

TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION/REGULAR MEETING MINUTES – JANUARY 16, 2018

NOTICE OF MEETING:

The worksession/regular meeting of the Board of Education of the Township of Union was held on Tuesday, January 16, 2018 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. Nufrio called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Dr. Guy Francis, Mrs. Sherry Higgins, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Linda Richardson, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Kim Conti, Mrs. Sandra Paul, Mrs. Ann Hart, Mr. Craig Wojick

ALSO PRESENT:

Mr. Paul Griggs, Esq.

FLAG SALUTE:

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

Mr. Nufrio stated good evening – once again as a reminder this is a double meeting – the worksession – we had committee meetings earlier and we are now in the regular meeting.

OPEN PUBLIC MEETINGS ACT:

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

MISSION STATEMENT:

Mr. Nufrio read the mission statement of the District.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Anne Margaret Shannon stated E-2 – does this come with a stipend or you are approving something that will be done in school? Mr. Tatum stated this is something that will be done on a yearly basis and on a voluntary basis because this is something that they wanted to do. Mrs. Moses do you want to add to this since you had a discussion with a group of people.

Ms. Shannon stated is this is part of Title I after school. Mrs. Moses stated it is not Title 1 and it is not after school. It is teachers. The kids have clubs and they are going to sell

cupcakes and things like that for field trips and anything like that to add to their student activity account for the whole building.

Mr. Nufrio stated this was discussed at some length in the agenda review which both I and Mrs. Minneci attended. The question was asked with regards to voluntary and for the year and it will be on voluntary basis and after that it will be reassessed or re-evaluated.

APPROVAL OF MINUTES:

Moved by Mr. Nufrio, seconded by Mrs. Minneci, that the following minutes be adopted:

DISCUSSION:

None

November 14, 2017 – worksession and executive session:

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mr. Nufrio, Mrs. Williams

NAY: None

ABSTAIN: Mrs. Richardson

November 21, 2017 – regular meeting and executive session:

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Richardson, Mrs. Williams

MOTION CARRIED

Mr. Nufrio asked Mr. Arminio to handle the communications. Mr. Arminio stated they will be part of Personnel.

COMMUNICATIONS:

LETTER OF RESIGNATION/RETIREMENT – CAPODICE

Letter of resignation for purpose of retirement from Judy Capodice, 10-month secretary-Kawameeh Middle School, effective April 1, 2018

REQUEST FOR LEAVE – DOS SANTOS

Request for unpaid paternity leave non-FMLA/non-NJFLA from Cassiano Dos Santos, health and physical education teacher-Hannah Caldwell Elementary School, from February 9, 2018 through February 25, 2018.

REQUEST FOR LEAVE – MENDES

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Jessica Mendes, teacher-Hannah Caldwell Elementary School, from April 30, 2018 and with a return date of December 5, 2018.

REQUEST FOR EXTENSION OF LEAVE – NICHOLS

Request for extension of current paid medical leave and unpaid FMLA from Shirley Nichols, teacher-Livingston Elementary School, with a return date of April 2, 2018.

REQUEST FOR LEAVE – REGESKI

Request for unpaid non-FMLA leave from Annette Regeski, part-time bus aide-Transportation Department, from November 22, 2017 and with a tentative return date of February 22, 2018.

REQUEST FOR LEAVE – ROYAL

Request for unpaid paternity FMLA/NJFLA (concurrently) from Marcel Royal, special education teacher-Connecticut Farms Elementary School, from March 15, 2018 and with a return date of June 18, 2018.

REQUEST FOR LEAVE – SOUSA

Request for paid medical leave non-FMLA from Tereza Sousa, special education teacher-Franklin Elementary School, from January 24, 2018 through February 21, 2018.

REQUEST FOR LEAVE – WINTERS

Request for paid maternity and unpaid FMLA/NJFLA (concurrently) from Jacqueline Winters-English teacher-Kawameeh Middle School, from March 2, 2018 through May 18, 2018.

REQUEST FOR LEAVE – GILCHRIST

Request for paid medical leave non-FMLA from Deborah Gilchrist, part-time bus aide-Transportation Department, from December 12, 2017 and with a return date of January 15, 2018.

LETTER OF RESIGNATION – PATEL

Letter of resignation from Pooja Patel, paraprofessional-Union High School, effective January 5, 2018.

Letter of resignation from Employee #8781, teacher-districtwide, effective December 1, 2017 (*pulled from agenda at meeting*)

REQUEST FOR LEAVE – BARKEN

Request for paid medical leave/unpaid medical leave non-FMLA from Frances Barken, Title One English teacher-Burnet Middle School, from January 30, 2018 and with a return date of March 14, 2018.

REQUEST FOR INTERMITTENT LEAVE – SAHR

Request for intermittent FMLA/NJFLA (concurrently) from Doreen Sahr, English teacher-Union High School, for the remainder of the 2017-2018 school year.

REQUEST FROM CONCERNED CITIZENS OF VAUXHALL

Letter from Concerned Citizens of Vauxhall and Vicinity Civic Association to use Jefferson School on February 16, 2018 from 6:30 p.m. to 9 p.m. for the Winter Party for 5th

graders who reside in the District and requesting waiver of fees, in accordance with the information appended to the minutes.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated before I call up the middle school for their following up on professional development, I will make an announcement regarding tonight's report. Normally at this time we report on violence and vandalism for the first period. Tonight I will speak about the HIB report; however, there has been a change by the State of New Jersey as to the reporting time period. My understanding is that there is a new system in which it will be reported and have targeted the report period one has been extended to April 30, 2018 and period two is extended to July 16, 2018. We do have raw information right now but it is not categorized properly. I did ask the people that handle it to put together preliminary numbers but they would not be in the sequence which is normally reported. I will not report on that but I will report on the HIB. Just so you know from the housekeeping stand point of view, that is the direction we are going to go in this evening.

I will now bring up Kawameeh Middle School to talk about the professional development and some of their plans moving forward.

Jason Malanda, Principal of Kawameeh stated I'm here with Dave Shaw, Vice Principal of Kawameeh, and hopefully Tommy Harrell, Principal of Burnet will be here shortly.

We were asked to come here tonight to give an overview of a journey we were on and have been on for about two years now. We were afforded the opportunity to go away for some training on professional learning communities. A professional learning community is where teachers, students – everyone working together collectively through a process of collective inquiry, through a process of that analysis for the purpose of improving instruction and learning for everyone involved. That is essentially our goal in pursuing this journey to try to elevate the level of education for our kids and community.

Ideally, the two middle schools have started this process, but what we would like to see is this stem into the elementary schools and the high school and become a districtwide PLC. Mr. Shaw and I have on numerous occasions spoken with Mr. Tatum, Mrs. Moses and Mr. Benaquista about implementing this in the elementary schools because we have essentially "drank the koolaide" – we are sold on this process and the importance of it and the effectiveness of it. We are going to try to outline the program for you very briefly.

PLC's are broken down – the No. 1 most important part is the focus on learning. We go through the focus on learning by answering four critical questions – question #1 – what do we want students to learn. At Kawameeh Middle School what we do is have our teachers identify through their curriculum, their essential standards. Standards being collectively the most important things students need to learn to be successful at the next grade level. We all know the curriculum includes hundreds of standards and we can't possibly teach all of them throughout the course of one school year so we have to specify which ones are the most important for success the following year. Our teachers identify those standards, they break them down, they put it in student-friendly language, they communicate those standards to the students before they teach it,

they show their students the target before they start teaching and they work towards that target throughout that lesson.

The second critical question is how do we know if they learned it. This is part of what we started to implement at the beginning of this school year which is a common form of assessment. We take those essential standards and we test the students in those areas to make sure that they are getting that knowledge. Common form of assessment isn't necessarily benchmark tests as the District has come to know them. They can be quizzes, thumbs up, thumbs down – any type of way for a teacher to determine has the class got it or not. That is done on a continuum throughout the lesson to make sure students are grasping the knowledge.

Questions 3 and 4 tie together – what do we do if they don't learn? And what will we do when they do learn? That is the piece that ties into RTI. When we get to RTI it is essentially how are we going to support the students who have not mastered this material. The purpose of RTI is to respond in a timely manner. Back in the day when we were at school, you went through a unit plan that might lasted 2-3 weeks and sometimes longer, then you took an end of unit assessment. However well you did or poorly you did, you moved on and we are getting away from that. We want to measure daily. We want to intervene daily so our students don't fall behind. That is the motto. Throughout that we identified the students who are our high achievers who get the material and have done it well and we find ways to enrich the curriculum at that time as well.

What we are doing at Kawameeh and I know we will talk about it a little bit and Mr. Harrell will as well, is creating a system that allows us to do that during the school day which is most critical. We know students can't come in the morning and we know they can't come after school. We know that teachers don't want to give up their lunch. In order for us to effectively reach every child, we need to create a block of time during the school day that allows them to do that. Currently Mr. Shaw and I, along with our staff, are working on creating that schedule and we hope to have that implemented rather quickly.

Mr. Harrell stated the most important part that I heard from Atlanta is very simple – it guaranteed viable curriculum based on standards and that is for everyone in the middle school – 6th, 7th and 8th grade from both Kawameeh and Burnet.

Let me talk about the three big ideas of a PLC. We know it is very important to build a collaborate culture across the board and that collaborate culture does not include just the teachers and the students in the building, it also includes our parents. They are absolute stakeholders in this entire process. It is an important point.

Middle school can help all students achieve in high levels if teachers were in isolation. We know this is true; however, when we do come together in these groups we are bringing student, we are looking at very important points of data because everything is about data now a days and we are driving those standards to be taught during the school day.

Schools improve when teachers are given the time and support to work collaboratively. Identify essential standards in which we have been doing at both Burnet and Kawameeh. We did

that actually not only during our summer time in Atlanta but we implemented that relatively quickly at both schools upon returning in September. Formerly, common assessments we actually have been doing that also since the end of September/October so we are very good with that and analyzing that evidence of student learning to reflect on their own instructional practices to better serve all the students.

Please notice that we are taking the onus off of students and placing it on us as instructors. A lot of us have done this a long time ago but now we are actually calling it something. We are constructing it in a way so when we deliver it to parents and students right at this meeting this evening.

Focus on result – effectiveness is measured on results. All programs and practices are continually assessed on their impact on student learning. Student work to these PLCs – actually have something significant to talk about which really is student working that data. How did we change ourselves to deliver what is important for students to actually learn.

All staff members can give feedback on its effectiveness in achieving and getting results. Once again it is all about observation. Observations are completed to improve instructional practices; that is what the PLC process drives home very quickly.

Mr. Shaw stated our current reality at Kawameeh and Burnet – is a little different in one respect because we are one year ahead in the PLC process, although they are catching up quickly. Our shared vision is value and goals. Earlier this year Burnet sat down and came up with their initiative, values and goals and we started ours last year. Our collaborative teams are focused again on essential standards – essential standards are extremely important to the process. The common core of assessments developed by the teachers analyzing the data from those formative assessments and providing enrichment and intervention for those students that need it. Analyzing the assessment will drive future instruction. It is important that teachers have an opportunity to reflect under instruction and see what practices work or don't work.

In the process of developing RTI schedule to provide dedicated time for additional support – Mr. Malada spoke briefly about it. Our journey in this PLC process is really to take the next step into RTI and understanding a little bit more about the RTI process and response to intervention.

Over the past two years we have deepened our understanding of the PLC process through Solution Tree and their professional development in students as well as the global PD platform in which the teachers and administrators, as well as Central Office, all have access to the global PD platform. They are all instructional videos put out by Solution Tree on every topic you can imagine. A lot of our professional development will be on Wednesdays or our monthly professional development are focused around the global PD platform.

The key to improve learning for all students and staff is professional development, analyzing the data and providing intervention and support in a timely manner – that is the RTI process and most importantly building a solid PLC foundation. Although it has been challenging at times and the teachers have been great working with teachers in this process, it has been well

worth the effort and struggles and trying to get through the early steps of the PLC journey but well worth the overall process.

If you can picture a middle school schedule – we have a nine period day consisting of nine 38-39 minute periods. For RTI, our goal is to at least two times a week possibly four times a week, alter our schedule by stealing 3-4 minutes from each of those nine periods and creating a 30-minute block of time that takes place during the school day in which students can go back to a teacher for reinforcement on a subject or an area where they were struggling. It is not extra teaching time, we are not asking teachers to teach new things so it is not new planning – it is teachers teaching things that they already taught. Now they are able to do it in a focus group with children who have missed that standard. Our goal is to provide this intervention by student and by standard with that much clarity; that is the goal of RTI.

The PLC process as a whole – every single day at Kawameeh and Burnet Middle Schools – teams of teachers meet to talk about this process. Every single day my 8th grade teachers have off the same time. My 6th grade teachers have off the same time. My 7th grade teachers have off the same time. They meet as department teams so all my English teachers meet three times a week. Once a week they meet as a grade level and they talk about students, standards, forms of assessment and data and that is how we drive our instruction. That is our daily picture of what is taking place within our buildings.

Mrs. Regis-Darby asked in Kawameeh and Burnet – have RTI been implemented. Mr. Harrell stated yes. Ms. Moran who is are English Language Arts Supervisor – the 8th grade classes have already done what they call the shuffle which we identified as the standards for the different 8th grade classes and students who are weak in certain areas because they are having their classes at the same time anyway, let's say Mr. Shaw developed the skills on our common assessment and they did tremendously well in his class; but for another class they didn't do so well. Mr. Nufrio stated how do you know that? Mr. Harrell stated because under my instruction, if I need to meet my kids in the morning, at lunch – they can come to lunch with me – meet my kids in the afternoon – my kids are going to do well so I can say that without a doubt. Mr. Tatum stated and the data speaks to that.

Mr. Harrell stated we switch. I send my kids to Mr. Shaw, he sends his kids over to me – it is not destroying the school day and schedule when you have these classes at the same time anyway. We are just working on different skills.

Mrs. Regis-Darby asked has it been implemented at Kawameeh. Mr. Shaw stated we have teachers that constantly share students. We have teachers that have developed tier tutoring session that they offer during lunch, I know the UTEA doesn't want to hear that but the teachers are doing it willingly. It is happening outside of the main schedule because the main schedule hasn't been built yet but our teachers are anxious and ready to go. They are trying to figure out ways on their own that they can support kids.

Mrs. Regis-Darby asked how many students right now at both schools are receiving Tier 1 and Tier 2 instruction and how much time is spent per student to do these interventions. Mr. Shaw stated Tier 1 is every day instruction so interventions are being provided daily in the

classroom. Tier 2 would be more of the RTI model where we are splitting up and providing specific interventions for standards in which students did not receive. At Kawameeh we are not fully emerged in the RTI process, we have pockets of it – 6th grade teachers may do this, 7th grade, 8th grade – we left it up to them for now to try to figure out what works before we move into a complete model which allows them to get a feel for the system of RTI and work out some of the kinks before we actually move into it. I think it has worked well for certain groups and for the most part those teachers have definitely taken it upon themselves to find opportunities.

Mrs. Regis-Darby stated in terms of numbers – when you think about RTI and where we are right and we talk about numbers, it affects a lot of things including your budget and referral process and things like that – so how many students right now are receiving Tier 1 and Tier 2 instruction. Mr. Malanda stated Tier 1 as Mr. Shaw said is happening in the classroom – so every student is receiving it. Every student who is identified as struggling within that classroom is receiving additional support from their classroom teacher. Outside of that, we don't have firm numbers on who is receiving Tier 2 intervention because it is a rotating thing – it is identified by skill by student. This week in 6th grade, there might have been 30 kids that attended the tier tutoring session, next week it might be different students because it is a different skill that they are working on.

Mrs. Regis-Darby stated when you talk about our response to intervention; it is not a one week cycle thing. This is supposed to be a process about 4-6 weeks because you are talking about meeting a child at his or her needs and sometimes when you talk about the standards maybe for a 6th grader, but you may have to go back down to kindergarten and maybe that is where the child is at in terms of intervention. I am a little bit concerned about when we talk about one week they are doing a skill and another week they are doing another skill – the standards don't talk about skills. Mr. Shaw stated I meant standards.

Mr. Harrell stated I will try to alleviate some of your issues with this. Mr. Malanda, Mr. Shaw, Ms. Baskerville – we work very closely all year long to make the process easy for both middle schools. We are making a change to our schedule next year. We definitely have to do it at Burnet because the students are really there. It becomes very important from a leadership standpoint in the building and I recognize that my students need things – and most students need things all the time. We decided instead of worrying about the a.m. – just in case Johnny can't get there or the p.m. – just in case Greg can't get there – we just want to build it into the building at Burnet for sure and I am going to try to encourage Mr. Malanda to do it. We are building an opportunity period during the day and to our normal schedule based on data. So if me as a teacher, I know that Dave, Greg and Gerry didn't do so well based on a common assessment that we have – so I know I can assign that opportunity for science, math and language arts – I can't say social studies right now – we are focused on the areas that are tested at least for our pilot for 2018-2019 schedule and when we look at the data and we know that we have it under control and we get the appropriate feedback from our teachers, parents and kids – which includes all stakeholders, then we will look into that subject area. We don't want to bite off more than we can chew.

If we build it into our schedule, it addresses RTI at Burnet and possibility even at Kawameeh and we will do some verbal stipulation with the high school because neither one of us

wants to send our kids into the high school and now there is a culture shock because our schedules were just too different and we are trying to alleviate that as much as possible.

Mr. Arminio stated you were able to participate in this program because there was money available to apply for a grant and I would like to know if you have any knowledge whether this grant money will be available again and if it is will you attend the next level, if there is indeed another level, to this program. Mr. Shaw stated it is the 2A grant and there still is money and I believe very little has been used again but I don't deal with the numbers. We hope to follow-up. The PLC conference last year was just an RTI workshop and understanding more about the process and interventions that we can provide at the different tiers. Tier 3 would be supports which would be provided prior to classifying a student for special education needs.

The process allows us to catch a lot of those students before classifying them and provide the support for the students that in the past we just in some respects special services classified and when they probably could have used more intense services or interventions prior to that classification. Hopefully we can catch them within Tier 3 and that is the goal in RTI.

Mr. Harrell stated long story short, would we like to go – yes. It is a very important process and we have commiserated on this and we think one person from central office should go because they would recognize the importance of how well this works. Guaranteed viable curriculum – if we are able to offer our children that in this District – it is an essential part of really providing them the services that they need and really truly meeting them where they are – that is just across the board really important. Yes, we would like to go again and we would like to tap into those funds that are readily available. If other administrators were up to coming with us, our vision of creating this within the elementary schools, it helps us moving forward because then we are getting students at a higher level and not trying to catch up on all the deficiencies we are getting them with.

Mrs. Moses stated go back and thank all the teachers for going above and beyond because for me to go above and beyond and giving us their own time – please thank them for myself and the board of education. I often tell teachers above and beyond is not what you were hired to do. When you do beyond that – that is big.

RTI is put in for the entire district and I can say that elementary is part of RTI and I have plans for every school and I have it on file for everyone to see. I think they are doing it. The high school has been implementing the schedule and it takes some time because it is a large school and we had to wait for the State to come in and talk with our administrators. We call it parallel learning. They are learning the concept and getting the reinforcement on the other end so it is parallel.

We are doing RTI throughout. It takes a while to get everything going. It is a different mindset. It is different from everything else so a lot of teachers will be going above and beyond. I commend any teacher that wants to do anything extra and above what they are paid to do for the greater good of children's education and the greater good of the nation, which is the bottom line.

Mr. Malanda stated our staff have been amazing in trying to work through the issues and accept the process and certainly there have been some difficult conversations through our PD sessions. There have been some heated debate but it is all for the end result and that is what is best for the kids. This is ultimately what this is all about – for the kids and that is what we want. We want to create a building that supports every single child, every single day. After all the arguments are over, they are all on board and working extremely hard to make this work.

Mr. Nufrio stated for the benefit of the Board members that were not here at the time - Mr. Malanda and Mr. Shaw braved the meeting and came here to ask for our blessing. So many questions were raised on how is this going to impact the budget but it didn't. As Mr. Arminio recalled, the money was there. It was grant money. It is nice to hear that there is still some left over and you didn't spend it all. I just wanted the new Board members to be aware of what exactly happened and if you have any questions, this would be the time to ask.

As to summarize in a way, I recall what I said to the Board and everyone when Mr. Shaw was here, RTI was a concept that had been shunned and set aside for a long time but it was not anything new and we talked about it in the 80's, 90's and finally someone saw fit and was wise enough to say that this needs to get done. As one of you said, if a student failed the class or that particular segment, you moved on and that is not education. Education is a continuing process and you can only do it during the time they are in school. I want to applaud the three of you as administrators that you brought back to this Board pretty much justified our decision to let you guys go and certainly speaking for myself, I encourage that this just like what we do with the kids, RTI is an educational continuity and this should be for people who are going to administer this. You have my o.k. on it but I'm only one vote. When the time comes, you have to convince everyone else on this.

Mr. Monge asked what kind of data are you collecting and what's driving the identification of the measureable goals? You say it is in the data and the numbers because somehow you are going to have to have measurable goals.

Mr. Malanda stated currently what we are doing through identifying our essential standards and aligning our assessments to those standards, we are able to identify the specific students who are deficient in those standards so we can go and support them. We are using actual data on a daily basis based on the standards that we are instructing them on. Moving up the ladder, Tier 2, Tier 3 – that is a process we are still developing. The RTI system as a whole – you just don't throw it out there and say here it is – let's do it. It takes time to work through it and develop to build it. Most of the individuals who present on it say it is a 5-year process at a minimum to get it done right but they all tell you to jump in and start and see where it goes and that is what we are doing.

Mr. Monge stated so when you are identifying those kids and they are coming in at a certain level and you are taking them through the process or tier it is, are those kids being followed and saying this is where they came in on the process and here they are at the end of the year – they are meeting these measureable goals – they are increasing in math or whatever – is that part of it. Mr. Malanda stated our classroom teachers are using their own data and as administrators we look at the report card grades, benchmark data, mid-terms and final grades,

year-to-year PARCC scores, although they are not always reliable – we use whatever measures we have to track kids. It is a system that is not finalized yet.

Mr. Shaw stated our goal is to how to teach to identify the standards, create their assessments and then when the benchmarks come around, you will be able to have more concrete data as to what they did or did not learn at the different levels. This year we had to spend some time with our teachers and identifying the standards, learning what and how to create common core assessments and getting them to understand the process of you are going to learn to work together, create an assessment, it is no longer your four walls and your classroom door closed and do what you just do – but learn how to work together. Creating that form of assessment and from that assessment eventually lead to the benchmark which would then allow us in the administrative level to collect that data to see where are they, what have they learned and what have they not learned.

Mr. Monge stated that would be my recommendation – individually is that you identified what data you are going to be collecting, measurable goals so now they are coming back with this type of information.

Mr. Shaw stated there are a lot of pieces to this puzzle, even though we went to workshops, we still have to get supervisors on board so there are a lot of things that we have to put together and it is in that working process and I would love to say that we were there already but it is a process.

Presentation appended to minutes.

Mr. Tatum stated we need to establish some benchmarks and keep us up to date where you are. Not necessarily that they need to be at step 3 at a certain date, but how you are proceeding on the implementation.

Mrs. Minneci stated I want to commend you on taking on this big undertaking and I was glad that we approved this last year and commend you, your teachers, the kids and everybody because this is a great undertaking and you can see the progress already.

Mr. Nufrio stated Mr. Tatum with your permission, for the benefits especially of the two new Board members, can you put together a packet from what you originally presented and what you did so well today and send it to the entire Board.

Mr. Tatum stated I am really happy to see our two middle schools working together. We have had such a concern over the years about there being a division between what goes on at Burnet and what goes on at Kawameeh. It is very powerful to see both middle schools together making a presentation.

For the month of December, student attendance was 94.5% and staff attendance was 92.58%.

The HIB report for September to December 2017; there may be modifications to this:

- Total completed report: 22
- Status of investigations: 12 founded and 10 unfounded.
- Nature of the founded HIB based on protected categories – if the numbers don’t seem to add up it is because they are in more than one category – Race – 1; Religion – 1; Sexual Orientation – 2; Gender Identity – 1; Mental, physical or sensory disability – 2; Other distinguishing characteristics – 7
- Name of Investigators: Tara Colandrea, Jill Hall, Karen Hoffman, Erin Jackson, Kim Marano, Jenniver Parkhurst/Ashley Kondracki, Monika Roberts, Ingrid Soares, Janette Tramuta, Lucille Williams and Madeline Wenz
- Type of Support Services and/or discipline imposed:

	Hib	Non	Total
Change of Environment	4	1	5
Counseling Services	12	9	21
Detention	3	1	4
Educated	2	0	2
Group counseling	0	1	1
In-school suspension	1	0	1
Meditated	4	0	4
Monitored	5	0	5
Out-of-School Suspension	4	0	4
Parent Conferences	4	2	6
Police notification	3	0	3
Warning	0	1	1

- Other programs: districtwide/building based:
 - PBSIS – positive behavior support in schools
 - Anti-bully club
 - Advisory lessons (monthly)
 - Collaborating with health classes
 - Week of respect activities/unity day
 - Red ribbon week
 - Leader in me
 - Peer mediation programs
 - Peer leadership programs
 - School violence awareness week
 - Character education assemblies
 - Districtwide parent assembly: always connected
 - School wide incentive programs
 - Lunch bunch
 - Classroom lessons (monthly)
 - Service learning
 - Ceiling tiles (Washington)
 - Small groups: anger management, social skills, new student
 - School spirit weeks with themes of respect

- Trainings districtwide/building based
District HIB policy training for administration and all new employees – August 2017
HIB specialist trainings (9/25/17; 12/11/17)
Anti-bullying parent workshops offered at each school
School safety team meetings (ongoing basis)
Individual school trainings

Report appended to minutes.

There may be updates to this report; it is not totally prepared to be submitted because there may be changes that need to be incorporated once we receive information from the State.

Mr. Nufrio stated I didn't have an opportunity to open this up and there is a letter informing of plans to retire. I don't see it on our list. Thank you Mr. Benaquista.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mrs. Regis-Darby stated an update on the committee meeting and Ms. Moran presented and she was asking for classes to be added to the high school English curriculum. She did a fantastic job presenting to the Education Committee. She sent out a survey to her students and about 211 responded to her survey about adding two English classes to their schedule – Literature Growth and Identity – to identify where you are. It is a non-fiction type of course and Literature in Society which is current events. I think the kids would do a fantastic job. Anyone who is a junior and has a "C" or higher can apply to these courses at the high school. I think it is something that when it is presented to the Board it is something that we should consider to give the students in the high school more options in terms of the ELA plans.

Standard Based Report Cards – for grades K-5 – I am happy to see that we are looking at that and we are going to probably be transitioning into standard based report cards. The report cards will speak to what the child is actually getting graded in the classroom which is the standard. I think it is a very good move and it should be considered by the Board also.

Department Text Book Upgrades – we are going to have an upgrade in the social studies text books, K-5 reading and math at the high school. What I did propose to the committee, especially K-5, we need a standalone writing curriculum. I know this year K-5 they are using journals and writing to the curriculum but right now we are not meeting the needs of students in terms of the standards because it doesn't align itself with what the four principles of what the students are supposed to be writing. I suggest as we move forward for the 2018-2019 school year that we work to implement and purchasing a standalone writing curriculum so that every child in the school district needs will be met.

Mrs. Moses stated we are looking at that in connection with the vocabulary because it about understanding what you read. If it is complex, if you understand the words that are in there you can find your way through the paragraph or passage. Mrs. Regis-Darby stated I'm glad to hear that. It goes to what the research is talking about so I'm happy to hear that.

They are going to consider a grant writer for programs and reading coaches which is very good. I am a big fan of reading coaches especially K-5. It is something that we should look into and we talked about it tonight in Education Committee so kudos to those initiatives for the 2018-2019 school year.

I also brought up to the committee publicizing the summer programs for the Title I students. I think we need to include that in our website; especially Title I students so they can see that on the website and what school to go to receive some of the programs.

Also A14318-5-2704 is a grant program to develop new language programs in the District and I think we should also look into developing language programs because that is the way it is going in terms of educating our students and meeting our kids where they are in language programs.

We should also keep our eyes on instructional standards in physical education which is water safety. It is going to be included in new standards for water safety in terms of physical education and this is something we should also look into.

The new legislation to monitor eligible special education services in terms of our budget and how that is going to affect our budget.

Substance abuse disorder as a qualifying for a child and we should also pay attention to that in terms of numbers that we have in our District because that can be considered as a disability and we have to look at that in terms of IEP's and how much money comes from our budget.

Mr. Nufrio stated that was excellent. I like this particular format and I will ask all the chairs of the committees to possibly give an overview of what can be discussed because some things cannot be and I know the public sometimes finds that objectionable but when it comes to confidentiality we cannot bring it to the table or to the public anything that is discussed, especially in personnel but with regards to education, I think that is vital. Thank you for giving a really good readers digest version.

Mrs. Regis-Darby stated one more thing – I actually attended the Kawameeh PTA Wednesday and the PTA President was asking about collaborating with the district in order to put together a spectacular science fair. I know we spoke about that in the Education Committee but I think we really need to reach out to the PTA to get some science fair for either this year or next year. Mrs. Moses stated the science fair districtwide for K-8 is scheduled for this year and in collaboration with the PTA we started that conversation in September and so we will move forward with that. Our two supervisors are working with the principal – Mrs. Matthews and Mrs. Guilfoyle.

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

E-1. AFFIRM SUPERINTENDENT'S RESOLUTION OF HIB

Affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period September 2017 to December 23, 2017, in accordance with the information appended to the minutes.

E-2. APPROVE STUDENT CLUBS – CONNECTICUT FARMS

Approve the establishment of following student clubs/groups: (a) CF Reading Club – Christina Lam, Advisor, (b) Safety Patrol – Cynthia Carhart and Marcel Royal, Advisors and (c) Student Council – Olga Korzen and Sue McCusker, Advisors, in accordance with the information appended to the minutes.

E-3. APPROVE ESTABLISHMENT OF IN CLASS SUPPORT/IN CLASS REPLACEMENT PROGRAM – LIVINGSTON ELEMENTARY SCHOOL

Approve the establishment of an Elementary First Grade in Class Support/in Class Replacement Program at Livingston Elementary School, effective February 20, 2018, in accordance with the information appended to the minutes.

E-4. APPROVE NJDOE MANDATED TUITION CONTRACT

Approve the New Jersey Department of Education (NJDOE) mandated Tuition Contract for DRL for the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

E-5. APPROVE ST. CLARE'S HEALTH SYSTEMS, CHILDREN'S CRISIS INTERVENTION SERVICES – BEDSIDE INSTRUCTION

Approve Saint Clare's Health Systems, Children's Crisis Intervention Services, to provide bedside instruction for District students on an "as needed" basis for the 2017-2018 school year, in the amount not to exceed \$2,000, in accordance with the non-public information appended to the minutes (Account #7693-11-150-100-320-01-19).

E-6. APPROVE CHILD OF EMPLOYEE TO ATTEND SCHOOL

Approve child of Employee #9289 to attend Union Township Public Schools for the 2017-2018 school year, tuition free, in accordance with the non-public information appended to the minutes.

Mr. Nufrio stated if it is doable and Mr. Griggs I think you would have the final word on this – to advise the public of our committees and the members of those committees. Mr. Griggs stated that can be done. Mr. Nufrio stated it is also posted on the website. Mrs. Cappiello stated it will be.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Monge stated I will give a quick update on our committee meeting. We talked about the preparation of the budget for this coming year. At this point all buildings were supposed to submit their budgets into the administration.

We brought up concerns as it pertains to preparation for our capital budget plan. We have \$1.5 million in the budget but again I'm stressing the execution of our facility plan we have to get that going. We have been talking about that for a number of months now and we are going to end up having something in our budget it should have gone through a process that we have started that implementation in putting together this facility plan.

We were going to follow-up and reach out to you Mr. Nufrio as it pertains to picking up where we left off the last time when we met with the architects. It is something we need to take a look at. One of the things that we obviously have to consider is the fact that we have millions of dollars that need to be taken under consideration for the facility upgrades over the next couple of years and we have to make sure we do that and plan this year in an appropriate way.

We talked about the dollars in the capital budget. Mr. Brennan was going to do some investigation and maybe with Mr. Griggs and that would be dollars that we could potentially service debt in the future. That is what we talked about and the reality is that we are down to \$1.5 million for a drop in the bucket. That dollars could service a much greater facility to be able to do projects that we need to get done on a high priority but those are some of the ideas that we talked about.

One of the things that we also brought again and Mr. Brennan is still investigating about the ability to purchase from Amazon.

The demographic study is an ongoing process. I will say to Mr. Tatum that we should look at the timeliness of looking at the information and where we are today. We also talked about making sure we follow-up with a request for a pilot agreement with the Town - the auditor had suggested that. In addition to the auditor, we talked about having them look at some trend analysis that they could potentially do for the District.

Lastly, Barry let us know that he has on paper some numbers as it pertains to the Shared Services Agreement activities and that is going to go into a formal presentation that he will present to us down the road. Any questions, let me know.

Mrs. Regis-Darby asked was there any answer to the online question. Mr. Monge stated no.

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

F-1. TREASURER'S REPORT

That the Treasurer's Report dated December 31, 2017 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated December 31, 2017 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of December 31, 2017 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Gregory E. Brennan

Gregory E. Brennan, Board Secretary

_____ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of December 31, 2017 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

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 LIST OF 2017-2018 STATE CONTRACT VENDORS

Approve the amended list of the 2017-2018 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

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:

School	Account/Department	Vendor/Description	Amount
Union High School	77/Theater	Foy Inven enterprises/1 st payment for flying effects in Peter Pan	\$1,958.00
Union High School	77/Theater	Foy Inven enterprises/2 nd payment for flying in Peter Pan (March)	\$1,300.00
Union High School	77/Theater	Joe Spinogetti Designs/projection/media design – Godspell	\$1,600.00
Union High School	77/Theater	Music Theater International/rights to perform Peter Pan	\$12,660.00
Union High School	77/UHSPAC	James Mosser – pre-approval of expenses associated with producing Peter Pan for the UHSPAC Spring 2018 concert	\$3,000 (not to exceed)
Burnet Middle School	Music Dept.	Cherrydale Farms – music department fundraiser	\$3,216.20
Union High School	2061/Cosmetology	International Beauty Show – New York 2018/Questex, LLC – trade show	\$1,254.00 (not to exceed)
Union High School	77/Theater	Vance Entertainment – theater measurement fee for rental of sets and props – spring musical Peter Pan	\$8,320.00
Union High School	77/Theater	McCoy Rigby Entertainment – rental of Cathy Rigby orchestration – spring musical Peter Pan	\$2,500.00
Union High School	2205/Senior Class	2K Printing and Promotions – apparel	\$3,315.00
Union High School	77/Theater	Mario Alonso - Scenic design – Godspell	\$1,500.00

F-10. APPROVE 2017-2018 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2017-2018 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. ACCEPT DONATIONS

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
New Jersey Association of School Librarians	Kawameeh Middle School	\$500.00

Lifetouch National School Studios	Jefferson Elementary School	\$1,451.75
Lifetouch National School Studios	Washington Elementary School	\$2,064.75
Lifetouch National School Studios	Hannah Caldwell Elementary School	\$941.00

F-12. APPROVE FUNDRAISERS

Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name	Date	Purpose
Selling "air time" on café televisions	January 15 to February 15, 2018	To raise funds for the UHS/GSA
Shoot-a-thon Fundraiser	Week of January 22, 2018	To raise funds for the UHS Boys Basketball Team
Dine to Donate Buffalo Wild Wings	January 2018	To raise funds for the UHS/Class of 2018
Lollipop Sale	February 2018	To raise funds for the UHS/Class of 2018
Chick-Fil-A Food & Calendar	February 16, 2018	To raise funds for the UHS/Class of 2019
Gertrude Hawk Candy Sale	2017-2018 School Year	To raise funds for the UHS/Interact Club
Yankee Candle Fundraiser	February 2018	To raise funds for the (UHS) NJ Key Club District Convention
Snack Sale	January thru June 2018	To raise funds for the (UHS) League of Extraordinary Women Trips
Valentine's Day Candy, Popcorn & Cookie Sale	January 16, 2018 through February 15, 2018	To raise funds for the (UHS) League of Extraordinary Women Trips
Valentine's Day Candy, Popcorn & Cookie Sale	January 16, 2018 through February 15, 2018	To raise funds for the UHS/Class of 2020
Coffee and Canvas Night	February 2-9, 2018	To raise funds for the (UHS) Senior Scholarship Fund and NAHS Fund
Handmade Flower/Valentine Sale	February 1-15, 2018	To raise funds for the (UHS) Senior Scholarship Fund & NAHS Fund
Coca-Cola Soda Vending Machine Sales	January thru June 2018	To raise funds for the UHS/Class of 2018 Senior Prom
Black History Month Jubilee (Show)	February 2, 2018	To raise funds for the UHS Dance/Step Team, Class of 2018 & UHSPAC
Digmi Clothing Apparel Fundraiser	January 23 to February 12, 2018	To raise funds for the UHS baseball program
BSN Sports Apparel Fundraiser	February 12-26, 2018	To raise funds for the UHS baseball program

F-13. APPROVE INCREASE TO P.O. #18-01391 FOR FIRST CHILDREN

Approve increase to P.O. #18-01391 First Children for BCBA consultation to District students and staff and to add the service of speech therapy at the rate of \$125 per hour for two months totaling \$30,000 for the 2017-2018 school year from \$120,000 to \$240,000 (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-14. APPROVE THE CEREBRAL PALSY OF NORTH JERSEY – SPEECH THERAPY

Approve The Cerebral Palsy of North Jersey to provide speech therapy at the rate of \$100.00 per hour for the 2017-2018 school year, not to exceed \$24,000 (Account #11-000-216-320-01-19), in accordance with the information appended to the minutes.

F-15. APPROVE THE CEREBRAL PALSY OF NORTH JERSEY – FEEDING EVALUATION

Approve The Cerebral Palsy of North Jersey to provide feeding evaluation at the rate of \$525.00 per evaluation for the 2017-2018 school year, not to exceed \$1,050 (Account #11-000-219-320-01-19), in accordance with the information appended to the minutes.

F-16. APPROVE THE UNCOMMON THREAD

Approve The Uncommon Thread for BCBA consultation at a rate not to exceed \$130.00 per hour, behavior specialist at a rate not to exceed \$75.00 per hour and a FBA Assessment at the rate of \$1600.00 per evaluation for a total not to exceed \$10,000 for the 2017-2018 school year (Account #11-000-216-320-01-19).

F-17. APPROVE ESTABLISHMENT OF PETTY CASH ACCOUNTS

Approve the establishment of Petty Cash Accounts for costs associated with students' IEP driven Community Based Instruction (CBI) for the remaining 2017-2018 school year at the following schools: (a) Burnet Middle School - \$1,400; (b) Kawameeh Middle School - \$1,400 and (c) Union High School - \$1,400.

F-18. *For informational purposes only – vote not required.* List of legal services for the 2017-2018 school year, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Williams stated I had questions on F-13 and F-16. Mr. Monge stated F-13 to F-17. Mrs. Conti can you come up and give us some feedback but too we had the practice of the last year to identify we were looking for the increase and one of the things that we spoke to Mr. Brennan about in committee is putting a note that it is within the budget and what budget item. We had some questions/issues in the past and it would be great to have that as part of the back-up.

Mrs. Conti stated I know that the explanation was embedded in the memo. F-13 is a two-fold increase to the P.O. One is for the behaviorist services and one is for speech and language services. The behaviorist – we started to use them last year for the District. But we are seeing an increased need. Last year I believe the P.O. was about \$120,000 that we had asked for this year – estimate and trying to project the services that we used the previous years to come up with a bear estimate for this year. We have looked at it and we still continue to need a behaviorist. We certainly have asked for in our budget for next school. I believe for a District this size and the increase need for the behaviorist, we could use a behaviorist in District. Nevertheless we need to increase the P.O. because of the increased needs.

The speech language specialist – the reason for that is because there will be staff members who will be on leave so even though we are advertising for a leave replacement, you

never know if we can fill the positions so therefore we stand ready to be able to fill IEP needs through agencies if we can't get a leave replacement. Although you see an increased amount on the resolution, it doesn't mean necessarily that we will use all of those funds.

Mr. Monge stated if you have a projected number in the budget and you are projecting that based on potentially the amount of kids. Mrs. Conti stated we try to – it is an estimate. Mr. Monge stated and then you request an increase – so what I'm saying, and you have done this before, where you say it was projected at five kids but based on an increase of 10, then we are asking for the increase in dollars and it is budgeted. Mrs. Conti stated and we have done it in the past and where we weren't working with that many students in the past for last year but then the need became more and more per classroom. I certainly understand what you are asking for. We always try to and sorry, but we can certainly add more detail.

Mr. Monge stated you have done a great job over this past year having that detail and being able to see that and I appreciate it. The one added thing is making sure it is a budgeted item. It is on the budget on line whatever but then we won't have issues that we have had in the past.

Mr. Nufrio stated I will address it to Mr. Tatum, I heard you saying it is predicated on an increased need of behaviorist. Maybe a consideration needs to be made by the Superintendent to consider possibly augmenting your department with a behaviorist so that we don't have to go. Mrs. Conti stated we have discussed this. Mr. Tatum stated this is something that we have discussed as far as a personnel recommendation before. When you look at the cost of the continual increase in population, financially and stability purposes, it might make more sense to have someone. We have talked about that about a week ago. So those ongoing discussions that are taking place with regards to the needs of the District. We asked the question before about the feasibility of some of the things that we find and whether or not it is more feasible to bring in services or in-house services. We are taking a look at that.

Mr. Nufrio stated just so the public understands, I wasn't aware of any discussion but I'm glad to hear that there was so my idea didn't sound too crazy. I'm not looking to add to the budget but it may actually reduce the cost of all these outside services. Mrs. Conti stated we have done this in the past. When I first was overseeing the department, we did this with occupational therapists, physical therapists, we were using a lot on the outside and then we hired within and it has certainly served us. It definitely doesn't eliminate the need for an outside agency. Mr. Nufrio stated it may reduce it.

Mr. Monge stated with additional information because I'm assuming the information that we are seeing is coming to Mr. Brennan and Mr. Tatum and you guys are approving and making recommendations on the same information that we have. If there is not much there, you can't have these thoughts that Mr. Nufrio is offering. The more information that we have the more eyes we can bring on. Mr. Nufrio stated that would come once Mr. Tatum would bring it to the Personnel Committee and it is hashed out at that point and any other details would be available to the rest of the Board and that is how we operate.

Mr. Tatum stated what we need to do Mrs. Conti moving forward is to take a look at the cost effectiveness of what we currently have and what we are spending. I do know in the elementary level it might require that additional service. Right now we have one full-time behaviorist and he is all over the place. Mrs. Conti stated he is spread very thinly. Once you have a behaviorist in the District, even with the outside agencies, the staff and parents and the team members really begin to utilize them in the buildings.

Mr. Nufrio stated exactly what would the criteria be for a behaviorist. Mrs. Conti stated they can be BCBA, where they sit for their exam; there is also the doctoral level psychologist – so he comes with a whole set of expertise. There are different criteria that you can look for in a behaviorist and certainly we follow the BCBA guidelines. We can use the combination of both. When you go through the interview process, you fine tooth the most qualified person for the District. Mr. Nufrio stated but they are all professionally certified. Mrs. Conti stated yes all professionally certified. When they say behaviorist you don't have to be a BCBA for that criteria. Mr. Nufrio stated but it wouldn't hurt. Mrs. Conti stated I always look for certifications because they come with the expertise and training. Mr. Nufrio stated of course they have to meet the requirements of the State to be an approved behaviorist as well.

Mr. Monge stated F-17 – can you offer an explanation on that – it would be great if you could provide some background to that for the Board and we can keep it as is. I remember this from last year and we had a little background on the program that this is associated with but we don't have it in the back-up. Mrs. Conti stated community based instruction is where you are extending school learning out into the community to generalize skills. It could be arranged – vocational, adaptive functioning, extending academics into the real community situation and so what we need these ones for is because sometimes we can't use purchase orders to achieve that. The students and the staff that are going on these trips shouldn't be asked to put any money out because it is guided by the goals and objectives of the IEP. There are some places or some activities where they will not accept purchase orders. For example, when we do the travel training – a bus or a train will not accept a purchase order so you have to have some funds. These will be guided at the building level because it would be easier at the building level to oversee it at that level. We asked Mr. Brennan to do a little research for us and he did and he came up with the petty cash funds as you see here and of course we are always encouraging the staff to always contract places, restaurants, any field trips that would utilize a purchase order rather than cash but there are some times where you just have to use the cash. They would project x-amount of money but then they would have to come back with receipts and justify the amount.

Mr. Nufrio stated for purposes of transparency, which I absolutely insist on, when Mrs. Minneci and I attended the agenda review – the original numbers were not the same, they varied. On our recommendation both Mrs. Minneci and I thought that the numbers should be the same for all three schools and that is why you see the exact same number across the board.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: Mrs. Minneci (F-8 #11-Contract 85992 only)

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Moved by Mrs. Richardson, seconded by Mrs. Williams, that the following resolution be adopted:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

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 2017-2018 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

DISCUSSION ITEM:

1. Letter from Concerned Citizens of Vauxhall and Vicinity Civic Association to use Jefferson School on February 16, 2018 from 6:30 p.m. to 9 p.m. for the Winter Party for 5th graders who reside in the District and requesting waiver of fees.

DISCUSSION:

Mr. Monge stated I know based on the time here, February 16th, I know we spoke briefly but what is the plan of action here because it is a discussion item and we need to vote. Mr. Tatum stated the plan of action on this one, we just received this last week and it was directed to the appropriate department. The intention is by the worksession we would have it on the agenda to approve this and I am certainly going to recommend that we approve this for the 5th graders of our District. The problem is they need to send the flyers out. I certainly don't have any problems with approving it if this is something that the Board is going to entertain as a resolution to be approved. I don't know if you can discuss and approve tonight – I don't know if that is permissible or not but it is something that I would recommend. I don't know if everything has been ironed out with the buildings and grounds. I think the main thing is they are looking for it to be one of those items where there are no fees involved.

Mr. Monge stated Mr. Nufrio are we able to vote on it today. Mr. Nufrio stated I believe we are with a condition and stipulation that all other aspects of these requests are met. Am I correct Mr. Griggs? Mr. Griggs stated correct.

Mrs. Regis-Darby stated I think we should vote on it tonight because I was at that meeting and there are a lot of things that they have to get to the community. I think it is something that we should do tonight. Mr. Tatum stated the distribution of the flyers as well.

Mr. Nufrio stated just for the publics information, the letter addressed to Mr. Tatum is as follows – it says that this project will be funded by the association membership along with donations from community businesses. “The Concerned Citizens of Vauxhall and Vicinity Civic Association launched this as our first event and we are committed to building a strong community, partnering with others in the community to build relationships and ensuring our children know that we support their academic and social development. Thank you for your continued support of our organization. We look forward to working with the Board of Education and Union this year. Sincerely, Kim Eason, President of the Concerned Citizens of Vauxhall and Vicinity Civic Association”.

Moved by Mr. Monge, seconded by Mrs. Williams that the following resolution be adopted on the condition that they meet all the stipulations necessary:

O-2. APPROVE REQUEST FROM CONCERNED CITIZENS

Approve request from Concerned Citizens of Vauxhall and Vicinity Civic Association to use Jefferson School on February 16, 2018 from 6:30 p.m. to 9 p.m. for the Winter Party for 5th graders who reside in the District and requesting waiver of fees, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated Mr. Tatum you will let Ms. Eason know. Mr. Tatum stated I will pass this on to Ms. Eason.

PERSONNEL COMMITTEE RESOLUTIONS:

Moved by Mrs. Minneci, seconded by Mrs. Richardson, that the following resolutions be adopted:

P-1. PERSONNEL ACTIONS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2017-2018 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Resignations:

Name	Position	Location	Eff.	Reason	Notes/
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			Date		Corrections
Patel, Pooja	Paraprofessional	UHS	1/5/18	Resignation	

Mr. Nufrio stated Employee #8781 was removed from the list of resignations – pulled from agenda per the Assistant Superintendent.

Retirements:

Name	Position	Location	Effective Date: (Noted on letter)	Reason	Date of Hire Not including leave of absences. (May include Substituting history)	Attendance to BOE meeting
Capodice, Judy	10 Month Secretary	KMS	4/1/18	Retirement	9/14/92	TBD for future mtg

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type Regarding updated info only.	Notes/ Corrections
Dos Santos, Cassiano	Health and Physical Education Teacher	HC	2/9/18-2/25/18	Unpaid Paternity Leave	Does not meet FMLA/NJFLA 12 month emp. requirement
Gilchrist, Deborah	P/T Bus Aide	Transportation	12/12/17-1/14/18	Paid Medical Leave	Use of available days. Does not meet FMLA hour requirements
Mendes, Jessica	Elementary School Teacher	HC	4/30/18-12/4/18	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Nichols, Shirley	Elementary School Teacher	Livingston	Extension now through 4/2/18	Paid Medical Leave followed by Unpaid FMLA	Original leave began on 9/28/17
Regeski, Annette	P/T Bus Aide	Transportation	11/22/17-2/22/18	Unpaid Non FMLA leave	Does not meet FMLA/NJFLA hour requirements

Royal, Marcel	Special Education Teacher	Conn Farms	3/15/18-6/18/18	Unpaid Paternity FMLA/NJFLA (Concurrently)	
Sousa, Tereza	Special Education Teacher	Franklin	1/24/18-2/21/18	Paid Medical Leave Non FMLA	Non FMLA due to use of available days.
Winters, Jacqueline	English Teacher	KMS	3/2/18-5/18/18	Paid Maternity and Unpaid FMLA/NJFLA (Concurrently)	
Barken, Francis	Title One English Teacher	BMS	1/30/18-3/13/18	Paid medical leave and unpaid medical leave non-FMLA	
Sahr, Doreen	English Teacher	UHS	Remainder of 2017-2018 school year	Paid intermittent FMLA/NJFLA (concurrently)	

P-5. APPROVE PUBLIC AGENCY COMPLIANCE OFFICER

Approve Gregory Brennan as Public Agency Compliance Officer (PACO) for 2018 at no cost to the District.

DISCUSSION:

Mr. Arminio stated just to point out that Mrs. Capodice is retiring as secretary from Kawameeh – 26 years. Thank her for her service in the District. I worked with her and we will miss her.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

RESIDENCY COMMITTEE RESOLUTIONS:

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolutions be adopted:

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [one (1) student exited from December 13, 2017 through January 3, 2018 (1 from elementary) or a total of seventeen (14) students for the 2017-2018 school year] who are not domiciled in this school district and zero (0) students who will be allowed to complete the 2017-2018 school year, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #300540 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

TECHNOLOGY COMMITTEE:

Mrs. Higgins stated we met briefly and Sandra Paul gave us an overview of things that she is working on. We are setting up recurring conference calls so we will have more to report at that time.

Mr. Nufrio stated as the chair, this committee can also meet at some odd times and as phone conferences and your committee can consult with Mrs. Paul. We have a limited amount of time that we assign committee times but if necessary and if you need to meet, certainly can forgo attending the other committee you are assigned to. Mrs. Higgins stated we are planning to meet at a time that everyone is available.

Mr. Monge stated there are a couple of other things that Mrs. Paul mentioned and they are an e-rate reimbursement of \$110,000 which is fantastic, the wiring for both middle schools have been completed and just about complete putting together the Chromebooks for distribution. The forms are going to be through Genesis online and there was conversation as it pertains to the concerns that we have heard across the table – why aren't the kids taking the Chromebooks home? One of the things we said as a committee and feedback from Mrs. Paul and Mr. Tatum is that this is going to be a tester half year and next year there will be consideration for the kids taking it home be it discussion that we talked about at least the 7th and 8th graders. Some of the feedback from Mr. Malanda about how do we try to bring it into the classroom if you can't bring the Chromebook home. So the thought is at least 7th and 8th graders who had that experience this year so that they would be able to take them home and then consider whether the 6th graders take a tester year before being able to take them home in the future and then eventually to the elementary schools.

Mr. Tatum stated the thought on that right now is because it is brand new this year, we are really concerned about how it is going to roll out. When you talk about 8th graders in particular who are going to the high school about using it full time, that transition does have to be made prior to entering high school. That is something that we certainly will be considering. We will have more of an idea once we implement them. The first real idea is get them implemented and see how things work and then gradually infuse sending them home. I have seen Chromebooks and I might get myself in trouble by saying this but I have seen 5th graders.

There are districts that have been up and running and maybe we can ask schools how they did that.

Mr. Monge stated going into summer time, it would be great for you to make that decision prior to summer time so they can get lesson plans and incorporate.

Mrs. Regis-Darby stated at Kawameeh meeting on Tuesday, some questions came up and one was Chromebooks – why isn't it the same for the middle schools as the high school. At the high school, the parents understood why there was a \$25 fee because the kids were taking it home and taking that kind of liability. But at the middle school the Chromebooks are staying in the building and not leaving the building so why are the parents being asked to sign that particular form? Also the minutes will be shaved off the day in terms of 3 minutes in the morning, 3 minutes in the afternoon and the parents just wanted to know what are the required minutes for education time – will that be affected and how will that affect the bus in the afternoon. Mr. Malanda said he had a plan in place for that and it was sent up to the District so the parents were happy about that. Half-days – a plan was not in place yet when the students have half days. I think we have to take a look at that also. When the students go into the lunch room what happens because they have a class right after lunch – are they going to go to their locker first and put them in and go to lunch and then is there time to go back to their locker to get their Chromebook? There are a lot of things that need to be worked out and those are the concerns of the parents in terms of the Chromebooks.

Mr. Tatum stated in my experience, you limit the times middle schoolers go to their locker and I'm sure that is something that should be in the plan. The more we talk about this we realize there are more discussions that need be with the committee, along with Central Office because logistically there are differences between Burnet and Kawameeh in terms of movement and schedules. Hopefully by next year this time we will have something in place and those are all valid concerns.

Mr. Nufrio stated you received a copy of the committee assignments and I took the liberty to install four Board members thereby foregoing my opportunity to attend – since only four members can attend the committee at one time. The committee is chaired by Mrs. Higgins, Dr. Francis, Mr. Monge and Mrs. Regis-Darby. There is a lot that needs to be talked about. Even if only three are able to convene at one time, at least it is better than not being able to. Mr. Tatum stated nothing will prohibit us from having a separate meeting on another evening. I recognize that people work but as we move forward with this implementation it might be important to get a meeting off the ground before we do a distribution. In the next couple of weeks maybe we can meet with the Technology Committee and have that discussion and maybe have the two building principals there. You can't do it without them. Mr. Monge stated principals are not part of our conversations. Mr. Tatum stated when we are talking about things in their building, I think they need to be part of the discussion. Mr. Nufrio stated they are an integral part of the conversation. Mrs. Higgins I know you will do your best to assemble the committee by phone or whatever technological method that you use – Skype. As long as we get things done and consult with Mr. Tatum.

Mrs. Higgins stated I have one more thing to add that Sandra in her quest to identify cost savings opportunities, she managed to cancel a certain amount of phone lines and we had a savings of about \$7-8,000 and then in the next six months or so there are lines that will be able to be cancelled without a Verizon penalty and will result in approximately \$6-7,000 – so for a total of approximately \$13,000. Mr. Nufrio stated good to know when we can save money.

APPROVAL OF BILLS:

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

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

UNFINISHED BUSINESS:

Mrs. Regis-Darby asked if we could get an update on our process of the Future Ready schools. I know there are PD's.

Mrs. Moses stated Mr. Wojcik when is our Future Ready workshop? Mr. Wojcik stated February 15th.

Mr. Nufrio stated so everyone knows who was speaking, please identify yourself. Mr. Wojcik stated I'm Craig Wojcik, I'm the Assistant Director of Instructional Technology.

Mr. Arminio stated if you remember one of the supervisors was giving a presentation, Ms. Lorenzo, she is a multiple area supervisor, as she spoke about the ESL program, it gave me an idea and I went to the head of the library, Karen O'Malley, and I suggested that we start a program – a collaboration between the school, the library and an organization called Friends of the Union Public Library. As an update to the Board, that program is in its infancy now and by this summer it will be in full swing. We will get updates as we go along on how the program is progressing and they are working on the curriculum now. Hopefully it will bring the parents in too.

For the Board's knowledge and if you would like to look at it, the 2018-2019 tuition rates and fees from the Union County Educational Services Commission. There is some sticker shock as you look at it. You can look at the rate for each of the schools in the County.

It was in the newspaper, the St. Jude's at the high school – it was a success. It seems wonderful but the boys basketball and the cheerleading team held their 3rd St. Jude Classic Event on December 15, 2017. They raised almost \$7,000 and the total over the three years was about \$21,000 and I think that is amazing that our kids are doing that.

Our bowling team is ranked 19th in the State. An 11th grader, Nicholas Melchionna, bowling against Scotch Plains/Fanwood at the Jersey Lanes in Linden, bowled a perfect game and a 218 series. That is amazing. Seanna Boku who is a senior at the high school is

representing Union at Seton Hall University as the school's outstanding student athlete. Congratulations to Seanna.

The boys basketball team won the Husky Tournament at Matawan High School and our student, Darin White, was the outstanding player for the tournament. Congratulations to the boys' basketball team.

Union's theater project is performing Steel Magnolia at the Unity Bank on January 20th and 21st.

The Union County NJSBA is having a program tomorrow evening at the Westwood. New Board members are invited as well as other Board members. They will be discussing governmental relations, school finance and the new CSA evaluation. Mr. Nufrio stated I did forward that to the two new Board members and I believe both Mrs. Richardson and Mrs. Higgins already signed up and Mrs. Minneci and Mrs. Williams. I did as well. You can still do it and you don't have to contact the Business Administrator as you had to in the past. Mr. Arminio stated that will be the first time for six Board members – that is good.

Relay for Life – I will keep on repeating that over and over again – June 2nd right here at the high school. We are entered as a team.

Hannah Caldwell School hosted the Martin Luther King program on Monday and it was wonderful. I want to recognize that Ronnie McDowell, a former Board member, gave the speech and it was absolutely wonderful. Makie Rivers was the only recipient of the award for his good work in high school and he gave a little talk which was absolutely tremendous. I want to recognize Makie so I'm hoping he is watching. Congratulations your speech was wonderful.

Mr. Nufrio stated the other Board members that attended yesterday's event at Hannah – I attended, as well as Mrs. Minneci and Mrs. Williams – I was asked to do a little speech and basically acknowledging and Mr. Arminio and Dr. Francis also attended, it was absolutely amazing and I was overwhelmed at the student making the comments that he made. He sounded like a college student. We were very impressed by that.

For the Board members that were not able to attend, we had requested that the event be designed so as to give the students the first shot of being on stage as opposed to past events where they sat there for quite a while before they were recognized. I complimented Mr. Collins who ran the event and I said you get an "A" for redesigning the event so that the children were the focus. It was an excellent event and thank you for bringing it up as well.

I would like to if Mr. Tatum is inclined to agree, recognize the girls soccer team and the coach who performed amazingly this past year. If we can, invite them to the February meeting. The coach became coach of the year and recognized by the County and the girl soccer team had an excellent record.

In the past we did that with the boys wrestling team and I think it is a pattern I would like to see continued. The public needs to see these children that work hard in and out of the classroom.

Last week I asked Mr. Arminio to follow through on a resolution and maybe in conjunction with Mr. Tatum or his designee, and in the past has been Mr. Benaquista, to prepare a resolution for the gentlemen you spoke about at the last meeting – Mr. Macks. If we could possibly get that done for the February regular meeting – I would like to have that televised so that we can send a DVD to him.

I presented my personal plea to the Superintendent and his staff to start working on some vocational education incentives and I know what pressures you are under and we all are under but since we are going to have a planning session on the 27th which we will discuss later in Executive Session – that was the proposed date that I submitted for the first planning meeting in February. Hopefully at that meeting we can get some ideas and start addressing it.

Mr. Monge stated the high school lighting in the small gym we have had many issues that we have heard from parents. The feedback we have received was the architect identified internally an assessment of the lighting – they said it met State requirements and I said that wasn't acceptable. It is not just meeting State standards; it is about being usable lighting for the activities that they have in there. The good thing we heard and the architects are trying to make things right and make some adjustments to the lighting, including additional lighting and changing some of the lighting. Kudos to them for recognizing that lighting design is very important as part of the process of implementation of lights and they have done a great job throughout the school but that is one place they needed additional work and it seemed like they wanted to step up and take care of it so that is good to hear.

The other thing is Franklin School and we talked about the State's investment in that school as it pertained to windows and central air and those improvements being at the end of its useful life and it is my understanding that you actually had some discussion. Mr. Tatum stated correct me if I'm wrong, but our research uncovered that it was a onetime deal and when that was done originally – it was given to that school on a onetime basis. Mr. Monge stated with that said, I know we haven't identified that agreement – I think we need to make sure that is the case. Even if it is the case, I think we should make a request because the reality is if we need to maintain the safety and the learning environment that we have at Franklin by having to update the windows and change the HVAC system, we don't have the money to make such an improvement and it would be great to see if we have an opportunity to go back to the State. It seems unreal to put 78 next to a school. I think we should do everything we can to try to see if we can re-engage the State. First it starts by identifying where the original agreement is and the terms of it.

Mr. Tatum stated I believe I had a discussion with the County Business Administrator. We will reach back out and have that conversation with her again as well as if there are any other avenues to pursue. Mr. Brennan stated you are correct, we did talk to Karen Dunn and in committee I did tell Mr. Monge that I would reach out and ask that question again.

Mr. Nufrio stated I'm going to ask Mr. Tatum to further look into this and I brought to his attention at the time and Mr. Loessel was present. This is only from reading an article about some concerns and perhaps Dr. Francis can lend some commentary on this. In this article there was concern being expressed about LED lighting. Not to spook anyone or cause any panic. I believe the initial response was there are different types of LED lighting. As such, I did ask Mr. Tatum and he in turn asked Mr. Loessel to look further into it to make sure that the type of LED lighting that we have installed is not going to any way render harm to anyone, especially our children. Dr. Francis I don't know if you are privy to any of this kind of information but perhaps in the medical field you may have heard something. Dr. Francis stated not really about LED lighting but there is sometimes computer games or certain things that can trigger seizures in certain kids. Mr. Nufrio stated they did tie in – in the article I read – I will search again for that article – if we can cooperatively look further into this. Again it is about the children and we want to make sure that whatever we have installed or continue to install is not going to render any harm of any kind to the children.

NEW BUSINESS:

Mr. Arminio stated every year we talk about it and Mr. Monge was adamant last year and I hesitate to use the word "retreat" but a budget retreat where we as a Board gather and go over the budget and tell us what we need to know; especially me when it comes to budgetary items and looking at the big picture. I look forward to that. I don't know if we will do it on the 27th at the planning meeting. Last year we had one and it was affective and helpful to understand the budget.

When do we traditionally send the RFP's out and get that all set? I know we wanted to start earlier this year than we have done in the past so that we can get them back in a timely manner. Mr. Nufrio stated I think Mr. Brennan already sent the committee the deadlines and details with regards to what has to be posted and what doesn't have to be posted. Would you follow through with that Mr. Brennan; I don't think it would be prudent to use the long-range planning to address that because that is pretty lengthy. If any way the Fiscal Committee can work with you on that in trying to plan something that other Board members may be able to attend assuming we don't go over the number.

Mr. Monge stated I think we are crisscrossing two things. One – what Mr. Arminio is talking about is that we actually had a meeting with the Board in the past and going over the budget. It was the full Board. Then there was a workshop that I suggested and Mr. Brennan has actually put together slides and the like – kind of a boot camp. Mr. Brennan stated it is a two part boot camp and I can offer that and you can come in and we can go over both parts of building the budget. I can also email it to you as well. I would be more than happy to do that. Mr. Monge stated it is actually on the fiscal calendar.

Mr. Nufrio stated I was referring to what Mr. Arminio referred to with regards to deadlines and postings. Any other assemblage of Board members for boot camp is something that you guys can work at.

Mr. Monge stated Mr. Brennan let's take one last look at what we have and I think it is something that can be shared with the rest of the Board. I know we were looking into the

transportation contract because that may be coming up and it is something that we should have on that list.

Mrs. Williams stated I want to share something that I saw online. The Township of Union Education Foundation awarded seven grants to teachers in the Union School District for the 2017-2018 school year. There were three mini grants, four macro grants awarded to teachers in Livingston, Hannah Caldwell, Washington, Battle Hill and Connecticut Farms Schools. They have done so many great things and the teachers had really great responses and the students were happy and I just wanted to mention that. Mr. Nufrio stated they have been annually – good things for the kids in this District.

COMMENTS FROM PUBLIC:

Ann Margaret Shannon stated as the UTEA President – one regarding curriculum – since I heard Mrs. Regis-Darby mention literacy, I wanted to stress that we really need to consider literacy in our mathematics curriculum. As a math teacher in Union High School and before that Kawameeh, I find a major barrier to our students learning is not the math skill itself. I start every year by playing wheel-of-fortune and our kids are weak in math vocabulary – they don't understand direction. If I point out a skill, they can do the skill but when they read directions, they have a hard time distinguishing which skill they need to use so as you talk about curriculum, I would hope that you would consider literacy in mathematics – it is very important.

The second point is about the RTI presentation. I want to thank Mrs. Moses for her kind words and thanking our UTEA members who do those above and beyond to help our students which they all do. I want to highlight that it is our UTEA members who are an integral part in making this RTI process possible but I would be remiss if I didn't mention that I was very uncomfortable with Mr. Malanda called out the UTEA regarding this RTI and that the teachers are giving up their lunch periods. The UTEA's very first goal is always to serve our students and I would ask that the Board of Ed listen to the administrators as far as the middle school schedule goes and maybe you can accommodate that schedule as they requested. Because the UTEA does want to help the students but we would love to do that within the negotiated contract. If you can work with the building administrators who accomplish on both ends, I would really appreciate that.

Tom Kemp stated I noticed some new Board members so I will recap. At the last Board meeting I brought up an issue about unauthorized fundraising by the high school softball coach. Mr. Griggs stated you can't talk about personnel. Mr. Kemp stated I'm sorry, the high school softball program and their unauthorized fundraising. They fundraised a little over \$10,000 - \$2400 was paid to the service they used – it wasn't approved by the Board at best I know but I don't know if anyone has done any research since the last time. As to the rest of the money, \$1,000 went missing and then \$1800 spent on food and \$300 spent on softball equipment. That to me was very disturbing and I don't know if this was discussed amongst the Board members or if anything is being done about it. My answer is it should be investigated. I looked at what you guys approved tonight and it seems like every other organization in our school district has their fundraising approved, donations approved, everything is approved. Why wasn't this fundraiser not approved?

Mr. Nufrio stated I do recall you bringing that up in December. I think Mr. Tatum responded that this will be looked into. Truthfully as a Board member I have not received anything back because it is still in the investigative process.

Mr. Tatum stated I do have some information. Mr. Kemp was invited to have a conference with me to talk about this and he didn't come yet. So I do have some updates. Mr. Kemp stated I would hope before we hire any personnel that this is looked into before any contracts are renewed because this is a huge breach of protocol. Mr. Nufrio stated you can be sure that this Board is going to act diligently with Mr. Tatum and he is in charge of personnel. We are going to be looking to Mr. Tatum for responses with regards to this.

Mr. Kemp stated as far as I can tell the account is not even a school account. Mr. Nufrio stated we understand that there is a lot of angst about this and unanswered questions which I'm sure at some point Mr. Tatum will divulge it to the Board in executive session since it involves personnel and at that time we will also be limited as to how much we can divulge back to you and I give you my assurance as President that this Board will not disregard this situation. Mr. Kemp stated I appreciate that. Thank you.

Danielle Stabler stated I teach at Kawameeh. I am also a member of the UTEA executive board and represent middle school teachers. I know it came up – a lot of concern about Chromebook and I really appreciate a lot of what I heard. I just wanted to mention some things that teachers were feeling so that they are heard.

There is a lot of concern about the change of the middle school schedule and the a.m./p.m. homeroom and of course with RTI coming in. I think we are just anxious to see how it is going to work and we want to make it work and we are also a little anxious about the students not being able to bring them home because we think a lot of the benefit will be in them being able to bring them home and continue the use and instruction at home.

We do understand that this is going to be new to them and there is a rollout day. I do hope that if we are going to change that for the fall, we do know before the summer so we can all plan and prepare. There is a little bit of concern that the students are bringing them home, do they need to have their own personal – can they do classroom sets so a 6th grade science teacher will have a set in the room so we have them to use in instruction instead of students carrying them from classroom to classroom. It is also an added responsibility for homeroom teachers so we just want to make sure that whenever everything is logistically planned, those are thoughts that will be considered.

Mr. Tatum stated absolutely and we talked a little about it this evening and certainly as a former middle school principal and knowing the psyche of middle school children, which varies from day-to-day and hour-to-hour, certainly well planning is in the forefront of this being successful. I certainly understand the teachers flight because you have so many things going on and certainly this is not designed to burden the teachers, it is actually supposed to make it more efficient and effective and provide a tool. We are going to look very carefully at that and I think the whole idea is trying to get this implemented in the most efficient fashion and unfortunately when you are dealing with middle school children, life is a contingency as you probably heard

and know. We take everything you said seriously and that is why the principals will be involved as well and maybe some of the teachers should. Ms. Stabler stated we would love to be invited into that conversation. Mr. Tatum stated maybe a representative can share the concerns of the teachers.

Mr. Nufrio stated I'm sure I speak for the entire Board on this and I have worked with children for 40+ years. You become amazed – when given an opportunity to be responsible, they sometimes step up. We had some trepidation about the high school and letting them take them home and you never know until you give the responsibility to those students and fortunately we were very pleasantly responded to by their responsible actions and there were only 4-6 and which is amazing considering the size of the high school. I am of the notion that kids are quick to adapt, they are quick to adopt and most times they are quick to accept responsibility. With that in mind, I am hopeful that will apply also to the lower grades and I believe it does.

Rich D'Avanza stated first to say good bye today and hopefully it will be a new era for public education here in the State of New Jersey. No longer having to live under the shadows of Chris Christie and also hopefully to the PARCC test going bye-bye as well.

I have been sitting here for several meetings and I am concerned that this softball team is being unnecessarily targeted. In fact we know that most sports teams do fundraising and the softball team is for the most part is doing nothing that warrants these concerns. It always seems specifically as and not just as the UTEA Vice President but also as a colleague of this individual. It seems to be a live target for the most part. If we are going to unravel all the sports and all the fundraising that goes on over the time that the policy has been in place, this really doesn't make any sense right now. Why it appears that in my perception that she is basically being targeted by this individual.

EXECUTIVE SESSION STATEMENT:

Moved by Mrs. Williams, seconded by Mrs. Minneci, 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.

- 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.

Mr. Nufrio stated the Board may go back into public session to vote after Executive Session.

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mr. Monge, Mrs. Regis-Darby, Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:35 p.m.

Moved by Mrs. Williams, seconded by Mrs. Minneci, that the following resolutions be adopted:

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #298169 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #260547 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #250323 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mrs. Higgins, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Richardson, Mrs. Williams, Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mrs. Minneci, seconded by Mrs. Richardson, that the meeting be adjourned at 10:36 p.m. All present voting:

YES MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN,
BOARD SECRETARY