

UNION TOWNSHIP BOARD OF EDUCATION  
WORKSESSION MINUTES  
MAY 12, 2015

Meeting held at James M. Caufield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083 at 7:00 p.m. on May 12, 2015/

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Richard Galante, Mr. Thomas Layden, Mr. Ronnie McDowell, Mr. Vito Nufrio, Mr. Angelo Salcedo, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Ms. Lois Jackson

ADMINISTRATORS PRESENT:

Gerry Benaquista, Mr. James Damato, Dr. Noreen Lishak, Mr. Gregory Tatum, Mr. Manuel Vieira

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

Mr. Nufrio 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 all of the executive session and the work session and the regular meeting minutes. Are there any questions about it at this point? Does anyone have to say anything about those minutes – I'm sure everyone has read them – good bedtime reading. No one has any questions and/or comments about the minutes.

I do have something to say since we have so many people in the audience tonight. I did talk to several Board members and several people of the public and I know I talked to Rich, I talked to Nancy about my not letting people comment at the public meetings. I am going to make sure that the people from the public – first of all – we have to do something about the microphones. People who listen on TV can barely hear anything that is being said. Secondly, I will tell everyone at the work session and the public session about commenting after and next week – Dr. Lishak you are going to give a report.

Dr. Lishak stated that I wanted to clarify a few things in regards to PARCC that the information that was provided - a couple of things were said that the public was given the impression, if they heard it on the television if they were watching it, that we had the opportunity to use paper tests – that is not true. We absolutely do not qualify to use paper tests. One other thing that was said was something about – we had numerous workshops regarding PARCC and a comment was made to Mr. Tatum and myself that you refused to meet with us or something of that nature to discuss PARCC. There is a difference between the District holding a workshop

and you and whatever group you decide to put together holding a workshop – that is not the same thing. So we are willing to meet with parents – we have workshops, it is just quite frankly, it is not a requirement that we go to something you are holding in form and a manner that you would like to hold it and whatever. So we are just going to clarify some of those things.

Mr. Arminio stated that he spoke with several staff members and they did not seem to mind that there were no comments by Board members. I know a couple of Board members, or at least one, would like us to respond to the public. It is just my philosophy and sometimes we are not prepared to answer specific comments that are being made. For instance, I thought that they would be here tonight, but they are not, maybe they are waiting for next week about a certain situation and we certainly would not be able to comment on the situation and if they wait to do it next week, I don't think it would be appropriate to respond to those questions – in Executive Session I will blurt something out there and mention what it is. So I will continue to ask people if they mind, but I will make sure that one comment that was made to make sure that I do say send an email to the Superintendent or Assistant Superintendent – send an email to us and we can direct you to the right person. Just like I sent you an email that someone asked me a question and I sent it right to you and I think I responded to them appropriately and that whole situation. Mr. Tatum stated yes. Mr. Arminio stated that we might say something that might cause us harm in the future – that is just my belief. So that is how I'm going to handle it and I will make sure that I say it every single time. Thank you for your comment but we are not going to respond at this time – call this person or send an email to this person – come to the work session where we will respond to you and will have interaction – that is what a work session is for.

Mr. Nufrio stated that I would like to add something if you don't mind. Mr. Arminio stated yes, we are talking about – it fits right into here. Mr. Nufrio stated I think I said this a long time ago and Mr. Damato has on occasion addressed it and I think you know where I am going with this is that when in the public session there is an attempt to demean, belittle, criticize, whatever – that it should be stopped immediately and if the person refuses to stop – the microphone should be cut off because they will be given ample warning that you cannot do this. Confidentialities, rights of the staff, rights of the individuals will be breached and we are not going to be any part of this. I will personally get up and walk out myself because I will not sit there and listen to people do their thing just to get attention. So I guess I'm urging you to grab the bull by the horn. Mr. Arminio stated whose job would that be? Mine or yours?

Mr. Damato stated that if you are asking me for an opinion about whether someone is making a comment about somebody, an employee, a member of the staff, I would give you the opinion that it is a confidential personnel matter and that it cannot be discussed in public and should not be discussed in public and if it persists that speaker should be ruled out of order. In larger venues, I worked in the City of Jersey City, and in the City of Jersey City, if a speaker was ruled out of order and he continued to speak, he was ushered out the door by two police officers because that is legally permissible under those circumstances. We have never done that – but that is available to you. Mr. Arminio stated or you can just shut the microphone off. Mr. Damato agreed.

Mr. Nufrio stated that we do have a security guard. Mr. Damato stated I signal to Karen Gainey to shut the microphone off. Mr. Nufrio stated we usually have a security guard. Mrs. Zuena stated they leave before the meeting. Mr. Tatum stated that sometimes they are there for UTEA or whatever. Mr. Nufrio stated maybe we should consider it. Mr. Tatum stated it is something to consider. Mr. Damato stated for the big turnout meetings – we have always had security. Mr. Arminio asked if there are any other comments about that?

#### COMMUNICATIONS:

Mr. Arminio stated that there is only one teacher leaving for purpose of retirement, a nurse from Franklin school. I think there aren't any others Mr. Benaquista – did you notice. I didn't see any other than some resignations. Mr. Benaquista stated not for retirement.

Mr. Arminio stated that for purposes of your information and knowledge, I did speak to Mr. Benaquista – all the letters that starting back five years ago or maybe even six years ago – starting with Dr. Jacobowski – when he was still Superintendent – about sending letters to teachers who retire. Mr. Benaquista is going to give that list to the Superintendent's office and at the end of the year they will all go out – in June – will all go out together for all the retirees who have retired for the whole year. Mr. Benaquista stated for all the June retirees – the other ones were already taken care of if they retired say January 1<sup>st</sup>. Mr. Arminio stated they were all taken care of. Mr. Benaquista stated that the letters go to Mr. Tatum and he signs it. Mr. Arminio stated that is good.

#### SUPERINTENDENT'S REPORT:

Mr. Arminio asked Mr. Tatum to give a quick view of the Superintendent's Report. Mr. Tatum stated just some highlights from next week. Next week I will report on the event of our Planning Committee – I'm not sure if the ladies got the wrong date – I was hoping that they would be here tonight to talk about parent survey. My parents have given some really good feedback from their assignment and I will talk about it and present to the Board our new mission statement that we put together for your consideration – would like to bring everything before the Board and then have the opportunity to let the Board consider it and take a vote on it as a full body. So we will talk more about the Planning Committee next week, we will also have the student recognition next week – I think there is a little treat that we have coming as well. The Jazz Ensemble will be there next week – so we will be doing some recognition. Dr. Lishak stated they will play for us. Mr. Tatum stated they will play for us as well so a little performance. Mr. Tatum stated that Mr. Nufrio will bring his coronate and then we will have our regular general highlights of the District – in fact I am collecting a lot of data this last two days on activities going on around the District so I will spend some time talking about that and any other good things that come up over the next week and I might even do a few sports next week and step on your toes. Mr. Arminio stated that you can step on my toes anytime you like. Mr. Tatum stated that I know you will do the regular sports report.

Mr. Arminio stated a lot of events coming up next month. The Paper Mill - don't forget – get your tickets if you want to go see them – I don't have the date. Does anyone have the date? I know I'm going, Mr. Nufrio is going, are you going Tom? Mr. Layden asked when is it? Mr. Arminio stated I have it on my calendar. Mr. Nufrio stated the first Tuesday in June. Mr. Vieira stated June 2<sup>nd</sup>. Mr. Arminio stated that they have been nominated for more awards than they

have ever been nominated before – like 12 – the Rising Star awards and they could win more awards than they ever won before and Mr. Mosser said – the singers and the dancers are better than the singers and dancers from the past – so they should win. Mr. Layden asked if they make the awards that night? Mr. Arminio stated they make the presentations that night and our group is performing there that night. Mr. Salcedo asked if you have to purchase tickets. Mrs. Zuena stated that you just have to reply to the email. Mr. Arminio stated to call Mr. Mosser and you can get them for free. Mr. Nufrio stated it said nothing about free. Mr. Arminio stated you should be able to get at least two. They have always been free.

Mr. Tatum stated I forgot to add – in the Superintendent Report – I am adding a new piece also – because I have asked this of all the principals. I will have section in the report moving forward – starting next week that is upcoming events in the District – so I will announce those upcoming events and anything I miss, Mr. President will fill in – but I will have that as part of the Superintendent Report moving forward. I have formatted this differently.

Mr. Arminio stated that there is a chocolate contest coming up at the high school and bubbles for autism on Wednesday at Livingston. Mr. Tatum stated a parade coming up. Mr. Arminio stated the Memorial Day Parade. Mr. Tatum stated they will all be reported next week.

#### EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mr. Arminio stated anything good in the Education Committee Resolutions – Dr. Francis. Dr. Francis stated I missed it. Mr. Arminio stated can you skim through them so that next week we can just say let's move these eleven items and lets go down to the discussion.

Dr. Lishak stated can we speak about E-3. E-3 is request from the State of New Jersey to have our teachers and administrator from Battle Hill take part in a field test for listening and speaking for – it's not me – so nobody flip the table – they are trying to collect information on putting standardized tests down in the first and second grade – so it's collecting information as a study for the State of New Jersey – having them listen to questions, having them respond to questions – not the kids – the teachers; but they are also asking for some of the demographics for the students in the school so if we allow them to take part of this – it is not very specific, but it would be something like how many students are in your class, what was the age range, what was the grade level, what was male, female – I have not seen all the questions but that is the type of demographic information they are asking for. They are asking for the Battle Hill teachers, there are a number of them, and Michelle Warren to take part of the field test study for them.

Mr. Arminio asked if there was anything else in education – that anyone would like to talk about. I would like to ask that in E-9 and E-10 – that is a switching from Burnet to Kawameeh – the autism program.

Mrs. Zuena asked in Project Graduation – what if there is a child that the parents are not willing to pay the \$20 admission. Mr. Tatum stated that we have an answer to that – because that came up last week. We met with the High School PTA, along with the vice principal who is in charge of this, that already have a student or two like this and they are providing scholarships for their students. Mrs. Zuena asked who is running Project Graduation. Mr. Tatum stated Mrs. McCleod. Mr. Tatum stated that just for the record, the PTA board at the high school, Miss

McCleod, myself and with the help of Mr. Vieira, we sat down and put this together and I think that she did an outstanding job so quickly because this was put on hold for quite some time, but I think that the parents were very receptive of this and it is a nice thing to do in order to keep the students safe and so forth.

Mrs. Zuena asked if this just went out to the students – when did this go out? Mr. Tatum stated I believe that the tickets were sold starting last Tuesday. Mrs. Zuena stated she was wondering what the response is. Mr. Tatum stated as of Thursday night there had been 50 students that signed up in a matter of a day and a half. I don't know where the numbers are but we can get an update if need be. I think that the number needed is 300 for it to fly. Mr. Arminio stated that it states that the expectation is 350-400 and how many in the graduating class? Mr. Tatum stated over 600. Mr. Arminio stated that would be 2/3. Mr. Nufrio asked if there was a minimum. Mr. Tatum stated he thought she needed 300 – so I think the minimum is 300. Mr. Nufrio stated that if you don't get the 300 – it's off. Mr. Tatum stated that she seems to feel that there will be no problem to get to 300. Dr. Lishak asked if she should text her and find out if she has any idea. Mr. Tatum stated ask her what the current number is.

Mr. Nufrio stated that he has a two part question – I did project graduation in the past – not here of course, it takes months to get this ready. She has enough time to do this? Mr. Tatum stated if we acted on it at first proposal, it would be all said and done – but it wasn't so therefore...Mr. Nufrio stated we started to work on this in January. That was in-house – that was done in the high school gym. Mr. Tatum stated if you could hear the venue that she spoke about the other night in what the students would get for \$20 – the venue she spoke about, the thing about it is – she actually worked with the place that is going to be holding Project Graduation and she got a real good price and just so you know, you are paying for the buses. Mr. Nufrio stated that is not a problem. Just to get the vendors together took months. Mr. Tatum stated she worked real hard on this and she should be commended. Next year, if we do this again, if it is successful, it will be whole lot better because it will be dealt with earlier in the year – it won't go this late – that I can guarantee you.

Mr. Nufrio stated there is a chance we can consider another location so that the kids don't have to go all the way down to East Brunswick. Mr. Tatum stated that is closer than where they originally planned it – it was actually planned somewhere around 105. Mrs. Zuena stated that most of the facilities can't accommodate that many people. The only place I can think of is the place in Berkley Heights – LifeTime – but they are open all night there so they may not even allow that. That was the other thing – when it says here that the kids are not allowed to bring anything – they aren't even allowed to bring their phones with them on this trip. Mr. Tatum stated that this also came up the other night and the truth is that parents said they prefer they not bring their phones. Mrs. Zuena stated she was just wondering and if there is a child that wants to bring a phone – they will be told they can't? Mr. Tatum stated they will be told that they can't – we have already over 100 signed up in a week – that's good. The fact is that parents really felt – the group is about 30 parents or more – felt that they really did not want them as long as they have access to a phone and Mrs. McCleod and the adult chaperones all will have phones on them and there are phones in the facility so realistically, they can leave everything at home.

Mr. Nufrio stated that there was one stipulation we had – once you are in – you are in. Mr. Tatum stated that is exactly right. Mr. Nufrio stated only in an emergency situation a parent would have to come. Mr. Tatum stated that we are not disclosing the location to the students as of right now. They are not disclosing the location of this place where they are going to be – they don't do that because they don't want them to tell other people where they are – people show up and friends that will crash the party. Mr. Arminio stated that has to be cleared up, the chaperone list, the way it is printed. Mrs. Zuena stated there are some first names and some last names. Mr. Arminio stated that needs to be cleared up – that chaperone list. Mrs. Zuena asked how many chaperones need to go per student? Is there a ratio of people that need to go? Mr. Tatum that is a good question – for that age it is 1 to 10. Mr. Salcedo stated that it is more like 20 to 1. Mrs. Zuena stated that the chaperone ratio will be 10 to 1 it says.

Mr. Arminio asked if there was anything else under Education. Mr. Layden asked are you going to do a nice press release on this. Mr. Tatum stated that might not be a bad idea – but after – only because they don't want the location to be disclosed. It would be nice to say for the first time we are going to have...Mrs. Zuena stated it is a great thing.

Mr. Arminio asked if there was anything else under Education.

#### FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Salcedo stated we have 11 resolutions and the only thing that sticks out and this is more of a personal one – the first four are the same ones we constantly see. In F-8 under the contracts, I noticed the Union High School Chorus Band t-shirts - \$9,000 – it seems like a lot of money. I asked Manny if he could make out what that was. Mr. Layden stated it says football athletic apparel – if you read on. Dr. Lishak stated that makes sense. Mrs. Zuena stated the t-shirts are only \$1500. Mr. Layden stated it is football uniforms. Mr. Salcedo stated he was sorry.

Mr. Salcedo stated with respect to F-11, the New Jersey Child Assault Prevention and Grant application – would like some more information. Mr. Tatum stated Kim can you talk about it or do you want me to. Ms. Conti stated I'll start and you can jump in. We have done this now for several years – throughout the District – maybe it is about three years now and what we do is – it is New Jersey Crisis Assault Prevention – so what it does it teaches children at their developmentally appropriate age on how to prevent on becoming a victim. It is through all types – physical, sexual, whatever, so children can protect themselves from becoming victims and again they do it in developmentally appropriate ways and methods. It can range all the way from preschool – all the way to 12<sup>th</sup> grade. We are trying to reach, little-by-little, each grade level so that we can eventually have the entire District have received this program and they match fund. We have to be responsible for 30% - I believe that is in the grant – we are at the point now that I think after this year, we may only have to give the program to kindergarteners and everybody will have received it all throughout the years. We have actually gone through almost every grade level. The grades are in there – I would have to refer to it – I believe it is 9<sup>th</sup> grade, 12<sup>th</sup> grade and kindergarten – I can double check the exact grades that we are looking to target this year to complete so that all the grade levels have received training and we would just have to go ahead and do the kindergarteners year after year. Mr. Tatum I know you have had a lot of experience with this program first hand so do you want to add anything.

Mr. Tatum stated Kim picked up this program about four years ago but this program has been in this District a little longer than that. I use to deal with this program when I was a teacher – that is how long it has been around and the whole purpose is it is for assault prevention and equipping students with the tools to understand the signs of inappropriate comments, touch and that kind of thing. I think it is a very worthwhile program because we can never keep our students too safe and again some of the techniques that they use in this program are really just kind of catch phrases and that kind of things. I actually worked with this group – different people do it now – but it was in the schools when I was a primary teacher in the early 80's and it's really effective with lower grades and its worth having in the District.

Mr. McDowell stated that my son came home yesterday (2<sup>nd</sup> grader) telling me some of things he had learned about not to grab a kid, bending back...ways to kick...Ms. Conti stated self-defense. Mr. Tatum stated keeping him safe. I think the saying is to be safe, strong and free or something like that.

Mr. Arminio stated just to let you know and I doubt we will get the request here – maybe a request came in – Mountainside is looking to leave Berkeley Heights and they are charging too much money and Mountainside is looking for a new school district to take grade 9 through 12. I said something to Mr. Tatum saying could we accommodate the number of students – 70 in each grade level – may be a few less – 50 to 70 – that would be four years worth of students – that would be 200 and some students. Mr. Tatum asked are we taking the teachers too? Mr. Arminio stated you just take the students – the teachers stay in Berkeley Heights. Mr. Arminio stated 280 kids can we accommodate them at the high school and get the tuition from the students. That would have to be negotiated – I don't know what they pay Berkeley Heights now - I don't know what Berkeley Heights is asking for next year but they hired LaBara – the former Commissioner of Education to be their consultant – there are several schools in the vicinity. Now Berkeley Heights is about an eight minutes bus ride – I don't know how long it would take them to get from Mountainside to Union, but it would probably be 10-12 minutes – or may be more? Mr. Damato stated you can probably do it in 10 minutes. Dr. Lishak stated that before they went to Berkeley Heights – didn't they have an agreement with Clark? Mr. Damato said Springfield too. Mr. Arminio stated that they had a 10-year contract with Berkeley Heights which is ending in 2017. Could they come here? Keep that in the back of your mind because obviously they want a school district with the same...Mr. Damato stated we have a nice building for them. Mr. Salcedo stated let me ask you something...exactly Hamilton. That is \$3.8 million – what would it cost to staff it. Mr. Tatum stated a couple of hundred thousand dollars. Mr. Salcedo stated if you get 280 students into your district – based on what we say the committee recommends the tuition rate in town is \$13,500 – that is what it comes out to - \$3.8 million. Mrs. Zuena asked what happens with the bus, do they pay that too? Mr. Tatum stated I imagine that they...Mr. Arminio stated I thought I would just throw that out – it would be lovely if we could bring them in – it would be a great boost to our budget. Mr. Tatum stated it would be a nice boost – but can we actually accommodate the students. We will have to look. Mr. McDowell asked if they are being quoted by other districts. Mr. Arminio stated no, from what I was told two possible districts are going to ask them to come...to be the receiving district. Dr. Lishak stated did they say who? Mr. Arminio stated that they would not reveal but I think one would probably be New Providence – that is my guess. Dr. Lishak stated that her guess would be Clark. Mr. Arminio

stated that they could go back to Clark – I don't know if Clark could handle them – does Clark have room – we don't know. Mr. Salcedo stated if you offered them a contract for a 3-year period for Hamilton School – but manned by Union teachers...Mr. Arminio stated AP classes - make everything available to them, administrator...Mr. Tatum stated what about a shuttle service – a bus when the kids needs to go to the high school in the afternoon – academics in one and then the afternoon...Mrs. Zuena stated as a senior and having a 40-50 kids in your class – that would be horrible. Mr. Salcedo stated there are small schools across the country. Mrs. Zuena stated but they are not coming from a small school. Mr. Salcedo stated I think the parents will have an issue putting them in this town in the high school. Dr. Francis stated why? Mr. Salcedo stated I think they are. I know people that moved out of this town – moved to Mountainside to put their kids in the school there and now we are asking them to come back. I'm just saying – like a business person – how can we provide them an avenue where we create a revenue stream – we have a building – it's there – create a revenue stream. I hope we get it – but by the way, our main building, how big is it? Dr. Lishak stated about 24. Mr. Salcedo stated now we move into 27 without any...Dr. Lishak stated the high school is absolutely at capacity. Mr. Benaquista stated when we were at 2600 it was crowded. Mr. Nufrio stated 3 into 2 won't go. Mr. Arminio stated pretty much forget it. Dr. Lishak stated unless Angel is right and it is \$3.8 and get a contract and we know we are getting the money over four years – maybe it is time to add something on to the high school. Mr. Salcedo stated that if someone does the math and the leg work – if we can work a business case for this – we have a building we don't use and all we are thinking about doing is to house our supervisors to make office space – if we can use it and they are more than willing – literally you can sell it to them – because it is a sell – we will give you your own school – you have to bus your kids there – but your own school and you will have these amenities over here but your kids will be going to their own school. I don't know, they may not want to be in a small school but...Mr. Tatum stated if it was Jefferson School – it's brand new.

Dr. Francis asked if the elementary schools were filled to capacity. Mr. Arminio stated some are and some are over filled. Dr. Francis stated that the only reason I asked is – is it possible to go back to K-5 and make Central 5 a 6 again. Mr. Arminio stated your question is a good – we talked about that two years ago – we did some kind of study. I don't know what that study was. Mr. Damato stated that we really didn't do a study. We met and had several meetings with the Vauxhall community and we were told that the Vauxhall community did not want to go back to a neighborhood school. Mrs. Zuena stated no he didn't mean to make the school K-5 - he said to make schools K-5 and make Central to 6. Mr. Salcedo stated to make Jefferson a 6. Mr. Damato stated that it wouldn't work – we have certain problem schools. Washington and Hannah Caldwell are the two biggest problem schools with class size – number of students. What we need is to redistribute students throughout the town. I think that would help us. I don't know if it was ever analyzed to take 6 out of the middle schools. Mr. Tatum stated that is year two of the action plan – we haven't gotten that far yet. But it is something we do have on the books. Mrs. Zuena stated that could be something for Hamilton School where we go back to a different situation that Hamilton School can be a pre-k and kindergarten school. A lot of towns open pre-k and kindergarten centers now. Mr. Damato stated that the only issue there again was you needed all of the infrastructure costs and you need all the personnel costs, the custodians, the nurse and the principal and all the teachers.



Mr. Arminio stated two years ago we had a distribution report that showed all of the projected numbers at the different schools and that was a pre-cursor to our discussing a redistricting of our schools. But nothing ever came of that. Mr. Damato stated because the redistricting – a lot of it depended on drawing lines that were not really popular – this is not a popular thing when you do redistricting so it is very controversial and I think that got on the back burner and never got revived. Dr. Lishak stated Mr. Tatum and I had a conversation about this very same thing and we talked about if we made a change to the high school and had a different configuration and Central 5 became a 9<sup>th</sup> grade and we got all those kids out of the high school because part of the issue, whether we make it a Central 6 and make the middle schools 7, 8 and 9, it alleviates what is happening in the high school but Burnet is at capacity as well. Mr. Damato stated that we had a demographic study done – maybe only two years ago which has projections. Mr. Tatum stated didn't we do a demographic study last year with Dr. Martin – we had a report done last year. Mr. Damato stated that was two years ago. Mr. Tatum stated we talked about the building at Red Devil. Mr. Damato stated they are fairly accurate on the demographic projections. Hickory Manor – when we went to the planning board on that case, their planner, who I crossed examined at length about the number of students, said we would get 25 students from Hickory Manor and I thought that was ludicrous because there are about 180 units or something. But I don't think we have 25 students, I think it is in the low 20's – 20-21-22. Mr. Arminio stated they all go to Hannah. Mr. Salcedo stated as long as they are condo types – that would always be the case. We have \$300,000 plus to spend, I think you would probably buy a house. Mr. Damato stated what I am saying is that the demographic studies that the developers did were very accurate and so I don't think we are going to get more than 20-30 students from the new development. Mr. Salcedo stated they are condos too. Mr. Damato stated they are condos too. Mr. Arminio stated 20-30 students wouldn't fit in Washington School or Hannah. Mr. Damato stated that is true so at some point - at Hannah Caldwell we have some additional classroom space that we can rearrange. It is a big school and the issue really becomes how are you to manage all those lunches – you end up having 6-7-8 lunches – you are starting your lunches at 10:30 in the morning. Mr. Tatum stated that something else needs to be brought up and I will defer again to Kim with special education. A number of students that we brought back into the District require classroom space that is a full classroom and in some cases we have six or seven kids in a room but because of their disability we need that space. Therefore the enrollment in those buildings are high but some of the rooms that we are using are programmed spaces that we are using – the numbers are actually low. Realistically if those rooms were filled to capacity, of let's say the average class is 22-25 – that number would be much higher than what we see right now. That is happening a lot around the District but that was done as a cost saving measure to bring those students back. It is like a balance. Do you want to send the students out and pay \$80,000-\$100,000 per student or do you want to have them in-District and have less space and then fix the situation by redistricting. It is a couple of issues that need to be worked out.

Mr. Salcedo asked if we ever thought about trailers. Mr. Tatum stated with trailers you need to have a building plan. Mrs. Zuena stated you have to have a project going on. Mr. Tatum stated you have to have some kind of building plan. Mr. Damato stated you can use them temporarily but remember that even if you have trailers, the trailers have to have bathrooms so you need mechanical hook-ups which all of that infrastructure there is very costly for a temporary solution. Mr. Tatum stated we had looked into that possibility. Mr. Damato stated

that they are not cheap but there are districts that we looked into when we were closing Jefferson School in lieu of disbursing students all over the District. There were districts getting rid of trailers – they were trying to get rid of them because they had their school built and they wanted to get rid of the trailers. There are numerous examples of that – they were unable to get rid of them easily. Mr. Tatum stated just to pay the cost of taking them away. Mr. Damato stated they just said come and get them. Mr. Tatum stated because they are so expensive to get rid of them. Mr. Arminio stated I think Clark was going to give us some. Mr. Damato stated that you can lease them instead of buying them – which is a much better solution, long-term you can...if you only need them for a certain amount of time, say you are building an addition or something – the preferred method is to lease.

Mr. Arminio asked to go on and asked Mr. Layden to continue. Mr. Layden stated that we have six operation committee resolution – which we will vote on next Tuesday and followed by seven discussion items. O-1, O-2 is typical operations resolutions, O-3 is accepting a donation from the Home Depot in Vauxhall of one bench to be installed at Battle Hill Elementary School. Mr. Arminio asked if we are going to install it or is Home Depot going to install it. Mr. Wiggins stated I believe that our people will install it. They are just donating the bench and we will pick it up. We will do the installation like we did at Connecticut Farms. Mr. Layden stated O-4 is acknowledging receipt of all bids received – you should have O-4 – there were two bids (a) marching band uniforms – one bid from DeMoulin Brothers & Co. for \$80,739.55 and (b) environmental and civil engineering services – two bids – Harbor Consultants & Prestige Environmental – Phase I - \$3,250.00 and Phase II - \$19,590.00 and Galli Engineering – Phase I - \$2,500.00 and Phase II - \$35,000.00. O-5 will be the actual awarding of the bid for our new Union High School Marching Band uniforms for the fall and I believe they haven't gotten uniforms in over 10 years and the fact that they won the State championship and the National championship, I think that it is nice that they start the new school year with new uniforms – well deserved. O-6 – we discussed at the last worksession that we were going to go with two alternate bids for the electrical upgrades at the high school – AE2 for \$83,090.00 and AE3 for \$22,701.00 for the high school upgrades and I think we were going to go with the other one when we have the money, right Tom? Mr. Wiggins hopefully, I would like after we get Public Service. Mr. Layden stated just get started with these two – that is what is going to be voted on at Tuesday in operations.

Mr. Layden stated with respect to discussion – the first one is a request from the Township of Union Rec Department on behalf of the Union Soccer Club requesting use of the Union High School football field which we already approved – I think Linda had some issues with the snack stand – they didn't use it. We are approving it post event – that happened on May 3<sup>rd</sup>.

Mr Layden stated that the second one is a draft revision for the traffic plan at Hannah Caldwell School – there are some changes to that traffic plan. Mr. Damato stated that Mr. McDowell and I were there with Capt. Tyms from UPD, Kathy DiGiovanni and Danielle Hause, a teacher at Hannah Caldwell and the PTA Vice President. We talked at length about all of the concerns with traffic and it was apparent from the discussion that the original traffic plan was not an acceptable starting point for this whole discussion. Capt. Tyms did say in the meeting that a lot of the concerns that were brought up at the meeting he was not aware of prior to that point and would make his plan not appropriate under the circumstances. I suggested at the meeting

that we have the traffic engineer, who did the original plan, come back and update the plan. The plan that was done was done 20 years ago. The schools changed dramatically since then, the school's populations, traffic patterns, the opening of the Alde Supermarket, the opening of the CVS, all of the stuff was post Hannah Caldwell construction. It would behoove us to try to get an expert to take another look at it. I reached out to the engineer who did the original traffic plan and I am waiting for a call back – he has not called me back yet. I am expecting that he will give us a proposal and we can have that done in the next month or so. Mr. Arminio stated if he comes and does a study, and if we approve that recommendation that he makes with the traffic pattern, could we have it in place for September. Mr. Damato stated if it happens quickly yes. Mr. McDowell stated that is what Miss Giovanni was looking for to have something in place by September. Mrs. Zuena stated you can't start it at the school's opening – it would be too confusing otherwise. Mr. McDowell stated that there was really two concerns with dropping off and picking up. There are two different scenarios. When you drop off kids, it's almost like a drive-by, you open the door and get out. But when you pick them up, you have to park your car and go get the kids so that is an entirely different kind of situation that we want the traffic engineer to take a look at to be able to handle both those options – when you are dropping kids off and I believe one of the options was to have a drop off area and the bus park on Hendricks Drive – but still in the afternoon, when the kids have to be picked up then the parents have to park their car and go get the kids. Mrs. Zuena stated it is the same at Battle Hill – you drop off in the morning and you have to pick-up in the afternoon because the line would be so long and you wouldn't know which class was coming out, so the line would be so dramatic to pick-up. Mr. Arminio stated that the teachers have to see the person who is picking the student up – you can't just say run to your car. There has to be some kind of contact. Mrs. Zuena stated it would be too much of a back up. When you get there in the morning, there are people there from the schools so they open the door and the kids get out at Battle Hill. I don't know what their plan is at Hannah Caldwell

Mr. Layden stated the next request is from Christina Birstler, school counselor at Battle Hill, they want to hold a Pasta Night Fundraiser on June 12, 2015 during the hours of 3:00 p.m. to 9:30 p.m. and they want to use the kitchen, cafeteria, outside grounds, in event of inclement weather so also the auditorium and they have an Aramark representative volunteering her time to oversee the kitchen and this fundraiser will be raising money that will be donated to the Jason Lopes fund and the Chrystal Sretchen Fund. I think this is something very worthwhile. Mr. Arminio stated that it certainly would not impact anything that we have. Mr. Layden stated not at all. Mr. Galante stated it is funds that part of our family here. Mrs. Zuena stated that do they use the cafeteria for daycare after school. Mr. Tatum stated that is a good question. Mrs. Zuena stated I think the Y. Mr. Tatum stated there is aftercare there. Mr. Arminio stated that they will just be in the kitchen I don't know how long that aftercare lasts. Mr. Tatum stated 6-6:30. Dr. Lishak stated they could probably move them to the gym. Mr. Arminio stated that they will probably have two servings like 6:30 and 7:30 – that is what they usually do and then a half-hour or so to clean up – that is why it is 9:30, I assume. Mrs. Zuena stated they could make accommodations for the kids after school I guess that is fine. Mr. Tatum stated normally when there is something going on – I have seen this in most of the schools – they will find a place to relocate them to accommodate them – the YMCA is very flexible when it comes to that. There shouldn't be a problem there.

Mr. Layden stated that the next item is a discussion of the floor plans and budget for Hamilton School. Mr. Damato asked Tom do you have a preliminary budget? Mr. Wiggins stated that I have some numbers. I haven't gotten a full list of who is going to be there. I have very rough numbers...installing electricity, data lines and what not. I don't have IT's number data yet. We are going to have to have a custodian there full time. One custodian shift would work – just like we have here, but we do have boilers over there so we have to have a licensed blackseal person there on duty all the time once those boilers start up – so that is an unbudgeted item there. Depending on how many partitions we have to have, how many cubicles we would have to put in – maybe \$20,000 to get the building up and running and then cost of custodian above that – are rough numbers. Mrs. Zuena asked when is this suppose to start and finish? Did we come up with any dates or game plans for here. Mr. Damato stated we discussed this as being September 1<sup>st</sup>. Mr. Wiggins stated I spoke to the electrician and they said that as long as there aren't too many constraints on them, too many special projects going, August 1<sup>st</sup> we may be able to get some of them in and then all of them in by September 1<sup>st</sup>. I can get some custodian in there to clean – there has been a bunch of guys in the building for a while and the police have been in the building and it really had not been up kept – if we just do building checks – we have not really been doing hardcore cleaning over there – so the building does need a cleaning but we will handle all that in house – there shouldn't be any extra costs there. Mr. Galante stated that we are talking about cleaning the entire building right Tom? Even though we are not utilizing the entire building? Mr. Wiggins stated correct – we will clean the entire building.

Mr. Galante stated what about the bathroom situations. Mr. Wiggins stated that we are going to work on that and we will clean it up and utilize what we have. That did come up, we do have three bathrooms on that particular floor which is the first floor – all of those pretty much will be within offices. We will have to utilize the bathroom in the tower which was a faculty bathroom – there are bathrooms downstairs but I think the bathrooms upstairs...Mr. Galante stated that the bathrooms upstairs are going to be in an unoccupied area correct? Mr. Wiggins stated it will be in the stair tower – that is where it always was and that one is in pretty good shape but it is upstairs. Mr. Galante stated and the other two on the main level are in somebody's office. Mr. Wiggins stated that there are actually three on the main level. Mr. Galante stated and two are in somebody's office which it kind of makes it a little difficult. Mr. Wiggins stated that one is in a big room and the other two are in much smaller offices. One would be the old principal's office and the other one would be the nurse's office which Greg and Noreen, I believe will be taking that office, so it will be a little difficult. Mr. Galante stated we are talking about thirty people utilizing...Mr. Tatum stated we will stop in there. Mr. Salcedo stated you will have an office in there? Mr. Tatum stated we will have a little office that we will share there. Mr. Galante stated but we are talking about 30 people utilizing basically one bathroom male and female. Dr. Lishak stated that the way they explained it to me the other day – the configuration of the first floor – those bathrooms were always basically off limits because one was always a private office for the principal and the other one was in the nurse's office. Apparently if you walk up – it's not even on the 2<sup>nd</sup> floor – it's an in-between – you walk up a couple of steps – it's an actual bathroom with many stalls – it is not a one person bathroom, it's a faculty bathroom. Is that correct? Mr. Tatum stated I'm trying to remember where it is located – but yes you are correct. Dr. Lishak stated then there is another one that is downstairs which is a full bathroom correct? Mr. Galante asked would it be a big inconvenience to make a male and a female bathroom? Mr. Arminio stated that at Washington School there is one bathroom for the whole

faculty and it is male and female – one stale. Mrs. Zuena stated but this is many stales is what they are saying. Dr. Lishak stated I would do it this way – I didn't realize – why can't we make it (it makes no difference) that the female bathroom is the hallway one and the downstairs one (which is also multi) would be male. Mr. Tatum stated you know what I have also seen in some of the school – in Battle Hill – when you come into the side door – they have a room there which is an old student bathroom that is designated as male faculty and the men go in there and use that bathroom – separate from the ladies – you can do something like that – I think it is at Connecticut Farms if I'm not mistaken – you have something like that there in that building where there is a place just for men and then there is another room that use to be a student bathroom and that's for females. Mrs. Zuena stated that is accessible at that building? Mr. Tatum stated that there are bathrooms on that first level correct? At the end of the hallway in Hamilton on the first floor – isn't there a boy's room and a girl's room up there? Mr. Wiggins stated I believe that is on the 2<sup>nd</sup> floor. Mr. Tatum stated you are telling me now that students, when they are in that building – all had to go to the 2<sup>nd</sup> floor to go to the bathroom? Dr. Lishak stated that is what Kathy told me the other day – they either went downstairs or upstairs. Mr. Tatum stated so there was one downstairs and one upstairs. There is nothing on that level. Let me ask one of those three bathrooms that are there, are designated as a woman's bathroom or whatever is on that floor and we designate one as a man's bathroom and one as a ladies' bathroom, they still would have the opportunity to go to any of the bathrooms that are in the building – whether it is downstairs or what the case may be – but you would have something accessible that is designated male and female on the first level where everyone is housed.

Mr. Wiggins stated that the first level – like we said before – one is in the principal's office and one is in that small nurse's office. Mrs. Zuena stated and that is all that is on that floor. Mr. Wiggins stated that there is one in the big kindergarten room at the end of that last classroom. Mrs. Zuena stated but nothing accessible from the hallway. Mr. Wiggins stated you would have to go into the room to go to the bathroom. Mr. Tatum stated that I recall that when that school was open just two years ago – that bathroom you are referring to in the back of the nurse's office – many times that I would have meetings there – the faculty use to use that bathroom right there not the one that was directly in the principal's office. Mr. Wiggins stated the one in the principal's office - that back room – there is a meeting room and then there is a bathroom. Mr. Tatum stated and that is where you see faculty going all the time. Mr. Wiggins stated you are correct there. Dr. Lishak asked if there was only one way in there. Mr. Tatum stated there is only one way in there – you can't go out unless you go out the window then you would end up in the parking lot. I don't know who is assigned to that office. Dr. Lishak stated whatever the nurse's office is. Mr. Tatum stated that was up the first few steps and to your left. Dr. Lishak asked is anybody assigned there? Mr. Arminio stated leave it empty and make it a sitting room. Dr. Lishak stated I don't understand because in the school itself – if you walk up a couple of steps – from the first floor not from the second floor – there is a full bathroom a multi-stale – let's pretend that is the female bathroom – if you walk down there is also another full bathroom with multi stales – that could be the male bathroom. Mr. Tatum asked how many men are we talking about? Dr. Lishak stated six men. Mr. Tatum said and the rest ladies – how many ladies? Mr. Damato stated there is a basement level bathroom. Dr. Lishak stated that is what I am talking about. Mr. Wiggins stated that it has a multi-stale bathroom and there is another bathroom in the old faculty lunchroom – there is another bathroom there – a single person

bathroom. Right across from the custodian room – go straight down those steps. Mr. Arminio stated any more questions or comments.

Mr. Salcedo stated this floor plan and budget plans. Mr. Layden stated we are discussing it. Mr. Salcedo stated it is just a discussion. Mr. Wiggins stated that he has floor plans for the first floor which is what we will utilize. Are we going to have people designated for those rooms for this week? Dr. Lishak stated that the last supervisors went to see where they would like to go yesterday. I will meet with them and then we will figure out who will be in whose room, how many are going in each room, what are we doing with partitions.

Mr. Salcedo stated I understand that this is a – I don't even know if this is really a fix – I'm just trying to see and maybe I'm just not sure – the benefit to the children in Burnet – because that is what we are clearing out, what is it? Dr. Lishak stated all of Special Services, that entire section, all of those people will leave, they will go to another building and we will be able to build four classrooms within that space. Mr. Galante stated at what point? Dr. Lishak stated that I don't know. Mr. Galante stated that we are clearing people out of there now but we don't know when we are going to make these classrooms. Dr. Lishak stated right – we are speaking 2015-2016 school year. Mr. Damato stated that by the time we get our plans drawn and approved by the State and back – we probably be bidding that project in the fall or the winter and probably built out next summer. It is a major disruption to the school – you couldn't do it during the school year. Mrs. Zuena stated so what is the rush to get everybody out of the buildings as fast as possible – what is the rush to get the Supervisors out as fast as possible and rush this project when there is plenty of time. Mr. Galante stated you can have time to plan it out and do it right. Mrs. Zuena stated if we are not going to work for another whole year – why are we rushing to move Special Services and everybody out by July, if it is not benefiting anybody but mass confusion. Mr. Salcedo stated come up with a real answer – that is a big school – what we are doing is just adding class space to make it bigger – make it into two schools, I would almost suggest that – within the same school – I'm not sure how to do that; but I can sit here and if you give me enough time and we might be able to figure it out. Dr. Lishak stated make Burnet into two schools? Mr. Tatum stated there are concepts on that. Mr. Salcedo stated we have also \$875,000 in the budget to make new classrooms. Before we do that, let's plan it out because what is going to happen is that we are going to move all these people over to Hamilton, suddenly we are paying \$80,000 for office space – which right now we are paying \$80,000 for an open building any way – I don't think it solves it. Mr. Galante stated I'm with you. Dr. Lishak stated that what we will gain for this school year and this is up to the Board and whether this is enough for the move – we will gain a classroom back in Hannah by moving this immediately, we will gain...Mr. Damato stated not to interrupt – which moves the art room from the hallway into a classroom. Mr. Galante stated if I can address that one point – we are going to move three Supervisors out of Hannah correct? Then they can move into the same office where the other Supervisors are where you use to be and it solves the same problem without going for this money. Dr. Lishak stated but then we have a different problem at the high school and this is whether or not we feel it is worth that move. Then in the high school there is a classroom that is now used as an office – it is the size of a classroom – that we could remove the partitions that are up there now – that would turn back into a lab – so that would become a lab but that would displace all of the CST in the high school. They would go upstairs to the Supervisor's office and remain in the building because they are high school and one of the other Supervisor who has a

small space – the classroom is too small – but it is still a classroom – that they would be able to be utilized by the Title I tutoring program. So in that one – by all of those moves – you are really only gaining one lab space and a classroom for Title I. Mr. Galante stated I don't see it but I don't know how anybody else feels but this is really the first time we are discussing it.

Mr. Salcedo stated that I know there are two things that we have discussed here and it comes up consistently since I have come on the Board. Security – which we are not talking about that now. Mr. Galante stated we haven't even got to that yet. Mr. Salcedo stated security comes up all the time – it pops in and out and God forbid something happens nationally. The other thing is class size and school distribution school size which I'm passionate about. The high school and Burnet constantly come back and I know I don't know how to fix it. But I think we need to take more time and for me that would mean Saturdays. I'm more than willing to sit in a room and legitimately sit down and I'll take multiple Saturdays to sit down and meet with everyone and plan it out and let's talk about. Financially to do anything is a problem – I don't even understand fully how we are going to do some of the things we are going to do. I think we should. These are cans that are getting kicked down the road and we are going to keep kicking them down and we are going to put a band-aid on them and that is all we are really doing – we kind of moving people out here and there. Am I wrong? I have heard these two issues constantly come up in here. Mr. Arminio stated what two issues? Mr. Salcedo stated the security issues. Mr. Arminio stated what security issues? Mr. Salcedo stated I am constantly hearing that the schools don't have enough security, we need more security guards...it has come up multiple times since I have been on the Board. We have put the greeters in - that was kind of a fix at one point – which it really wasn't – once again it was a band-aid. I know these are cost issues but I'm just thinking...Dr. Lishak stated just the price to put the cameras at Hamilton for the first floor and outside – it's about \$40,000 and we don't know if the server will be able to run it. Mr. Galante stated we put it in the funeral home and I'm talking about a small operation. Mr. Salcedo stated I'm thinking more three years down the road – I'm actually not thinking about 15-16 – what is our District going to look like. Mr. Arminio asked for people to talk one person at time – I can't listen to two people at once. Mr. Galante stated besides cameras you need people to be sitting there and keeping an eye on the door, who's coming in and logging them in – it's still a building in the District – whether there are kids there or not – it needs security.

Mr. Layden stated that he agreed with Angel and Nancy – I think we need to slow down and study it more and make sure that we are proceeding in the right manner. I think we do have some time to look at it and analyze it a little bit better before we jump in and I feel a little uncomfortable if we don't have a budget for Hamilton – we are not sure of the restrooms and the floor plan. I would like to take a couple of steps back. Mr. Arminio asked how many steps? Mr. Layden stated look at it more and make sure it's right. Mr. Arminio stated how would we look at it? How would we do that? Mr. Galante stated take those three supervisors. Mr. Arminio stated go back further from that – how do we look at it? Do we have special meeting? Mr. Galante stated do you want to make a special meeting – I am more than willing to be a part of it and so is everybody else that I have heard speak tonight. I don't think that is a bad idea. Dave, I read the minutes from the planning session, again I wasn't here, I had surgery two days before that, I did not determine a mandate from that meeting from the Board. I saw that it was a discussion of three options that Jim presented that was considered to be the best and most

feasible and I agreed because I understand what the variances and the zoning laws in the area – renting that property is going to be very hard to do. But to just jump in and do it this way and we have to get in there right away makes no sense to me. If you would like to make an ad hoc committee I will be glad to be on it. Mr. Arminio stated it is going to be the whole Board. I will send out a message to every Board member and I will get two dates from you and we will meet on one of those two dates. Weekend or week night? Mrs. Zuena stated I can't come on a weekend. Mr. Arminio stated week night? Mr. Galante stated week night is fine.

Mr. Arminio stated we are still going ahead, get that budget, get all the numbers. Mr. Wiggins stated yes. Mr. Arminio stated any more comments?

Mr. Layden said the next one – Union High School gazebo – outside classroom – payment for architectural and engineering. Mr. Wiggins stated that Mr. Raffaele has come to us many times about his outside classroom. He wants to do a gazebo out there. I believe he has a grant for what he believes to be what the material costs which is about \$5,300. He did have a take-off done and a material list and everything together. I did have one of my guys draw up a plan but my guy is not an architectural engineer nor a structural engineer. He has not credentials at all – so you can't go by that plan. If anyone were to get hurt there would be a lot of liability involved – so we went to Mr. Potter. He has come up with a proposal – his proposal is \$4,800. He claims that \$2,000 of that would be for just structural engineer end of it. Adam can foot the bill for the material – but he doesn't have enough money to pay for the architect and structural engineer so he wants to know what the Board's feelings are on that – whether we are willing to pick up that tab.

Mr. Damato asked who is going to build the building. Mr. Wiggins stated that it would have to be our guys building it – it would be handled in house. Mr. Damato asked what size building are we talking about. Mr. Wiggins stated that it would be an eight-sided building – I believe it would be about 24 feet point-to-point. Mr. Damato stated 24 feet wide gazebo. Mrs. Zuena stated what is the law on how big a classroom has to be for 30 people? Mr. Damato stated generally it's between 650 and 750 sq ft. Dr. Francis asked where are you putting this? Mr. Wiggins stated we call it the wild area of the high school – it's the courtyard that is surrounded by the science class. Mr. Damato stated it use to be an ecology area. This is a grant from the Ed Foundation and it was not well planned out – at least in my opinion. They got a plan drawn by one of the maintenance guys in Tom's department – as an artist rendering it looks o.k but it doesn't give you any construction details so there is no way you can use it as a plan and in addition to that it would have to be drawn up and presented to the Bureau of Facility Planning in Trenton for approval before we can either build it and they will not look at anything that is not sealed by an architect. Mr. Arminio stated who is going to maintain it? Mr. Damato stated that we would maintain it and insure it. Mr. Wiggins said my guys. In addition to building it which is not on the plans – he would like to see a hose bit put at there, as well as an outlet or two and maybe even a fan which would be additional costs to us – all be it minimal but it would be additional costs to us. We can do all this in house. Mrs. Zuena asked if it would be big enough for a classroom – is it big enough to put 30 kids out there for a class? Mr. Damato stated that is what they are saying but I think that once the architect starts to work with dimensions and handicap accessibility, wheelchair access, ramps and all those kinds of things – this project will... Mr. Vieira stated and we don't have the money for it – it is a low priority. Dr. Lishak



asked if you had to refund the grant? Mr. Damato stated then we refund the grant or we ask the Ed Foundation for more money. Mr. Arminio asked does this have to be changed into a resolution? Mr. Wiggins stated it will have to be if we want to do it – it would have to be changed into a resolution. Mr. Galante stated I think it's a nice idea. Mr. Damato stated what I would suggest is before we get a full architectural plans done – we get a concept done from our architect and a cost projection because if the cost projection for the materials and supplies is more than the grant, I think we are going to have to either ask the Ed Foundation for more money or find a way to pay for that as well. Once you start the project, we have to finish the project. We can't leave it half built. Mr. Nufrio stated don't we have enough problems trying to find bathrooms for adults? You couldn't put a screenhouse up and expect it to last a couple of years. Mr. Damato stated I am not going to argue with you on that one. Mr. Vieira stated our bathrooms need upgrading, our kitchen equipment – a lot of its old and needs upgrading – those are higher priorities. Mr. Nufrio stated it's a nice idea – you want to do something nice – but to call it a classroom, they have no idea what they are getting into. Mrs. Zuena asked how much does it cost to build a classroom at Burnet? So how are we going to build a classroom for \$5,000. It is nice idea – don't get me wrong – if it was something that worked and it was feasible. Mr. Nufrio stated what is the purpose for it? What is he going to do there? He wants to commune with nature.

Mr. Arminio asked to go on unless someone has another comment. Mr. Damato stated do we ask him for concept plan and a budget or do we tell him...Mr. Arminio stated it costs us money for the architect just to do that part right? Mr. Damato stated that I think that he would give us a concept plan and an estimated budget without getting into too much? How much could he charge us for a couple of hours of work? That is not a significant amount of money – it would probably be less than a \$1,000 but I don't know if I would commit to signing a contract to do full architectural and then find out – it's \$20,000 to build or \$50,000 to build. Mr. Nufrio stated why doesn't he start by not calling it a classroom – that is where it should start. Mr. Layden stated call it a gazebo. Mr. Nufrio stated you can't possibly call it a classroom then you are buying a Mercedes as opposed to a little Chevy – so take out the word classroom – get a design or concept design and see what that is going to cost – but you can't call it a classroom – he can take he's kids out there during the day if it is nice room – that is his privilege as a teacher. Mr. Arminio asked would he be the only one with access to that. Mr. Nufrio stated possibly not. Mr. Wiggins stated that it was donated to the Board of Ed and it should be used by the entire Board of Ed. Mr. Nufrio stated it is a dedicated thing. But you can't call it a classroom. Mr. Damato stated I get the idea. Mr. Arminio asked if we need to go over the topic again. Mr. Layden stated the gazebo is still alive but it just needs refinement.

Mr. Layden stated that the last one here is a request from the Township of Union Rec Department requesting school bus and driver for summer camp which I believe we have done in the past. Mr. Galante stated we have done this for the last few years. Mr. Layden stated it should not be a problem. Mr. Damato stated that these are mainly children from Kim's program – this is the rec departments program for John Olivio's kids – takes them to different field trips. The rec department does it – not the Board of Ed – it's them doing a summer program. Kim stated I use to get the forms from them – where they use to come to talk about my teams and let me know about it and at that point I thought as a rec program. I would love to get some of the flyers so I can get them circulated out. Mr. Damato stated to speak to Mr. Moretti at the rec

department. Mr. Galante stated there is a correspondence with a list of places that they would be going. Mrs. Zuena asked who is John Moretti? Mr. Damato stated that he is the Assistant Recreation Director. Mr. Arminio stated he is acting now. Mrs. Zuena stated it says Assistant Superintendent here. Mr. Damato stated Assistant Superintendent of Recreation. Mrs. Zuena asked is he higher? Mr. Damato stated when I spoke to him on the phone he told me he was the assistant but he may be acting. I guess he is filling in. Mrs. Zuena asked if he was new. Mr. Arminio stated he is fairly new. Mr. Arminio asked if we are going to make this into a resolution? Mr. Damato stated yes. Mr. Arminio stated so it will appear next Tuesday? Mr. Damato stated it will. Mr. Arminio stated that this will appear next Tuesday as a resolution in operations. Mr. Layden stated and that ends the discussion. Mr. Arminio asked for any questions or comments?

#### PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Nufrio stated that we had a meeting unfortunately many of these resolutions were not part of the discussion and I know Dr. Francis and Mr. McDowell had questions as I do. So I am going to ask the Superintendent to schedule another Personnel Committee meeting before Tuesday obviously. Maybe this week or Monday – try to do it at a time that is convenient – maybe we can get a consensus. Mr. Tatum stated maybe tonight we can get a date. Mr. Arminio stated Dr. Francis if you could be so kind as to give Mr. Tatum the times and days that you are available first and then these two can work around that because you are the most restrictive. Mr. Nufrio stated then we can address some of the questions that at least I as the chair was asked – I can't possibly answer. Mr. Tatum asked if we could come up with a date before we leave tonight. Mr. Nufrio stated he is o.k. with any night or day. Dr. Francis stated I will have to email you. Mr. Nufrio stated to send it to the three of us.

Mr. Nufrio stated that he didn't think there were any bold type items. Mr. Tatum stated that they were just added since we met to go over the agenda.

Mr. Arminio stated that there are a lot of names in P-1 so I advise everyone to look at everything that is there. Mr. Nufrio stated I don't know how appropriate it might be – so stop me if it is not. Referring back to what I said earlier with regards to a public meeting – if in fact there should be some questions raised next week with regards to any issues that have already been put out there. We did speak about this item in terms of how we would respond, if we would respond and when we would respond. Basically I think we should hold that in abeyance. Mr. Nufrio stated that no secrets she just asked if we were going into Executive Session. Mr. Arminio asked if there were any more comments on any in Personnel. Any questions?

Dr. Francis stated on P-26 and P-27 – there are two positions that are doing psych evals – the price – one is \$450 and the other one is \$550 is that just we had to find a second person. Ms. Conti stated she would answer this. She stated that if you look at P-27 – that evaluation is usually part of a more comprehensive evaluation. If you look at P-26 that is usually part of a screening to determine if children are safe to return to school. Sometimes during the screening that is at \$100 per hour – a little more information is needed – more in-depth – sometimes they have to be referred to in an ER or they can actually have the evaluation done in house – it just gives us another opportunity and another avenue to have that done – so a little more flexibility. The one in P-27 – it can be used for the same purpose but that one is more of a comprehensive

evaluation – we are looking more for educational needs. Where in P-26 – a lot of times that one is used for more information when the children are receiving a mental health screening to see if they are safe to return to school. Does that make sense?

Mr. Nufrio asked to return from where? Ms. Conti stated sometimes there is a concern if a child is safe to themselves or others. Mr. Nufrio stated they are placed somewhere? Ms. Conti stated in other words they are right in our school and all of a sudden they might have raised something for example – there might have been an assignment or drawing where the child has expressed harm to himself – for example suicide ideation. When our CST, meaning a school social worker, school psychologist or school nurse determine that we need additional determination to see if that child is safe, we send them out to get additional information. One of these – in P-26 – that center, I know me and Jim worked a lot with the lingo that we need to have them to be able to be cleared to come back to school and that says in the lingo – safe to return to school and resume normal activities - where a lot of these screening centers will not give you that lingo. They will not say if the child is safe to return back to school or not – for our purposes certainly, we are there and there are a lot of people that we need to have that clearance. Mr. Nufrio stated that when you say you need to have it is because the State is looking for that clearance. Ms. Conti stated that what I am saying is that we need to have a medical – a mental health clearance to return to back if they are safe. Mr. Nufrio stated that is only when our own school psychologist and CST can't come to a consensus. Ms. Conti stated it is not even that they can't come to a consensus – I was a school psychologist and that was what I did before – I was a Director – but I'm a master's level and most of them, in fact even a licensed clinical social worker – maybe able to do that on the outside – cannot do it in the purposes of the school. Their school certificate is for educational purposes. Although that license LCSW may be able to do that independently on the outside, that is not what they do here on the inside. It is just like the difference between educational counseling and counseling on the outside – we stick to the realm of education – where you go for private counseling, they may go into more reaching issues like family issues, some more deep seeded issues. We don't open that up here – certainly we are not equip to do that. We can do some of the initial concerns but if we think there is more of a concern for that child's well being to the well being of others, we want to make sure they are safe. A lot of times if there is a threat made – it is not even with suicide ideation, but if there is a threat made, certainly we all know in this day and age, we want to make sure everyone is safe. Mr. Nufrio asked so would you say that has increased dramatically in the last couple of years. Ms. Conti stated yes. Mr. Nufrio asked just off hand what is the yearly cost? Ms. Conti stated I would have to get that number for you – but off hand I want to say – the P.O. we set for that could be around \$10,000 – don't quote me on that, I would like to check that – but certainly it has increased. The reason we like to go out and search for another agency like Family Center because they can go to Trinitas ER but that psychiatric ER is not always conducive for students to go to because you have people of all different ages, all different ranges of problems and the children are in there waiting. Mr. Nufrio asked there is not separate wing there? Ms. Conti stated that what she is told by the staff at Trinitas and they come in and we communicate all the time, they come in when we have traumatic loss and all of that – they said it is not a conducive place for children. It is more severe. Mr. Nufrio stated I know the place. Mr. Arminio asked if there were any more questions.

APPROVAL OF BILLS:

Mr. Arminio stated that we will approve the bills next week.

#### UNFINISHED BUSINESS:

Mr. Arminio asked if there was any unfinished business or new business?

Mrs. Zuena stated I have a question. I received paper for my son for re-registration because he is going to 11<sup>th</sup> grade. My only concern that comes with that is I thought that we only took original documents and then they were returned – but it is saying that photocopies can be sent in with the re-registration. Mr. Tatum stated when it is an initial registration of a brand new family, we like to see original documents, but if it someone who is actually here – been here...Mrs. Zuena stated there are a lot of them here that should not be here. Mr. Tatum stated that they have to be up-to-date documents – so you can't come in one day with documents from two years ago. Mrs. Zuena stated I understand that but with computers and scanners and everything now – I don't know how computer savvy you are – you can change anything – you photocopy it – you can change the dates, the numbers, everything. Mr. Tatum stated if people are doing that they must really want to go to school here badly. Mrs. Zuena stated that they are doing it everywhere – they are not just doing it here, but I just thought that we were going to original documents. Most towns do re-registration in house on a certain night and the parents have to come with their bills – not just send everything into school with the kids. Mr. Tatum stated this started six years ago – we tried to make it as simple as possible because it use to be...in fact I just met with the association about this either Friday or yesterday – the issue was at one time – it was a paid position where the person would have to stay and they would be paid extra – what we tried to do, when we reintroduced this sometime ago – try to streamline the process and try to make it very simple. But despite the fact that we are not asking for originals – even when we did this a couple of years ago – there were approximately 300-400 students who couldn't even come up with even the faux documents. Then when the new superintendent went out of town – well theoretically what had happened – we just completed registration and those people could not come up with those documents. Certainly if the school sees something that they think is suspect and it looks like it may not be authentic or whatever the case may be, we have the investigators on and we give them additional hours during the summer to check out any of the things that may look like were falsified.

Mr. Galante stated that I remember when my daughter was in 11<sup>th</sup> grade, I had to come here in person with her with original documents. It was a pretty lengthy operation. Mr. Tatum stated you were probably standing in line somewhere trying to...Mr. Galante stated actually I had a person recognize me and snuck me in ahead. But the majority of the people in all fairness were here for a long time. Mr. Tatum stated I can imagine that and I think that is one of the things because I can tell you we originally came up with this process – this was a joint effort between the township and the school district and we came up with the process when we got the Genesis system with a demographic sheet – we came up with the process of using that because it gave us the information. Now if they can't present something that shows that address – then we have a problem. Mr. Nufrio stated couldn't we at least, in the spirit of what Nancy is suggesting, at least request one original document which would prove residency. Because what you are saying is right, we have investigators, but that is reactive, we are reacting to a situation – proactive – well it could be well you need to show at least one original document. Mr. Tatum stated I will say moving forward that may not be a bad recommendation – I certainly can't

implement that at this time but moving forward I think that is reasonable. I can tell you this much, there are parents that actually contact this office that they don't even want to give out the copies to the school – I actually had someone come in this week directly to me – people are getting suspect of what we might be doing with their personal information. Again we try to keep the process as simplistic as possible because we are really trying to weed out those people who truly don't belong in the District; but that is a good suggestion moving forward and maybe we will take one original utility bill or something like that. Mr. Nufrio stated an original document which could substantiate their residency. Mr. Tatum stated and it will be returned if they request it. Mr. Damato stated that all documents are required...they are all very strict guidelines and they are all spelled out in detail and that is what we file. Mr. Nufrio asked does it say copies. Mr. Damato stated copies yes. We make copies of their documents. Mr. Nufrio stated that re-registration which is really no different as if it were the first, so technically we are asking for an original document is not out of order. Mr. Tatum stated I certainly am not disagreeing with that.

Mrs. Zuena stated this is my next subject. I don't know how many of you are in Union New Jersey Forum or the Union New Jersey Chat Forum. I happen to come across a post the other day and it was a conflict between Burnet and Kawameeh and a this and that – I think it is bad that the teachers and people that work in this town are actually going back and forth with people on these chats. I think it looks bad for us that they're trying to maybe try fight their point or see their point – but they work for the Board of Education and they're on a public forum. Mr. Arminio stated that I just happen to be familiar because we just did this – we can't stop people from going on that – the principal should recommend that they avoid and can recommend that they avoid it. Mrs. Zuena stated can it be a recommendation that comes from Central like Greg that goes to each principal that memo goes out to each school – it just looks pathetic. Mr. Arminio stated I have never looked at it. Mrs. Zuena stated I just happen to come across it because it was an issue of who was going to this location, who was going there and people were going back and forth – there must have been 2,000 comments – a bunch of them were just from our school. Mr. Tatum stated I had gotten a call from a parent last week and that was just a half an hour listening to her saying exactly what you were saying. Mrs. Zuena stated that if the teachers don't have a Face Book - to go on a public forum – maybe if the letter goes from Greg to the principals to put a memo out to their teachers – just a suggestion – I think that it is something that should kind of be discouraged. Mr. Layden stated it reflects poorly on our schools.

Mr. Galante asked is there anything in our policy that deals with that situation. Mr. Arminio stated yes – but we cannot tell a teacher you can't be part of a forum or respond to something – it does say that the Superintendent or its designee can recommend and suggest that they don't friend students in any way shape or form – and only use District emails to contact students and as far as contacting parents or someone from the public, they can do whatever they want that is freedom of speech and we certainly can't stop it. Mr. Salcedo asked if teachers are held differently – are public employees held differently then private employees. Mr. Arminio stated as far as what. Mr. Salcedo stated I am restricted. My employment could be at risk if I go on a blog and start blogging about my company in a negative way. I understand First Amendment rights – I am just trying to understand if public employees have different ones than private. Mr. Damato stated they sure do. Mr. Galante stated I'm not sure what point she is bringing out but what I'm thinking of when there is something going on in the school and I have

seen it already, there are teachers talking about it because there are patrol cars out front and describing to the general public what is taking place in the building that is what I'm talking about. Mr. Arminio stated that can be stopped. Mr. Galante stated it has happened Dave. Mr. Arminio asked did the teachers say who they are? Mrs. Zuena stated their picture shows...Mr. Galante stated their name is there. Mr. Arminio stated that is up to the principal then to reprimand them or the Superintendent to reprimand them. That they cannot do - that is infringing on the rights of the students, the rights of the other teachers in the school, that has to be stopped. Mr. Galante stated that is why you have to look at it Dave - you don't have to write, you just read.

Mr. Nufrio stated before we start reprimanding and bring other problems, Jim needs to perhaps assist you and Greg and the two leaders on how to present or to formulate a cautionary resolution, cautioning them to perhaps refrain from engaging in that type of discourse - especially if it has to do with the school, the staff or the children and it would have to be so that we don't infringe on their First Amendment. Mr. Arminio stated I don't believe it is infringing on their First Amendment rights if they are talking about students or other teachers. Mr. Damato stated about teachers or posting pictures of their students, there are lots of subtle issues. Mr. Nufrio stated that I think a resolution would kind of at least be something you can reference - if in fact you had to discipline someone...hey we cautioned you on this. Mr. Arminio stated it is in our policy manual. Mr. Nufrio stated this is beyond that. Mrs. Zuena stated a few years ago I remember Dr. Martin - he asked the teachers not to be friends with parents and he asked them to de-friend the parents in a nice way. I don't know how it was posted. I can only tell you this for the fact that Dino and I were friends, the wrestling coach on Face Book, and he said to me just so you know I'm not de-friending you because I don't want to be your friend - but it was brought to our attention by our Superintendent that he would like for us to not be friends with the parents. Mr. Nufrio stated this is not a friending issue - this is a blog. Mrs. Zuena stated I'm saying in general but he had actually put it out there that he would like them not to engage with any of the parents. Mr. Nufrio stated I would just caution you about disciplining anyone until you have that. Random blogging and responding - that too can lead to problems.

Dr. Francis stated what is the difference if they just come to a meeting instead of saying it on the forum. Mr. Arminio stated what we said earlier in the meeting tonight - that is where Jim is going to say that person should not be saying that - and we can stop them from talking - if they start talking about a teacher or a student or something within the school that they should be discussing that is where Jim will say we have to cut them off.

Dr. Francis stated I will give you an example - I just was talking to Nancy - between Burnet and between Kawameeh - why is Kawameeh going to Forest Lodge and why Burnet going to Costa Del Sol? Mr. Tatum stated that is one of the questions. Mr. Nufrio stated that is an old issue. It came up a couple of years ago. Mrs. Zuena stated that was on the forum last week. Dr. Francis stated if the teachers come to the meeting and say why is that? Mr. Arminio asked if the teachers came? Well there is an easy answer to that and that can be answered - you don't need to come to a meeting why don't they ask the principal at Kawameeh to have the answer - I can give you the answer now cause the kids at Kawameeh raised the money. They raised all the money - it doesn't come from anything from the school. They raised the money, they get on the busses, they go. Dr. Francis stated I'm not going to argue - just for that answer

so they could say, why is that option given – why is that not an option for Burnet to raise the money. Mr. Arminio stated you ask the principal at Burnet why he doesn't give them that option. Mr. Tatum stated let me take a moment on this – that's what has obviously has been allowed over the course of time. We haven't as a Central Office as a Board set a standard to say that these are the things that we want to see happen in the schools and we really haven't said that to the principal – so it's really has been their option – they run their schools their way. I had this same conversation with a lady that she had me at least a half an hour talking about this exact same topic about the trip and I explained to her that the building principal really determines what activities, along with his PTA at times, will determine what activities will go on in the building and which ones will not go on. At Jefferson school we had a list of activities that we did pretty much annually. They may not be the same activities now – but the Superintendent never got involved with what we did – we pretty much planned it with the PTA. You have a separate PTA at Burnet, one at Kawameeh and maybe it is time for all to have a conversation with one another. In the same way, we have to project that we are offering the same thing at both schools. Because that is where we get this distinction of one school is better than the other and this and that and the other thing. Dr. Francis stated there is a perception that we are talking about – we have two separate schools on the same level. Mrs. Zuena stated it is like why does one school have a skiing club. Mr. Tatum stated that question came up too – that was the exact same question. Mrs. Zuena stated and that kids at Burnet can't join the club at Kawameeh because they are not students there. Mr. Nufrio stated that the most obvious answer is there are activities that they as the entity select...we simply approve. If they recommend...Mrs. Zuena stated that there was a teacher at Burnet who wanted to run a club and supposedly it was not approved...I don't know how long ago or when it happened. Dr. Lishak stated that they have to approach the principal and the principal would be the one to determine this. Mrs. Zuena stated so if the principal doesn't want a ski club then he can just say no you can't have a ski club. Mr. Tatum stated pretty much. Mrs. Zuena stated which is kind of unfair to the kids at Burnet then. Mr. Arminio stated so then you take it away from the kids at Kawameeh? Mrs. Zuena stated that it should be something that should be across District wide – we have two middle schools. Mr. Arminio stated that you can't...the only way to do that is to say you can't have it at Kawameeh or you must have it at Burnet – what if there is no teacher who would be willing to be the advisors – then what do you do? Mrs. Zuena stated that has to be addressed. Mr. Arminio stated I understand but I'm just throwing out things would probably come up. Mr. Tatum stated the problem is where the resources come from because I can see the whole issue of while there are students at Burnet that may want to be involved in the club – that is being sponsored by their PTA and some of you know about PTA – you got a separate set of funds – but this I don't know – are they able to co-mingle their funds. Mr. Arminio stated the ski club – the kids pay for their ski club. Mr. Tatum stated I'm just using that as an example – I don't know the sources of the funds – whatever it may be – depending on where it comes from – I know this much, you can't share student activities from one school to the next – commingling moneys from one book to the other – it would have to come from both schools or it would have to be worked out. I don't know why there was a restriction or what the case may be regarding that – but maybe it was a discussion – let's see if we can unify some of the options at both the schools. That is something I happen to be very big on in believing uniformity. I have no problem with us discussing that but the question becomes the source of funds and revenues to do it.

Mr. Salcedo stated that when you look at it – just to look at it and I understand that there are a lot of issues – in a Township, it's a matter of equity – this is one part of town, this is another part of town – one part of town is doing one thing and the other part of town is doing another. I tell you one of the biggest obstacles right off the back is that Burnet has probably 400 more kids...that is a problem. When you are going on a trip – that is more logistics. Mr. Arminio stated that would be eight more buses. Just that alone when you said 400 more kids. Mr. Tatum stated and we only have one contract. Mr. Arminio stated one contractor can always be changed. Mr. Arminio as if there was any more old business?

#### NEW BUSINESS:

Mr. Nufrio stated I want to run this past the Board, Mr. Tatum and I believe Mr. Arminio was present also. I had a little discussion with regards to proposing a District counselor, advisor and this was based on a situation that happened a couple of years back which the former superintendent had to deal with and unfortunately, wrong decisions were made as to who he engaged in being a part of the investigation in so much as driving the individual to be tested, allowing the individual to be a part of any discussion – so many breaches of confidentiality were committed that I personally said to him that you can be fired just for this and that is fact, you can take that to the bank. You cannot engage another staff member to deal with a problem such as what it was at the time without breaching confidentiality unless you have someone who is designated as the District go to person. I will use that term for now - perhaps coordinator could be the right term. I even talked to Mr. Damato at the time and I said did we ever have one in the District and he said yes we use to. Do you recall that? But what was done clearly – not once, but twice, a total breach of confidentiality so I can't name names obviously. It would have to be someone that the Superintendent or his designee, Noreen, or whoever he assigns – would say get a hold of so and so, we have a staff member with a particular problem. Take a look at what just happened over at Burnet – that would have been a perfect time to have this person be involved in that situation. It would have to be someone who is certified, somebody who is competent, somebody who can be trusted – but most importantly, someone who has the experience. I said to Mr. Tatum, this is something we should consider because these things do happen. It is not the first time it happened and it won't be the last time.

Dr. Lishak stated can I ask a question? Let's assume that we had someone in District who was qualified to make the assessment – there in the UTEA – we are in a position now where the UTEA has asked other members that have certs to only work in the position that they hold. I guess what I am asking is – I am in the UTEA and am a rep and I'm going to advise you and you are not going and do an analysis...Mr. Arminio asked do you think this is a stipend position? Mr. Nufrio stated that's what it would be. Mr. Arminio stated salary and then a stipend. Mr. McDowell asked an investigator? Mr. Nufrio stated no, not an investigator. Dr. Lishak stated like an assessor. Mr. Nufrio stated Jim jump in whenever you feel comfortable. When I asked about it, at the time that this fiasco took place – long before I was on the Board – they had someone that they went to – that person was a certified individual and a counselor cannot deal with staff – a counselor can only deal with kids. Mr. Arminio stated and a SAC coordinator. Mr. Nufrio stated that is what I was talking about, I didn't want to get into too specific...but o.k...the SAC person. Mr. Damato stated adult counseling vs student counseling. Mr. Nufrio stated exactly. Now unless the Board has approved this person, we as a Board can do that, because there are instances where he may need counsel from this individual – what direction



should we go with this person – it could be alcohol abuse, drug abuse. Mr. Damato stated a lot of corporations have employee assistance program. We have talked about it, but we have never implemented any meaningful employee assistance program. Mrs. Zuena stated is this a full time position in the District. Mr. Nufrio stated it could be in addition to what they currently do. Dr. Lishak stated would it have to be the difference between somebody who is counseling and not a person that I would say listen I'm concerned about Joe Smo and they would come back and say listen...Mr. Nufrio stated there is some assessment, correct. Mr. McDowell asked it is not a voluntary thing where I have a problem and I have a resource person I can go to talk to about my problem. Mr. Nufrio stated no. Mr. McDowell stated or you need to talk to so and so. Mr. Nufrio stated or he would arrange the meeting. Mr. Damato stated if you have an obvious problem that needs to be resolved. Mr. McDowell stated I think in the corporations, it's more voluntary. Mr. Arminio stated especially in a crisis situation in our District. Mr. Nufrio stated it would be like a crisis counselor who is authorized by the Board to deal with staff as well as the students. I wanted to run that by everyone but I think it is becoming more and more clear by the day.

Mr. Vieira stated wouldn't we send our employees to a provider on the outside that our health insurance would cover. Mr. Nufrio stated that would be the end result. So in other words that person would say to Mr. Tatum we really can't do anything – this person really needs to be referred to. Just like what Kim said before the CST – the school psychologist can make an assessment and they can say, you know what, we are scratching our heads here – they need to go to a psychiatrist. Mr. Vieira stated that we are paying \$20 million in premiums – maybe Horizon can offer something to us. Dr. Lishak stated I will use myself as an example because I think it would be clearer. Greg notices that today I'm not right – something is off – who could he call so that they can come in and they might come back and say to Greg – listen I have to be honest with you – I think she is tipping a couple back. I think there is something off there. Mr. Vieira stated they would be an employee of the District – the counselor. Mr. Nufrio stated someone who is certified in the field to begin with and obviously I'm sure there are individuals – I particularly know of one who probably would be the best and I'm not going to say a name or anything but all I can tell you that when it was done on those two occasions it was done wrong. Mrs. Zuena asked how often does a situation come up that you need something like this? Mr. Arminio stated one or two times a year, at most. Mrs. Zuena asked and how much do you stipend a person for something like this? Mr. Arminio stated that both times that it happened here – there were definitely crisis situations that desperately needed someone to intercede. Mrs. Zuena asked right away? Mr. Arminio stated yes and both times according to Vito and rightly so – it was done illegally. Dr. Francis stated why doesn't the Superintendent go and say listen you have to leave, you need to go home and don't come back until you have seen a doctor or come back with a doctor's note. Mr. Nufrio stated it is a question of process – meaning that if you were to do – let's say that the person was just having an off day – an emotional situation at home – it may not be necessary for him to get to that level. So this is where that individual would come in to kind of help guide him on what to do and it may be that you need to send this person home and then recommend to the Board that the person goes for specific testing. It is just like a kid who comes in having a bad day – doesn't mean he is taking drugs – he is just having a bad day. Mr. Layden stated I think it is a good thing – we employ over a 1,000 employees in the District. Mr. Vieira stated over 1,200. Mr. Layden stated and the chances of using it a few times here or there to have a go to person is not a bad idea. We are a big district. Dr. Lishak stated that if we made it

formal – the likelihood of someone willing to do it one member against another member would probably be very difficult. The situation you are talking about I really think it was, can you do me a favor is there any way...but if it was formal and this person would be receiving a stipend; I think it would be very difficult for one member against another member. Mr. Nufrio stated then he could say I tried and this is the recommendation. Mr. Tatum stated the logistics needs more discussion. But it is something that Tom just said – right now, we don't publicize anything like that is available in the District because we don't have it. But if we have something like that in the District and it was put together in the right way, how many people might take advantage of having it in the District – how many people that we don't know about – but a friend might say that this person is someone you need to keep an eye on. I don't want to use examples but we have things that have happened this year alone – that if we had something like this that there might have been beneficial. I think right now we don't have it so no one has any idea that some sort of service like that would be available – if they felt comfortable enough. It would have to be someone that they felt comfortable enough to talk to.

Dr. Lishak stated in corporate setting – if you needed help and you went to talk to whatever it is called – is anything then reported back to the higher ups. Mr. Tatum stated I would think that we would need to have our own process. I mean that would probably come through Human Resources – Gerry's office. Mr. McDowell stated that in corporate it is all confidential. Dr. Lishak stated I would think so too. Mr. McDowell stated if I was to go to the employee assistance program and describe my problem and talk to me and help me or whatever, it would never get back to my boss. Mr. Tatum stated that the problem here in education which is a little different – is if the person has to be removed from the District, the person who would probably be doing this – they don't have the authority to say – you can't come back until you have gotten yourself some help. But on the flip side – think of it on this standpoint of view – we have people who don't want to admit their need because of the pride that they feel and I think that again, having something like this may be a situation where a person will be able to come to us and say – I don't want to lose my job because I have a problem – well a lot of times we have had situations and Jim you have been on some of these, where we know it is a problem with substance abuse or whatever the case may be and we walk out and say oh my goodness if the person just said, I need some help, we might be able to avoid having to let them go because they have gone through a program. I think that the idea, especially when you talk about addiction sometimes is not fun once people know that you are...the secrecy that they like to have to keep in private – it may turn around in the favor of the employees – that they have something that they can keep their job and also get some help.

Mr. Benaquista stated what about like what we do with special services but with an open P.O. with an agency that is local that maybe goes through my office and when we know that an employee – someone reaches out to my office that someone may be in need and then there is somebody I can contact – it's an open P.O. with a not-to-exceed a certain amount – where we can call in someone from the outside. Mr. Tatum stated let me ask you a question – does that go back to what Manny said about health insurance – cause we would be paying more money out for the employees – can that conflict with the use of their health insurance? Mr. Vieira stated that we should at least bring this up to our health insurance carrier and maybe they have some suggestions or ideas. Mr. Nufrio stated that it may be something he needs to respond to that day. Mr. Vieira stated we have the wellness coach that comes here and takes my blood pressure and I

guess Horizon is paying his salary. Mr. Damato stated the broker is paying for that, not the carrier. Mr. Tatum stated he is good though. Mr. Nufrio stated that I wouldn't confide in a wellness coach. Mr. Vieira stated I'm just using this as an example. Mr. Nufrio stated we are talking about situations as what I have described and you know who I'm talking about – the person no longer works in the District. The person was asked to take this individual, a staff member, a colleague for testing – totally out of order. But yet if we had someone who was a designated District person – that would have been o.k. Because then he could rely on that individual and say what do you think we should do here because I need to act today, I can't wait for an appointment next week – I need to act today because this is a problem that was just put on my desk. Now you want to go with the wellness coach or you want to go with...that is fine and other circumstances, but I'm talking about in situations where an immediate reaction must be taken – urgent. Mr. Vieira stated and that is not in the school nurse's job description. Mr. Nufrio stated school nurses are not capable to handle that necessarily unless you designate her as the District person. The nurse does not have the counseling certification. Mr. Tatum stated that they would do an assessment if they were in the building. Mr. Damato stated just a medical assessment. Mr. Nufrio stated which could have been done with that situation. Mr. Salcedo stated isn't there a re-certification involved here – like certification to do drug test – or urinalysis and stuff like that. Dr. Lishak stated that we can't do that. You can do an assessment if you are the nurse or you are one of the counselors in a roll. Mr. Nufrio stated to simplify this – I say to Greg – Greg, I think Jim is on the bottle – he drinks every day. Basically, Greg has an option do I put him on administrative leave and then find out 10 days from now that he was clean – or maybe do I engage this individual to go talk to Jim and see what I can be advised. Mr. Arminio stated and then go back to the Superintendent and say you better send him out for testing. Let's keep this on the back burner and if someone wants to write a resolution and go through...Mr. Damato stated we have to do some thinking and research. Mr. Arminio asked if there was any more new business.

#### COMMENTS FROM THE PUBLIC:

None.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Nufrio, seconded by Mrs. Zuena that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2(b) 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, Mr. Galante, Mr. Layden, Mr. McDowell, Mr. Nufrio,  
Mr. Salcedo, Mrs. Zuena

NAYES: None

ABSTAIN: None

MOTION WAS CARRIED

**MOTION TO RETURN TO PUBLIC SESSION:**

There being no further business before the Board it was moved by Mr. Nufrio, seconded by Mr. Salcedo that the Board return to public session.

**AYES:** Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. McDowell, Mr. Nufrio, Mr. Salcedo, Mrs. Zuena

**NAYES:** None

**ABSTAIN:** None

**MOTION WAS CARRIED**

Dr. Francis stated before we adjourn, I just want to know what we are doing about one employee that we discussed about three weeks ago. Mr. Arminio stated that we are back in public session. Mr. Damato asked about an employee? Dr. Francis stated I don't want to talk about him – I just wanted to know what we decided to do? I have to tell you the employee's name – but it was Retino – what are we doing? Mr. Damato stated that we can't discuss that because we would have to give him a RICE letter - if you want to talk to Greg and a couple of Board members. Mr. Arminio stated I just asked Mr. Tatum about that. Mr. Tatum stated I actually have it written down here – but I put it away...because I didn't RICE him – I didn't want to do anything formally.

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mr. Layden, seconded by Mr. Galante that the meeting be adjourned at 9:58 p.m. All present voting Yes. **MOTION WAS CARRIED**

Respectfully submitted,

**JAMES J. DAMATO  
BOARD SECRETARY**