

UNION TOWNSHIP BOARD OF EDUCATION
WORKSESSION MINUTES – March 16, 2017

The worksession meeting of the Board of Education of the Township of Union was held at the James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey at 7:00 p.m. on March 16, 2017 (originally scheduled for March 14, 2017; however, due to weather meeting was rescheduled). Action was taken.

The meeting was called to order by Mr. McDowell at 7:00 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mr. Ron McDowell, Mrs. Nancy Minneci, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mr. David Arminio, Mr. Jeffrey Monge, Mrs. Nancy Zuena

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Paul Griggs, Esq.

Mr. McDowell led the Board and audience in the Pledge of Allegiance.

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

Mr. McDowell stated I asked Mr. Griggs about a month or so ago if there was another form of Open Public Meetings Statement that we could use just to clarify the comments from the public. I sent it to the Board members but I would like to read what we are going to do from now. The first paragraph is basically what Mr. Brennan has read but the second paragraph reads:

"During the course of the board meeting, the Union Township Board of Education offers members of the public an opportunity to address issues regarding the Union Township Public Schools. The Board reminds those individuals who take this opportunity to identify themselves by name and address and to limit their comments to items listed on the agenda during the first public comment opportunity with no limit on their comments during the second public comment opportunity. Public comments are limited to 5 minutes. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate. The Board asks all members of the public to be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding students and

employees of the Board are discouraged and will not be responded to by the Board.”

I thought that might be something that will help us somewhere down the line if we are getting comments from the public that are personnel related and there have been a couple of occasions where we had to stop people from speaking but I think that if we go by this in the future, it might be more helpful.

Mr. Nufrio stated maybe we can print that out and put it with the agenda so when the community comes in, they pick up the agenda and they pick up that. Mr. Griggs stated some other boards do that. Mr. Nufrio stated so you can't say well I didn't know. Mr. McDowell stated we will still have Mr. Brennan say it. I got it from Mr. Griggs so it is legitimate. Mr. Nufrio stated it is attorney talk. Mr. McDowell stated if it is o.k. with everyone else, it will start at next week's meeting.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS IN BOLD:

None

Mr. McDowell stated E-2 under Education will be tabled until next week. Mr. Tatum stated there are some minor revisions that we would like to do and bring back for reconsideration so we can do a full vote. The Association reached out to myself and my secretary, Mrs. Vicidomini and expressed some concerns. They are indeed minor. For example, September 1st is a Friday and it seems almost ludicrous to start the school year on a Friday when we can start the full week right after Labor Day so we might push everything back a day by virtue of doing that. A few minor things but nothing really heavy. The calendar will end a day after what is proposed right now. I will be meeting with them between tomorrow and Monday and I will have something for you and you will see revisions and then we will do a regular vote next week.

APPROVAL OF MINUTES:

Mr. McDowell stated the January 10 and 17th minutes will be approved at next week's meeting.

COMMUNICATIONS:

Mr. McDowell stated the communications are listed on the agenda.

SUPERINTENDENT'S REPORT:

Mr. Tatum stated next week we have many presentations coming up. Mr. Ghiretti – Elementary Supervisor – language arts/social studies – grades 3-5; Mrs. Baskerville-Williams – Special Services Supervisor. As requested, Mrs. Calerdone Calderone – Supervisor Transportation and Kim Conti – Director of Special Services – regarding busing of students – general and special education requirements that we put in place.

The last part of recognition will be three students from Burnet Middle School have been invited to join us. One young lady Daysha will also be recognized for authoring a book that has to do with her desire to play football as a female. She has been featured as far as I know by the Township for recognition. These three students that are coming, we did another taping of the

television show "Around the U" and they had the opportunity to ask me questions and they will be here for you to meet the cast of that show and also recognize this young lady. That will be something very positive.

The rest of the report will center around what is happening and has happened around the District throughout the months of February and the remainder of March.

EDUCATION/STUDENT DISCIPLINE COMMITTEE RESOLUTIONS:

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

E-2 has been tabled.

Mrs. Minneci asked if the workshop is for the faculty or for students. Mrs. Moses stated it is for staff of the Arts and Music Department. Mrs. Regis-Darby stated he was a PD in New York and he is really good and they are going to have a good time

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

E-5. APPROVE WORKSHOP AT UNION HIGH SCHOOL

That the Board approve the following workshop to take place at the Union High School: The Art of Hit Song Writing with Joshua Thompson on March 17, 2017 from 1-3 p.m. at a cost of \$400; in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Tatum stated for the new Board of Education members and those that may not have sat here last year – E-3 and E-4, you will see them come in consecutively. They are renewed annually so I want to make it clear that a lot of times when you see this with an employee number, it is not a new student, it is an employee because annually they make the request to continue having their child attend school here. In fact I have another one that came to me last week and you may see another one next week.

Mr. Nufrio stated that is strictly for full-time employees. Mr. Tatum stated correct. Mr. Nufrio stated part-time employees are not eligible.

Mrs. Minneci asked do they usually stay long? I know most of them are young. Do they stay throughout? Mr. Tatum stated it is a great question because we really just got this policy off the ground. We haven't had it that long and I don't know if we had it long enough to monitor anybody from K-12 yet. I can tell you that the majority of the employees that I have allowed to come in, they pretty much stayed but there might have been a few over the years that might have done pre-k or kindergarten and elected to move on. They don't all stay but I think the majority do reapply each year. Mrs. Minneci stated that is great for working parents. If you don't have someone to take your kids to school when you live in another district. I would have liked that. Mr. Nufrio stated it is not unique to Union. These two parents are full-time employees. Mr. Tatum stated yes. Anyone who is returning now knows you have to be full time; we won't approve anybody coming into District part-time.

AYE: Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

FISCAL AND PLANNING COMMITTEE RESOLUTIONS:

Mr. Nufrio stated I just want to inform the Board members and Mrs. Williams you are in Fiscal. Mrs. Williams stated I am. Mr. Nufrio stated I want to personally extend, but not my fault, but an apology sort of, that you weren't included in the email that was I'm sure it was an oversight by Mr. Monge, I have the list of the individuals and it was basically Mr. McDowell, Mrs. Zuena and myself, it should have also included you. Mr. McDowell stated I owe you an apology also. Mr. Nufrio stated that came from Mr. Monge. I didn't see it until I was home and I was saying maybe Mrs. Williams already said she couldn't attend but then I went to the header that you weren't included. We had a good meeting. We met at the request of Mr. Tatum.

Mr. Tatum stated I spoke with Mr. Monge yesterday and we talked about a number of issues and then there were issues not only with fiscal but with technology. As you recall Mrs. Paul was there for the second meeting that we had. Originally it was supposed to be myself, Mr. Monge and Mr. Brennan and then I thought if we are going to do this it might be a good idea to invite the Board President. I got another email saying that Mr. Monge then said why don't we have Mr. Nufrio come. I said go ahead and invite him. The meeting wasn't closed to any of the members. Mr. Nufrio stated it wasn't about it being closed. It was an oversight. Mr. Tatum stated it really wasn't supposed to be a full Fiscal Committee meeting. It was supposed to be the chair who had some concerns that he wanted to iron out and I said to come on by and let's talk about it. It ended being an almost full Fiscal meeting.

Mr. Nufrio stated we met for a couple of hours and we went through the wish list that was prepared by Mr. Loessel and this was something that we had asked last year. We wanted to get a better understanding of what needed to be done in the District. Once Barry sent the wish list and I don't think everybody got it, I think only the Committee got it. Mr. Loessel stated only Operations got it. Mr. Nufrio stated and I got it through Jeff and the wish list was quite lengthy and both Nancy and Jeff had questions pertaining to it. Jeff said that he wanted to have a meeting since we cancelled the other night because of the storm. He wanted to have a meeting and he couldn't be here tonight and Nancy is coming in late so he wanted to get some things discussed.

We went through the wish list but not to determine yes this and this no. It was primarily to get a focus on what needs to be done and EI who is our architectural and engineering firm was present minutes before I got there and I asked him to come back in because I wanted to know if EI, along with their other services, would be able to help us determine which projects can be done by in-house staff and there are plenty of to do's on that list that I know can be done by in-house staff. So the first question is can you help identify those things for us and the second one was to ask Barry to categorize them in order of priority and once he gets a response from EI, these are the ones that maybe 10 out of 30 can be done by in-house staff. I will come back to that in a second. That was the second question and I said also we need to be cognoscente of whether or not we would be in any violation if we took on the task of doing one of these jobs and

it should have been done by an outside contractor. These three things EI said that they can do and they will make it part of their project working with us. Identifying, isolating and making sure that these things can be done.

The problem with that is – it is not a problem, it is really a fix, the numbers that were projected – the cost of these to do items are clearly delineated, they are just projections. But if some of them can be done by in-house staff, that money can be taken off of the capital reserve and the problem is Barry's budget would then have to be enhanced somewhat. We would still realize a tremendous cost savings because most of these projects, you hire an outside contractor, you know what you are going to get. You are going to get a number that is ridiculous especially when it comes to electrical or plumbing or even construction wise. Not all of those things can be done by us but that is where EI comes in and that is where Barry will eventually bring to the Board, bring to the Committee first and we will review that whole list again. Better identified and better allocated – meaning these are things that we need to do today, next month, next year. In the actual final result, we will have a better understanding of what actually we are going to spend this year, next year or the year after – correct Barry? Mr. Loessel stated correct.

When we have identified which projects can be done by the staff, do we have enough staff? Are there enough electricians, plumbers and construction guys and he is shaking his head no, in which case we may need to reassess his department. It's either that or pay \$100,000 to somebody to fix a toilet. I am just using that as a bad example. Is it worth it? We need to see the cost effectiveness then. If we do have to abide by some request or review or consider a request to add a carpenter, somebody who can actually put things together, I think today's meeting reassured and I'm going to speak on behalf of the committee and I think you will concur that the meeting pretty much helped us clarify what we need to do in the future and the present because there are many things that need to be done.

The wish list I would like to see the Board members to get it. I don't see why that is a problem. Mr. McDowell stated the other thing we need to mention is the March 20th deadline that we have. Mr. Nufrio stated which is why this meeting tonight is imperative to make that deadline. Having said that, patience is being asked of all of us and to see how EI and Barry and Mr. Tatum all come together and give us a really clear picture of what needs to be done and who is going to do it. The last part was EI is multifaceted.

Mr. Tatum stated the piece I want to add to all of this is that they are also doing the 5-year facility plan which is going to prioritize for us, year-by-year of those projects that really need to be completed. Aside from the things that we can do in-house with just those major projects that really need to come out of capital reserve account, they will be able to do that for us. We will be within the parameters of the money that is being removed from capital reserve as of right now and then we will also have the ability to interchange some of those projects as needed. I think we will have a much clearer path moving beyond this in terms of being able to work on our facilities and make them more desirable and respectful and a better environment for the students to learn.

Mr. Nufrio stated the gentleman's name was Ralph. When I asked him to help identify which project can be done internally, in-house – he said it's funny that you say that, we just

finished something in Summit and to make the story short, he saved the district nearly \$300,000 for projects that would otherwise been contracted out. Even if we end up paying overtime to our guys, it is still a cost savings eventually.

Mrs. Minneci stated I was concerned when Barry said we might not have the manpower. Mr. Nufrio stated that is why we need to assess which projects could be done and then we do the personnel assessment to see what needs to be done. Mr. Loessel stated we have an old woodshop at Burnet, if we bring in an architect and an outside contractor, it will probably cost us about \$60-\$80,000 to do. In-house we can probably do it for what it costs for the architect - \$15-\$20,000 – so that is a \$60,000 savings right there. The money is the problem.

Mr. Nufrio stated there is still an undone project at Burnet which was when Kim Conti took all her staff and moved over to Hamilton. That area is still not dedicated and when I was told 3-4 years ago it will cost about \$800,000+ to get this done. I said are you crazy, I can build three houses and have money left over with that kind of money. Mrs. Minneci asked what were they going to do with that area. Mr. Nufrio stated the principal was going to recommend some computers, a classroom or two – it was all educational. But it is still not done because we said we are not going to give you \$800,000 for that. If EI is who they portend to be and not pretend to be, then we are going to see a lot of money saved. Plus I said to Greg and Mr. Brennan, we are still in the search process for a Project Manager. I said what about asking Ralph if maybe they too can recommend a Project Manager that we could access via their company and then we wouldn't have to pay health benefits and secondly it would be somebody who would be intertwined with that company to help finish projects that they recommend to be done.

Mr. Brennan stated I was in that meeting and I agree with Mr. Nufrio; however, one thing that we have to be careful of is that as we do projects in-house, that money comes out of our general fund and therefore, with the 2% cap in our levy, we have to be creative. Mr. Nufrio stated but that is where the money that would have been otherwise allocated to capital reserve would not be allocated to that. Mr. Brennan stated yes, but it is on the tax levy. The capital reserve money is coming out of a different account that is earmarked for projects.

Mr. Griggs stated you are at cap right now. So any expenses that would come through Barry, would come out of your operating budget. In order to stay at cap, you would have to remove some other expenses. Mr. Nufrio stated if I was going to give capital reserves \$6 million and I only have to give them \$5 million? Mr. Brennan and Mr. Griggs stated you can't put it in the general fund. Mr. Griggs stated it is either in capital reserve sitting there or out of capital reserve being used on capital projects.

Mr. Nufrio stated Barry didn't you say that some of the money that is allocated to your budget is coming directly out of capital reserve? Mr. Loessel stated no. Mr. Tatum stated the point I made this morning was that money that is being expended out of capital reserve, if indeed there are things we can do for less money, that money can be used for something else. Mr. Nufrio stated o.k., the cost savings realized from that. Mr. Tatum stated at the same time, we have to enhance Barry's budget a little bit to do the in-house projects via overtime and materials and then the other side was we would continue to yearly refund that capital reserve money and it would be available for the following year but we would always have money there for projects.

Again some of those projects may estimate \$200,000 – if we get it done for \$50,000 – there is \$200,000 that we don’t have to expend out of that account and then we have it for a bigger project.

Mr. Nufrio stated if it is viable and if EI says we rather not, that is another story. Mr. Brennan stated they worked with Summit and saved them a lot of money. Mr. Nufrio stated they were able to get grants that we never got. Mr. Brennan stated yes, but that money is dried up now. Mr. Griggs stated when it first came out Summit had 40-50 rod grants and he jumped on it because that was the only funding and he was able to hustle and get them but those grants are dried up.

Mr. Nufrio asked was that money only allocated to districts who have minimal funding. Mr. Brennan stated regular operating districts. Mr. Nufrio stated the money is dried up now unless a new governor comes in and puts something back.

Mr. Tatum stated more importantly the Board needs to understand tonight is that this architectural firm is currently in the District and the gentleman who came and I don’t want Mrs. Williams to think he was invited and she wasn’t, he just happened to be in-District and I saw him and I said let’s get him over here so maybe he can explain and I was glad that he was here.

Mr. Nufrio presented the Fiscal and Planning Committee agenda.

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

F-9. APPROVE LIST OF CONTRACTS AND/OR PURCHASES

That the Board approve the following list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes:

School	Account/Department	Vendor/Description	Amount
Union High School	2077/UHSPAC	Broadway Costumes, Inc. – costumes for 2017 spring musical “Cinderella”	\$17,016.42
Union High School	3430/Athletics	Kelly’s – estimate of order for bowling team sweatsuits	\$2,000.00 (approx.)
Union High School	2218/Ryan Comeau Fundraiser	Ryan Comeau Fund (UHS Football Coach)	\$3,000.00
Kawameeh Middle School	41/Musical Production	CMT Sound Systems – Presentation of the Lion King Jr.	\$4,800.00
Union High School	2018/Senior Awards	Policeman’s Benevolent Associates – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Spencer Savings – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union Plaza Fund – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union Township Education	\$1,000.00

		Association (Joan Cioban Memorial) – Student TBD	
Union High School	2018/Senior Awards	Union Township Education Association (UTEA Challenge Scholarship) - Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union Township Education Association (General Interest Scholarship) – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union Township Education Association (General Interest Scholarship) – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union Township Education Association (UTEA Member’s Child) – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Special Children’s Committee of Union Lodge Elks #1583 – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Special Children’s Committee of Union Lodge Elks #1583 – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Khalid Shahid Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Khalid Shahid Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Douglas M. Krueger Memorial Scholarship – Student TBD	\$2,000.00
Union High School	2018/Senior Awards	Wayne Russo Memorial Scholarship – Student TBD	\$2,500.00
Union High School	2018/Senior Awards	Connect One Bank – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	JLEP Community Service Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	The Connecticut Farms Church Heritage Scholarship – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	The Vogel Memorial Prize for the Excellence in French – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Jason Lopes Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Crystal Sretchen Memorial Award – Battle Hill PTA – Student TBD	\$1,000.00
Union High School	2018/Senior Awards	Union EMS Unit of Union – Student TBD	\$1,000.00
Union High School	3220/Athletics	Athletic Scholarships for Student Trainer	\$3,000.00 (approx.)

Union High School	3220/Athletics	Collins Sports Medicine – Gatorade for purchase by athletes in summer	\$2,000.00 (approx..)
Kawameeh Middle School	41/Musical Production	C&R Graphics – playbills for The Lion King Jr.	\$1,400.00
Burnet Middle School	2005/Other	Burnet Middle School for payment of invoices to Metro Funding	\$9,030.95

RESOLUTIONS F-13 THROUGH F-16 CONCERN THE PROPOSED BUDGET FOR THE 2017-2018 SCHOOL YEAR

F-13. APPROVE GENERAL FUND TAX LEVY

That the Board approve the General Fund tax levy of \$87,700,754 in the 2017-2018 school year.

F-14. APPROVE WITHDRAWAL FROM CAPITAL RESERVE TO CAPITAL OUTLAY (FUND 12)

That the Board approve withdrawal from Capital Reserve to Capital Outlay (Fund 12) in the amount of \$5,000,000 for the following projects, in accordance with the information appended to the minutes:

- Asbestos - districtwide \$ 176,000.00
- Bathroom Renos – districtwide \$ 300,000.00
- Bus Parking Lot Pave & Fence \$ 539,000.00
- New Lighting Panel & New Lighting Aud & Gym \$ 269,500.00
- Repair Ceiling Auditorium - Livingston \$ 71,000.00
- New Auditorium Chairs - Washington \$ 220,000.00
- Repair Flat Roof - Franklin \$ 345,000.00
- New LED Lighting, Ceiling, Fire Alarms – Union High \$1,660,500.00
- New Mechanic Lift \$ 132,000.00
- New Heating System Garage \$ 300,000.00
- Replace Boilers – Connecticut Farms \$ 230,000.00
- Replace Boilers - Franklin \$ 260,000.00
- Ceiling & Lights – districtwide \$ 200,000.00
- Flooring - districtwide \$ 297,000.00

TOTAL \$5,000,000.00

F-15. APPROVE TRAVEL EXPENDITURE MAXIMUM

That the Board approve Travel Expenditure Maximum, in accordance with the information appended to the minutes.

F-16. APPROVE ESTABLISHING MAXIMUM DOLLAR LIMIT

That the Board approve establishing a maximum dollar limit for professional services and public relations in accordance with the information appended to the minutes.

Mrs. Zuena arrived at 7:40 p.m.

DISCUSSION:

Mrs. Minneci stated because I am new, can somebody explain to me a little bit more about F-13. The 2% levy and how that works.

Mr. Nufrio stated 2% is all we are permitted to levy residents. Mrs. Minneci stated that was what was on last years. Mr. Brennan stated correct. Mr. Nufrio stated correct, it is always moving forward 2% but there is a little story behind this. Two years back and it is important for you to understand it – as far back as I can remember when I was first elected, we had an annual \$1 million bank cap that you, me and everybody on this Board helped to pay for through our taxes. It was in addition to the percentage that was put on top of our taxes. So we had a percentage, then we came down to 2% - but the million dollar bank cap was also what you called reserve money. The Business Administrator is compelled to present that to the Board, we can tell them to put it in the round file. Last year and this current year we told them to put it into the round file. Mr. Tatum stated we didn't even present it. Mr. Brennan stated we made them aware of it but we didn't present the budget with the bank cap. Mr. Nufrio stated you mentioned it. Mr. Brennan stated we had to make you aware of it. I'm trying to figure out the round file. Mr. Nufrio stated it is the garbage can. We did in this past two years save the District a million dollars each year just on that portion.

This is only the 2% representative of what was the budget last year plus the 2% that the city has to absorb which amounts to that amount. Mr. Brennan stated it is only on the tax levy portion of the budget because we have \$31 million that is part of the budget that is through federal funds. Mr. Nufrio stated federal and state funds – so the balance of what is not funded by state and federal, is our responsibility as taxpayers and that represents the additional for the coming year. If you divide that, it comes out to \$65-75. Mr. Brennan stated \$82 per household. Mr. Tatum stated that is after the rate has gone up. We would have been in the \$70's. Mr. Nufrio stated the million dollar bank cap wasn't even calculated into that. Mr. Brennan stated the reason why the rate went up is because the assess valuation in the Town has gone down. The denominator went down, the rate goes up. Mr. Tatum stated the good news is we are presenting a budget that doesn't have any layoffs and has restoration of all and includes new programs for students so we are trying to put the money to the best use as possible for all the children in the District and also including facility repairs. The last couple of years we have been coming in with \$4-\$6 million in budget cuts and that is not happening this year at all. I don't want there to be any layoffs at all this year which I am pleased to say that right now if we stay the course.

Mr. Nufrio stated we built a new building yet of that wish list that Barry presented, I asked him today, how much of that list is yours and how much was left over and only some of it is his which really means we really weren't addressing the problems of the District. Yet we were

hit and miss and at least now we have footing. We have a direction and we are saving money and if we were a business, our stock would go up.

Dr. Francis stated even though we say it \$82 going up, last year it was something else and the year before that it was something else, and all those numbers are being added – it may only seem like \$82 but it has been added the last 5-6 years and it might have gone up now \$3-\$400 dollars. Keep that in mind. I would like to see one year not go up. We look at it as yearly but I know my tax bills have gone up and the last thing, I would like to see maybe one year and I think I said this to Greg, that one day we might not even ask for a 2%. Mrs. Regis-Darby stated I like that one. Dr. Francis stated I would like to see that one time.

Mr. Tatum stated it would really be nice ideally but I think this is where the problem comes up with that is during the days when you were allowed to raise the levy 4%, unfortunately and this is going to sound real pompous coming from me, we are getting more now for the 2% then you got in the days when you were raising 4% because I don't know what was going on with the funding during that time period. We were raising twice the amount of money and your tax bill was increasing twice as much and at the same time we were losing programs and stuff like that in the last six years or so. I was amazed when I first came here from a neighboring town and how much extracurricular and electives middle school students had and a lot of those elective are gone and have been replaced with either more CORE stuff or eliminated because they were easily accessible to do budget cuts and in the years that I have been in the District, the budget has only failed one time. My prior district which I was there for 20 years, failed 18 times and passed twice. I have come from a district where I'm used to doing more with less and try to keep the programs moving forward. Even though that thing is still on top of your tax dollars – maybe one year we can go 1.5% one year – if it is possible.

Mr. Nufrio stated it wouldn't be prudent really to not get any increase because that gets reflected by the State as well down the road and then they reduce our funding. Mr. Tatum stated you have to realize this also, a colleague of mine called me last week and he was saying to me what are you doing in Union because I am being asked for a 0% increase. I said to him then in 2-3 years you need to make sure you go look for a job because you will foul up that district up so badly in terms of just the fact of there are negotiated agreements, increases annually – unless you just freeze everything. I told him you are brand new and I know you don't understand what is going on but if that is what you are doing and you let that go through without doing the 2%, you might as well look for a job.

Mr. Nufrio stated there is theory in real estate that also has an impact on this and that is if your taxes go high, the values will increase somewhat proportionately and making it a district that is more selective and if your school district is performing at its best, your police, your fire, those are the three main elements that a buyer looks for. What is your school district like? What are your police and fire department like? They don't look at anything else. They don't look at streets if they are well paved or not. They look at that. Ideally that would be great – I would love not to see another \$82 on my tax bill but if it means preserving and enhancing what we give to the kids as a Board, as an entity that is supposed to look out for the kids. Mrs. Minneci stated that is our job. Mr. Nufrio stated it is very difficult to cut things out that won't in fact impact kids.

The comment on F-14 – you see them on the bottom there – those are just projections and those are not what we are going to be held to. We have to submit into the budget and it doesn't mean our asbestos districtwide is going to be \$176,000 but we have to submit numbers because we are on a deadline and that is part of the problem that most people still have difficulty understanding. The state wants you to project and if you don't project properly, you might as well close the door.

Mr. McDowell stated the other thing about those projects that are districtwide, we will get more details on more exactly where those are. Mr. Brennan stated that will be through the Long Range Facility Plan that EI is developing.

Dr. Francis stated Barry, asbestos, I see that every year, is that specifically we are going to spend \$176,000 to remove but that is not removing all the asbestos. We do a little by little bit. Mr. Loessel stated yes and most of that will go for floor tile and then you have to put something in place. It is about \$10-15,000 just to remove the floor and another \$5,000 to put a new one down – so about \$20,000. Mr. Nufrio stated just for the benefit of Nancy and Mary Lynn, that would be one thing that we can't do in house. Mr. Loessel stated we can do the floor but the removal would have to be done by an asbestos company. Mrs. Minneci stated we have a lot of old buildings. Mr. Loessel stated most of the viable asbestos is out of the building – if you touch it it gets in the air, it's really only tile and as long as you don't break them up or mash them into pieces, they are pretty safe. Mrs. Minneci asked do we have any pipes that are covered? Mr. Loessel stated the only pipes we have covered is probably in closed ceilings where you can't get to them. Most of it is really out of the schools and it is mostly all tile right now.

Mr. Nufrio stated these are just projections. We needed to put them in. If we didn't, we would have a problem.

Mrs. Williams stated as a new Board member, what do you say to residents when they ask you what you are getting for their 2%. What are we getting for that increase? Mr. Tatum stated a lot of that was in the presentation to me. One thing we know is technology. We have established a technology budget this year for the very first time so that materials and everything are all being gathered together and Mrs. Paul is overseeing that. One of the other things that I can say is that we are getting new summer programs. We are getting more programs throughout the course of the year. We are getting both academies back. We are getting the afterschool program that we put into place. There is a whole lot more going into this budget. Again, teacher retention and keeping class sizes where they are rather than increase. We are maintaining the regular class size. We are keeping all the current aides in the District. We are also looking at becoming creative in terms of restructuring because looking at those teachers who are maybe teaching the AP program and the principals have indicated that they would like a coach in their building. What I said to them is that we may be able to do that right in house by virtually revamping what some people are doing based upon testing. There are a lot of good things that will come out of this budget for these dollars. We are not losing, we are gaining.

Mrs. Minneci stated those afterschool programs, I was involved in a lot of them and they are costly but are so affective. Mr. Tatum stated we also included the extended day program at

the high school and that is another thing that is in the budget for next week. Mr. Benaquista stated it is at a higher level than what we had in the past. Mr. Tatum stated moving forward we look at that program as becoming something more than what it is right now because there are a number of components that we talked about and going to a GED program maybe down the road one day; that might very well be in place for adults to start to come back – adult non-readers. We can do some literacy with our community as well. Maybe other districts may start to want to use our services for that purpose. There is a lot to come out of what we are doing and starting.

Mr. Nufrio stated during the planning session, I believe I very strongly emphasized how diminished the vocational program is. It has been decimated. We only have one vocational program and that is cosmetology. Yes we have students that go to Union County Vocational but I looked at the budget and I saw something that blew my mind – I couldn't believe what I was looking at. The original number and the actual numbers – did you see what it said under vocational? We should be ashamed of ourselves - \$9,000. I spoke with Manny Vieira and I have the paper here and it is a pet peeve that needs to be looked at and addressed. Mr. Tatum assured us at the planning session. Where it says original and actual – look at what it says vocational. We spent only \$9,000 in supplies for our vocational program – that is hideous.

We are not creating brain surgeons and heart surgeons and I gave Manny some statistics and I will give it to you. The Kean graduation rate for 2014 was 42%. Most institutions have not surpassed 90. Even Rutgers has fallen behind – below 90. We are preparing everyone for college but not everyone is prepared for college. We prepare them, we get them in the front door and they end up leaving by the back or side door before they even finish the first year. Mrs. Minneci stated and with a hefty bill hanging over their head.

Mr. Nufrio stated I said to Manny we spend an average of \$64-65,000 for a kid to go through high school, what are we giving them? Possible admission to a college, maybe county college, a 4-year college and then we are done. Why is the federal and state government and all these other agencies looking at us and saying we are failing. Look at what you are producing, you are producing a lot of failures. These kids will go to college and when they can't hack it what do they do, they have to get a job somewhere. Do they go into vocational? Some might if they have the means. Those that don't have the means get loans or grants, which the taxpayer eventually pays for that, so Lincoln Tech does well. Mr. Benaquista stated after our last meeting I reached out to the gentleman I dealt with and he is meeting with several of his people and they will end up coming in and doing a presentation for us to see what they can offer since they are right down the street.

Mr. Nufrio stated I also asked Manny, how many of our kids are actually attending Union County Vocational and he broke it down to about 120 and that is all four grade levels. Mrs. Zuena stated I thought they could only go to vocational junior and senior year. Mr. Nufrio stated that was his comment. Mrs. Hart stated they can go part-time and it is mostly 11th and 12th graders. If they go full time, they can go to vocational or magnet.

Mr. Nufrio stated that is still a cost to us but half the cost. I remember back when this whole vocational education began – those are the other kids. We will let the vocational schools deal with them. We paid for their high school education, we got nothing out of it. We, as a

community, got nothing out of it because those kids don't hold viable positions. They are not learning any trade; whereas in the past, vocation was given just as much attention as academics. Mrs. Minneci stated wasn't the attendance on auto. Mrs. Zuena stated auto body shop and mechanics.

Mr. Tatum stated it goes back to what we were talking about before and it goes back to the idea that over the course of time, with mandates, a number of these programs have been eliminated for a lot of school districts because what has happened is that we have taken the position that every child has to pass algebra and guess what that is mandated to us. It is not something that we have done as a school district. The bottom line is I would love to be able to give all the stuff back to them. Unfortunately, we have a 2% budget cap that we mandated for, we don't put in a bank cap because we were told don't do it and they told us don't even put it in the budget for that very reason. So taxes continue to raise and by the same token I think what has happened and I mentioned it over the summer time, maybe by starting to work with the Chamber of Commerce and our event was snowed out yesterday, but working with some other partners we can do more in that area.

Mrs. Minneci stated they are going to need a foundation freshman, sophomore year. I came from a vocational school and to be honest, all the things that are very popular today, we had dressmaking – kids want to learn how to design clothes – everything is computer based. Mr. Tatum stated we still have that. Mrs. Zuena stated we have it in high school not in middle school. Mr. Tatum stated we lost the middle school program. Mrs. Minneci stated fashion design – one of the instructors made the clothes for Lena Horne and she taught our kids but all those plumbing, electrical, auto, a lot of those are gone, and it is more towards the technology and I came from a vocational school and I said to the principal when did we become college prep all the time because 90% of the kids, they wanted to go to college and not everybody needs to go to college but for us to do, is we need a stepping stone, like freshman and sophomore year.

Mr. Nufrio stated there has to be better offerings. Mr. McDowell stated we have gone back to education now. Mr. Nufrio stated we need to enhance the vocational programs. Mr. McDowell stated I agree. Mrs. Minneci stated we need something for everybody. Mr. Tatum stated that is what we are trying to do. Mr. Nufrio stated it is now on record that is what you are trying to do.

Mr. McDowell stated we are voting on F-9, F-13, 14, 15 and 16.

AYE: Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena,
Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nufrio stated Mrs. Williams you can boast that our vocational program was enhanced. Mrs. Williams stated that's funny because one of my friends went to vocational school and she owns three beauty salons and she makes a ridiculous amount of money and she didn't have to pay for it. She came right out of high school and started working.

GRIEVANCE/NEGOTIATIONS COMMITTEE RESOLUTIONS:

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

G-1. APPROVE MEMORANDUM OF AGREEMENT

That the Board approve Memorandum of Agreement (MOA) between the Board of Education and the Association of Custodial, Maintenance and Transportation Employees, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Nufrio stated Mr. McDowell, myself and Mr. Arminio worked very hard as a committee with the representation of that particular department and I think what we came up with was very fair and equitable resolution plus we have been establishing for the last year and half a really good relationship with that department because they had so many unresolved issues that we were able to address in the contract and out of contract. Mr. Benaquista has been working very diligently with that group trying to make amends so to speak for things that should have been done and weren't done. They were disregarded and dismissed at times and not even looked at. We have come to another plateau with them. Mr. Benaquista stated they didn't have a voice in the past. Mr. Nufrio stated they had no voice and you would cringe at some of the things that we heard and I will not go into them, I promise. Mr. McDowell stated some of it was on them too, they let some things go by and they didn't act on it. Mr. Nufrio stated some they did and because they didn't get a reaction to it they stopped acting on it. No longer is that the case. They know now they can go directly to the Superintendent if they have to or to Barry or to Gerry or to the Board if necessary. We came up with an equitable number for them. There was a lot of give and take and as the former President that started the negotiations with them, I have to say it was one of our better situations that we are presenting to the Board and it is cost effective and I think we are going to get more work product from them. It is a 4-year deal – 2.5.

Mrs. Minneci stated I had sent Mr. Benaquista an email because I didn't have anything to compare it to. Mr. Benaquista stated this is what we agreed upon and negotiated on. That following Mr. Griggs guidelines that we didn't do years ago is the next thing you will see is the full Collective Bargaining Agreement and I will make sure you notice the changes that are being made. You will be able to get a better picture when you see the full agreement to vote on. I did send out the old one originally but it was a lot to read. Mr. Nufrio stated when you are talking about the full agreement, you are talking about the language?

Mr. Benaquista stated the full language. Mr. Nufrio stated the language yes, there was some changes which you will highlight. Mr. Benaquista stated and there is some other stuff in there too. Mr. Nufrio stated the money aspects are just as equally important. They got 2.5 for four years but we managed to make some serious changes to newcomers that will be employed as of July 1st. The beginning salaries were adjusted and reduced and we also managed to actually set salary ranges that will cap some of the current employees at the end of the contract. Again looking into the future we don't know how much funding we are ever going to get. We don't know what will happen. We did the same thing as administrators and we accomplished the same thing with the custodians.

Mr. Benaquista stated the reason we went to four is because we are trying to get back on track to have these contracts settled on time and so it is every year there is a different association so teachers are up next but administrators are the year after the teachers and the custodians will follow them. If we can settle on time, which is a lot for Mr. Brennan's office, it makes it a lot easier if we are settling these things on time with retro and things like that. That is why we went to four years. Mr. Nufrio stated also it coincides with the salary ranges we created and we mutually created them by the way. It wasn't just this is it, take it or leave it. We mutually agreed and worked those out which the veterans were o.k. with and of course the newcomers. It is a cost savings for the future.

AYE: Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

OPERATIONS COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Operations Committee agenda.

Discussion Item:

1. Request from the Union County General Manager for the use of Union High School football field to hold the practices for the 2017 Annual Snapple Bowl on July 10, 11, 12, 17 and 18 from 6:00 p.m. until 8:00 p.m., in accordance with the information appended to the minutes.

As long as I can remember, we do this every year.

2. Request to use Battle Hill School for Pasta Night Fundraiser on April 28, 2017 from 3 p.m. to 9:30 p.m. The fundraiser is to raise funds for the Jason Lopes Fund and the Crystal Sretchen Fund.

One was a student and one was a classroom assistant. Mrs. Regis-Darby stated the money from the pasta night goes to scholarships. Mrs. Zuena stated for the two families.

DISCUSSION:

None

PERSONNEL COMMITTEE RESOLUTIONS:

Dr. Francis presented the Personnel Committee agenda.

DISCUSSION:

None

POLICY COMMITTEE:

Mr. Benaquista stated we are working on some and we were going to have a meeting but we postponed everything because of the snow. I will talk to Dave and I know that he wanted to get on and to see if he wants to push it to next month. I know the language changed with the code at least that part was updated; however, I met with the committee and that there will be other changes within that policy. Mr. Nufrio stated remember to reach out to me because I'm on the committee. Mr. Benaquista stated I will reach out to everyone.

Mr. McDowell stated it will require two readings. Mr. Nufrio stated we just haven't had time to get together and the snow storm knocked it out. Today's meetings knocked it out.

RESIDENCY COMMITTEE RESOLUTIONS:

Mrs. Zuena presented the Residency Committee agenda.

DISCUSSION:

Mrs. Minneci asked are they the ones. Mrs. Zuena stated they are different cases that we are working on. Mrs. Minneci stated not the ones that we sat in on. Mrs. Zuena stated we do those last month. Mrs. Minneci stated the ones we sat here and discussed and interviewed the parents. Do we get notified as to the results of that? I didn't know anything about it. Mrs. Zuena stated what we decide upon that night, once it goes back to Mrs. Moses, if they bring the proper documents. Mrs. Minneci stated what I'm saying is that I wasn't aware if they brought them. Mrs. Zuena stated we don't get notified about them. Mrs. Minneci stated even as a committee. Mrs. Zuena stated correct.

Mr. McDowell asked what is the policy for initiating those types of investigations? Mrs. Zuena stated all the investigations are started for different reasons. Some are started because the child saying something or somebody reporting them. Mr. McDowell stated I got a call from a tenant who's renters were moving out and she wanted to know if they are no longer in school. Mrs. Zuena stated she should notify the Board of Ed that they won't be here.

In the past what happens is sometimes we have to reinvestigate it. Mrs. Minneci stated I know the one that is going to be able to remain; that is why I wasn't sure if those other people never brought their documents. Mrs. Moses stated yes. The one we talked about from Elizabeth – all the medical is in and we have to meet with that one so she is not on here. Mr. Nufrio stated even though we are not notified or you are not notified as a committee, if they fail to bring in the necessary paperwork, it will be on another agenda. Mrs. Zuena stated correct.

Mrs. Minneci stated the ones that were interviewed and were supposed to bring the documentation, that is not them. Mrs. Zuena stated one might be. Mrs. Moses stated no. Mrs. Minneci stated so none of these are the ones that I sat in on. Mrs. Moses stated they brought in their documents. The only one I'm waiting for is the one we have to meet again because she has the medical and we called Elizabeth schools. Mrs. Minneci stated I was just curious within this list if this was the ones we sat in on.

Mr. Nufrio stated maybe Mrs. Moses can help Mrs. Minneci and whoever is on the committee, maybe you can asterisk something to indicate that this is a previously discussed situation. Mrs. Minneci stated I was just curious. Mr. Nufrio stated just to identify a recurring situation. Mrs. Moses stated I will tell you before. Mrs. Minneci stated I know we had some issues with some of them. I didn't know that they had a deadline and if they met the deadline.

Dr. Francis stated the meetings you are at – you will probably start seeing new people who are coming in to be interviewed and you can just give them a summary of what happened. Mrs. Zuena stated Donna did send a summary out. Donna sent an email out after the meeting with a summary of everything that happened. Mrs. Minneci stated I still didn't know whether if they brought the documentation in. What it said was they had a deadline but there was nothing to say if they brought in the documentation or if they were working on it. Mrs. Moses stated there were four and three had to bring it in by Friday. Mrs. Minneci stated and I know one was supposed to be Tuesday.

Mr. Tatum stated have Donna send out something to the committee with where we are and give an update. Mrs. Regis-Darby stated there is no back-up for residency. Mrs. Cappiello stated you can see it but the public cannot see it. Mrs. Zuena and Mr. Nufrio stated you have to log in to see it. Mrs. Cappiello stated it is by initials and school.

TECHNOLOGY COMMITTEE:

No updates at this time.

Mrs. Zuena stated my son was called down because his computer was suspicious. When he went down there was nothing suspicious about it, it was original as when he got it. What would make somebody think it was suspicious? Mrs. Paul stated I get a report.

Mrs. Zuena stated he brought it down and there was no issues with it and I got the letter in the mail. What would set something off that it may be suspicious? Mrs. Paul stated the report I review every day to see what is going on with the ChromeBooks and that is the only reason why. Mr. Tatum stated I think it has something to do with the restart.

APPROVAL OF BILLS:

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

UNFINISHED BUSINESS:

None

NEW BUSINESS:

Mrs. Regis-Darby stated I have a question before we move on. In technology, I was under the impression that we had these two securities – a back-up and then a back-up and our kids are still being able to access these sights that they are not supposed to access and we are supposed to be protecting them first. What is it that we are doing now to make sure that the back-up is backed up by something else and they cannot access those sites at all.

Mr. Tatum stated as I result of our meeting this afternoon, what we came up with was that the manufacturer should have some type of security measures that we can employ beyond what we are doing right now. The first step is to reach out to the manufacturer and the second step is we are looking at other school districts and security pieces that they have on their computer because we bought a machine, we bought insurance and we have security on them; however, there are enhanced securities out there that we can possibly put on and that is what we are looking into.

Mrs. Regis-Darby stated this is a big project and there is a lot to do and it just seems, and I'm looking from the outside, it is a lot for one person to do. What are we going to do to help her out? Mr. Tatum stated one of the things that I said and I am going to say it openly that Mrs. Paul was originally asked to make an assessment before we did anything with staffing. I did one time come to the Personnel Committee after talking to Mrs. Paul about needing someone on the professional development side. We also talked about the reorganization of staff. I know that Mrs. Paul wanted to have that put in place by July 1. I asked Mrs. Paul to send something to me today which is a memorandum and I did get it today outlining what her needs are currently so that she has identified at least two key positions that she is going to need.

One of the positions I brought to the Personnel Committee is to have professional development person who can work with the Google Classroom and all the pieces that we are trying to institute as far as the education side is concerned. Mrs. Paul finds herself running back and forth between both sides. The idea we had at the time was that we were going to try to do stipend positions and Vito, Guy, as well as Mr. McDowell, you might remember this, and the problem was we only had one person and that person only worked part-time and that is part of one of these professional days like tomorrow and after school and we set up these trainings and unfortunately it is voluntary and people don't wind up coming. We need to really be able to have a person who can infuse this throughout the course of the day and go around the District.

What I think we need to grasp a little bit better as a Board and a District and that this is a large District and it is really up to the staff. As much as people will say that we are throwing money away and wasting money, when Mrs. Paul and I talked today about comparatively of some of the districts of our size, how many staff members they have and there were in excess of 18, where we have five, including Mrs. Paul. The other thing, our maintenance department is highly understaffed. We don't have enough maintenance people. We have two plumbers for our District, which has 11 school buildings. This is not something that just happened, this is something we lived with over the years because a few cuts in that area but one cut in that area is to our detriment so that is an area we need to build up in.

Mr. Nufrio stated I'm glad you brought up buildings and grounds. Just as we know he has licensed individuals that work for him, we also have in that department and it is no fault of yours or anyone in this room, we have a department that Mrs. Paul oversees and some of those people are making quite a bit of money and I don't like taking bread off of anyone's table, but we are still waiting to see an assessment of that crew and the assessment should indicate what the staff is doing for that money before we start adding more. We first need to see how that money is being spent, what are we getting for those dollars and what do we actually need more; that is

not something that the Board is going to dictate but we need to see something so that we can review it.

As I said to Barry today, when that assessment comes through, you have 2 electricians and 2 plumbers, and if he says we need one more electrician, one more plumber because you have to have it to do all these things, that makes sense; but if he says he needs an extra three custodians, that doesn't make sense because there is no vacancy there. That is a very skilled department that she is running; but we have people who, from the audit that we heard a year ago, are really not up to snuff and being up to snuff really means what exactly is that department doing and the people within that department are they capable of running the programs that we initiated. Are they capable of keeping it on track?

Mrs. Regis-Darby stated Mrs. Paul is shaking her head and obviously they are some good people. Mr. Tatum stated from that audit you are referring to, came a recommendation organizational wise from our corporate partner who took a look at that audit and recommended a structure of staffing for us that could be modified to some degree but pretty much the areas that we really need to staff and one is District security – network security. According to that audit and the organizational piece, we should have someone who's main job is just to do that. We can talk about who we hired in the previous years and what their expertise happens to be but at the end of the day, even if we find that they are not qualified to do that – part of what they do now, the day-to-day repair, they are capable of doing, we still have those gaps that we have identified that needs to be filled. One is professional development, one is security, there are a number of areas and again in a District this size, even if those guys we are talking about right now are completely certified, we still don't have enough manpower.

Mr. Nufrio stated understood but it doesn't change the fact that according to that audit, we have a lot of individuals who were not. Mr. Griggs stated you are talking about their performance. Mr. Nufrio stated I'm talking about the audit. Mr. Griggs stated I know what you are talking about but it can dribble into personnel so be cautious. Mr. Nufrio stated we still haven't seen an assessment. Mr. Griggs stated I am with you there; just be careful.

Dr. Francis stated emails. Mr. Tatum stated we talked about that too. It all came up today and we do have an outside contractor service. I did sign an emergency purchase order. We amended it to get it started right away to get around some of the red tape of quotations. We have that going. Over this weekend, Mrs. Paul was here Saturday and Sunday and we found out that part of the problem was it wasn't internal. When I looked Friday, I was getting emails. Once I got out of the area, I could not get in and I got in touch with my secretary and I said find Sandra Paul, we have a problem. Not knowing that it was only external, she went to work on it and got the company here. Sandra can you explain to everybody about the server issue? Mrs. Paul stated it is called a firewall and prevents things from coming in to attack the District and it prevents certain things from going out. It is called a Cisco firepower firewall and that was what the issue was. The firewall was preventing email from coming out – but if you were in-District, everything worked. It just couldn't work outside. Mr. Tatum stated we do have a contractor that we are working with now and I suggested today maybe we should have more than one contractor on retainer just for those special purposes. They only get paid when we use them because it is a service and we can do that so that is the issue with the email.

COMMENTS FROM PUBLIC:

Cathy Sharpe stated the calendar we pulled, you are going to look it over because there were a lot of questions from staff on that and the emails - the staff is having a lot of problems and they are going crazy. Nothing is going through and they can't understand why. People are not getting their email and they are not getting other peoples and it is causing problems with parents too. Parents are trying to get information from teachers and we have to send the stuff out and we have to get a hold on this. Other than that everything seems to be o.k.

We had to cancel our negotiations meeting because of the snow and we are waiting for Mr. McDowell so we can get this ball rolling.

Elsie Mackie asked can the BOE and Board get on social media. I am finding myself in a lot of FaceBook beef or shutting down a lot of foolishness. I just want to know is it an option for the BOE to have a social media page. A lot of the people don't look at the website - is there a FaceBook page for the BOE. Mrs. Zuena stated we are working on it. Mrs. Mackie stated something that the community can come to refute a lot of the stuff. I think everyone takes their issues to social media and some of you like my comments. Often times I have to shut down a lot of stuff that just doesn't seem fair but I think it comes from miscommunication. I think it comes with someone having an ax to grind and then it explodes. I just think if you had a page that you can filter information to it would help. I don't know if that is allowed. It runs into a lot of gray areas. Mrs. Zuena stated it would be an information only page - people can't post on it. Mr. Tatum stated it is in progress. Mrs. Mackie stated o.k. Mrs. Zuena stated it is going to be an information only type page. Mrs. Mackie stated that is fine at least when you have some of the squabbles that happen, you can always say go look at it. Mrs. Zuena stated if you would allow people to comment you would have problems. It will only be information only page and I know she is working on it and even just to do updates that are going on with the play, the schools, etc.

Mr. Nufrio stated aren't the PR people doing that? Mr. Tatum stated yes they are. Mrs. Mackie stated that is perfect and I think that will help out the community in-fighting.

At the last meeting we talked about open discussions and Mrs. Conti was here about designee for a BOE representative for out-of-district special needs kids. Did you guys have any discussion on this or at some point you will re-examine that topic? Mr. Tatum stated we talked about it and we kind of understood what you were looking for and we just didn't get the parameters of how it can be done. You may remember we talked a little bit about the liaison for the out-of-district students. Mr. Griggs stated you talked about the home schools being the base.

Mrs. Mackie stated I did speak to 20 out-of-district parents and we all collectively agreed that we do not get any information from the homebased districts. Perfect example would be I have twins, one normal, one with special needs but the special needs is designated Kawameeh and Kawameeh has all the sports and they have a play and all the information comes for just one kid, not the out-of-district kid. It is a testament to what I said that the out-of-district kids are left out of the loop and although they are at the home district, maybe the home district schools and principals need to figure out a way to incorporate so that out-of-district kids are part of the district.

Mr. Benaquista stated I know when I was at the high school and handled graduation, for example, I would be contacting my case managers all the time, because I wanted them to come graduate with us. Every student is designated a case manager from our District. Those case managers need to now reach out on a daily basis of what is going on in our District to share with the family and the student. Mrs. Mackie stated is that realistic Mr. Benaquista? Mr. Benaquista stated I definitely think it is realistic. Mrs. Mackie stated I feel that, the same way I get a robo call or email advising me that the parents of James Mackie, we are having such and such at Kawameeh, something should happen for that zoned out-of-district kid. We should be receiving something.

Mrs. Minneci stated maybe at their home school, they can be on an email list or robo call list for that particular building, so you can get that call as well. So they should be on the roll for announcements and things. Mrs. Mackie stated I don't get anything for the other son. I get things from special services but things pertaining to special services but anything pertaining to the District – nothing. You still want them to be part of the community.

Mrs. Minneci stated so the other child would be at Kawameeh as well. Mrs. Mackie stated what I am told, the District school is your base school. Mrs. Minneci stated he would be enrolled there. Mrs. Mackie stated he would be at Kawameeh. Mrs. Minneci stated so he should be on their rolls so you can get the same announcements as you get for your other child. Whatever child is out-of-district, should be on their roll.

Mrs. Mackie stated if you look at it from each kid, every kid has their own design but if there are sports or activities, they should be a part of it.

Mrs. Conti stated it is a great idea because we try to make an extra effort. On our website we have the extra-curricular memo to alert parents to go to their home school website to see what is posted. We also reciprocally have the case managers discuss things at IEP meetings and to also to make them aware if there is a need. There are a lot of things that come up that I wouldn't be aware of that is happening at the building level. It would be a good idea if we could have the students on some type of mailing list.

Mrs. Mackie stated we also talked about the PTA but the parents (inaudible). Mrs. Sharpe stated if there is a PTA function in the schools, the children that are out-of-district should be informed of that. Mrs. Mackie stated they are not part of that school because they are not there. PTA is based on whatever school you are. I'm not going to Warren. You want inclusion.

Mrs. Moses stated at the building level, the principals forward information to teachers, they get it in homeroom, classroom teachers will get that. What they don't include is the case manager in the building. There is a case manager in every building. That case manager, I'm going to say Mr. Tatum, should be included and we should send a note to all principals to include case managers in everything that has to go out. They can make it PDF and send it to the parents via email. It should be that way. It has never been that way but now that you are bringing that up, I think the case manager is the link because just like the teachers making sure or the homeroom teachers making sure information goes out. The case manager is like the teacher or

person in the building to make sure his/her students that are out-of-district are getting the same information.

Mrs. Mackie stated I understand the logic behind what you are saying but they have a whole caseload, there are already hiccups in terms of the communication link – are we saying that they will be responsible to send a mailer or would it be just easier to have the students added to an email or robo call. Mrs. Moses stated they are definitely going to be added to the robo call but all of the information does not go out by flyers.

Mrs. Mackie stated I know they are not looking at the website, I can tell you that. Mrs. Moses stated I agree with you. Sometimes we get flyers from the rec department; that is not a robo call. We hand that out. We send an email to the teachers and say make sure you give these out to your students in homeroom or the end of the day. I'm saying the case manager should have those things in addition to.

Mr. Benaquista stated we can correct the robo calls. Mrs. Hart stated there is at least a dozen children that are out-of-district that the parents have called up that they want the robo calls and at one point we did have everybody getting them – really just the Mr. Tatum ones, not per school, but a lot of parents didn't want it. What they wanted was the snow days. Mrs. Mackie asked they did want the robo calls? We may need to rescan that thought process. Mrs. Hart stated there are people in the district that just don't want the phone calls. There is at least a dozen, maybe more, who do call up and say add me to the robo call list and I put them right on.

Mrs. Mackie stated regular gen ed students, is that an option for them? Mrs. Hart stated the list for the robo calls goes automatically every night from our student data base to the students in district. Mrs. Zuena stated anybody in district gets it. Mrs. Mackie stated are the out-of-district still in the data base? Mrs. Hart stated they are in there but inactive.

Mr. Benaquista stated what we can do is make sure the out-of-district kids that the case managers reach out to make sure that we get that information and add them to the robo call. Mrs. Minneci stated you still need an email to go to your child.

Mrs. Moses say they should all get the robo call. If they don't want the robo call, they need to put it in writing. Mrs. Minneci stated I think we need to have some kind of email address for each principal to have for students out-of-district so when they email it to the homeroom teacher, the student out-of-district can get it too.

Mr. McDowell stated we are going to move forward here. Mr. Tatum stated we will do some more research on where students are and how to possibly include them in the communication process.

Dr. Francis stated we get your robo calls about sports – trying out for baseball, tennis or whatever; but what we don't get as parents, we don't get actual notices on when those meetings are going to start. The kids may get it over the loud speakers at their school but if I ask my son, when is the baseball tryouts? He can't tell me. As a parent, I don't know. Sometimes my kid can be absentminded. Mrs. Hart stated I make the robo calls that people send me – nurses send

me the thing that said can you make sure when their sports physicals are due. Mrs. Zuena stated it is all depending on the coach. The wrestling coach sends everything by robo call to the team. The problem is when they are trying out, they have to send it to the whole entire school which would be o.k. if you wanted it but that is all depending on the coach on what they ask her. It is not sent out automatically. Dr. Francis stated the building principals need to do a better job of informing all parents. Mrs. Hart stated I do the whole district calls but each building principal can do their own building.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Dr. Francis, that the Board go into Executive Session to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-2b.

- Matters involving employees and terms of their employment and contract.

The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Dr. Francis, Mrs. Minneci, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams, Mrs. Zuena, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:15 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session, it was moved by Mr. Nufrio, seconded by Mrs. Williams, that the meeting be adjourned at 9:15 p.m. All present voting: YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY