</u>	<u>Reason</u>	<u>Date of Hire Not including leave of absences.</u>	<u>Attendance to BOE meeting</u>
Donnarumma, Gemma	10-Month Secretary	UHS	1/1/2017	Retirement		YES
Javas, Linda	10-Month Secretary	UHS	1/1/2017	Retirement		TBD

P-4. APPROVE LEAVES

That the Board approve leaves for the following staff:

Leave of Absences

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Leave Dates</u>	<u>Leave Type Regarding updated info only.</u>	<u>Notes/ Corrections</u>
Kelly, Nicole	English Teacher-KMS	KMS	1/3/2017-3/12/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Higgins, Kelly	Teacher-2 nd Grade	CF	Extension through 12/4/16	Unpaid/FMLA	Extension: Unpaid/FMLA Extension: Unpaid/FMLA Org. leave 9/1/16-10/17/16

Negi, Tenzin	Teacher-3 rd Grade	Franklin	2/6/2017- 4/23/2017	Paid Maternity and Unpaid FMLA/NJFLA	
O'Holla, Laura	Teacher-5 th Grade	Jefferson	12/1/2016- 2/23/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Borges, Roseanne	Teacher-Math	UHS	2016-2017	Intermittent FMLA Leave	Intermittent leave only
Cohen, Amanda	Teacher-6 th Grade Science	KMS	Extension through 1/18/2017	Extension of Unpaid FMLA/NJFLA	Extension: Unpaid/FMLA Extension: Unpaid/FMLA Org. leave 9/22/16-12/15/16
Raffaele, Robin	Teacher-English	BMS	3/13/2017- 6/9/2017	Paid Maternity and Unpaid FMLA/NJFLA	
Jaramillo, Ines	Teacher-Math	UHS	10/18/2016- 12/1/2016	Paid Medical leave	Return date is subject to change.
Matos, Maria	TA	BH	Extension through 11/28/16	Unpaid FMLA	
Mauriello, Natalie	School Social Worker	Spec. SE	Extension through 6/30/2017	Unpaid Maternity Leave	Non FMLA/NJFLA (allocated FMLA exhausted)

P-5. APPROVE AMENDED UTEA 2016-2017 HOURLY RATES

That the Board approve the amended UTEA 2016-2017 hourly rates, in accordance with the information appended to the minutes.

P-6. APPROVE SILVERGATE PREP – BEDSIDE INSTRUCTION

That the Board approve Silvergate Prep, 981 Route 22 West, Suite 202, Bridgewater, New Jersey 08807 to provide bedside instruction for District students on an "as needed" basis for the 2016-2017 school year in the amount not to exceed \$6,000.00 (7693-11-150-100-320-01-19).

P-7. APPROVE OVERLOOK MEDICAL CENTER – AUDITORY PROCESSING EVALUATIONS

That the Board approve Overlook Medical Center to provide Auditory Processing Evaluations at the rate of \$992.46 per evaluation (not to exceed \$2,000) for the 2016-2017 school year (11-000-219-320-01-19).

P-8. APPROVE BROOKFIELD ACADEMY/SUMMIT OAKS PROGRAM – BEDSIDE INSTRUCTION

That the Board approve Brookfield Academy/Summit Oaks Program, Summit Oaks Hospital, 19 Prospect Street, Summit, New Jersey 07901 to provide bedside instruction for

District students on an “as needed” basis for the 2016-2017 school year in an amount not to exceed \$3,000.00, in accordance with the information appended to the minutes (7693-11-150-100-320-01-19).

P-9. APPROVE OUR HOUSE INC. – VOCATIONAL EVALUATIONS

That the Board approve Our House Inc. to provide community based vocational evaluations (including transportation and final assessment reports) – up to 12 students for the 2016-2017 school year at the rate of \$102/hr. not to exceed \$33,048.00.

P-10. APPROVE UPDATED JOB DESCRIPTION – STUDENT ASSISTANCE COORDINATOR

That the Board approve the updated Job Description for the position of Student Assistance Coordinator (SAC), in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated P-10 for the people that were not in attendance to give an overview of Student Assistant Coordinator and their function. Mr. Nufrio stated we discussed this at the worksession. Mr. Monge stated for those who weren't there, I think it is an important position and if we can give an overview of what that position details.

Mr. Tatum stated the only amendment that we made to that job description was to support students only. If you recall, we adopted the job description and in previous years some of counselors their roles were beyond the scope of their responsibility; therefore, we wanted to clarify as we move forward with that program in the District.

Mr. Nufrio stated Mr. Monge does that answer your question or were you referring to the need? Mr. Monge stated that was what I was really speaking about because it is a very important position.

Mr. Tatum stated when I made the comment as we move forward, that comment was designed to understand that I have said in previous meetings and in Personnel meetings, one of the high priorities for me is to include another counselor here at Union High School. Currently I believe the position has been posted in the District and we are in the process of interviewing and you will have a recommendation for next month. What also will occur is during the time period while we are in transition of putting a permanent person here at the high school, all of our SAC coordinators are on call to this building. Mrs. Hall has been all over the District and that is one group that really works together in a collaborative fashion and they do a tremendous job. I think at this stage of the game, it is important for our students. We absolutely need to include that other position.

Mr. Nufrio stated just to add to the original response with regards to the reappearance of the job description, it is after I personally read it and I found it should be specifically indicated that they are resources for students only. As Mr. Tatum said, to correct some passed errors

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

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS:

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

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Arminio stated this coming June 3, 2017, mark your calendars, is the 2nd Relay for Life here in Union which will be held here, if the Board approves it at Union High School and I think we will be discussing this next month and hopefully we will approve it. I think it is a great cause and we did a fantastic job the first year. I know that the Board certainly out shown another group so we are going to try to do that again this coming June and the other group maybe you can work a little harder.

This coming Saturday at Westfield is the Union High School semi-final football game against Westfield. I hope we have 1,000-2,000 fans at Westfield High School this Saturday at 1 p.m. to watch Union play against Westfield. I don't want to say beat Westfield but we will be victorious Saturday against Westfield. Please come out and watch the game on Saturday.

Last November 5th at Jefferson School, there was a wonderful program presented by the Vauxhall Historical Society about the veterans of Vauxhall who served in the military. It is a wonderful program and this is their 4th annual program at Jefferson sponsored by the Vauxhall Historical Society.

Tomorrow, there is a Franklin School fundraiser at Tiff's from 5-9 p.m. Please go out and support Franklin Elementary School.

Mr. Monge stated obviously this past year we have done a great job in putting together competitive RFP's for contractors and we also talked about trying to put together a calendar so we are ahead of the game and I know we have had some calendar issues as it pertains to when we select our contractors so we talked about trying to get a set of notices truly RFP's and getting it on a calendar. If we could try to put together a committee Mr. Nufrio, the sooner the better.

Mr. Nufrio stated I think you are absolutely right and it would still be my opinion that in all probability the same chairpersons who worked so hard in coming to various decisions to recommend to the Board that should still be the order of the day. We will talk again about this.

Mr. Monge stated I thought we were going to have a technology. Mr. Nufrio stated it doesn't come to fruition, I don't know why, perhaps Mrs. Paul did not have any update for us with regards to that. Mr. Monge stated my two questions that I had were are we still on schedule for the ChromeBooks for the high school and what is the schedule for the wi-fi project for the project. Mrs. Paul stated the wi-fi project – the building is already being wired. He started last week. As far as the ChromeBook is concerned, I am reviewing the survey that the kids completed to let me know which ones we should get. I want to take a quick look at this – I did go through it but I need to go through it a little bit more but once I make that decision. I have the quotes already and then I have to work on the finance part of it with Mr. Brennan.

Mr. Nufrio stated Mrs. Zuena I know you had contacted me and she had some questions and perhaps she can address it to you as well.

Mrs. Zuena stated the same concerns we had last week with the emails, I had trouble myself emailing a teacher and not getting a response last week and then there were some blocks on the emails. Is that all taken care of? Mrs. Paul stated we have resolved the issues. We had to actually reach out to the software company and they actually had to get the data base updated but they are working on it right now on our exchange server to tweak certain things to see but right now I am getting State emails. Certain things are now coming through but with the tweaking process it is actually like trying to find a pinhole in a piece of cloth so we were trying to figure what was going on and I think it is resolved.

Mr. Nufrio stated was it directly due to the changes that were being affected with regards to the wiring? Mrs. Paul stated it had nothing to do with that. Mr. Nufrio stated was it malware? Mrs. Paul stated they are writing up a report for me to let me know what it is and when it started and exactly the process of what happened because what we are doing is working on an implementation process to prevent this from happening again.

Mr. Nufrio stated didn't we have something in place already. Mrs. Paul stated it is what we have in place that is working – that is supposed to be working but it was not working and that is why we had to resolve it that way. But I'm waiting for a report so that we can actually make a decision on exactly how we move forward in preventing these types of issues.

Mr. Le stated the first one pertains to one that came up a couple of months ago with regards to potentially having the District develop a policy with regards to Narcam. Mr. Arminio stated I can answer that. I met with the Policy Committee and we developed 3-4 new policies – one in particular is for Narcam and it went out to the appropriate individuals who need to review it with the doctor and we could next month approve it and it should be ready for our approval at the next work session. We will look at it and it will hopefully be approved. There are a couple of other ones that go along with that. I made sure that it went through because I know it was something that you had requested several months ago. Mr. Le stated I'm very happy to hear that.

The second one is about a policy regarding transgender. Mr. Arminio stated that is one of the other three. That one has gone to the appropriate individuals, the Athletic Director, the Superintendent and all those who have a vested interest in the stakeholders and that should also be ready for approval in December. Mr. Le stated I believe it is such an appropriate time especially what we all have been seeing on the news and around the country over the past week – the concerns, the fears that ordinary folks have and particularly minorities. I think that for this Board to introduce a policy that will ensure protection of our transgender students and those of the LGBTQ communities. It is a strong message that we send to everyone that we take care of everyone to ensure that every student is protected and to ensure that they are supported as much as possible. I thank you for moving those along and I appreciate that.

Mr. Nufrio stated to clarify why it took some time is that Mr. Arminio and the rest of us were waiting for specific guidelines which the State was delayed in sending because they were getting their language in order. Once that was done Mr. Arminio took the lead and proceeded to address those issues.

NEW BUSINESS:

Mr. Arminio stated I would like to propose something to the Board for consideration which we can bring up for discussion but I want to bring it up now under New Business and then you can think about it and at next month's worksession we can work on possibly coming up with a different day for our Board meetings – instead of Tuesday. Whether we go to Monday, Wednesday, Thursday – there are a number of reasons and I don't want to go into the reasoning for it now but there are a lot of conflicts with having it on Tuesday. Let's think about it and think about what is good about it and what is bad about it and next month I will make a proposal at the worksession that will become part of our agenda for the coming year and we can decide whether that is a good think or not at next month's meeting.

Mr. Nufrio stated Mr. Arminio and I spoke at length and I also spoke with Mr. Tatum and our Board Attorney, as well as Mr. Brennan and what I would like and I did ask Mr. Brennan if he could gather some data for us to review as a Board and possibly we can detail to some extent the reasoning behind the recommendations so that the Board can receive it via email by you Mr. Brennan but maybe in conjunction with Arminio we can discuss how we can best frame it so that the Board understands the reasoning and logic behind it and how it would impact everyone.

The one thing I can say is currently the Tuesday meeting becomes somewhat problematic for the Board Secretary's office where Mrs. Capiello is always under a 11th hour situation on Friday's and as you see almost every month there are always late additions or add-ons. Employees that were perhaps interviewed Friday and subsequently forwarded to Mr. Benaquista for placement but it is too late to put it on the agenda. It has to be done within 48 hours so that we comply with regulations. If we were to move it to a Wednesday or Thursday, that would free up a tremendous amount of time – right Mrs. Capiello? She has that last second moment that she has to get it in and the interaction becomes difficult. I encourage the Board and I would love for the Board to have discussion on it but I would hope that serious consideration may be given to this.

COMMENTS FROM THE PUBLIC:

Sue Lipstein stated first I'm going to talk as President of the Township of Union Education Foundation. I saw on the agenda that we are applying for a grant from the Patterson Foundation and that is the kind of thing that this Board has encouraged the partnership between other organizations and foundations and the Ed Foundation does the same thing. We apply for a grant from the Investors Foundation which is through Investors Bank and they are dedicated to helping organizations that support arts, education, health and human services, youth initiatives and more. Funding is available to organizations located in the areas of Investors Bank, which we are one of. The Ed Foundation applied for a grant from them for funds that will get back to the school children and we heard this morning that we got \$1,000. I want to thank Investors and let you guys know that as well and that money will go to the grants that we fund.

Now I'm going to talk as a citizen. Last Wednesday I attended a technology integration meeting at the high school and I just want to commend this Board for all the progress they have made and what to me seems a very short time in moving technology along in this District. I think it was only about two years ago that Dr. Francis asked for a tech audit to see what we needed and that was accomplished. We hired Ms. Paul who is a technology expert and now we have this one-to-one initiative which hopefully our high school students will be getting ChromeBooks in the winter. That is tremendous progress. There is a lot of security built in and parents don't have to worry about the ChromeBooks being used incorrectly. It will be cost savings to the District because text books will be online, less paper will be used and for me very important, the PARCC testing which was taking hours of instructional time away from the students for the past two years and that will eliminate much of it. I think it is going to be down to just a few days if every child has a computer. There is so much more our students are going to be able to do with the wi-fi access and the ChromeBook and the fact that this Board dedicated themselves to moving this and that we have done this. I just want to commend all of you and also for the meeting that you had that invited so many people from the community so that we had people from the Township, we had government officials, it is so important for the whole community to be involved in such a positive way and from the top down, from the Board, Mr. Tatum, Mrs. Moses, so many of the teachers that were on the committee and I have to say I knew many of them because in my other hat that I wear a lot of them have applied and received grants from the Ed Foundation so I felt very comfortable because I know they are very creative and innovated individuals and when a Board allows them to do what they can do best that is when you see that kind of progress. I just want to thank you very much.

Mr. Nufrio stated thank you for your comments and it is appreciated.

Jill Hall stated I wanted to take a moment to commend the faculty at Kawameeh. I know I spend a lot of time doing this but today we had the opportunity to have a speaker come in to address our 8th grade students. She is a '74 graduate of Union High School and we were actually cheerleaders together back in the day and both of her parents were holocaust survivors. She came in with a bevy of artifacts and documentation and pictures and she addressed the 8th graders through the English classes about the origins of the camps and what it meant to her family and what they had gone through and how important it was to them when they came to the United States and how proud they were to be a part of this. She was able to tie it in very affectively to all of the things that are going on in the world today. They are such timely topics

for our students. She talked about racism and discrimination and prejudice and bullying and how things like this get started and I just have to say when you put 85 8th graders in a room, I was a little nervous because I didn't know how they were going to respond but they were so serious and they took in everything that she had to say and they were engaged and their questions were very timely and very appropriate and very mature. I think that was because the 8th grade English teachers had just done such a good job at preparing them for just such a situation. Mrs. McCartney, Mrs. Dougherty and Mrs. Buchanan and Ms. Hibberson had spent some time doing some literature related to the holocaust prior and they did some projects related to it as well and Mrs. Louise our librarian taught them how to do citation from a speech so when somebody is speaking how you can properly cite on your paper and there will be follow-up writing for the students to do afterwards. They came together as 8th grade PLC team and made this very comprehensive interdisciplinary unit based on the speaker and her coming into us. It was quite an afternoon. It was very powerful and so timely. I really wanted to thank them for their cooperation because I disrupted things for them in order to do this because she only had certain times available to come in and everybody dropped everything to make it happen. I think it was a very valuable afternoon for the kids and Renee Downer, you may have had her as a student. She is willing to come back and go over to Burnet and the high school so I am going to see if I can coordinate that and have her come back to speak to a larger audience of kids and employees.

Mr. Nufrio stated Mrs. Hall I can't believe you would ever get nervous with students in a room. You are such an accomplished experienced staff member that I think it was maybe a little bit of humility on your part. Mrs. Hall stated it was a little crowded in there and it was the end of the day. Mr. Nufrio stated thank you.

Beatrice Consalblis stated a couple of weeks ago I was at a PTA meeting with several other mothers at Union High School and something came up about having some type of alternative program for students at the high school and the principal had spoken about all the infractions that have happened within the first couple of months at the high school and they were talking about having some kind of alternative school for kids that are having problems from 4-8 p.m. I want to know what is going on with that. My reason for my concern is that my son had a problem with a couple of the kids at the high school. He was at Kawameeh Middle School playing basketball and he was approached and some of his things were stolen – some headphones, some electronics and he was also threatened with a switchblade and this was brought to the authorities and there is an investigation going on and we have gone through all the rigmarole, the detective has contacted the high school and everyone is informed. I'm wondering how are we moving forward with this situation and the program.

Mr. Tatum stated last week at the worksession I shared with the Board of Education and the public that we have a Board policy that enables myself as a Superintendent to recommend the reinstatement of that program. Where we are right now is we have prepared budgets for the remainder of this school year effective January 1st and we have also prepared the budget for the next school year 17-18 school year which will be implemented as part of the District budget for the following school year.

What you will see coming forward is recommendations of teachers and support staff which we have developed in terms of what we will need for that program. You will see that on

the agenda in December. We have approximately met three times since that meeting you are referring to and the latest meeting was today and we talked about the instructional program. What the public needs to understand is when you look at that policy it is quite involved and what we are looking at right now is trying to develop something for this year that attends to some of the things that you just mentioned but moving forward we want to get closer and closer to what the policy is stating and also put together the resources and finances for that. We have an approximate figure that we put together this afternoon and Mrs. Moses and Mr. Benaquista were there as well as the high school administration so we are moving forward with that. By next year my hope is that the program will be put in place and will mirror the policy and therefore it will have the components and one of them was mentioned tonight in Mr. Cohen's presentation when he spoke about the hands on component. It is one of the things that we want to get in this particular program because students that will fit in as the ideal student in this program are students that will benefit greatly from that type of instruction. We spoke last week about the kind of teacher that would be ideal for that program. The teacher that has the mindset that we can step away from what Mr. Cohen said about the rogue program and self-exam student interests and identify those strategies that would be more effective to be more successful as well. Mrs. Moses do you want to talk about any other components that we were talking about like the GED program and we also will consider other options as well.

Mrs. Moses stated with that program, we are going to focus on one-to-one and we have to know where the children are today and we want to engage every child in every aspect of their learning. We are looking at a program that we are interested in to bring into the entire school – the APEX learning program. It is a personalized learning program where we truly go deep into students in their cognitive ability of learning all the Core academics and that will include their laptops will be in school and they will use that and you will get that one-to-one and if you go on the State website and it talks about personalized learning. When you hear about giving students laptops and that's it, it goes very deep and you go into personalized learning so every kid is moving at a pace where he or she will be getting what they need so they are engaged. That is the type of program that we are going to put in place and in that program we will have a counselor to help children to deal with the emotional piece because that is most important in learning. With all that in place, we also have this learning and it is very conducive and kids want to be there and kids want to know this.

Mrs. Consalblis stated I'm a public school teacher and we have a one-to-one initiative and I'm very well versed on how that goes. Are there going to be counselors at this program? Mr. Benaquista stated yes that is one thing that we talked about today and it is going to be specific to the needs of the student. There will be a counselor available throughout the program and they will be doing some group work when they enter and hit on the social/emotional learning so that the child can be more successful in the academics.

Mrs. Consalbis stated at the end of the day what we want is for all of our students in the community to thrive and to succeed and to do well. Mrs. Moses stated absolutely. Mrs. Consalbis stated and not all kids have to fit the norm. Mrs. Moses stated absolutely and that is what it is all about. Mrs. Consalbis stated we want it to be positive but we definitely need to think about all of the other students that this is effecting with this negative behavior.

Mr. Tatum stated I couldn't agree more. One of the things that I have learned over the years as an educator when students have an opportunity to feel success, they become motivated to want more. Unfortunately when they only receive defeat, they start going in the opposite direction and what our goal is to try to reach all the students and also reward the students who are really doing a good job. The other component of the program that we didn't touch upon was the students who have fallen behind in their courses, we discussed the idea of bringing some of the students in and actually having been an administrator of a program like this at one time and the key is acceleration rather than remediation. Acceleration in the sense that those students are able to have an opportunity to bring themselves up to where they should be rather than just remediating the information that they should have learned but now they can bring themselves and actually get back on track; so that is another piece of the program that we are discussing right now.

There is a lot of behind the scenes going on but trust me when I tell you that this is something that we take very seriously and I think you will recall that I was very serious about this at the PTA meeting. We are really working hard to move forward and get it in place. Our target is January 2017.

Mr. Nufrio stated personally I would like to extend my regrets for experiencing what your child experienced and hopefully that will never occur again. With regards to what we use to call the "sunset program" which somehow faded into darkness; we are mandated by the State to have an alternative program. Mrs. Consalblis stated I did a little research today and all the different programs came up. Mr. Nufrio stated they have to be programs that will be productive and not simply to set aside individuals so we can recycle them back into the general population which is where they all should be together but until that happens then we have to tailor something different and we are expected to do that.

Nancy Minneci stated I just wanted to introduce myself to the Board members and I wanted to thank the public for their support and giving me the opportunity to be able to serve. I also wanted to commend you on the presentations by the supervisors was excellent. As a former educator, we did a lot of that in the high school that I taught in and I was very impressed. Mr. Arminio I wanted to commend you for the proposal on the Narcam and the transgender. As a member of the Drug Alliance that is something that we talked about way back when they brought that to our attention. Thank you for that because that is something that is near and dear to my heart and I appreciate that. Congratulations on your re-election Nellis Regis-Darby and I am looking forward to working with everybody. Thank you.

Mr. Nufrio stated thank you Mrs. Minneci and we look forward to working with you as well.

Mary Lynn Williams stated like my running mate, I also wanted to come in and introduce myself to anybody that doesn't know me and say how excited I am to be able to work with all of you. I'm sitting here and listening to the ideas and some of the things that are going on and I remember when I was trying to decide whether or not I was going to run and my husband was like do you really want to do this and now that I'm here and listening and I know I absolutely made the right choice because the Union school system is the best and I am excited to work with

you all. Congratulations to Nellis and I just want to say that there are some amazing things going on and I believe in our children, teachers and our Board and I'm excited to be a part of it.

Mr. Nufrio stated thank you Mrs. Williams and we look forward to working with you as well. I think at this time it is probably a good time to also identify other residents who contemplated and actually did execute an attempt to also become Board members. You are all winners simply by the act itself. It is selfless act and it is one that is a labor of love and you know that you are not getting paid for anything so no timecard but Mr. Casey and Mr. Guzman are in the audience and I wish to congratulate you for your attempts.

Paul Casey stated I wanted to congratulate Nellis for winning. I want to say a few words about my experience with the election and make a recommendation to the Board for future elections. I think what happened on Tuesday on a national perspective has really shown how divided our country is and I like to think that Union is not that divided. One of the things that I found through the selection that we are pretty divided; it might not be because we are African American or immigrants but more because we are part of one group of people who are part of a democratic party or not but I would recommend in the future and I don't know if this is a policy of the Board or not that we take the money out of these elections so that we don't have big money coming in and making contributions to campaigns and when you look at the New Jersey School Board Association and the Commissioner of the Education for New Jersey – they both encourage politics not to be in elections and we did see that in fact and I can tell you that people were told not to vote for me because if you vote for me it's a vote for Donald Trump and that is not really what I want.

This was an opportunity for me to teach my children because my children were part of this process and unfortunately towards the end of the campaign my family was brought into the campaign in a way that was upsetting for me and really felt that was something that divided our campaign from another campaign. I hope and I would say that also for Mrs. Regis-Darby who face was put in that for everyone to see and it was something that wasn't necessary and actually it is still up on the page where they were campaigning. In one part you have congratulations and we want to work with Mrs. Darby and on the other hand you have someone saying they are unethical and they said things that are inappropriate. You would think that someone would say congratulations and we look forward to working with you that they would consider taking down the post that was divisive in nature. I would love and hope that in the future that we can learn from this experience and come together because I do believe we all wanted what was best for our children and the opportunity presented itself for everyone to be of highest integrity and run a campaign that was all for the children and that didn't happen and it is unfortunate that that didn't happen and I would hope that there is an opportunity in 2017 and beyond to take a stand on that activity in campaigns.

Mr. Nufrio stated the sentiment is well founded. The emotional part is well founded and justified. It is unfortunate here we are unpaid servants of this Town and we dedicate hours and hours to this service and yet it becomes a dog fight. No one is looking to point the finger at any one but your point taken about that it should be absolutely non-partisan. Unfortunately it is not the way this country goes. It use to have appointed Board members and there was criticism about that. I don't think we will ever be free of the chains that go behind campaigns but

certainly it shouldn't discourage anyone from ever attempting to become a Board member simply because they have a tough trek but I thank you again for dedicating your time and making a very honest attempt at becoming a Board member and that is appreciated.

Mr. Casey stated I would say that's indicating that you can't do something. I would say to you that it is possible to remove politics from school board elections and actually there is evidence of that happening. In Princeton they passed a bill to remove political contributions to school board elections. If we move forward with an attitude that had something happens and it is acceptable and it happens all over the country then you are right we will never get rid of it but if we approach it that Union is better than that and Union should stand up to the political interests and not having our school system then it can be done and I refuse to believe that it can't.

Mr. Nufrio stated I wasn't intimating that it can't be done, I was simply stating a fact that it is a difficult trek but certainly one that is worthy of pursuing. Personally as you were a candidate and your team members were as well, if you had objections you should have absolutely have done the next step and at least proclaim an objection to what did occur.

Mr. Casey stated (inaudible). Mr. Nufrio stated there is nothing to debate about what the service of a Board member is; it is a labor of love and it should not be politically connected or motivated and certainly I challenge any new Board members including the two ladies that are present that once they are on the Board they will see the difficulties and the challenges that this Board faces both individually and cooperatively. Thank you again.

Mr. Monge stated Mr. Casey made some good point and as a Board I think we take on that challenge because reality is that last minute actions that can't sway an election, it's too late to do anything. Ideally you would love to say that something went wrong and be able to put in a complaint, wherever that goes, but I think that we do take that on as a Board and at least discuss because the reality is something that I have heard as a Board member and even prior to being a Board member is this is how it is in Union. This is how it always has been in Union and I think that if we know as a Board and a community this is supposed to be non-partisan.

Mr. Griggs stated this is really not relative to the operation of the Board of Education you are straying from why we are here. I would suggest with regard to campaigning, campaign funds, I think the course to be taken up with your local Assemblyman, State Senator, Governor, the Board of Elections, the Union County Board of Elections because this Board and historically Board's oversaw the operation of the school election and that was taken away about 10-15 years ago so the only function of this Board is to give them space to put their machines if they do indeed vote in schools in Union which I don't know because I am not a resident. But other than that you are paying for the election Board, you are paying for the use of the machines, this Board is not involved in the elections so the appropriate avenue to me would be an appeal or protest however you want to put it would be through your State Representative or if there is an issue during the election relative to campaigning, the honesty of ads that are put out there with regard to money that is spent for these ads, that is all controlled by the State and there are some really rigid guidelines in terms of what you contribute and anybody can go online and see who contributes what so I'm just suggesting veer away from what you are doing here tonight.

Mr. Nufrio stated the only reason I did permit some of the comments was because it was personal and relative to what we do as a Board and that is basically we shouldn't be entangled in anything but any individual can certainly file a complaint as I said even earlier and so that is your option but this Board in itself has no purview in that because we are simply mandated to do school business.

We will be going into Executive Session and we will be returning into public session if necessary to take action. Mr. Griggs do we have any actionable matters. Mr. Griggs stated no.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Zuena, seconded by Mrs. Regis-Darby, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b: (a) matters involving collective bargaining agreement negotiations and/or negotiations of terms and conditions of employment, (b) pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege and (c) matters involving employees and terms of their employment and contract.

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Le, seconded by Mr. Arminio, that the meeting be adjourned at 9:55 p.m. All present voting YES. **MOTION CARRIED.**

RESPECTFULLY SUBMITTED,

**GREGORY E. BRENNAN
BOARD SECRETARY**