

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MEETING – JANUARY 10, 2017

Meeting held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on Tuesday, January 10, 2017.

The meeting was called to order by Mr. McDowell at 7:03 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. Gregory Brennan, Mrs. Sandra Paul, Mr. Barry Loessel, Mrs. Ann Hart, Mrs. Kim Conti

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mrs. Williams led the Board and audience in the Pledge of Allegiance.

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

COMMENTS FROM PUBLIC:

Mr. Monge stated point of information here for F-17, we are going to unbold that and vote on it next week.

APPROVAL OF MINUTES:

Mr. McDowell stated that the minutes will be approved at next week's meeting.

COMMUNICATIONS:

Mr. McDowell stated these are our typical communications for maternity, medical leave and the like.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated next week we will have two presentations from our supervisor of athletics, Mrs. Linda Ionta, also our supervisor of music, Mr. Ron Rago. I will also present the Violence and Vandalism Report as well as the Harassment, Intimidation and Bullying Report for the first quarter of the school year as required by regulation. Also there will be a second presentation by our special services supervisor Mr. Joseph Seugling, which is not on here. I will also present any District highlights and activities going on throughout the District for the month

of January and December. Tonight we are fortunate enough to have our YMCA who takes care of our aftercare program with an update.

Mr. Nufrio asked are we still going to have Mr. Mosser here next week. Mr. Tatum stated we will reach out to him again because I don't think we heard back from him. I will check on that tomorrow. Mr. McDowell stated was that to recognize him. Mr. Nufrio stated the play and the cast as well. I thought it was a nice gesture and unfortunately he could not be here last month. Again it was such a terrific performance as usual. Mr. Tatum stated we will reach out again tomorrow and if he is available, we will add to the agenda.

YMCA – Presentation – Jessica stated that I have been with the Y for about seven years and working primarily with our school age program. I also have experience with elementary education and special education. Laura is our school age childcare and camp director. She oversees the day-to-day operations of all of our afterschool programs and directly supervises all of our staff, communicates with all of our parents and handles any financial assistance and scholarships as well. Danielle is our district branch executive for the 5-Points Branch and Elizabeth Branch, out of the Gateway Family YMCA. This is Anthony and he is new to our YMCA. He joined our team in July. He is our new school age childcare coordinator. He has 15+ years of experience working with youth programs and afterschool programs in non-profit areas. We are thrilled to have him to support our staff and schools. He has been a great asset to our staff.

Today we are here to give you some updates on our afterschool programs. Since our presentation in August, we have made some great changes to our before and after school programs based on feedback from parents as well as the recommendations of the Board of Education. We are now starting our before school programs at 7 a.m. and the program fee did not increase with that change. The program fee remained the same even though the time did start a half hour earlier. We have had great feedback from the parents. It really speaks to our working parent that doesn't have a flexible schedule or understanding bosses so they are able to drop off earlier and we have nothing but positive from our parents and we are very happy with that change and it is going smoothly. With the winter weather we anticipate more parents will be taking advantage of that to ensure that they can get to work on time.

To better assist our families we have decreased our aftercare fees and continue to actively report our YMCA scholarships and government subsidy opportunities to the families in our programs that will help offset the costs. Again we have had a lot of positive feedback from parents. We have over 60 families receiving financial assistance.

We are in constant communication with the parents. We have some parents for the last two years telling them they should apply for this because it is a great asset to you and they finally decided to take advantage of it and they qualified. Sometimes they just need that little nudge from us but it is part of every conversation and we are proud to be a charity and to be providing over a half million dollars in financial assistance every year. It is something we definitely encourage our parents to promote as well.

In hiring for this school year our focus is on continuing to hire staff from the Union School District as well as continuing to hire staff that have experience working with children. This evening we will be providing you with a brief update on the following areas: staffing, our mid-year survey results and lastly an update with where we are with our middle school licenses which were approved with our September contract to run after school programs at both Kawameeh and Burnet based on feedback from parents and recommendation from the Board of Ed.

Anthony stated thank you for the opportunity to come before you this evening and we hire for the school year and we focus on solely on hiring quality staff with a high-level experience working with children both in our before and aftercare programs. We have ten staff who received bachelor degrees, two staff with associate degrees, one with a masters in special education and one who is pursuing a masters, four are paraprofessionals in the Union School District and one more starting in the next few weeks. The paraprofessionals are from Battle Hill, Franklin, Hannah Caldwell and Connecticut Farms. We also have a paraprofessional from the Hillside school district and one out of the Winfield school district. Thirteen have experience working with children with special needs in a school and program setting and one teacher from Washington, Mr. Penny, and we previously had two other teachers interested from Washington, in addition to Mr. Penny but they either had a change in availability or were given opportunities in other areas of the school. We are following up with the principals again this month to try getting their assistance to helping us to continue to provide employment opportunities through our agency – individuals that are working in the school district and we are going to ask them if they can provide additional information via an email blast, during their teacher meetings so that we can bring in other staff that we believe can help bridge the day from the main school hours to the aftercare so we can be connected as best as possible. One thing I can honestly say is that I'm very thankful of all the principals that have been very supportive of our initiative and the hiring process of our before and aftercare program.

Laura stated I will speak about our surveys that we just received back. In December a survey was sent out electronically to all of our parents in the before and aftercare program. The survey questions focused on the following areas: rate of the overall program, homework, activities, and staffing. The breakdown of the responses are as follows: overall program quality – 84%; quality of staff – 89%; safety – 91%; planned activities – 77%; homework support – 75%; value of money – 74%; their child is happy – 85%; can work and not worry – 90%; child completes homework – 74%; would recommend our program – 92%. We are still receiving surveys coming in and we are now working on the action plan to the areas that we need strengthening in. We are planning to do another survey in May to follow through to the end of the school year. A letter is being sent out next week to let the parents know that we heard their feedback, this is what we are going to focus on and we have a copy of it for all of you to see. As well as the survey we have a very open door policy with our parents and we are always open to feedback from them. They call, they email, they are very open with us.

Jennifer stated Laura and Anthony are out at the school sites a lot so the parents are seeing Anthony and Laura at the programs so we have that communication as well so the survey is not the only source for us for feedback. In fact with the morning care, the early start time, that

change was made well before this survey and that was again from your recommendation as well as parents. We don't only focus on the survey results. We accept feedback at any given time.

Mr. McDowell asked was the survey done before the addition of the new staff. Jennifer stated the staffing was done over the progression of the year. When we approached the teachers in September, we gave them the first two weeks to get settled and a lot of them were going to reach out to their teachers but they were trying to get their teachers settled into the school year. In October a lot of them reached out to their teachers because you have afterschool programs as well that you are providing support and they need to get staffed. It seems like in November is when we start getting phone calls from interested people. So I think November is when teachers get settled into their routines and say I can take on something else. Some teachers did call us for additional information but because of family obligations or offered to do something at the school, it didn't work out for one reason or another. I think that is why January is a great time to reach out to those principals again because their schedules may be changing. Mr. Penny, we loved him from the first time we met him. We had a great conversation and he had a lot of feedback for us and we gave him some information so it was a really great conversation and he is a great asset to us because he is currently teaching fourth grade but he previously taught in the middle school. He is that bridge between 4th, 5th and 6th grades. I'm really looking forward to our collaboration with him and he is very eager to start but he did have to go through a lot of our background checks. It has been a progression over the year from September but I think that we have done a better job about communicating with our parents about what we are doing. So to answer your question it is before, during and after.

For our middle school process, in September when we received our contract we were approved to have two afterschool programs at Kawameeh and Burnet Middle Schools and when we met with Mrs. Moses and Mr. Tatum, they agreed that there was a definite need for that. As soon as we received our contract, we immediately began the process to obtain licenses for each middle school with the intention of starting afterschool programs in the fall. They are new sites for us so they are new licenses. You have to start from step one. Unfortunately with the State it is a very lengthy process. There are a lot of stages, a lot of steps and it really depends on the time of year that you are doing it. The fall is a very high volume time because all the schools are back in session. There are a lot of different variables that get included when you are looking at how fast things will get processed. After initially requesting the application for each school, we received the application within two weeks of requesting it. The application along with the necessary payments were submitted that week. It took approximately a month for our application to be reviewed and progress to the next step which is further documentation that needs to be provided. It goes to an intake department and several other hands before we move to the next step, as well as our child abuse record background check which took longer than a month. The turnaround time for this varies but it is generally the longest turnaround time just because they process for carries for the entire State and our licensing inspectors that we work with for other sites told us on Friday there are only five people that work in that department for the entire State so their volume is very heavy. Unfortunately we are at their mercy with that and have to follow the guidelines and we have to wait for that to be approved. So we received our approved carries on January 3rd and they were immediately forwarded to persons at the State that is processing our application and that completes our application process. Until these were received, we could not move forward to the next step.

We are in constant communication with the State and following up with the progress of our application. We have also kept in contact with any parents that expressed interest and kept them informed of what is going on. They have been very respectful and they understand the process. They appreciate that we are a State licensed program and they are still interested. We are now waiting for our application to be approved and assigned to an inspector to come out for a site visit at Burnet and Kawameeh where they would measure the program space and what our capacity limits would be and inspect the area to see if it would be suitable for our program which it will be and then we would receive a temporary license and at which time we can then start running the program.

We are waiting for the inspector to be assigned. She has not been assigned to measure the space. It could be any day now and as soon as we have an update on that we will definitely forward that on to Mrs. Moses and Mr. Tatum so that you can share that as well. Once they measure the space we will be able to start taking enrollment and preparing the program.

Mr. Monge asked how do you keep their information? If you had a child with you for three years, I am assuming they are somewhere on your computer. How do you maintain that information? What information do you carry? Laura stated first we have a paper trail of all the students that have been in our program and then we also have our own data system that we use that can track the children. We can go in and go back and see how many years and when they started our program. Mr. Monge stated is it similar to (inaudible). Laura stated it is the same system but we have our own. Mr. Monge asked what is the name of that program? Danielle stated CCC.

Jennifer stated everything is electronic but unfortunately for the State we have certain requirements for our registration packet and we are required to keep a copy at the site because there is a medical form and we are required to keep all our paperwork for seven years. Many of our participants have been with us since daycare. We can keep track of that and we are reaching out to all of our Jefferson parents from last year about the middle schools this year so that is beneficial in that fashion.

Mr. Nufrio stated several years ago this Board was presented with some concerns and I just want to say that I'm very pleased to hear that you guys made a 180 degree turn.

Mr. Tatum stated that is pretty much what I wanted to say because it goes a little deeper than that because we had a discussion about before and aftercare and we set up a meeting and we talked about what the temper was in the community. You were very responsive and it goes hand-in-hand with what Mr. Nufrio was saying. You accepted a challenge that we put before you. We talked about middle school and about the needs of parents that were presented as far as before and aftercare and we also talked about certificated individuals within the program and continuity. You have achieved that. I got Mrs. Moses involved in this and I know there has been communications back and forth with you about instruction and surveys. I have to say that I am elated to the fact that we have gone this far so quickly and I didn't hear one thing that we talked about that you didn't hit tonight and we are on our way. Keep up the good work and we are

happy to have you. I think I speak for everyone here. The survey results I think are very good. Thank you very much.

Jennifer stated thank you for giving us the opportunity to come and speak with you because I know not all programs are given that opportunity. We really do understand that this is a unique scenario to have your full support and we have respect for all of your areas of expertise and I have worked with Mrs. Moses for years and I know where her specialty areas are and your principals have been outstanding and without their support we couldn't do what we do every day. It is full circle and I really appreciate it and thank you again for your support and we are open to any feedback that you have.

Danielle stated Christianson Computer Company. Mr. Monge stated thank you.

Mr. Monge stated a suggestion for next week. I think it is important and we talk about this many times over as far as to highlight the positives that we have done as a Board of Ed and now completing this 2016 year with the leadership of Mr. Nufrio and Mr. Arminio and obviously yourself, it would be great to highlight a couple of bullet points of all of the accomplishments of 2016. We have a ton. We have the academy, Jefferson funds and all the work that was done to get that money released. There is a long laundry list if you could do that. Mr. Tatum stated we will make it in the District highlights next week and center around those accomplishments. Mr. Monge stated that would be great. Mr. Tatum stated maybe that will be the tone and maybe there are things from various committees that you would like included and we welcome any input you would have.

Mr. McDowell stated is there another way we can get them out a little more publicly quickly. Mr. Tatum stated we do have people working on that information right now. There is going to be some follow-up information on the academy coming up shortly and I did meet with the administrators today as well as he is meeting with the public relations people tomorrow. We can get the other information out as well. There is more information on the website and certainly they are doing all kinds of activities that will be part of that as well.

Mr. Nufrio stated you might want to also consider making that list for the planning session. To accomplish what is yet to be accomplished. Mr. Tatum stated I appreciate that and also many of the problems that we have already accomplished are part of the action plan that we had undertaken at the planning session in August. Certainly we can go from that as well and moving forward to the next areas that we intend on doing.

EDUCATION/STUDENT DISCIPLINE COMMITTEE:

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

DISCUSSION:

Mrs. Minneci stated on the curriculum, the changes in light of what happened last week with the parent that came in and asked – can we just know what the changes are. I looked through it but I don't know what the other curriculum was. Mrs. Zuena asked is it in the back-up? Mrs. Moses stated that is not what she is asking. Mrs. Minneci stated can you highlight the changes – what is in and what is out just so we know because it is a lot to read and I don't have

the other one. Mrs. Moses stated I can provide you and the Board of Education with what we talked about at the Education Committee with the information from the State that we must adhere to and all curriculums must be aligned to the new standards. This was given to us September 1st and that is what we are doing. In May of last year was a roll out and we knew this was coming and it was the framework which the Board of Education did get that memo and move forward with the framework and replace the model curriculum and it is aligned to the new adopted student learning standards and this is what it is all about and we have to follow it. I will provide this to everyone.

Mr. Arminio stated E-6 -- "Unsung Hero". I would like to thank Mrs. Moses and I handed it to her and I got the information from the Union County Ed Services Commission and the County School Board Association runs a program called "Unsung Hero" and we had not really been a part of that program. I don't think we were ever part of it. The "Unsung Hero" is to recognize an individual who is not the best athlete or greatest student but who has done something out of the ordinary. I am sure there are many candidates at the high school that fit that category but I would like to thank Mrs. Moses for taking this and going with it and any details you can supply next week. Mrs. Moses stated yes, I will have details for you next week. I sent all the information to the high school and I had conversations with the principal of the high school and he is going to contact the Superintendent in Berkeley Heights and get more information and details and we will move forward with a student for the very first time.

Mr. Tatum stated we are also scheduled to host this and that is part of the resolution. Mr. Arminio stated we don't have to but Berkeley Heights did it three years in row. Mr. McDowell stated that is what we will be voting on.

Mrs. Regis-Darby stated E-7, the other eight units, do we have a deadline to when they have to be completed and submitted to the State. Mrs. Moses stated we had QSAC come in and QSAC reviewed our instruction and planning and we were cited to do a District Improvement Plan which we did and they came to review it and they were pleased because we are moving forward. It is a lot of work. We are working on it and as the teachers begin to instruct using the units not the text book and using the standards from the unit to plan their lesson plans and for instruction, there are four units and we follow that with the guide and as the teachers work on one and two and we are backing it up and doing three and four. We are not missing a beat because it would be way too expensive for the Board of Education to do all four units because the units that the teachers are working on are also units in which are called unit plans. As we do them, you approve one and two and then three and four. But moving forward, during the summer with the high school, we are going to work on all units in mathematics, English, science and science is pretty much there because they worked on that last year and social studies. So for right now this year, as you can see with the elementary, we started last year. We did that last year over the summer -- Unit 1 and 2 and now at the end of February, we are ending Unit 2 now we are adopting 3 and 4. So we will be completed for three years and then it is open document and everything is in there from technology to multiple materials for resources that are aligned to the curriculum so that the teachers not only have their text books but they go beyond that. Everything and anything that can make the work relevant for every student and that is what the framework is all about.

Mrs. Regis-Darby stated I saw that it is also aligned to mathematical practices which is really good because that is what the State is requiring.

Mr. Tatum stated I think when QSAC Committee came in to review, that is what they were checking for to see if that we had everything aligned because when they were here last year, there were some questions as to where we were and where we should be. We are finally to the point where people are starting to call us and asking about what we are doing because it is starting to get out there from the County that Union is starting to get our act together so to speak. It is really a good thing. We received some high complements when we went to the County for our mid-year budget review as well. I am pleased and you don't hear me boast too often about too much of anything but I am really pleased in the direction that we are going in with our curriculum and all our programs.

Mrs. Regis-Darby stated I actually took a look at the math curriculum and I am really pleased on how it is aligned not only vertically but horizontal so it is meeting the child in all aspects of his/her needs – especially K-1 and 2. Whoever is writing it, I guess it is the teachers with the math supervisor, they are actually doing a good job so complements to them.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge stated before I jump into this and I don't know when we are going to start practicing this but we talked about trying to have an update of our committees. We can either do that as part of New Business or prior to reading the resolutions. I don't know what the thought process was about that but we should start thinking about implementing that. We all came out of committee so for us to educate ourselves, as well as the public, what we talked about. We can do it next week or we can do it now. Mr. McDowell stated next week before the public meeting. Mr. Monge stated no, during the public meeting. Before we read the resolutions, providing a committee update – short bullet points of what we went over and then go into resolution or we would do it here.

Mr. Tatum stated I want to bring to Mr. Griggs' attention this particular point. But first just a comment Jeff that this is probably the forum, tonight to do that, because the vote is the following week. I'm going to address this to Mr. Griggs, with respect to the personnel aspect of overviews in terms of what is restricted and what we can talk about publicly. Are there restrictions on updates on the personnel matters?

Mr. Griggs stated you can obviously talk about what is on the agenda but frankly you can't talk about individuals. Unless there is some type of new program or new procedure that is followed – for example, orientation at the beginning of school and discussing with the committee and report that out to the public because that is certainly relevant to the public and things of that nature...more general items. I don't think you deal with individuals. Whatever you see is on the agenda. Mr. Monge stated I think it is high level. Mr. Tatum stated a general review.

Mr. Monge stated I'm just going to go through this and I think we can talk about some of the comments that we discussed in the Committee and maybe next time around we will think about that a little bit.

Mr. Monge presented the Fiscal and Planning Committee agenda.

F-15 – transfer from Jefferson School Project unexpended appropriations to undesignated capital reserve and appropriated in a subsequent year budget, in the amount of \$4.8 million and we are going to actually add everything that is in that line. Mr. Brennan stated everything that is left. Mr. Monge stated about \$61,000. We are going to take everything out of that line and transfer it over and get rid of that line. Mr. Nufrio stated with the exception of the interest that was accrued that will go to debt service. Mr. Monge stated to the debt service fund. Mr. Brennan stated the question you had Vito, the SDA money, it hasn't come in yet.

F-17 is now unbolded and not be voted on.

DISCUSSION:

Mr. Nufrio stated F-16, Mrs. Cappiello I did not see back-up. Mrs. Cappiello stated the actual legal bills. I don't think that list has changed from last month and that is why I didn't include anything. Mr. Nufrio stated why would we be approving it again. Mrs. Cappiello stated you don't approve it, it is just for informational purposes only. Mr. Nufrio stated why wouldn't it have changed? That is a nice thing to hear but I don't think Paul works for free. Mrs. Cappiello stated I think it is how the bills come in and how accounts payable puts it on the sheet. Mr. Monge stated it hasn't been paid out yet. Mrs. Cappiello stated I believe Manny said it changes for next meeting. If it changes for next meeting, you will see backup.

Mr. Monge stated Mr. Brennan you are going to speak to F-15. Mr. Brennan stated that Mr. Nufrio brought up in committee a question about can we move that \$4.8 million Jefferson money out of the Jefferson account into capital reserve without yet closing out the grant money and receiving it here at the office and as per our auditor it was recommended to do this transaction and Mr. Nufrio just asked if I could check with our attorney and make sure it is o.k. to move the money without the SDA money. Mr. Griggs stated the project is done and closed out. Mr. Nufrio stated I recalled you said that you can't do anything until the SDA money has been approved and that has yet to be approved – we spoke to Manny on the phone. Mr. Brennan stated it is in the final. Mr. Nufrio stated in the final steps. Mr. Brennan stated the insurance policy had to be updated. Mr. Griggs stated the SDA – that approval is based upon all the paperwork that is put in and at that time we did not have the closeout from the architect. We didn't have anything plus the release of this money. At this point we had the closeout from Potter Architectural so that is clean and done so in my opinion, including the auditor's opinion, we can move the money over and you simply need to submit to the State one additional document and they should release that money to you and you should have all your money back so that is o.k. but at that point the project had not been closed out at all.

Mr. Nufrio stated Mr. Monge I have a question, do you know where this \$850,000 where was this money all this time? Mr. Monge stated if everybody recalls, in the auditor's presentation, we were sitting with this money. We just kept on rolling it and we weren't using it and it was advised that we use the money because it is there. We would use that money for improvements.

The auditor has done an excellent job and we spent a lot of time with them and Manny and Mr. Brennan did an excellent job working through that process for us to be able to identify not only opportunities and acting on them the next month. Thank you guys for working so quickly on that.

I have a question on F-12 and I asked Diane if there was back-up on it and she said, which is true because I remember, the back-up is normally a memo with the resolution to cut and paste into our agenda and I think in the past we had asked for more information than just a resolution for the agenda. Is it possible for us to get something? Mr. McDowell stated justification for the increase. Mr. Monge stated yes and some back-up. Mrs. Conti stated it is basically student need based on determinations by IEP teams for evaluations. Mr. Tatum asked is this an account where we have an allotted amount and then it is a drawdown. Mrs. Conti stated usually it is a running P.O. and it is based on the prior year but sometimes based on need and it is always hard to predict and when there is a need we need to address it.

Mr. Monge stated that's the point, if there is a justification that it should be part of the request. It should say this is where we are. Mr. Tatum stated due to x-number of students. Mr. Monge stated we need a justification for the request because it is almost doubled. Mr. Tatum stated we have 10 more students that we need to provide the service for something like that. That makes sense. Mrs. Conti stated that is fine.

Dr. Francis stated Kim I know we have used other neurologists in the past, are we not using them anymore? Mrs. Conti stated she is not new, she has been with us many years and we have used Dr. Morganoff, he is also there and we are reaching out for other neurologist as well because Dr. Carotenuto sometimes can't take on the number of cases. She does give us preference because we have been with her for a long time. She tries to keep her schedule available for us but the need is there. We are always looking and we call neurologists in the area and get their rates and to see if they would see students at their office or in District. Dr. Carotenuto does see students in District and she is very convenient. We have others but we need to increase her because she comes to District and does the evaluations and it is very convenient for the parents.

Mr. Nufrio stated in the committee earlier I asked Mr. Brennan if he could develop a least a list of the amounts of legal fees which have been incurred year-to-year for the past five years or so because they have had a substantial increase which pertains to special education. If I recall last month Mr. Le attended the meeting which was to get a consensus of whether or not legal fees should be shouldered by Districts or by the parents seeking to litigate – that was just to get a consensus obviously. Presenting it legislation would be a rough journey to get it through but just as you have a drawdown account for these special services, do you also carry an account for legal fees or is that strictly directed to the Board Administrator. Mrs. Conti stated that is strictly directed to Mr. Brennan. Mr. Nufrio stated so you don't have a drawdown account for that. Mr. Brennan stated it is for whatever we budget for legal fees. Mr. Nufrio stated separate and apart, it goes right to the BA.

Mrs. Regis-Darby stated F-6. When I'm looking at the attachment, why is it that we are paying over \$2100 to get two teachers trained in the OG method. It relates to professional

development that is happening outside. Mrs. Conti stated that is not mine. Mr. Tatum stated it must be a school based initiative. I can tell you that principal talked about new strategies and they really want people of coaching nature in their building and that may be part of the training that they are doing. Mrs. Regis-Darby stated my question is why are we paying so much for two teachers when I know for a fact you can hire an OG trainer to come in district and train 30 students for less than that price. I don't know why we are paying so much for only two. Mr. Tatum stated we will get you an answer for that. I don't know currently how many people in our district that have been trained in that. Mrs. Regis-Darby stated it has just been updated to a respective five pillars of literacy but I just think it is a bit high for two teachers. Mr. Tatum stated we will look into it and we will get an appropriate answer to you.

Mr. Monge stated for informational purposes only – F-17 – one other thing that the contractor needed to do before we were able to pay him so we will vote on that next week.

Mr. Brennan stated I just want to give information out to the Board and the public that we have received proposals for health benefit brokers and we have an ad hoc committee that met today and we reviewed the proposals. The committee will have a recommendation at the regular meeting next week because we want to have a broker back in place on February 1, 2017.

Mr. Nufrio stated Mr. Griggs, weren't we supposed to put that in a public venue. Mr. Griggs stated publicly advertised? Mr. Nufrio stated yes. Mr. Griggs stated it is not legally required. Mr. Nufrio stated as per the judge. Mr. Griggs stated no, it is not legally required. The judge has nothing to do with it. Mr. Nufrio stated I knew what the process was and I thought we were going to put it publicly as opposed to how it was done. Mr. Griggs stated what we were going to do is revise the specification. Mr. Nufrio stated that I knew. Mr. Griggs stated and that is pretty much it. The basis for rejection of the bids is to revise the specifications and we revised them and a Request for Proposals of this nature – insurance services – does not require public advertisement. Typically what a school Board does as an alternative is they proactively send out RFP's and we sent RFP's to six different brokers and it had a date for them to come back in and that is where we are now.

Mr. Monge asked was BGIA part of that. Mr. Griggs stated they were. Anybody who put a proposal in before received an RFP. Mr. Monge asked did they respond? Mr. Griggs stated no. Mr. Nufrio stated the committee met today – the one that I assembled. Mr. Brennan stated yes. Mr. Nufrio stated to review the responses to the proposals. Mr. McDowell stated we met today. Mr. Brennan stated I will have additional information coming out. Mr. Nufrio stated I just wanted to be sure that we crossed the "t's" and dotted the "i's". Mr. Griggs stated I am with you. Mr. McDowell stated we learned our lesson. Mr. Griggs stated and you have 60 days.

Mr. Monge stated the RFP was really well written. Before we were dealing with a notice and we are above and beyond that now which is fantastic. Not only that there was some guidance as it pertains to reviewing the RFP – the RFP review process that we were able to receive from Mr. Griggs as well so that was very helpful. It was a big step up from where we were in the past.

Mr. Nufrio stated are we bound to send any copy of that process to either the judge or the commissioner? Mr. Griggs stated no. In fact, with regard to the lawsuit, in my opinion it is a moot point at this time. I will be communicating with the attorney for the Petitioner suggesting that he withdraw his petition because the relief that they were looking for has been addressed. If they refuse to do that, we have a telephone conference with Judge McGill on Tuesday which was previously scheduled and I will bring it up at that point and if it is not dismissed at that point then I will file a motion to have it dismissed. It is a moot point because the relief they were seeking from the Board was the other bids have been rejected, they asked to have the contract awarded to one of the other four brokers and that did not occur, there is nothing more to continue to sue with.

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

DISCUSSION:

Mr. Monge stated this is part of the original budget. There is a contingency. Mr. Benaquista is this related to what I sent you an email – we talked about and I asked a question about last year Dr. Lishak brought that up. Mr. Benaquista stated I called you and left you a message because I wanted to talk to you about it. Mr. Monge stated what I brought up last year is that in an evacuation, as it pertains to special needs children, are there specific plans per building pertaining to the disabilities of the kids.

Mr. Benaquista stated there are. I know there are special chairs ordered for evacuation purposes in case they are on a floor where they can't use an elevator and there are supposed to be plans and I will confirm that all the plans and where they are located. Mr. Monge stated I would assume that is going to change annually. Mr. Benaquista stated and sometimes throughout the year because schedules change. It is a constant revisit to make sure that we are aware of where all our special need students are in case of an evacuation or emergency. Mr. Monge stated please confirm. Mr. Benaquista stated I will confirm. All the principals were to have it and I believe they did but I will follow up.

Mr. Tatum stated we should add to that the staff as well. Mr. Benaquista stated I know I talked to the principals about that as well.

Mr. Nufrio stated on a follow-up to what Mr. Tatum said. Just as we are concerned about the staff internally, a long time ago and looking at the various schools, I don't believe we have enough parking spaces for handicap. Mr. Tatum stated we did look into it. Mr. Benaquista stated I know Mr. Ardito did evaluate all our school buildings and schools. Mr. Nufrio asked why would Mr. Ardito have anything to do with handicap spaces. Mr. Benaquista stated I know when I was working with him in the high school, I made sure he checked the high school and we added extra handicap spots even though we were by law o.k. I felt that there was a need for the size of the building to be above the law. But now he did do an evaluation, but I will confirm, but as far as the law, I know we are o.k. but maybe we should do an analysis to see if there is a need for more even though again we are meeting the criteria of the law. The reason why Mr. Ardito is looking into it for me because Districtwide, I see it falls with working with the principals as far as he has always dealt with outside security, parking and I can have him look into it again and

make sure he gets back to me. Mr. Nufrio stated I think that just meeting the minimum is sufficient. Mr. Benaquista stated that is why when I was at the high school we added spots. Mr. Tatum stated we added one here at the Administration Building as well along the back fence. We found that there was an individual and there was a regulation about how far away the person would have to park and we went through traffic. Mr. Benaquista stated he facilitated that. Mr. Tatum stated sometimes we have more handicapped individuals a year because if a person is transferred and then that may cause us to upgrade to accommodate.

PERSONNEL COMMITTEE RESOLUTIONS:

Mr. Arminio presented the Personnel Committee agenda.

DISCUSSION:

Mr. Tatum stated Julia volunteered for the position of District Homeless Liaison and she is doing pretty good and she has gone to two training sessions for it and we will learn a lot more about homeless program in the State and there is actually more funding out there than there was before because one of the big issues is there has been an increase in the homeless population around the State.

Mr. Nufrio stated with the increased demands and numbers that we are realizing in the special ed department, I did say earlier in the committee that I hope that we are also looking into the additional funding that is available through Title I and/or the State funding. Mr. Tatum stated exactly. Mr. Nufrio stated that should help us offset the costs.

Diane you send out revisions and you do so diligently, is there any way you can italicize the revisions or changes because I was going crazy to trying to see the difference. Mrs. Cappiello stated if it is P-1, no, I will have to have Liz in Mr. Benaquista's office prepare. P-2 I just added a page.

POLICY COMMITTEE:

Mr. Arminio presented the Policy Committee agenda.

Mr. Arminio stated if you recall it comes down to the creation of a Technology Committee that will meet as regularly as the President wants them to meet. If they meet once a month at work sessions and we put them into the schedule and I don't know if we have enough Board members that have enough time. Mr. McDowell stated it is technology so maybe we can do it over the phone.

Mr. Arminio stated the change in the regulation and the bylaw is to allow us to have the Technology Committee.

DISCUSSION:

None.

RESIDENCY COMMITTEE:

Mrs. Zuena presented the Residency Committee agenda.

DISCUSSION:

Mr. Nufrio asked Mrs. Zuena if it was possible to get from the Secretary that deals with residency to get an overview of how many cases were actually investigated and resulting in. Mrs. Zuena stated total and from beginning of the year so far – sure. Mr. Nufrio stated I think that is important for the public to know as well.

APPROVAL OF BILLS:

Bills will be presented for payment at next week's meeting.

DISCUSSION:

None

UNFINISHED BUSINESS:

Mrs. Regis-Darby stated maybe an update from Mrs. Paul on InfoSnap. Mrs. Paul stated I was explaining earlier to Mr. Monge that I had a consensus from ten other school districts that were using InfoSnap and they are backing out of it. From the consensus of speaking to them I was trying to figure out why they are backing out because the only reason I know is because they are now reaching out to me to find out what I know about Genesis. They want me to come up with the positive side of using our student information system. As I told Mr. Monge, I want to step back from the InfoSnap and I want to evaluate using the Genesis for registration in March. I was talking with Mrs. Moses and I am going to meet with everyone to talk about registration first and then see if we can actually run the Genesis program because from speaking to my other colleagues, they were using Power School and using InfoSnap and the problem was that they had a lot of issues because parents were scanning and uploading documents and they weren't going in the right place. They are looking to come up with one system that does both registration and student information system. So I would like to step back and take a look at it and then see what we can do. It is in the proposed budget for next year if we don't like what happens this year. It is in the proposed budget but just for now I think we should step back. I didn't feel comfortable with 10 directors of technology to reach out to me and ask this question – it just didn't seem right.

Mrs. Zuena stated moving forward, when we had gone to the convention, me and Mr. Brennan went to see Genesis and we brought some information back and whether it is InfoSnap or Genesis, we have to move forward and quickly because we have been dragging our feet on this for months instead of talking about it and we need to do it. So Genesis is a great system and I think if they came in and did a presentation for us and it wasn't just for registration, we have a parent portal, there is also a student portal that we are not using. Mrs. Hart stated students can get their own account using their personal email address. Mrs. Zuena stated once the children have the ChromeBooks and they have their emails for Google, we should be able to access all and the students should have a student portal.

Mr. Monge stated my review of the stuff and I put it in an email, our expectations were for InfoSnap and the capabilities, Genesis does not have those. I hear the idea of moving

forward with whichever one we use, I think we are all in agreement with that, you have to get this thing going. Anything that is new, people will take a step back and there has to be a system that is working out there that provides for that. I financed a lot of health centers – medical deals and they have amazing system and everything is electronic. From eye retina identification to scanning in documents and the school industry is so beyond. There has to be something out there that is working and we need to find it and we have to do something.

Mrs. Zuena stated if you want to sit down and have Genesis come in. I think there is a misunderstanding of how much Genesis is really there to offer. They were telling Mr. Brennan and I so many different things and we are already paying for all of the services and that is something that we had before you came. There are so many services that I think we can truly benefit from – if it is registration or homework updates. Rather than using two different, a homework update and we are using Genesis; everything can be done together on one page and pay for one service. Mrs. Paul stated that is what I was thinking. Mrs. Zuena stated make it simpler.

Mr. Tatum stated when we first bought Genesis, the whole idea was to improve the student data base in terms of how information was collected. Mr. Monge stated Genesis does not have that capability and that is why we have a Technology Committee that we put together.

Mrs. Zuena stated any update on ChromeBooks and delivery and anything like that. Mrs. Paul stated I gave an update in the Education Committee. Just to let you know as far as the infrastructure of the high school. It is primarily done. We just have some engineering pieces of it. Every classroom has a wi-fi unit in it. The connections between the different wiring closets and everything else, we were running at 1GB and we have updated to 20GB. The one thing that I did forget to tell you in the Education Committee was that a couple of the teachers and the library did approach the tech staff and they did notice that it was faster.

Mrs. Zuena stated and they are scheduled for delivery. Mrs. Paul stated February 13th.

Mr. Monge stated Mr. Benaquista this may be you, the bus stops. Did we do that? Mr. Tatum stated what was the question. Who is clearing the bus stops? Mr. Tatum stated the bus stops that we have was to be sent over to Township. We will take a second look and make sure because I remember the issue that came up last year regarding that. Gerry make a note that we are going to follow through on that and make sure that it is there.

Mr. Nufrio stated as a second part to that, was an executive directive given to our bus drivers not to shovel. Mr. Tatum stated we were shocked when we heard that last year. That was the first time I ever heard of a bus driver shoveling our walkways and getting paid for it. I heard something the other day and it made me feel a little better – that they come in when the maintenance crew comes in to clear off their busses and move them. Mr. Nufrio stated that is fine. Mr. Tatum stated we have to get an update on that.

Mr. Arminio stated I did see a Town maintenance person cleaning a bus stop. Mr. Nufrio stated I spoke to Mr. Griggs about that last year. I said the liability factor has to be ridiculous on this one. They are not supposed to be doing it plus they can't get paid twice for the same time.

Mr. Tatum stated I'm going to designate that responsibility to Mr. Brennan and he can double check with his transportation department to ensure that the bus drivers are only coming to clear off their busses and move them so they can just plow and they are not shoveling out in the community.

Mr. Monge stated we talked about Burnet just as an FYI. Barry brought that up when we talked about the Burnet classrooms and the feedback was to Barry and Mr. Brennan was that the request of what they want to do there should go through you and then come back to us. Mr. Tatum stated there was more than one proposal out there and it seemed to vary. One time they were talking about computer labs, hallway with a pass through, there were four classrooms – we kind of got hung up on how much money it was going to cost and then they said we might be able to do it in house. We will get an update of what they are looking to do.

Mr. Monge stated the one thing to consider and Barry brought this up was if we tap into our existing system, the cost would go down instead of rebuilding it.

The long-term facility plan – we actually got a couple of proposals and the guy said that they are going to start looking at it tonight so they are going to review it and get back to us with a recommendation and then hopefully get it on next week's agenda. If that ends up being o.k. with you guys. We can finally get that off the "To Do" list.

What ever happened to the joint services review? Mrs. Zuena stated we have to get updated numbers right now. Mr. Nufrio stated shared services. Mrs. Zuena stated perfect example and I had actually reached out to Barry the other day because there was a complaint and it was just by chance, because nobody called, I saw one of the moms and Battle Hill School was so contaminated with goose poop that the kids couldn't line up outside. They can't line up outside or go out to play on the warmer days. I talked with Barry and he reached out and the Town comes in and sweeps it. Mr. Loessel stated we also have a sweeper we can use. We were going to go there first but it snowed. We still have to go back out there. We are in the process of hanging banners in the field and hopefully that will scare them away. We had the dogs over there and that worked for a while but not now. Mr. Tatum stated one year the geese took over the playground.

Mrs. Zuena stated there is problems with health concerns because there are so many concerns about bacteria and it is linked to other conditions. I will move forward with more information. Mr. Monge stated if you need help let me know.

Mrs. Zuena stated did all of the supervisors move out of Hamilton? Mr. Tatum stated no. Mrs. Zuena stated did some of them move out? Mr. Tatum stated a few of them. Mrs. Zuena asked and they came back to the high school? Mr. Tatum stated yes. Mrs. Moses stated under the recommendations of the need for improvement because we didn't have a language arts and math at the high school. They need to be in there and work with the teachers. With all the new initiatives that is rolling down from the State, they need to be on the grounds. Mrs. Zuena asked so the other supervisors will remain at Hamilton and only these are moving for now? Mrs. Moses stated for now but at the same time they are all over the District every day. They are stationed where they are. Mrs. Zuena asked the ones that are in the high school are just high

school supervisors? Mrs. Moses stated no. Mr. Tatum stated they are 6-12. Mrs. Moses stated they are all over the District and they have their instructional support sheet that they submit every month. Mrs. Zuena stated they moved back to their original space in the high school. I don't know where they were before. Mrs. Hart stated yes, they are back where they were.

Mr. Monge stated I was actually there for a meeting. It was a nice office. They painted, did the lights and fixed it up, except for the window. At least the feedback from the math supervisors was that he liked it. He likes to have boots on the ground type of thing. Just walking the hallways and another set of eyes. He sits in classrooms easily. He seemed like he had a good experience.

NEW BUSINESS:

Mr. Nufrio stated we had the pleasure of seeing the new vice president of the Union County Ed Services Commission, Mr. Arminio.

Mr. McDowell stated I got a call from the Mayor and she is inviting the Board of Education to a meeting at Town Hall on January 24th 7:30 p.m. to give the Board an award for recognizing the work that has been done over the last few years. To the public, feel free to come out.

A representative from Effective School Solutions (ESS) handed out two flyers – one for families and one for personnel. ESS representative stated we started around November 14th and we have 11 students admitted to the program. I will say we are in 57 different schools in 36 districts. That is a pretty fast movement of admissions to the program. We are identifying students, speaking to parents and bringing them in and doing an evaluation and figure out the diagnosis for these students. We have to amend IEPs. So far things are working very well. Burnet is wonderful in terms of its administration. One of the things that you must have is a seamless communication for it to work. I will say the two VP's and principal are at administrative meetings every week with us. We work with the CST as well. I will say that the Director of Special Services has been really great in helping us navigate some of these difficult hurdles in terms of following all the standards. We are right in place where we want. Early on we ordered the furniture. We want the room to look like a therapeutic setting. A beautiful area that they gave us. We have two licensed clinical staff that are there running the program. We have a supervisor going twice a week. I have been there a lot in the beginning. We also have a regional clinical director that has also been involved. I would say that the pathology of the students that we are seeing the type of students that we talked about. The most severe of your group. We are doing everything we can to either offset risk and keep these kids in school, in District. We have identified two students already that are out of district that we are hoping to return; one of which we are meeting with next week and that of course will be a savings to the District. We have identified about 3 of the 11 students that we are seeing that could have easily gone out of district and that is not hyperbole. Between the students that are returning and the ones that you prevent, you do your own math with that.

The other thing that we like to do is shape the culture as much as we can. The "Insights" and the "Solutions" that we send out every month are one way to do it but another thing we do is professional development. There is no additional cost for professional development, it is added

value for what we do. We have already done for the high school a presentation to the entire staff on working with fragile students in a public school setting which was done by Dr. Alan Blowe who is part of ESS. We also did a training for the entire CST on risk assessment with students in the building. We are planning to do something with the paras in February and we are happy to do many more of those things. It is a pleasure being here. Certainly the District needs it. There are a lot of kids that will benefit from the services over time. We have gotten a lot of complements in terms of how we are working with the kids and hopefully we are there to offset students going out, having students return to District who are doing well in out of district placement and also to save CST and the administrative staff time in having to put out the fires for those students that take up most of their time. We will certainly have a lot more to share over time. We shared a lot of data but we don't even have a marking periods worth yet.

Mr. Monge stated what kind of reporting requirements are there? All this great information that you have, how is it getting reviewed at the District level. ESS representative stated we are talking all the time so every week we are meeting with the staff and administrators. We are sharing information on students and that has to happen in real time. In terms of sharing with you guys, benefits of the program, we will be happy to do that. Mr. Monge asked but there is no reporting requirement or written reporting requirement. ESS representative stated for us? Where? Mrs. Conti stated are you talking about data and data on the students or are you talking about a reporting requirement to the State? Mr. Monge stated I would assume as a contractor and you have 11 kids and that you are reporting back – these are the kids that we are working with, this is what we are trying to do. ESS representative stated again, we have a weekly meeting where Kim is part of that, we have a monthly meeting which Kim is separate, we meet with leadership in the school all the time. We are not reporting to any entity among ourselves and to you guys.

Mr. Monge stated Ms. Conti are you providing a written report on what he is verbally providing to you all. Mrs. Conti stated it is based on individualized education and programs. The data that is kept is for the individual students within that individualized education program so there is data to make sure that the student is making progress towards their goals and objectives of the IEP. What they will do and as he said, they don't even have one marking period worth of data. They will be doing surveys for satisfaction for the parents and with the staff as well.

Mr. Monge stated let me make a recommendation. As a contractor, obviously we welcome you because there is need. We have our eyes wide open because of the price tag and we are obviously putting a lot of faith in the services you are providing. As a contractor, he is providing verbal updates and we are taking it. I would think we would have a memo. Mr. McDowell stated remember this is all private student confidential information. Mr. Monge stated wherever it goes, but something that is in writing as it pertains to because every time we always ask you all these questions and it is tough because you are trying to answer on the fly so maybe Mr. Griggs. Mr. Griggs stated your best case would be if there is a report, it would come from the Director in conjunction with working with the program to give to the Superintendent an update and then he would choose to share because you want to make sure that the program is confidential.

Mr. Nufrio stated I would like to make a recommendation to Mrs. Conti. We both know how the feeder system works – 504, I&RS etc. and some of those cases become the very same ones you eluded to where administrators spend exhaustive amounts of time dealing with them which can't be avoided; but is there any way that when you get a recommendation from the I&RS which hopefully will be an active committee rather than a passive committee, in each of schools because it is mandated by law. Without going any further, we recognize that this process hasn't been completely addressed and it should be and has to be, but is there any way you can funnel any possible cases that you have in special service right now in addition to your special services, maybe they can also address these cases if in fact they may warrant some additional support from this group.

Mrs. Conti asked are you saying that ESS can give additional support to some of the other I&RS? Mr. Nufrio stated based on yours or your supervisors or the I&RS committee that would be a perfect juncture right there. Mrs. Conti stated I&RS, I would definitely get the building principal involved because that is not under the auspices of my department although it does affect it very greatly. I do think that ESS by giving various PD at no cost to us, can continue to do other professional development to enhance. Mr. Nufrio stated right because I&RS committee is comprised of individuals that the principal selects for each building. ESS representative stated one of the things that we are trying to work on going on with what you are saying is that what you want to do is create a situation where your most at risk students they are coming to ESS after other interventions. So you want to make sure that case managers are not holding onto cases way too long. If the kid is hospitalized or partial day program and maybe I was doing the counseling, it is time to make that referral to ESS because bingo that kids comes back and things get derailed, all you need is an advocate and a psychiatrist and that kid is going so you want to help the case manager identify when to make that referral. Part of that comes from being there and entrusting the process but we really have good gatekeepers in place and we have made it clear - Mr. Salvatore and two VP's and any case manager, we will speak up and we are meeting to where they will be talking about those kids. We will say hey we can take that kid from you and this may be the time to do it.

We are in a lot of different schools and this process usually plays itself out almost the same wherever we are. People are reluctant at first, just human nature, but I think that we have been given the opportunity to really put ourselves in and we have done a lot of things already through professional development, open house that we did, and we are working on that and we work on that every single week at our meeting, as well as day to day. Mr. Nufrio stated you should include the I&RS committee. Sometimes the members of the committee and they go in totally unaware of what really needs to be done and how to recognize a particular program.

Mrs. Conti stated on the flip side making sure that all the interventions that are needed at that level before a child goes on to the next level has been done. Again I think all of this professional development that we are doing are going to have a reciprocal effect.

ESS representative stated you want the teachers to handle some of the fragile kids in the classroom so not everything becomes an issue of the VP or the principal. When a teacher can handle that stuff in the classroom, the kid benefits so much and he feels like everybody else and

they don't have to be summoned and you are not reinforcing the negative behavior because that is what happens. Thank you.

COMMENTS FROM THE PUBLIC:

Mrs. Lipstein stated the funds in F-13, F-14, F-15 – can you explain where they are going to go? Mr. Brennan stated the money is going to be moved into Capital Reserve for future projects on our buildings. Mrs. Lipstein stated that is quite a chunk. How much do we usually have? Mr. Brennan stated at the beginning of the year we had \$4 million. Mr. Monge stated that is in addition to what we already have. Mr. Brennan stated if we hadn't transferred this by the end of this year we would only have \$500,000 left in capital reserve. Our buildings are in dire need of repair and updating.

Mrs. Lipstein stated F-13 that is going into capital reserve. Mrs. Brennan stated yes. Mrs. Lipstein stated thank you for finding it. Jeff was really the one. Mr. Monge stated and Mr. Nufrio helped push. Mrs. Lipstein stated you should push moving that money so we can actually use it. I am pleased to hear that ChromeBooks are being delivered soon. I have been waiting 15 years to get those computers. That was a dream of the Ed Foundation. I can't tell you how happy I am of that.

One question, the Y said that they have 10 staff with bachelor degrees. Do you know if there is a staff member in each of their schools that have these degrees? Mr. Tatum stated I don't know for sure but it sounded like they were in various buildings and working towards a variety. Mrs. Lipstein stated aftercare is in seven buildings. Mrs. Tatum stated they also mentioned it took them a while to get that piece off the ground. I am thankful to the fact that they took all of our recommendations and implemented them. Mrs. Lipstein stated that is a big difference for just their qualifications. You are also having some of the teachers too.

When it goes to the middle schools will that be before and aftercare? Mr. Tatum stated I believe it is both but I know it is definitely after. We are not sure of the need for the morning but certainly they will take a look at that.

Mrs. Lipstein stated the 11 students that are in that program are they in different schools? Mr. Tatum stated it sounded like middle and high school. Mr. Monge stated just Burnet.

Mrs. Lipstein stated I don't understand what happened with that lawsuit. I read what was in the newspaper and what Mr. Nufrio wrote. But I would hope somewhere along the way the Board gives an explanation. I don't want to say too much. That lawsuit never asked for money. Mr. Griggs stated it is an administrative lawsuit. You can't get damages nor attorney fees in an administrative court action – it is considered by the Commissioner. Mrs. Lipstein stated I don't understand the point of the lawsuit other than to say you made a mistake we caught you. Mr. Griggs stated that is an accurate assessment. There was no damages awarded or anything like that and the Board is 100% better off than they were a year ago in terms of money they are paying for their broker for insurance. Mrs. Lipstein stated there was a lot of confusion in the way it was stated and I think that a lot of what we talk about is people not quite understanding and I come to these meetings and I still don't understand.

BGIA didn't even apply to those. Mr. Griggs stated they did not submit a proposal. Mrs. Lipstein stated a statement of some nature needs to go out in some shape or form to the public. I don't want to say too much and I don't want to make a mistake.

Mr. Monge stated I thought we were going to post -- more descriptive. Mr. Griggs stated there was a letter to the Editor that I put into the Union County Local Source. Mrs. Lipstein stated it should say that it was resolved and the savings that resulted so that people understand because there was a negative connotation in the article in the newspaper.

Rich Divanza, UTEA Vice President and Social Studies teacher at Burnet Middle School, stated just to change the topics of everything that has been discussed tonight, how many of you are aware of what is going to transpire down in Washington DC within the next week which was actually supposed to be tomorrow. Do you know the name Betsy Devois? I can let you know that myself, Anne Margaret and UTEA and through the State NJEA, we have been constantly on the phone contacting Senators across the board. I called and left messages with the health committee, house senators and republicans and so on and basically trying to dismiss this woman before she gets put in place, Christie is still Governor, you can imagine what is going to happen over the next year in this State obviously until it changes to a democratic governor. I don't know if there is any plan of action or any talk amongst the Board of Ed regarding possibly making a stance or even contacting. Just today one of our State Senator Booker is actually speaking against Jeff Sessions and we have been on the horn to say the least with Menendez and Booker, I must have twitted them about five times each in the last couple of days. If he is doing that now for Sessions, there is no reason why he shouldn't do it for someone who turned the State of Michigan upside down. To even think what the republican governor could happen and transpire in the next year, it is pretty worrisome for all of us and stakeholders in this District and the State. I don't think enough of our members understand it. As a Board I don't know if you had any discussions. It did get delayed until next week because the ethics committee doesn't have all the paperwork. There was a whole list I saw the other day and there are seven members on the health committee that have gotten money from the Devoise family -- that is AMWAY, the biggest Ponzi scheme in the country. Just a little bit of information there and just to let you know that we are constantly on the move and go on that and we will also be going to Washington, as well as leadership in Orlando in February.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Nufrio, seconded by Mr. Arminio, 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
- Student Confidentiality

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.

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

NAYS: None

ABSTAIN: None

MOTION CARRIED.

The Board returned to public session.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mrs. Williams, that the meeting be adjourned at 8:50 p.m. All present voting YES. MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY