

UNION TOWNSHIP BOARD OF EDUCATION
REGULAR MEETING – April 19, 2016

NOTICE OF MEETING:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, April 19, 2016 at 7:00 p.m. at the Union High School Auditorium, 2400 North Third Street, Union, New Jersey pursuant to notices 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, Mr. Angel Salcedo, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Manuel Vieira, Mr. Gerry Benaquista, Mrs. Kim Conti, Mrs. Ann Hart, Mr. Thomas Wiggins

ALSO PRESENT:

Paul Griggs, Esq.

Mr. Tatum 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.

Mr. Nufrio stated before we proceed with the agenda, this was dropped off to me by the Township Council which is a bracelet to remind us all of supporting autism awareness.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

APPROVAL OF MINUTES:

Moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the following minutes be approved: (1) February 5, 2016 – special meeting, (2) February 9, 2016 – worksession, (3) February 9, 2016 – executive session, (4) February 10, 2016 – planning session, (5) February 16, 2016 – regular meeting.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

COMMUNICATIONS:

LETTER OF RESIGNATION – BITENAS

Letter of resignation, for purpose of retirement, from Edward Bitenas, Career Education Teacher at Union High School, effective July 1, 2016.

LETTER OF RESIGNATION – PERMISON

Letter of resignation, for the purpose of retirement, from Joan-Marie Permison, Art Teacher at Union High School, effective July 1, 2016.

LETTER OF RESIGNATION – SOBON SENSOR

Letter of resignation, for the purpose of retirement, from Dr. Constance Sobon Sensor, RN, nurse at Burnet Middles School, effective June 30, 2016.

LETTER OF RESIGNATION – DREWS

Letter of resignation from Kristine Drews, Math Teacher at Union High School, effective July 1, 2016.

REQUEST FOR MEDICAL LEAVE – HAGEN

Request for paid medical leave from Kevin Hagen, Instrumental Music Teacher at Hannah Caldwell and Connecticut Farms Elementary Schools, for the period from March 15, 2016 with a tentative return date of May 3, 2016.

LETTER OF RESIGNATION – MEYLER

Letter of resignation from Erica Meyler, part-time transportation, effective March 11, 2016.

LETTER OF RESIGNATION – SZAWAN

Letter of resignation from Kristin Szawan, Special Services Supervisor, effective May 15, 2016.

REQUEST FOR INTERMITTENT LEAVE – PUORRO

Request for intermittent unpaid paternity leave under FMLA from Matthew Puorro, teacher at Hannah Caldwell Elementary School, effective September 1, 2016.

LETTER OF RESIGNATION – DIAZ

Letter of resignation from Megan Diaz, teacher at Livingston School, effective March 22, 2016.

REQUEST FOR MATERNITY LEAVE - HOUSE

Request for extension of unpaid maternity leave (previous return date of May 2, 2016) from Danielle House, Kindergarten Teacher at Hannah Caldwell Elementary School, to non-FMLA with an extension through June 30, 2016.

LETTER OF RESIGNATION – LORENZO

Letter of resignation, for the purpose of retirement, from Richard Lorenzo, Computer Teacher at Burnet Middle School, effective June 30, 2016.

REQUEST FROM UNION HIGH SCHOOL PAC

Letter from the Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on May 14th for auditions and September 24th for rehearsal and public performance.

REQUEST FROM UNION HIGH SCHOOL CLASS OF 1966

Letter from Union High School Class of 1966 to tour Burnet Middle School (former Union High School), Saturday, November 19, 2016 at 11:00 a.m.

LETTER OF RESIGNATION – YANCHECK

Letter of resignation from Collen Yancheck, Teacher's Assistant at Union High School, effective April 15, 2016.

LETTER OF RESIGNATION – KOHAN

Letter of resignation, for the purpose of retirement, from Joseph Kohan, Math Teacher at Union High School, effective June 30, 2016.

REQUEST FROM SHOBHA JACOB

Email from Shobha Jacob requesting the rental of the Union High School Auditorium on September 10, 2016 from 1:00 p.m. to 9:30 p.m. for the "Mitrahs Festival 2016".

REQUEST FROM RECREATION DEPT OF THE TOWNSHIP OF UNION

Email from Superintendent of Recreation of the Township of Union requesting Battle Hill Elementary School to participate in celebrating Arbor Day (Friday, April 29, 2016).

REQUEST FOR EXTENSION OF MEDICAL LEAVE – GHAZALI

Request for extension of current medical leave from April 11, 2016 to June 23, 2016 from Sabine Ghazali, Math Teacher at Union High School.

REQUESTION FOR EXTENSION OF MATERNITY LEAVE – MINNOIA

Request for extension of current unpaid FMLA maternity leave from May 1, 2016 to June 23, 2016 from Francesca Minnoia, Resource Classroom Teacher at Jefferson School.

REQUEST FOR EXTENSION OF MEDICAL LEAVE – WATSON

Request for extension of current unpaid medical leave from April 25, 2016 to May 16, 2016 from Danielle Watson, Teacher Assistant at Hannah Caldwell Elementary School.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated tonight as we will have (1) Retiree Acknowledgements, (2) JV Basketball, Track and Wrestling Teams and Coaches Recognition, (3) Presentation on College Readiness - Nicole Ahern, Supervisor, School Counseling Department and (4) Presentation by Battle Hill Elementary School.

We will acknowledge the retirees on a monthly basis until the end of the school year. We have a few on tonight and Mr. Benaquista will present the retiree acknowledgements.

Mr. Benaquista stated we are recognizing our retirees and I want to say congratulations to all of you that are being recognized tonight and for the dedication and years of service that you put in to help our children. I want to thank you on behalf of the Board of Education and Mr. Tatum. Dr. Connie Sobon Sensor – hired in 1999, right now she is the school nurse at Burnet Middle School, Mr. Edward Bitenas – hired in 1994 – Union High School – teacher of career education, Joan-Marie Permison – 1991 – Union High School – art teacher, Richard Lorenzo – 2011 – Burnett Middle School – computer teacher, Joseph Kohan – 2002 – Union High School – math teacher, Leslie Ragucci – teacher at Hannah Caldwell.

Mr. Tatum stated that Mr. Arminio will read the names of the students from the respective teams and we will ask the coaches to come forward and receive certificates for the team members.

Mr. Arminio presented the 2015-2016 wrestling team – record 23-4 for the season – Union County Conference Mountain Division Champion – first in 16 years, 4th place finish in the Union County Tournament – highest finish in 15 years, 2nd place finish in District 10 – highest finish in 22 years, second consecutive year in the North Jersey Section 2 Group 5 semi-finalists. Congratulations. The names of each of the wrestlers: Trevor Taylor, Austin Wright, Michael Matullo – 3rd place medalist District 10 – record 22-17, Kyjuan Hutchins – 3rd place medalist District 10 – record 26-12, Elijah Waldron, Abood Oudeh, Vincent Simonett – 2nd place medalist District 10 – record 34-7, Nick Wright – record 18-15 – Team Captain, Osagunna Amayo, Nick Zuena – District 10 Champion, 4th place medalist Region 3 – record 34-9 – Team Captain, Victor Azeredo – 3rd place medalist District 10 – record 33-7, Jacob McKnight – 2nd place medalist District 10 – record 24-16, Dellison Nkrehene, Joshua Broner, Dennis Gaglione – record 23-11, Frank Weber – District 10 Champion – record 15-6 – Team Captain, Marion-Jan Afante, Raul Falar, Marlon Fisher-Horton, David Brown – 2nd place medalist Union County Tournament, District 10 Champion, Region 3 Champion, 8th place medalist NJ State Championships – record 38-8.

Head Coach Dino DeBellonia – 2016 Union County Wrestling Coaches Association Coach of the Year, 2016 New Jersey Wrestling Coaches Association District 10 Coach of the year and 2016 Star Ledger NJ.com Union County Conference Coach of the Year, in accordance with the information appended to the minutes.

Mr. Arminio presented the Junior Varsity Basketball Team – 2015-2016 Union County Champions – record 20-1; defeated Roselle Catholic 78-53 in the UCT finals at Kean University. Congratulations to Coach Ziezer. The names of each player: Jon Green, Darius Watkins, Corey Thelisme, Derryn Whyte, Dre Macfarlane, Mac Blondel, Chimdi Eboh, Aaron Hobbs, Marv Akingbala, Jabri Lateef, Tyrone Bowens, Olari Oladipo. Managers Giordano Germain and Steven Morten, in accordance with the information appended to the minutes.

Mr. Arminio presented the 2016 Union High School Winter Track Team and County Champions. Coaches Bill Soranno, Adriane Damiano, Paul DeFrancesco, Don Erdman and Chris Faraone. The names of each runner: Aminu Abdullahi, Justin Bogan – all county selections, Chima Eboh – all county selections, Kris Edobi – all county selections, Bonavidez Georges – 3rd team shot put, Jin'Neil Hill, Charles James, Jeffrey Jean-Pierre, Michael Maduka,

Devonte McCormack, Jonathan Mobisa - 1st team – 1600 meters, Anthony Okolo – 1st team – 400 meters, Isaiah Perry, Joseph Tumfour – 1st Team – high hurdles, Marquis Williams, in accordance with the information appended to the minutes.

College Readiness Presentation – presented by Nicole Ahern, Supervisor of Counseling for the District.

Mrs. Ahern stated thank you for giving me an opportunity to speak about college readiness. She provided a brief overview of student programming that is taking place District wide in order to assist all students in preparation for post-secondary education. Our certified school counselors are working in conjunction with teachers, parents, administration and the community in order for the students to achieve success, whether academically, socially, emotionally. My counseling staff works diligently and we work under the American School Counselor Association and I am privileged through the years that we are able to have certified student counselors in every single elementary school, numerous counselors at the middle school, and a full staff at the high school. They are all wonderful.

We have counselors spread around the District – it doesn't just start in the high school, it starts before that and we are having conversations, discussions and integrating things into the daily conversations with elementary school students and our middle school students so. You have to start from the beginning, look at your interest, your personality – what it might be that drives you into the future. This is a process that we do district wide. We have a short period of time so you can email me if you need additional information (nahern@twpunionschools.org).

At the middle school, in the 6th grade a success curriculum is built into their day – where they are taking part in not only emotional and social elements but for academic skills. In 8th grade the students are able to get on the computer and go online and see where their interest lies, research possible careers and there is a skills tests, look at education requirements and then from that tie it into the high school course selection. The students can look at this and figure out what they might want to do moving forward. Transitioning from 8th to 9th grade is important.

We distribute timelines to show where students need to be at what point – regardless of what avenue they are going to choose. We broke this down through the high school years and through the counseling department to get them where they need to be post-academic. Students are able to come and spend the morning and they get exposure to various teachers and they can prepare a transcript and they are able to meet some of the administrators.

All 10th graders are involved in a process this year where they can identify possible careers. Also link to majors and research colleges. Showing kids that here are the steps in order to get them ready.

One-to-one with the counseling department so that the counselors can take notes. There was a restructuring prior to me coming here, where students were split between counselors and I fought back and having one counselor do all four years and that conversation is so important and you want the same person to facilitate a student transition.

We pride ourselves on having everything accessible. We post everything online and send things home. We have a counselor meet and greet in the cafeteria and we hand out information. The senior parent night, we go step by step, where do you go for scholarships, how do you send out applications, which are common apps – so the parents can see this is what parents need to do.

Institution of 11th grade parent conferences – in which parents come in on their own time for an hour conference in which we have a series of talking points where we can sit down and everyone is on the same page. Nothing is worse than having a conversation where the parent is thinking something and the student is thinking another and finances are an issue. Without having that conversation early on in junior year, you might miss something so you do it early on so everyone is on track.

Everyone receives a senior letter and it lets you know if you have any outstanding requirements – what needs to be taken. The students have an individual meeting with their counselor. They sign it and then bring it home. Parents and students can sign up for notification every time a scholarship is posted.

We offer two financial aid workshops – so the senior parents have two opportunities to come in and have someone guide them to filling out the FAFSA. This is a good resource for parents.

An additional program is College Career Night is at the high school. PTA provides food and light snacks for the representatives of the colleges. There are four-year and two-year schools, military, vocational and there is something for everybody. It was for 11th and 12th graders but we opened it up for sophomores now. We distribute questions that they should ask the reps to show that they are interested.

We offer free SAT workshops on a series of Saturdays. We have one in the spring for the juniors and another one in the fall for the seniors. Some of these classes are very expensive and we want the kids to have access to them without cost to the students. We have teachers who actually teach SAT preps in their spare time so they sign up for this. The SAT is a cost incurred by the District and we pay for all 10th and 11th graders to take the test. We also offer a PSAT interpretation workshop for the parents – so now you have the score, what do you do with them. The parents can come in if they need more information. College Board provides us with a free access code and these are the things that we want to promote to the students as things that they can do on a daily basis. We show the students how to access it and they can go on and get free SAT tutorials based on what they scored on the PSAT.

Parents receive a copy of all the course selections prior to finalization of course selection and that will be taking place within the next two weeks – so nothing is set in stone until the parents get to see it.

New addition to our website called “College Corner” which has a lot of resources. We had some students that went to some awesome schools. Some of these students came back in December to talk to our seniors and tell them what they need to do now. We will do it again this spring for the junior class.

Linda Ionta will be bringing someone in to talk about NCAA compliance for this year for the coaching staff and counselors.

Graduation requirements – things are changing and we have everything posted and everything was distributed at parent night. When the January memo was released, we wanted to make sure everyone was aware of the changes and so they were mailed out. The seniors received a separate letter if they were not compliant with graduation requirements.

Counseling department website – take a look at the website for information on college, parent presentations, Naviance, New Jersey State Graduation Requirements, student-athlete information, transcript requests and counselor recommended websites. We have subscription with Naviance for all students and parent accounts are available. Naviance is where you go for everything from starting your college research, finding deadlines, finding scholarships and financial aid and much more.

Our role in the counseling department is to get our students to the place they want to be. Presentation appended to the minutes

Mr. Nufrio stated thank you for your presentation. We should consider you as a spokesperson for the District when it comes to bringing our students to the next level. It is a difficult task. This Naviance program is necessary and part of the higher education programs that they offer to kids to plan their future once they finish their graduate degree and undergraduate degree as well. Thank you for your excellent presentation.

Mr. Monge stated thank you for your presentation. It is a great piece of information. I think we should film this and maybe put it on YouTube or on our website. It is a lot of information and it will point people in the right direction and I think it is information that everyone should know about it.

Mr. Tatum thanked Mrs. Ahern for her presentation and now a presentation by Mr. Hoyt on Battle Hill Elementary School.

Mr. Hoyt stated the social, emotional development and academic achievements of our students and as members of society is their goal. In honor of Cancer Awareness Month, ribbons serve as a reminder of the 250,000 children worldwide are diagnosed with cancer every year under the age of 20. As a result of this endeavor, students were able to donate \$1,275 to the cancer foundation. Mr. Hoyt's niece who died at eight years old from brain/spinal cancer and it was not his idea, it was the idea of his staff which was touching since he had only been at Battle Hill for two weeks and it meant a lot to his family and for parents that experience loss who have dealt with pediatric cancer, it is an important message to our kids and to our community.

Students participated in a walk-a-thon for breast cancer research – students collected and donated over \$900 to this organization for the month of October. In December and January, they shifted their focus to helping the community with the Battle Hill Student Council Fund sponsored a collection for non-perishable food items for donation to the St. Michael's Food

Pantry. The grade level that collected the most items was awarded a silly pencil compliments of our student council and in January over 800 non-perishable items were collected. Also, they had their Super Bowl activity where non-perishable items were collected – over 150 items were collected. The school received a letter of thanks for being the largest contributor to the St. Michael's Food Pantry for that month. They also raised and donated \$237 for heart disease research.

In March, two of 4th grade students came to me and it isn't teacher, principal or parent driven, came up with the idea of doing something for sick children. We provided a plan to sew and donate pillow cases to the Case for Smiles Organization. This event was held after school in March and we had over 50 parents, staff members and students there with sewing machines and irons and it was a great event and over 150 pillow cases were made which was donated to the Goryeb Children's Hospital in Morristown, New Jersey. Also \$450 was raised to the Case for Smiles Organization.

Students will be participating in an event called Mark Madness. Students who give a donation receive a length of duct tape which will be used to tape Mr. Hoyt to the wall in the school. All donations will be sent to St. Jude Children Research Hospital and they have already collected over \$350 for that organization.

Mr. Hoyt stated that he is very fortunate to be at Battle Hill and he has a fantastic staff and PTA and they are who make us successful. Our PTA supports all these endeavors and make school exciting and enjoyable for our students and over the weekend they were honored by the New Jersey PTA Gold Star Status for Union County. Nothing we do we do alone – it is because of a fantastic staff and parent support groups and a great group of kids. It is not just academics, we educate the whole child.

Mr. Hoyt stated since this is the last presentation of all the principals, I would like to introduce Mrs. Lorenzo to say a few words regarding the presentations by the building principals. Mr. Nufrio asked for legal guidance from Mr. Griggs. Mr. Griggs stated my recommendation would be to stay with the agenda and that agenda only includes the presentation I just heard and nothing more.

Mr. Tatum stated thank you Mr. Hoyt and he will continue with his Superintendent's Report on Student Attendance: Student 95.2%; Staff Attendance: 94.4%

Monthly Highlights

1. During the week of March 21st – 23rd the Rotary Club distributed roughly 550 dictionaries to all 3rd grade students throughout the district. The Dictionary Project, through the Rotary Club, has taken place for over 15 years in our district. We thank you for your generosity to our students.
2. Battle Hill School Garden will be planted soon. Third grade classes have begun planting seeds in pots on the windowsills. Cabbage plants are due to arrive soon from Bonnie Plants. Butterfly, ladybug, and pray mantis kits have arrived for every grade level to participate in the metamorphosis process.

3. Connecticut Farms School 4th graders had a black & white attire dance on March 22nd. This event was a huge success
4. Kindergarten parents from three schools, Connecticut Farms, Livingston, and Washington were presented with the CAP program, which stands for Child Assault Prevention. This program has been in our district for the last three years. Our Kindergarten students will be presented this program in April.
5. Many of the schools recognized Autism Awareness Day on Monday, April 4th. Franklin School sold chocolate lollipops to raise money for Autism Speaks. Jefferson participated in a school wide project with puzzle pieces. Washington School participated in the Bubbles 4 Autism bubble project. Staff and students throughout the district wore blue to recognize this day.

Student Recognition

- Reiley Prempeh from Franklin School received the “Buddie of the Year Award”. Reiley Prempeh is in the 3rd grade and has been a member of the Boys & Girls Club since 2013 when she began participating in the Buddies Afterschool Program. She gets A’s and B’s and has received the “Caught Being Kind Award” at Franklin
- Union High School 2016 Valedictorian is Jessenia Class
- Union High School 2016 Salutatorian is Anthony Okolo
- A special recognition to the UHSPAC department, students from the color guard, swing choir, concert band, and parade band. These students participated in the Heritage Music Festival in Williamsburg, VA. The students brought home gold and silver awards for their performances.

Upcoming Events

1. Next Week is “Bring Your Child to Work Day”. The district will be participating throughout the week.
2. April 28th and 29th is the “Bubbles for Autism” fundraiser at Battle Hill School
3. The next Planning Committee Meeting is scheduled for Tuesday, April 26th at 6:30pm

Mr. Nufrio stated Mr. John Ready, a staff member from the Recreation Department dropped off the autism bracelets.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

E-1. AFFIRM SUPERINTENDENTS RESOLUTION ON HIB

That the Board affirm the Superintendent’s resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period March 7, 2016 to April 4, 2016, in accordance with the information appended to the minutes.

E-2. Reserved. This agenda item is now located under Residency Committee.

E-3. APPROVAL OF 2016-2017 CALENDARS

That the Board approve of the 2016-2017 calendars, in accordance with the information appended to the minutes.

E-4. APPROVAL OF CURRICULUM GUIDES

That the Board approve the following Curriculum Guide(s), in accordance with the information appended to the minutes: (a) AP Language and Composition Curriculum Guide 2016 (Curriculum Guide Approved June 2016), (b) EN504S College Writing Curriculum Guide 2016 (Curriculum Guide Approved June 2016).

E-5. APPROVAL OF SENIOR TOPICS NOVELS AND FILMS

That the Board approve of senior topics novels and films for Senior Course 411 Summer Assignments (Union High School for 2016-2017 school year), in accordance with the information appended to the minutes.

E-6. APPROVAL OF SECONDARY NOVELS

That the Board approve of secondary novels and films for 8th grade, 8th grade honors, 11th grade and 12th grade, in accordance with the information appended to the minutes.

E-7. APPROVAL OF WORKSHOP AT HAMILTON ELEMENTARY SCHOOL

That the Board approve the following workshop to take place at Hamilton Elementary School: Professional Development Standards Solution Holding, LLC, Aligning Practices with the Common Core State Standards (Grades 2-5), on June 3, 2016 from 9:00 a.m. to 3:00 p.m. at a cost of \$2,000 (Account No. 7189/11-000-223-320-01-54-PK05).

E-8. APPROVAL OF WORKSHOP AT HAMILTON ELEMENTARY SCHOOL

That the Board approve the following workshop to take place at Hamilton Elementary School: The LeaderinMe Principal's Academy, on June 28 and June 29, 2016 from 8:30 a.m. to 4:00 p.m. at a cost of \$9,991.05 (Account No. 7189/11-000-223-320-01-54-PK05).

E-9. APPROVAL OF DISTRICT PROFESSIONAL DEVELOPMENT PLAN

That the Board approve the District Professional Development Plan, in accordance with the information appended to the minutes.

E-10. APPROVAL OF PROJECT PROPOSAL AND CAMPAIGN

That the Board approve of the (a) Project Unify Field Day Disabilities Awareness proposal and (b) Respect Week Campaign, in accordance with the information appended to the minutes.

E-11. APPROVE AMENDMENT TO 2015-2016 SCHOOL CALENDAR

That the Board approve the following amendment to the 2015-2016 School Calendar: add Saturday, May 21, 2016 – four (4) hour session (8:00 a.m. to 12:00 noon) for Union High School students only.

E-12. APPROVAL OF CAMP INVENTION PROGRAM – STEM AT HANNAH CALDWELL SCHOOL

That the Board approve of Camp Invention Program – STEM to take place at Hannah Caldwell School week of August 15 to August 19, 2016 for students in grades 2-5 for school year 2015-2016 and if necessary, an additional week of August 22 to August 26, 2016 for grades 2-5, in accordance with the information appended to the minutes.

DISCUSSION: None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE:

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

F-1. ACCEPT TREASURER’S REPORT

That the Treasurer’s Report dated March 31, 2016 be accepted.

F-2. ACCEPT SECRETARY’S REPORT

That the Secretary’s Report dated March 31, 2016 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of March 31, 2016 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Manuel E. Vieira

Manuel E. Vieira, Interim Board Secretary

_____ Dated

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

F-4. APPROVE APPROPRIATION TRANSFERS

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

F-5. APPROVE CONTRACTS AND/OR PURCHASE ORDERS

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

F-6. APPROVE DISTRICT-WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE DISTRICT-WIDE STUDENT FIELD TRIP DESTINATIONS

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

F-8. APPROVE AMENDED LIST OF 2015-2016 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2015-2016 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE CONTRACTS AND/OR PURCHASES

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

Metro Fundraising	\$2,883.90	Kawameeh Middle School – Student Council for cheesecake/magazine fundraising
Union High School Scholarship Awards	\$3,500 (approx.)	Union High School Athletics – Scholarships from Athletic Office for seniors graduating
Yankee Candle Fundraising	\$1,337.85	Kawameeh Middle School – Student Council for Yankee Candle fundraising for 8 th grade trip
Gertrude Hawk Chocolates	\$3,798.12	Union High School – Chorus/Band Fundraiser for spring trip
Fairview Lake Environmental Camp	\$3,400.00	Union High School – Campers Fund for payment of camping trip venue
“TOP SECRET”	\$3,000.00	Union High School – Project Graduation – deposit for 2016 project graduation
Township of Union Board of Education	\$1,050.00	Union High School – K. Brooks Field Trips – for field trip bus payment for Villani Bus Co.
Hummel Integrated Marketing Solutions	\$2,460.00	Union High School – UHSPAC for printing of playbills for Mary Poppins
Home Depot Credit Services	\$4,288.75	Union High School – UHSPAC for scenery for spring musical Mary Poppins
TBD Student	\$1,500.00	Union High School – Senior Awards for the Bob O'Dell Scholarship Fund Award
Villani Bus	\$4,631.25	Burnet Middle School – Band – for trip to Dorney Park for Music in the Park Festival
Festival of Music	\$5,444.00	Burnet Middle School – Band – for admission to Music in the Park Festival

F-10. AMEND 2015-2016 OUT-OF DISTRICT STUDENT PLACEMENT LIST

That the Board amend the 2015-2016 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPT DONATIONS

That the Board accept the following donations: (a) \$203.29 – Target for use by Connecticut Farms Elementary School, (b) \$163.84 – Target for use by Livingston Elementary School, (c) \$414.81 – Target for use by Washington Elementary School, (d) \$102.56 – Target for use by Burnet Middle School, (e) \$90.89 – Target for use by Kawameeh Middle School, (f) \$859.65 – LifeTouch National School Studio for use by Jefferson School.

F-12. APPROVE INCREASE TO P.O. #16-01587 – LOVING CARE AGENCY

That the Board approve an increase to P.O. #16-01587 with Loving Care Agency Inc. to provide nursing services for the 2015-2016 school year from \$30,000 to \$40,000 to meet the District’s needs.

F-13. APPROVE PETTY CASH FUND FOR 2016-2017 SCHOOL YEAR

That the Board approve the renewal of the following petty cash fund for the 2016-2017 school year:

<u>Fund</u>	<u>Amount</u>	<u>Expend</u>	<u>Res. Ind.</u>	<u>Period</u>	<u>Form</u>
Sec’y	\$500	\$500	M. Vieira	Annual	Board

F-14. *For informational purposes only – vote not required.* List of legal services for the 2015-2016 school year, in accordance with the information appended to the minutes.

F-15. APPROVE REVISION TO DISTRIBUTION OF FUNDS

That the Board approve a revision to distribution of funds to the Union High School Booster Association from the following Union High School Senior Scholarships Award: (a) \$1,000 – Ellen S. Rever Memorial Scholarship Fund (two awards - \$500 each), in accordance with the information appended to the minutes.

DISCUSSION: None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE:

Moved by Mrs. Zuena, seconded by Mrs. Regis-Darby, that the following resolutions be adopted (with O-14 being tabled for another time):

Mr. Nufrio stated the Fiscal and Operations Committees worked diligently to review these resolutions and I personally want to thank both committees.

O-1. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2015-2016 school year, in accordance with the information appended to the minutes.

O-2. APPROVE SUBMISSION OF LETTER TO TOWNSHIP – HENDRICKS DRIVE

That the Board approve submission of a letter by the School Business Administrator/Interim Board Secretary to the Township of Union requesting Hendricks Drive to become a one-way street.

O-3. APPROVE TEXTBOOK DISCARD APPROVAL FORM

That the Board approve the Textbook Discard Approval Form from Franklin Elementary School, in accordance with the information appended to the minutes.

O-4. APPROVE 2016/2017 JOINT TRANSPORTATION AGREEMENT – EDUCATIONAL SERVICES COMMISSION OF MORRIS COUNTY

That the Board approve the 2016/2017 Joint Transportation Agreement between the Board of Education and the Educational Services Commission of Morris County, in accordance with the information appended to the minutes.

O-5. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – HUNTERDON COUNTY EDUCATIONAL SERVICES COMMISSION

That the Board approve the District's participation in a non-binding cooperative purchasing agreement with Hunterdon County Educational Services Commission for proprietary Apple products, in accordance with the information appended to the minutes.

O-6. APPROVE JOINT RESOLUTION FOR TRANSPORTATION SERVICES – SUSSEX COUNTY REGIONAL TRANSPORTATION COOPERATIVE

That the Board approve the Joint Resolution for Participation of Transportation Services with the Sussex County Regional Transportation Cooperative, in accordance with the information appended to the minutes.

O-7. RECEIPT OF RFPS

Report receipt of the following Request for Proposals:

Professional Service	Total Responses Received
Accounting and Auditing	Four (4)
Architectural	Thirteen (13)
Civil Engineering	Seven (7)
Environmental Engineering	Seven (7)
Insurance Brokerage	Five (5)
Legal – Bond Counsel	Four (4)
Legal – General Counsel	Six (6)
Legal	Eight (8)

O-8. APPROVE DONATION OF BOOK "SANITY" – UNION HIGH SCHOOL

That the Board approve the donation of the book "Sanity" by Berline Delinois (UHS student) to the Union High School Library by Librarian Laura Jarossi, in accordance with the information appended to the minutes.

O-9. APPROVE RENEWAL OF BROADVIEW NETWORKS

That the Board approve the renewal of Broadview Networks (telephone service), in accordance with the information appended to the minutes.

O-10. APPROVE REQUEST OF UNION HIGH SCHOOL PAC

That the Board approve the request from Union High School Performing Arts Company and Douglas Michael Krueger Scholarship Fund requesting the District to donate space for use for the community fundraiser Union's Got Talent on May 14th for auditions and September 24th for rehearsal and public performance, in accordance with the information appended to the minutes.

O-11. APPROVE REQUEST OF UNION HIGH SCHOOL CLASS OF 1966

That the Board approve the request from Union High School Class of 1966 to tour Burnet Middle School (former Union High School), Saturday, November 19, 2016 at 11:00 a.m., in accordance with the information appended to the minutes.

O-12. APPROVE REQUEST OF RECREATION DEPARTMENT

That the Board approve the request from the Superintendent of Recreation of the Township of Union requesting Battle Hill Elementary School to participate in celebrating Arbor Day (Friday, April 29, 2016), in accordance with the information appended to the minutes.

O-13. APPROVE ENVIRONMENTAL TESTING

That the Board approve conducting environmental testing in district wide facilities.

O-14. Reserved. Agenda item tabled.

O-15. APPROVAL OF SCHOOL WIDE INSPECTION – 2015-2016 SCHOOL YEAR

That the Board approve the Union Police Department and the Union County Canine Unit to conduct a school wide inspection for the remainder of the 2015-2016 school year, in accordance with the information appended to the non-public minutes.

O-16. APPROVAL OF SCHOOL WIDE INSPECTION – 2016-2017 SCHOOL YEAR

That the Board approve the Union Police Department and the Union County Canine Unit to conduct a school wide inspection for the 2016-2017 school year.

DISCUSSION:

Mr. Salcedo asked on O-16, after the inspection will there be a robo-call explaining what happened that day? Mr. Tatum stated the entire procedure will be reviewed with the staff and local authorities and that does require notification to the parents at the conclusion.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE

Mr. Arminio stated he would like to point to the letter of resignation and retirements, the Board recognizes the services of those teachers and staff who had their careers in Union and some we have known for many years and we will miss them and what they have done with the students of our District. We thank them for their dedicated service. Mr. Nufrio stated the entire Board echoes your sentiments for the retiring staff members and we wish them all the best.

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

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTE LISTS – 2015-2016 SCHOOL YEAR

That the Board amend Substitute Lists for the 2015-2016 school year, in accordance with the appended to the non-public minutes.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIRMENT

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

Resignations

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>	<u>Reason</u>	<u>Notes/ Corrections</u>
Szawan, Kristin	Supervisor-Special Services	DW	5/15/16	Resignation	
Drews, Kristine	Teacher-Math	UHS	7/1/16	Resignation	
Meyler, Erica	Bus Stop Aide	DW/Trans	3/11/16	Resignation	She will begin as an approved Per diem Teacher substitute.
Diaz, Megan	Teacher-Elementary	Liv	3/22/16	Resignation	
Yancheck, Colleen	TA	UHS	4/15/16	Resignation	

Retirements

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date:</u> (<u>Noted on</u> <u>letter</u>)	<u>Reason</u>	<u>Date of Hire</u> <u>Not including</u> <u>leave of absences.</u>	<u>Attendance</u> <u>to Meeting</u> <u>4/19/16</u>
Sobon Sensor, Constance	School Nurse	BMS	6/30/2016	Retirement	1/1/1999	
Bitenas, Edward	Teacher- Career Education	UHS	6/30/16	Retirement	9/1/1994	
Permison, Joan-Marie	Teacher- Art	UHS	7/1/2016	Retirement	9/1/1991	
Lorenzo, Richard	Teacher- Computer	BMS	6/30/16	Retirement	9/1/2011	Yes
Kohan, Joseph	Teacher-Math	UHS	6/30/16	Retirement	9/1/2002	No

P-4. APPROVE LEAVES

That the Board approve leaves for the following staff:

Leave of Absences

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Leave Dates</u>	<u>Leave Type</u> <u>Regarding</u> <u>updated info</u> <u>only.</u>	<u>Notes/</u> <u>Corrections</u>
Hagen, Kevin	Teacher- Instrumental Music	Connecticut Farms & HC	3/15/2016-5/2/2016	End date tentative. Letter indicates 7 weeks.	
Puorro, Matthew	Teacher- Health and PE	HC & KMS	9/1/2016-6/30/17	Unpaid Intermittent Paternity- FMLA	Not to exceed 12 weeks.
House, Danielle	Teacher- Kindergarten	HC	Extension through 6/30/16 Org Leave 10/13/15- 5/2/16	Unpaid Maternity Leave	
Ghazali, Sabine	Teacher- Math	UHS	Add' l Extension through: 6/23/16 Org. Leave 2/11/16- 4/11/16	Unpaid FMLA and Unpaid Medical Leave	
Fiske, Cheryl	Teacher-Math	UHS	Update to Leave info. Official Unpaid Maternity leave to begin 4/4/16	Unpaid Maternity Leave	

Watson, Danielle	Teacher's Assistant	HC	Extension through 5/13/16 Org. Leave 2/25/16-4/24/16.	Unpaid Medical Leave-FMLA	
Francesca Minnoia	Teacher-Resource classroom	Jefferson	Extension and change to leave now through 6/23/16	Unpaid Maternity Leave-FMLA	Previous approved paid medical leave from 12/18/16-4/30/16.

P-5. Reserved. Approved at April 12, 2016 meeting (employee matter).

P-6. APPROVAL OF CURRICULUM WRITING TEAMS

That the Board approve the following Curriculum Writing Teams at a rate of \$20/hr. per person (with a not to exceed maximum per guides of \$300 per person): (a) German II Honors – Agata Kania Cyburt, (b) German III – Carmen Armenciu, (c) German III Honors – Carmen Armenciu, (d) German IV Honors – Carmen Armenciu and Susan Roberts, (e) German V Honors – Carmen Armenciu and Susan Roberts, (f) Intro to TV Production – Eve Brue and Karen Gainey, (g) TV Production II – Karen Gainey and Eve Brue, (h) TV Production III and TV Production IV – Eve Brue, (i) ESL Grade K – Diana Zachek, (j) ESL Grade 3 – Jennifer Butter.

P-7. APPROVAL OF CHA LEARNING CENTERS, INC.

That the Board approve CHA Learning Centers, Inc. (DBA Honor Ridge Academy) which acquired the assets of Somerset Hills School previously approved on the September 15, 2015 Out-of-District Tuition agenda, in accordance with the information appended to the minutes.

P-8. APPROVAL OF NEW JERSEY SPECIALIZED CHILD STUDY TEAM – EVALUATION PACKAGE – 2016-2017 SCHOOL YEAR

That the Board approve the New Jersey Specialized Child Study Team (Katzenbach School for the Deaf) to provide Partial Evaluations Package at the rate of \$1,350, Individual Evaluations at the rate of \$400 per evaluation for the 2016-2017 School Year, not to exceed \$2,000 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

P-9. APPROVAL OF DR. ISABEL DETRIZIO CAROTENUTO – NEURODEVELOPMENTAL EVALUATIONS – 2016-2017 SCHOOL YEAR

That the Board approve Dr. Isabel Detrizio Carotenuto, 24 Heritage Drive, East Hanover, New Jersey 07936 to provide Neurodevelopmental evaluations at the rate of \$400 per evaluation, not to exceed \$3,850 for the 2016-2017 school year (Account #11-00-219-320-01-19), in accordance with the information appended to the minutes.

P-10. APPROVAL OF JEWISH VOCATIONAL SERVICES – VOCATIONAL EVALUATIONS – 2016-2017 SCHOOL YEAR

That the Board approve Jewish Vocational Services to provide Vocational Evaluations at the rate of \$875 per evaluation and Community Based Assessment at the rate of \$60 per hour for the 2016-2017 School Year, not to exceed \$1,750 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

P-11. APPROVAL OF INLINGUA – TRANSLATION SERVICES – 2016-2017 SCHOOL YEAR

That the Board approve inlingua, to provide translation and interpretation services for the 2016-2017 school year, not to exceed \$3,000 (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

P-12. APPROVAL OF JOB SPECIFICATIONS FOR POSITION OF DISTRICT DIRECTOR, INFORMATION TECHNOLOGY & OPERATIONS

That the Board approve the Job Specification for the position of District Director, Information Technology & Operations, in accordance with the information appended to the minutes.

P-13. APPROVE GREGORY PARDO – 12-MONTH DISTRICT-WIDE SUPERVISOR OF SPECIAL SERVICES

That the Board approve Gregory Pardo, as 12-month District-wide Supervisor of Special Services at a contract salary of \$113,220, effective May 1, 2016 (replacing Frank Santora (resigned)).

P-14. APPROVE ARCHITECTURAL SERVICES PROPOSALS – FOR PERIOD OF APRIL 19, 2016 TO JUNE 30, 2016

That the Board approve the acceptance of proposals to provide architectural services, as assigned by the Superintendent of Schools for the period from April 19, 2016 to June 30, 2016: (a) Parette Somjen Architects LLC, (b) EI Associates and (c) Di Cara Rubino Architects.

P-15. APPROVE ARCHITECTURAL SERVICES PROPOSAL – 2016-2017 SCHOOL YEAR

That the Board approve the acceptance of proposals to provide architectural services, as assigned by the Superintendent of Schools for the period from July 1, 2016 to June 30, 2017: (a) Parette Somjen Architects LLC, (b) EI Associates and (c) Di Cara Rubino Architects.

P-16. APPROVE REINSTATEMENT OF EMPLOYEE #9827

That the Board approve the reinstatement of Employee #9827.

P-17. APPROVE JOB DESCRIPTION FOR BUSINESS ADMINISTRATOR/BOARD SECRETARY

That the Board approve the Job Description for the position of School Business Administrator/ Board Secretary, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Monge stated P-13 which I also brought up at the worksession. I had the opportunity to go back and do my due diligence and review the resume of the candidate. It is a very strong candidate but I have a concern that the candidate does not have the proper requirements as it pertains to background in special education and we need to make strives to improve our District. We need appropriate staff people, in my opinion, because the kids need it the most. I appreciate the effort of the process and I appreciate the fact that we had a process that came to the administration and made the recommendation for who they thought was the best that was provided to them, I think that we need to fix that and take another shot at it and trying to identify someone with like experience in many areas but I see here that the description of the Supervisor which would be someone who has the knowledge of the subject specialty and effective teaching methods among a number of other points that I see here what the Supervisor should be. Mr. Nufrio stated thank you Mr. Monge.

Mr. Le stated P-17 – can we get what the amendments are to the job description? Mr. Nufrio stated I can possibly address that – the job description or that position was put together by the legal department, Mr. Griggs, and I think it would be difficult to assemble the list of the differences. We simply was told that the job description on the record was insufficient for that position. It is a position that has multiple duties and relied on the legal counsel to bring to us the formal description which meets the criteria and indicates all of the various duties of that position. Mr. Arminio stated that this position is a Business Administrator and Board Secretary position – made into one. It is no longer two separate identities.

Vote on Resolutions P-1 to P-4, P-6 to P-12, P-14 to P-17

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

NAY: none

ABSTAIN: none

MOTION CARRIED

Vote on Resolution P-13

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

NAY: Mr. Le, Mr. Monge

ABSTAIN: Mr. Salcedo

MOTION CARRIED

POLICY COMMITTEE

Mr. Arminio stated this formalizes the job posting and interview process that we have been using in the District. With the help of the Superintendent, the Board Attorney, the Personnel Committee and the Policy Committee, we put together the process that every Board member has received. Mr. Nufrio stated the Personnel Committee is also to be recognized in many of the issues that arise as well as helping formulate this process that will be in placed so that there won't be any ambiguity with regards to what and how they arrived at that point. My complements to the Personnel Committee.

Moved by Mr. Arminio, seconded by Mrs. Zuena, that the following regulation be adopted:

POL-1.ADOPTION OF REGULATION 4111.A – JOB POSTING/INTERVIEW PROCESS

That the Board adopt Regulation 4111.A – Job Posting/Interview Process, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Arminio stated I just want to inform the Board and the audience, the Policy Committee is working on a gender identity policy that we hope to have in place before the end of the school year. Mr. Nufrio stated thank you Mr. Arminio and to Mrs. Ionta in helping put that together. It is mandated and we need to address it.

RESIDENCY COMMITTEE

Moved by Mrs. Zuena, seconded by Dr. Francis, that the following resolution be adopted:

R-1. APPROVE AMENDED LIST OF STUDENTS REMOVED FROM ROLLS

That the Board approve to amend the list of students removed from the rolls [four (4) students exited from March 1st through March 31, 2016 or a total of forty-two (42) students for the 2015-2016 school year] who are not domiciled in this school district and nine (9) students who will be allowed to complete the 2015-2016 school year, in accordance with the information appended to the minutes.

DISCUSSION: None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

APPROVAL OF BILLS

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS

Mr. Arminio stated Union High School Performing Arts went to Virginia to compete in the National Heritage Festival and there were some outstanding results for the Union High School swing choir and the best overall choir ensemble at the festival. Congratulations to them.

Saturday, April 23rd, the Field Day for K-4 will be at the high school – registration is at 8:30 a.m. and it is from 9-12 and there are activities for each grade level and from 12-3 there will be a DJ and food trucks and a lot of exciting events for our K-4th graders. This is through the efforts of the We Are Union Coalition – Sgt. Ball is trying to get all of the organizations in Union to work together for the betterment of our Town.

June 11th – Relay for Life – Board Members vs Central Office, we are way ahead of them. Please continue donating and I hope that all of the schools are raising money. The total so far is over \$11,000.

Invitation to the Central Office Staff and Board members to come to the presentation at two of our schools – an assembly at Washington School and all the other elementary schools by a former Union High School student and sponsored by the Union Township Historical Society. He will be performing a one-man show – Doc Burkhart will become Revenue James Caldwell and he will talk about the history of our Town.

Mr. Nufrio stated Mr. Arminio you should be complemented on your community service. I see the hard work and dedication that you exhibit on a daily basis. Thank you again as a resident of this Town.

Mr. Le stated to expand on Mr. Arminio mentioning the Field Day – there was an article and this part of a summer-long initiative that the Town has implemented that is called the Kid Venture Passport Program in which children will be able to enjoy the outdoors, and it begins with the Field Day and it will expand throughout the summer with concerts, Memorial Day Parade and a lot of businesses are participating in this initiative. Children will be able to collect these passport books. I think it is a great idea for our children to get a better appreciation for our Town.

Second item is recognition to the elementary schools, in particular Battle Hill Elementary School raised funds for pediatric cancer patients and Connecticut Farms Elementary School raised \$1,079 for New Jersey Chapter for Juvenile Diabetes Foundation and thank you for inspiring children to raise funds and take care of others. It makes me very happy to hear this.

Mr. Monge stated at the last meeting we discussed residency committee items and I didn't know if we were going to have a resolution or not to research existing policies. Is there an update on that? Mr. Nufrio stated I believe we touched upon and we said that it required some research along with what we can actually implement based on the size of our budget. If it is something that the Fiscal Committee and the Residency Committee would like to join forces just keep in mind that only four members can be the committee and any input from the committees should inform Mr. Tatum and Mr. Tatum will give us direction on that.

Mr. Monge stated the Fiscal Committee discussed restating this year's budget into next years and if we did that and correct me if we are wrong, I thought we had items that we wanted to move forward on and it was just a question about was it within our existing policy. Mrs. Zuena stated the last I remember when we left our meeting was Mr. Tatum was going to set up a meeting between legal counsel and the Town and we would all sit down and revisit the situation. Mr. Nufrio stated new rulings are always coming down the pike and I believe I shared new rulings that we were informed of pertaining to residency; so when the final analysis is done and there is a resolution that can be brought forth before the Board certainly the Board will consider entertaining that resolution.

NEW BUSINESS:

Mr. Le stated a report from the Brown Center on Education Policy and I would like to share this with everyone because it could some way inform us of new ideas for the District in terms of student achievements. It is entitled "The 2016 Brown Center Report on American Education: How well are American Students Learning?" and it gives certain sections on reading and math in the Common Core Era, tracing and advanced placement and international perspective on principals as instructional leaders. It is a lengthy report and I will be happy to share it with the Board and how this could inform future initiatives for student achievements.

Mr. Nufrio stated I would like to inform the Board and the entire community that we are always given opportunities to attend various workshops that are sponsored by the School Board Associations which is technically our "parent" association and this past Saturday, I had the pleasure spending the day with Mr. Le and Mr. McDowell. We attended the legal bootcamp which addressed so many different issues both in matters of ethics, procedures and conduct. I am going to ask you Mr. Tatum to have your office make copies of these various printout of the workshops we attended and only one was electronically, which I already forwarded to the Board which was on Robert's Rules of Order. We are attending tomorrow night, Mr. Arminio, myself and Mr. Le, but tomorrow evening is another workshop which will afford us an opportunity to meet legislators. We have so many issues that we can't possibly dismiss but we are in the hands of the Department of Education who is ruled and guided by the legislators. It is an opportunity for us to meet some of the legislators that will be in attendance. Hopefully we can report back at the next meeting on what we did accomplish.

Mr. Le stated a conversation we had when we were commuting back from the event and I had sent an email a couple of weeks ago with this idea from the Mayor's Alliance – this year I served as the chairperson of the Mayor's Alliance against drug abuse which is dedicated to planning and implementing programs that increase public awareness on drug abuse and maybe even prevent it. We had our members discuss a way on how this community can get educated on preventing drug abuse and one idea that was proposed by one of our members was to have our school nurses trained in Narcan demonstrations and it is not because the schools have a problem because in fact Union County has the lowest incidents of deaths and rehab entries in the entire State but the purpose is that we as the community to work together and prevent the abuse. We need to be proactive leaders in prevention and also emergency professionals like police officers and EMT's are trained. School nurses should also be trained as well. The New Jersey Association of School Nurses released a statement that endorses the idea and ultimately to

potentially put it out there as a new business item whether the Board will look into for feasibility and the legality of it and create something. Mr. Nufrio stated Mr. Le did discuss this to some extent and we believe that this will have to be brought before the Superintendent and our legal counsel to be sure that even though everything is being put into place, we are guided by a different set of rules and we must make sure that we are proceeding in a legal fashion even with regards to training of our personnel. Personally it shouldn't be a problem but I believe the only one who can give us a final comment on that is Mr. Griggs and his firm and of course Mr. Tatum. We will revisit this because if it is something that is helpful for our kids, we should look into it.

Mr. Monge stated just an idea and maybe it is something we talked about – I think that we as a Board would benefit from a retreat – we don't have to go to Vegas we can stay in Union. I think that it is important for us to work on our communication, team building. We had an Ethics Workshop last week and I think it would be a great opportunity to bring somebody in that would work on team building. Mr. Nufrio stated just to repeat what I said earlier, the purpose of the bootcamp, when you get all the paperwork and various decisions and the proper tools, that is the purpose of the School Board Association. We as a group are limited to how many of us can sit and have coffee together. With that, anything that goes into the realm of exceeding the number of acceptable presence of members, then that would have to be spoken to and led by our legal department. Certainly bootcamps I urge every member and I realize that everyone has personal family situations or work situations and you may not always be available – that is the purpose why we went and I brought back paperwork. It is a lot of reading and if you have any questions you can certainly address it to myself, Mr. Le or Mr. McDowell and we each did a different workshop and then one together. Mr. Monge stated as we did with the Ethics Workshop, we were all in the same room, I think it has to be a precedent for team building exercise of the like. Maybe we can find out. Mr. Nufrio stated we did find out.

Mr. Arminio stated I would like to endorse Mr. Monge's idea. I do know that board's do have retreats and it is labeled as a meeting and to me we would just go over whatever it is that you need to do in your retreat about team building. I endorse his suggestion. Mr. Nufrio stated the only question I have is, if it is labeled as a meeting, then we have to be in compliance with the Open Meetings Act regulations which then abandons the concept of a retreat because then the entire public should be in attendance. I don't think we can invite the entire public.

COMMENTS FROM PUBLIC:

Mr. Nufrio stated we will move to the Comments from the Public and please bear in mind that comments from the public should simply be delegated to issues that pertain to the school district and are of non-personnel nature. Personnel issues may only be dealt by the Board in Executive Session.

Yvonne Lorenzo, District Supervisor and President of UTASA, stated Mark Hoyt who presented earlier is the Vice President of the UTASA, Nicole Ahern is the secretary and Mary Malyska is the Treasurer. I am standing here and I wanted to thank Nicole Ahern, Supervisor of Guidance Counseling and Mark Hoyt, Principal of Battle Hill Elementary School for their outstanding presentations and for providing us with important information and allowing us to take a tiny peek into their daily events.

Each month, since October, the building principals have made presentations like these to keep the Township informed of some of the wonderful things that are happening in our schools. The likelihood is pretty marginal that anyone could possibly be aware of all of the events that take place throughout the District that both benefit our community and contribute to the growth and education of our students. Likewise, we cannot assume that everyone is completely aware of all that can be contributed to the hard work of these administrators. I am proud to be standing here and surrounded by my colleagues who serve this community daily in a capacity that is integral to the growth and success of our schools. These are the principals, the vice principals and the supervisors that comprise the team that keeps our District operational. The District functions largely in a three-tier hierarchy with top down directives. The Board of Education and the Central Office personnel work together to ensure that all educational laws are followed and state-mandated directives are adhered to. The principals, vice principals and supervisors are also working daily within each school building to implement those directives, to follow mandated procedures and to support and guide teachers who are providing quality instruction and to ensure that all students are safe while in our care.

Through the development of quality curriculum, the implementation of cutting edge technology and the use of educational theory, we the administrators support, guide and assist our teachers as they strive for academic excellence and work to provide our students with the optimum learning experience. The administrators of this District do not work within a scheduled timeframe. We work until the task is completed. We arrive as early as 6:00 a.m., forego a lunch break, leave long after street lights come on and are often here on weekends. We run afterschool academic programs, plan and monitor evening events such as parent workshops, PTA meetings, school dances, plays, we attend athletic events, and many more activities that are too numerous to mention.

Unlike administrators in other districts who actually receive monetary compensation for doing anything that extends our day, we do not receive nor do we ask for additional pay. We don't punch a clock nor do we request compensation because we are truly dedicated to the sustenance and growth of this community and the welfare of our students.

When I first moved to Union as a teenager, the welcome sign that greeted me was "What helps you, helps Union" and this remained the motto of the Town for decades. This has also served as a mantra for many of us who stand before you now since a great majority of us attended Union schools, returned as young adults to work here as teachers and then earned the privilege of serving this community in the capacity as administrators. Many of us have spent our entire career within the Union school system. Throughout our tenure, we wore numerous hats to help shape this community and open the doors for the teachers that followed us; to carry on traditions and secure the quality of the programs that we started. You may note that many of us are wearing t-shirts from our days as teachers – that represents things that we have done. As teachers we seized on every opportunity we could to enhance the educational, emotional and social experience of our students. We coached sports teams to victory, trained competitive twirling team that brought home numerous trophies, created and directed a high school theater program that raised the bar for excellence in high school theater and that has been modeled by districts throughout the State, implemented competitive music program that earned Union

Township schools the prestigious distinction of being named as one of the top 100 programs in the United States. As teachers, we have served as test coordinators for the District; organizing the many standardized tests and devising the complex testing schedule. We ran afterschool and summer Title I programs and spear headed innovative programs such as the ShopRite initiative and work a fully operational store which was run by students in the high school under the direction of that teacher. We entered our students in science and math competitions where they competed against students in the entire State of New Jersey.

Mr. Nufrio stated Mrs. Lorenzo I don't mean to interrupt but we have procedures so can you please just summarize your final comment.

Mrs. Lorenzo stated those who have not attended our schools, are spending their entire careers here and brought their own unique experiences which have further enhanced our ability to lead. They have proved themselves seamlessly into our District with a uniquely fierce commitment. We were not gifted our administrative positions, we earned them. At present we are closing on two years without a contract which means that despite the typical annual cost of living increase has not been received.

Mr. Nufrio stated the collective bargaining process is without fail and it is in very serious third stage and any further comments would be breaching the entire process. Mr. Griggs will you please comment on this. Mr. Griggs stated I concur and I believe your fact finding should not be discussed publicly and it is the understanding between the parties and also the Board policy restricts public comment to five minutes so with all due respect.

Mrs. Lorenzo stated we wanted to explain that we were dedicated to the success of the endeavors of the District. Mr. Nufrio stated we realized all of that. There isn't a Board member or staff member that has not repeatedly recognized the efforts of our staff – both teachers, custodians, security and administrators – so that you for that but it isn't anything that we haven't yet recognized. We constantly recognize the efforts so thank you very much for your time.

Andrew Shelby stated we were once the 75th best place to live in the United States a couple of years ago and the direction we are going, I think we can improve that. I like the choices that you have made as a Board as far as administration. I am very proud of this Town and I'm a retired Fire Captain. I came back to serve this community and I love this community. My daughter is a teacher, my middle daughter, she started her education here, and she moved on to Rutgers pharmacy school which she received a full scholarship to go. If you want to achieve here, you can. I graduated here and I'm a retired Fire Captain. The members of the twirling team present the necessary skills to move on. The twirling team performs for the football team and for all the students to see and I didn't know anything about that a few years ago. The week coming up is the State Championship. They have received 8 awards – 6 awards for 1st Place, 2 awards for 2nd Place. Members of the elite team have been accumulated over 40 awards as a team and solo. The coach has choreographed the best twirling team and we are competing against girls in private organizations. The last competition as a team was an AAU east coast competition and we won both of them.

Keep up the good work and if there are problems, you should always come to a solution – put this Town where it is supposed to be. Mr. Nufrio stated we have the same sentiments and what this Board is attempting to do and as you saw this evening, we recognized the sports and I agree with you that twirling is a sport. Mrs. Ionta stated it is an activity but we include them with all the other sports. Mr. Nufrio stated any accomplishments outside should be recognized and be sure that we will address this in the upcoming meetings.

Jill Hall stated I wanted to invite the Board officially to events at Kawameeh on May 6th we are having our 3rd Annual Water Balloon Challenge during lunch periods. Where we will put Mr. Shaw and Mr. Malanda in a square and the children can purchase water balloons for a \$1.00 and see if they can get their principal and vice principal with balloons. The following Friday night is our 2nd Annual Dancing with the Staff at 7 p.m.

I would like to congratulate Nicole Ahern on the excellent work that she does and I think to make the point of how extensive the school counseling curriculum is and it is useful curriculum and we are working toward a total student development of the kids and it all starts with leadership and when I looked back tonight and all the people that were sitting there and having the pleasure and privilege of working with not only in my department but also from some of the initiatives and there is so much collaboration that goes on and we are able to do some things in the middle school, elementary schools and come up here as counselors and we are together and all that happens because of all of our administrators. I know that I can't say certain things but I wanted to echo those sentiments and hopefully come to a fair settlement with their contract because they are the heartbeat of the District and you have so much faith in them and I want you to know that so do the people that work with them and I'm really grateful to hear how well you see of them and you always do as a Board and I am grateful for that but it is good to hear from the foot shoulders and know how much we think of them as well.

Mr. Nufrio stated we also have again the same sentiments but just so the community understands, collective bargaining is a process and the Board has been more than willing to negotiate. We have done so – we have meetings and it has gone through the stages and we are guided by the process. We don't set the process, we are guided by it.

Richard Davanta, social studies teacher at Burnett Middle School and head building rep. I wanted to thank Mr. Tatum, Dr. Lishak and Mrs. Moses for meeting with us over the last couple of weeks. One of things that came up was PARCC test and technology – we asked under the UTEA, as well as students and everyone involved, for more funds for technology. I know in Burnett Middle School – I go through a month's worth of testing of 1100 students scheduled all over the place – the bottom line is we need a technology department. We need the support of you.

Tom Champs, Union resident for over 40 years, stated the middle school baseball team. It was an embarrassment and travesty would be understating it. Kids that go out for the team - seventh and eighth – there wasn't a fair shot making that team. For whatever reason, 7th graders were not given the same consideration as 8th grades and in the end, they put 20 8th graders and 1 7th grader on that team. Whatever reason being, my understanding is that the freshman team was so short this year they wanted more 8th graders – that is fine but my understanding there was

supposed to be a 7th grade team this year. Cranford has 3 middle school teams, Westfield 2, Scotch Plains 2, Elizabeth 4, Roselle Park 2 – why can't Union have two middle schools. I don't understand it. I was told at the end of the day it comes down to funding. I know a league tried to do everything possible to help out – they offered to run, provide coaches, uniforms, umpires, fields whatever was needed and still it hasn't happened. Baseball is a big part of Union. I played through Union Little League and on and my kids have played Union Little League, middle school, high school and the fact that we are turning kids away – we turned away over 26 7th graders – that is an embarrassment. It should not happen and it cannot keep happening. We need to do something to make sure our kids are taken care of. These kids want to play baseball and you are telling 26 7th graders I'm sorry you are not good enough to be on a school team. We need to do something to get them on a school team. I don't care what it is but something needs to be done.

Mr. Nufrio stated just so you know and the entire community knows, we as a Board feel the same way – anything that happens outside of the classroom for children, especially sports, is going to help build their character and advance them all around. We understand that and we are very seriously now talking amongst ourselves and at the worksession last week, we intend to follow through with some further discussions led by Dr. Francis and the Personnel Committee and myself and of course Mr. Tatum. Whatever has transpired at this point, I wish it could be undone, but we will make sure that if anything can be corrected – will be corrected.

Mr. Tatum stated Dr. Francis did bring this to the table and I can't agree with you more, if students are interested in a sport we shouldn't turn children away and this was the first time I had heard that many students had come out for the team – we will look at how it is possible to proceed and look at the funding. Tonight we commended some of our students for their skill level and ability. We will visit that issue and see what funding is needed.

Dr. Francis stated thank you for coming out Mr. Champs to discuss this. This is something that I did bring to the Board last week and I felt that we should have two teams – one team we have is all 8th graders and one 7th grader and it does a disservice to the 7th graders. That would be very discouraging to even go out next year. Especially on how it is determined on who makes the team. I'm hoping that we can come to some kind of agreement on whether to have two teams or at least a 7th grade team and 8th grade team.

Man from audience stated students who do well in academics should also get honored not just sports. Parents only come for concerts and sports. (inaudible) Disciplinary policy – we can't get results – suspension and sending kids home, we need to try something new that we can do and keep them in school because when you send them home, they play video games. Students need to move forward and do better.

Mr. Nufrio stated thank you for pointing that out and with technology which we are at the infancy stage but we are moving forward toward amazing places and resources that we have never had before.

Mr. Tatum stated I know you have come here before about the colleges. Over the spring break I had a very nice conversation with the President of Kean University and we agreed to sit

down and talk about programs that we can get involved in. The President did commit to me that any support that he can give our school district; so the dialogue is open. We will also be looking at the NJIT program. I just want you to be aware of that at the high school this year, prior to students being sent home – the suspension program this year, where we have certified staff members working with students who have violated infractions and could have been sent home but they are trying to use it as an interim – investigate other alternatives to try to keep students in school. Suspension is something that unfortunately we have no other recourse but we are looking for alternatives to keep our students in school so that everyone gets educated because you really can't educate a child at home. We are looking into those areas.

Dr. Francis stated I think it should be a collaboration with the parents at home and the school. It should start at home first and I think you can't say you can't suspend them because it could be disruptive to the school and affect other kids. It should begin at home and it should be a collaboration between the parents.

Mr. Nufrio stated that is what he raises if there is instructional disruption, then we are mandated to take certain actions. You never know what the future holds on how we can address that with the approval of the DOE but we are guided by regulations which say we need to do certain things. We can become creative probably more with the lesser violations but the more serious violations we are guided by the Department of Education.

MOTION FOR EXECUTIVE SESSION:

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

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio seconded by Mrs. Regis-Darby, that the meeting be adjourned at 10:50 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY