

TOWNSHIP OF UNION BOARD OF EDUCATION  
WORKSESSION MINUTES – APRIL 11, 2017

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, April 11, 2017 at 7:00 p.m. at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey 07083. Action was taken.

Mr. McDowell called the meeting to order at 7:02 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mr. Ron McDowell, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

OTHERS PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Regis-Darby led the Board and audience 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.

COMMENTS FROM PUBLIC ON RESOLUTIONS IN BOLD:

Mr. McDowell asked if the public had any comments on the seven resolutions that are going to be up for approval. No comments from the public.

APPROVAL OF MINUTES:

Approval of minutes will be at next week’s Board meeting.

COMMUNICATIONS:

The communications are part of P-3 and P-4.

SUPERINTENDENT’S REPORT:

Mr. Tatum stated we will have a presentation by Mrs. Galante at the next Board meeting. We will recognize a young man that was Union Township’s representative for the Unsung Hero program and as you can see from the list there are a number of retirees and Mr. Benaquista will

coordinate that. We will have a number of highlights of activities that are going on in the District for March/April. I am hoping it will not be as long as the last meeting which was approximately 2.5 hours so hopefully it will be shorter next time.

Mr. Monge stated can I make a recommendation on that; we should know who is going to be on and I think a lot of that stuff could have been absolutely avoided if we had some of that information beforehand. We had the whole Atlanta trip thing which was a huge portion of that. Mr. Tatum stated unfortunately on that one, the Atlanta trip was supposed to be done at worksession but in order for you to vote on that with some level of conviction, we moved it to that particular meeting. The other surprise was the girls from Connecticut Farms which was not part of the agenda and those two stuck out in my mind. Most of the time, 99% of the time, we are pretty much set. It may not always be quick but we pretty much have our presentations set in advance. We certainly will try to keep an eye on those last minute surprise. We appreciate everyone's attention to that because it was quite long. We will try to keep it shorter for next week.

#### EDUCATION STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mrs. Regis-Darby presented the Education/Student Discipline Committee agenda.

#### DISCUSSION ITEM:

1. Immigration status – commitment to educate all children.

#### DISCUSSION:

Mr. Tatum stated I don't know if everyone saw the resolution for the immigration status. Mrs. Zuena stated it is a discussion item. Mr. Tatum stated what we talked about was you had documentation about the development of an immigration status and that we would discuss it and then you would put together a resolution for the next agenda.

Mr. Arminio stated I think there are two ways to attack this. One is the resolution that is spelled out or there was a letter written that says the same thing but in a friendlier way that would go out to the parents – not both but one or the other. Just like we did with PARCC, sorry we don't like the PARCC like you don't like the PARCC but we have to follow the law and all the Board members signed it. I don't even know if we had to vote on that. The Board President writes the letter and then we can sign it or just say yes it is a great idea and put it on the website. I don't know how everyone wants to do it. Once you see the resolution and once you see the letter you might have an opinion on which would be the better approach, the soft, easy to understand letter or a resolution.

Mr. Monge stated just a little background since folks haven't seen it; as you all know and we see it in the news, we have had a big push by the United States government to try to identify folks that are not legally here in the states. This is making it clear that it is not our job as a Board of Education to go out and identify who is legal and who is not legal, especially as it pertains to kids and what has been happening throughout America you have a father that is not legal, the mother is but then there is a disconnect with the Board of Ed/School because they are fearful of

coming in and trying to standup for their kid or bring their kid to school or whatever the case may be. It is basically a statement that it is not our duty. This is very much a Town that has a lot of immigrant families and the percentage is about 26% of our residents in Union were not born in this country. It is a statement and it is a great statement for our kids and for our families.

Mr. Arminio stated except that we follow the law and it says it in both the resolution and the letter that we still have to follow the laws of the State and federal government. Mr. McDowell stated it is just reassuring the parents and the kids that they are safe and we will follow the law but we are not going out of our way. Mr. Nufrio stated I think any resolution or form of communication that we agree upon should be looked at very closely by Mr. Griggs to be sure that we are not redlining anywhere.

Mr. Monge stated there are a couple of districts that have already adopted resolutions and we basically robbed and stole what we had from a couple of other districts and we just updated it to speak to the Township of Union.

Mr. McDowell stated we will make sure that everyone gets a copy of the resolution and possible letter to Mr. Griggs to take a look at. Our next meeting is two weeks from tonight. Mrs. Cappiello stated the 25<sup>th</sup>. Mr. McDowell stated I will get back to Mr. Griggs this week.

Mr. Monge stated E-10 is that free? Mrs. Conti stated we did this last year. Mrs. Minneci stated aren't there donations from different organizations? Mrs. Conti stated there are donations and we also got grants that the Board approved. Mr. Monge stated I just wanted to make sure.

E-2 – I don't know why this wasn't in Finance or Operations? Mr. Vieira stated the past practices, it has been in Education section. Mr. Monge stated I think it should go into Operations. Mr. Vieira stated o.k. we will move to Operations.

Mr. Arminio stated Mr. Griggs do I have to abstain on E-2? I am on the UCES Board. When we voted on this last, I abstained so I should abstain on this end too. Mr. Griggs stated correct.

Mr. Monge stated E-11 – is it just an acknowledgment of something that is already in place or is there anything that is new in this document. Mrs. Conti stated there are some new additions; what it is we are assuring that we are following the policies and procedures for any one that receives funding. Mr. Monge asked is it possible for what is new? This is a long document and I reviewed it over the years and is it possible to identify what is new? Mrs. Conti stated there are changes in language as well as some minor changes which was updated in Code and certainly it is a long document. The last time these were approved was 2009. Mr. Monge stated Mr. Griggs have you seen it. If we are basically approving something that we looked at last year and the better question is has anything changed from last year. Mrs. Conti stated as I said the last time it was approved was 2009.

Mr. Griggs stated unfortunately, you probably have to read through it and I'm sure there are substantial changes. Mr. Monge stated there is nothing that tracked even from the last year.

Mr. Griggs stated not really, unless you review side-by-side. Technically you probably don't have a choice relative to receiving assurance. Mr. Monge stated this is from the State. Mrs. Conti stated yes. Mr. Monge stated so it is nothing that we did. Mr. Griggs stated no, we agree to comply with all the laws and regulations. Mr. Monge stated o.k. so it is an acknowledgement. Thank you.

Dr. Francis stated for the employees that are asking for their kids to go to school here, is that mainly staff? Mr. Tatum stated it is all staff. Dr. Francis stated since we are doing such a good job, they want their kids to come here.

Mr. Tatum stated I think I brought this out at one of the other meetings is when you see those resolutions, a lot of times they are renewals. They are not brand new staff members. They are already in the District and they have to apply annually. We have had a number of employees. Dr. Francis stated I don't remember this many in the past. Mrs. Williams asked how many of these are renewals? Mr. Tatum stated I would say pretty much all of them. Every time I get a new request, I get a new letter and there are no letters accompanying these particular requests. These I believe are all returns. Mr. Nufrio stated I looked at the back-ups and I think I saw one for pre-k. Mr. Tatum stated I might have gotten one or two letters.

Mrs. Zuena asked any full-time employee is eligible, correct? Mr. Tatum stated correct. Mr. Monge stated how about as far as other programs like summer and afterschool programs? Mr. Tatum stated they are eligible for any program that we have because they are students of the District for that school year.

Mr. Monge stated it is fantastic that we have a lot of summer activities. How is that stuff going to be marketed? Mr. Tatum stated in terms of how the word is going to get out. I do know that there will be announcements going out. Our public relations people will be putting out announcements for the District on those summer programs and it is always posted on the websites. I can tell you that parents have been calling already on clarifications on different programs because they do want to get their children involved. We are in the infancy of bringing back programs. David, myself and Annie met with a company on Friday. Some of them are where you will pay a fee and some of the ones we are sponsoring and we are trying to bring in a theater program for students that are interested in pursuing the arts and that may possibly be held at the Connecticut Farm School. There will be information forthcoming on that. We just got the email last night Dave from the young man and hopefully we will then be able to have a discussion about it and vote on it.

Mr. McDowell stated there is at least one program in every school. Mr. Tatum stated yes for the most part. Mrs. Moses stated there is a program in every school.

#### FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge presented the Fiscal and Planning Committee agenda.

Moved by Mr. Monge, seconded by Mrs. Regis-Darby, that the following resolutions be adopted:

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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-13. APPROVE TENTATIVE BUDGET FOR 2017-2018 SCHOOL YEAR

That the Board approve the tentative budget for the 2017-2018 school year, in accordance with the information appended to the minutes.

	<u>General Fund</u>	<u>Special Revenues</u>	<u>Debt Service</u>	<u>TOTAL</u>
2017-18 Total Expenditures	\$131,557,657	\$3,062,926	\$2,938,250	\$137,558,833
Less: Anticipated Revenues	<u>\$ 43,856,903</u>	<u>\$3,062,926</u>	<u>\$ 130,066</u>	<u>\$ 47,049,895</u>
Taxes to be Raised	<u>\$ 87,700,754</u>	<u>\$ _____ 0</u>	<u>\$2,808,184</u>	<u>\$ 90,508,938</u>

DISCUSSION:

Mr. Arminio stated F-18 -- is it that they were under budget and this is extra money that was left over after the project was finished? Mr. Vieira stated correct.

Mr. Monge asked do you want to go through questions about the agenda items and then we go to the vote because I have some questions as well. Mr. McDowell stated just those two.

Mr. Monge stated Manny is it possible to give us an overview of why we have F-13. Mr. Vieira stated at the March meeting you approved the 17-18 school budget. The total expenditures were understated slightly because what happened was at the eleventh hour we increased our capital reserve programs from \$4.8 million to \$5 million and that additional \$200,000 was not included in the total expenditures for the 17-18 budget which you voted on. The revenue is coming from the capital reserve, the taxes being raised – that is not changing and it is just correcting the oversight.

Mr. Nufrio asked that money is staying in capital reserve? Mr. Vieira stated we are taking a withdrawal out of capital reserve to do 14 projects which you approved. It can only be used for capital reserve. Mr. Nufrio stated not the general fund. Mr. Vieira stated correct. So that is why we have to vote on it tonight. That is the only thing holding up the approval of our 17-18 budget at this point by the Department of Education.

Mr. Nufrio asked why was it late on being inputted? Mr. Monge stated it was essentially a miss. We had the meeting right before the Board meeting and we rounded up to \$5 million. Mr. Vieira stated we went from 20 projects to 14 projects. The project list changed. Mr. Monge stated it was changed and it didn't get caught up in the budget numbers. It is not a big deal.

Mrs. Williams stated I don't think I'm clear on the budget, is there an actual tentative budget. What I have is the actual vs the last three years – so that is the only thing I have seen. Mr. Monge stated a presentation, that is what I did. We received a budget for next year. We saw a draft about two months ago – an initial draft at a Board meeting. It was at a meeting that we

had, a work meeting – we were provided a tentative budget for next year. It was handed out. Mr. Tatum asked was that the February presentation? Mr. Monge stated yes. Mr. Tatum stated that is when you would have received that. Mr. Monge stated it was part of the worksession and they were explaining the increase in revenue and where that money was going. Mr. Tatum stated I think you got documents afterwards to follow that up and it was designed to spell out and explain the budget. Mrs. Williams, the real issue is this, there is no reason why we can't get that information to you. Mrs. Minneci stated didn't we talk about having some sort of workshop for us. Mr. Monge stated I worked so hard to try to have it. Mr. Brennan set up a workshop and sent an email to everybody which days you were available and you were the only one that actually responded but nobody showed up. He has a workshop so we can actually redo it before. Mr. Brennan can offer that up. Mrs. Minneci stated to explain it before you have the public hearing. Mr. Tatum asked if Mrs. Cappiello could look for it. Mrs. Cappiello stated I think he sent it via email so let me check my email. Mr. Monge stated he had a presentation as well. Mrs. Cappiello stated I will see what I can find.

Mr. Monge stated that is my biggest thing is we should know what we are voting on. Mrs. Minneci stated like a breakdown and explain it. Mr. Monge stated what Mrs. Williams is talking about, with the help of information from Manny and Mr. Brennan, I did a 5-year historical vs actual for the last number of years. Mr. Tatum stated and he provided classes for us and at the end I think I started to understand and get it. Mr. Monge stated if we can send that around to the Board members again.

F-7 Vote

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regs-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell  
 NAY: None  
 ABSTAIN: None

MOTION CARRIED

F-13 Vote

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Zuena, Mr. McDowell  
 NAY: None  
 ABSTAIN: Mrs. Williams

MOTION CARRIED

Mr. Nufrio stated I have a question which pertains to F-17 and F-18. Mr. Vieira, the combined numbers is that we eluded to in the past as the leftover funds or is this in addition to. Mr. Vieira stated F-18, the 137 that is the under budgeted amount from the high school electrical project. The original was about \$1.8 million. Mr. Nufrio stated I'm sorry, I understood that one.

Please give me a little clarification on F-17. Mr. Vieira stated there was approximately \$5 million leftover from the Jefferson School project. We moved \$4.8 million from the Jefferson School project back into the cap reserve fund several months ago. Mr. Nufrio stated so this is money that came back from the State. Mr. Vieira stated this is the SDA money, yes, we were waiting for that and we just received it recently. The Jefferson School project is completely

closed. We got all our SDA money and we are taking the \$305,000 and moving it back into the capital reserve. Mr. Nufrio stated that is in addition to the \$4.8. Mr. Vieira stated that is correct.

Mr. Monge stated the difference you see if F-1 is interest that goes towards debt service and the remaining part is what you see here that would go to capital reserve and then we will close out that account and also close out the high school account because we are going to finish that up and then we are also closing out a couple of the other accounts that have a zero balance. The cast account and also the Washington school account. Mr. Vieira stated the Washington School auditorium/HVAC, there is a penny left in that and we will move it out of there and the old cast account we already moved that money. We keep it on the Treasurer's report until June 30<sup>th</sup> this way it is a full year of activity.

Mr. Monge stated F-16 – the safety grants. The backup that was sent to me, was that sent to everyone else? Mr. Vieira stated no. Mr. Monge stated everybody should get that back-up. I got a really good description from Manny. That description talks about the expansion of cameras and it also talks about servers. We keep on going down the rabbit whole here going servers vs cloud as a solution and I think we actually have some money here and we should definitely not, in my opinion, go out for servers again and we should start pursuing what we talked about before as it obtains to cloud services for many reasons. We talked about how much time we actually keep some of this stuff. Mr. Tatum stated I think this grant is an annual grant and for most part what you are saying is absolutely true that the money has been allocated for that purpose over the last couple of years. There is certainly nothing wrong with exploring other purposes. We did talk about doing the cloud service and certainly that would help in retaining certain information.

Mr. Benaquista stated I thought the gentleman doing the 5-year plan was also going to look at our security and give suggestions on that as well. Mr. Arminio stated didn't somebody say in the Google Cloud would be free if it was used for education. Mr. Tatum stated yes. Mr. Arminio stated instead of paying that person who made the presentation whatever \$10's of thousands. Mrs. Zuena stated we have Google Cloud? Mr. Monge stated yes but the thing is we have had a bigger discussion on how do we stop being on servers and personal computers and getting it to the cloud and we had a conversation with EI Architect that talked about we have a great idea it's called the cloud and I said please we've been talking about that for a while and that is about the high school which we will get into in a minute but that is one thing that we should take into consideration.

F-15 – I definitely want to thank you guys for providing more information – backup to some of these requests. I wanted to find out where this money was coming from and is this an opportunity for an RFP process in the future. Mr. Tatum stated do you want to talk about it because did the money apply to F-15 Manny. Mr. Vieira stated yes. Mr. Tatum stated what Jeff is asking where did we get the money to do this increase. I believe we did various sources because there had been under budgeted issue with a number of special ed issues during the course of the year and I do know that everyone contributed. Mr. Vieira stated it is an ongoing process and we keep looking at the budget and trying to decide how much money we need between now and June 30<sup>th</sup> and we are going through all the budget accounts and scrubbing and looking for additional funds for example – F-15.

Mr. Monge stated so that is part one to my question but is this an RFP possibility. We keep on seeing increases in different services whether it is special services or any place else. Is that an RFP possibility in the future? Mrs. Conti stated initially we use to go out as an RFP but then we started to use the State approved agencies on the Department of Ed website. Mr. Vieira stated they do the RFP's for us. Mrs. Conti stated there was a broadcast memo that came out and when we are hiring nurses, they also have to be agencies that are approved by, I think the Department of Human Services, I'll have to clarify that agency for you. It has been great because we go on the NJDOE website and they are already approved and quite frankly it is very hard to get nurses and we are using several agencies and that has been helpful. But we did initially go out as an RFP a few years ago when Mr. Damato was here and we worked with that but now we are using the NJDOE website ones because we do need several agencies rather than just one.

The other problem too is a lot of the agencies, and sometimes we just need it for transportation purposes because the school nurse takes over during the school day, but what happens is there is not a lot of personnel who want to work two hours a day. This agency here, ATC, has truly been a lifesaver in that sense over the last couple of years but certainly we can't limit ourselves to one agency.

Mr. Monge stated my bigger question, I saw that there was and I asked if I was seeing this correctly, it seemed like we had over \$700,000 that we were over budgeted in two line items and that was instruction that was under "undistributed expenditure" and speech OT and related services. Mr. Vieira stated we are definitely not over budgeted in the special services area, if anything we are under budgeted. Mr. Monge stated what I was looking at was the original budget against F-2. I was looking at what you guys provided. Just look at what I sent you, we don't have to talk about it here. Mr. Vieira stated F-2, the secretary's report? Mr. Monge stated yes because when I looked at last month we had assumed that it would be \$5+ million left over at the end of the year and this month it is about \$1 million off from that number. One of the things we keep on talking about this resolution about trying to put money into capital projects because we are finding out and I'm sure Barry can give us an update, that we have more problems with our facilities. We all thought that we had problems with our facilities but I think we are going to find out that we have more and more problems with our facilities and if we don't start trying to hawk some of this money into capital reserves, we are going to hit the wall and maybe have to go out and borrow money to fix our buildings. I just wanted to put that on the radar. Look at what I sent you.

Mr. Nufrio stated I don't think we can borrow money to fix buildings – is that right Mr. Griggs. Mr. Griggs stated you can do a referendum – you need authorization. Mr. Monge stated a bond – you still have to pay for it. Mr. Nufrio stated I would strongly urge that we don't go that route. Mr. Monge stated to that point, we have to make sure we try to keep our budget in line and make sure we find some money to be able to go there because otherwise we are not going to have any money to fix critical issues that we are finding out.

Mr. Nufrio stated you are absolutely right so part of the scrutinizing of the various vendors to be sure and I think I brought this up last year, I believe it was Mr. Vieira that I asked, do we often or at least sometimes look at the co-op list to be sure that vendor A is still listed on



that list and I will have to talk to you Mr. Tatum at some point this week about something that came to my attention. I think it is very important to be sure that all the vendors that they are the selected vendor from the co-op and they are still listed because a lot of things go on and we don't learn about it until later and it could save some money down the road and I don't think all the vendors on the co-op don't always necessarily give you the best bang for the dollar. That is an aside. Most important thing is to be sure that they are still certified, on that list and when was the last certification done. Mr. Monge stated I absolutely agree. We keep on talking about RFP and the process and stuff like that and the State vendors are one thing, but it seems like if you are to go outside of that list you may or maybe not, you may find some bargains out there.

#### GRIEVANCE/NEGOTIATIONS:

Mr. McDowell stated any grievances will be talked about in executive session. We have set dates to negotiate with teachers.

Mr. Benaquista stated and also everyone was sent a maintenance agreement and it will be put on to vote next week and answer any questions in executive session. Mr. Nufrio asked did everyone get a copy. Mrs. Minneci stated it was sent in an email.

#### OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

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

#### O-3. APPROVE AUTHORIZATION TO EI ASSOCIATES

That the Board approve authorization to EI Associates to submit all necessary plans and paperwork to the Department of Education concerning the ceiling, lighting and fire alarm replacement at Union High School to serve as an application to the Office of School Facilities and an amendment to the District's Long Range Facility Plan. This is an "Other Capital" project and the District is not seeking State funding but will fund the project through the District's Capital Reserve (Fund 12) Account.

#### O-4. APPROVE AUTHORIZATION TO EI ASSOCIATES

That the Board approve authorization to EI Associates to submit all necessary plans and paperwork to the Department of Education concerning window replacement at Burnet Middle School, Livingston Elementary School and Union High School rec gym to serve as an application to the Office of School Facilities and an amendment to the District's Long Range Facility Plan. This is an "Other Capital" project and the District is not seeking State funding but will fund the project through the District's Capital Reserve (Fund 12) Account.

#### O-5. APPROVE REQUEST FROM CLASS OF 2017 ADVISORS

That the Board approve request from Class of 2017 Advisors for use of main gym at Union High School for the NFL Pros vs. Union High School All-Star Game to be held on May

12, 2017 at 6 p.m. to TBD. The money raised will be donated to the Union High School Class of 2017, in accordance with the information appended to the minutes.

#### O-6. APPROVE REQUEST FROM ATHLETIC DEPARTMENT

That the Board approve request from Athletic Department to hold a Volleyball Tournament in the main gym of Union High School as a fundraiser for the Volleyball Team on Saturday, April 29, 2017 or a date in May to be determined, in accordance with the information appended to the minutes.

#### DISCUSSION:

Mr. Monge stated O-3 is in our current budget. Mr. Vieira stated it is in our 17-18 budget – the high school ceiling, lighting. Mr. Monge stated the paperwork – the cost of EI Architects, we are paying them through our current budget. Mr. Vieira stated correct.

Mr. Monge stated this is high level, because the story is not told just yet, we are going through a process now where we are getting cost estimates – updated estimates as it pertains to the job. The numbers that we originally received, those are going to change, they were a holder for that \$5 million. One of the things that we did find out as we were opening the walls and anytime you open up the walls you are going to find something, so not only are we talking about and it is a good thing we went through this process because we are finding issues with the fire alarm systems that we are going to have as part of this job as well as the cameras and that is where he came up with a great idea about the cloud.

The good thing is you open it up once, you do the work and you close it up and we are going to see a hike in those numbers for various reasons. When are we going to get the EI guys come back? Mr. Loessel stated Tuesday, May 16<sup>th</sup> the people come up and pick up their bid proposal packages and then bid should be in by April 20<sup>th</sup> – that is when they open the bids. Mr. Vieira stated that timeframe doesn't sound right. Mr. Loessel stated the opening bid is May 16<sup>th</sup> – the 20<sup>th</sup> is when the bids need to be in. Mrs. Cappiello stated are we talking about windows or ceilings? Ceilings – bid opening is May 16<sup>th</sup>. Mr. Nufrio asked when do they have to be in by? Mrs. Cappiello stated bid opening is May 16<sup>th</sup>. Mr. Nufrio stated no, what is the deadline for the bids to be submitted. Mrs. Cappiello stated May 16<sup>th</sup>. Mr. Nufrio stated you said that is when they are to be opened. Mrs. Cappiello stated that is the deadline. Mr. Nufrio stated so the same deadline. Mrs. Cappiello stated there are due 11 o'clock on May 16<sup>th</sup>.

Mr. Monge stated so we are not going to have the actual numbers before we vote on the budget. We are going to have an estimate. Mr. Vieira stated the public hearing is April 26<sup>th</sup>. Mr. Monge stated and we are going to have our bids in May. We are not going to have and we are going to be voting on estimated numbers. Mr. Griggs stated you are talking two things. You are talking about when the actual bids come in and hypothetically if the bids came in \$500,000 higher, then you revisit whether you have adequate funding. Mr. Monge stated that is what I'm saying we are voting on estimated numbers.

Dr. Francis asked when are the bids going out? Mrs. Cappiello stated the Notice is being published in the Star Ledger this Thursday and then they are available at EI on I believe we said they can pick them up on April 17<sup>th</sup>. They have a significant amount of time.

Dr. Francis asked what is the NFL Pro vs the high school? What is that about? Mrs. Cappiello stated it is a basketball game. Dr. Francis asked are they really NFL pros. Mr. Benaquista stated it is an organization of retired NFL players that do community service like this and they come in and have a fun game. Dr. Francis asked who are the Union High School All Stars? Ms. Shannon stated it can be anyone who volunteers.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regs-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Zuena stated the discussion items #1 and #2 were voted on. No. 3 is the unused snow days which are two days. I'm confused on what the discussion is because on the calendar it says they will be removed at the end of the school year. Mr. Tatum stated there were different requests but at this stage of the game I am of the opinion that we just leave well enough alone because there was a discussion about maybe extending the Memorial Day holiday or one of the other breaks that we have but at this stage of the game because we are down to two days and the graduation day is set and we cannot change that because of Project Graduation. I just met with Project Graduation Committee last week and they are pretty much ready to go. Some of these activities that we have are also fundraisers that they are doing to raise money for Project Graduation so we are set in stone. I don't think that two days in all actuality is going to make much of a difference. I do believe the students will come back for their diplomas and I know the teachers are committed to working graduation. So the last day of school will be June 21<sup>st</sup> as opposed to June 23<sup>rd</sup>.

Mr. Monge stated O-7 and O-8 is that coming out of contingencies? O-2 just a comment, and I sent an email and I had the opportunity to speak with somebody and Mr. Nufrio gave me some background and Mr. Griggs gave me some feedback. I think it is way too late to do an RFP, I think that food services is something that we should consider and adding to our RFP list. I know it is a profit center but it is a good idea to have some checks and balances here to make sure that the deal that we are getting on an annual basis is consistent with what would be viewed as marketing. I'm not suggesting that we do it this year but I think it is part of the lists of RFP's that we should be considering for the years to come.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio presented the Personnel Committee agenda.

Mr. Arminio stated we are voting on P-5 are there any other questions. Mr. Nufrio stated the two job descriptions P-7 and P-8 are they new, are they amended? Mr. Benaquista stated we are starting to work on updating a lot of our job descriptions. The next one you will be seeing is all our aides' job descriptions. The nurses, Ms. Ionta updated the job descriptions and some of the new things that we are doing. Mr. Nufrio stated by the State regulations. Mr. Benaquista stated that and the parent involvement and a lot of things that they are now doing as part of their

job. The bus aide one Ms. Calderone needed to update as well. Mr. Vieira stated they are not new positions, they are just updated.

Mr. Benaquista stated I believe the changes were in bold and if not I will make sure they are in bold for next week in there of the additions. I don't think there were any deletions. Mr. Nufrio stated there were compliances with the State job descriptions. Mr. Benaquista stated yes. Mr. Nufrio asked why aren't we using the State job descriptions? Mr. Benaquista stated every job description is a little different depending on the needs of your district. It is not every single thing is State required – license and that stuff is in there.

Mrs. Regis-Darby stated with the high increase of our special ed population, the nurses job description should change. Mr. Benaquista stated it is definitely evolving and it is a much different job than years ago. If you want I can have Mr. Griggs make sure we are not violating any laws. Mr. Nufrio stated that is all I wanted. I'm about making sure we are not crossing the line.

Mr. Arminio stated P-4 – I have a question, do I have to wait until executive session to ask a question about personnel. Mr. Griggs stated yes.

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

P-5. Approve a Comprehensive Psychological Evaluation by Loren B. Amsell, Forensic Psychologist for the 2016-2017 school year not to exceed \$3,600 (Account #11-000-219-320-01-19).

#### DISCUSSION:

Mr. Nufrio asked is this a new person Mrs. Conti? Mrs. Conti stated this is a new person. Mr. Nufrio stated and selected because. Mr. Griggs stated let's not vote on this now, let's talk about it in executive session and then after executive session we will come back out and vote on it. Mr. Nufrio stated she is not employee. Mr. Griggs stated she is contracted services. Mr. Nufrio stated so why can't I ask how she was selected. Mr. Griggs stated because it ties into a student matter. Mr. Nufrio stated but she said it is a new individual, a new evaluator. Mr. Griggs stated correct. Mr. Nufrio stated I just asking why this evaluator was selected. Mr. Griggs stated to the extent I can tell you, executive session would be the place. Mr. Nufrio asked are we going to have that tonight?

Mr. Arminio asked do I have to withdraw the motion. Mr. Griggs stated yes.

Mr. Arminio stated I would like to withdraw the motion. Mr. McDowell stated the motion has been withdrawn.

#### POLICY COMMITTEE:

Mr. Arminio stated the Policy Committee met with Mr. Benaquista the other day and sorry you couldn't make it because you had to work. There is no other time for us to meet. We

have three policies that will be presented to the Board – I think 2 of them next week which are strengthening the policies. Are we going to have all three Mr. Benaquista or just two of them? Mr. Benaquista stated definitely two of them. One on updating our suicide policy; the three policies were suicide, unit plans, as well as initial placement. Mr. Arminio stated at least two of those will be presented for the first reading. We will present it and then the following meeting we will present for the second time and you can vote on it.

#### RESIDENCY COMMITTEE RESOLUTION:

Mrs. Zuena presented the Residency Committee agenda.

#### DISCUSSION:

None

#### TECHNOLOGY COMMITTEE:

Mr. Monge stated I did send out an email with some questions and Mr. Nufrio maybe you can offer some. We have a committee and I have questions, I don't have answers so what we are trying to get a date on the schedule and I think Mr. Tatum we can offer you when we are available but ultimately it makes no sense for three Board members to have meetings. I would ask the possibility of Mrs. Paul offering to us her availability and coordinate something.

Mr. Tatum stated that is exactly what I thought you guys were doing because I have seen correspondence. Mr. Monge stated we haven't gotten any feedback. Mr. Tatum stated the last I saw was a phone meeting. Mr. Monge stated and Nellis and I were the only ones on the call. We had a nice discussion but we didn't get any feedback on not being able to make it until we found out that no one was able to make it.

Mr. Tatum stated Mrs. Paul was the quarterback in that committee as far as the staff is concerned but we should probably talk about the staff members that need to be involved in those committees so they're available as well. The key thing is to be able to schedule the meeting.

Mr. Monge stated I think we are open to have a conference call which will probably make life a whole lot easier because I don't think we need to be here. We gave you a list of ideas that we want to try to get updates on so maybe should present at the next Board meeting and very high level – Chrome Book security update, PARCC testing update, the cloud, re-registration discussion and talking about going Google gmail vs what we have now. Mr. Tatum stated we touched upon that a little bit in our last meeting that we had and I thought and I saw a correspondence and we probably can do that simultaneously. Mr. Monge stated nobody responded. Email issues – I send these emails out and making sure that these people receive the emails. Mr. Tatum stated it depends on what you send us.

Mr. Monge stated hopefully the next meeting we can have an update on those items.

#### APPROVAL OF BILLS:

Bills will be approved at next week's meeting.

## UNFINISHED BUSINESS:

Mr. Arminio stated I want to thank the Board for approving the Narcam training. I think it is tremendous and I think we are one of the first ones and I hope the publicity committee gets that out there and let the public know that we have passed it. There were 19 people signed up for the training and 17 people showed up – Mrs. Zuena, staff and community members. Mr. McDowell stated it was open to the public? Mrs. Zuena stated it was. Mr. Arminio stated they all got trained and they all got a kit so they can hopefully never have to use it and they are valid for a year. Mrs. Zuena stated and then you can get a new one. You turn it in and get a new one. Mr. Arminio stated we got it for free and Ms. Ionta is going to run another training for the people that need to or would like to get trained. I think it is absolutely fantastic that we did it and if we can save one life it is tremendous.

I don't know if I should talk about Unsung Hero or Mrs. Moses or Mr. Benaquista should talk about it. Mr. Benaquista stated I videoed it. It was a nice night. We recognized our young man but there were a lot of special students out there and some of the obstacles that they have overcome. It was very touching. It was the first time I was at that event and I was moved by some of the things these children deal with and how they rise to the top and become one of the best students – for many different reasons in their school. I was proud of the person that was nominated for us and it is definitely an event that I would like to continue to attend. Next year hopefully we will be running it. I think everyone would be moved by these students that are nominated. It was special.

Mr. Arminio stated the NJSBA has to bring it up at their board meeting and it is going to be between us and Rahway on who hosts it next year. If we don't do it next year, we will do it the following year. We really should at least once host it so that we can see and hopefully some of you attend next year. It is very moving. Mr. Benaquista stated it isn't a long event. It is a very good event. Mr. Arminio stated thank you for giving us the opportunity to host it.

Mrs. Williams stated Cinderella was amazing. Mr. Arminio stated if you didn't get to see it, I have the program here. It was absolutely fantastic. I don't know if we will win 13 out of 16 rising star awards but we are definitely going to get some this year. It was tremendous.

Mr. Nufrio stated my wife and daughter attended, I couldn't, and just as last year when Jen Williams won the award for choreography, she predicted that would probably happen again this year. Why my wife would predict that is because she use to teach dancing. She was very enthralled by the dance moves. She said she was amazed that she could teach these kids to do some of these moves; I couldn't teach adults to do. She is looking forward to that as I am.

Mr. Monge stated the one thing I saw from the middle school to the high school – the high school level is so many people from the community come out. I would say 50 percent of the people there probably didn't have someone in the school system. They were just coming from the community and that was pretty impressive.

Mr. Arminio stated if we get that theater project in the summer, it is just going to enhance the program at the high school even more.

Mr. McDowell asked who won the pizza tasting contest – Joe's? Mr. Arminio stated the one on Springfield Avenue.

Mr. Monge asked is there an update on the Connecticut Farms traffic situation? Mr. Benaquista stated we are still planning to get over there with Ms. Williams as well as Mr. Ardito and I think what we will need to do is to get an architect to take a look at it as well to see what we can do with that parking lot and create spaces and not count on that entire parking lot. Mr. Monge stated I thought we were going to try to look at that guy. Mr. Loessel stated the five-year plan is looking into that also. I have been around to all the schools with architects and that is one of the problems that the principals are coming up with. Mr. Benaquista stated there are parking issues at many schools. I am nervous about Connecticut Farms because this bridge project is going to happen in 2019 and we have to get a step on it now.

Mr. Monge stated with Hannah Caldwell we had this traffic study guy which I thought he did a great job and it seems like the results have been really good. Why not consider him or someone like him. I thought that is what we were going to do. Mr. Tatum stated there is no opposition to it. I think what we were waiting for and I don't know Gerry whether or not you were able to get in contact with Captain Tyms, I thought the initial discussion was going to be with Captain Tyms to take a look at what we can do short-term collaboratively and then move on to something more elaborate but then Gerry came back to me with that bridge project.

Mr. Benaquista stated Captain Tyms said about the current situation that there was not much they can do. The way the traffic is right now, they can't make it into a one-way. He was really looking for us to do something with drop-off.

Mr. Monge stated this really speaks to the traffic study person because God forbid some kid gets hurt or hit by car – I thought that was the idea and if we can put a timeline on that especially before school ends. Mr. Benaquista stated we have to do a study before school ends. Mr. Tatum asked can we look up who we used for Hannah Caldwell and go from there.

Just for information for the Board, the Hannah Caldwell project was a project that was under study for a number of years. It was a long time and it was in the last year and half that we finally got down to something that was workable. Some obstacles were a big utility pole in the driveway which we had to get passed. Even though there was a plan on how to do it and looking at the layout and the other side of it, for many years, the Township was opposed to making that a one-way out. We had some obstacles and as the administrations changed, there began more and more flexibility and we came to a meeting of the minds. In the case of Connecticut Farms, there may be some things that we may need to do and Jefferson too and we have nothing going on there right now in terms of being able to re-design where students are – I have a meeting coming up soon with Mrs. Damato and her security officer regarding that. There are a lot of different pieces.

Mr. Monge stated I experienced this for the first time at the high school, when folks go in they start going the wrong way and then they make the u-turn and come back the other way. Mr. Tatum stated we had studies done over there. A couple of years back we had issue with that. We had a student group one year do a study on that.

## NEW BUSINESS:

Mr. Nufrio stated last week I was compelled to reach out to Mr. Tatum and also to Diane – I sent pictures and yes we are looking at traffic hazards; but what about animal hazards. There was a fox right across the street from Washington unknowned to the principal or anyone else. I took it on myself to try to get to Mr. Tatum and I was not able to but I sent a picture and I sent it to Mr. Matthews and he was going to have the kids go outside that day because it was warm but in light of what I informed him about, he thought differently and kept the kids inside and they were disappointed but better to have them inside safe then to become lunch for a fox. The reason I brought it up is down the street on Whitewood Road is the woods. I'm sure this is where the fox is hanging out as well as many other types of animals in there. I suggested to Mr. Matthews that maybe he should call animal control. Do you know whether anything has been followed up?

Mr. Tatum stated the day you reported this, I was in the building at a meeting and I saw your email but the attachment didn't come out and then I got a text. The secretary had to explain to me what was going on and she said the picture is of a fox. I believe Julia coordinated something with Mr. Matthews. Mr. Nufrio stated that Tom did call the police and I said you should also call animal control. Mr. Benaquista stated I'm almost positive they called animal control. Mr. Loessel stated they did I have the paperwork here.

Mr. Nufrio stated the other item to point out is Mrs. Conti, I spoke with Mr. McDowell before the meeting and I told him about a PBS special I saw last week. It was on autism – it is about 30 minutes in length and I don't recall the exact title but I have it written at home. That would probably be a great 30-minute video to show the teachers in a professional development because I was astonished of what I saw. You learn something every day. You really didn't know that autistic children or adults have such unbelievable description or reaction to their condition. I was truly amazed. One of the segments had to do with an adult woman, autistic, spoke very well and she was intelligible and intelligent. She was painting what she actually sees and I was amazed because I didn't equate or correlate visual. That was my learning experience on that. If I can get the title of the video I would suggest that you contact PBS. It was LIW actually. They did the presentation. To me it was a class in itself.

Mr. Monge asked is there professional development for our teachers that pertains to kids with autism? Mr. Nufrio stated there has to be it is by law. Mr. Monge stated is there anything that is required in this District for teachers and staff/administrators as it pertains to that? Is there any training for teachers/administrators/staff as it pertains to autism? Mrs. Conti stated we did reach out to the Department of Ed. I have a staff committee meeting and we talk about what professional development would be helpful to the staff and they did bring up multiple disabilities and autism. I asked Ms. Baskerville to reach out to NJDOE because they have a technical assistance there and she is arranging time because I would like the NJDOE to come in and do some professional development and yes we do professional development. We have Rethink Autism that comes in to train and we also have used the services of Dr. Kaufmann to impart knowledge on the staff on autism.



Mr. Monge stated so we don't have a comprehensive training plan for our teachers/administrators/staff. You have things that go on. Mrs. Conti asked what do you mean comprehensive training? Mr. Monge stated everybody that is in the District has to go through this workshop as it pertains to students. Mrs. Conti stated you mean mandatory and every so often.

Mr. Nufrio stated you both know that the State is absolutely requiring regular ed teachers to have some training so I think that is what Jeff is referring to and how are we complying with that. Is that what you are saying Jeff? Mr. Monge stated yes. Mrs. Conti stated are you talking about course work? Mr. Nufrio stated course work is one thing but actual training for our people. We can't be sure that the course work is being done either. Mrs. Conti asked are you saying like the dyslexia training? I have not seen anything that was mandated as far as the PD goes on a consistent basis. I will look into that but we always try to train and provide training that pertains to all different disabilities because as you know there are various disabilities and we really have to get that training for all disabilities to staff members because albeit we have students that are diagnosed with autism or educational classification category. We have many other students that have issues of dyslexia, multiple disabilities, cognitive disabilities so we try to train so that we are hitting on all those areas.

Mr. Monge stated here goes a challenge. Call it professional development, call it whatever it is, it would be wonderful that people that work in this District and are exposed to kids have some type of training as it pertains to kids with autism and other disabilities because there is a disconnect and I speak personally and there is a disconnect as it pertains to having those wonderful experiences of understanding and what makes these kids tick versus having a couple of things here and there or something comprehensive where you say to everyone in this District here's this workshop that you are going to check off and you will have an opportunity to get that exposure.

Mr. McDowell stated Mrs. Conti and Mr. Nufrio will get together and find out about that autism video. Mrs. Conti stated he is going to email me the information for the PBS station.

Mr. Nufrio stated the course work Kim, that is primarily intended for teachers and students that are becoming teachers, they are trained hopefully. The existing staff is I guess is where we should do a little bit more. Mrs. Conti stated I agree that we should be training all. I am meeting with Mr. Tatum regarding the assurances that Mr. Monge referred to before and that you are voting on next week, to meet and talk about these and some of these plans because some of the updates are Districtwide planning and you have to realize again, as I said before, general ed and special ed, it has to be integrated as a whole and Districtwide for it to be meaningful. I am meeting with Mr. Tatum to talk about looking at some that are in the assurances like consistency and location of the districtwide PD because we do have to address it and we have to address it general ed and special ed together and get it wide ranging so we are aware of it.

Mr. Tatum stated the number of disabilities that make up our District are widespread and to the points that are being made here, as we look at professional developments, those are topics that should be included and should be an ongoing plan and continually revising that plan as the needs arise. I remember when the autism population started to grow in this District back when I

was a principal there was a very small population and now it has expanded. More and more teachers are interacting with students that have those disabilities. Certainly there is not a disclaimer on the fact that may be something that we may need to undertake but like everything else, it is where we can take those things and fit them in the appropriate time. We talk about a half day – an afternoon, does that do something like that justice or when we talk about calendar amendments, can those days be for that purpose because right now we have days in the calendar but they are building based and that is based upon the needs of that building which could be autism – it could be a number of issues. What I'm hearing is that we really need to think seriously about some of these broader issues that are in our District and based upon our particular needs which it is a growing population as well as other disabilities that are arising in the District and need attention.

Mr. Nufrio stated the focus last month was autism month and PBS saw fit to broadcast the program. If I at my age can learn something new, imagine what the staff can learn.

Mrs. Conti stated there is so much to do in professional development and to fit it in within the existing (inaudible) in New Jersey and the skip team and contractual constraints and all of that and we certainly have to be sitting down and looked out so that we can have the time. Mr. Nufrio stated time is the factor. Mr. Monge stated my mother says "find the time".

Mrs. Zuena stated today we had a Residency Meeting – myself, Mrs. Minneci, Mr. Monge, Mrs. Williams and Mrs. Moses had a discussion about our re-registration program. We discussed it many different times and kind of put it on hold but I think at some point we need to move forward because sitting on it and talking about it... what steps do we have to take and where are we at with it. Mr. Tatum stated I was under the impression that we were going electronic; that was the last thing I remember. We were debating between Genesis and InfoSnap and I thought we were going with InfoSnap and then all of a sudden it seemed like with all of the things that are going on in the District that all those presenting those projects it seems like it bogged itself down and I think what has to happen now is we have to come up with which one are we going to choose because we are supposed to be getting people from Genesis. Mrs. Zuena stated I will follow up.

Mr. Monge stated what we are talking about here at least what we talked about today is and this is one of the questions I have for Manny and Mr. Brennan, let's pad the residency budget to prepare for doing something. Even if we have to go out without using technology because I have been waiting for this and this is what works and this is how you do it. If we do it manually, Ms. Moses had a plan that we reviewed and I think the idea was go for it. I don't know if anyone on the Board has an issue with doing re-registration but we are really trying to empower you and your staff to do it and if we don't have enough money, let's double the budget. It is not a big budget anyway. Let's double the budget to be able to have some flexibility to hire people to do re-registration.

Mr. Tatum stated those were the issues we were talking about before the electronic piece. Let me just refresh everyone's memory. We had a system of re-registration in place already. We were doing it every other year. We were using the student data base and I was of the opinion that we wanted to do something more expedient and on an annual basis. The manual form of re-

registration has been done. It is in place and can be activated like that. The issue was the secretarial staff and some of the other members that were involved. We talked about the residency investigators being involved and there was a huge discussion about it. We were trying to tweak the actual program that we had in place. I have to tell you that the re-registration process we had in place has been in place since 2010.

Mr. Benaquista stated the years that I did it directly at the high school, at least 75-100 kids were not on the roles. It was effective. It was a lot of work because it is all paper. I think if we can get it electronically it would help.

Mrs. Moses stated if we are going to do it this year, you are not going electronically right now and the plan we put in place was a 4-month plan. If we move forward in May and end up in August, we have plenty of time to do re-registration. My thing is you have re-registration at Central Office for parents that have multiple children in the District because they can come one stop shop. If you are doing re-registration in May, it would have to be in the evenings at a school. So I would say re-registration sites will be five schools out of the 10 schools. As you move towards the summer, you should have two sessions, one in the morning where parents can come before work and another two hours in the evening. I guarantee you and I believe all the kids will be registered. It creates opportunity for everyone to have it done.

Mrs. Williams asked do we have anything in place for families that don't re-register their children. How are we enforcing that? Are we keeping kids out of school? Mr. Griggs stated you remove them. Mrs. Williams stated the district where we came from, if you weren't re-registered, you did not go to school. It was all paper and once the summer came, whoever didn't make it to their schools had to go to the Board of Education and it was a mess. It was designed to make people not want to go through it.

Mrs. Moses stated we don't want to design it to be a mess or make it complicated for a parent, we want to design it where we create an opportunity for them to come at scheduled times. Say school is on Monday, you have Monday evening so you don't interrupt what is going on in the schools for the kids that are ready. I would say in September extend those evening hours again. Mr. Benaquista stated I agree with Mrs. Moses, the hard thing about during the day and we did one grade at the high school, was the time – where if you did it in the evening during the school year it would eliminate administrators from being pulled all over the place – I was overseeing it at the high school and it was a lot of extra time that was taking me away from the day-to-day stuff.

Mrs. Zuena stated like Mrs. Moses said if it was summer hours, you could do it in the morning – even 7 to 9 because you want to accommodate the people that are going to work. It is a huge discussion and there is a lot to discuss and maybe we can set up a meeting this week for the logistics and what we need and how many people we need and then get an email out to secretaries on how many people are willing to do re-registration. Mr. Benaquista stated we would have to post it. Mrs. Zuena stated there would need to be a posting for the job.

Mr. Monge stated I take it a different way. I say if we are going to do it then figure out how to do it and just do it. Mrs. Zuena stated we are saying that but the job has to be posted.

Mr. Monge stated what I'm saying is figure it out and I think you guys are saying you can do it, you can figure it, then go at it. I don't know if we need to, Mr. Griggs, vote on something like this or is this just part of the process. Mr. Griggs stated you would have to vote on anybody you hired. Mr. Benaquista stated that would be through the hiring process. Mr. Griggs stated otherwise no. Mr. Benaquista stated it would be the budget and to see how much it is going to cost us to station these people after hours.

Mr. Monge stated to Nancy's point, you can do this sooner rather than later than maybe we don't have to pad the budget or at least we would know how much we need to pad the budget because I don't know where we are right now with that residency budget. Mr. Vieira stated I looked at it today and there are some extra appropriations. We are down a few residency officers. Mr. Monge asked Mr. Tatum is that doable? Mr. Tatum stated anything is doable. It won't happen this week because I'm booked from 8:30 to 3. Mr. Monge stated I'm talking about re-registration. Mr. Tatum stated I'll tell you why I think it is doable because the last time we undertook re-registration, it was in cooperation with the District and the Township. We co-sponsored it the first time we implemented it. The way we worked it out and it was a matter of people dropping stuff off at the schools – verification and stuff like that. Now secretaries have different responsibilities – it is just a matter of tweaking the staffing piece and the rest will work fine.

Mr. Monge stated as it pertains to technology, we have too many balls in the air. The next time around we have to look at it. One of the things that we can look at also is we have Google drive and we can try to figure it out as we go along. Mr. Tatum stated I know Mr. Brennan came to us with a lot of residency background and he will be helpful with that.

Mr. Arminio stated Relay for Life. Mr. Tatum stated we have a defector, Mrs. Moses, just informed me that she will be joining your side.

#### COMMENTS FROM THE PUBLIC:

Radilya Dixon stated I'm here tonight because my son lost his bus pass. He really didn't lose it, he didn't check his pockets. The bus driver said he had to pay \$5 to get another bus pass. I gave him the \$5 and he paid for the bus pass. The issue I had, they gave him a bus pass with someone else's picture on it. I called them and asked them that is not him why did you give him that bus pass and they told me they just got a new machine – but he didn't use it one day, he used it two days, but when you handed it to him, you knew it wasn't him. However, I took a picture of it now I have a picture I can put on FaceBook, I could be a pedophile – you just gave me a picture of someone else's child and I have a big issue with that. I am a social worker and I have a big issue with that. You have to be careful. I always tell my parents when you come to me with a problem, come to me with a solution so my solution to that is if anyone loses a bus pass and you don't know that kid, give them a blank one that allows them a pass for the day. They don't need a picture on it. Through his school, somebody should have said this is not him so the joke in my house was, you're not the real kid, let me go find my real child.

Mr. Monge asked what school? Mrs. Dixon stated Central 5. Then I called and said since you didn't give me the right picture, I want my \$5 back. Mrs. Zuena stated who handed it

to him? Mrs. Dixon stated I don't know, it was school personnel, he went to his classroom and if the teacher gave it to him, the bus driver gave it to him, it isn't him so I don't know if my child's picture is going around. I have a big issue with that so I think there should be some other way – just a blank pass – here's a pass for the day until you bring your \$5 or however. Don't give another kid's picture. I just wanted to bring this to your attention.

Mr. Tatum stated the actual new one, it has his right picture on it. Mrs. Dixon stated it has his right picture on it now but he had to wait two days. Mr. Tatum stated I'm just concerned about whether or not you had gotten a new one. Mrs. Dixon stated my concern was you gave me a child's picture that you could put anywhere and if I knew his parents I would say to them look at your child's picture and that could be a lawsuit and that is why I wanted to bring it to your attention and you need to get on that department to be a little more thorough. Mr. Griggs stated thank you. Mr. Tatum stated Manny you made note of that right – please take care of that. I like the idea of blank passes.

Mrs. Sharpe stated I have one question I would like to direct to Mr. Benaquista – you mentioned that you have another job description that you are starting to work on and it is for aides – who are aides? Mr. Benaquista stated it is paraprofessionals/aides. There are many different types. There are one-on-one's. Mrs. Sharpe stated I just wanted to make sure you meant the paraprofessionals because we do not go under aides.

Mr. Tatum stated when I saw this information, what I said to Mr. Benaquista was the contract says “classroom assistant” and then we have the various types of classroom assistants. The real title should be “classroom assistant”. We did have that discussion.

Mrs. Sharpe stated we were never aides; we fought that from the beginning. Mr. Tatum stated believe it or not Kathy I caught that because I knew you were going to be here tonight. I anticipated what you were going to say.

Mrs. Sharpe stated in lieu of what just happened in the news in the elementary school, I have had some staff members that have come to me and some parents know I have a big mouth and I will bring things to the Board but we have security officers in the high school, the middle schools, Jefferson and at least one elementary school that I know of which is Franklin – is there a reason we don't have security officers in the other elementary schools? The greeters do a fine job for what they are there for but in lieu of what is going on in this world right now I know a lot of the staff and the parents would really like the Board to think about having security officers in all your elementary schools. If you notice, most of the shootings that have happened lately have been on the elementary level.

Mr. Tatum stated a couple of years ago when we got the greeters and I argued the point if you put a person in front of the building and call them a greeter, essentially they are doing security work. What I talked to personnel about and one of the plans that Mr. Benaquista and I have discussed repeatedly is how do we supplement those greeters with personnel that would support one person being on the floor and one person being at the front desk. There is a plan that we are working on regarding that and to address that area and we do acknowledge that. In fact, one of the things that we have done and when we have had issues with particular buildings, we

have assigned and that is why that one school – there was an issue over there and I asked Mr. Ardito to put a substitute on there to handle that issue. You are absolutely right, all schools need someone there and we are working on it. That is another one of those things that by magic I'm going to try to produce some way of putting people in those buildings.

Mrs. Sharpe stated the greeters do a great job but if I was thinking about coming in this building and doing something, I'm sorry a woman my age sitting at a desk and pushing a bottom to open a door isn't going to stop me from coming in and doing whatever I was planning. Maybe if I saw a security officer, I might give it a second thought. Mr. Tatum stated we are working on that and more to come on that.

Mrs. Sharpe stated just to let you know, in the last month or month and a half, there have been two professional developments given by the special education department on the different disabilities and they were open to all your paras and really anybody that wanted to come. They were two very thorough workshops. Unfortunately they are short because they are after school but I think they were very comprehensive and the material we got from them covered a wide span of disabilities and how to react to the children. We thought we were doing right and a couple of them we shouldn't have said those words and I think special services should get credit that they are really trying to get the word out to all of us on how to approach our children.

Mr. Nufrio stated Mr. Tatum and Mr. Benaquista, the paraprofessional – they have certain certification tests. Mr. Tatum stated going back to 2009-2010 when that issue came up, we had all our paraprofessionals tested in the District with the exception of the one-on-ones – personal assistants didn't have to have the tests. One of the things that we found out was that the regulations speak to Charter I schools and NCLB in the event that school is being funded by that – they have to pass that test. If local funds are being used for the payment of a classroom assistant, the test is not required. We were misinformed at the time, there was an interim assistant superintendent here at the time, he didn't inform us correctly but most of our paraprofessionals that remained have been tested and qualify under NCLB. Mrs. Hart stated tested or have 60 college credits. Mr. Nufrio stated one or the other, they meet the criteria.

Paul Casey stated I didn't make it in time for the discussion item – immigration status so I'm not sure what happened. I just wanted to congratulate the Board for at least bringing that topic up and I think it is a very important signal to the entire community that the public, teachers, staff and community at large – I hope that our Township leadership follows suit with something similar but I congratulate all of you.

Mr. McDowell stated we decided tonight that we would have our attorney review the resolution and the letter to see if we are inline.

Mrs. Williams stepped out of worksession at 9:01 p.m.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Arminio, seconded by Mr. Monge, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Matters involving employees and terms of their employment and contract.

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

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regs-Darby, Mrs. Zuena, Mr. McDowell  
 NAY: None  
 ABSTAIN: None MOTION CARRIED

Mrs. Williams returned after vote to go into Executive Session at 9:03 p.m.

The Board returned to public session at 10:25 p.m. Mr. McDowell stated there is one item that we have to vote on.

Moved by Mr. Arminio, seconded by Mr. Nufrio, that the following resolution be adopted:

P-5. APPROVE COMPREHENSIVE PSYCHOLOGICAL EVALUATION BY LOREN B. AMSELL, FORENSIC PSYCHOLOGIST FOR THE 2016-2017 SCHOOL YEAR

That the Board approve a Comprehensive Psychological Evaluation by Loren B. Amsell, Forensic Psychologist for the 2016-2017 school year not to exceed \$3,600 (Account #11-000-219-320-01-19), in accordance with the non-public information appended to the minutes.

AYE: Mr. Arminio, Dr. Francis, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regs-Darby, Mrs. Zuena, Mr. McDowell  
 NAY: None  
 ABSTAIN: None MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Williams that the meeting be adjourned at 10:26 p.m. All present voting YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN  
 BOARD SECRETARY