

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES
APRIL 14, 2015

Meeting held at James M. Caufield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on April 14, 2015

PRESENT AT ROLL CALL:

Mr. David Arminio, Mr. Richard Galante, Ms. Lois Jackson, Mr. Thomas Layden, Mr. Ronnie McDowell, Mr. Vito Nufrio, Mrs. Nancy Zuena

ABSENT AT ROLL CALL:

Dr. Guy Francis and Mr. Angel Salcedo

The Meeting was called to order by Mr. Arminio at 7:00 p.m.

Mrs. Zuena led the board and audience 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

APPROVAL OF MINUTES:

Mr. Arminio stated that the minutes listed on the agenda would be approved at next week's meeting.

COMMUNICATIONS:

Mr. Arminio said that we have some retirements and if anyone would like say anything about those people retiring next week plan your speech. Mr. Arminio asked if Mr. Damato had anything to add to the Communications. There are 18 of them and 3 new ones. Mr. Damato stated that they were late starters and there was nothing else to add.

Mr. Nufrio stated that he thought there was an Executive Session in February. Mr. Damato stated that was correct but it is not ready to be approved.

SUPERINTENDENT'S REPORT:

Mr. Arminio asked Mr. Tatum to give a quick view of the Superintendent's Report. Mr. Tatum stated that one thing that he is going to start to do every month is give the board an update on our Planning Committee and the work we are doing. We had a meeting right before spring break of the overview and purpose of the Planning Committee – we spoke about a number of issues, a brain storming session and about the future of the District. There is a nice parent component – we have a group of 5-6 parents that are working on some items. We also have a PTA liaison after our meeting with the PTA President and a number of them showed up and he stated that he thought it was very productive and we are up to a very good start and the first few topics that we will be covering will be our mission statement as well as communication and

parent interactions. Mr. Tatum stated that he will keep the board and the public updated on the progress. Our regular general highlights for next week about the different activities happening in the District. There are also something tomorrow that Mr. Arminio, myself and Mr. Benaquista were going to; however, I will not be able to attend because of other obligations around the District – but that is a Mayor’s summit. The Mayor’s summit is about after school programs which is something else that we are going to be talking about. This summit is in Newark. We have been invited to attend and I think that is something that we will be discussing at the planning level as well – how we incorporate and get more after school activities for our students and also another idea came up about the possibility of developing some after school programs that I haven’t discussed with the full board yet – it’s just a thought and we will discuss more as we move forward; but I checked today on some of the particulars and I feel it could be some real benefit for our students, teachers and as well as our parents. Mr. Tatum stated that Mr. Arminio will have the sports reports next week.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

Mr. Arminio asked Mr. McDowell to give a statement on the items in the education/student resolutions. Mr. McDowell stated that the items are E-1 through E-9 and that we had a committee this afternoon that I could not attend. He stated that he looked at the items at home and nothing stood out that needed to be discussed. Mr. Arminio asked if the calendar was on the website – he said E-6 shows that we will be approving the calendar and that you can point out that the calendar is on the website for next year. But it will be official when we vote on it next week. Mr. Tatum stated that we made corrections to that – changes to the PD and the beginning of the school was moved. Mr. McDowell asked if the change was made from Easter break. Mr. Tatum stated that we also changed the name to Spring break and the actual date that school was going to start. Mr. Dowell stated it would be official once we go into next week. Mr. Arminio stated that the changes were made and one of the changes came from the public.

DISCUSSION ITEMS:

Mr. Arminio stated that we discussed this two months ago – in February - Honors and AP Criteria. We discussed the different criteria because taking the PARCC test is not going to be part of the criteria for honors or AP so they changed all the criteria and it went through the proper committees, the teachers, the administrators. Dr. Lishak stated that they had committee meetings where we had administrators, teachers, UTA representatives – we spoke about all the different ins and outs and came up with a criteria that we thought would be fair and when we eliminate the use of the Standardized Test, this would be another way we could have an entrance criteria for Honors and AP. So everybody is in agreement. Mr. Arminio stated that this will be a resolution next week; so look it over and we will vote on it next week. Mr. Nufrio asked if it would then be posted on the website. Mr. Arminio stated absolutely. Our policy manual is posted also and congratulations to Ms. Zuena and Mr. McDowell because their pictures are now on the website. Ms. Zuena asked if they changed all the email addresses to the Township email addresses. Mr. Arminio stated that everyone has a twpunionschools.org email but that doesn’t mean you have to use it. Ms. Zuena stated that she thought we spoke about that we were going to switch over and use them. Mr. Arminio stated that the NJSBA said you can’t force people to use the Township email. Mr. McDowell stated he thought it was better off that we use it. Mr. Arminio stated that we would be better off – but you can’t say that you must use this for all board business. Ms. Jackson stated can we all agree. Mr. Arminio stated we can all agree but

that doesn't mean we can all do it. Mr. Arminio stated that he gets all his email on his twp and his personal. Ms. Zuena stated then on the website it still has our personal email addresses. Mr. Arminio stated he did not know. Mr. Damato said it just says "email" – you have to click on it to see what it is. Mr. Nufrio stated in the past when you clicked on "email" – the personal email came up.

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Arminio asked Ms. Jackson to speak on the Fiscal and Planning resolutions that she wants to point out or if you want to summarize each of these if you like or I think all the board members have gone through each of these items and read through the different resolutions that are going to presented next week. Ms. Jackson stated that she didn't see anything that stands out – we have 11 items. Mr. Vieira stated that he just wanted to mention the field trip resolutions which is F-8 – there is a request for a field trip July 2016 (next summer) to take a group of students to France. Mr. Arminio asked if it was the same group that went last year and they did their own fundraising and they raised the money. Mr. Arminio stated that they go every other year. Mr. Tatum stated that Ms. _____ is trying to get everything approved so they can start doing whatever activities they need to do to fundraise. Mr. Nufrio stated that this will be contingent upon the Superintendent calling it off depending upon what world circumstances. Mr. Tatum stated that was discussed the last time they went because we have had a couple of situations going on in the world – we had times we would not allow students to go to New York City. Mr. Tatum said it all depends on what is going on in the world. Mr. Layden stated that it is a great experience for the kids that they go to Paris. It is a great city and they will bring back a lot. Ms. Arminio stated to Ms. Jackson that if you are willing to move these next week.

OPERATIONS COMMITTEE:

Mr. Arminio asked Mr. Layden to speak on operations. Mr. Layden stated that there isn't a whole lot in the operations area. The first one is harassment, intimidation and bullying – pretty standard – we do this every month, the second one is approval of security drill – evacuation reports for the 2014-2015 school year and the third one is a the approval of the Union High School Title I Summer School Program moving it to Burnet Middle School for the summer of 2015. Mr. Arminio stated that Mr. Damato can tell us why it's being moved. Mr. Wiggins stated that the electricity will be turned on and off so that they will have to vacate the high school - it is in everybody's best interest. We will have contractors running around at the end of June and beginning of July and after the contractors are done we have to clean the building and the work will coincide with the summer program so the workmen will be in the way and there will be random electrical shutoffs and it would not be safe for the students. Mr. Nufrio stated that he had a question – won't that be a problem if we initiate any changes at Burnet of the space occupied currently by Supervisors? Mr. Wiggins stated that right now we really don't have a game plan down for that – that will be a lot more centralized for that area. Mr. Damato stated that this year we will not be able to do any of the renovations for those five (5) classrooms because we don't have the money – it is not in the budget. We can move Special Services out but to do the renovations to make it into classrooms is not in the budget. Mr. Vieira stated that we budgeted this for the 2015-2016 school year. We could do it in the summer of 2016. Mr. Nufrio stated that it is the 2015-2016 school year. Mr. Vieira stated as long as we encumbered the funds in June of 2016 and do the work in the summer. Mr. Wiggins stated we don't have the time to bid. Mr. Vieira stated that is how we are doing the electrical upgrade in the high school

is part of the 2014-2015 budget – we started it now, but most of the work will be done over the summer. Mr. Nufrio stated that basically this should not be incumbered by anything at Burnet other than the usual summer. Mr. Wiggins stated that even if we have to move them out it is basically in and out. Mr. Nufrio stated it is basically only the usual summer work that the custodians do. Mr. Damato stated that we can block off that area if we needed to do it. Dr. Lishak stated that we can't do that this year because Burnet is still running their program so Burnet will be using their entire area over near Special Services and Union High School will be using everything on the 2nd and 3rd floor from the right hand side. Mr. Nufrio asked for clarification. Dr. Lishak stated that if you are looking at Burnet – there will be staggered hours. The high school will enter first through the main entrance and they will go up the side to the right. All of the classes will be 2nd and 3rd floors for the high school. A little later Burnet will come in the main door – go to the left and remain on the 1st floor and they will take up all the classrooms that surround Special Services. Mr. Nufrio asked if it was going to delay the relocation of the Supervisors to Hamilton. Dr. Lishak stated that we will be in and out of the building in all the Title I programs at the very last day of July (the entire month of August will be open). Mr. Tatum asked about the move of Battle Hill – wouldn't our guys have to move.

Mr. Nufrio stated that we had decided that this was going to happen this summer and he and Mr. Arminio visited the school to get an “eyeball” of the space and Mrs. Conti was there. Mrs. Conti stated that she was not sure but they could move her anytime. Mr. Tatum stated that we should be careful about what that does to getting the buildings ready because the whole month of July is tied up so unless simultaneously we do the moves during that time and having that place ready at the same time you are getting ready. Mr. Damato stated you have the internet, bathrooms upgraded. Mr. Tatum said he recalls we spoke about this one time before about using Hamilton for something and there was an elongated process to get the internet back up. Dr. Lishak stated that we would have to get cameras on the outside. Mr. Damato stated that he didn't know if we got to a decision and to tell you the truth, I don't think we came to a decision to doing it this summer either. Mr. Damato stated that it would be next summer like we are doing the electrical. Mr. Galante stated that is the way he remembers hearing it. Mr. Tatum stated that he isn't 100% but when we left it that it was a plan that we were looking at moving forward after discussing different scenarios with what we could do with that building that seemed to be the most feasible but that we were doing it this summer. Mr. Tatum stated he didn't know if we came to a firm decision and I don't know what Dave's recollection whether we were firm on it or whether we would. Mr. Arminio stated that he thought we were moving out not necessarily the classrooms being done, but we were moving out. Mr. Tatum stated Special Services over the summer. Mr. Arminio stated that if we need to postpone, we need to make a plan and so say 2016 we are doing it so that Ms. Conti knows how to plan. Mr. Arminio stated another year of nothing happening. Dr. Lishak asked how long would it take to build the classrooms? Assuming everything is out and Hamilton is done. Mr. Wiggins stated that it would take some time, it will not be done in a month. Mr. Damato stated it would be 3-5 months. Mr. Arminio asked what about getting Hamilton ready for Special Services. How long would that take? Mr. Wiggins thinks that we are a little closer to that – I will look and see how we are going to break-up the space. He stated that there will need to be bathroom renovations. Mr. Damato stated that internet will need to be put in – there is a fair amount of work that needs to be done. Dr. Lishak stated that we are being asked to stop putting drops – so do we want to start a new building and put drops in? Mr. Damato stated that the reason why we do things is because it

is the cheapest way to do it. If you want to do it the right way, wiring the walls or with wire mold – you are looking at a much more expensive job. Mr. Wiggins stated that we did have wireless in that building before. Mr. Tatum stated that it was a weak wireless cell. The signal was erratic at best. We are looking at office space right now but you would definitely not want to run the risk that wireless ran – it wasn't good. Mr. Arminio stated if we had an audit – it might be able to tell – to see if we had enough bandwidth at Hamilton or not. Mr. Galante stated why take the chance to rush everything just to say we have it done. Mr. Arminio asked "take the chance of what?" Mr. Galante stated the wi-fi not being sufficient – we're going to put people in the building with signals going in and out intermittently? Mr. Arminio stated I don't know how long it takes to check to see if it works or not. Mr. Layden asked are all the Supervisors suppose to go over there also? Various members of the board replied "yes". Mr. Arminio asked if they had been informed. Mr. Tatum stated that's the point he is making – all this stuff takes time – packed, moved and the use of the high school. Dr. Lishak stated that coming this school year then moving Special Services...Mr. Tatum stated would be a breeze. Dr. Lishak agreed. Mr. Arminio stated shouldn't this be an ongoing thing? Mr. Nufrio stated it should be. Mr. Arminio stated when the room is ready the Supervisor goes over and when another room is ready the Special Services goes over – it doesn't have to be something that has to be done during the summer – it can be something that is done a little at a time if we start we work our way and move them a little at a time. Mr. Nufrio stated he thought it was to maximize the use of the building other than simply paying \$85,000 a year. We keep putting this on the back burner – it is never going to get done. Dr. Lishak stated we just need to start the process. Mr. Tatum stated that this sounds good but I have to say I think there was some real uncertainty as to when we were starting this whole thing. I walked away with one impression and maybe other people other than the President – I don't think we came to or maybe that is telling me that is I'm wrong I don't think we came to a firm decision that when it was going to be done but that what was going to be done – that is what I walked out feeling. Mr. Arminio asked how do we determine that? We take your executive order and then we start to move in the direction and we develop a schedule. Dr. Lishak stated that we can't do anything until the budget is approved.

Mr. Damato stated that as far as researching the phone system, researching the internet – getting involved with Potter coming up with estimates – we have been doing the preliminaries – it's not that we have not addressed it – I wasn't and I don't know if Tom Wiggins was under the impression that all of this was going to happen this summer. I thought that we were going to transition this over the next year not so much have it all done this summer. Because to do all that work at Burnet this summer...Mr. Arminio stated if we can get them out and then they can work slowly in Burnet and start tearing it down but get them by January or February of next year (September, October, November, December, January) get them all out – get the Supervisors out by January. Mr. Damato stated that is what we were planning to do over the next school year. Mr. Arminio stated that is fine. Mr. Nufrio stated to Mr. Tatum this is a simple answer to your question – the worksession was already memorialized – all we have to do is look at the records. It was on record. I believe we said let's get it going as soon as we can and there is not time better than now and certainly we can start moving the Supervisors – clear that area there whatever Supervisors have to be moved as well, as Dave said, it can be done in incremental steps.

Mr. Tatum stated that it does make sense – but I think what we need to do is establish a firm timeline as to the specific things and what you just said Dave, by September 1 be at “x” and we have a plan to work from – if by January the goal is that we have heat, hot water, we have the intercoms working, wireless is working – if we have all this set on a timeline. Not to say that I’m not agreeing on what you are saying – I think we didn’t leave here with a plan of action. Mr. Nufrio stated that’s why I said let’s go to the video. Mr. Tatum stated that we can go to the video and walked out of here without a plan. Mr. Nufrio stated that we didn’t definitively arrive at a timeline then but that Dave’s recommendation is worthy of consideration. We can do it incrementally and certainly why not use the building while we are paying for it. Mr. Tatum stated I agree with you. Mr. Arminio asked if this needs to be made into a resolution that a timeline be developed and who develops the timeline. Mr. Damato stated that usually Potter develops a timeline or if we have a construction manager – the construction manager develops the timeline. Mr. Nufrio stated that we are not talking about construction – we are talking about moving the people over there. Mr. Damato stated that we need to put a phone system – all that was ripped out. Mr. Layden stated we need a timeline. Mr. Wiggins stated it was cannibalized – the items were used for other schools. Mr. Nufrio stated that’s why our internet is so bad. Mr. Nufrio stated why is it that we find out about things later and who authorized the cannibalization of all that equipment. Mr. Wiggins stated that he was surprised when he went in there and saw. Mr. Damato stated they just went in and took it out. Mr. Nufrio asked under whose direction? Ms. Zuena asked who took it out? Mr. Wiggins stated not mine. Mr. Nufrio stated you just said the IT department used parts for this and that – so who authorized that? Mr. Wiggins stated I don’t know. Mr. Arminio asked to move on.

DISCUSSION ITEMS:

Mr. Arminio stated we have a discussion item with respect to award of alternates for electrical upgrade. Does everyone have a copy of this architectural from Potter the upgrade design summary and award recommendations – it is real interesting reading. Mr. Galante stated that he saw it and read it – but doesn’t have it in front of him. Mr. Arminio stated that if you want to look at it and look at the specs – I know that Mr. Nufrio had asked for it last meeting and on the second page it gives the cost analysis of each section – the first one being the highest amount of \$237,000 (page 3). Mr. Nufrio stated this is all pertaining to Burnet...correct? Mr. Arminio stated this is the electrical upgrades to the high school. Any questions on the award for electrical upgrades? Ms. Jackson stated architects A-1 – is that the permanent fix and are the other two like band-aids? Mr. Wiggins stated that none are band-aids – they are more improvements – A-1 I should explain that we don’t have enough money for A-1 we are going to put that on the back burner. Mr. Damato stated that depends. We have taken up a cause with PSE&G. Originally PSE&G told us that to put in six new telephone poles and run the cable that we needed run – they were not going to charge us. Now this past week – Tom got a letter that said that they wanted to charge us \$150,000 – so that breaks the bank on the alternates because we have so much in our budget – so we have to stay in our budget. We have gone into meetings and discussions with PSE&G in the past and they have done wonderful things for us. When we built Hannah Caldwell – for example – they completely closed in that substation with a wall and they did a lot of things for us in other locations as well. I think that we just need to get to the governmental affairs people and I think we can make some headway. I’m optimistic that we can get that number lowered and maybe at some point do that alternate. We don’t need to award it right now – so whatever Tom recommends as far as the three go – whatever ones he wants to

recommend right now we could act on those and hold the other one in advance until we hear from PSE&G. Mr. Wiggins stated that my rationale between by holding off on A-1 is just wire – the other two items there are more lead time – there are more mechanical parts. The contractor has to know further in advance. A-1 is just wire and they can't start that phase of the project until July 1st anyway – and there is no long lead time on that wire and if we can put it off for a month or so maybe by then we will have the money. I really want to do all three of these – but the monkey wrench got thrown in and we don't have the money for it. But I would like to keep this in mind and if we can possibly spend the money before...even as late as the June meeting.

Mr. Arminio asked Mr. Damato – I know this is off the topic but it is related – if PSE&G comes in and does this work and might be able to talk them down from the price of \$150,000 – would they also be the ones in charge of the telephone pole and the wires that go along the rock outside of the school – would they be in charge of those wires – would that be another entity. Mr. Damato stated he believes that those are their poles. Mr. Wiggins stated he agreed. Mr. Arminio stated that if we are ever going to move forward with the re-evaluation and the re-alignment of the access that three years ago was brought to our attention by Lt. Christie about changing the traffic patterns along there – he suggested widening that and one of the suggestions was that we had to move two telephone poles along that – do you think that could be part of the whole project that PSE&G come in and do the wiring and also move those poles right to the fence and then we can at least be ahead of the game, then we can plan to widen the whole area to alleviate the traffic problems that have been a bane of the high school for the last how many years – with the traffic problems before and after school. Mr. Damato stated your raising an issue that we did discuss and there were a lot of considerations with regard to that – you also had a proposal by students in an engineering club at the high school that made another proposal. Mr. Arminio stated that it was very similar to that. Mr. Tatum stated it was a real good proposal. Mr. Damato stated that one involves two-way traffic. There are a lot of considerations there that if you really want to put the time into it – you can figure it out but I don't know if we will be able to figure it out between now and the time we need to get these poles moved and get the electrical upgrade going. Mr. Arminio stated if we could just get them to move the poles – then we are ahead of the game. Mr. Damato stated that those poles along the fence are not the ones that are involved. Mr. Wiggins stated that they are not the ones in question but I can pose the question to the engineer of record at PSE&G. I have a relationship with him – I can ask him if the board wants. Right now we are not going that far – we are nowhere near that area – we are actually coming from the snack stand all the way down. Mr. Damato stated that it won't be affected. Mr. Arminio stated that is something since they are already there working, they can move those two poles. Mr. Nufrio asked when and if these things get off the ground, how much of this will PSE&G be actually executing – or will these be private contractors. Mr. Damato stated that he doesn't know if PSE&G hires a private contractor but their responsibility is the pole and the wire on the pole. Mr. Nufrio asked if anyone has asked PSE&G whether they could recommend it. Mr. Damato asked recommend what? Mr. Nufrio stated how much of the work that they can actually do and what contractors they might recommend and we can seek bids from those people. Mr. Wiggins stated they do it or we don't do it. Mr. Damato stated that they do it or their contractors do it. Mr. Nufrio stated PSE&G and this is my point for asking? Has anyone ever asked them whether these are costs that can be paid out over a course of maybe 3, 4 or 5 years? Mr. Damato stated that we haven't had a discussion with them. Mr. Nufrio asked if this could be found out. Mr. Damato stated that we can explore that as well. In the past we have been able to

avoid costs. Mr. Nufrio stated that which would have to be paid, I don't think PSE&G would be rejecting any possibilities. Mr. Damato agreed with Mr. Nufrio. Mr. Wiggins stated that he had a discussion with the engineer – will need to go above the engineer because they don't do anything without the check. Mr. Nufrio stated I understand that – but like what they do for residences, they put you on an installment plan – we are talking about a pretty huge project and I don't think they will pass up the opportunity – we are not going to go bankrupt – but wouldn't that be accomplished in a much easier fashion if we could go on an installment plan. Mr. Damato stated that this is a possibility. Mr. Nufrio stated maybe we can explore that. Mr. Damato stated that this is a good suggestion I will bring it up to the government affairs person – but my first suggestion to them is for them to do it for free because they have done it in the past.

Mr. Nufrio stated the equipment is probably outdated – in which case what responsibility do they hold. Mr. Damato stated exactly and when they upgrade a pole on the streets somewhere, they are not charging the homeowner or the people on the street or the businesses. Mr. Arminio stated or the town. Mr. Damato stated it all gets factored into the rates at some point. Mr. Arminio asked if there were any more questions and/or comments concerning the discussion item. None.

PERSONNEL COMMITTEE:

Mr. Arminio asked if there is anything you would like to read or point out. Mr. Nufrio stated no but probably at next week's meeting those individuals possibly that have put in for retirement might be worthy or perhaps you may want to do it – is to just single out the individuals or at least identify them. Mr. Nufrio continued by stating that there may be a change coming forth between now and next week in P-1 so I would suggest that the board members look for the change and that will probably be indicated in some fashion. Other than that, next week we will be proposing a total of 12 resolutions and other than what I just stated, I don't think we have – at least I have not – unless any other board member may have seen something on the agenda and the back-up – has anyone seen anything that perhaps should be noted tonight? If not, we can do it next week.

Dr. Lishak stated that in next month's worksession but prior to the meeting – any teacher that is now reaching the cap in the NJ Achieve for non-renew – they will have received their letter prior to the next board meeting. Mr. Nufrio stated April 30th. Dr. Lishak stated that they have to be in hand prior to May 15th so prior to May 15th everyone will be hand delivered before your next official board meeting – you will have a worksession but there is a possibility of those that will be non-renewed for cause but then anything that anyone falls under the NJ Achieve, the now changed regulations. Mr. Nufrio stated that this will be brought to the worksession obviously. Dr. Lishak stated we will know who they are. So we are waiting on the numbers for the SGO's (?) – just so that you are aware – even if this is going to happen now – it actually won't matter because the State is suppose to change – they are suppose to officially make the PARCC test not count for next year – so if they make it not count – it won't matter – if things had stayed the way they were – we could actually have some non-renews when those numbers come in January – that won't happen now because the State's not going to count them but for anybody who had poor evaluations, their SGO's did not meet the number and they are in their second year of not meeting the minimum – that is where we are. Mr. Nufrio stated based upon the current criteria. Dr. Lishak stated yes. Mr. McDowell stated that those three conditions have

to apply. Dr. Lishak stated yes and asked if Gerry Benaquista wanted to add anything. Dr. Lishak stated that if you were last year on a cap plan – you were deemed ineffective or partially effective – you were put on a cap plan – so this year, if you are ineffective or two partially – Mr. Tatum could have the option if you had not shown any growth at all – of not putting you up for tenure charges – if you are however, ineffective/ineffective two years in a row, or partly effective and ineffective, there is no choice but we had discussed earlier because it is a tenure charge – that we would allow any teacher who at that point they could resign – give them the option – because when you apply for another position. Ms. Jackson stated because you don't want that on your record. Dr. Lishak stated right and that is different even though people they won't understand when someone sees a tenure charge they think it will be more of a disciplinary or something from a misconduct as opposed to something like that so if they wanted to, they could resign; however, if they wanted to appeal – they can do the appeals process but the State has told us assume that if all your paperwork is in place that person will not be back – so we will go forward as though we are hiring someone new. Mr. Benaquista stated that we did do an extra observation – I also went in and observed. Anyone on the cap plan – I am observing. Dr. Lishak stated that is corrective action plan.

APPROVAL OF BILLS:

Mr. Arminio asked Ms. Jackson approval of bills. Ms. Jackson said approval of bills.

UNFINISHED BUSINESS:

Mr. Arminio stated that just like Mr. Tatum said, tomorrow morning, Mr. Benaquista and I with Mayor Figueiredo are going to Newark for a summit – it is going to talk about after school and before school programs for kids. I think it is mostly going to focus on the inner cities and urban areas but certainly if there is money out there that we can get Federal money – hopefully we can at least tap into places where we can apply for Federal money for the after school programs. It is being run by and started off by the Mayor of Newark. He is big into education and improving the education in Newark – so hopefully it will be worthwhile and the Mayor went out of his way and it's for Mayors of towns, but he went out of his way to invite the school. We are stakeholders that are going to be running the educational programs so I think we should at least have someone there – and Gerry being the expert – will be there and I will be going just as a decoration.

Mr. Tatum stated “rim” districts many years ago which meant that you had a status or some attributes that were similar to the inner cities – not necessarily – the same, but the potential of going into that direction – those kinds of programs would be pertinent because I can tell you this much – today, I was informed that our homeless population has once again increased and I was just saying to someone earlier this evening, I remember when we had one case and now we are up to probably about 30-50 in the District and it continues to climb. Ms. Zuena asked how long does it last as homeless? Mr. Tatum stated that there was a time under Federal law there is no limit to how long you are homeless – it is when you have determined that you had a fixed permanent address – but under state law it is now about – who funds the actual. Ms. Zuena stated the ones that live in Newark but they are still going to our schools and all their bills are going to Newark – why do we have to keep them and why can't they go... Mr. Tatum stated that under Federal regulations under the McKinley Vento Act – they have the right to choose what school they want to go to if they became homeless in Union. If they became homeless in Union

they have the right to choose under Federal law – the child and the parent have the right to make a decision on where to go to school. The issue in the state law is who pays for it. We are obligated to one year – after that year – we are to be paid by the actual district that the person is domiciled in it. Ms. Zuena asked if we get paid for them. Mr. Tatum stated we should be getting paid for it. Ms. Zuena stated if we have 30-40 students – how many are we getting paid for. Mr. Vieira stated that our collection rate is bad. Ms. Zuena stated why isn't it necessary that they have to pay. Mr. Tatum stated that we pay other people. Ms. Zuena stated why don't we stop paying other people – if the other towns don't pay us – how do we become more effective to collect the money. Mr. Tatum stated we have at least 40 students. Mr. Vieira asked 40 that don't live in Union? Mr. Tatum stated we were \$300,000-\$400,000 last year. Ms. Zuena asked who collects this money? Mr. Tatum stated Mr. Vieira. Mr. Vieira stated that we reach out to the Business Administrators, we send notices. Ms. Zuena stated I don't understand how they don't have to pay. Mr. Tatum stated that under state law they do have to pay. Ms. Zuena asked why aren't we making sure that they do pay? Mr. Nufrio stated that it would require some legal procedure and if that is necessary we need to do that and to interject, so we have kids that are domiciled in Newark – but they were made homeless – originated here – I had situations when I was an administrator that there was a family where the children were moved from an actual residence in Elizabeth because they found a cheaper accommodation for them in Newark – I learned that the kids were simply taking a bus at whatever time they could get on a bus and I managed to fight the office that handled it by saying it was unsafe for them – they were not escorted, there were no adults with them and they were asked to cross city lines on this bus which many times they didn't make it. I did make a case for it – maybe we could start with that to see what the attendance is of these children. Mr. Tatum stated that we are also responsible for the transportation of these children. Mr. Nufrio stated he knows that. Mr. Tatum stated that we are sending buses right now to Newark, Irvington, Hillside...Ms. Zuena stated that if they don't pay, why don't we...we still have to keep them here even if they don't pay? Dr. Lishak said yes because it is not them – it is their district. Ms. Zuena asked what is the protocol to take to try to collect the funds? Mr. Tatum said he didn't know because they keep changing the regulations. Now they have something called the "Family Situation" which mirrors homelessness but is not. This is something brand new from the state. Nancy, you are correct about that – theoretically we should be collecting the money on all of these children – that have not been identified as...Ms. Zuena asked do we know exactly how many we collect from. Mr. Tatum stated we know who they are – we know who has been billed and who has been paying – that record will come from Manny. Mr. Vieira stated most do not pay. Mr. Damato stated that you should give me a list of every kid and send me a copy of every bill that has been sent and we can go from there. Mr. Tatum stated that we have a couple of students we might be entering 4-5 years now. One of the mothers was riding the bus...Ms. Zuena stated a mother was riding the bus with the kid? Mr. Tatum stated from Newark to here for shopping in Union. Mr. Tatum stated that she wasn't suppose to be on the bus – until we caught her. Mr. Nufrio stated that I don't believe that is too unusual – Mr. Le sitting here can attest to this – that at Rutgers which is a sprawling campus all over New Brunswick and Piscataway – they have a bus – a bus system which is only second only to NJ public service – anyone can ride those buses – they don't check ID's – you can go to the other side of town – you just jump on #50 – it's like public transportation. Ms. Zuena stated that Gio went to C-5 I couldn't get on the bus. Mr. Tatum stated that you don't have a bus coming right to your front door when you walk out the door and get right on the bus – and if we have only one child we have to send a bus for that one child door-to-door. Mr. McDowell stated they

are homeless in Newark? Mr. Tatum stated homeless here in Union. Mr. McDowell stated that they lived in Union and now they moved to Irvington. Mr. Tatum stated that they are displaced. Mr. Nufrio stated they get relocated there. Mr. Layden stated from social services. Mr. Nufrio stated that it usually is because it is cheaper to find some kind of accommodations for them in a town like Newark, perhaps, where accommodations can be found at a cheaper rate. Mr. McDowell stated that is only the accommodations not the transportation. Mr. Tatum stated we are mostly talking tuition here we are not talking about transportation and the other pieces that go along with it. The thing I was trying to get out before we diverged into a discussion of homelessness is the fact that we are a District that is getting like some city like issues and homelessness is one of the them that is starting to come our way now – it is a wave we have not experienced before – but we see an increase in that over the last three years – almost explosive. I remember we had one situation where a child (which was through a fire) and we use to do a homeless report – with only one child and now it's got to be 30-40 something in that neighborhood. We will check the numbers...I was told this morning that have gone up some more. Mr. Arminio stated that you will give Mr. Damato a list. Mr. Vieira stated yes. Mr. Tatum stated that one family has three kids. Mr. Nufrio suggested hiring a collection agency.

Mr. Arminio stated that Mr. Layden saw this – I don't know who else went – Ms. Zuena went to see Sophisticated Ladies. I thoroughly enjoyed it. I know I will say something next week and I am going to say it publicly that I was extremely disappointed with the attendance of the people from Union – either high school parents or the citizens of Union who didn't go see this absolutely fantastic show. It wasn't a story and I don't think there were 200 people in the high school auditorium. Mr. Zuena stated that she went to the closing and it was just the front. It usually sells out of the tickets...but I don't know if it was a bad weekend. Mr. Arminio stated I think it is because it is not a story...more about a review. Ms. Zuena stated maybe they didn't know the name.

Mr. Arminio stated that there are two things on April 18th – one I know that some of you will want to not necessarily walk but it's called Autism Awareness Walk – I have been emailing the president of the group – it's a local group from the high school – they formed this group – they work with autism, they collect money and they support different autistic groups around the area. Come you can walk and they ask for money. Mr. Zuena stated that Mr. Arminio emailed the board. Mr. Arminio stated he doesn't know if everyone got it or didn't get it – I will make some copies. Even if you just show up to say “hi” – I'll walk for a half hour on the track. On the same day, I'm sure everyone got the email for the screening of “Standardized”. I have no idea what it is – the UTEA is sponsoring this – this is at 12:00 noon at the high school auditorium – it's a movie. It's non-fiction I assume. Dr. Lishak said it is a documentary on the effects of standardized testing. Mr. Arminio stated that you can stop in at Autism Awareness and then go see the movie – he wasn't sure if he was going to do both. Mr. Arminio stated that you may not be aware of this called Unsung Heroes – I am going to really recommend that next year that we do something with this. The Unsung Heroes is from the NJSBA, the school board association, and it's a program that recognizes high school seniors who have overcome difficult academic or personal challenges who model good citizenship and who exhibit a quiet spirit and strength and inspires others and these are the kids that are usually overlooked during the course of the school year or during their high school four years because they are not in the traditional guidelines of the best athletes or the highest grades and the AP honors and all of that. These are the kids who

overcome a physical handicap, emotional handicap but it is great. I attended one a few years ago at Hillside High School – this one was April 13th at Governor Livingston High School – I know that Dr. Lishak will share this with you and whoever else needs to have this. This is a great program and it's our school board association who runs it. I think it is a great thing.

Mr. Arminio stated there is just one other item. Don't forget next week and April 29th – our meetings are in the Auditorium not in the Library. Next week you go to the Auditorium for the Board meeting and on April 29th is the budget hearing – I hope that everyone will be there. I don't know how long it will last – 15 minutes – its short. Mr. Vieira stated 30 minutes. Mr. Arminio stated that after it's over, Mr. Tatum went to the PTA President's meeting a couple of weeks ago we sat with all the PTA Presidents – had a nice talk with them and invited them to this April 29th meeting and after the budget hearing – if you would, stay for a couple of minutes – we will have cookies and milk after and talk with the PTA Presidents. I told them and I think they are all going to be there and just sit and talk and get to know one another. Ms. Jackson stated that her birthday is April 29th and there is always a meeting on my birthday. Mr. Arminio stated that she is excused on your birthday. Mr. Damato said that is how we celebrate. Mr. Arminio stated that if you come – we will sing happy birthday. Mr. Tatum asked what kind of cookies she likes. Ms. Jackson said that she will be at her parents – and her parents' dog sings happy birthday to her.

Mr. Arminio asked if there was anything else in unfinished business? Mr. Nufrio stated that he is sure other board members, except for the exception of Nancy and Ron, since they only came on this year – last year we had a situation where the aftercare program was very heavily scrutinized and specifically at one building which was at Washington. There were reports that it was a circus – there was no control, no discipline and you can just imagine the chaotic mess that took place when that happens when you have little kids which are found on the second floor and other end of the hallway and who knows they could have even left the building. Mr. Damato had sent to all the board members a memo to the effect that the organization that is currently contracted to supervise this (and actually conduct the aftercare) is the YMCA. Mr. Nufrio suggested that because we are having so much difficulty with these individuals who run the program, are really uncertified novices who really don't probably have any experience or any kind of expertise at all in dealing with decorum, children etc. – most he believes are teenagers. Mr. Nufrio thought this was crazy – his children did not attend aftercare because his wife was able to take care of them; but as a parent this is a nightmare in the making and this is something that we should look at. Dr. Martin was the Superintendent at that time and he stated that he told him that we should look into possibly considering having this program run by our own teachers who are on staff – they could submit their request to the principle basically and then of course it would come through central – they would be paid on an hourly basis and he, Mr. Tatum and Mr. Arminio spoke about that possibility again – so he stated that he would like to revive it – Mr. Tatum is being very amiable about it because it is something we can do – perhaps this government sponsored program for after school activities – we might be able to get something from them – in any event, three things will occur which will be positive... (1) the parents would have certified teachers for their kids, (2) we will be in charge of cost because the parents pay for this – so surely we are not offering a free program because we are not mandated to do that – it's an aftercare program and certainly we are guaranteed at least via the contractual obligation of our staff these kids are going to be safeguarded as well as maybe do something fun and learning at

the same time. He stated he is again bringing it back to the table and hoping that Mr. Tatum perhaps take some steps and some measures to look into it before we wind up on another renewal date with that organization. Mr. Damato stated that it renews over the summer. Mr. Nufrio stated that we have some time but hope that this does not go onto the back burner because usually other things occur that take the focus off of other things. Ms. Zuena asked if the other afterschool program is all curriculum? Mr. Nufrio stated no – it's a combination or should be a combination because these kids have been in school all day. So it should be fun activities which who better than our elementary teachers to be able to conduct that and certainly, and I don't think it will cost us a dime. In fact, we may make a few bucks out of it or the very least we reduce it down to zero profit and the parents will definitely see because they pay a pretty hefty amounts to have these kids stay til 6-6:30 p.m. Mr. Tatum stated that he thought they paid a fee of about \$500 per month. Mr. Nufrio stated they pay quite a bit. Ms. Zuena asked if they stayed til 5 or 6 p.m.? Mr. Arminio stated 6 p.m. Ms. Zuena asked if there was before and after care? Mr. Nufrio thought they did not have before care. Dr. Lishak stated that if you do two hours before and three hours after and you had three teachers in the morning and three teachers in the afternoon times your six buildings it would be \$1.296 million. Mr. Nufrio asked for each building? Dr. Lishak said for all six buildings. Mr. Nufrio asked what numbers are using to base this number? Dr. Lishak stated it is \$40 per hour and she stated that she doesn't know how many students there are.

Mr. Nufrio stated that he doesn't believe the Y is doing it at a cost – he believes they are getting that money and some. Mr. Nufrio stated any parent that needs the before or aftercare who pay the YMCA currently. Mr. McDowell asked how many students are attending? Mr. Nufrio said he did not know. Mr. Tatum stated we will have to do the research to see how many students...we can get a survey of that at our various buildings they should have an idea. Ms. Zuena asked if we knew of teachers that are willing to do this? Mr. Nufrio stated we can send out a survey. Mr. Tatum stated that we should look at it from this standpoint of view...we have teachers who work second jobs sometimes – issues where they can use extra money – and to be able to do it right there in the building where they work. Mr. Tatum stated that he thinks maybe we should give the parents a little additional time (i.e. 6:30 p.m.) and maybe do two shifts – where one person works two hours and the other person works two hours. Dr. Lishak stated if you just assume - it really doesn't matter if it's one teacher or three teacher because if you break it down to the numbers – if you did \$1.26 million and assume one teacher had 20 kids it actually comes to \$360 per month. Mr. Nufrio stated that they are paying \$500 per month. Mr. Arminio stated what about a substitute teacher who is a certified teacher but can't get a job – they could come in and do it also. Mr. Nufrio stated that since it is aftercare, it opens up the doors to even classroom assistants who may need that extra income. So overall there is quite a few benefits that could derive from this. Mr. Damato stated you don't have to pay subs \$40 per hour. Mr. Tatum stated that is true and if you look at it from a standpoint that we use certified teachers from anything you do academically for the first hour or two – then there is an academic component then if you want to have a classroom assistant come in, do whatever the case may be, that might be another way and a different rate. Mr. Nufrio stated once it's structured – it should run on its own and we at least know that we are not going to have possibly some parent to become irate over the fact that her kids wound up on the third floor and they couldn't find him. Mr. Nufrio continued that if you recall, Mr. Wiggins – he brought it to his attention because it was reported to him that the place was crazy and the kids were all over the place. This is

something you guys needed to know and it needs to be revisited and at the time I think, Tom, it had already renewed the contract or it was about to be reviewed and we didn't have enough time to set it up...but now we do and we should think about it.

The other item was last month, we were graced with the attorney who was handling the V.K. case and was very disturbed as was the judge that the District was not safeguarded or protected. Mr. Nufrio stated he had said that but did not get an answer other than we should have been and that's a fact because even the judge said that. My question to Mr. Tatum – what are we going to do about it and certainly there may be a timeline involved as to what we can or can't do and perhaps we need to look into that because we are looking at possible litigation that may result in punitive damages which this District can't afford and if we need to look at what exactly happened then I think Mr. Arminio at this point had suggested as to how the rest of the board would be apprised of the whole situation. Mr. Arminio stated that he said this to Mr. Damato – by next week – you have no problem, Tom has no problem, I have no problem but I think Lois, Nancy and Ron have not ever seen any information about the V.K. case and I think I mentioned to you that all of the Executive Session minutes you gave me – I have it – that every board member should have a packet for all those Executive Minutes so that they have time to digest it and read it so that when these things come up – when that lawyer came and spoke to us – they were in a vacuum. Mr. McDowell stated that it was in the news. Ms. Zuena stated but you never saw the inside of it – we read the newspaper. Mr. Arminio asked that we give them a copy of the Executive Sessions so that they can become familiar with what was said and we arrived at decisions so that going forward they can make better decisions as board members. Mr. Nufrio stated that it will also give us a better understanding as to whether or not we have footing to build something from. Whatever the attorney apprised the board of as to what the attorney was going to do in executing the entire case – we should be looking at that again to see if in fact - there may have been some omission or some error – we can then pursue. Mr. Nufrio continued by saying he doesn't like money going out the window – this could result in big money plus action.

Mr. Arminio asked if there was any other unfinished business? Mr. Damato stated that the May 19th meeting is at Burnet Middle School Auditorium. April 21st and April 29th are at Union High School Auditorium because PARCC is still set up in the Union High School Library – we don't want to dismantle. The Notices were set out – this is just to remind everyone.

NEW BUSINESS:

Mr. Arminio asked if there was any new business. Ms. Zuena stated that she was at the planning committee that Mr. Tatum put together and a concern came up – which was brought up by me – we have two different homework systems in this town. We have Catapult for homework and we have Genesis for our data basis. As a parent, it is really confusing because to go on Catapult and get your kids homework you have to go the board website, pick your child's school, find your child's teacher and then get the homework; however, when you go to Genesis and you pull up your kids account – you get both your kids and all of their information is there and that is where they use to post homework – so their grades are there, their homework is there but it is not the official – it does not get posted there until it is graded I believe. So isn't there a way that Genesis can do everything at once so this way we can pull up their accounts and the homework is there – like it use to be last year – the homework use to all get posted there. Why do we have to

have two totally different websites to go to homework, grades – it is very confusing. Dr. Lishak stated that Genesis is not a homework site it is a grade of certain information. It gets posted after so it gives you the information of what that grade is and what it is after. Ms. Zuena asked if they could just post all the homework up there beforehand and add their grades after. Dr. Lishak stated that her understanding is no – they add that in after the grade is entered. Ms. Zuena stated Nick's teachers - they post all their homework up there at the beginning of the month and then they just go in and put in their grades. They are usually up there already. It was stated that not everyone does homework that way. Ms. Zuena says it takes a long time to try to get to the page to try to find – and then you have to find every single teacher – it's not like Burnet – in the grammar school it won't work but maybe in Burnet and the high school if they all could be combined into one system – it would be so much easier. Mr. Tatum stated that Genesis can do a lot of things – we are maybe not aware of – when we bought Genesis, we had an overview – Jim you might have been in the meeting – the overview they gave us was overwhelming and they gave us so much information when we bought the system that we are still finding out things that it can and cannot do. I think we have one data base that we had a question – one of the old systems couldn't marry and talk to – but everything else we had it did. So there was only one component that just wasn't compatible. So again it might be something that through examination and Ann Hart we might be able to find the answer to. Ms. Zuena stated that maybe if it doesn't work for grammar school because as you said they don't grade all homeworks. But once they go to middle school and high school and they have 8 or 9 teachers – it is really a pain in the neck to go to 8 different pages if they want to check their homework – where if it all on one page – it would be easier. Mr. Tatum stated I understand what you mean. Ms. Zuena stated if it would be something they could do it would be a plus. Mr. Nufrio stated that would require someone in IT to ask that question of Genesis people. Dr. Lishak stated that Genesis is actually coming next Thursday. Mr. Tatum stated perfect timing.

Mr. Arminio asked if there was any more new business. Mr. Layden stated that he wanted to bring up a couple of things. Some things we use to do in the past which was a good thing is where we featured each board meeting a different school where they did a short presentation – maybe we can start that in September? Mr. Layden stated that he thought he enlightened the community in all of us to see all the great things that have taken place in our different schools. Mr. Tatum stated that is something that we certainly can revisit; but as I mentioned in personnel in our prior meeting – we will probably have some reorganization next year and it might be better if we do have some movement to give that person an opportunity to get accustomed to that particular location and then maybe around mid-year we could start looking at those presentations again to kind of give an overview of what that person sees. Mr. Layden stated it was nice to see all the nice things they are doing in the different schools – we really don't know what is taking place unless they are reported. Mr. Tatum stated that with his discussions with the Mayor – he too is trying to promote good things that are happening in the schools. Things happen and get past us – right in this office. We spoke a lot last week about communication and I know that is a big thing we need to do in the District. The thing about it – it is nice to have an overview and presentation but we need a system that is ongoing as those good things come that we are actually promoting them – that is something we are lacking right now. Mr. Layden stated that just recognizing the particular school or some project that they have done - do a presentation. We don't have to go to each and every school – we can just highlight. Mr. Tatum stated that it would be a good idea to go through every one of the schools – all of the

principals need to go in front of the board. We were doing two at a time – it was limited to 10-15 minutes if I'm not mistaken. Maybe 15-20 minutes does it justice. If we give them 10 minutes they stay up for 20 minutes anyway; especially when they bring people from the building.

Mr. Arminio stated that if our agenda where we just have a general – where the resolutions are – the meetings will go faster and we have more time for things like that. Mr. Layden stated that the second thing we use to have to identify our three goals that we wanted to do – like our short term goals – and we use to put them on a meeting agenda or maybe even a worksession agenda – just to see how our District is progressing towards achieving those goals – we usually pick our top three short-term goals – I think that is important thing to do so that we see if we are moving in the right direction. Mr. Tatum stated that part of what we did at the February planning session was to do just that – I think we tried to visit the action plan and talked about that and certainly there is no problem with benchmarking some of the things and list those things we have accomplished. Mr. Tatum stated that getting a plan off the ground is an accomplishment and the reason why he stated this is because many of the items that we are trying to attack really comes from our plan and I think we will eventually see the fruits of our labor there and I think it is going to be some things that are going to come out that are really good for the District because it is the best thinking of a cross section of people, cross section of experience and stuff like that. But by the same token, the academic goals is another service – increasing writing this year and I know we spoke about benchmarks on those kinds of things and the new system of testing – the goals have become a little different because the feedback that we are getting now is different than the restoration, the criteria has now changed so I think those are some of the obstacles that we faced in terms of being able to set clear goals from an academic standpoint of view because we are dealing with ambiguity which is unfortunate on our part but I hear what you are saying loud and clear and I think that we do have to promote our successes. Mr. Arminio thanked Mr. Layden.

Mr. Nufrio had one suggestion – we heard this many of times – how many programs or ideas we have tossed around – it is great – everyone is affirmative about it – perhaps what we can do at the worksession meeting we can just review – did we accomplish a, b, c – what still needs to be accomplished – because the tendency is that other things occur and more get put on the plate, the pile gets higher and I can quote a lot of lines from “My Cousin Vinnie” that “pile gets pretty big” so maybe each worksession we can kind of review it and look to you for that guidance or include that in your report – that could be a good way to do it.

Mr. Arminio asked if there was any more new business. None.

COMMENTS FROM THE PUBLIC:

None.

Mr. Arminio thanked everyone for coming. Mr. Nufrio stated that he had been handed a motion by the Board Secretary.

MOTION FOR EXECUTIVE SESSION:

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

AYES: Mr. Arminio, Mr. Galante, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Nufrio, Mrs. Zuena
NAYES: None.
ABSTAIN: None MOTION WAS CARRIED

MOTION TO RETURN TO PUBLIC SESSION:

Mr. Arminio asked Mr. Layden to make a motion to return to public session.

There being no further business before the board it was moved by Mr. Layden, seconded by Mr. Nufrio that the board return to public session. All present voting yes. MOTION WAS CARRIED

MOTION TO ADJOURN:

There being no further business before the board in public session it was moved by Ms. Jackson, seconded by Mr. Galante that the meeting be adjourned at 9:08 p.m.

AYES: Mr. Arminio, Mr. Galante, Ms. Jackson, Mr. Layden, Mr. McDowell, Mr. Nufrio, Mrs. Zuena
NAYES: None.
ABSTAIN: None MOTION WAS CARRIED

Respectfully submitted,

JAMES J. DAMATO
BOARD SECRETARY