

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES - JUNE 9, 2015

Meeting held at James M. Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on June 9, 2015.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Ms. Lois Jackson, Mr. Thomas Layden, Mr. Ronnie McDowell and Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Mr. Richard Galante, Mr. Vito Nufrio, Mr. Angel Salcedo

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

Mr. McDowell led the Board and audience in the Pledge of Allegiance.

Mr. Damato 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 that next week we will approve the minutes.

COMMUNICATIONS:

Mr. Arminio stated that I notice there are three or four staff members who are retiring and I certainly will say something next week – thanking them for their service. Is there anything else that we need to know about "Communications"?

SUPERINTENDENT'S REPORT:

Mr. Arminio stated I know that you have something that you are going to be mentioning. Mr. Tatum stated next week we will give a Planning Committee update. There will be a recognition of the retirees as we normally do each year. We will be reporting on the Rising Star Awards. Also we will talk about dates for high school graduation and all of the end of year activities that are coming up at the 4th, 5th and kindergarten grade level and District wide highlights and reporting receipts from the building principals. Mr. Arminio stated I know that it is on the website, can you maybe mention for the public and for all the Board members next week – all the graduation dates. Mr. Tatum stated that is exactly what I am talking about. All of the end of year ceremonies for kindergarten, 4th grade, 5th grade, as well as the high school graduation will be part of the report next week.

Mr. Arminio stated that there will be a special award for James Mosser – well not for him but for the group and I am sure he will mention something. I have asked him to talk and I don't know if he has contacted you – I said can we have a live performance of the tapdancer Kristian Adap – but he said it really wouldn't be good to have a live performance so he is going to bring a video of some of the performance – tap dance and maybe the four guys singing for us. I also and I don't know if the English Supervisor has talked to you, the winner of the chocolate contest –

hopefully will be able to give her winning speech – because tomorrow they find out who is her second and third and the following week, the winner can present her. Dr. Lishak stated we spoke about it – so whoever wins she'll approach them. If the answer is yes, then someone will be there Tuesday.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mr. Arminio asked Mr. McDowell if there is anything in the Education you would like to discuss or if you want to turn it to Dr. Lishak to discuss anything. If there are any resolutions that you have a problem with that we are going to vote on next week. Mr. McDowell stated nothing.

Dr. Lishak stated I want to discuss if you note on the bottom under "Discussion Items" – we discussed in committee the bids that we had received for the Tech Audit that was approved to go forward a couple of months ago. We looked at a number of different proposals – we actually spoke to a number of different companies and what we would like to go with is a Union company called Electro America. They are going to come in and do a Phase I for us – they are going to audit all of our personnel to make sure that we have the right people in the right positions and if we don't – what is it that we need and also look at our infrastructure, our software, our hardware, how those things interact with each other and if we can get this approved at Tuesday's meeting, then we can set something up so they can begin in July. Once they come back with that information, they are just going to provide us with where we need to go moving forward. This bid is just for the Phase I of an initial review of all of our school buildings, the administration building, as well as the warehouse, everything that is being drawn on our system – all the cameras, everything that is affecting our computers/technology work. I have the proposal in here – but if we are going to go ahead and put that on for a resolution, the amount that they are giving us is a total estimated cost of 170 hours at \$125/hr – for a total investment of approximately \$21,250 – so that is what we will be accepting. Mr. Vieira stated this will be coming out of Noreen's budget.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Arminio asked Lois if there is anything in fiscal and planning that she would like to speak about. Ms. Jackson stated that she would be out of town next week and therefore will not be at the meeting. Mr. Arminio stated that he will make sure he contacts Mr. Salcedo.

Ms. Jackson stated for her – the one that looks kind of new is F-13 to F-16. Mr. Vieira stated that F-13 through F-16 are the federal grants and submitting the grant applications and how to spend the money.

OPERATIONS COMMITTEE RESOLUTIONS:

Mr. Arminio asked Mr. Layden if there is anything in operations that he would like to speak about. Mr. Layden stated we went over everyone individually. O-1, O-2, O-3 are standard; O-4 is the approval of the District's non-binding cooperative purchasing agreements; O-5 is approval of the Comcast agreement that follows E-Rate guidelines, O-6 is the approval of our Broadview Networks, O-5 and O-6 are inter-related, O-7 is the approval of various bids, O-8 is the approval we do every year it is for the Interlocal Services Agreement between the Township

of Union and the Board of Education, O-9 is the approval the Inter-local Vehicle Sale Agreement with the Hunterdon County Educational Services Commission, O-10 is approval of the award of bids for nursing services: (a) Delta TGroup and (b) ATC Healthcare. Those are the ten Operation resolutions which we will vote on Tuesday.

Mr. Arminio stated that I have to go back to E-5 and E-6 – do I need to abstain from these items because I am on the Commission at the Union County Educational Services? Do I have to abstain from approving the contracts with them? Mr. Damato stated that he will have to review the contracts and get back to you next week.

Discussion Items: Presentations by (1) Sarah Bridges, General Manager, of Aramark Dining Services and (2) Melynda Mileski and her staff of YMCA (early and aftercare) – see respective presentation information attached to minutes.

Mr. Arminio asked what are your hiring protocols for the individuals who are in the trenches with the kids? YMCA representative(s) stated that our site supervisors have to have a least two years experience working with children and before they even start the aftercare program we have a training in August and then we train them throughout the school year as well – that is all the staff – one training a month. All of our staff go through a background check before we hire them. All of our staff get fingerprinted, a child abuse background check on all of the employees, as well as going over the code of conduct, our policies and procedures. Mr. Arminio asked if there were educational requirements, college requirements, high school graduate? YMCA representative stated not at this time. With some of the changes that we are looking to implement in the future with all of our school age programs – we are looking at re-evaluating our hiring procedures, but not as of right now. We do require that staff has to be 18 at minimum for counselors and obviously older counselors having at least two years experience in working with children.

Mr. Arminio asked if the public can ask questions at this time? Mr. Damato stated it is up to you and the Board – it is a format issue, it is not set up that way on the agenda that would have to be a modification of the agenda.

Susan Lipstein stated she has two questions. Is there a reason why there isn't any aftercare for Pre-K as there was in years before? Pre-K was bussed from the schools – in the morning went to an aftercare at the Y. YMCA representative stated we are open to that, I don't think we were aware that it was offered before. Is there a particular school? Ms Lipstein stated I had two children who have been out for a while but both went to morning pre-k and then they were picked up and taken to the 5-Points Y for full aftercare and then I picked them up and that way they could take advantage of pre-k in the home school. YMCA representative stated and we supplemented it. Ms. Lipstein stated she never knew when it stopped or why. I found out afterwards when I heard parents saying working parents can't take advantage of pre-k in Union because there is no wraparound coverage. YMCA representative stated at one point we did offer and try to supplement in the morning and afternoon and the parent would bring the child to the program – and that is still something that we could do; maybe we need to market that differently. We don't have any transportation service. Years ago that changed because of a liability standpoint – so we don't have our own vehicles, where we did a long time ago. We do have a

full-day pre-school program that we could and had tried to supplement morning hours and afternoon hours – it was just a matter of the parents bringing the child to the program.

Susan Lipstein stated she had one other question. What is your ratio between staff to children. YMCA representative stated we are licensed by the State of New Jersey so any of our after school and pre-school programs we need to provide a minimum of two staff – so it is 1:15 during the afterschool program; but even if that number drops below 15 we do not drop our staff, at minimum we always have two and that is more about our child abuse protection policy that we have in place.

Mr. Arminio asked when do we vote on this? Mr. Damato stated next week. The contracts are prepared, the Y tries not to get much of an increase each year so sometimes we have a discussion about how much to charge and I don't know what the Board will be thinking of – in the past we've limited the increases to 2%, 5%, something like that. It is a nominal amount in any event. It is more of an accommodation.

Mr. Arminio stated that we will vote on this and there will be a resolution on Tuesday. Mr. Damato stated that we will have the early care and aftercare contracts. We can approve them any time between now and September – it does not have to be this month; but I think the Y likes to be able to plan and budget for the upcoming year. Mr. Arminio stated I don't remember them coming last year to talk – why did they come this year? Mr. Damato stated because we invited them.

Mr. Arminio stated if you recall, we did discuss going with our own staff or staying with the Y – so we either have to discuss that some more, or you are ready to vote next week. Mrs. Zuena asked do we have to vote next week? Mr. Arminio stated no we do not; but it is going to be on the agenda so we either table it or vote. Mr. Damato stated we can put it off to July, I don't have to list it for next week.

Mr. Arminio stated I know that Dr. Lishak worked out some costs. Dr. Lishak stated I couldn't remember if it was February or March – I can go back to the numbers. Mr. Arminio stated I think the numbers would influence you in making your decision on which way we should go - if you could produce those numbers. Dr. Lishak stated as soon I leave here, I'm on vacation. From what I recall, because of the certified staff that we would have to use – our costs would be much higher – I don't know if you caught it, they said they gave out \$300,000 in financial aid, so they are even offsetting by \$300,000.

Mr. Arminio stated that the third item is the mission statement. Mr. Tatum stated what I wanted to just say about the document that was passed out – one of the first items that we talked about during the initial planning session on the short-term goals was our mission statement. Our Planning Committee undertook developing a new mission statement and Mrs. Petricco chaired that sub-committee and I am going to ask Dr. Lishak to read nice and loudly for us in a clear voice the old mission statement and I would like to do a first read on the new mission statement.

Dr. Lishak read the old mission statement: “The Township of Union Board of Education believes that every child is entitled to an education, designed to meet his or her individual needs,

in an environment that is conducive to learning. State standards, federal and state mandates, and local goals or objectives, along with community input, must be reviewed and evaluated on a regular basis to ensure that an atmosphere of learning is both encouraged and implemented. Furthermore, any disruption to or interference with a healthy and safe educational environment must be addressed, corrected, or when necessary removed in order for the district to maintain the appropriate educational setting.”

Mrs. Petricco read the new mission statement: “The mission of the Township of Union Public Schools is to build on the foundations of honesty, excellence, integrity, strong family, and community partnerships. We promote a supportive learning environment where every student is challenged, inspired, empowered, and respected as diverse learners. Through cultivation of students’ intellectual curiosity, skills and knowledge, our students can achieve academically and socially, and contribute as responsible and productive citizens of our global community.”

Mr. Tatum stated that mission statement really speaks more to the abilities of students and the different abilities as opposed to a statement that speaks of those students that don’t meet the frame that we put in place that we rather discard them rather than keep them in an environment that really respects and nurtures their abilities. I am sure in the Special Education department you can appreciate that because it attends to all of the students that make up the District. What I would like to do is if there is any questions on this, to answer them and if everyone is comfortable in moving in this direction, that we have a resolution next week to adopt this as our official mission statement for the District and have it posted on our website. Mr. Arminio asked does this need to be in form of a resolution. Mr. Tatum stated that Jim and I spoke about this and the answer is yes – we should adopt this. Mr. Arminio asked and you would like to adopt this next week? Mr. Tatum stated yes if everyone is comfortable with this.

Mr. Arminio stated if you have any questions during the week, contact Mr. Tatum. Mr. Tatum stated that he would like to state one thing to the Board which was shared with him. I had a candidate that came in for an interview and we had a nice interview and discussion and the normal procedure when you meet someone for the first time – you ask them if they have any questions. The candidate said to me, I have one question that I really need to have clarified – your mission statement – do you really believe in that philosophy? When she was talking I got up and walked over to my desk and I had a copy of this mission statement and walked over and handed it to her while she was speaking. She took a look and read it and she stated I was wondering if I could work in a place like this with that level of philosophy. That spoke volumes to me – I was so glad that we had undertaken this already because rather than for me to sit and defend something that is antiquated, we had something that really spoke to the direction we should be going at.

Ms. Jackson stated that I don’t think it is too antiquated because it can still speak for today. I think the new one is geared more socially and student growth – but I still see that in the old mission statement. I want to look at both and see what is encompassed here – is covered here.

Mr. Layden stated whoever worked on it, the Planning Committee, did an excellent job. I like it a lot. Mr. Tatum stated it was a task – it was Mrs. Petricco, Mrs. Moses and Mr. Frazier

from the subcommittee and in response to what Lois is saying – you really should see a lot of what you see in the old statement just stated another way. In terms that speak to society as it is today as opposed to the way it was the old way. I think that when people come to our District, they will see that we are being progressive and moving in a direction that is up with society. Ms. Jackson stated Union for me has always been home base – so you have the comfort of home but you want that growth and that is where I see the mixture of the two.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. McDowell stated the resolutions for the Personnel Committee are P-1 through P-18; P-1 personnel actions, P-2 substitute lists, P-3 resignations, P-4 leaves, P-5 approving Care Station for perform physical for the Department of Transportation, P-6 salaries/fringe benefits for staff in Central Office, P-7 approving contract of Board Secretary/General Counsel, P-8 compensation rate for various curriculum guides, P-9 athletic event staff fees and assignments, P-10 abolish the position of Director of IT and create a new position of Director of Communications, P-11 recognize 2014-15 retirees and employees with 25 years of service, P-12 resolution approve Delta TGroup, P-13 resolution appoint Tom Wiggins as Supervisor of Buildings and Grounds, P-14 approve Donna Hubbard to attend, record and transcribe minutes of Residency Committee meetings, P-15 appoint police for pre and post graduation buildings and grounds security, P-16 appoint affirmative action officers, P-17 request extension of unpaid maternity leave from Krystal Galante, special education teacher at Franklin, to February 2016, P-18 approval of Memorandum of Agreement dated March 24, 2015 which modifies Collective Bargaining Agreement between UTEA and the Board of Education

Mr. Arminio stated just for everyone's information, P-1 was not in the back-up but it is there today if you need to look at it. P-10 – we will be discussing this in Executive Session tonight. The title will change. Dr. Lishak stated the title will be Director of Special Projects – District Communication Grants, Media Services G&T Computer Teacher. Mr. Arminio stated we will discuss that in Executive Session but there is a change in the title of the Director in P-10.

Mr. Arminio stated Mr. Wiggins, I know you are doing this at no cost to the District – but what are those? Mr. Wiggins stated our practices for pest control, AHERA is asbestos, ADA is handicapped accessibilities.

Mr. Tatum stated on P-16, we should also have Dr. Lishak included as Assistant Affirmative Action Officer for the District in conjunction with Gerry Benaquista. Mr. Arminio asked can you change that? Mr. Damato said yes. Mr. Arminio stated that P-16 – Dr. Lishak will be the Assistant Affirmative Action Officer.

Ms. Jackson asked if Krystal Galante was related to Mr. Galante? Mr. Arminio stated he did not think so. Mrs. Zuena stated they are not relatives? Ms. Conti stated it is through marriage of distant relatives – so it is not a direct.

Mr. Arminio stated that there are a number of contracts that are proposed and a number of proposals that have been submitted. There are five sets of proposals from all of the different groups. Mr. Damato stated bond counsel, general legal, auditor, engineer, architect and insurance broker. Each of those categories of work – proposals get submitted – we usually

discuss it in committee and then the Board decides on who they are going to pick. Dr. Francis asked if this was discussed? Mr. Arminio stated we did discuss, unfortunately, you were not present, Mr. McDowell left and the third member of the Personnel Committee was not present so there was only the ex-officio member of the Personnel Committee who was in attendance and I spoke to Mr. Damato about all of them and this has to be discussed in public. The first three, there was one proposal from each of the three groups. We have two options, we accept the proposals that were given or we go back out and ask for proposals. Mr. Damato stated the insurance brokers can bid on property and casualty, health or both. Last year we got multiple proposals. The Board picked one broker for health and one for property and casualty. This year we got two proposals – one for property and casualty and one for health. Mr. Arminio stated the same ones from last year. Mr. Damato stated no one else gave us a proposal. Mr. Arminio stated we can accept those and I think that is Mr. Damato's recommendation to accept those because we are not changing our medical – they are just following up on what we already have in place. The third one is the auditors. Mr. Damato stated the auditors - there was only one proposal. It is the same company we have used for a long time.

Mr. Arminio stated maybe Tom would know going to the conventions for a number of times, that NJSBA recommends that every 5 to 7 years you change the auditors. Do you have to? No. There was at one time potential legislation to force schools to change auditors, but it died somewhere along the line. We can or we can keep the same one forever. We have to decide by next week or tonight whether we are going to keep the same auditing company – which I have no problem with, they do an excellent job, they given an excellent report and Manny you like them and you like what they do. Mr. Vieira stated they are very qualified. Mr. Arminio stated and they are not overly expensive, I don't think, they are going rate. Mr. Vieira stated that their fees are about \$52,000 – I would say that is the going rate for a District this size. Mr. Arminio stated or we put it back out to look for other proposals. There are many accounting firms in the State of New Jersey and we have one that put in a bid and is there any reason for that we only have one proposal? Is it too difficult to do an audit? Mr. McDowell asked do we go out for bids? Mr. Damato stated we do not publish it in the newspaper. We do it under the Fair and Open System – which requires us to only do it on the website; however, if anybody asks to be put on our bid list, for any bid, it could be for paper supplies, lumber supplies, etc, we mail them the proposal or email them the proposal, whatever their preference is. Those are the people we send them out to. This is the way it works every time.

Dr. Francis stated I think we are doing a disservice when we don't get all the available bids and offers – when we just go with the same people all the time and we don't put anything in the papers to try to get more people to give us an offer for the same services at a better price. I think that we are just doing a disservice. I don't know how much work it is; but I think at some point we need to consider some other options. Just like for the health insurance, we cry all the time during my three years here – we cry about how much benefits are costing us but yet we still go with the same people. Mr. Arminio stated it is not the health benefits, it's the broker. Dr. Francis stated that we need a broker that's going to be able to go out there and get us a better deal. He comes in here and tells us what it is but are we really holding his feet to the fire – that is the only problem I have and that goes with the auditor and whomever else. Whatever you want to do – I don't see a problem but I'm just saying in the long run we should consider.

Mr. Arminio stated we should consider looking for different auditors, I don't have anything against them, he is very nice and does a great job – to have fresh eyes to look at something. We have to by next Tuesday make a decision. Each one is done as a separate proposal or do you just put it all in one lump sum to approve these groups. Mr. Damato stated bond counsel is one specific resolution. I don't anticipate that we will use bond counsel, but there are sometimes that we use bond counsel on an opinion of a prior bond issue or refunding or something that comes up during the year that is advantageous for the Board to do. We just had one a few months ago and the District saved quite a bit of money by refunding of a prior bond issue but I don't anticipate that we would have any refunding coming up. So appointing bond counsel – you might be getting a need to provide a tax opinion on a prior bond issue during this next year? That's possible, but the bond counsel work is very small for this year unless you are anticipating a bond issue. If you are anticipating issuing a bond then there is a few; but if not, appointing a bond counsel is a formality. It is just a precaution to have someone if a question comes up and you need an answer from an expert in the field. General legal counsel, there is probably six proposals that were provided. Three of the proposals that we received are from attorneys that we use right now. Other than collective bargaining and special education, there is really very little other legal work. In terms of litigation, we have a couple of cases that are going right now – one or the other of those attorneys are handling the cases.

Mr. Arminio asked let's suppose that we vote but we don't choose one of those that is already handling a case – do they continue with that case? Mr. Damato stated that the case could be assigned to another attorney, whoever you hire. The other problem with that on cases that are insured, our stop loss is at \$35,000 – so these cases sometimes go on for years and generate hundreds of thousands of dollars in legal fees; but we don't have to pay any more than the \$35,000 for example on an employment discrimination case. After that, the insurance company is on the hook for the whole thing – but the insurance company wants to hire a firm that they do business with. They have to be on their approved list. You can pick another attorney, but if they are not on the law firms approved list – then they will not pay the bill, you will have to pay the bill. You can pick someone on their list or somebody you want that is also on their list or you can just pay the bill.

Mr. Arminio stated as Mr. Damato and I were talking – there were six firms who put in a proposal and ranging from x-amount of dollars up to y-amount of dollars per hour and I said can we approve all six and he said absolutely. Then he can divi-up the work that comes along and says o.k. it is your turn – here's some work for you etc. If one group is not doing a good job – you can say that's it for you for the year or for next year too. We have the option as a Board to approve all six and just allow Mr. Damato to divi-up the work as it comes along. Mr. Damato stated that some people don't get any work. There are firms that have been on for years that we given three cases out in the last five-six years. There is really not a lot of litigation work – that is not fully insured. For example, on an automobile accident case, we don't pay any money. All of defenses covered by the insurance company. It is only on cases like employment discrimination where we have to pay a self-insured retention, the deductible amount, and that is why we pay that amount. Mr. Arminio stated that is an option for the legal – we just approve all of them and then we have no problem. Does this cover all of these contracts? Mr. Damato stated no. We have different types of engineers – we have environmental engineering and civil engineering. I don't think there will be a great need for civil engineering because we have done most of the

major construction projects that we have started in the last few years. We have other construction projects that are architect based – not a lot of site work, parking lots, drainage systems, things like that. We will have some site work up at the old library because the old library needs to be removed. It is going to be torn down and we are going to build a parking lot there to accommodate the cars that we can't accommodate on site presently at Jefferson School. That is probably the only project that I see. There is not a lot of work for civil engineers. Environmental engineers, there is always work because every time we do a construction project, we have to analyze samples. Every time there is a crack or leak or anything like that, Tom runs out and analyzes paint samples, plaster samples, air samples – all of those types of things have to be done quickly and efficiently – so we hire an environmental engineer to do that. We received several proposals on each of those and I think Tom can make a recommendation better than any of us about who is the best person to use. Mr. Arminio stated there are five copies for five Board members if you would like to look at the proposals for engineers for the law firms – so five of us can take copies and look at them or you can look at them for a couple of days and then pass it on to someone else. They are all here in the box – so make sure you take them.

Mr. Damato stated that the last one is architects. We have been using Potter Architects for many years. Potter Architects is a very good firm and have given us great service over the years. We have tried other architects and I think that we are overall very happy with all the work they have done for us and I think they are very supportive of Union Public Schools and the education foundation. Mr. Arminio asked if there were more than one proposal for architect? Mr. Damato stated yes. Mr. Arminio stated again take the proposals and look them over and send comments to Mr. Damato? You can send it to one other Board member or two and send comments to me and we will discuss it before we vote next week. But each one of these you are going to have a resolution. Mr. Damato stated that each category will have a resolution – bond counsel, general counsel, auditor, engineer – one for environmental and one for civil, architect and insurance brokers. Mr. Arminio stated and none of them get paid unless they do work.

Mr. Vieira stated with respect to the auditing services – our year end is June 30th which is three weeks away so we don't have a lot of time to advertise again and get proposals.

Mr. McDowell stated that is something we should think about next year. Mr. Arminio stated yes and is there any way we can do these things earlier or does it have to be the June meeting. Mr. Damato stated you can do them earlier. Mr. Arminio stated or just have a discussion about it in April. Mr. Damato stated if you want to send out the RFP's in April – we can do that and approve them at the May meeting. We usually send them out in May and do them at the June meeting; but if you want to do it April, I think that would be fine. Mr. Arminio stated only because just to discuss the auditor – we would only have three weeks. Mr. Damato stated that the auditor do not come in to start their audit until the end of July anyway. It is not like they are going to be here on July 1. Mr. Arminio stated as you spoke, I thought they were going to be in next week starting the audit. Mr. Vieira stated but we are at the July Board meeting. Mr. Damato stated July 21st. You can always call a special meeting if you need that. Mr. Arminio stated you can make the recommendations and put them on and we can either vote for it or not vote for it next week.

APPROVAL OF BILLS:

Mr. Arminio stated that we will email you all the bills and you will pay them. Ms. Jackson stated yes.

UNFINISHED BUSINESS:

Mr. Arminio asked how are we doing at Hamilton? Mr. Wiggins stated we have not been doing Hamilton – we have had so many other issues going on. We had a flood at Livingston. It was a pretty good event – we had ServPro involved, we have our insurance company involved, we lost our phones, our internet, it was pretty substantial. Mr. Arminio asked what was the cause? Mr. Wiggins stated the excessive rain. We don't have enough downspouts on that building and the water built up so high that it breached the curbing and went through our ventilation system and it cascaded in the building. We have our insurance company looking at it right now. This happened Sunday night.

Dr. Francis asked who was the company who cleaned it up? Mr. Wiggins stated ServPro. They are still there. It should be handled by the insurance company. We are just compiling bills right now. The auditorium got saturated. Mr. Damato stated we lost computer equipment – we filed a claim immediately and they authorized us to go ahead with the work and the adjuster came out two days later – but Tom had to do a number of air and other samples, plaster was coming down in the auditorium – there are a number of issues that need to be addressed. All the man power went over to Livingston. Mr. Wiggins stated that they have the big chandeliers there – they were all filled up with water – 10-12 gallons of water – that is about 80-90 lbs of weight on those chandeliers and all the lights were under water. We had to get lifts over there and get up there and suck the water out – part of the ceiling was coming down. We had to safe-off the auditorium – we are trying to get it ready for graduation. They had to move their show to Washington School which is tonight. Also we have to schedule with the Police Department whether we can get in there and start the work over there at Hamilton.

Mr. Arminio stated that in August there is normally a planning session. I would like the Board members to email me the dates or weeks that are horrible for you in August. It has always been on a Saturday in August. Mrs. Zuena asked if it has to be on a Saturday? Mr. Arminio stated it does not have to be and I know Summit has an all day retreat of their Board. They all go away. They go to some hotel and they have a conference room and they spend all day there – I guess they have jobs that they can take the day off whenever they feel like it or they are all retired. Mrs. Zuena stated that they are an appointed Board of Education – they are not elected. They do not report to the Superintendent either – they report to the Town Council. Mr. Arminio stated it does not need to be on Saturday. It could be on a night. Last year, I insisted that it be no longer than two hours. We can have it on a 7:00 p.m. on a Thursday night – to talk over the goals of the Superintendent and some of the things that we want to look forward to in the next couple of years or talk about things that might be possible for the school district. Please send me dates and it could be on a weekday night. Mr. Layden stated a week night would be better than a weekend. Ms. Jackson stated she is traveling for work in August and in the City. Mr. Arminio stated so nothing in August is good for you. Ms. Jackson stated as far as weekends. The best for me is an evening. Mr. Arminio stated o.k. then we have three people already. Dr. Francis stated I'm usually pretty good. Mr. McDowell stated he should be pretty good. Mr. Arminio stated send me some weeks that are bad if you are going away on vacation and I will try to schedule a

date. I know I got dates from Dr. Lishak and you told me that the first week of August you will be gone. Mr. Tatum stated he will be in all of August. Mr. Arminio stated it will probably be the third week of August on a weeknight and we will spend no more than two hours and there will be just discussion items – we will not vote on anything, it will only be discussion of short-term goals, long-term goals and where we go.

NEW BUSINESS:

None.

COMMENTS FROM THE PUBLIC:

Susan Lipstein stated she wants to ask about Electro America. We went out for bids on that. Do they have experience in school? Dr. Lishak stated that they have worked in the Elizabeth School District. Ms. Lipstein asked any other schools? Were they happy with them – were they doing the same thing? Dr. Lishak stated they were doing work – whatever Elizabeth had, they were called to assess and do the work. We are only hiring them at the moment to assess. Dr. Lishak stated I just wanted to know what experience they had because when I looked on the website, I didn't see anything.

Ms. Jackson stated so they assess and do the work? Dr. Lishak stated that in Elizabeth they did the work – I don't know if they are the ones who also assessed – my assumption would be no that they would use two different companies. In our case we are just using them to assess and whatever the assessment is, then it would be a much larger number than this – and that would have to go out to bid.

Ms. Lipstein stated she has a comment on the aftercare. When they told us the qualifications of who they hired, it is very low qualifications, no experience – it would be nice if they hire people that are interested in childcare, education and have some sort of certification – Kean College, students from the education department. I think that is a concern. I know that it has been discussed here. There have been people that are not happy in the schools that the kids are not watched that well. There is talk at Board of Education meetings – I think Mr. Nufrio brought it up. Any idea in bettering our aftercare? Also again having quality programs for children – I think these are the things to work on if you are to have anything next year. This is something that the parents wanted too – that they were willing to pay for quality programs to offer that and to somehow key in – so it is not exorbitant for parents who have to use aftercare. You see that parents are willing to pay for program enrichments – that we can offer with our own people. I think that would be a step to go in and I would be concerned with the limited qualifications. I know we had also talked about computers but I guess that Dr. Lishak brought up. Dr. Lishak stated that we have just taken our first step into leasing two sets of computers for the high school. We don't want to do very much this year because with the audit and what their recommendations might be over the course of next year once we are moving and fixing of any of the infrastructure – we are going to start reaching out to different companies and finding out what they can do for us educationally, what they can work out for us how it would be a better buyback or a better sell. We don't want to do something now while they are still finding out what should be done. Once we are a little bit further into this audit and know where we are heading then we will go further. This is our first time that we have leased computers for next year. They will be used up in the high school. They are laptops. To take up the space with the

move of the Supervisors moving out and bringing in another computer lab. We wanted to go with laptops, if we look at the leasing for the following year, in 15-16 while they audit and decide what we need to do with the infrastructure as we start to move forward – the school year will be 16-17 when we are doing one-to-one – if Mr. Tatum has a discussion and we decide that we will start at the high school level, then we can take those computers and move whatever we decide to go with in the high school – let's just say we go with Apple – if we go all Apple, then we can move all of the laptops that we bought and move them down to the lower levels as we start to replace what needs to be done over the years, because really after three years – computers are outdated.

Mrs. Lipstein stated that we are very behind in technology and it is very frustrating to see that. It is good to finally start having a plan. I know that lower income districts that get funding have computers and the ones that have money because friends in Chatham tell me every kid has a Chromebook. My daughter is in Perth Amboy and every kid has a Chromebook and we are in Union and we are still trying to figure out what to get and when and that of course is one of the reasons why PARCC was so difficult because we didn't have enough technology. That is all I can say and I'm glad we are on the right track and that we will move ahead on that. Dr. Lishak stated the problem with the District like Union, we are seen as a mid-level district, but if you are in Perth Amboy or Elizabeth, they hand you the money that you need. Mrs. Lipstein stated that we could have been planning, funding and moving. We are basically starting from a low level that there is no way we should be that low at this time in this century. I heard this funding thing for many years and that is why the foundation goes out and buys and gets it but we can't do it for the whole District. What I want to see is action – that is what I wanted to see for a long time. I am happy to see it. Mr. Arminio stated that we are doing the best we can. Mrs. Lipstein stated I know that but I'm sitting here like let's move already – the foundation goes out and gets with a little bit of money and we are doing the best we can.

Mrs. Lipstein stated we have Project Acceleration at the high school and somebody had a question for me – they wanted to know if we had sophomores in our District that participate in Project Acceleration and I didn't have the answer. Dr. Lishak stated I have not heard of any sophomore participation but I can reach out to Ms McCleod. Mrs. Lipstein stated I did look up Project Acceleration and they do allow sophomores to do it. So I am wondering why we don't – because the person that asked me had a sophomore. Mr. Arminio asked if they applied. Mrs. Lipstein stated that they were told they couldn't. So if they can, that information needs to get back guidance, to the teachers – it's for a language program – but they were told they couldn't but it says that sophomores can. The high school has to call the office for instructions for doing it. Our District should check on that and find out if there is some miscommunication because they can do. If we are talking that we want a District that is empowering and challenging our students, we don't want to say no and they are eligible to do it. We do have a pretty good language program. Having the five years in high school, which means we can have kids who started in the 8th grade to be eligible for this. As sophomores, why not let them do it. Mr. Arminio stated that Dr. Lishak will look into this. Mrs. Lipstein stated I'm just bringing this to your attention. Also one more thing that was brought to my attention was honor classes in language – that the criteria for honors classes was limiting the children that could be in them. One of the criteria had to do with if they got a "C" in math and so that it was not allowing students that had ability to go ahead in language to be held back because of their ability in math.

Mr. Arminio stated that there was a committee of high school teachers and supervisors who made up the criteria – I'm sure they considered a lot of things and it was approved by the Board. Mrs. Lipstein stated I wondered where it came from. Mr. Arminio stated that is where it came from. Dr. Lishak stated whoever this is – should reach out to the World Language Supervisor because she was part of the committee that came up with it. Mrs. Lipstein stated maybe the Board wants to revisit it and see if that is why there is maybe fewer honors classes in the high school for languages because if you are an educator – maybe math should not be a criteria for language and maybe talk to some of the faculty. I don't know who is on the committee and I don't know how it was done but it was brought to my attention and this is my personal feeling – you want our kids to excel, we want them to be in honors classes if they have the ability. We don't want to hold them back on some kind of made up criteria. In math just because we say it – it doesn't really mean that they can't handle it. Let them try it. My son was given a hassle with honors years ago and I pushed it and he did it and he could do it. If our mission is being child oriented which this mission statement is and that to me is the difference. In this mission statement versus our old one. Challenge the kids, empower the children – so let's take a look at some of those things again. It is a concern.

Dr. Francis asked you have a committee that involves some of the people in the community? Mrs. Zuena asked who is on it? Dr. Francis stated you are on it Sue – bring that up at the next meeting.

Mr. Arminio stated that there is one more thing before we go into Executive Session. When we first spoke about the YMCA – which is under unfinished business, so we have to go back, and I asked Dr. Lishak to get the numbers. She worked out some numbers about going to our staff as opposed to the YMCA and how the numbers would work out. Dr. Lishak stated from the numbers that they had given to us, we came pretty close with the enrollment, we estimated 315 for aftercare District-wide and 159 for morning care – assuming that you would have an average of two teachers in each building for at least two hours and their cost would be \$40/hr. Based on enrollment of three teachers and add the aftercare program for at least three hours, the amount of days that we would have and this would not include a nurse in the building or support so if you had a student who was special education, we couldn't open this and not open this and if they needed an aid or hire another one – roughly the cost would be \$777,000 that is much higher than the Y is able to provide that. I don't know what they are paying people that are working at the Y, but the woman said that we have two teachers for each class. We wouldn't be able to do that and also did not include building of a curriculum – which we would have to pay for. I don't know what their curriculum is. It would be roughly around \$777,000 for us to do that.

Mr. Arminio stated Mr. Benaquista and I attended a function down in Newark and we still have to get together with the Mayor and discuss this and discuss with Mr. Tatum and there are federal grants available for after school programs for kids. But that is where our new person can help us.

Dr. Francis stated she didn't say how much we would bring in. Mrs. Zuena stated that was the payout. What would we take in? With those numbers she has, we should be able to figure out a take in number. Mr. Damato stated she is probably saying that it would be way higher than what the Y is charging right now. Miss Bridges stated and it doesn't include food

either. Mr. Arminio stated that we will have to continue to look into this and see if it is feasible – we did a little bit of work but is it feasible. This is something we can spend the whole planning session in August, but maybe not for next year but the year after we can have it in place. Ms. Jackson stated the concern having 18-year olds with no certification is something we can negotiate with the Y going forward. We will renew your contract but this is what you need to do. Mr. Arminio stated anything is possible – we can create the contract to fit it to our needs. Mr. Damato stated you can, I think they are somewhat flexible. Mr. Arminio stated I don't think for next September we could have anything in place – but if we focus on something like this at our planning session in August and then we can hammer it out and the Superintendent can take it from there and Mr. Benaquista can inform us of about the workshop we went to and I still have all the information and look at all the grants that are available and go from there.

Dr. Francis stated we ever looked at some kind of summer school. Do we ever look at some kind of summer activities for people that don't want to put their kids in summer camp or some other thing. I don't think it would generate that much money but I think that is something that a lot of parents always ask – what are you going to do with your kids for the summer. Most of those activities are usually from 9:00 to 1:00 or 8:00 to 11:00 but that is not helping out a lot of parents. Mr. Arminio stated you mean a whole day thing. We have nothing. Mrs. Zuena stated that in Summit they have an academic program called FLASH and they go in and get to pick and choose the activities they want to do and some of it is academic, some is ceramics and painting. Mr. Arminio stated that I do have to say that one time there were summer school classes – I remember I took music and metal shop during the summer – so we did have it at one time. Why it went out, I do not know. It is a possibility. Dr. Francis stated instead of being in a football camp or baseball camp or soccer camp... Mrs. Zuena stated it would not be a whole summer it would be like a four week program. Dr. Francis stated that is something I would like to talk about in the planning session.

Mrs. Lipstein stated I have one more question and I apologize if I am annoying the Board but there are things that I have been watching for a long time and I sincerely care about the kids so if it is annoying I apologize. Mr. Arminio stated just follow proper procedure. Mrs. Lipstein stated I also wanted to throw out the possibility of piloting full-day pre-k. If it is done in one school and the parents pay for it – give it a shot – it may pay for itself. I think people would be very happy to have their kids in the community schools instead of doing pre-k out of District. There is so much going on with New York City – this is a way to go instead of fewer children to go to pre-k because of the fact that we don't have it and the Y no longer can transport them. Piloting a full day program with the aftercare in the morning and the afternoon maybe a way to accommodate them. Another forward way to early childhood.

Dr. Lishak stated with respect to the FLASH program, it has amazing things, arts, instruments, chorus, computers, cooperative games, it runs from Tuesday July 8th until Thursday July 31st from 8:30 to 12:00 noon – the tuition cost fully funded by the parent or guardian is \$545. That is out of reach for a lot of families. Mrs. Zuena stated that it is not really out of reach because they are sending them – everybody may not be able to go to it. Dr. Lishak stated it is three days a week for 4 weeks. Mrs. Zuena stated that I pay \$200 for half a day baseball camp – so it is just an option.

Mr. Arminio stated that we need to make a list of these things to talk at the planning session whether it is piloting a pre-school, whether it is FLASH or whatever else we are going to do.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Layden, seconded by Dr. Francis 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 NJSA 10:4-2(b) student and 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.

AYES: Mr. Arminio, Dr. Francis, Ms. Jackson, Mr. Layden, Mr. McDowell, Mrs. Zuena

NAYES: None

ABSTAIN: None

MOTION CARRIED

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board it was moved by Dr. Francis, seconded by Ms. Jackson that the Board return to public session. All present voting Yes. MOTION CARRIED.

Dr. Lishak stated that here is the answer to two of those questions. At Project Acceleration we do not exclude sophomores from getting into Project Acceleration. This particular case I guess she is talking about – it was one student who asked – so she must be asking about this one student – this one student has taken a class that is not eligible for a honors recommendation so, for example, it would be somebody who – Project Acceleration would be honors statistics – this person took geometry and now wants to skip everything and get into honors statistics – so a sophomore can get in, if they meet the requirements. Mr. Arminio stated so she distorted the facts. Dr. Lishak stated that the other response is – she is going to check, but what the supervisor is saying that it doesn't have to do with getting a "C", it has to do with your overall grades and cumulative average – so she is going to send that too. Mr. Arminio asked should we state that publicly at the meeting? Dr. Lishak stated that I am going to ask her to send the information to Greg for the honors – about Project Acceleration. Mr. Tatum stated that if it is about a particular student, I don't want to say anything about the student. Ms. Jackson stated just a general response for project acceleration that you have to meet the criteria. Mr. Benaquista stated that every year they have a program for anyone who wants to apply for AP and honors that they have to attend to know the requirements to get in so the students are made aware of all the requirements to apply into an honors or AP course.

Mr. Damato stated on the consultants, unless I hear something, Greg and I are going to put the consultants on. Mr. Arminio stated please take the proposals and look them over, they are great bedtime reading.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Zuena, seconded by Ms. Jackson that the meeting be adjourned at 9:25 p.m. All present voting Yes. **MOTION WAS CARRIED**

Respectfully submitted,

**JAMES J. DAMATO
BOARD SECRETARY**