

TOWNSHIP OF UNION BOARD OF EDUCATION  
WORKSESSION MINUTES – September 14, 2021

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, September 14, 2021 at 6:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mr. McDowell called the meeting to order at 6:08 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mrs. Nellis Regis-Darby

ABSENT AT ROLL CALL:

Dr. Kalisha Morgan, Mr. John O’Shea, Mrs. Kim Ruiz (arrived 6:49 p.m.), Mrs. Mary Lynn Williams (arrived 7:14 p.m.)

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mr. Gerald Benaquista, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Lester Taylor, Esq.

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

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

Dr. Francis read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Brens-Watson, seconded by Dr. Francis, that the Board go into Executive Session at 6:11 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel and pending or anticipated litigation, contract negotiation and matters falling under the attorney-client privilege.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session 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.

Action may be taken when the Board reconvenes in public session.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mrs. Regis-Darby, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 6:58 p.m.

#### Comments from Public on Resolutions:

Stephen Le stated O-3 – questioning the adoption of the Strauss Esmay Policy Manual and how does it affect the existing policies; there is no back up to review and did the Board have access to the policy manual? Mrs. Koon stated our approved policies are with NJSBA. Central Office worked with Strauss Esmay previously and Strauss Esmay duplicated our policies. We want to re-establish the policies and then start updating them.

Mr. Le stated by voting for O-3 – none of the pre-existing policies in the policy manual will be replaced or abolished. They are as is. Mrs. Koon stated correct. We are going to start rotating them out. Speaking with Strauss Esmay, that is the best way to go about it because there is no way we have time to go through all 10,000 policies/regulations/bylaws. We will adopt them as a whole and next month we can start cycling them out; 3-4 at a time and we thought that was the best. Mr. McDowell stated it will be procedure and slow process.

Ann Margaret Shannon stated P-1A, B and C – why are they being voted on? Mr. McDowell stated most of them are positions that needed to be filled because of a shortage and people need to be transferred around.

#### Approval of Minutes:

Minutes will be approved next week.

#### Communications:

Communications are part of personnel.

#### Superintendent's Report:

Dr. Taylor stated he will present his State of the Schools Report and follow up on how things are going with the protocols put into place, infection rate, and number of students that graduated – that is an annual report obligated to share in accordance with the Department of Education.

#### Education/Student Discipline Committee Resolutions:

Mrs. Ruiz stated the Education Committee did not meet because there were only two items on the agenda. There were questions ruminating throughout the community and I emailed Mrs. Guilfoyle and Dr. Taylor and I will report back on that next week.

Mrs. Ruiz presented the Education Committee agenda.

DISCUSSION:

None

Mrs. Williams arrived at meeting at 7:14 p.m.

Fiscal and Planning Committee Resolutions:

Mrs. Minneci presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mrs. Regis-Darby stated F-13 – can you give us some background. Mrs. Koon stated the Uniform Minimum Chart of Accounts is a set of guidelines of how we are to chart of revenues and expenses. We have had a lot of grants, they have added new accounts that we will be audited on. We are asking for an approval because it is an amended document.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Minneci, seconded by Mrs. Williams for adoption:

F-15. APPROVE DISTRICT STUDENTS ATTENDING THE ARC KOHLER SCHOOL BE PROVIDED MEALS AT NO COST

Pursuant to N.J.A.C. 6A:23A-18.5, approve district students attending The Arc Kohler School be provided meals at no charge and in accordance with N.J.A.C. 6A:23-4.5(a)20 which authorizes The Arc Kohler School to include costs of meals provided with the annual tuition rate charged for the 2021-2022 Fiscal Year, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

Dr. Francis presented the Operations Committee agenda.

There is a discussion item - letter from Township of Union Recreation Department requesting the use of the Jefferson School parking lot on Saturday October 23, 2021 from 9:00 a.m. to 5:00 p.m. (rain dated Sunday, October 24, 2021) for the Township’s Trunk or Treat event. This will be added to the agenda for approval next week.

DISCUSSION:

None

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Dr. Francis, seconded by Mrs. Regis-Darby for adoption:

**O-3. APPROVE POLICY MANUAL – STRAUSS ESMAY**

Approve Strauss Esmay Policy Manual (to replace NJSBA Policy Manual) as follows (*first and final reading*), effective immediately:

- 0000 Bylaws – 0010-0177
- 1000 Administration – 1100-1648.03
- R1000 Administration – R1240-R1642
- 2000 Program – 2110-2700
- R2000 Program – R2200-R2624
- 3000 Teaching Staff Members – 3111-3439
- R3000 Teaching Staff Members – R3125-R3432
- 4000 Support Staff Members – 4111-4438
- R4000 Support Staff Members – R4145-R4432
- 5000 Students – 5111-5880
- R5000 Students – R5111-R5751
- 6000 Finances – 6111-6832
- R6000 Finances – R6111-R6810
- 7000 Property – 7100-7650
- R7000 Property – R7100-R7650
- 8000 Operations – 8110-8820
- R8000 Operations – R8140-R8690
- 9000 Community – 9100-9720
- R9000 Community – R9120-R9324

**DISCUSSION:**

Mr. Taylor stated for the record – the question and answer for the member of the public – this is more a change in vendor versus a change in the policy manual. I say that to manage expectations for future reference for Board members because if there was going to be change in the actual wording of any policy, it would have to go through the two-reading process. It is listed as if we are changing the manual or approving it, which does happen every year at your organization meeting, but here it is more of a vendor change versus the manual being changed. I want that to be clear in the minutes.

Mrs. Williams stated when we sat down and Mr. Benaquista, Mr. Tatum, Mrs. Moses and Strauss Esmay. We did start to make it more Union specific but we didn't get through everything and that is how it ended up in Mr. Brennan's office and never went any further than that.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Personnel Committee Resolutions:

Dr. Francis presented the Personnel Committee agenda.

DISCUSSION:

Dr. Taylor stated he recommends that P-1A-9 be tabled to the October 2021 Board meeting.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Dr. Francis, seconded by Mrs. Brens-Watson for adoption:

P-1A. PERSONNEL ACTIONS – NEW HIRES

Personnel Actions-New Hires be approved in accordance with the information appended to the minutes [*P-1A-9 was tabled to October 2021 Board meeting*].

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

DISCUSSION:

Mrs. Ruiz stated P-10 – reorganization chart – does that chart the media public relation manager on it. Dr. Taylor stated yes.

Mrs. Regis-Darby asked was there any consideration for P-10 to add a reading and a math coach. Dr. Taylor stated no, those positions would fit under the teacher box or a broad box. The chart does not call out very specific certificated positions or stipend positions – it is very broad. If that is a position we add or do, I would love to know by email.

Mrs. Regis-Darby stated I'm looking at the direction of education of grades K-5 in terms of support for teachers in each building. It is always nice for them to have the support of a reading coach or math coach within their building. It gives them another teacher who can model a lesson, side-by-side coaching – coming from someone who knows about the science of reading and how students learn best and give them the opportunity to have an onsite support in the

building. It is something that the Board should definitely consider as we progress in this educational world. Dr. Taylor stated I inherited that idea from both you and some other people in the district when I first came on board. I'm not prepared to talk about the detail of the vision but there has been some talk about converting existing positions – budgetary constraints doesn't allow us to hire additional positions.

Mrs. Regis-Darby stated I'm sure we have wonderful educators within our building who can actually step up from the 8<sup>th</sup> period teaching roles who can become that math or reading coach to support the other teachers within their building.

We are going to have a science position open and this person gave a long notice so we should do our due diligence to hire someone. Our French teacher will be greatly missed at the high school. She has taught many of our students and she has done a fantastic job.

Dr. Taylor stated I do want to share what I presented to the Personnel Committee last night. The Personnel Committee will be involved in the second round and there probably will be three rounds for the interview process of all educational leadership positions. You will have a hands on opportunity to help us staff those candidates.

Mrs. Ruiz stated the organizational chart, the public relations manager is not on the org chart – because it is a manager title. Mr. Benaquista stated it is not a full-time position. It is an additional stipend after school hours. Mrs. Ruiz stated it has a managerial title. Dr. Taylor stated we can have it for next week's meeting.

#### Technology Committee:

Mrs. Brens-Watson gave an update for the Technology Committee meeting; summary is as follows:

#### **Old Business**

- Upcoming summer technology equipment recycle/online auction bid - GovDeals
  - Update: Generated \$44,000 from auction
- Girls Who Code program
  - Update: Planning to post for moderators of the program
- PaySchool project
  - Update: Checked in cafeteria staff at a few buildings. Seems to be running smoothly.
- Working on current proposals for district telephone and notification systems.
  - Update: None at this time
- Move from Systems 3000 for payroll and personnel to Genesis SchoolFi during the 2021-2022 school year.
  - Update: Continue to move forward.
- Security camera systems for middle and elementary schools
  - Update: server system at middle schools have been updated
- District website
  - Update: SchoolMessenger in process of developing district template
  - Planning future meeting on content

- District application for ECF funding
  - FCC has reopened application
  - Consulting with district Erate consultant to expand application if possible

Mrs. Ruiz asked if there was a roll out date? Mrs. Brens-Watson stated not at this time.

#### Approval of Bills:

Bills will be approved next week.

#### Unfinished Business:

Mrs. Regis-Darby asked if there was a plan in place for lunch forms? We are having lunch for free this year but it is going to benefit our school system if every parent will fill out that particular lunch form. Usually it goes out the first day of school. Is there a plan to get those parents to fill out those form so we can get any funding associated with those forms.

Mrs. Koon stated the lunch forms were just approved by the State yesterday. I met with Meg Berry and we are going to make sure it is on Genesis portal and there is a link that will take you to fill out the online application. We are also planning on putting it on the district website. We did change from my SchoolBucks to PayForSchools and there will also be an opportunity on that portal. I'm hoping when you go on Genesis or PayForSchools that a dialogue box pops up to say fill out the lunch application. Even though we have the waiver this year we still need to fill out the applications. I spoke to Dr. Taylor about the Governor issuing more money for ventilation for schools and those that will receive the most have the 70% or better in the free and reduced. We don't make that. We are at 40%. I'm hoping to reach out to the principals about their open houses. May be we can get the secretaries to help the parents fill out these applications. I'm meeting with Meg again to see how we can horn in on figuring out what is the best approach and maybe call the parents and find out if they need assistance.

Mrs. Regis-Darby stated the dress code policy, especially high school kids, I want us to be very careful to not body shame our girls within our high school. What looks appropriate on a 5'9" girl versus 5' – they can be wearing the same outfit but one will get carded for dress code and one will not. Let's be careful not to body shame our girls.

Mrs. Ruiz stated I remember when we discussed changing platforms – I thought we would have it connected to Genesis – is that going to happen? Mrs. Koon stated correct, they will be able to access. There will be a link on Genesis.

Mrs. Ruiz asked were parents notified because the feedback I'm getting was parents were clueless on how to pay for lunch for their children and they didn't know it was free. Were they notified? Were the balances that people had on MySchoolBucks transferred over? Mrs. Koon stated yes, the old balances were transferred to PayForSchool. Meg Berry is putting together something and send it out by Friday or Monday to the parents either by kids backpack or district website. We could have done a better job of communicating a little bit earlier. Mrs. Regis-Darby stated thank you for acknowledging that.

Mrs. Brens-Watson stated we did discuss having some outreach to the community and families and I think sending out that information is helpful. We talked about having sessions. We should still do this and families would appreciate it. Mrs. Koon stated I will talk to the vendor if they can put something together that helps parents navigate through it.

Mr. McDowell stated the other way is through the PTA because they have a larger attendance since they are on Zoom.

Mrs. Regis-Darby stated I don't want us to make a mistake and having our parents not fill out those lunch forms and then our Title I buildings get affected by the lack of funding. It is important that we reach out to the community – lunch is free but we still need your help. Mrs. Ruiz stated yes, lunch is free but the extra snacks is not and parents need to know that as well.

Mrs. Koon stated I am trying to craft a letter with the approval of Mr. Taylor to send out on TUPS.

Dr. Taylor stated a reminder that October 23<sup>rd</sup> is the date that we agreed to go on our retreat. I'm working out the logistics and will send to the Board as soon as possible.

#### New Business:

None

#### Comments from the Public:

Nadia Rago Iddrisu stated I came before you in 2019 when the school district increased the mileage to three miles. I ended up getting a meeting with Mr. Tatum so my children could get the bus service. He allowed me to get a transfer and he said it doesn't come with transportation. During the discussion he learned I lived in Vauxhall and he cited a statute that says that if you live in Vauxhall there is some kind of flexibility with the bus; so he gave me the bus because of the statute. My kids did remote learning the entire 2020-2021 school year and a couple of months ago I reached out to the bus company to find out this coming school year and I was told that we cannot get a bus and you should reach out to the new superintendent, Dr. Taylor, which I did. We exchanged a few emails and I didn't get the bus. I'm here to talk about that because it is not costing the district anything extra to put two children on the bus. I'm not asking for a new route, the precedent has already been set. I'm not asking for special favors. I feel it is only fair. Of course the administration has to function within policy but I also know when there is a problem, I think practice can also play a roll to help alleviate the problem. I just want you to hear my claim. I feel that it is important for my children to get the bus. It is not that I don't want to take my kids to school, it is not that I don't want to be home and be a class mom and all that good stuff but unfortunately, in my world it is very difficult. I would just ask that you hear my concern. I feel that it is not costing the district anything to pick up two kids. I know buses come into Vauxhall from Connecticut Farms every day. The bus stop is 50 feet from my house. It would bring back normalcy to my kids – the pre-pandemic world. I feel it is important for safety and security for themselves. It is not that I want the bus, I need the bus.

Dr. Taylor stated I appreciate the way you presented your concerns. Clear, diplomatic and not confrontational. When I came here in July I inherited an uneven practice that had us



approving some requests, such as yours, some people didn't qualify for busing and not approving other requests. I couldn't determine what pattern there was to making these decisions. One of the things I hate to have to do is be a bureaucrat and sometimes I have to because there are fiscal constraints that we are confronting. There actually is a cost in the long run to changing bus routes or adding students to existing bus routes; especially when I have to look at the big picture. I have 7200 kids and half don't qualify for busing but a substantial portion of half would like to have busing. If I start granting the request to all those folks because I would want to because it would be equitable, it would cost a lot of money. It will also cause problems with bus routes. The districts around the State are experiencing a shortage of bus drivers. If I would grant all these requests, I could have found myself being short of spaces for kids that do live outside the 2-2.5 mile radius. It has been a difficult decision to make but for what it is worth I have to apply my decision making very evenly across the board. That is why we are in this position. If the Board wants to change the policy, it is not in my best prevue, although I would caution the Board to change the policy and look at the fiscal ramifications. It is an unfortunate situation.

Dr. Francis stated they gave it to her for one year, you already set a precedence for allowing her child. Is the bus full? Is the child going to the same school? You said something about a transfer. Mrs. Iddrisu stated when the mileage was increased to three miles, we became ineligible. Mr. Tatum offered us a transfer and he found out we were in Vauxhall. Dr. Francis stated for Vauxhall that is different because you can have different families on the same street going to different schools. My point is, if this is not actually impacting in terms of the number of kids on the bus, the bus is not full, you are not costing us any more.

Mr. Taylor stated Dr. Francis, I wasn't trying to interrupt your statement or questions, I recommend and suggest that the Board and administration take this matter under advisement in closed executive session. It is a student issue and we respect the parent because it is her right to talk about her student in public, we shouldn't be having this dialogue in public about her student in particular; it has a wider range of impact as Dr. Taylor indicated. It is his job to follow policy. If the policy says no, he can't say yes. Let's discuss the past issues in closed session. If the Board wants to review, adopt, amend policies, you have two readings but we can talk about that in closed session.

Mrs. Regis-Darby stated if I can make something clear to the public. Students in pre-k is 2.0; students who live in pre-k over at Vauxhall, there is a busing stipulation for those kids; students in grades 6-8 is also 2.0; students in grades 9-12 is 2.5 miles. A lot of people are saying 3.0 – the policy committee did review that policy 3541.1.

Sadat Iddrisu stated before the busing policy changed, I live in Vauxhall and go to Connecticut Farms – do my children still get to go on the bus? It is in line of what we are facing right now. I know a few families who go by my house everyday and take the bus. I think there is some inequity.

Mr. McDowell stated one thing we have to consider in this is what we did a couple of years ago; a lot of kids were not allowed to take the bus because of the change in the distance. If we make exceptions now it is not consistent.

Mrs. Ruiz stated you have this family's address so we can figure out how that applies to them. Mr. Taylor stated Dr. Taylor can reach out to the parents and he can report back to the Board if it is within the policy, he can administratively approve it; if it is outside the primary policy, he can review it with the Board and you can take it from there.

Mrs. Ruiz stated it is the policy committee you would speak with. Dr. Taylor stated I will have some dialogue with them.

Ms. Riviera stated I'm also here about the transportation situation. I have three children that have gone to the school district, two graduated and one just started her freshman year. My daughter is being denied public transportation because she is 2.48 miles from the high school and we have to be at 2.5. That is according to your bird mileage tracking system which you are using from the closest door to my house. If you put that system to the front entrance of the high school and my house, we would exceed that 2.5 mileage. There is no safe route for my child to walk from 5-points to Union High School. She would have to walk down Morris Avenue, Self-Master Parkway or Chestnut Street – none of those streets are safe for my daughter to walk. My husband and I are thankful we have jobs. We are able to drop her off in the morning but we are not able to pick her up early. We cannot leave early from work. My two oldest are away in college. About two weeks ago I called Dr. Taylor and explained my situation. I told him that my children who graduated from high school in the past had gotten bus passes because Mr. Tatum did consider the fact that if you use the address from the front of the school building – the main entrance, to my house, my children would qualify. Six years ago when I presented that before the Board, Mr. Tatum stated he would do what would work in favor of the children. Today I'm here, in the midst of so many social factors affecting our families today, I think we can do more to help our families with this type of requests. We are not asking you to add buses, we are not asking you to create a new route, we are asking you for empty seats in our school buses. Most of the time they barely used the buses because they were in after school curricular activities and it allowed us to pick them up after school. There are empty seats in our buses because even the people you grant seats to don't use them. Take the time to look at each request that comes through your doors. Look at each situation individually and do something that is going to help the families. At the end of the day, we live in this Town, we pay taxes, we make sure that the Board of Ed gets more money on a yearly basis, we are for pay increases so when we come knocking at your door, I expect you to do a little more to try to accommodate the needs of our children. When I called Dr. Taylor, he told me if I do this favor for you, I will have to do it for others. I asked how many have asked, he said one other parent. So you are saying no to two. It is not a whole school.

Mr. McDowell asked does the policy says 2.5? Mrs. Regis-Darby stated 2.5. Mr. McDowell stated Ms. Shannon, rounding is a significant figure – 2.4/2.5? Mrs. Koon stated transportation uses (inaudible) and they put all the addresses in and they are going by what the system states.

Dr. Taylor stated I received many requests, not just two. I have to review our conversation but I have gotten so many requests. Many have gone to our transportation director before they have come to me. It is a big issue and I'll start with the policy committee.

Chasity Santana stated I wanted to talk about the breakfast and lunch we are getting through the USDA and personally I take offense when it is free because I guarantee that somehow I'm paying for that. One of the things I found is not many parents even know that it is being offered. It is not just the lunch but it is the breakfast. I sent emails out. It should be shouted from the rooftops that it is free breakfast and lunch. I reached out to the principal at Washington and he told me for breakfast you can come in at 8:10 a.m. He said he would reach out to everyone. It should be on the district site that you have free lunch until June 2022 through the USDA. There is a lack of communication that we have free breakfast and free lunch. If we need monitors, I'll take that problem any time. I saw breakfast monitors for all schools but Washington. Does Washington have monitors? I didn't find anything in that packet.

When you do those three miles, it's that birds-eye thing; I completely agree. I live by 5-points and I do qualify for the busing. You go from the closest door to me but it is locked, the kids can't go into that door. They have to go the front. If all the doors were unlocked, then you can use that door. If the only door is the front door, why do you use other doors for that birds-eye thing. Ms. Hall stated as the crow flies.

Kathleen Brunsmeyer stated when it comes to the PayForSchool in a different district and supposedly the money transferred over, it didn't. Even if they tell you it did, somebody might want to put in \$5.00 to see if it switches over. I had contacted Pomptonian and the PayFor School people and they emailed me back but it still didn't show up.

I am a teacher at Livingston, I have pre-k, thank you to (inaudible) on the opening day of school and who helped me – where I had 2-3 others having breakdowns.

When it comes to the free lunch is provided based on all the work our district has done. The school my kids are in didn't apply, didn't do it and I'm paying for it. If you have picky eaters, this year is a good year to try new foods.

Dr. Taylor stated there was a program I started in Highland Park called breakfast after the bell – is that something we do here? Ms. Brunsmeyer stated we don't. Dr. Taylor stated it is something I will examine. The idea is to work with the staff to allow kids eat their breakfast after the bell.

Ms. Brunsmeyer stated one of the parents said is the child eating breakfast – they didn't realize that we are not providing breakfast when they come in, they would need to bring them earlier. It should be an option; it's a fabulous idea.

Ann Margaret Shannon stated UTEA President – if you haven't heard the UTEA worked with AT&T, Union Police and the Union Rec Department and we had a very successful and hopefully annual education appreciation day. AT&T gave away great gift baskets and there was a young scholar and had a lemonade stand in the summer and purchased backpacks for needy students. Hopefully we will do it again next year.

My long-term goal is hopefully we can have their schedules the spring before. The big concern is the paras. There are vacancies, part-time schedules that really aren't part-time, health

benefits. I'm disappointed that the Board decided not to recognize our own district employees because over the summer in the ESY program, when we didn't have enough paras, we reached out to ESS and ESS paras got 25% more money than our own district employees. It is disheartening to working next to somebody who doesn't have the same heart and soul invested. I really wish you would reconsider and give these people a retro pay. I think they deserve the respect that ESS gets and I hope you will reconsider.

Katherine Lewis stated I just want to remind everybody that we were told that ESS was coming in to save us money so how is paying them \$4.00 more an hour for the paras saving us money.

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mrs. Williams, that the meeting be adjourned at 8:12 p.m.

**AYE:** Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**RESPECTFULLY SUBMITTED,**

**YOLANDA KOON  
BOARD SECRETARY**



