

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, January 19, 2016 at 7:00 p.m. at Union High School Library, 2400 North Third Street, Union, New Jersey pursuant to the notice sent to each member.

Mr. Nufrio called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mr. Steven Le, Mr. Ronnie McDowell, Mr. Vito Nufrio, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Mr. David Arminio, Mr. Jeffrey Monge, Mr. Angel Salcedo

ADMINISTRATORS PRESENT:

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

Mr. Paul Griggs, Esq. was in attendance.

Mr. Nufrio stated that Mr. Arminio will be arriving late and Mr. Salcedo and Mr. Monge are unable to attend this evening.

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

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

COMMENTS FROM THE PUBLIC:

None

APPROVAL OF MINUTES:

Moved by Dr. Francis, seconded by Mrs. Zuena, that the following minutes be adopted: (a) November 10, 2015 – work session, (b) November 10, 2015 – executive session, (c) November 17, 2015 – regular meeting, (d) November 17, 2015 – executive session.

DISCUSSION: None

AYE: Dr. Francis, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: Mr. Le

No quorum for approval. To be carried forward to later in the meeting.

COMMUNICATIONS:

REQUEST FOR UNPAID LEAVE – STEWART

Request for unpaid leave of absence from Dorothy Stewart, security officer at Burnet Middle School, from January 4, 2016 through January 4, 2017.

CORRECTION FOR LEAVE REQUEST – CASSANO

Correction to previously approved (11/17/15 agenda) leave request from Lisa Cassano, teacher at Battle Hill Elementary School, from extension of unpaid family leave to extension of unpaid maternity leave, from January 1, 2016 through June 30, 2016.

CORRECTION TO LEAVE REQUEST – MINNOIA

Correction and extension to previously approved (8/18/15 agenda) leave request from Francesca Minnoia, teacher at Jefferson School, from maternity leave to paid medical leave for the period from December 16, 2015 to April 30, 2016.

REQUEST FOR MATERNITY AND FAMILY LEAVE – DeCORTE

Request for maternity and family leave from Fatima DeCorte, counselor at Union High School, from April 4, 2016 through June 30, 2016.

REQUEST FOR UNPAID FAMILY LEAVE – KRUSE

Request for unpaid family leave from Tori Kruse, bookkeeper in Central Office, from January 7, 2016 and with a tentative return date of March 15, 2016.

REQUEST FOR MATERNITY AND FAMILY LEAVE – NUNEZ

Request for maternity and family leave from Maria Nunez, teacher at Union High School, from January 8, 2016 to June 14, 2016.

REQUEST FOR EXTENSION OF MATERNITY LEAVE – HOUSE

Request for extension of maternity leave from Danielle House, teacher at Hannah Caldwell Elementary School, from February 11, 2016 to May 2, 2016.

REQUEST FOR FAMILY LEAVE USE OF PAID SICK DAYS – MUIA-MASUCCI

Request for family leave use of paid sick days from Dolores Muia-Masucci, teacher's assistant at Livingston, from January 11, 2016 through February 19, 2016.

REQUEST FOR EXTENSION OF MATERNITY LEAVE – PARSON

Request for extension of maternity leave from Rosemary Parson, social worker at Battle Hill Elementary School, through June 30, 2016.

REQUEST FOR MATERNITY AND FAMILY LEAVE – MAURIELLO

Request for maternity and family leave from Natalie Mauriello, social worker in Department of Social Services, from March 14, 2016 and with a return date of January 2, 2017.

REQUEST FOR EXTENSION OF MEDICAL LEAVE – GALANTE

Request for extension of medical leave from Krystal Galante, special education teacher at Battle Hill Elementary School, from February 1, 2016 to a tentative return date of September 1, 2016.

REQUEST FOR MATERNITY LEAVE – GECHTMAN

Request for maternity leave from Kristin Gechtman, part-time AAP at Hannah Caldwell, effective March 24, 2016 with a return date of November 2, 2016.

LETTER OF RESIGNATION – STOLLER

Letter of resignation, for the purpose of retirement, from Cynthia Stoller, health and physical education teacher at Connecticut Farms Elementary School, effective March 31, 2016.

LETTER OF RESIGNATION – SANTORA

Letter of resignation from Frank Santora, Supervisor of Special Services, effective February 18, 2016.

LETTER OF RESIGNATION – JACKSON

Letter of resignation from Lois Jackson, Board member, effective January 6, 2016.

LETTER OF RESIGNATION – LOZITO

Letter of resignation, for the purpose of retirement, from Linda Lozito, Secretary to the Elementary Supervisors, effective July 1, 2016.

LETTER OF RESIGNATION – RAGUCCI

Letter of resignation, for purpose of retirement, from Leslie Ragucci, teacher at Hannah Caldwell, effective July 1, 2016.

LETTER OF RESIGNATION – WILUS

Letter of resignation from Tom Wilus, leave replacement teacher's assistant at Union High School, effective January 12, 2016.

REQUEST TO HOLD TEACHER'S ASSISTANT POSTION – GHIRETTI, JR.

Request by Robert Ghiretti Jr., teacher's assistant at Kawameeh Middle School, to hold teacher's assistant position from January 19, 2016 to May 13, 2016 during which time he will act as a student teacher at Jefferson school.

UPDATE TO REQUEST FOR MATERNITY AND FAMILY LEAVE – SMITH

Update to request by Kathryn Smith, special education teacher at Union High School, maternity and family leave effective January 27, 2016 through June 30, 2016, with a return date of September 1, 2016.

REQUEST FOR MEDICAL LEAVE – NONA PHILLIPS

Request for medical leave from Nona Phillips, special education teacher at Burnet Middle School, from January 18, 2016 to February 12, 2016.

Mr. Nufrio stated I would like to thank Ms. Jackson for her services and she dedicated her time and as such for those of you who may have been at the work session, we indicated that we would be looking to fill that vacancy at the very near future and it was posted in various places, including the website and the Star Ledger and the Local Source. We did set a deadline for submitting the resumes for those who may be interested in being considered for that vacancy which would expire on December 31, 2016. Mr. Vieira do we know at this time how many we have received? Mr. Vieira stated to date we only have received one candidate. Mr. Nufrio stated I believe the deadline is this Friday. Mr. Vieira stated yes at 4:00 p.m.

Mr. Nufrio stated if you are interested send your resume to Mr. Vieira our Business Administration/Interim Board Secretary. With respect to the process, I added a little extra special element – in the past we did conduct an interview which was a public interview but it was not televised and at this point I still have to consult with our attorney if this type of meeting can be televised. I am opening up to a regular meeting which would be a special meeting – possibly in a week or two we will schedule a meeting and if it can be televised and we will have an Ad Hoc Committee which I will announce very soon on who the members are but we are going to do it right here – hopefully in this room and also what we will do if time permits and there isn't an excessive amount of applicants what we will do perhaps do it similar to the way the League of Women Voter's do it and that is to permit the audience to perhaps submit questions and we will decide how many of those questions can be placed into the Ad Hoc Committee's hands and for them to use along with their own questions.

SUPERINTENDENT'S REPORT:

Mr. Nufrio stated we have two special presentations and Mr. Tatum if you would like to introduce our two schools and indicate what the presentations are.

Mr. Tatum stated good evening. Tonight we are going to continue our series of presentations by each of our school. We have both Jefferson School and Connecticut Farms Elementary School. I would like to say I like the turn out we have tonight of both the staff members, parents and students and certainly I know you are in for a treat.

At this time I would like Mrs. Damato to come forward for Jefferson School and she will begin the presentation there. At the conclusion of the presentation, we will have a short break and then have a presentation from Suplee & Clooney.

Presentation by Jefferson School – slide show and presentation by children of Jefferson School – 7 Habits to be a Leader, in accordance with the information attached to the minutes.

Mr. Tatum stated congratulations Mrs. Damato for your diligence. I know you implemented that program at Jefferson School and other administrators came by to see what we have in place there. Having served as a teacher myself during my career and then a principal at the 5th grade level both here and my neighboring district before I came to Union that this is an age level that is so dynamic and so impressionable and at this age level we can do so many great things with them to get them prepared for middle school and that is really where we are

accomplishing under your leadership over there. You and Ms. Calderone need to be commended and your faculty.

Mr. Tatum stated it is my pleasure to present to this stage, Mrs. Warren, the new principal at Connecticut Farms School.

Presentation by Connecticut Farms School – presentation by Mrs. Warren and video presentation – You Can Do It, in accordance with the information attached to the minutes.

Mrs. Warren stated Good Evening and thank you for inviting us to your board of education meeting. It is with pleasure to be here with my Connecticut Farms Family to present to you. As you will agree, a school is only as good as the people who make it a school, the staff, parents and students. Without the right ingredients, the commitment from all parties, a school cannot function nor be successful. I am here to tonight to state that we have the right ingredients.

Connecticut Farms Motto is “We connect learning to success.” The word learning has been defined, as knowledge acquired by systematic study in any field of scholarly application, the act or process of acquiring knowledge or skill, the modification of behavior through practice, training, or experience.

Over the summer as I transition to Connecticut Farms I pondered on this word and knowing I was coming into a school who had strong leadership, committed staff, and a wonderful group of parents and students, I thought what could I do to continue the work that had already been started. Through my process over the summer I came upon some great work that I thought would help foster and continue the work at Connecticut Farms School.

Looking at that posing question, learning, I stumbled upon the work from Dr. Carol Dweck. As a psychologist at Stanford University, Dr. Dweck researched the mindsets for over 20 years.

After reading her work, I just knew her work spoke to the learning process. It helped me to understand why is it that some people find learning and success difficult and why other don't, why do some have perserverence and grit while other give up. Why do some people see the glass half empty while others see it half full? The work that Dr. Dweck reveals has to do with mindsets.

The mind is where everything begins. The mind creates the images, talks to the body and set us on the course of life. The mind is the vessel that begins what we will do or if we won't do it. Our minds are where battles are won and where battles are lost.

Let me take you on a little journey of the mindsets and then I will show you what we are doing at Connecticut Farms School.

For many of us, we are familiar with Alfred Binet, the creator of the IQ test. In the 1900's, Binet created the IQ test to identify the slow students from the high intelligent students in the French Schools. But did you know that in his work he stated, “A few modern philosophers

assert that an individual's intelligence is a fixed quantity, a quantity which cannot be increased. We must protest and react against this brutal pessimism, with practice, training and above all, method, we manage to increase our attention, our memory our judgment and literally to become more intelligent than we were before. Binet recognized that it's not always the people who start out the smartest who end up the smartest.

Today's guru in intelligence states that the major factors in whether people achieve expertise "is not some fixed prior ability, but purposeful engagement". Gilbert Gottlieb an eminent neurologist states not only does genes and environment cooperate as we develop, but genes require input from the environment to work properly.

You might be asking yourself what does this mean? In Dr. Dweck's work, we found that there are two types of mindset, the Fixed and the Growth.

A Fixed Mindset is when one believes that your qualities are carved in stone; you have only a certain amount of intelligence, a certain personality, and a certain moral character. Who you are is fixed, that if you aren't born with the inherent abilities or natural talents to be an athlete, painter, pianist, or smart, then you were not meant to have it.

A Growth Mindset states that the hand you might have been born with is just the starting point for development, that your basic qualities are things you can cultivate through your efforts. Everyone can change and grow through application and experience.

People with a Growth Mindset don't shun or run from challenges, they understand that challenges make them stronger, helps them to grow. With a Growth Mindset, one understands that the brain is a muscle and that in order for our brains to grow it has to be challenged and pushed, it has to be exercised like any other part of our body.

To understand people who have a Growth Mindset, lets take a look at some people:

Mia Hamm- great soccer star of her time. She lived to the idea to play up, having challenges by player that were older, players that were bigger and skillful player, by continuing to grow and challenge herself.

Christopher Reeves- After being thrown from a horse and being completely paralyzed below the neck, Christopher Reeves demanded exercise programs that involved moving all parts of his body even when others thought it was a waste. Five years later, he started to regain some movement.

Michael Jordan- Cut from his high school varsity team, wasn't recruited by the college he wanted to play for nor was he considered a natural. He is known as one of the hardest working athletes in the history of sport.

What did they have, they had a mindset that stated although they may not have started as being the best, and they however ended the best. Like the Tortoise and the Hare.

At Connecticut Farms School, we want all our students to have this Growth Mindset. We realize that the mind is influence by all of our senses, the sense of touch, hearing, seeing, smelling and tasting. To ensure that we try to make this as real as possible to our students and ourselves, we have created a culture that promotes the Growth Mindset. We show it, talk it, singing it, feel it, and believe it.

To show you what this looks like, I asked five teachers, Mrs. Kelly, Mrs. Vernick, Miss Blanco, Miss Reda, and Mrs. Patricco, a teacher from each grade level to help show you what the Growth Mindset looks like. We have tried to cultivate it in our morning message, in our hallways, our discussions and our way of life. We hope that this video shows you what we know to be true, that in order for our children to have perseverance, grit and to challenge their minds, they have to know that challenges, failure and obstacles are only a temporary setback, that it helps us to grow. We don't say everything will come easily but that every challenge, when faced again and again will get easier. Through our mindset we will meet our motto, "Connecting Learning to Success"

Mr. Arminio arrived at 8:00 p.m.

Mr. Nufrio stated what we have seen this evening is a pattern that this Board only prays that it will continue – that is developing little children into 5th graders and ultimately graduating from this school district and moving on to higher elevations of college or other forms of higher education and ultimately become citizens who are not only prepared well but will do well. At this time I would like to thank our principal at Connecticut Farms for putting together this program for us and most of all I would like the children to stand so that the audience at home can see you. This District is proud of you and will continue to be proud of you – just follow your heart and listen to the teachers and principal and you will all succeed. Also, I would like the teachers to stand and look at the camera so the audience at home can see our wonderful staff. Your hard work is appreciated and we don't always express it as we should but know that this Board does appreciate your work.

Mr. Tatum stated once again I would like to congratulate Connecticut Farms School for such fine act this evening. I would like to say this is the spirit of our District.

APPROVAL OF MINUTES:

Moved by Dr. Francis, seconded by Mrs. Zuena, that the following minutes be adopted: (a) November 10, 2015 – work session, (b) November 10, 2015 – executive session, (c) November 17, 2015 – regular meeting, (d) November 17, 2015 – executive session.

DISCUSSION: None

AYE: Mr. Arminio, Dr. Francis, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: Mr. Le

(5 minute recess)

Mr. Tatum stated it is a tough act to follow after those two presentations. Suplee & Clooney will now give their report.

Mr. Korecky stated I am from Suplee Clooney & Company and I am the engaged partner in the 2015 audit. Mr. Richie Moleen, he was audit manager for the entire engagement. Two reports were filed with the Board. The Auditors Management Report, the actual CAFR financial statements both of these reports were filed with County Superintendent of Schools and the State Department of Education and electronic copies were filed with the Federal Audit Clearing House in Jefferson City, Missouri.

I would like start with the Auditors Management Report – both reports are required by the State Department of Education. The Auditors Management Report dictates the compliance auditing of the District on financial numbers. There are about fourteen different elements and areas that we look at – school purchasing, cafeteria, financial reporting, payrolls, ASSA report. The State dictates what areas of compliance we are suppose to look at. This is where your recommendations would be and we had three recommendations and what is required by State regulation that we read them into record.

We will start on page 10 of this report – the first recommendation deals with ASSA application for State school aid you applied for which deals with enrollment numbers and pupils by category. The recommendation is really that the District's workpapers maintained for support of the on-roll attendance be in agreement with the information reported on the application of State School aid. Work papers and actual report had some minor discrepancies.

The second recommendation deals with your travel policy – the Board of Education revised its travel policy to ensure that payments cannot be ratified after completion of the travel events unless the policy excludes regular business travel pursuant to N.J.A.C. 6A:23-87. All we are saying is if you have a travel – it should be preapproved by the Board of Education before it is actually incurred. Unless it is a type of grant for travels and it is already listed in there.

The last recommendation is the cafeteria – there are meal count reports and we say prior to submitting reimbursement claims to the New Jersey Department of Agriculture – that is just the State of New Jersey – that the meal claims should be verified with the meal count activity records and check work sheets. Because meal counts – they go on reports and you get reimbursed for State aid - so much counts as reimbursable rates but there are actual tapes that back these up. It was really minor it was less than \$300 but it is still required to be in the report.

Mr. Nufrio stated I have a question and a statement and I will defer that to Mr. Tatum and it addresses the second recommendation – we of course concur and this evening we will be approving a trip and unfortunately through a clerical omissions or errors did not get to the Board or the Superintendent in a timely fashion and we hope that this is the last sin that we will commit in addressing that issue and I think from here and I will leave it to Mr. Tatum's recommendation.

Mr. Tatum stated we may be talking about two different things here. I believe that Mr. Nufrio is referring to student travel and where you are talking about professional development

where teachers are traveling outside the school district. Mr. Korecky stated correct. Mr. Tatum stated it was technically when they got very stringent. This is just a matter of in-house record keeping. Mr. Korecky stated that is right.

The second report is the Comprehensive Annual Financial Report – the financial statements in itself. The report is extensive, almost two hundred pages, there is a lot of non-financial information – demographics, top ten tax payers, employers and things like that – statistical information, information that is not financial in nature but is required to be in here. You do have an unqualified opinion and that means is when we came in and asked Mr. Vieira for support documentation for the financial statements, financial records – he had everything, he had controls on it and everything we asked him for was in order and was recorded in the right accounts. When you meet those requirements you get an unqualified opinion and that is what you are looking for.

There is a lot of redundancy in the summarized statements – there is one statement and there is a lot of duplication in presentation of the CAFR. As Board members there is one actual schedule that I like to point out and it starts on page 83 to 89 and it is called the Budgetary Comparison Schedules. If you are working on your budget, what this schedule does is it is a detailed presentation of your operation for the entire year. It is detailed by line item, by revenues, it gives the budgeted amount you spent and it also acts as a profit loss so it is dual purpose statement and it is one of the better statements in here that you really can gain some information really when you are working on your 16-17 budget – you can look at what you spent and what you appropriated in the prior years. The other schedules in there, even though it is duplicated, a summarized form you really can't get a feel where the District came from.

I would also like to go over the surplus number for 2015 – as I did say it acts like a profit loss – you started the year with a surplus of \$25,030,000 and ended the year with \$22,544,000 so you are slightly down. So you ended the year with \$22,544,597 in surplus; however it is broken down to several components. It is not all for your use at this point and time. You have a capital reserve which you can do capital improvements throughout the District – \$4,689,000; you have a maintenance reserve – that is for any kind of maintenance capital - \$1,050,000; you have an emergency reserve for any emergencies that happen during the year - \$1 million; you have a surplus you use in the budget year 2015-2016 - \$7,066,000 and that money is allocated in the \$22 million; you have what is called excess surplus - \$4,589,000. I would just like to point something out in excess surplus – last year's excess surplus at this time was \$6 million in change so it is down about \$2,371,000 – so when you are working on your 16-17 budget, your starting point that you have is a lot lower than it was last year. Other components you have encumbrances of \$1,400,000 – that is orders that you were giving out by June 30th and they had not been completed yet and we have not received the services or goods but the money is set aside in case the orders come in for the next year. Your 2% net surplus of your operating costs that you have free and clear is \$2,696,000 – your surplus is quite healthy; however, the excess is just a little down because it was used for a transfer in capital reserve. The money is over there but as far as your operating costs, it is down just a little bit.

Mr. Nufrio asked can you repeat that last sentence – the transfer, I didn't understand it. Mr. Korecky stated you used more of your surplus in your operations last year because it is down

\$2.2 million. Mr. Nufrio stated that I understand. You indicated something about transferring capital. Mr. Korecky stated you transferred money to capital reserve. Mr. Nufrio stated we can. Mr. Korecky stated you did. Even though your excess surplus is down, you made the transfer because one can wash the other. Mr. Nufrio stated is there a recommendation coming for that? Mr. Korecky stated I don't know what your capital needs are for the next 16-17 school year. So that is basically it – you did do very well and you still have \$22 million in surplus and a little less in excess surplus. Mr. Korecky asked if anyone had any questions.

Mr. Tatum asked what was the numbers that you actually put into surplus? Mr. Korecky stated in the 15-16 year – a little over \$7 million. Mr. Tatum stated and we put what into reserve? Mr. Korecky stated \$1.8 million.

Mr. Nufrio stated thank you very much. Mr. Korecky stated I just wanted to thank Manny Vieira for the cooperation and the Superintendent - we ask for a lot of information and I would like to thank the Board and we appreciate the business.

Mr. Tatum stated as a matter of routine for the month of December the student/staff attendance was: Student 95.22%; Staff 93.17%.

Tonight it is required by State regulations we will present the Bullying Incident Report for September 2015 – December 15 (a full report is appended to the minutes):

Battle Hill Elementary School – 1 incident reported – completed
Burnet Middle School – 5 incidents reported – completed
Connecticut Farms – 1 incident reported – completed
Franklin Elementary School – 1 incident reported – completed
Hannah Caldwell – 2 incidents reported – completed
Jefferson School – 1 incident reported – completed
Kawameeh Middle School – 1 incident reported – completed
Livingston Elementary – 0 incidents reported
Union High School – 0 incidents reported
Washington Elementary – 0 incidents reported

We talk about many of these programs throughout the year so I will summarize a few of them. Certainly there is ongoing professional development training throughout each of the school buildings and also our curriculum is always updated for anti-bullying programs. There are class meetings, lessons on anti-bullying and different semi programs. Of course one of the things that continues to be a big program in the District both in the elementary and middle school levels are ASIS programs.

In October we have the week of respect which is State wide and activities that take place there are what they call chalk walk, band-aid for bullying programs, balloon release where a particular color balloon, or red-white-blue for unity and certainly we will continue with other presentations that take place during the course of the year and we are very pleased with the results of the number of incidents that we have had – which I do believe they are down this year

over the previous years. I ask that the schools continue to keep up all the good work in terms of what they are doing with anti-bullying in the District.

Another piece of information that I would like to provide to you tonight was the HIB self-assessment that was done in each of the schools in the District and this information is available on the District website. Basically it entails different information that was used to assess where each school happens to be and you will see that all of our schools are right in the line of that particular scale.

Monthly Highlights:

1. 2nd grade students at Hannah Caldwell School completed a S.T.E.M. project using toothpicks and gumdrops. The program concluded today with parents in attendance.
2. Battle Hill School students donated 860 cans and non-perishable items to the St. Michael's Church for their food pantry.
3. Last week our supervisory staff and administrators met with Bed Bath & Beyond – they got to tour the facilities and we will continue to move forward with that program and I believe that we have path now that we will be following to get that off the ground and more of that will be coming along next month.

Upcoming Events:

The next Planning Committee Meeting will be Tuesday, January 26th at 6:30 p.m. We have not been together for a few months due to the holidays and we certainly are looking forward to the agenda that we had planned.

Mr. Nufrio stated I just want to indicate that we did make a language change. As a Board we thought it was required and long overdue. The committees that we have – those of you who usually look at the agenda and read all that we insert into the agenda are accustomed to seeing “the Superintendent and the committee concurs” – you will not see that any longer. Just as a brief explanation, we are not a legislative body of individuals when we are in committee. We simply meet with the Superintendent or the Assistant Superintendents and basically hear all that they have to say or perhaps there are proposals, but in which case ultimately the Superintendent may make a recommendation and it doesn't necessarily require a concurrence or a majority of any kind. As such we felt that the language better suited for this would read as follows – “upon recommendation of the Superintendent of Schools, the education/student discipline committee” and that will be replaced by all the other titles – “presents the following resolutions for the Board's consideration”. This Board is committed to total transparency where it may be possible and where it does not cross any lines but process is also part of it and we will continue to look into changes that may be required in other areas.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS

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

E-1. APPROVE 2015-2016 OUT-OF DISTRICT STUDENT PLACEMENT

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

E-2. APPROVE LIST OF STUDENTS REMOVED

That the Board approve the amended list of students removed from the rolls [five (5) students exited from December 1st through December 23, 2015 or a total of twenty-six (26) students for the 2015-2016 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2015-2016 school year, in accordance with the information appended to the non-public minutes.

E-3. APPROVE JOINT TRANSPORTATION AGREEMENT WITH MORRIS-UNION JOINTURE COMMISSION

That the Board approve the Joint Transportation Agreement for Route 921 with the Morris-Union Jointure Commission for the 2015-2016 school year, in accordance with the information appended to the minutes.

E-4. APPROVE THE 2015-2016 JOINT TRANSPORTATION AGREEMENT WITH EDUCATIONAL SERVICES COMMISSION OF MORRIS COUNTY

That the Board approve the 2015-2016 Joint Transportation Agreement with the Educational Services Commission of Morris County for the 2015-2016 school year, in accordance with the information appended to the minutes.

E-5. APPROVE WORKSHOPS

That the Board approve the following workshop which will take place at Burnet Middle School auditorium: Topic: Diversity in Schools – April 8, 2016 – presented by the Educational Testing Services – not to exceed \$500 (Account #11-000-223-320-01-54-0612/7188).

E-6. APPROVE CURRICULUM GUIDES

That the Board approve the following Curriculum Guide(s), in accordance with the information appended to the minutes: (a) School Counseling, Curriculum Guide K-12; (b) 21st Century Life and Careers: K-Grade 5, Curriculum Guide 2015-2016.

E-7. APPROVE UNION TOWNSHIP SUBSTANCE USE COUNSELING PROGRAM

That the Board approve the Union Township Substance Use Counseling Program, in accordance with the information appended to the minutes.

E-8. APPROVE HIGH FOCUS CENTERS FOR BIO-PSYCHOSOCIAL ASSESSMENTS

That the Board approve High Focus Centers for bio-psychosocial assessments, in accordance with the information appended to the minutes.

E-9. Removed from agenda 1/19/16.

Mr. Nufrio stated just for purposes of expediting the meeting a little bit we did decide under Mr. Arminio's tenure as President that we will probably move the resolutions because some can be very lengthy and it is time consuming. The Chairperson's will elect to read it as a

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. PRE-APPROVE 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-8. APPROVE AMENDED LIST OF 2015-2016 STATE CONTRACT VENDORS

That the Board approve the amended list of the 2015-2016 State Contract Vendors to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVE CONTRACTS AND /OR PURHCASES

That the Board approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes: (a) St. Jude's Children's Hospital - \$12,000 (approx) – Union High School – Athletics/ Basketball – estimate for basketball fundraiser for St. Jude's, (b) NJ District of Key Club - \$7,000 (maximum) – Union High School- Key Club – district convention, (c) Cherrydale Farms - \$3,271.36 – Burnet Middle School-Music Dept. – fundraiser – band account #2006, (d) The Costumer – Union High School PAC - \$5,319.46 – main costume rental for “Union Goes to Hollywood”, (e) Home Depot Credit Services – Union High School PAC - \$2,428.93 – scenery for “Union Goes to Hollywood”, (f) Encore Orchestra of New Jersey – Union High School PAC - \$6,000 – orchestra for “Union Goes to Hollywood”, (g) Yankee Candle Fundraising – Union High School Senior Prom - \$1,231.40 – payment of fundraising items, (h) IBS New York 2016 – Union High School Cosmetology - \$1,500 – field trip – International Beauty Show, (i) Undisclosed Location – Union High School Project Graduation – maximum \$55,000 – Class of 2016-Project Graduation venue payment.

F-10. ACCEPT COMPREHENSIVE ANNUAL FINANCIAL REPORT AND AUDITOR'S MANAGEMENT REPORT

That the Board accept the Comprehensive Annual Financial Report (CAFR) and the Auditor's Management Report (AMR), in accordance with the information on file in the office of the Secretary.

F-11. ACCEPT THE CORRECTIVE ACTION PLAN

That the Board accept the Corrective Action Plan (CAP) for Single Audit Fiscal Year ending June 30, 2015, in accordance with the information appended to the minutes.

F-12. APPROVE ACCEPTANCE OF DONATIONS

That the Baord accept the following donations: (a) \$1,667.82 from Lifetouch National School Studio for use by Washington Elementary School, (b) \$100.00 from NJ Association of Paid Fire Officers and \$500 from New Jersey Superior Officers Law Enforcement Association for use by Union High School JROTC Program-Booster Club account, (c) two (2) refrigerators

from Sharon Davino for use by Burnet Middle School, (d) Roland XP-60 Music Workstation 64 voice 4x expansion from Township of Union Police Department.

F-13. ACCEPT GRANTS FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

That the Board accept the grants from the Township of Union Education Foundation for the 2015-2016 school year, in accordance with the information appended to the minutes.

F-14. *For informational purposes only – vote not required.* Amended list of students attending the following charter schools: (a) The Barack Obama Green Charter High School, (b) Beloved Community Charter School, (c) Phillips Academy Charter School, (d) Paterson Arts & Science Charter School, (e) Link Community Charter School, (f) East Orange Community Charter School and (g) TEAM Academy Charter School, in accordance with the information appended to the minutes.

F-15. *For informational purposes only – vote not required.* List of legal services paid (a) for the 2013-2014 school year, (b) for the 2014-2015 school year and (c) for the period of July 1, 2015 through January 19, 2016, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Le stated one question with respect to line item transfers. Mr. Vieira, I have a question on the last page of the line item transfer with Fund 20 – can you elaborate what is AC and I notice the total current appropriation adjustment in total is \$2,909.15 – so it is not zeroed out so what is the sources for that total. Mr. Vieira stated the report that Mr. Le is talking about is the expense account adjustment analysis and for the Fund 20 which is our special revenue fund – we set up appropriations for, in this case, the \$2,909 are donations received. Mr. Le stated and just the last part of my question – what does AC stand for? Mr. Vieira stated account.

Mr. Nuffrio stated once again in the spirit of transparency and this Board is committed to, we did request that Mr. Vieira from here on to list the monthly accounting of legal fees so that we can better understand and see where we are in terms of our school responsibility. It is important, specifically F-15 and of course F-14 is also new so both the District and the Board is better informed as to what our expenses are that are incurred with regard to charter schools. That is a reason why they do not require a vote because they are already embedded within the budget but I did specifically ask for a detailed listing of all of the expense.

Dr. Francis stated for F-15 – where in the budget are the fees for the lawyers? Mr. Vieira stated we budget for professional services such as legal services – are you asking for a budget account number? Dr. Francis stated there is nothing specific it is just invoices and names – are they all for one particular purpose? Mr. Vieira stated different law firms provide different legal services. For example, Apprueze McDermott – they provide the legal services for negotiations and any type of labor issues. Different firms specialize in different legal issues. Dr. Francis stated does it all come from the general fund? Or what account? Mr. Vieira stated it comes from the general fund and they all get charged to the same budget account number – it is an administrative cost for district-wide legal services.

Mr. Nufrio stated I have a follow-up question – do we normally have a number for which we are guided on how much we appropriate yearly? I can see there is a difference in the total – so basically what would that number be – the not exceed – what has been appropriated? Mr. Vieira stated when I prepared the budget I base the estimate on the history or the trends of legal expenses. Mr. Nufrio stated do you recall what has been appropriated for this year? By this document that we are all seeing, currently through December we already reached the number of \$68,678. What can we expect to see and certainly we can never predict what may or may not happen but how much was appropriated this year? Mr. Vieira stated I'm looking at the Secretary's Report and under legal service – the budget is \$300,000 for legal services - \$296,000. Mr. Nufrio stated if that number is not used, does that money return to the general fund. Mr. Vieira stated yes. Mr. Nufrio stated in seeing what the past two years – namely 14-15 and back to 13-14, I'm a little curious why we would appropriate that much money because neither of those two years exceeded \$150,000. Mr. Vieira stated with the anticipation of Jim Damato, our in-house counsel and employee retiring, I budgeted a little extra for legal services in the 15-16 budget. Mr. Nufrio stated so in the past years you did not budget as much. Mr. Vieira stated correct.

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

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

O-1. AFFIRM SUPERINTENDENTS RESOLUTION ON HIB

That the Board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period December 11, 2015 to January 8, 2016, in accordance with the information appended to the minutes.

O-2. APPROVE SECURITY DRILL AND BUS EVACUATION REPORTS

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

O-3. APPROVE NOTIFICATION OF ASSET CHANGE OF STATUS – REFRIGERATORS

That the Board approve the Notification of Asset Change of Status for two (2) refrigerators, in accordance with the information appended to the minutes.

DISCUSSION:

None.

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: None

MOTION CARRIED

PERSONNEL COMMITTEE RESOLUTIONS:

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

P-1. APPROVE PERSONNEL ACTIONS

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

P-2. AMEND SUBSTITUTION LISTS FOR 2015-2016 SCHOOL YEAR

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

P-3. ACCEPT LETTERS OF RESIGNATION

That the Board accept letters of resignation from the following staff: (a) Cynthia Stoller, for the purpose of retirement, health and physical education teacher at Connecticut Farms School, effective March 31, 2016, (b) Frank Santora, Supervisor of Special Services, effective February 18, 2016, (c) Lois Jackson, Board member, effective January 6, 2016, (d) Linda Lozito, for the purpose of retirement, Secretary to the Elementary Supervisors, effective July 1, 2016, (e) Leslie Ragucci, for the purpose of retirement, teacher at Hannah Caldwell, effective July 1, 2016, (f) Tom Wilus, leave replacement teacher's assistant at Union High School, effective January 12, 2016.

P-4. ACCEPT LEAVES FOR STAFF

That the Board approve leaves for the following staff: (a) Dorothy Stewart, security officer at Burnet Middle School, unpaid leave of absence from January 4, 2016 through January 4, 2017, (b) Lisa Cassano, teacher at Battle Hill Elementary School, correction to previously approved (8/18/15 agenda) leave request from extension of unpaid family leave to extension of unpaid maternity leave, from January 1, 2016 through June 30, 2016, (c) Francesca Minnoia, teacher at Jefferson School, correction to previously approved (8/18/15 agenda) leave request from maternity leave to paid medical leave for the period from December 16, 2015 to April 30, 2016, (d) Fatima DeCorte, counselor at Union High School, maternity and family leave from April 4, 2016 through June 30, 2016, (e) Tori Kruse, bookkeeper in Central Office, unpaid family leave from January 7, 2016 and with a tentative return date of March 15, 2016, (f) Maria Nunez, teacher at Union High School, maternity and family leave from January 8, 2016 to June 14, 2016, (g) Danielle House, teacher at Hannah Caldwell, from February 11, 2016 to May 2, 2016, (h) Dolores Muia-Masucci, teacher's assistant at Livingston, family leave use of paid sick days, from January 11, 2016 through February 19, 2016, (i) Rosemary Parson, social worker at Battle Hill Elementary School, extension of maternity leave, through June 30, 2016, (j) Natalie Mauriello, social worker in Department of Social Services, maternity and family leave, from March 14, 2016 and with a return date of January 2, 2017, (k) Krystal Galante, special education teacher at Battle Hill Elementary School, extension of medical leave, from February 1, 2016 to a tentative return date of September 1, 2016, (l) Kristin Gechtman, part-time AAP at Hannah Caldwell, maternity leave, effective March 24, 2016 with a return date of November 2, 2016, (m) Robert Ghiretti Jr., teacher's assistant at Kawameeh Middle School, to hold teacher's assistant position from January 19, 2016 to May 13, 2016 during which time he will act as a student teacher at Jefferson school, (n) Kathryn Smith, special education teacher at Union High School,

update of maternity and family leave effective January 27, 2016 through June 30, 2016, with a return date of September 1, 2016, (o) Nona Phillips, special education teacher at Burnet Middle School, medical leave from January 18, 2016 to February 12, 2016.

P-5. APPROVE NEW JERSEY MANUFACTURERS TO DISTRIBUTE INFORMATION

That the Board approve New Jersey Manufacturers to meet with teachers, staff and employees and distribute information for automobile and homeowner insurances.

P-6. APPROVE TERMINATION OF EMPLOYEE #12046

That the Board approve termination of Employee #12046, effective December 23, 2015, in accordance with the information appended to the non-public minutes.

P-7. APPOINT CUSTODIAN OF SCHOOL RECORDS – MANUEL VIEIRA

That the Board appoint Manuel E. Vieira as Custodian of School Records for the 2015-2016 school year at no cost to the District.

Mr. Nufrio stated Mr. Benaquista, the document that you gave to the Board members is that in addition to or is it already included in the resolutions. Mr. Benaquista stated it is not – it is five names to add to extra pay for a STEM program. It will get attached to P-1. Mr. Arminio stated that is a hard copy that all the Board members received and needs to get added to the extra pay personnel resolutions which would be P-1.

DISCUSSION:

Mr. Arminio stated there are some letters of resignation for purposes of retirement and I just want to indicate Cindy Stollar – a long-time teacher in our District at Connecticut Farms, but if you go back far enough, she was a teacher at Kawameeh also – so I wish her the best of luck. Letter of resignation from Lois Jackson, a Board member, besides being a Board member she is an alumni of Union Schools and Kawameeh Middle School. Linda Lozito, secretary of elementary supervisors, has been around for a long time and she is retiring and finally Leslie Ragucci who has been in the system for many years is retiring. I wish all of them on behalf of the Board of Education the best of luck in their retirement and many years of enjoyment.

Mr. Nufrio stated I would just like to add to that – we are in the process of preparing a resolution for our retiring staff members and hopefully it will be utilized at the very next meeting if we have retirees going out in February, if not, the first month of the retiring individual we will have a resolution recognizing their services and we can't give out gold watches – the least we can do as a Board and the Superintendent to recognize those individuals for the years of service that they have given this community.

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: None

MOTION CARRIED

POLICY COMMITTEE:

Mr. Arminio stated we have one policy:

POL-1. Approve Policy 9126A – Part-Time Board Attorney, in accordance with the information appended to the minutes.

This will be in addition to Policy 9126 which is a full-time Board Attorney, this is just a second policy to go along with our full-time Board Attorney if we hire somebody full time as Mr. Damato was instead of the Board Attorney that comes to meetings.

Mr. Nufrio stated this evening Mr. Paul Griggs is the attorney attending this meeting. This was done after exhaustive research in dealing with the NJSBA and it was jointly arrived at so that we could have something in place to use as a guide to refer to and the ultimate intent here is to again keep the cost down. This is the first presentation and it requires a second presentation – so we will do this at the worksession so that we can formally place it in our policy as a by-law. As Mr. Arminio said this will not replace the full-time Board Attorney by-law which is in place which is 9126 – this is so we have some guide for part-time attorney.

APPROVAL OF BILLS:

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

DISCUSSION:

NONE

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mr. Nufrio stated I will once again repeat, with regards to the vacancy of the Board, even though it is new business, but it is still unfinished. We will be convening a committee and I will notify the Board members of the committee and we will also try to set a date to have the meeting right here in this room so that the committee along with the public who will be asked to submit questions depending on how many candidates there are that will probably determine how long the questioning process will take place. We will probably set a time limit on how long the interview process will take place.

NEW BUSINESS:

Mr. Arminio stated two quick things – maybe Dr. Lishak can answer this – talk about the robotics. I don't have a lot of details to speak. Dr. Lishak stated I have to apologize I don't have the information and I will get that information and put it on the high school website. Mr. Arminio stated congratulation to the team from Union High School – the STEM program at the high school won a robotics contest. They go onto the next level of the contest.

I have something for everyone in Town. The museum pass is at the Union Public Library through the Friends of the Union Public Library has created a museum pass and what that is there will be passes available at the Union Library for a number of museums in the area free of charge. If you want to go to the following: Imagine That Museum in Florham Park, the Intrepid

Sea and Air Museum in New York, the Liberty Hall Museum, the Montclair Art Museum, the Morris Museum, the Newark Museum and the Yogi Berra Museum and that also includes if you go to Cooperstown – you will get into anyone of those museum absolutely free. All you have to do is go to the Union Public Library and ask for the museum pass and they will give it to you and it is good for three days. It is a product of a grant that was received from the Friends of Union Public Library and maybe we can get this on the website because it is really for everyone in our Town.

Mr. Nufrio stated I believe it was posted on the forum – the students won the award I believe on the design. If anyone knows differently, please correct me. Otherwise, congratulations of course. It is another accomplishment. Mr. Le stated I believe they are going to a State competition so best of luck to them.

Mrs. Zuena stated myself and some of the Board members were at the Martin Luther King Day celebration on Monday at the Hannah Caldwell School and there wasn't an open seat in the gymnasium. I think there were 300+ people there and I wanted to commend them on their presentation it was very well done. Mr. Nufrio stated it was a very nice program.

Mr. Nufrio stated there is a slight change to what we have been accustomed to this past year and Mr. Arminio did everything accordingly to afford the public five minutes and I'm making a slight change in terms of the response portion and at this time I had not had the time to speak with you about this Mr. Tatum but I have answered a couple of members questions this past week. If a question is placed on the floor by the public and it is something that is deferred to the boss here, then if he and I feel that it is answerable right now, I will defer to Mr. Tatum if he believes it is a question that can be answered without being too premature in its response or not having the exact information then Mr. Tatum will permit whoever it is being addressed to respond briefly to that. With that, I guess we are opening up comments to the public.

COMMENTS FROM THE PUBLIC:

Mr. Salby stated I am a third generation resident of the Town. You are doing a great job. 1980 graduate of Union and proud of my Town; my mother graduated 1960 and my grandmother 1936. All from Union and my oldest daughter graduated 2006 and she is teacher of the month here. I noticed a lot of changes in the last school year. I retired as a fire captain in Paterson, New Jersey. As a safety officer, what I noticed, last year and I never talk bad about the past administration but the new principal here is dynamic. I want to commend the Superintendent and this Board of what I have seen. This is for everyone in the community watching from a long-time resident – the school has turned around. The Board hired me as part-time security and I am very proud of that and I use that as a tool for these students to understand how authority is suppose to act. When students come up to me and say why is this new principal giving me all these new rules and some of these are our feisty students and we don't have too many of these – before I could answer and say there are no new rules – this young lady came walking by, an 11th grader, she said there are no new rules, this new principal cares about you. I want to share this with the whole community because it is very important for our students to understand that we have great teachers here. My daughter was inspired by a teacher here to become a teacher herself. I was inspired.

I have two other comments, you can't do anything about, I'm going to go to your next meeting which will be your municipal meeting, which is overcrowding which potentially we are going to see with all those new rentals being built all over the place which is a big issue that we as a community need to address – not just you and the Board, the whole community. You guys have your hands full - that is for you guys, to problem solve.

The last issue which I read the minutes, I didn't read them my wife and others in the community told me what happened and I don't know who on the Board was against having a SRO. Coming from a safety officer, I am going to tell you especially with everything that is going on with terrorism in this country, having a police officer communicate with the children here is a great thing. You can't put a price tag on what is being avoided here. What I mean by that is if a police officer is here – he is not here to arrest people, he is here for community relations and if something does occur, he is right here. I rather have a police officer here and ready. I understand that there is a price tag on having a resource officer here. I also know there is a price tag for having a security person in all of our schools. However, in the time that we are living in we need to start thinking about these things. It is my tax dollars and I think this is something that we really need to think about. Thank you so much. You guys have done a great job.

Shawn Brown, greeter at Burnet. I'm taking off my greeter cap and put on my parent cap. I have six children under my instruction. Two are college graduates, one goes to Burnet, my stepchildren go to Kawameeh and I have my granddaughter. It takes a lot and I know a little bit about raising kids and what it takes to reach a child. I am not seeing that at Burnet. I see children at Jefferson and they do all these exciting things and then when they get to Burnet they create negativity and the things that they are learning on the 5th grade level – and come to Burnet to almost die. It is so sad. When the kids get together, my stepchildren and my son, the two middle schools – I wonder and I ask myself, why are the two middle schools in the same District run so differently. I just can't understand why. The kids at Burnet are not afforded some of the programs that Kawameeh children get to enjoy. Why they don't go on the same trips and do some of the same things. I'm told that some of the things are the same, the classrooms are the same, the periods are the same, but they are absolutely not the same. I feel like my son is being short changed on what he can do and I had a conversation with the administration and we talked about the kids and where they are but I don't think that Burnet is meeting that. They are not allowing the kids to do what they can do. Everything is about being in the classroom – 80 minutes that is a lot. I don't even want someone to talk to me for 80 minutes and the classrooms are bigger. 15 kids, 3 paraprofessionals, 2 teachers, a special ed teacher – that is a lot going on in one classroom – a bunch of instruction. How can the kids that want to learn – learn if all of this is going on and this is throughout the entire day. Lunch for 40 minutes – they have to hurry up and get through lunch which is not fair to them. Lunch is substandard – the ARARMARK program there – they just heat, instead of just cooking. They don't get enough exercise. The kids are walking around and they are talking about uniforms – the other kids have the sweatpants and t-shirts – it is part of their school pride. The Burnet kids are not afforded the same and I don't see it and I have never been asked to purchase a gym uniform or any type of t-shirt with the school logo on it. I don't know why they can't be proud of their school. I can see why they are not proud of their school and they should be able to be proud of their school. The playground – they have one basketball for 50 of them – only after school. They come in at 8:05 and they leave

2:34 and nothing really happens in there that excites them. They have two programs – a music program and not much else and I hear the robotics in the high school – my son went through the Newark school system and they had a robotics program in 7th and 8th grade. These kids in Burnet are not being given the opportunity to do anything. My kid can cook and he can break down a menu – but math is math; however you teach it to them. They are not getting it because it is just somebody talking and they hear it on a regular basis for 80 minutes and that is tough. Kawameeh has 40 minutes which we did going to school. Kids come out of the classroom and be with their friends and mix and mingle and move on. They don't even get Science on a regular basis – it is every other day.

Mr. Nufrio stated Ms. Brown I am not going to even attempt to answer – you have a number of excellent questions and points and this Board is not going to dismiss or disregard your concerns. But what I would like to do is to ask you – whether your time permits or not – had you considered to join or asking Mr. Tatum to be part of that planning committee. Ms. Brown stated I am. Mr. Nufrio stated have you had any opportunity to speak with Dr. Lishak who is our Assistant Superintendent in the secondary level. Mrs. Brown stated not directly. I'm in a catch 22 because I am employed by the Board and my child goes here and I'm not that satisfied. I feel it is tough to really speak how I'm feeling because I'm employed too. To speak to you guys as a whole body but at the same time, my first job is as a parent and to make sure that my child is educated. Not that you are just going to teach him something, not like a dog in 7 days, but I can't educate him on assignments and I feel like the kids are just being taught something specific instead of being educated and having your hands on things – team building – just anything that engages them.

Mr. Nufrio stated I want you to feel free to be able to speak with anyone in the District and the fact that you are an employee is not a factor and secondly I am hopeful that you will feel differently. Certainly you have valid questions and concerns and if possible, try to reach out to Dr. Lishak and I'm sure that a discussion with her will answer your questions or she may hear some things that will prompt the Board to do some things differently. Thank you for your comments.

Connie Laboa stated I have the information to acknowledge the robotics team at the high school. Under the guidance of Mr. Hacks they did win the design portion of the High Pointe Regional High School Robotics Competition which was held on January 9th and the next State competition will be held in February. Those students involved were Nicholas Moreno, Michael Zmuda, Noah Dobson, John Arkerson, Hansen-Lee Harjono, Luther Joseph – their coach was Michael Atzbi – engineering teacher.

Mr. Tatum stated coming up in our action plan is to look at curriculum configuration and articulation between the two middle schools. One of the things that Ms. Brown stated tonight is a commentary that has been stated not just by her but by other parents. One of the things that we had discussed in our planning committee meeting as well as at the Board level, is as we go through this resurrection of this District, those are items that we have to address. I know that sometimes things don't come fast enough as we are trying to get to different issues within the District but they are coming – changes are ahead and I know that Dr. Lishak has worked for a number of years regarding when we went through capital review, there were recommendations

that were made by the State Department of Education that the District was compelled to comply with. We have made some changes in staffing and what we said earlier tonight, part of it is our mindset. Part of our slogan that we just developed and that we are going to be talking about at our Planning Meeting next week, we will be engaging our children in the District in terms of coming up with that symbol that identifies not just one school but every school in the District. We are looking very carefully at those items and certainly there isn't anyone sitting on this Board that sat here before the assembly we had here tonight feel that they were fostering an environment that favored one group of children over another. I certainly don't sit here as your Superintendent and embrace that at all. Anyone who has sat down with us and had any level of discussion, we are interested in improving the entire school district not just individual schools.

MOTION FOR EXECUTIVE SESSION:

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

AYE: Mr. Arminio, Dr. Francis, Mr. Le, Mr. McDowell, Mrs. Zuena, Mr. Nufrio

NAYE: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. McDowell, seconded by Mr. Arminio, that the meeting be adjourned at 10:30 p.m. All present stated Yes.

MOTION CARRIED

Respectfully submitted,

MANUEL E. VIEIRA
INTERIM BOARD SECRETARY