

UNION TOWNSHIP BOARD OF EDUCATION
PUBLIC HEARING MINUTES FOR PROPOSED BUDGET
APRIL 26, 2016

NOTICE OF MEETING:

The public hearing for the proposed budget of the Board of Education of the Township of Union was held on Tuesday, April 26, 2016 at 7:00 p.m. at the Hannah Caldwell Elementary School Auditorium, 1120 Commerce Avenue, Union, New Jersey pursuant to notice sent to each member.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mr. Angel Salcedo

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mr. Tom Wiggins

ALSO PRESENT:

Paul Griggs, Esq.

Mrs. Moses led the Board and audience members in the Pledge of Allegiance.

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

PRESENTATION OF THE BUDGET:

Mr. Vieira presented the 2016-2017 School Budget, in accordance with the information appended to the minutes.

Proposed Budget:

- State Aid Increase 1.0% (\$292,380)
- Local Tax Levy increase 2.0% (\$1,685,905)
- Cost per pupil \$14,707
- Employees 1,200
- Students 7,300

Revenue:

• Local Tax Levy (general/debt service)	\$ 88,795,357
• State Aid	\$ 32,297,676
• Federal Aid	\$ 2,617,415
• Budgeted Fund Balance (general/debt service)	\$ 4,864,357
• Misc/WD from Capital/Maintenance Reserve	<u>\$ 3,605,690</u>
Total:	\$132,180,495

Appropriations (expenditures):

• Gen and Sch, Admin/Central, SVS/Tech	\$ 8,774,905
• Capital Outlay	\$ 4,401,140
• Debt Service	\$ 2,950,900
• Instruction	\$ 63,872,830
• Operations/Maintenance	\$ 10,489,569
• Employee Benefits	\$ 22,582,000
• Student Support Services	\$ 13,418,053
• Transportation	<u>\$ 5,691,098</u>
Total:	\$132,180,495

Tax Impact on Average Homeowner:

2016 Tax Increase:

• General Fund	\$86.30
• Debt Service Fund	<u>\$ 1.43</u>
Total:	\$87.73

For more fiscal details you can visit our website and the user friendly budget will be posted tomorrow.

Continue Program Offerings:

- Half-day Pre-Kindergarten
- Full-day Kindergarten
- Comprehensive academic program in grades Pre-K through 12
- Elementary afterschool Enrichment programs
- Scientifically based comprehensive programs I-Ready grades
- EdConnect NJ: Target instruction grades K-5
- Comprehensive program of athletics and co-curricular activities throughout the school district
- Extended summer learning; I-Ready program monitors

Educational Advances

- Social Studies
 - Implementation of writing initiative based on the PARCC writing format using the NJCCS writing rubric; grades 3-12

- Science
 - Implementation of the Next Generation Science Standards; grades K-12
 - High school STEM – New Course Digital Electronics (DE)
 - Infusion of STEM-Project Based Activities; grades K-8
 - Infusion of NGSS/STEM during Science Instruction Elementary and Secondary
 - Lessons will include STEM based activities
- Physical Education
 - Implementation of Weight/Fitness Program for Student Athletes during PE Classes
- Math
 - Addition of Computer Science Course Elective at Union High School
- Language Arts
 - Addition of new courses including senior topics, allowing students to participate in college style literacy studies in concepts and topics that allows an alternative from the traditional study of English Literature
- CAST
 - Expansion of TV Production Program will include live streaming of announcements, filming of training films and tutorials, and hosting monthly series on district highlight and activities from each school building
- Elementary
 - Pre-K Readiness and Writing Kits
 - I Ready – Diagnostic reading and mathematics program; grades K-8
 - Science Fusion; grades K-1
 - Go Math – upgrade; grades K-5
 - Summer Professional Development:
 - Science STEM; grades 2-8
 - English Language Arts; Writing Grades 1-5

Mr. Vieira asked if any Board member had any questions.

Mr. Tatum stated many of the programs that you see an expansion on programs that we have had for a number of year – some of the newer are designed to promote 21st Century learning and the skills that are needed in order for our students to be exposed to a curriculum that is actually designed to enable them to compete in society. One of the things that we talked about earlier in the year in planning is also how we would structure these programs and part of it that we are working on is scheduling, different initiatives, staffing and all these will enhance the offerings that we have for our students. Currently we are working on the budgetary end of this and we are taking a look at the number of staff members that we will need to ensure that these programs are all implemented and they are of quality nature.

Physical Plant Highlights:

Mr. Vieira stated the \$3.6 million that we withdrew from our capital reserve fund will be used for these programs.

- Boilers – Union High School

- Intercom – Burnet Middle School
- Roof – Connecticut Farms
- Roof – Livingston
- Doors – District wide
- Windows – District wide
- Asbestos, heating, AC, playground, sidewalks throughout the District

Mr. Nufrio stated thank you Mr. Vieira. Will this powerpoint be available to the public on the website? Mr. Vieira stated it will be.

Mr. Nufrio stated in one of the first slides you detailed the costs for various departments and categories - in the one that indicates support staff. Mr. Vieira stated student support services. Mr. Nufrio stated for my clarification, you mentioned counseling services, wouldn't they be in the instructional category as well – my concern is duplication. Mr. Vieira stated the instruction category is plans and instructions. We group our appropriations and expenditures per the Department of Education's chart of account so the student support services includes nursing, guidance, speech. Mr. Nufrio stated so all of that category would not be found in the instructional component? Mr. Vieira stated correct.

Mr. Monge stated maybe Mr. Tatum can speak to this. We talked about it in the past. I know we talked about comprehensive STEM programs – comprehensive push for STEM in the high school, can we speak to that and how we are approaching it in a comprehensive way versus some of the highlights here but may be just a general summary of how they are approaching it and how it is captured in the budget. Mr. Tatum stated there has been ongoing planning for high school. We currently do have some in place and this is an extension of this. One of the things that we are trying to do districtwide is to bring those two together because at the elementary level we are in our infancy and we will be continuing with Ms. Guilfoyle and this committee to be meeting throughout the course of the year in preparation for next year and she is working on this just for the high school because eventually what we are trying to do is make this districtwide. There is some work in the middle school as well.

Mrs. Moses stated NGSS is the Next Generation Science Standards and it is required that we implement and teach to those standards from K-12. The high school has STEM programs already in place. During the summer teachers are working on project based science STEM projects to incorporate into the curriculum on the middle school level. We are moving forward with an incentive for students to participate in a STEM camp during the summer which the Board knows about. With that we have science infusion which also speaks to the level of STEM projects and teachers are infusing project based STEM projects after every unit. It is all hand based preparing for the 21st century of mathematics and technology. This is all new from the State and we have to implement that and we are doing it for our students.

Mr. Tatum stated what we have in place at the high school currently, I understand it is really in high demand and a number of students have actually asked about participating in expanding programs at the high school level and trying to make a full continuum throughout the District. Unfortunately, over the past years we started programs at part two instead of part one. I think that starting at the elementary level, those initiatives that are mandated, Mr. Vieira and I

had a conversation at the County office a couple of months back on this initiative and these requirements and when we get them all together we will give us a comprehensive science program with STEM.

Dr. Francis stated you show that there is a 2% tax increase which comes down to \$87 per household. Mr. Vieira stated there are two pieces of the \$87. The \$86 is the 2% increase in the levy. The \$1.43 is in addition to the 2% and that was voted on for the bond referendum. Dr. Francis stated so for next year when we do another 2% increase plus the debt service – let's say it comes out to \$90 – then taxes have gone up per household \$87 plus \$90. Mr. Vieira stated it increases another \$90. Dr. Francis stated it is nice to show that it's \$87 going up but most households say \$87 is nothing but if you go back the past five years that \$87 plus another \$86 plus all the others – it adds up.

Mr. Nufrio stated Mr. Vieira for everyone here and at home, can you recall what the past 2-3 years of increases resulted in. Mr. Vieira stated for 2016 – increase is \$88; 2015 – increase was \$83; 2014 – increase \$72; 2013 – increase \$98; 2012 – increase \$129 - the past five years of increases.

Mr. Nufrio stated Mr. Vieira and the Fiscal Committee reviewed the budget carefully and this increase would have been higher by about 40-50%. Mr. Vieira stated we had the ability to use bank cap to raise an additional \$1 million in the tax levy. Mr. Nufrio stated so the taxpayers are aware, we really put the challenge to both the Business Administrator and the Superintendent to see what could be done to avoid that \$1 million bank cap which we were able to do so; otherwise the resulting increase would have been in excess of \$100. Again that was through hard work by the Committee, the Superintendent and Mr. Vieira. As you heard, going back about 3-4 years, the numbers were even higher. This Board is committed to try to reduce any subsequent years in terms of what type of an increase we all will realize and that is definitely a focus of both the Superintendent and this Board to achieve that.

Mrs. Regis-Darby stated grades 1-5 – for the 2016-2017 school year, will there be separate writing programs for students or will that be something that will be in the future. Mrs. Moses stated it will be embedded into our literacy program. We felt that after looking at some of the data that we do need to take our writing materials to the next level so we are implementing that for the coming school year.

Mr. Monge stated my last one, casts – can we have an overview of what that is? Mr. Tatum stated that refers to the TV production program that we have had for students at the high school and this is a program that has been in place for a number of years and the students are learning film making and how to produce films and we have a small set at the high school that is involved in this. It is something that we feel that we need to expand upon a little bit and we are constantly looking for ways to increase our offerings to students in electives and this certainly is an interest that many students appear to be interested in because it is a hands on type of program.

FISCAL AND PLANNING COMMITTEE:

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

F-1. APPROVAL OF GENERAL FUND TAX LEVY - \$85,981,132

That the Board approve the General Fund tax levy of \$85,981,132 in the 2016-2017 school year, in accordance with the information appended to the minutes.

F-2. APPROVE WITHDRAWAL FROM CAPITAL RESERVE TO CAPITAL OUTLY (FUND 12)

That the Board approve withdrawal from Capital Reserve to Capital Outlay (Fund 12) in the amount of \$3,492,500 for the following projects: (1) Asbestos-Districtwide - \$121,000, (2) Boilers-Union High School -\$1,650,000, (3) Doors Inside-Districtwide-\$302,500, (4) Heat and AC Gym-Connecticut Farms-\$11,000, (5) Heat and AC Gym-Franklin-\$22,000, (6) Intercom-Burnet-\$220,000, (7) Playground-Hannah Caldwell-\$11,000, (8) Roof-Connecticut Farms-\$550,000, (9) Roof-Livingston-\$451,000, (10) Sidewalks-Districtwide-\$44,000, (11) Windows-Districtwide-\$110,000, in accordance with the information appended to the minutes.

F-3. APPROVE TRAVEL EXPENDITURE MAXIMUM - \$80,000

That the Board approve Travel Expenditure Maximum in the amount of \$80,000, in accordance with the information appended to the minutes.

F-4. APPROVE ESTABLISHING MAXIMUM DOLLAR LIMIT FOR PROFESSIONAL SERVICES - \$1,076,500

That the Board approve establishing a maximum dollar limit for professional services and public relations in the amount of \$1,076,500, in accordance with the information appended to the minutes.

F-5. APPROVE AUTHORIZATION TO SUPERINTENDENT AND BUSINESS ADMINISTRATOR TO IMPLEMENT 2016-2017 SCHOOL BUDGET AND TAX LEVY

That the Board approve authorization to the Superintendent and Business Administrator to implement the 2016-2017 school budget and tax levy pursuant to local and state policies.

DISCUSSION:

Mr. Le stated when a Board approves a maximum amount, does that mean throughout the entire year no other action can be made to increase that maximum. If that is the maximum, is it binding for the entire year? Is that correct? Or can there be action taking place to amend that? Mr. Vieira stated there can be action taken to increase that during the year.

Mr. Tatum stated Mr. Le the other piece that we need to add to this is if we are going to increase the maximum, it will need approval by the Board. We would not take it upon ourselves as an administration to increase that number; but right now that is the maximum.

Mr. Nufrio stated I sent Mr. Vieira a question yesterday and the question dealt with unknowns that we should be cognoscente of. First of all I wanted to know whether these estimates had been paid for by the individuals who provided them and the answer was "no" and

secondly I asked are we bound to pay for their preparation and the answer was “no” by Mr. Vieira and the third question has to do with my estimation, I guess I need some legal direction or guidance – these will go out for bids and these are simply estimates of what costs we may incur in accomplishing these projects. My question is this and the reason for asking is, it appears that we are actually declaring an amount which becomes public information and a contractor may be guided by these numbers and part of that is these cost projections may be extreme, incorrect but my question is are we mandated by the State to present these estimates.

Mr. Griggs asked to present the estimates in the resolution? To my knowledge the State Department of Education requires some type of a ballpark number to confirm your total number. They will not let you just get by with a total number. Having said that, these estimates, it remains to be seen, once you go out for competitive bid – they can come in higher and they can come in lower but I don’t think someone is going to tie their bid to these numbers because they are going to competitive bid the job and there are a lot of factors that go into it. If you go out for bid in January or you are doing a roof, you should get some good numbers. If you go out for roofs in June or July, your numbers are going to probably be high because most of these contractors are busy and someone will throw out a number and hope it works. But at that point the Board would then look at what the number is, what your architects who is overseeing that particular project – what his or her number is and make a determination as to whether we want to wait until the next year to deal with the roof. It is not an unusual practice and because the numbers are in here, I don’t really think it gives a contractor a heads up – I don’t know where the numbers came from but my assumption would be whoever gave these numbers to the Board and to the Administration – they are conservative numbers and they are probably a little bit higher because they don’t know what the market place is going to bring. It is something that they don’t know. I don’t know when these numbers came in – January probably. They don’t know what it is going to be in 6 months; so I don’t think it tips people off. I just think that the market place out there really determines what that project is going to cost regardless of whether a contractor sees this. You are going to have a competitive environment and in the alternative if there is just one bid on a project then a close look needs to be taken at that bid to see what the circumstances were that created the single bid, whether it was everybody else was busy, whether the job is too unique which many contractors don’t want to get near it – but again I think the market place is going to determine what you are going to pay. It has to be the lowest responsible bid.

Mr. Nufrio stated I do in part agree but I still will maintain my opinion and if we are not mandated to give specific numbers, this is all coming out of capital reserve so the State needs to know how much we are going to spend on capital reserve. If possible, I would like this Board to consider looking into what other districts may be doing to avoid announcing what is in our pocket and how much we can pay. I think it is just another way of looking at it and maybe we can do that without violating any regulations from the State.

Mr. Monge stated I actually agree with Mr. Nufrio as far as the costs. I think what we try to do in operations is speak to this by trying to have that extended period of time for the architect so in the future we are actually able to get bids – we actually could be able to do cost estimates well ahead of time at the right time of the year so that we can have the best of pricing. Let me ask you a question Mr. Griggs and Manny. If we time it correctly, are you able to go to bids prior to us coming here so that we are actually voting on bid prices? Mr. Griggs stated no,

because you don't have the legal authority. The Board of Education has to approve the budget which contains the funds. You can't go out for bid for a project you don't have the funds. Mr. Monge stated you can have a bid and not execute an agreement. If the intentions of the Board is to take it and put it as part of our budget, if we went out for bid and we didn't execute on a guaranteed maximum price number, they know that the process is that we going to go have this vote and then award. There are two different ways, if you can't do that then to Mr. Nufrio's point you can do a cost estimate – to estimate the cost, put a contingency on it and Mr. Nufrio we should be within that ceiling and then we make sure that people bid, to your point, competitively and hopefully we can get a better price.

Mr. Nufrio stated to clarify what I'm trying to say is do we have to stipulate each and every project's projected costs – we already indicated that we have \$3,492,500 to spend. We are limited and we are guided by that number and then we simply detail what the projects are. It is up to us that we don't go over that number. If the State is not demanding that then we should be able to do it in a different way. That is all I'm suggesting. Mr. Griggs stated my understanding is when you are pulling out of capital reserve and going to capital outlay, they need to know what you are going to spend the money on. Mr. Nufrio stated we will say what we are spending the money on.

Mr. Vieira stated when I prepare the budget in the Department of Educations' software, it requires specific projects that are being budgeted for. Mr. Nufrio stated does it require any given number? Mr. Vieira stated yes, the description of the project, the soft costs and the hard costs. Mr. Griggs stated that is also a public document. Mr. Monge stated at the end of the day, we have a good cost estimate with contingency and we have competitive bid then we should be o.k. It is not many projects that go out – I know about the school board but many public projects go out with estimate and there are competitive bids.

Mr. Griggs stated also these projects are going to be listed in your long-range facility plan. When you list them in your long-range facility plan, you put a value on it and that also goes to the State Department of Education. They are all public documents and they are subject to OPRA. Anybody can get them. Mr. Nufrio stated but are we prohibited to ask for bids prior to doing that? Mr. Griggs stated my experience has been that you don't ask for bids until you know you have the money to pay for it – but you don't have it until you approve it coming out of capital reserve. Mr. Nufrio stated but we have an idea of what the money is. I have to agree with Mr. Monge. It is something that we need to look into further. I don't say we have to do anything. Mr. Griggs stated I'm glad to look into it.

Dr. Francis stated Manny, how did we come up with those estimates if we don't know what the going rate is? How do we come up with it? Mr. Vieira stated the estimates for the different capital projects such as the boilers at the high school and the roof projects, they were given to myself and Mr. Wiggins from Potter Architects. Mr. Nufrio stated that is why we ask those questions. Without impugning anyone, we have new architects that we approved at the last meeting. We need to revisit this. I am not comfortable with these numbers. Mr. Monge stated we do have new architects and I'm assuming Mr. Wiggins that the process is that we are going to go to the new architects. Mr. Wiggins stated I met with two today and I did get an estimate cost for this. Mr. Monge stated and I think what Mr. Nufrio is saying is what we need to do is work

with our current professionals that we selected and update that and obviously Tom said he is doing that and we move forward. Mr. Nufrio stated so can we redact these numbers. Mr. Griggs stated no.

Mr. Nufrio stated my other question is on F-3. Mr. Vieira is this a number and I'm talking about the travel expenditures maximum – can you tell this Board and the public what has been traditionally the last three years, the expense bid for travel for the District. Is this number reflecting the amount or is this what we actually paid. Mr. Vieira stated I don't have the records in front of me but the historical travel expenditure amounts have been from memory – possibly \$60-\$70,000 so I budget a little extra for unexpected and growth. Mr. Nufrio stated and that is travel expenditures for staff. Mr. Vieira stated it is primarily for teacher/professional development. Mr. Nufrio stated and also for Central staff. Mr. Vieira stated yes, any conferences that the school administrators attend, central office administrators, all travel that is approved by the Board. Mr. Nufrio stated so we are a little bit above possibly what historically has been spent. Mr. Vieira stated correct.

Mr. Monge stated my last comment is and I think Mr. Nufrio mentioned that we did obviously work really hard and asked many questions through this whole process to get here. In the future, I think we should continue striving forward and offering presentations that look at historical against what we are doing today. Our presentation today is about 2016-2017 but it doesn't relate to what actually happened this year and previous years. I think it would be great to look at historical views – where we have been and where we are going.

Mr. Le stated to project what the future is going to look like and I know that there are a lot of factors that may change certain projections for the future but if we can do our best and certainly as a community and this entire Board to look to the future and try to predict the future by having forecasts through those historical trends and moving forward on how can we then take preventative or proactive measures so that we know that not just simply for this year but for next year, year afterwards and the year after that – that this District is fiscally sound and stable.

Mr. Nufrio stated that is a great suggestion Mr. Le and I do concur that so that Mr. Nufrio doesn't have to ask the same questions next year and that is to give some years back, look forward and I know looking forward is always an estimate but just as I asked about the tax levy and we all heard 3-4 years ago, the numbers were higher and we are not talking about exceedingly higher but at the very least, we are not at those numbers again and because of the hard work was done to really look at our expenses and checkbook, we were able to save the District that \$1 million cap which would have resulted in about a \$40 additional increase which I said early about 50% of the current tax levy.

Mr. McDowell stated question on F-4 – I just want to find out if those amounts were arrived at the same way the others were. Mr. Vieira stated yes, I budgeted for 16-17 for the different professional services based on the historical costs. Mr. Monge stated is that historical cost or budgeted cost. Mr. Vieira stated the resolution F-4 is budgeted for 16-17. Mr. Monge stated so these are casted from 15-16 budget. Mr. Vieira stated and prior years – typically what we spent in those areas.

Mrs. Zuena stated on F-4 – the physician fee of \$480,000, can you summarize what goes into that? Mr. Vieira stated it is occupational therapists, physical therapists, speech – mainly in the special services area. Mr. Nufrio stated can we also make a note to detail that a little bit better and in categories because I had the same question as Mrs. Zuena.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMENTS FROM THE PUBLIC:

Lynn from Livingston School stated Mr. Vieira you have Pre-K Writing and Readiness Kits – are these new kits that the teachers are going to get or are these kits already been in place. Mrs. Moses stated every year they are replaced so it is a continuum of every year because the upgrade for every year for writing at the bottom level of kindergarten level – so every year we have to budget for that. Lynn stated so there is nothing in place for pre-k to get them ready for kindergarten. Mrs. Moses stated that pre-k has a creative curriculum and that is mandated by the State; but the writing piece and the readiness piece begins in kindergarten.

Ann Margaret Shannon stated I was curious about the air conditioning of the two school gymnasiums and I was wondering how those schools were picked and will the other schools follow and air conditioning maybe in the second levels of the all of the elementary schools. Are we looking into that? Mr. Wiggins stated presently we have had issues with the heating system with both those schools in the gymnasium so we are going to beef that up and put some air conditioning in the specific gymnasiums because right now we are having issues with the heat and we want to repair that as well.

Ms. Shannon stated on F-1 – I guess I'm confused because people have been talking that we have deficit and when I look at the whole expenditures and the revenue and the taxes equals to that so it looks like it is balanced so are we at a deficit? Mr. Vieira stated we are not in a deficit. Ms. Shannon stated people are saying we need millions of more dollars – I don't see that here – so that is just rumor. Mr. Vieira stated correct.

Ms. Shannon stated I don't know if this is the appropriate time but are you going to address anything about staffing issues – as far as we have talked about in some of our conversations – the level of staffing at the schools is it going to decrease, stay? Mr. Tatum stated what we are doing now is meeting with individual schools and taking a look at the level of staffing and we began that process today and what we are trying to look at is consistent improvements in the number of staff numbers that we have, the number retirements, and what is needed and with the changes of some of the initiatives that we give out. What I have done so everyone knows is that I have instituted at this stage a freeze on new hiring because my goal is to make sure that the existing staff members that are here have a job first and that they fit within the budgetary guidelines. We have talked on more than one occasion, there may be a need if there is an overabundance of individuals to reassign the way those positions are structured – but that is what we are working on now. Ms. Shannon stated I just wanted to dial down any of those fears out there and I told them that you were working on it and it looks like from our conversations

that it is going forward. Mr. Tatum stated all I can say to you is that we should know more by next week. We are very close to the number that we were looking for and involves minimal in terms of the number of staff members.

Ms. Shannon stated any progress on parking at Jefferson because we don't have enough parking spots and I was wondering if we were making any headway on that. Mr. Tatum stated at this time we have no further information on that and that does remain a concern of the Board and my office and we do acknowledge the fact and we do need to take a closer look at it.

Mr. Nufrio stated if you recall a couple of months ago, I had asked Mr. Vieira to call the auditors back to the Board because the sentiment and message that was being sent seemed to be somewhat vague and misleading because there was talk of surplus and certainly there wasn't any surplus, they were talking about capital reserve and that was why I asked him to come back so as to clarify that and I don't know if you attended that meeting. Ms. Shannon stated I did. Mr. Nufrio stated at that time that is all we knew is that we had a surplus in capital reserve which is neither here nor there because a surplus can be wiped out with one devastating occurrence.

MOTION FOR EXECUTIVE SESSION:

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Vieira was excused from attending Executive Session meeting at 8:00 p.m.

The Board returned to public session.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio, seconded by Mr. Le, that the meeting be adjourned at 9:20 p.m. All present voting Yes.
MOTION CARRIED.

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY