

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS

The public budget hearing/regular meeting of the Board of Education of the Township of Union will be held on May 20, 2014 at 7:00 p.m. at the Union High School Library, North Third Street, Union, New Jersey 07083

The public budget hearing/regular meeting of the Board of Education of the Township of Union was held at Union High School Library, North Third Street, Union, New Jersey on May 20, 2014 at 7:00 p.m. pursuant to notice sent to each member.

PRESENT AT ROLL CALL: Mr. David Arminio, Dr. Guy Francis, Mr. Richard Galante, Mr. Thomas Layden, Mr. Vito Nufrio, Mr. Angel Salcedo, Mrs. Susana Vitale, and Mr. Francis Perkins, President

ABSENT AT ROLL CALL: Ms. Lois Jackson

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

Dr. Francis led the board and audience members in the Pledge of Allegiance.

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

Mr. Tatum said that he had the opportunity to attend an assembly program at Jefferson School and the young lady who was about to speak, Safiyyah Suban-Khan spoke to the fifth graders assembled. Mr. Tatum said that he was so moved by the inspirational speech that he suggested to Safiyyah's father that she speak at this meeting tonight.

Mr. Tatum asked Mrs. Damato, Vice Principal at Jefferson School to introduce the student speaker for the evening.

Mrs. Damato introduced Safiyyah Suban-Khan. She said that earlier in the school year, Safiyyah came to the main office with the medal that she won from a competitive public speaking tournament that she was in over that past weekend. Mrs. Damato stated that the five or six individuals in the main office at the time asked Safiyyah to present part of the speech she had given and everyone in attendance was absolutely blown away. She said that from that day, she knew that she wanted Safiyyah to present her speech to the

entire student body at some point. Mrs. Damato said that it worked out perfectly that the Friday before NJASK, she wanted to have an assembly program for all of the students who had been working so hard and to refocus on the task that was before them. She asked Safiyyah to share her speech which was basically about how important education is, especially to young children, with the other students in the school. Mrs. Damato said that the student body at Jefferson School is approximately 540 students and 100 staff members and during the assembly you could hear a "pin drop". She said that she knew for certain this speech made an impact on everyone in the room.

#### Jefferson School student presentation

*Good evening ladies and gentlemen. My name is Safiyyah Subhan-Khan and I am a student at Jefferson Elementary. This evening I wanted to present excerpts from a speech given by Nobel Peace Prize nominee, Malala Yousafzai at a United Nations Conference in July 2013. Her speech highlights the problem of millions of children around the world, not being educated, especially girls.*

*"Who is Malala you ask?" Malala is a 16-year old teenager from Pakistan who along with her friends wanted nothing more than to go to school and get an education. But the Taliban wanted to stop them from attending school. "Who are the Taliban you ask?" The Taliban is a group of dangerous men who believe that in Islam, girls and women should not be educated.*

*On October 9, 2012, the Taliban stopped Malala's school bus and shot her in her head in an attempt to silence her and end her fight for her right to go to school. Malala survived after many surgeries and many months of being in the hospital. Now, she stands stronger than ever in her belief that every child in the world should be given the opportunity to be educated. I chose her speech because Malala and I have a lot in common. We are both young Asian Muslims and we both strongly believe in going to school. I sometimes wonder what would have happened to me if I was born in Pakistan. Would I have had to endure the same treatment as Malala? How blessed I am, to be born here, in my lovely country, the United States of America.*

*So, this evening I stand before you as Malala Yousafzai.*

*Assalam Walikum. Today, it is an honor for me to be speaking again after a long time. I don't know where to begin, I don't know what people would be expecting me to say, but I do know that first of all I thank God before whom we are all equal.*

*So here I stand...one girl among millions. I speak not for myself, but for all girls and boys. I raise up my voice not so that I can shout, but so that those without a voice can be heard. Those who have fought for their rights: Their right to live in peace, Their right to be treated with dignity, Their right to be educated.*

*On the 9<sup>th</sup> of October 2012, a member of the Taliban shot me on the left side of my forehead. He shot my friend too. The Taliban thought that the bullets would silence us. But they failed, and out of that silence came thousands of voices. The Taliban thought that they would change our aims and stop our ambitions. But nothing changed in my life except this: WEAKNESS, FEAR AND HOPELESSNESS DIED. Strength, power and courage were born. I am the same Malala. My ambitions are the same. My hopes are the same. My dreams are the same.*

*Dear sisters and brothers, we realize the importance of light when we see darkness. We realize the importance of our voices when we are silenced. In the same way, when I was in Pakistan, we realized the importance of having pens and books. The Taliban are using Islam for their own personal benefits. Islam is a religion of peace, humanity and brotherhood. Islam teaches that it is not only each child's right be educated, it is their parents duty and responsibility to educate their children.*

*So let us wage a glorious struggle against illiteracy, poverty and terrorism, let us pick up our books and our pens, for they are the most powerful weapons. One child, one teacher, one book and one pen will change the world.*

*So let us raise our hands and say..."I am Malala." Let us try our best to ensure that all the children of this world get an education. Thank you.*

Mr. Perkins congratulated Safiyyah. He said that there was only one word to describe the presentation and that was "Wow". Mr. Perkins said that he was sure that those in attendance are concerned about education and it takes a speech like Safiyyah's to pause us to realize what we really do have. He thanked Safiyyah for her speech and for bringing everyone back to ground zero so that everyone understands the gifts that we have as citizens of this country and this community.

Mr. Tatum said that he also wanted to acknowledge Safiyyah's parents who were in attendance this evening.

## APPROVAL OF MINUTES

Moved by Mr. Arminio, seconded by Mr. Galante that the Executive Session of March 18, 2014 and the Executive Session of April 8, 2014 be adopted.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

## COMMUNICATION

## REQUEST FOR USE OF JEFFERSON SCHOOL PARKING LOTS – UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION, INC.

Ernestine Frye, Administrative Director, Union Township Community Action Organization, Inc., submitted a request for use of Jefferson School parking lots for Senior Prom Red Carpet Event on Thursday, June 5, 2014 from 4 to 7 p.m.

## REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – AIELLO

Request for maternity and unpaid family leave from Alexandra F. Aiello, Resource Room Teacher at Battle Hill School for the period June 20, 2014 through October 14, 2014.

## LETTER OF RESIGNATION – MULLEN

Nancy Mullen, math teacher at Union High School, submitted a letter of resignation for the purpose of retirement, math teacher at Union High School, effective August 1, 2014.

## REQUEST FOR UNPAID MEDICAL LEAVE – REIS

Genevieve Reis, ten-month secretary at Union High School, submitted a request for unpaid medical leave for the period May 1<sup>st</sup> through the end of the 2013-2014 school year.

## REQUEST FOR MATERNITY LEAVE – ROMERO

Laurie Romero, English teacher at Union High School, submitted a request for maternity leave for the period September 1<sup>st</sup> through October 31<sup>st</sup>, 2014.

## REQUEST FOR MATERNITY, UNPAID FAMILY LEAVE AND EXTENDED CHILD REARING LEAVE – ZACHEK

Diana Zachek, teacher at Washington School, submitted a request for maternity, unpaid family leave and extended childrearing leave, for the period June 20, 2014 through the end of the 2014-2015 school year.

**LETTER OF RESIGNATION – SCHMOLL**

Benjamin Schmoll, German teacher at Union High School, submitted a letter of resignation, effective July 1, 2014.

**REQUEST FOR WAIVER OF RENTAL FEES FOR USE OF UNION HIGH SCHOOL AUDITORIUM – UHSPAC**

Ron Rago and James Mosser submitted a request for waiver of rental fees from Ron Rago and James Mosser for use of Union High School Auditorium for Union Celebrates Broadway II: A Summer Event tentatively scheduled for August 8, 2014

**LETTER OF RESIGNATION – SHERRY**

Barbara Sherry, School Psychologist at Washington School, submitted a letter of resignation for the purpose of retirement effective July 31, 2014.

**REQUEST FOR UNPAID FAMILY LEAVE – MALYSKA**

Mary Flora Malyska, Language Arts Supervisor at Union High School, submitted a request for unpaid family leave, for the period May 19 through May 30, 2014.

**REQUEST FOR UNPAID MEDICAL LEAVE – MITCHELL**

Lillie Mitchell, part-time transportation assistant, submitted a request for unpaid medical leave for the period May 13 through June 9, 2014.

**SUPERINTENDENT'S REPORT**

Mr. Tatum stated in the absence of Dr. Martin he would be presenting this month's superintendent report.

Mr. Tatum said that the attendance for April 2014 was as follows: Staff attendance 94.8% and Student attendance 94.5%. He said that in comparison to the previous year, the attendance was basically the same; there was no increase or decrease in either area.

Mr. Tatum stated that collectively all schools in the district have worked together to raise funds to assist James Monroe Elementary School in Edison, New Jersey. He said that to date the district has collected \$3,368 as well as \$600 in gift cards from Union High School. Mr. Tatum said that there is also another fundraiser that is continuing at Livingston School. He said that students will be selling friendship bracelets throughout the month of May for this cause. Mr. Tatum said that Jefferson School has also collected supplies to be donated to this most worthy cause.

Mr. Tatum said that this year there were two schools that have entered the One Million Page Challenge in Reading. He said that over 3.2 million pages have been read between both schools; Hannah Caldwell School one million pages and Washington School 2.2 million pages. Mr. Tatum said that every year during this challenge, the principal

agrees to dress up as something or someone. He said that it has not yet been revealed what or who the principal will be this year; that is yet to be seen. Mr. Tatum thought that this was a program that the students really benefited from.

Mr. Tatum said that the annual spelling bee at Jefferson School would be held on May 21<sup>st</sup> at 9:30 a.m. at the school. Mr. Tatum said that there was another event that was happening tomorrow at Kawameeh Middle School and that was the "Proud to be an American" celebration which is in its seventh year. He said that this program was designed to honor both America and our Veterans. Mr. Tatum encouraged anyone who could, to attend these programs.

Mr. Tatum said that Burnet Middle School held a Clothing Drive on May 18<sup>th</sup> in which they collected 5,000 lbs of clothing. He said that they wished to thank the community for its participation. Mr. Tatum said that in addition, eighth grade students from Burnet Middle School visited the Union County Courthouse in Elizabeth which is an annual trip to celebrate Law Day on May 2<sup>nd</sup>. He said that this year's theme was American Democracy. Mr. Tatum said that there was also a poster contest in conjunction with this activity and two students from the school: Dean Burrell and Samantha took first place in the county competition.

Mr. Tatum said that on Thursday, May 22<sup>nd</sup>, the annual Education Foundation Reception will be held at Jefferson School for the first time. He hoped that everyone would come out to support the creative work of this year's grant recipients and in most cases he was referring to district faculty.

Mr. Tatum said that on Monday, May 26<sup>th</sup> at 10 a.m. each school in the district will be represented in the Township Memorial Day Parade. He said that the parade will conclude as it has in past years at Connecticut Farms School, where refreshments will be served to the students.

Mr. Tatum said that there are many other positive things that are going on in the district. He said that on May 28<sup>th</sup> the annual track and field event for the fourth and fifth graders will take place at Cooke Memorial Field at Union High School.

Mr. Nufrio thanked Mr. Tatum for spearheading the fundraising drive for the James Monroe Elementary School in Edison, New Jersey. He also wanted to thank Mrs. Moses for bringing this effort to his attention several weeks ago. Mr. Nufrio said that this effort has worked out well and he thanked all of the administrators, staff and students who participated. Mr. Tatum said that he hoped next month to have an updated total on the amount funds raised.

#### COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

None

**EDUCATION/STUDENT DISCIPLINE COMMITTEE**

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

**E-1. AMEND LIST OF STUDENTS REMOVED FROM THE ROLLS**

That approval be given to amend the list of students removed from the rolls [five (5) students exited from April 1, 2014 through April 30, 2014 for a total of forty-five (45) students for the 2013-2014 school year] who are not domiciled in this school district in accordance with the information appended to the nonpublic portion of these minutes.

**E-2. AFFIRM THE SUPERINTENDENT'S RESOLUTION OF HARASSMENT, INTIMIDATION AND BULLYING CONCLUSIONS**

That the board affirm the Superintendent's resolution of Harassment, Intimidation and Bullying (HIB) conclusions for the period April 7th through May 9th, 2014.

**E-3. AMEND 2013-2014 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT AND TUITION LISTS AND EXTENDED SCHOOL YEAR PLACEMENTS AND TUITIONS FOR SUMMER 2014**

That approval be given to amend the 2013-2014 Out-of-District Atypical Student Placement and Tuition lists and Extended School year placements and tuitions for Summer 2014 in accordance with the information appended to the nonpublic portion of these minutes.

**E-4. APPROVE AGREEMENT FOR STUDENTS TO BE PROVIDED LUNCH AT NO CHARGE PURSUANT TO N.J.A.C. 6A:23A-18.5 – WILLOWGLEN ACADEMY**

That the board in accordance with N.J.A.C. 6A:23A-18.5 approve that district students attending Willowglen Academy, 8 Wilson Drive, Sparta, New Jersey be provided lunch at no charge in accordance with the information appended to these minutes.

**E-5. APPROVE AGREEMENT FOR PARTICIPATION IN COORDINATED TRANSPORTATION SERVICES FOR 2014-2015 SCHOOL YEAR – UNION COUNTY EDUCATIONAL SERVICES COMMISSION**

That the board approve Agreement for Participation in Coordinated Transportation Services for the 2014-2015 school year with Union County Educational Services Commission in accordance with the information appended to these minutes.

**E-6. APPROVE CURRICULUM GUIDES FOR 2014-2015 SCHOOL YEAR**

That the board approve the following curriculum guides for the 2014-2015 school year: (a) 3rd grade mathematics; (b) 5<sup>th</sup> Grade Language Arts.

**E-7. APPROVE DOCTORIAL STUDY – VALASA**

That the board approve proposal for doctorial study to be conducted at Burnet Middle School by Lauren Valasa in accordance with the information appended to these minutes.

**DISCUSSION:**

None

**AYE:** Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

**NAY:** None

**ABSTAIN:** None

**MOTION WAS CARRIED**

**FISCAL AND PLANNING COMMITTEE**

Moved by Mr. Salcedo, seconded by Mr. Layden that the following resolutions be adopted:

**F-1. ACCEPT TREASURER'S REPORT**

That the Treasurer's Report dated April 30, 2014 be accepted.

**F-2. ACCEPT SECRETARY'S REPORT**

That the Secretary's Report dated April 30, 2014 be accepted.

**F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORTS**

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of April 30, 2014 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.

Pursuant to N.J.A.C. 6A:23-2.2(h), we certify that as of April 30, 2014 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 LINE ITEM TRANSFERS**

That the Board approve line item transfers in accordance with the information appended to these minutes.



**F-5. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASE ORDERS**

That the Board approve the attached list of contracts and/or purchase orders pursuant to the requirements of *N.J.S.A. 18A:18A-5 and 8A:18A-10(a)* and in accordance with the information appended to these minutes.

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

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

**F-7. ACCEPT DONATIONS**

That the Board accept the following donations: (a) Lifetouch National School Studios - \$524.96 for use by Connecticut Farms School; (b) Merck - \$3,500 – for use by Merck Street Law Program at Union High School; (c) Michael A. Kelly VFW - \$500 for use by JROTC Program at Union High School; (d) Vietnam Veterans of America, Inc. (Elizabeth) - \$500 for use by Union High School Performing Arts Company; (e) Vietnam Veterans of America, Inc., Union County Area Chapter #688 - \$500 for use by Union High School Performing Arts Company

**F-8. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES**

That the board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) Session 6 Wrestling - \$1,000 - wrestling clinic - Union High School Athletics; (b) Fairview Lake YMCA - \$2,316.25 - final camp payment - Union High School; (c) Home Depot Credit Services - \$2,449.65 - scenic construction materials for Miss Saigon - Union High School; (d) The Costumer - \$2,697.74 - additional costume rentals for Miss Saigon - Union High School

**F-9. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS DESTINATIONS AND PURPOSES**

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

**F-10. APPROVE LIST OF STATE CONTRACT VENDORS FOR 2014-2015 SCHOOL YEAR**

That the Board approve list of 2014-2015 State Contract Vendors to facilitate schools' purchasing in accordance with the information appended to these minutes.

**F-11. APPROVE TUITION RATES FOR 2014-2015 SCHOOL YEAR**

That the Board adopt the following tuition rates for the 2014-2015 school year:

Pre-School	\$ 6,028
Kindergarten	\$ 12,055
Grades 1 through 5	\$ 13,642
Grades 6 through 8	\$ 13,965
Grades 9 through 12	\$ 13,935
Cog-Mod	\$ 24,713
LLD	\$ 15,513
M.D.	\$ 21,765
B.D.	\$ 26,730
Autism	\$ 22,656
Part-time Pre-School Handicapped	\$ 14,717
Full-time Pre-School Handicapped	\$ 32,684

**DISCUSSION:**

None

**AYE:** Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

**NAY:** None

**ABSTAIN:** None

**MOTION WAS CARRIED**

**OPERATIONS COMMITTEE**

Moved by Mr. Layden, seconded by Mr. Salcedo that the following resolutions be adopted:

**O-1. REPORT RECEIPT OF BIDS**

Report of bids received on April 22, 2014 for Music Supplies (Bid #15-06) for the 2014-2015 school year; Art Supplies (Bid #15-07) for the 2014-2015 school year; report of bids received on May 1, 2014 for proposed auditorium HVAC upgrades at Washington Elementary School

**O-2. APPROVE SECURITY DRILL AND BUS EVACUATION DRILL REPORTS**

The committee recommends and I so move that pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the board approve the following security drill reports and bus evacuation drill reports in accordance with N.J.A.C. 6A:27-11.2 in accordance with the information in the hands of each board member.

O-3. ACCEPT PROPOSAL FOR ARCHITECTURAL SERVICES FOR PROPOSED UNION HIGH SCHOOL ELECTRICAL UPGRADES – POTTER ARCHITECTS

That the board accept proposal for architectural services for proposed Union High School Electrical Upgrades from Potter Architects, 410 Colonial Avenue, Union, New Jersey in the total fee amount not to exceed \$143,000 in accordance with the information appended to these minutes.

O-4. ACCEPT DONATION – TOWNSHIP OF UNION EDUCATION FOUNDATION AND CONNECTICUT FARMS PTA

That the board accept donation from Township of Union Education Foundation and the PTA to construct garden at Connecticut Farms Elementary School in accordance with the plans appended to these minutes.

O-5. APPROVE WAIVER OF RENTAL FEES – UHSPAC

That the board approve waiver of rental fees for use of Union High School Auditorium by UHSPAC on August 8 or August 9, 2014 for "Union Celebrates Broadway II".

O-6. APPROVE RENEWAL CONTRACTS FOR TELEPHONE SERVICES – BROADVIEW NETWORKS

That the board approve renewal contracts with Broadview Networks for phone services for the period July 1, 2014 through June 30, 2015 in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

PERSONNEL COMMITTEE

Moved by Mr. Galante, seconded by Mr. Nufrio that resolutions P-1 through P-21 be adopted:

P-1. APPROVE PERSONNEL ACTIONS

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

**P-2. AMEND SUBSTITUTE LISTS FOR 2013-2014 SCHOOL YEAR**

That the board amend Substitute/Home Instruction List; Substitute Custodians, Substitute Cafeteria/Playground Aides, Teacher Assistants and Secretaries for the 2013-2014 school year in accordance with the information appended to these minutes.

**P-3. ACCEPT LETTERS OF RESIGNATION**

That the board accept resignation letters from the following staff: (a) Nancy Mullen, math teacher at Union High School, effective August 1, 2014 (retirement); (b) Benjamin Schmoll, German teacher at Union High School, effective July 1, 2014; (c) Barbara Sherry, School Psychologist at Washington School, effective July 31, 2014 (retirement);

**P-4. REAPPOINT TREASURER OF SCHOOL MONIES FOR 2014-2015 SCHOOL YEAR – CYBURT**

That the board reappoint Debra Cyburt as Treasurer of School Monies for the 2014-2015 school year at an annual salary of \$4,400.

**P-5. APPOINT AFFIRMATIVE ACTION OFFICER FOR AWARDING CONTRACTS FOR 2014-2015 SCHOOL YEAR – VIEIRA**

That the board appoint Manuel E. Vieira, as Affirmative Action Officer for awarding contracts for the 2014-2015 school year under P.L.1975, c. 127, at no cost to the District.

**P-6. APPOINT CUSTODIAN OF SCHOOL RECORDS FOR 2014-2015 SCHOOL YEAR – MANOCHIO**

That the board appoint Fernanda Manochio, as Custodian of School Records for the 2014-2015 school year at no cost to the District.

**P-7. APPROVE FOLLOWING UNPAID LEAVES FOR STAFF MEMBERS**

That the board approve the following unpaid leaves for staff: (a) Alexandra F. Aiello, Resource Room teacher at Battle Hill School maternity and unpaid family leave for the period June 20, 2014 through October 14, 2014; (b) Genevieve Reis, 10 month secretary at Union High School, unpaid medical leave for the period May 1, 2014 through the end of the 2013-2014 school year; (c) Laurie Romero, English teacher at Union High School maternity leave for the period September 1<sup>st</sup> through October 31<sup>st</sup>, 2014; (d) Diana Zachek, teacher at Washington School, maternity, unpaid family leave and extended child rearing leave for the period June 20, 2014 through the end of the 2014-2015 school year; (e) Mary Flora Malyska, Language Arts Supervisor at Union High School, unpaid family leave for the period May 19 through May 30, 2014; (f) Lillie Mitchell, part-time transportation assistant unpaid medical leave for the period May 13 through June 9, 2014

**P-8. APPROVE EMPLOYMENT CONTRACT FOR 2014-2015 SCHOOL YEAR – TATUM**

That the board approve Employment Contract of Gregory Tatum, Assistant Superintendent for the 2014-2015 school year in accordance with the information appended to these minutes. This contract has been approved by the Executive County Superintendent.

**P-9. APPROVE EMPLOYMENT CONTRACT FOR 2014-2015 SCHOOL YEAR – VIEIRA**

That the board approve Employment Contract of Manuel E. Vieira, Business Administrator for the 2014-2015 school year in accordance with the information appended to these minutes. This contract has been approved by the Executive County Superintendent.

**P-10. APPROVE EMPLOYMENT CONTRACT FOR 2014-2015 SCHOOL YEAR – LISHAK**

That the board approve Employment Contract of Noreen Lishak, Assistant Superintendent for the 2014-2015 school year in accordance with the information appended to these minutes. This contract has been approved by the Executive County Superintendent.

**P-11. APPROVE EMPLOYMENT CONTRACT FOR 2013-2015 – DAMATO**

That the board approve Employment Contract of James J. Damato, Board Secretary/General County for the period July 1, 2013 through June 30, 2015 in accordance with the information appended to these minutes.

**P-12. APPROVE RESIDENCY INVESTIGATORS FOR SUMMER 2014**

That the board approve residency investigators to work during Summer, 2014 at a rate of \$20 per hour as follows: (a) Maria Schmidtberg – not to exceed 70 hours for July and August or \$1400; (b) Thomas Sheridan – not to exceed 50 hours for July and August or \$1000 and (c) Anthony Martino – not to exceed 50 hours for July and August or \$1000.

**P-13. APPROVE VENDOR TO PERFORM DEPARTMENT OF TRANSPORTATION PHYSICALS- CARE STATION**

That the board approve Care Station, P.O. Box 352, Linden, New Jersey to perform Department of Transportation physicals in accordance with the fee schedule and other information appended to these minutes.

**P-14. APPROVE SALARY DISBURSEMENTS FROM PERKINS GRANT – 2013-2014**

That the board approve salary disbursements for 2013-2014 Perkins Grant in accordance with the information appended to these minutes.

**P-15. APPROVE CURRICULUM WRITING TEAMS**

That the board approve Curriculum Writing Teams at a rate of \$20 per hour not to exceed 15 hours per person in accordance with the information appended to these minutes.

**P-16. APPROVE 2014-2015 PROFESSIONAL DEVELOPMENT PLAN**

That the board approve 2014-2015 Professional Development Plan in accordance with the information appended to these minutes.

**P-17. APPROVE INCREASE OF PURCHASE ORDER #14-02613 – SILVERGATE PREP**

That the board increase purchase order #14-02613 to Silvergate Prep, 10 FINDERNE Avenue, Bridgewater, NJ from \$5,500 to \$14,500 an increase of \$9,000 for bedside instruction for a district student for the remainder of the 2013-2014 school year in accordance with the information appended to these minutes. (Acct #7693/11-150-100-320-01-19)

**P-18. APPROVE NEUROLOGICAL EVALUATIONS – GROSSMAN**

That the board approve Dr. Elliot Grossman, Pediatric Neurologist, 220 RIDGEDALE Avenue, Florham Park, NJ to provide neurological evaluations at a rate of \$300 per evaluation, not to exceed \$600 for the 2013-2014 school year in accordance with the information appended to these minutes. (Acct# 11-000-219-320-01-19)

**P-19. APPROVE THERAPIES – MORRIS UNION JOINTURE COMMISSION**

That the board approve Morris Union Jointure Commission, 340 CENTRAL Avenue, New Providence, NJ to provide Physical Therapy at a rate of \$220 per hour; Occupational Therapy at a rate of \$200 per hour; Speech Therapy at a rate of \$235 per hour and a personal aid for ESY and 2013-2014 school year at a rate of \$76,832 in accordance with the information appended to these minutes. These services will be provided to district students attending programs at the Morris Union Jointure Commission facilities located in New Providence and Warren at a rate not to exceed \$250,000 for the 2014-2015 school year. (Acct #11-000-216-320-01-19)

**P-20. APPROVE STAFF TO PERFORM EXTENDED SCHOOL YEAR AND/OR SUMMER 2014 SERVICES**

That the board approve staff to perform Extended School Year and/or Summer 2014 services for the period July 1<sup>st</sup> through August 29<sup>th</sup> 2014 in accordance with the information appended to these minutes.

**P-21. APPROVE COORDINATOR OF ABA HOME PROGRAM FOR 2014-2015 SCHOOL YEAR- KAUFMAN**

That the board approve Dr. Brian Kaufman to perform as Coordinator of ABA Home Program for the 2014-2015 school year at a rate not to exceed \$20,000. (Acct#11-000-216-110-01-19-SS19)

**DISCUSSION:**

Mr. Arminio said that there are two retirees listed in resolution P-3 who have been part of the faculty in Union for many years: Barbara Sherry and Nancy Mullen. He thanked them for their years of service to the Union School District.

Mr. Nufrio asked what the duties of the Treasurer of School Monies were and was the person being appointed a staff member who was getting a stipend or was the position totally separate. Mr. Vieira said that the Treasurer of School Monies prepares the monthly Treasurer's Report which includes cash received and cash disbursed. He said that the Treasurer's Report is also reconciled to the bank statements. Mr. Vieira said that Debbie Cyburt is the Treasurer of School Monies and she is an employee of the Township of Union as their CFO. He said that the district pays Ms. Cyburt a stipend of \$4,400 per year.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins  
 NAY: None  
 ABSTAIN: None MOTION WAS CARRIED

Moved by Mr. Galante, seconded by Mr. Nufrio that resolution P-22 be adopted:

**P-22. APPOINT ACTING SUPERINTENDENT – TATUM**

That the board appoint Gregory A. Tatum, Acting Superintendent through June 30, 2014. This resolution shall supersede the resolution adopted by the board on May 13, 2014.

**DISCUSSION:**

None

AYE: Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins  
 NAY: None  
 ABSTAIN: Mr. Arminio MOTION WAS CARRIED

**NEGOTIATION/GRIEVANCE COMMITTEE**

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

**N-1. ADOPT MEMORANDUM OF AGREEMENT – PART-TIME TRANSPORTATION ASSOCIATION**

That the board adopt Memorandum of Agreement with the Part-time Transportation Association in accordance with the information appended to these minutes.

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

POLICY COMMITTEE

Moved by Mr. Arminio, seconded by Mr. Layden that the following resolution be approved:

POL-1. ADOPT SERIES 6000 POLICIES

That the board adopt Series 6000 policies in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Arminio stated that the policy that deals with graduation requirements has not been finalized and is not included in the 6000 series for consideration this evening. He said that the item which was in question last month regarding the librarians in the district has been corrected.

Mr. Perkins if Mr. Arminio had received a written comments regarding these policies. Mr. Arminio said that he did receive the comment regarding the librarian policy.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

APPROVAL OF BILLS

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

DISCUSSION:

None

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED



**UNFINISHED BUSINESS**

None

**NEW BUSINESS**

Mr. Arminio said that the girls' track team won the Union County Tournament with 124.5 points. He said that Haisha Bishalu was second in the 100 meter dash; she tied in the time with the first place girl at 12.10 seconds – it was a photo finish – but the first place was given to the other student. Mr. Arminio said that Jennifer Adobe was first in the 400 meter; Haisha Bishalu was second in the 400 meter; Jenny Jean Louise was third in the triple jump; Taylor Whitaker was second in the shot put; Haisha Bishalu was first in the 200 meter and Jennifer in that same race. He said that Jennifer Adobe was also first in the 800 meter-this was her third straight title in the 800 meter; Adora Minonni was first in the high jump; Ariel Falcone was fourth in the long jump; Celina King was first in the javelin; Wendy Berry was first in the discus and Collette Pierce was second in the discus. Mr. Arminio said that 18 teams that competed in the Union County Girls' Track Meet and this was a great honor for the girls and for Union that the students did such a great job.

Mr. Arminio said that the Senior Awards assembly was held at Union High School last night. He congratulated the Union High School PTA as more than \$30,000 in scholarships were distributed to graduating students. Mr. Arminio said that one of the graduating seniors was accepted into the US Air Force Academy last night.

Mr. Arminio said that Union County Educational Services Commission opened up a café in Fanwood named the Can Do Café. He said that it was set up for the transitional special needs students, those who are graduated from Westlake School in Westfield. Mr. Arminio said that before they are put out on their own and the Can Do Café is a place where they can work. Mr. Arminio said that there were four students working at the café today. He said that the café is located in the First Children's School on South Avenue in Fanwood.

Mr. Layden said that last Thursday he had the pleasure of attending his daughter's Spring Festival of the Arts at Jefferson School. He said that the presentation was phenomenal. Mr. Layden said that you can surely see where the roots of the district's great musical/theatrical arts program comes from the elementary schools through the middle schools and the high school. He recognized Julie Melchor, the vocal music instructor; David Brahm, the band and orchestra coordinator, Brian Tuscano, art teacher who did all of the art displays and Dennis Reinhardt who is the program coordinator. Mr. Layden also recognized Mrs. DiGiovanni, Jefferson School Principal and Mrs. Damato, the Vice Principal.

**COMMENTS FROM THE PUBLIC**

Ms. Taylor was present at the meeting to speak on behalf of P.A.C.E. She read the following statement:

*P.A.C.E. and its representatives are extremely disappointed that Dr. Patrick Martin has decided to resign and take his services elsewhere; however, one thing that we have learned is that there is immense value to having a person with strong leadership present, integrity, excellent experience, high standards and a passion for academic achievement as a goal. Therefore, it is our expectation that as the Township of Union Board of Education brings the process of identifying its next leader, it will insure that the candidates will meet these criteria. As the Board of Education moves through this process, this group expects that the search for a new Superintendent will include the following steps: Establish a search committee that understands the unique needs of the Township of Union's educational community and makes sure that this committee includes members of the community along with members of the Board of Education. This committee will then move on the following steps: Set a timeline for the search and communicate this timeline to the community at large; Establish criteria for a new Superintendent based on district goals and communicate the criteria to the community; Identify a search firm to work with the committee to recruit "highly qualified" educational leaders from across the country; Work with a search firm to identify the strongest candidates based on transparent, on-site assessments of the finalists; Have a comprehensive plan for a smooth leadership transition; and finally choose a candidate.*

*As parents and community members who support the highest level of academic achievement and opportunity for the children of our community who look forward to identifying a world class educational leader to lead academic community into the future on behalf of all of our children.*

Ms. Taylor said that P.A.C.E. was very upset that Dr. Martin had left but going forward the group hopes to secure a comparative person for the position.

Ms. Lipstein thanked Mr. Tatum for announcing the date of the Education Foundation reception on Thursday, 5:00 p.m. at Jefferson School. She said that the Foundation will be awarding over \$15,000 in grants which brings the total of grants awarded to over \$135,000. Ms. Lipstein said that one of the items on the agenda tonight was a school garden which is going to be created at Connecticut Farms School and this will be a cooperative venture between the PTA and the Foundation. She said that the date of installation is June 19<sup>th</sup>.

Ms. Lipstein said that right now it seems that the district and the board of education is in a dilemma. She said that a Superintendent who was truly beloved by so many members of the community, as seen in the many Facebook comments on the Union New Jersey Residents Forum; Dr. Martin has resigned and needs to be replaced. Ms. Lipstein said that district currently has two Assistant Superintendents qualified for the position they currently hold but truth be told, none with the experience and stellar

qualifications that Dr. Martin came to the district with four years ago. She said that she did not know if all board members have ever seen the resume that Dr. Martin submitted when he applied for the Superintendent job in Union (Ms. Lipstein distributed copies of same to the board). She said that many board members were not on the board when Dr. Martin was hired. Ms. Lipstein said that this is the resume of the kind of Superintendent that the district needs and the community wants. She said that Dr. Martin had positive teaching experience in at least four different grade levels; he held two Assistant Principal positions, two Principal positions, a Director position and he was Superintendent in two different school districts before he came to Union. Ms. Lipstein said that the resume highlights many positive accomplishments and there is also a page full of awards that he received. She said that in the four years that Dr. Martin was Superintendent in Union, he had taken the district from being a little too close for comfort to State takeover to a district that has shown positive gains in test scores for the past four years but more than that, Dr. Martin restored a sense of optimism and hope to the district. Ms. Lipstein said that Dr. Martin had a passion for education and for the district's children; Dr. Martin came in early and stayed late; he instituted a Saturday Academy; before and after school programs and a summer program. She said that this is the kind of leader, a Superintendent with positive experience and impeccable qualifications that the district needs, the community deserves, that the students cry out for and parents are demanding. Ms. Lipstein said that the board needs to look at as many candidates as possible. She said that the district must and needs to hire an outside firm to see who else might be out there with the experience of a Dr. Martin who can hit the ground running. Ms. Lipstein said that the district needs someone with a proven track record as a Superintendent. She said that the last time she looked, 193 people signed a petition to ask the board members to take a look at as many candidates as they could so that the district gets the best Superintendent for its students and the best the district can for its precious tax dollars. Ms. Lipstein said that the district has nothing to lose by looking at other candidates and the district has everything to win for the community, for the students and for the credibility of the board of education. She asked the board to think of how far the district can go with a proven Superintendent who will be helped by the experienced Assistant Superintendents. Ms. Lipstein said that the district would be assured that it would move ahead. She said that it was totally and completely in the best interest of the board to do this. Ms. Lipstein said that the board needs to take a good look at the resumes of the two Assistant Superintendents. She said that she received Dr. Lishak's resume but she was unable to obtain Mr. Tatum's resume. Ms. Lipstein asked that there also be a search done again, so the board knows who else might be out there wanting to come and keep Union improving. She said that this needs to be done and there is no question in her mind that this is the right thing to do, in fact, it was the only thing to do.

Mr. Perkins said that Ms. Lipstein just commented that the district was "too close to state takeover" and he asked her what evidence she had of that. He said that this was the second time she has made this comment and it simply was not true. Ms. Lipstein said that the state was looking into the district; there were schools that were "in need of improvement" and Union was a district "in need of improvement". She said that she

would bring in the research next time as she did not have it with her tonight. Mr. Perkins said that Ms. Lipstein was doing a disservice to the community by making these types of comments. He said that this was simply not the case.

Mr. Nufrio said that he was very familiar on how that State does what it does to ensure that all school districts meet the standards and are showing improvement. He said that a part of Ms. Lipstein's comment was correct that the State does look at every district, all the time. Mr. Nufrio said that even though the district had a school "in need of improvement" that does not mean the district was close to any "takeover" by the State. He said that for the forty years that he had been an educator and administrator in the State, he knew the district was nowhere near being taken over.

Mr. Perkins wanted to make it clear that Ms. Lipstein was disserving the community because what she was saying simply was not the case.

Mr. Nufrio said that it was an extremely difficult procedure before any State takeover does occur; he said that Union was never ever close to that. Mr. Nufrio said he can assure everyone in the community that this was the fact.

Ms. Lipstein said that she would send her response to the board members and it would be listed on the Forum page.

Ms. Ciampi asked who was in charge of the website. She said that she would like to see the Central Office calendar posted on the website; the hours of operation and the holidays that no one is there so that when information is requested, the community knows that the office is closed. Ms. Ciampi said that she has been having a "back and forth" conversation with Mrs. Manochio. She said that she would also like to see the OPRA information and how to access it on the website as well. Ms. Ciampi said that she did not think there was a lot of transparency; she said that she has been involved with the district for twenty years and nothing has changed and it seems like it has gotten worse. She said that she would also like to see the policies posted on the website because she has been asking the board since 1998 to do this. Ms. Ciampi said that she would like to commend Mr. Arminio for having so many policies, because the previous chairman never really accomplished what Mr. Arminio has accomplished. She said that on April 25 she emailed Mr. Damato to find out who the Custodian of Records was and to date she has not received that information.

Ms. Ciampi said that at tonight's meeting, resolution P-22 was added to appoint Mr. Tatum as Acting Superintendent. She said that resolution P-22 was not on the copy of the agenda that she had. Ms. Ciampi said that this does not give the public the ability to comment, when a resolution to be voted on is not listed on the agenda. Mr. Damato said that there were copies of the added resolution in a pile next to the agendas. Ms. Ciampi

asked if Mr. Tatum would now be the Acting Superintendent. Mr. Perkins said that was what the resolution said. Ms. Ciampi said that she did not see the added resolution sheet, she said it was not her job to find the information, it was the board's job to put it out there.

Ms. Ciampi asked how long Mr. Tatum would be the Acting Superintendent. Mr. Perkins said that Mr. Tatum would be the Acting Superintendent until June 30<sup>th</sup>. Ms. Ciampi asked who the Superintendent would be after that. Mr. Perkins said that an Interim Superintendent would be appointed and at this point, the board does not know who that will be. Ms. Ciampi said that when Dr. Jakubowski left, Mr. Tatum was appointed until the end of the year. Mr. Perkins said that Dr. Martin's resignation is effective on June 30<sup>th</sup>; between now and then, Mr. Tatum will be the Acting Superintendent. He said that before June 30<sup>th</sup>, the board will meet and it will be decided who will be appointed as Interim Superintendent. Mr. Perkins said that the Interim Superintendent's contract must be approved by the County Superintendent. Ms. Ciampi asked how the board would go about making that appointment. Mr. Perkins said the board would look into it, the way it looks into everything else. Ms. Ciampi asked if there would be a search done. Mr. Perkins said there would be no search done for an Interim Superintendent. Ms. Ciampi asked what about for the Superintendent position. Mr. Perkins said that there would be a search conducted for the Superintendent. He said that as virtually every district does when they are looking for a new Superintendent, there will be an Interim Superintendent in charge of the district. Ms. Ciampi said that when Dr. Jakubowski retired, Mr. Tatum was appointed as Interim Superintendent for the remainder of the year and since Mr. Tatum has the most experience in the district, why would the board not appoint Mr. Tatum as Interim Superintendent while the board was searching for a replacement. Mr. Perkins said that he could not comment tonight on what would happen.

Mr. Arminio said that last week at the worksession, he made comment about the policy manual. He said that as soon as the committee is done reviewing the last section of the manual, the 9000's which are the bylaws of the board, then all of the policies will be on line; he guaranteed that.

Mr. Nufrio said that he did not feel totally gratified on what he wanted to say. He said that for everyone's edification, before a district becomes a target for takeover, one of two schools "in need of improvement" is only a baby step. Mr. Nufrio said that there has to be a remedy plan, there has to be a program and a plan of action that needs to be put in place and has to be approved by the State and as such, it was done so and because it was done so, the district passed. He said that he could name districts, who have had numerous schools within their districts with that particular level of "in need of improvement". Mr. Nufrio said that he only knows of a few districts in the State that have been taken over and they are still not doing well. He said that he lived in Union and he personally was very taken aback by hearing that someone, or perhaps more than one person, believes that Union Public Schools were close to takeover. Mr. Nufrio said that

was not the case. He said that if anyone in the district would like to contact him, his e-mail address is noted on the website, he would be glad to explain to anyone and everyone exactly what the procedure for takeover is. Mr. Nufrio said that Union was not anywhere near that and he thought for the staff, the students, the board and the entire community it was a disservice. He said that there are individuals who want to purchase homes in Union and want to send their children to the district schools. Mr. Nufrio asked what kind of statement was it to make that the district was "this close" to be taken; he said that the district was never close to be taken over by the State. He said that all of the comments made must first be justified. Mr. Nufrio said that he can justify his statements and he knew that Ms. Lipstein could not justify hers.

Mr. Nufrio apologized for his comments. Mr. Perkins said that Mr. Nufrio was right and it was an extraordinary disservice.

Ms. Maximo said that she wanted to comment on a trend that she has noticed. She said that she had a daughter in sixth grade and a son who is in third grade. Ms. Maximo said that when her daughter went through the elementary school she had a foreign language and she had the opportunity to have three languages during her cycle classes in sixth grade. She found recently that the district was eliminating two of the foreign languages for the sixth graders in the middle school to be replaced with keyboarding to prepare for a standardized test; she asked if this information was correct. Dr. Lishak said that was correct. Ms. Maximo said that her daughter did have a foreign language in elementary school but her son did not and now he will be deprived of the exposure to multiple foreign languages and will only have Spanish in the sixth grade. She said that both of her children have had technology classes throughout elementary school and middle school. Ms. Maximo said that in those technology classes, students are taught how to type; she said that her son does do homework on the computer. She said that the students do get tested on "keyboarding" in the technology classes at Livingston School. Ms. Maximo said that students are also exposed to computers in the media center in the middle schools. She said that in English class students must write papers on the computer and students do research in the library. Ms. Maximo said that she did not understand why it was deemed necessary to eliminate two foreign languages to be replaced with one class that the students, in her opinion, don't need. She said that typing is part of the curriculum in all classes. Ms. Maximo thought that eliminating two subjects that students have not been exposed to for one that they have been exposed to throughout the elementary school was not a fair trade of time in school. She said that she knew it had been voted on already but she was not aware of this until recently but she wanted to urge the board to reconsider the decision or look into it a little further to see exactly what the students are learning in the elementary schools because she felt that students have already learned keyboarding and they continue to learn it in all of their classes.

Mr. Perkins said that Ms. Maximo's opinion was worth as much as anyone else's in the community however, the board must rely upon the opinions of the district's professional staff to advise the board of the educational progress and what is needed for

that. He said that Dr. Lishak particularly made a determination that in preparation for taking the new computerized standardized tests, she did not want our students to be disadvantaged by any deficiencies that they may have exhibited. Mr. Perkins said that Ms. Maximo's children may be proficient on the computer keyboard but the board is looking at the entire district. He said that one of the things that is bothersome to him was that he received petitions from about 500 people in response to a statement of facts which was totally erroneous on change.org. Mr. Perkins said that the response from Dr. Lishak is also on that webpage in that the district was not eliminating any languages for the district but only for one grade and sixth graders will still have the opportunity to take Spanish.

Mr. Tatum said that another thing that parents need to be aware of was that there was a field test of the PARCC test given this past spring and there was feedback from the actual schools that engaged in this exam. He said that one of the concerns that the schools expressed was the students' ability to read information and respond from the keyboard. Mr. Tatum said that it was more of an "eye/hand" coordination than it was the ability just to sit and use the keyboard. He said that another thing was that down the road the district has to look very carefully how that impacts on the students' ability to take this test. Mr. Tatum said that there are a lot of unknowns at this stage of the game. He said that the switch in curriculum choices was a reaction on how the district can best suit the needs of the students. Mr. Tatum said that in response to Ms. Maximo's concern about foreign language in the elementary schools, he said that the district is looking to establish a brand new Spanish program in the next school year at the elementary level because this is something that has been off balance for the past few years. He said that as the students become proficient, the district will revisit school schedules and there may be a possibility to revisit some of these issues. Mr. Tatum said that the most important part right now is the unknown. He said that he understood parents' concerns about the course offerings but one of the concerns that the district has is the amount of student contact time that is presently in the teachers' contract versus the mandates that the district must fulfill. Mr. Tatum said that the district will have to look at all of those things and really make sure that the district is insuring the best possible program that it can for the students. He said that the district did not want to sent students into situations where they are disadvantaged in terms of being well on standardized tests. Mr. Tatum said that the district will also have to start taking a look at, not only what is being done in the classroom, but how those things are done. He said that it seems whenever the district starts to get things right, there is a change in the initiatives that the district is asked to undertake with its students. Mr. Tatum said that he understood the parents' passion on the subject but he felt that the district had to take a hard look at the data from the preliminary test results that was received.

Ms. Maximo said because two cycle languages are being eliminated, is the plan to have keyboarding replace the time for those two cycles. Mr. Tatum said that keyboarding will be in place of one of the cycles. He said that he has had the opportunity to speak to representatives from the teachers' association and negotiations on a new contract will be

starting very shortly. Mr. Tatum said that it is not like the door will be totally shut but there will be the opportunity for the district to look at options and the best possible solutions that are available.

Ms. Hall said that with regard to the keyboarding cycle class, she thought it was important for everyone to remember that keyboarding on an i-pad or a cell phone is different than keyboarding on a computer. She said that everyone also needs to remember is that some of students will be asked to translate math functions on a keyboard which will sometimes require them to tab four different keys at the same in order to correctly transcribe same. Ms. Hall said that she has been to some of the training classes and it is really quite complicated. She said that there is also some other discussion about another elective for the sixth grade to address some of the pertinent life and study transition skills that students are going to require as they transition to middle school and beyond that have to do with a bevy of topics including organization and study skills, which go across the curricula into all the different subject matters for the students to "bone-up" on. Ms. Hall said that for many years the district has been discussing that students go from elementary school, where they are "hand-held" for a lot of the time, and they are thrown into Middle School where things are so different. She said that there some skills that the students need enhancement with and these need to be addressed through that program as well.

Ms. Hall said that she has lived and worked in Union for many years. She said that she graduated Union High, she put her children through school in Union and she has worked in the district for 18 years. Ms. Hall said that there was a lot of emotion in the room and there has been a lot of emotion expressed at the past couple of months and it does not serve any of us well, most of all the children, when adults are venting their frustrations in ways that would not make our children proud to watch at home on the television. Ms. Hall said that a lot of time is spent teaching students the appropriate way to behave, the right way to respond when we disagree and the appropriate way to handle our differences. She said that there is a lot of passion about so many of the issues but she has no doubt that this board of education has never made a decision that has not been in the best interest of the students and she asked the public to remember that when they come forward with their concerns. Ms. Hall said that the board has been mandated to take the responsibility for the students in the district and the board takes that responsibility extraordinarily seriously. She said that she has been coming to Board of Education meetings for the past 25 years. Ms. Hall said that the public needs to be mindful that everyone in the room has thoughts that they want to put forward, an idea that they want to present and they feel very strongly about it; but there is a right way and an appropriate way and there is a way that everyone needs to model it for the children. She asked that moving forward that some of the emotions be put aside and keep plugging forward for the students because she wanted to protect the town. Ms. Hall said that she cared about the students in Union as did everyone who was present at the meeting tonight. She said that there are important decisions to be made moving forward and they need to be made in the right way; everyone on both sides of the microphone.



Mr. Nufrio said that he wanted to follow up on Mr. Tatum's comment. He said that Mr. Tatum alluded to the possibilities of looking in different directions as the district moves forward in order to plan for the future and, of course, planning for the future is not that simple. Mr. Nufrio said that the district has to "juggle" so many aspects and the biggest aspect in planning any curriculum is staffing, contractual obligations and labor agreements. He said that Union is not a district that is free of that, the district is obligated and intends to maintain the excellent relationship that the district has had with the Association, the teachers, support staff and the administrators. Mr. Nufrio said that one of the first questions that he had to ask himself before he decided whether he was going to run for the board of education three years ago was what was the relationship and how was the Association working with the district. He said that he only heard great things and had he heard something different, he probably would have hesitated because it is difficult to get anything done when you are at "odds" or when the staff has a certain agenda that does not meet the criteria of educating the students in the way and fashion that the district needs to do it. Mr. Nufrio said that staffing is an extremely important part of everything and of course the size of the wallet makes a difference too. He said that if there are not enough funds available, then the district must come up with alternatives and be creative. Mr. Nufrio said that the board intends to be creative and work with the Association in upcoming negotiations so that the issues can be addressed. He said that he and Mr. Tatum had a discussion last week and some of Mr. Tatum's ideas were excellent but as Ms. Hall said, the public needs to have some faith in the board that the board is on the same page but just may be seeing the page a little differently. Mr. Nufrio said that the board is not dyslexic nor does the board have any personal agenda. He said that the board is committed to educating the students of the district; he said that his children graduated from Union High School; there are board members that are products of the Union School District. Mr. Nufrio said that he moved to Union because it was a solid community and he applauded the district for all that it has accomplished over the years and it is the reason he decided to commit his time to being a board member. He said that this is serious business, things need to be looked at seriously and individuals need to stop with the personal attacks or personal perceptions that the board is doing nothing; that is not so.

Ms. Sharp said that she was speaking tonight as a member of the community. She said that she knew that board meetings were the place where individuals come and either agree or disagree with what the board is doing; she said that was the American way. Ms. Sharp said that 90% of the time when she speaks at a meeting, she was disagreeing with something but what went on at the meeting tonight, even though Ms. Hall spoke to it and the board members spoke to it, it was bothering her. She said that there was a young person in attendance at the meeting that was just honored and she wanted to apologize to the student that she had to sit and witness what went on at the meeting tonight. Ms. Sharp said that this was not the best of Union. She said to disagree with what the board does is one thing but to start sending insults, defaming people who are working for the board, working for the district to her, this was not the place to do it. Ms. Sharp said that if an individual does not like the job that someone is doing, tell them but don't sit at the

microphone and talk about people who are working, doing what they think is the best, whether the public agrees with them or not, but especially in the manner that it was done tonight. She said that there were young people at the meeting tonight and who knows how many other young people were watching this meeting on television tonight. Ms. Sharp said that it gave her a second thought about how she may have sounded at previous meetings but she hoped she was not as disrespectful as she felt some of the comments were tonight and she hoped that she has never insulted a member of the board personally like it was done at this meeting.

Ms. Detjen said that she as well as her children were products of Union High School. She said that she did appreciate all of the time that the board spent on handling issues in the district and she also appreciated the board looking at options to provide the highest quality education for the students in Union. Ms. Detjen said that it was not clear to her how the extra keyboarding will help students and why it needs to replace the world language cycle. She said that the cuts are also affecting the current seventh graders going into the eighth grade. Ms. Detjen said she thought maybe options could be looked at to incorporate the keyboarding into the existing technology classes and life skills within the eighty minute block of English. She said that there are other computer programs that students use to practice for other tests. Ms. Detjen said that the cuts did affect German and French, limiting those languages to one level one slot in each of the middle schools. She said that German is up to 40 students at Burnet and French is up to 42 at Burnet and she hoped she was not going to be teaching a class of 42 students. Ms. Detjen wondered which students would be told that they can't take French or German next year. She hoped that the district could look into some options that students would be able to take a world language.

Ms. Vieira said that it one of a parent's biggest nightmares to have a teacher, a school or a district that "teaches to the test". She said that when you hear about the proposed changes to get the students ready for the tests and this is a "readiness" that the students should have had by now through the technology classes that students have had throughout elementary school and the district is taking away something that is supposed to enrich the students, isn't that "teaching to the test" and isn't that making changes to their education to prepare students for the test. Ms. Vieira said that she still did not understand how this affects her child individually more than it affects the district and the schools.

Mr. Tatum said that the answer to that question goes back to what he said earlier that when a new program comes out, that program has been designed, not based upon what the district was previously doing but based upon another skill set that is being developed by the State and Federal Government. He said that the district has just implemented the new Common Core Standards and that requires a different level of cognition. Mr. Tatum said that this is a situation that has come about pretty abruptly and he could understand it was the reason why there are some emotions about what the district is doing and why the district was doing certain things.

Ms. Vieira asked if the State or whoever comes up with the new tests make the district test a child on something that they have not been prepared for already. Mr. Tatum said they absolutely would and after 31 years in the business, he said that he heard someone from the State say at a meeting he attended, "Just when you think you have it right, we will come up with something different and you can start all over again." Mr. Tatum said that the thing that the district is faced with is that if the district is not up to the standard that is set by the State for us within a certain timeline, then the State will start to impose sanctions against the district. He said that district puts the students at a disadvantage unfortunately if it is not preparing the students for the test so that they can do their very best. Mr. Tatum said that there are a lot of unknowns when something new is introduced. He said that a couple of years ago the district instituted an "anti-bullying procedure" that was a new way of handling these situations. Mr. Tatum said that the district is to the point where it has somewhat of a handle on it. He said that for every action that the State takes unfortunately there is some type of reaction from the district. Mr. Tatum said that the district may find in the next few months that there is a solution that is more beneficial to parents and students. He said that he has not been 100% involved in the aspect of this but he said as a district, the one thing that he knows is that Union is not interested in depriving its students of anything.

Ms. Vieira said that as a parent she knew that Mr. Tatum could not show to her how the process of how the board and the district come to decisions but she would like to see more and understand more of the process. She did not know why eliminating two languages for one keyboarding class made sense. Ms. Vieira said that she was going to make judgments and conclusions on her own because the board was not letting the public know more information. She wanted to know how the district came to the decision and why was the decision made. Ms. Vieira said that she was going to be emotional about the decision because it affected her children.

Miss Amarosa said that there were classes such as AAP and Gifted and Talented where students are able to be pulled out of class for enrichment. She said that this might be able to be done with keyboarding instead of taking out two languages. Miss Amarosa said that there may be students who are excited about taking world languages will have to go and learn keyboarding, which half of them probably know. She suggested that keyboarding be put into a "pull out" class for those students who need help. Miss Amarosa said it was not fair for the students who already know how to type and they will have to sit there and learn to type all over again. She thought that by taking world languages students may be inspired to go into a career in the language and helping their futures.

Mr. Nufrio said that just so everyone in the room and other individuals who are interested in seeing what goes on at board meetings. He said that the idea of taking tests on the computer is not new. Mr. Nufrio said that when the State did begin this new way of testing several years ago, it was just for some minor testing and having been an administrator in a school, he ran into many problems with the computers breaking down,

or shutting off and the test being reset. He said that there are numerous problems with this way of testing and as Mr. Tatum said the State does expect the district to do things that it is not prepared to do. Mr. Nufrio said that the district has let the State know the problems attached to doing test taking on the computer. He said that when testing has to be done en masse in the classroom, the district has to make absolutely certain that it is done properly because although the district does not "teach to the test" the district must "answer to the test". Mr. Nufrio said that there are different things that can be done and he personally assured the public that the board is not blind or walking into a room that is dark. He said that the board will turn on the lights and see what needs to be done but unfortunately, these changes are based upon a survey that was done after field testing of the computer test was completed.

Mr. Arminio thanked Ms. Hall and Ms. Sharp for their words of support for the board. He said that he has lived in Union all of his life, it was a wonderful town and the schools were wonderful. Mr. Arminio said that he is in the high school every day from November until June. Mr. Nufrio said that Mr. Arminio is an example of what this school district and town consist of and the dedicated individuals put themselves out there for the students daily.

Mr. Perkins said that he during his career he was involved with "regulated industries"; those industries that have imposed upon them regulations by the State and Federal government and are expected to comply with them. He said that he would characterize education as being a highly regulated industry. Mr. Perkins said that the board and the district have very little discretion in a lot of what is done. He asked that the community be patient because these are not all the "district's ideas". Mr. Perkins said that there are some on the board who would totally throw away all of the regulations and do it themselves; that might be better and it might be worse.

#### MOTION TO ADJOURN

There being no further business before the board, it was moved by Mr. Galante, seconded by Mr. Arminio that the meeting be adjourned.

AYE: Mr. Arminio, Dr. Francis, Mr. Galante, Mr. Layden, Mr. Nufrio, Mr. Salcedo, Mrs. Vitale and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Respectfully submitted

JAMES J. DAMATO  
BOARD SECRETARY