

Wayne

Township Public Schools

SPECIAL MEETING MINUTES

MARCH 14, 2016

The Special Meeting of the Wayne Township Board of Education was held on Monday, March 14, 2016 in the Large Conference Room of the Administrative Offices at 50 Nellis Drive, Wayne, New Jersey 07470. There was no Executive Session held. The meeting was scheduled to begin at 6:00 p.m., pursuant to the terms of the Sunshine Law.

The meeting was called to order at 6:04 p.m., by Eileen Albanese, Board President.

I. Reading of Sunshine Law statement

Adequate notice of this Special Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on February 24, 2016 by:

Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.

II. Roll Call

PRESENT: Eileen Albanese, Mitch Badiner, Michael Bubba, Cathy Kazan, Allan Mordkoff, Gail Okun, Donald Pavlak, Jr., and Christian Smith.

LATE ARRIVAL: Robert Ceberio 6:06 p.m.

ALSO PRESENT: Dr. Mark Toback, Superintendent, Dr. John Alfieri, Assistant Superintendent, Juanita A. Petty, RSBA, SFO, Business Administrator/Board Secretary, Jessica Kleen, Board General Counsel, 1 Administrator and approximately 15 members of the public.

III. Approval to Convene into Executive Session

RECOMMENDED ACTION:

WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.

WHEREAS, THE Board has on its agenda for the meeting being held on March 14, 2016 on issues relating to _____ matters which must be discussed in a confidential closed session.

NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.

BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.

BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the public in an appropriately redacted form within a reasonable period of time.

BE IT FURTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

NONE

IV. Reconvene

The Executive Session of the Wayne Board of Education Special Meeting of March 14, 2016 was convened in the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.

The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.

NONE

FLAG SALUTE

MOMENT OF SILENCE**V. Administrative Summary Report****2016-2017 BUDGET**

Approved

Mrs. Albanese suggested that going around the table, each Board member could provide budget input.

Budget Discussion:

Cathy Kazan – starting with technology, up until this point we have been trying to chase the needs for the PARCC test and I think we have finally reached that goal last year with having enough computers to keep the number of days needed down. Now we are at the point in the program where it is becoming more the initiative of building the district to 1:1 and adding technology at all levels. But, I have some concerns. During the 2015 workshop in AC, that I attended a session regarding 1:1 and it caught my eye because I knew that, is a place where our district was headed. It was a very interesting workshop. First of all they talked about the steps necessary to really implement that type of major economical initiative wisely. How many steps and variables are involved in the planning process, for instance the infrastructure, the electrical system where we have older buildings; the cost itself and its sustainability; the connection to the pedagogies and student achievement; and the financial sustainability whether you should lease, lease purchase or purchase outright. Also, what is the best hardware and software to go along with it? I just think that at this point, this might be the time to really get a feasibility study on what we do going forward so we don't get it wrong. So far, I have not seen a public presentation or anything that lets us know what the goals are, how we are going to achieve them, and when. I think we something at we are spending millions of dollars on that not only do we need to know, but the taxpayers need to know. I have some reservations about how we are proceeding at this point because now it seems we are really ramping up with the purchase of hardware and software. I am not saying I disagree with 1:1. There are options if we were to do a feasibility study on 3:1 or 2:1. I mean we did a feasibility study on a \$2M half day kindergarten program, something that we are spending this amount of money on, I think we need to do one as well, even more importantly. So that is my concern about that large chunk of the budget.

Cathy Kazan – just for the group there is a website called project red.org. They did a very extensive study on schools that implemented 1:1 as well as links, and this is free to school districts if they want to use it, that will explain websites where you can go for the policies that are going to be necessary. First of all they will help you to do a cost comparison and an analysis for implementation where they go over a 3:1 ratio verses a 1:1 ratio, the cost of the hardware, server, routers, firewalls, software, network, telecom, text support, professional development and they arrive at a cost per student and how that is going to work going forward. I just think that would be a valuable tool for us to support and decide how we are going to go forward with this program. At this point, I have no idea. The other thing they mentioned at the workshop that 91% of 1:1 don't meet their objectives because they are not done the way this website will help

you to do it. Or a consultant, you don't have to use project red, there are others. I just have a concern that we might not necessarily be doing it properly because how many of our administrators have implemented 1:1 anywhere this is fairly new, Statewide. There are not many districts that have it and if we are going to compare ourselves, how do we do so without a study.

Next item is outsourcing. We had a power point at the last meeting and one of the items was the custodial. That we would supposedly only save \$130,000 if we outsourced. Which is actually incorrect, because what it should have said is, it would have been minus \$130,000 which according to the study that I requested a copy of it, would be the first year. The first year would be minus because of the unemployment. If you outsource that many and Rif that many employees, your first year, all the savings would be eaten up by unemployment insurance. However, year 2 is another story. Year 2 if we were to outsource all the custodial positions the savings would be \$1.7M. If we outsourced all except for the head custodians, which I know was a concern a lot of people want that face in the building that all the children know and the staff know and I don't disagree with that, even in that scenario if we kept the 14 head custodians, the savings would be \$1.1M in year 2. So, I really think that it is something that we might want to keep on the table even though we took it off, because we were given the impression the savings would only be \$130,000 and that is not exactly the case. There were districts in the study that had gone to an outsourcing, so we should certainly reach out to them and see how that program is going. If we have any concerns about the firm that they are using for their outsourcing. Maybe it is something that they have regretted; maybe it is something that is going quite well, because apparently more and more districts are going in that direction to save money. This is a substantial amount of money.

So in line with my comment on technology. I had a suggestion that we talk about this, and I mentioned it at the last meeting that we put out another special question. I had a concern over the amount of capital that we are spending because then it brings us down to under \$300,000 and I think that is irresponsible considering last year we had a boiler that went array unexpectedly. Now we are having issues with electrical in the schools, another reason to look at technology.

The one option would be to take all of the hardware, not the infrastructure, but all of the hardware out of the budget and PCIA, which would come to \$732,000, then add in the pay to play for \$300,000, the science programs and field trips for environmental science is \$185,000, the softball field for \$150,000 and that would bring us to \$1.367M. If we end up deciding that the wrap around program is where we are going this year, we could once again put in the \$2M for FDK and give it another whirl with those other items bundled in. And, if we wanted to also add the rest of the technology from the PCIA lease, leaving the buses in but taking everything else out, another \$839,000 would bring the special question up to \$4.2M. This way all the capital could be moved back into the budget.

Mrs. Petty – asked that the numbers be written on the whiteboard.

1. All technology in current operating budget - \$732,000
2. Pay to play - \$300,000
3. Field Trips (Meadowlands, Fairview Lakes) - \$185,000
4. Softball field - \$150,000
5. Full day Kindergarten - \$2,000,000
6. Balance of technology in PCIA lease - \$835,000

Total (approximately) - \$4,200,000

Cathy Kazan – the hardware items in the budget and PCIA lease equal \$732,100 – the pay to play \$300,000 – this would mean the parents wouldn't have to pay if the special question passed. The field trips and environmental science program \$185,000 – because we are asking parents to pay for those.

Eileen Albanese – this is the Meadowlands.

Cathy Kazan – correct, Meadowlands and Fairview Lakes, because we are looking to charge parents for that to the tune of \$185,000. The softball field for \$150,000. \$2M for FDK. And the non-bus PCIA lease items, non tech - \$839,000. So that would leave only buses in the PCIA lease under this scenario, it comes to \$4.2M approximately. This would also give us \$760,000 moved back into the budget to replace the hardware and keep the capital high, our capital reserve. There was a memo from the School Boards Association about the March referendums that passed or failed and there is a common thread among the ones that passed, and they involved schools, sports, education items bundled together which has been a suggestion from the public as well as from the Board. If we do a second go around with the question that this time, you should throw a few things in there and bring in all the stake holders, not just one group pitted against another. I thought that this was a suggested scenario that we could toss about.

Mrs. Petty – is this a recommendation for a special question? Because it is a mixture of revenue, expenditures and other things that are already out of the budget.

Eileen Albanese – this is revenue that she is taking out of the budget and saying it will be included in the question. She is not doing the budget up or down, she is just saying all the things that are part of it.

Cathy Kazan – the revenue is... pay to play and Fairview Lakes. You haven't taken it out have you?

Mrs. Petty – no.

Robert Ceberio – no, but it is to be paid by the parent.

Cathy Kazan – yes but if they vote for it, they don't have to pay. That is the point.

Eileen Albanese – she is saying take it out of the budget as revenue, don't charge the parents and put it in a special question. The only thing I would point out about this is that by doing this you would be looking at the fall, which means everything here is out of the budget for this year. Because, the fall question would be for the 17/18 school year. So everything in here would not take place this coming budget cycle.

Cathy Kazan – right, correct.

Mrs. Petty – can I just clarify that because that...the special question in November will be additional funds raised for the 15/16 school year.

Eileen Albanese – more than likely we would not implement things for that year because you can't start off in September with a program with money we do not have.

Mrs. Petty – I just want to understand. The hardware I understand. The fall trips they are already out, so you would just be looking to add them back in. The full day kindergarten I understand. Ok the pay to play you would ask....we would remove them as revenue, which would be offset by the other expenditure cuts and then you would ask the parents if they want to pay to play sports?

Cathy Kazan – no, this would remove the pay to play.

Mrs. Petty – ok, so that is not on the special question.

Eileen Albanese – she wants to fund that revenue in the special question.

Mrs. Petty – by cutting these other things. I know it sounds like a stupid thing, but I just want to make sure that I am clear. Then can you explain to me what the capital replenishment of \$760,000? Where is that coming from?

Cathy Kazan – we have that money; we are making capital expenditures in this budget. Which bring it down to \$200,000? So instead of putting those in capital put it back in the general operating budget.

Mrs. Petty – instead of taking that money out of capital reserve.....but that is not a special question thing either. Ok, that is why I am confused.

Cathy Kazan – it is just a suggestion as to what to do with the capital reserve account.

Mrs. Petty – ok, the softball field has nothing to do with that. So it is really that the question, would be the items the technology things, and everything in the PCIA that is not a bus, and full day kindergarten, and the fall things. So that is what the special question will be. Ok. Just want to make sure I understand what you are saying.

Michael Bubba – I am just curious because we are going to take that stuff and put it into a special question for November? So what do we do this year? We need to fund some of that stuff this year. You are pulling it totally out, so anything that would be in this year's budget, we are going to have to find anyway. Because that will count toward 17/18 not 16/17.

Eileen Albanese – you would get the money half way through the year.

Michael Bubba – how. Half way?

Eileen Albanese – because tax bills will be redone starting for the third and fourth quarter. But I agree with you that starting anything mid-year is difficult.

Michael Bubba – mid year is difficult, and the other question that I would have is just, look at our track record. We have had 2 go down last year, do we really think we want to put more in people's hands.

Cathy Kazan – I think we have raised enough awareness at this point, of what voting no meant.

Michael Bubba – that doesn't mean it is going to change the votes to yes. Because

there are a lot of people who didn't want the kindergarten, and didn't vote for it. Just because you decide to do it again doesn't mean that they are going to say yes the next time. You can't go into it thinking that is the case. So I would be very concerned about putting \$4.2M after we just couldn't get \$2.7M passed. And then, we couldn't get the \$5M which was 40% paid by the State passed for security last year. So I would have concerns that we wouldn't get them through and then we would be really stuck half way through the year trying to find money again.

Mrs. Petty – sorry to ask so many questions, I just need to understand this. Basically what I get is, if you take the tech stuff, PCIA. You are talking about \$1.5M net of cuts pretty much or \$1.2M. I am not counting kindergarten.

Cathy Kazan – no, you only have to add the \$732,000 and \$839,000, correct, and maybe the softball \$150,000.

Mrs. Petty – so you are going to cut the total budget by the \$1.5M and you will add... I understand it is lease...but ultimately there is going to be a cut to the budget. It is going to be less than what it is right now.

Cathy Kazan – the net will be less.

Mrs. Petty – but then you do realize that anything that you cut beyond \$142,000 out of this budget, is banked cap that is gone forever.

Cathy Kazan – well no because we are putting that capital back in.

Mrs. Petty – but it is still not going to equal the same amount.

Cathy Kazan – it is not going to come to the 2% that we need to be at to use the banked cap.

Mrs. Petty – I don't think so but I just want to make sure that you understand.

Cathy Kazan – the only thing coming out is the \$732,000...some of that is PCIA...

Eileen Albanese – PCIA the only thing that is in this budget is the cost of the lease...

Mrs. Petty – it may net itself off but I just want to make sure that you realize that if you don't go to the 2% cap you will lose the bank cap. The first thing that comes out is the waiver.

Cathy Kazan – that is why I put the stuff back in. Hopefully it will balance out, but we might have to tweak the numbers a little but this is just the preliminary discussion. So if we have to put the softball field back in the budget, maybe we have to do that to keep to the 2%.

Mrs. Petty – I just want to make sure that everyone realizes this.

Gail Okun – I was just going to say, I don't really agree with you Mike only because we as taxpayers are very concerned about what is happening in town. At least I am and I am sure everyone else is too. The problem that we have that we did with full day kindergarten is that now we have one group, butting against another. We can't have

that. We have to work as a group, as a community. So, if you bundle enough in a referendum that affects everybody, everybody will be able to vote on it, without saying you are taking it away from me, but you are giving it to them. You can't give it to them, without giving it to me. It ends the conflict.

Michael Bubba – that makes an assumption though that the people, especially the senior citizens, are going to care what the actual items are. Or if it is not them, it is another group. To me it is a big chance. It is a very big chance that we failed twice, and now we are looking to try it again. So to me it is a big change, and I understand your point about trying to spread it out. I get it, but you still have a certain amount of people that don't want their taxes to go up, and that is the biggest problem. I am not disagreeing that we shouldn't do it, what I am saying is, you still have to deal with the people who still want their taxes not wanting their taxes to go up by \$4.2M. To add \$4.2M into the budget going over the 2%. So now their tax rate next year will not be 2 it will be 6 or 7%. So to me it is a very scary proposition which is why I am worrying about that.

Gail Okun – I am even more worried about the fact that next year, we still have to take out another \$2M out of the budget that we have now, and we are up 2%.

Michael Bubba – I agree but if we go up 3.2 this year and do it again next year, and we don't figure this out in a different way and we try to keep adding, people are not going to vote for it and not going to pass it.

Gail Okun – if we have another way to do it, and then let's do it. I don't know of another way.

Michael Bubba – I don't either, but I am not sure that this is the way.

Gail Okun – then we really need to look at it now.

Michael Bubba – we are, it is just my opinion that we failed twice, and I don't want to take a change on throwing it back in there and having it fail again. Because half way through a year, we are struggling to find money. Because we have already counted on at least having money for half way through the year. If it fails, we have to figure it out, and then it becomes a bigger problem than before that.

Gail Okun – let's see what the rest of the Board thinks.

Christian Smith – Mr. Bubba, I flat out disagree with you and I think you are wrong in your stance. I think this is the way to go and I think if this Board would do it correctly and advertise exactly what the question means, it would pass. Secondly, what we could do, Mrs. Petty to your point about that 2%. I suggest coupling that by moving using the general fund to pay for all the buses, and not use PCIA lease as a method to get to the 2%.

Mrs. Petty – My concern is that you are not getting \$839,000 out of that lease. You are getting \$150,000. You don't have to do anything in the lease but the impact to the budget is \$150,000 if you got rid of the whole lease. I think part of my confusion is that, I am trying to run the numbers if you took the hardware out of the Fund 11 for \$732,000 and even if you took \$100,000 out of the lease and left the buses in there, you have \$832,000 that you would cut, if you get that much out of it, and I am not sure

that you would. I am trying to work on the capital side, so I just don't want people to think that the PCIA lease is going to net you \$839,000; it's not. I think that is why I am getting confused because it is kind of mixing cuts with what would be on the question, in my mind. So you are right then, you would have absolutely none of those things. Because even if you got that money in November, or December.....you could put it in your budget right away, but the thing is you are not going out and buying all that hardware. That is summer work.

Cathy Kazan – I also think it gives us time to do the study that I am asking for.

Mrs. Petty – but you are not going to do that for the preliminary budget. Are you thinking you are going to do this all within 2 days?

Cathy Kazan – of course not...no.

Eileen Albanese – my question here is all or nothing. If we are going to go out for a special question, whatever we put out it is a yes, or a no. We have other options; you can put out a special question where each one of these is a separate item. So you can vote yes to some, not the other, because you are right that some people will be concerned with the other, but if you say to people you must vote yes for all or no for all that may become an issue. I don't want to see us saying to people, if you want one of these items, you have to vote yes to all of them, or reverse. I only want one thing, but I am going to vote no to everything because I don't want to spend, an additional \$4M in our taxes. So, I also think that we have to consider that if we are going to go out for a question that we can isolate things, make them a separate special question with the understanding that if they fail, they are done. That could be scary for some of these things.

Robert Ceberio – you will never be able to afford them.

Eileen Albanese – I agree that we are already looking down the road at additional cuts to the budget based simply on contractual obligations and the 2% cap. So unless the State miraculously comes to their senses and says hey, we're going to elevate the 2% cap to something else, which is ability to tax, I would be looking at what Mr. Bubba's point is a \$4M question could be scary to a lot of people. Now if you broke it up and said hey, we are going to pick 3 major things that we are going to go out and say to people, vote you can click yes, you can click no, you don't have to vote for everything. You might get a better response.

Cathy Kazan – some of the proposals were done in that way, and I wasn't quite sure how this was going to appear on the ballot and I wasn't sure that they voted separately on them.

Eileen Albanese – if you have more than one question, that's how it would show.

Cathy Kazan – proposal #1, contingent on a proposal 1, proposal 2, contingent 2.... In other words, 2 & 3 were contingent on proposal #1.

Eileen Albanese – well we don't have to do it that way, we can have one special question.

Cathy Kazan – that is how most of them were done. I don't know what we are legally

allowed to do.

Jessica Kleen – you can do them separately.

Eileen Albanese – that is again another option for us if we decide we are going to look at a question, but to Mr. Bubba's point, we have put out 2 questions not to this dollar amount, and we have not received an overwhelmingly positive response. I understand your concern at losing things out of our budget that then go out for a question and fail. I understand your concern.

Mitch Badiner – the bundling of the questions in terms of yes or no; correct me if I am wrong, the idea to get buy in from enough of the community, various stakeholders to be able to say I want this enough and I am willing to accept the full day kindergarten because I really want blank. Because I really want technology. If you break it out into separate questions, all you are doing is throwing out multiple questions at the same time. I really don't see, if the purpose is to get buy in from the community, I don't know how you would expect to see a different result if you isolate full day kindergarten or if you isolate technology.

Cathy Kazan – the other option is to reduce it. If you think \$4.2M is too high, take something out. If you keep the \$839,000 in the PCIA lease, that's another option.

Eileen Albanese – my point is that I don't want to take choice away from the taxpayer. To say to the taxpayer in order to get A you have to vote for B, C & D. I want people to have a choice.

Cathy Kazan – this is what we want to avoid which is pitting one against the other.

Eileen Albanese – I think that is giving the people the freedom to vote the way they choose. I don't think that is pitting anyone; you are voting.

Robert Ceberio – I would do the vote different. First of all strategically speaking to put a referendum up, this November in a Presidential election, which brings out a much higher return of voters, is not a good thing. If you are going to do something like this, you have to do it; during a period where you have that as the one and only question that is going to be on a referendum. Because what you are voting to have especially in this high charged election as I am anticipating is you will have a lot of people that are angry at the government on every level. If you try to do this, I would do it as Northern Valley did, in a separate period of time. That is what happened to kindergarten last time. It was in November.

Cathy Kazan – can we do it in September?

Mrs. Petty – I would have to look at that because normally you do a referendum to issue bonds. You don't do it to raise a tax levy, there is a difference. You are not going to get voter approval for bonds for full day kindergarten. That is debt service; there is no way that would ever get approved. The only thing you could possibly put out there would be the capital items, and then it would cost you \$60,000 to do a special election.

Robert Ceberio – I would bundle it within the context of additional educational programs in this community. Whether it is high school, middle school or otherwise. Stem programs, stem labs, we don't have labs here. If you are going to do a question,

you bundle the full day kindergarten as one element of many of the curricula that you want to put together. There was discussion, I saw the questions, and do we offer an academy here? Do we have a science academy and within that context, have a question on developing a science academy for Wayne School District, you may get back a lot of those \$25,000 that we sent to PCTI which I thought the list was incredible to me, and I didn't think that many were going. Or the Arts, or whatever, but the point of the matter is you have to, if you want to cloak in the kindergarten, cloak it in where a cross section of parents will come out for new innovative curriculum for the school district and not lump it in. Because you may end up with a situation of a knee jerk reaction....kindergarten is back in there....I doesn't care about the rest of this stuff, I am voting No, I already voted No once, and what are they trying to pull. You are trying to avoid an emotional knee jerk reaction.

Robert Ceberio – it is a disgrace folks that our high school is not ADA compliant. That was taken out of the budget. That is a disgrace. But it completely, partially, it should be fully ADA complaint.

Christian Smith – write suggestions.

Robert Ceberio – the other question you might want to do with the curriculum is do more programming to bring special Ed students back. Put that to a question along with everything else.

Eileen Albanese – let's list everything and then we will come back to you. Alright we talked about labs for the next generation science standards. We have some money in the budget.

Mrs. Petty – we took out approximately \$800,000 to \$1M in upgrades. What was left, it is in the budget if I remember correctly was stools and other small items only.

Eileen Albanese – one of the other things that I would suggest that in connection with Mrs. Okun's question. Culinary labs, because it is one of the things that drew students to PCTI for, and our kitchens could use upgrades. Again this is a wish list

Cathy Kazan – the ones that were repeated over and over were clerical, computer science and video production.

Gail Okun – graphic arts.

Dr. Toback – we have the video production.

Cathy Kazan – then why are we losing them then. A lot of the kids are taking that.

Eileen Albanese – we have TV and CAD which is a little bit different.

Robert Ceberio – clerical, the vocations are the vocations. There is not much you will be able to do with that.

Eileen Albanese – I think culinary labs are a very up and coming thing for kids who are looking to go into the hospitality field, and we have talked about this for quite a while.

Cathy Kazan – if we are going to look at, we should look at the ones who are leaving.

The culinary wasn't the top one.

Eileen Albanese – we couldn't produce what they want. We couldn't give them certification that they were able to get by going there.

Cathy Kazan – we can't run a graphic arts class or video.

Robert Ceberio – you have the issue of the equipment. The equipment here is your most fundamental equipment for those areas. Compared to the labs at PCTI.

Dr. Toback – there is a big difference between running an approved career and technical education program, compared to what we are running which is...in large part we are running electives. Now the ability for the district to even run something like that is also a factor of time. In other words, students who want that type of education would typically go. You have to understand, you are giving up all of your electives. In other words, in order to partake in a culinary program, you have to take 3 periods of your day, and that is what you are going to do for the day. So it is very hard to compare the experience unless you have a certain number of students that are interested in giving up that amount of elective time. But you can do a decent job with maybe a few programs. A few things we can do well.

Eileen Albanese – we have to look at all of our kids that participate in the culinary programs at night. If there is an interest, let's look where kids have an interest to make some upgrades.

Gail Okun – why don't we do a survey?

Eileen Albanese – we have done an elective survey. This right here the next generation lab is biology.

Dr. Toback – it is all of our science classes. Biology lab is an issue.

Cathy Kazan – do we know what the price tag is?

Mrs. Petty – it was \$800,000 - \$1M.

Cathy Kazan – I thought the bio teachers and the labs were in the budget.

Dr. Toback – the bio teachers for the lab to support biology lab are in the budget, not new labs.

Cathy Kazan – so the actual building out of the space and the equipment is not in the budget.

Mitch Badiner – the issue is if it failed, are you not going to bring kids back to district. You have IEP requirements and I think the development of special Ed and district programs could be done in a way that is cost effective by not having to spend the money out of district. So that development of programs should be able to be done, and it has been done, and continues to be done in a way that will still be cost efficient. You may not get approval from the County or the State to do any kind of special question as it relates to special education students. Unless you were doing something facility wise for a program....then I think you can look to see is there a special facility to

create or enhance by way that...like Preakness which would not negatively...or prevent students from receiving an appropriate education, but it would be an enhancement to a facility to build capacity to bring more students back. It has to be carefully worded.

Cathy Kazan – any reason why we don't want to leave that \$732,000 for the hardware in there.

Mitch Badiner – as we develop this budget, and in this budget is a certain amount of hardware to move along with the technology vision and goals...if we were to say, we agreed we want that in a separate question, that money gets pulled out of this budget, right. What is the impact that we would have? Number 1, it is out of the budget so we can do nothing with purchasing technology for the first half of next year....then it would be contingent upon the passing of special question. If it passes we go ahead, we order the technology and hardware, which I don't know what that includes specifically off the top of my head but I would imagine it would hold up our movement toward our technology goals. If it passed we would be at least a year behind because of the time it would take to order all of that and put it into the facilities and that takes time. You are back 7 months if it passed. If it doesn't pass, that is gone. The whole year goes by and we are not upgrading our hardware for technology for the district. I think it is important to note that is something that we understand. It is not as if we are going to put half the money in, and hope for the second half. It is either in or out, and if it goes out, that is my concern about the hardware and I think a lot needs to go into that discussion. And the ramifications of not purchasing \$800,000 worth of hardware which has been I believed talked about at length, with the technology committee, and there is a rationale as to why it should be put in, unless I am wrong.

Christian Smith – there has to be a feasibility study first, and secondly I am not sure the residents of Wayne are interested in 1:1. So put it on the ballot and let them tell us, if they are interested in 1:1 or some other approach.

Cathy Kazan – I was going to say again, I think we should take the time to do a feasibility study and put it out for a special question and then once we know whether we really know whether we should be doing a lease or lease purchase or a buy, we will be better positioned to do it properly going forward.

Robert Ceberio – this process of 1:1 is not something that has occurred in the last year, or the last 2 years. This is a process that has occurred over a period of time. You have no idea the computer equipment that we had 4, 5 years ago that the predecessor of our IT Director was buying in the market place; used Dell computers for our schools. We have to ask ourselves one question, do we want to be Northern Valley, do we want to be Ridgewood, or do we want to be another school district in Passaic. As yourself that question. If you don't think that the education in our schools in a high tech level means nothing to property taxes and how our schools are, you have to prepare the students now. We lost 5 years that I have been on here. It has taken us 5 years to get to the point where we are today, it is not an option as far as I am concerned to stop the technology that our students are going to get. If you want us to be, Ringwood, then fine, make that decision but I am not going to sit here and watch what we want to create is 21st century students and what we are saying is...ok take a chance with us, and if the referendum fails we don't know when we can get back the infrastructure and then what happens, is the existing infrastructure starts to deteriorating and you are back to where you were in this district 5 years ago. It is not a

chance that I am willing to take.

Donald Pavlak – to purport this out there that \$700,000 is to get us to 1:1, it is not. Stop it, you are misleading the public by saying that Mr. Smith. It is not getting us to 1:1. If that \$700,000 is in the budget, we are not going to be 1:1 in September. Far from it. You sat on the Committee with me 2 years ago, and those numbers were not even right. When I came on this Board, there were 2 computers in each classroom. That is where we started. We started buying equipment as Mr. Ceberio said, that was used. We had monitors that were twice as old as the hardware that we were buying. Do you want to go back to that? Fine, I am not being part of that, to pull technology. Because you folks better go to your School Boards and listen to some other people outside of School Boards. You better get in the real world and start listening to what the real world is and what they are telling us. You have to teach kids in the modern they learn. What do they have, every kid has an ipad, iphone or something else. You want to use a blackboard. No were not going to pay for technology, we're going to go back to a blackboard. I am not doing it. And, I am not holding people hostage with that other list. I am sorry. That is hostage. If you don't want to pay then you have to do this because we are going to raise your taxes \$4.2M, sorry, that is hostage. I am not doing that, this is ridiculous. To come out at this point, in the middle of the budget...let's go out for question but if it doesn't pass...oh well. If it does what are you going to tell the people in the fall sports, sorry you had to pay but everyone else in the spring doesn't. That is what you are doing.

Christian Smith – that is not on there.

Donald Pavlak – pay to play is in there. I think it is ridiculous to have a \$150,000 item on their in a \$140M budget, but that is for political reasons, we all know that. I am not being part of this technology thing because you are going to put us right back to where we were, and you will never going to catch up. Haven't you learned that from all the budgets that went down? That is why we are in the problem that we are in now. 2% cap, budgets that went down, you lost 2 ½ M out of budgets. You are never recouping it at a 2% cap. You are losing, you have the possibility of losing banked cap, you may not get a health care waiver next year. Where are you going, I don't care if you put all that and it passes. You still are not going to sit here and not cut money next year. It is a shell game and I am not playing it.

Mitch Badiner – my point was with regard to the technology. I agree with Mr. Ceberio, it has been many years in the works, and I was here years and years ago when a bond failed for technology. It took a good 8-10 years to get it back just a piece of what we lost. So we haven't kept up as a district from the way that other districts have, and we have had issues about that. So, I too am very concerned about putting it out there for a vote, or even a feasibility study to be honest with you, and I know that there are certain things that we do want feasibility studies for, but I think it has been studied internally especially when we hired a new IT Coordinator and the first 2 or 3 years there was a lot of work done to really identify where we were at in technology. And some of you may not have been on the Board at the time, so this kind of thing is like new, but this is not new to some of us who have been on the Board who have seen the efforts and what the painstaking efforts on the part of the technology department and the administration to truly identify where we need to get to. So, I too wouldn't want to see this up for grabs, so to speak, and go out like that because this has been more than 1 or 2 years, this has been at least 5 years. There are certain things that I have to look to the administration and get from Mark, what are the priorities from the

educators that we hire, that know about education, know about what other districts are doing, know about how to go about doing this the right way. I do have confidence in Dr. Toback and his team to present us with what is necessary to attain our goals that we as a Board agree to. So I too, am not one to see technology as a separate question, and to risk that and go backwards.

Eileen Albanese – I will go around and ask about technology...so we can wrap up and move on to other items.

Christian Smith – in response to Mr. Pavlak, I love your passion, even though I think you are wrong. I am not one to spend \$700,000 of people's tax money. I intimate that there is no inherited plan or approach to exactly how it is going to get done to move forward. Just like I wouldn't build a house without architectural plans in front of me.

Robert Ceberio – on the issue of hardware, if you wanted to do a feasibility study, I would strongly suggest that you look at the feasibility the way we have fiber delivered into the district, which we pay light path \$800,000 as opposed to tying into the Passaic County fiber, which is not too far away from here, and make that determination on what it would cost to hook up to that fiber network, that has been laid out many years now. If you want to look at a feasibility which has a significant dollar amount, you should look at whether it is financially beneficial for us to do our own fiber hook up, verses leasing lines from light path.

Cathy Kazan – no one is disputing technology and no one is saying that this is bringing us to 1:1. The reason that I am suggesting the feasibility study is because I am not sure that we are fully aware as a Board and that the public is fully aware of what this 1:1 initiative means, what it will cost, how we are going to pay for it, because even if we put this \$732,000 in the question, we still have 2 or 3 more years of major purchases along that dollar amount line to get us to the 1:1. Based on the challenges that we have in the budgets going forward, we may have to stop the purchasing next year, or the year after that. So there is no guarantee that if we spend this \$732,000 this year, that we will spend it next year and the following year. So that is another reason for the study, because maybe we work on a 2:1, or a 3:1, or a lease verses purchase, so that this way we can keep up with the demand and the changes to technology which is what Mahwah just did. They waited up until now until they even implemented the 1:1. This comparison stuff just doesn't work for me because the high performing districts were high performing districts before they were 1:1. They will always be high performing because they are a different factor group than we are. It is an unfair comparison. Do we want technology, absolutely? But I think we need to do it right and I think we need to do it within our means....our means are getting slimmer and slimmer. That is my concern, not whether or not we implement technology. I agree that it is the waive that we are going, but we need to do it right and we need to do it in a way that the tax payers on board, that all the stake holders are on board and in a way that we can afford it.

Michael Bubba – I just want to let Mr. Ceberio know, and he will be happy, we actually did lower our cost with Lightpath, by going through the State plan. So it actually cut our bill a lot by doing that. We did look at it; Joe did a lot of study on it, and it worked out really well and ties in, because the State actually created a consortium of fiber. So that is what we did to lower that cost.

Dr. Toback – The concern I have about making a statement that there is no money and

plan is that pretty much on a monthly basis we take steps toward reaching our plan in technology. So, the Technology Committee members can certainly talk about the plans that have been shared with them. The Technology Committee members can certainly talk about the future of 1:1 and how that has been pondered over the years, and why that was advanced before my time here. There is certainly more than enough discussion about that. For example last year's budget we addressed as part of a plan, an effort to upgrade our computers. So for example, we had over 600 computers that were somewhere in the range of 10-12 years old. There was a need to replace them because they were beyond the useful life span. The whole idea of 1:1 isn't even necessarily providing new computers and handing them out to students. It is also replacing a lot of technology that exists in our buildings that is well beyond its life span. So we continue to do that. Another example of a very comprehensive effort to improve the district's technology is the establishment of a wireless network. Up until last year, the district upgraded without much of a wireless network. The idea is that there is a very comprehensive plan to add wireless access points throughout the district based on a map that was shared with the Board so that you can see specifically where there was an absence of wireless service and what the technology department did to address the absence of wireless service.

Our new software, On Course has all the teachers using software, whether it is for lesson plans, and everything else they do for them to use laptops, in a portable way to take attendance and do all the things that they do. They need wireless access. That was really the emphasis this past summer. This past summer was really to get the elementary schools up to speed. Again part of a plan, so is the replacement of equipment, part of a plan. The addition of access for a wireless network, part of a plan. The idea of transitioning eventually to 1:1, again part of a multiyear plan. For example, if you look at one of the things that we have in the budget, which is another thing I guess we should take out of the budget, is our transition to our next generation science standards if the technology part goes down. Because the Discovery Education Program for 6, 7 and 8th graders, our new program that we want to bring into the district, is something that is really dependent on having technology and the ability to use the chrome books for students to use. A lot of it is delivered by computer. Much like many others, when you go to a text book series, or you go to any new educational resources. The rest of the world is going to a computer based system.

The other thing that is going to happen at this week's Technology Committee meeting is you are going to hear about the American School Technology Plan, which is a national development where it basically gives you a sense of nationally where experts in the field believe schools should be moving in terms of their technology. So that is a topic for this technology. The idea and what you would like to know is that what we have been doing in this district is very much aligned to this National plan. This is something that will go prime time with NJSBA; this is something that is very important that is out there, that is really setting a standard for school districts to follow with regard to educational technology. So, honestly in general, we are not helping our students if we are not preparing them for the 21st century, if we are not including technology. We know a lot of things will change in society over the next 10, 20, 30 years, but what we know for sure, one thing that will not change is the increase use of technology. It is going to be everywhere. It will be something that students need to be familiar with. We are not helping them for college; we are not helping them for anything that they will do after their experience here in Wayne if they are operating in a

low tech environment.

Eileen Albanese – as this is a budget discussion of the current budget, I think at this point let’s start at the basics. Let’s entertain a motion to leave the \$732,000 in the budget where it currently exists and we will move from there.

<p>Motion to Leave Money in the Budget RECOMMENDED ACTION: that the Board will leave the money in the Budget for technology totaling \$732,000</p>	<p>O-2016-1 -Approved-</p>
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Motion: To Approve, Moved by MICHAEL BUBBA, Seconded by DONALD PAVLAK. Passed. 7-2-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, CEBERIO, MORDKOFF, OKUN, PAVLAK Nays: KAZAN, SMITH

Eileen Albanese – so we are taking this off this list, because that is staying in the budget. Are we going to continue to discuss this, do you want to move onto other budget questions, we can leave this up here and return to this, or do others have questions that they would like to bring up? Mrs. Kazan is it ok if we come back to this?

Cathy Kazan – sure. I think I covered the bases. We didn’t really have any sort of consensus of the custodial outsourcing or further discuss so as far as I am concerned that is still on the table. If anyone has any input on it, if we were going to get the savings next year, we would have to start it.

Eileen Albanese – let me come around to everyone else, and then we will come back to discuss this...

I have some questions that I assume are things that are just moved around in the budget. But I do have a question on.... On page 215, we are cutting network infrastructure for \$60,000, so my question is that impacting our wireless capabilities, do we have an area that we need to do infrastructure work that will be left in a dead zone?

Dr. Toback – it is not that it is going to leave a dead zone, I believe that particular line item has to do with the purchasing of switches, the switches that we have a number of switches from 2003, that are in need of replacement. They still function, but the desire of the technology department is to replace them so that it puts our network in better position, I think that is what we are talking about.

Mrs. Petty – also if I might add, there is money in fund 11 for Wi-Fi, there was a total of \$130K altogether.

Eileen Albanese – so not leaving a school without wireless, or a section.

Dr. Toback – it is work that will have to be done, and when money becomes available the technology department would prefer to do that because they are very old. They are seeing that and saying that it is part of a replacement plan, they should be replaced.

Eileen Albanese – Under tech salaries, we have had several discussions in personnel about the need for a new technician in technology. I am assuming from this that this is one of the new positions that we looked at is being cut. So we are not hiring a new tech.

Dr. Toback – yes.

Eileen Albanese – Mrs. Petty I am just assuming that this is a move, but I see that we cut the diapering stipend.

Mrs. Petty – it is in the salary. We don't charge it off to a separate account.

Eileen Albanese – I also have a concern with leaving our capital reserve balance at \$257,000 because one boiler and we are pretty much wiped out. If we could, and I am not saying at this moment, but it would be good to have a discussion about what our plan is. Looking at the information that we have been given over the last few years, it is unlikely that we will be making large deposits back into that account and so that does concern me as well. We hit the facilities accounts pretty hard. They took some big hits, I am not a fan of the pay to play, and that I know is in here. I will have to say that I think high school parents already pay to play. Most of the funding for our high school athletic programs, extra-curricular programs, comes from the parents. It doesn't come from our budget. I have a concern with that being a revenue item. It is a collection nightmare, we tried it before. I would like to see us not have that included. The Fairview Lakes Camp, the Meadowland Environmental Camp, I realize that we are not saying cut them, we are saying parent fund them. But, I would like to know how much that will cost parents to do. I am passing on what we have paid for compared to the parents, I would like to know what the impact of that is, I want to look at what we ask parents to pay for, and not always being saying let's take more from the parents in any regard. But the pay to play is something that, I think everyone has had high school students, and they know that they already pay to play. I understand that we are in a budget crunch, but I just don't know if that is the area that we should be looking to, to raise that kind of money, and ask parents to continue to pay for something that is an important part of our high school culture. That is just my weigh in on that, and most of the questions I will hold off on so we can talk about some other major things.

Donald Pavlak – most of my questions were asked and answered by the administration.

Mitch Badiner – to follow up on what we were talking about. I would be curious what the pay to play cost is as well, per parent on an average for high school athletics. I do know it already costs them money.

Eileen Albanese – I can look at my lacrosse parent and you know.

Mitch Badiner – it is costly already. With regard to the discussion of the softball field, is that in the budget for next year?

Mrs. Petty – it is in capital.

Mitch Badiner – is it my understandings that there are requirements that really make us have to finish that. And that is something we are talking about tonight or another

time? From what I understand it is a title 9 requirement for equitable facilities. That is something we will hear more about with regards to our affirmative action team recommendations.

Dr. Toback – it is on Thursday's board meeting as part of the Comprehensive Equity Plan.

Mitch Badiner – that is just something that I think is going to be off the grid no matter what. So it has to be in the budget. The Elementary Science, can you talk a little bit about what the impact there is? In other words, is that what we have been doing with Ramapo, and that would be taking that out and having parents fund the Ramapo piece? And that includes the Meadowlands trip and Fairview Lakes?

Robert Ceberio – it includes coming to our science center here.

Mitch Badiner – so all those costs. I would look at that and say, again let's find something else. I do not believe that part of our curriculum is part of our curriculum. To me that is part of the core curriculum standards and how we are implementing it is by doing that. We have already cut costs over the years by going to the Ramapo program, versus a full time hire on our part, which saved a great deal of money. So, I think we have touched that program enough, and to not go to parents that should be funded through the local budget. Especially because I think we are teetering on what is part of the core curriculum verses and extra curricula or something above and beyond the requirements. This is all part of, in my mind; the requirements inherit in our curriculum that is approved. So I wouldn't ask parents to pay for that. The other things are outside of what is mandated, so that is kind of different. The high school, the high school phys Ed piece. Do you have more information on that, is it being evaluated.

Dr. Toback – it is in the process of being evaluated. We did contact 3 school districts. The main point is that there are different variations depending on the schedule that schools have, and purposes. Some schools use option 2 for physical education as a means....in some district you have extremely high performing athletes. Students who are on their way to, perhaps the Olympics...or students on their way to a professional career, who are working towards that so in some cases, that was an opportunity for those students to have a study hall because they know once school is out, they have 6 hours' worth of practice in preparation on pretty much a daily basis. So, we did look at some other options. In other cases there are districts that have 9th period day or activity period. So the 9th period is time where you can do a lot of different things. So, in some cases that period is used and it is a standard time, where if you are involved in athletics you can go, and participate in athletics as opposed to 9th period activity. So you have you whole school day and your last period is an activity period, so that doesn't help. In other cases, there was a case in Mahwah, where the district was able to reduce staff, but it wasn't as much as they thought. There were many students that still wanted to continue in their PE classes, so that they have the option. The other district we considered was West Essex. They had a program that students chose to remain in their physical education programs, so while there were a handful of students, the program didn't have traction and in the end they did away with it after a year. For the students that were involved in athletics they just went back to the regular schedule and that was it.

The other interesting factor here is that at the high school level, we do not run study halls throughout the day. Occasionally, for different reason you might have a study hall. What you would have to do, is have a catch all study hall for students every period of the day. In the end what that would mean is either the assignment of a duty, which means something else is not being covered. There would be 9 periods of work that you would have to have for the teachers to cover that study. Now whether that mean or involves a 6th period, it is hard to say exactly what that would cost, but the point is we would have to at both high schools, have someone running a study hall every period to allow for the students, particularly if a student decides that, ok they are going back to class, say they change their mind and they don't want the study hall, there is also the effect on your GPA. So there is a lot of students who in some cases would make a decision: I would like a study hall because it helps me with my time management, and in other cases, students would definitely not want that because it would ultimately affect their GPA dramatically because they are not getting credit for that. There are a lot of things that are complicating factors, including the reality that for however many reductions that we make in staffing, there might be a boomerang affect that we will have to fill up those slots, the time periods... so it might be some minimal savings, but not a huge savings.

Christian Smith – how many years are buses amortized over?

Mrs. Petty – I just don't remember on the fixed asset report; it is probably at 12 or 15 years. I would have to check.

Christian Smith – the reason why I say that is, since we are trying to rotate them in 9 year increments, let's shorten those amortization years to 9. That would be my suggestion.

Mrs. Petty – but that doesn't have a budget impact.

Christian Smith – well yeah, wouldn't it?

Mrs. Petty – are you talking about amortizing?

Christian Smith – depreciating the expense of the bus.

Mrs. Petty – but that is not charged off into the budget. We do fixed assets but it only for the GASB Schedule A; it has nothing to do with our budget. We don't have depreciation expense.

Christian Smith – if nothing else, let's write it to the 9 years, for whatever reporting there is. Because we are on a plan to rotate every 9 years.

Robert Ceberio – that is a GASB directive. We cannot arbitrarily change that.

Mrs. Petty – I can check with the auditor, but that will not affect our budget. It will just change the audit report schedule.

Christian Smith – that's ok, let's just change it. If the entire Board is open to that, then I would suggest it.

Mrs. Petty – I need to check with the auditor.

Eileen Albanese – Mrs. Kazan do you want to continue discussion of the custodial outsourcing, or open to the floor?

Cathy Kazan – we have two options here. One saves us \$1.7M and the other saves us close to \$1.2M. Do we want to start looking toward those savings in the future? If we have to bite the bullet year one obviously, but that is the only way to get to year 2, which is where the savings kicks in.

Michael Bubba – we have the study from 2 years ago correct?

Christian Smith – that is what it is based on.

Michael Bubba – but that doesn't mean that those numbers are the same today, so it is actually 3 years ago because it was 2013. So we would have to do another study before we actually do that.

Cathy Kazan – I think Juanita updated the numbers that are here, they are dated 2016.

Mrs. Petty – no I did not update the numbers; just added numbers that were missing.

Cathy Kazan – well you changed the date to 2016.

Mrs. Petty – No. that is just the date I did it.

Michael Bubba – I want updated numbers before I do anything.

Cathy Kazan – we could be saving more.

Michael Bubba – or less, it depends.

Robert Ceberio – in order to get a good handle, forget about the study. In order to get the actual dollar amount I think just to check is that you would prepare an RFP, a 3 year RFP, for the purposes of custodial services. Now the next questions that we have is in the RFP, are we going to ask for a minimum wage employee? Unionized employees? Employees with benefits? More importantly is criminal background checks and who is willing to pay for that. Schedule differentials.... My point is the best way to get your answer is to go out with an RFP. But this Board needs to answer those questions that I just asked. It is just not simple, as simple as taking a study because studies mean nothing. It makes consultants very, very rich people. The only way of knowing that, is in fact, going out with an RFP for a 3 year.

Donald Pavlak – the issues that came up when we did the research last time, were the ones that Mr. Ceberio brought up, but there were additional ones. There was going to be a cost to anyone who used the facilities....the PTO, the PAL, anyone will have to pay because they would not stay to lock the schools. They would come in at 3; they would be done at 7, so anyone after 7 we had to pay time and a half or whatever the number was. Also, who is going to shovel the snow? Who is going to do the cleaning up? You have to be careful; you need black seal people, you can't just do away with them or you will be hiring people to take care of the boilers. It is not as simple as saying they are just coming in and cleaning the schools. What scares me more is who is going to be there, who are you getting? You are not going to get the quality and

every district in the districts that have done it, they might say they are saving money, but also the quality of what they are getting is not near to what we have.

Robert Ceberio – we all know how privatization works.

Donald Pavlak – you are getting low bidder. If you are going out to RFP, you are getting low bidder, you have no choice who you are getting, or who you are bringing in here. You are getting the low bidder.

Dr. Toback – I was just going to add that one thing that typically Boards face when they decide to privatize or attempt to privatize is you have long time employees. And so even though there are considerations obviously, for lots of other things that have been discussed here, there is also the issue about whether the Board has the heart and stomach to take away what are benefits and things that people have accrued over 20 years of employment in this district. People who are near retirement, people who are in a situation, where this would be catastrophic to them, because ultimately they have dedicated their lives to the district. So it is often the case, that particularly for those employees, the districts make allowances. So after a certain number of years in the district, a lot of times, those districts maintain those employees. That does a lot of times have some effect on your overall savings. If it is clean sweep of employees and start out with a brand new workforce, then sometimes those savings are there, if you are able to do that. Ultimately like I said, there are individual stories for every single person who works in this district. The other concern that I have is even now, this discussion, is certainly going to disrupt any other discussion that we have going forward, because ultimately you have a number of people, hundreds of people, who will be very concerned about this as we move forward. Any discussion about this is certainly going to have an effect, so we will expect to hear more, and as time goes by you will be able to gauge, is the Board willing to take those steps. It is a very, very difficult thing to actually through on. So, the ability to talk about it, the ability to say we would save X dollars and your actual ability to pull it off, is something that you really need to consider. I can tell you it is very unpleasant, it is many, many weeks of very uncomfortable and difficult meetings, and it is something that ultimately you need to know about that as you go into it. Of course, there are people who have been very loyal to the district who do a good job, who are going to be wondering, well why us, why not this group, why not that group.

Robert Ceberio – I was just going to finish the thought. The reason why I ask union verses, nonunion. The situation here could get ugly if you don't hire a replacement union to come in and clean. Otherwise, you have a serious, serious security issue, just having seen this before.

Christian Smith – I am going to agree with Mr. Ceberio in doing it correctly, I am looking at all the parts and pieces to it, and going out with an RFP, two or three....RFPs. I am in agreement with Mr. Ceberio on that.

Cathy Kazan – if we can do some research independently by going to the districts that were mentioned in the study and ask them, colleague to colleague how it going for you. Did you get the saving that you were hoping to, and are the schools running efficiently? The model where you keep the head custodians which would probably be our longer term employees is one of the options.

Robert Ceberio – the other question that I have is we keeping the skilled, meaning the

HVAC? The trades, the glass cutters, the locksmith, the carpenters, the plumbers? Are you going to change everybody? If you are going to change everybody, then you need to get what the dollar amount would be to have those tradesmen come in, whether it is privately as a contract verses an hourly employee. So, you have to make all those determinations and that is what we need to do as a Board, if you are going out with the RFP. You need to know exactly what the scope of the RFP would be.

Eileen Albanese – if I could, Dr. Toback and I have had quite a few conversations about long term financial planning and budgeting. Not just this budget cycle, but the next several budget cycles to come. One of the things we did talk about was once we are through this budget, we need to sit down as a Board and start doing some serious thought process, planning, for where we are going to go over the next several years with the numbers that we saw on the information that Dr. Toback gave us. So we talked about perhaps scheduling a retreat sometime in May. This budget will be put to bed, and schedule a retreat that would be open to the public, where we would sit down and start really doing some of this long range planning. Maybe this is a topic that might fit into that. Where we go out for an RFP, we look at some of the things that Mr. Ceberio and Dr. Toback raised, and people around the table, and we start looking at that. Not necessarily for this budget, but as a long range conversation. The answer again could be we stay exactly where we are, but we would have a lot more information then we have tonight to start looking at something along these lines. So if that is agreeable to everyone, then I think it is something that we can put on as our topic for our retreat, to look at something long term, but certainly not something that we are looking to put into our preliminary budget for Thursday. I would think we could be in agreement on that, yes?

Cathy Kazan – I agree I just have a concern with the numbers coming forward, that we cannot kick this can down the road, not even another foot.

Eileen Albanese – so I am going to make a note for our retreat.

Robert Ceberio – are we going to do a budget that is a 2% cap, plus the banked cap? Is that what our number is?

Eileen Albanese – plus the waiver.

Robert Ceberio – is that what we would do? We are looking at, yet we are talking about reducing but at the same time, our end game is still the same. That is why I am getting confused.

Eileen Albanese – tonight was about budget questions, compared to discussing the preliminary budget. Some things have been raised that have long term affects that I think we need to put on a retreat agenda and discuss.

Robert Cerberio – my second question is, is it part of our goal to get back to that \$3M number within the context of the budget? We are at \$1.6 are we trying to get that other \$1.4 to get it to \$3M?

Mrs. Petty – for this year's budget?

Robert Ceberio – at the end of next year.

Mrs. Petty – one of the things that we have done is that we have not budgeted any breakage in salaries for next year, other than some of the retirements that you have already accepted. So that is \$760,000 that you don't have to reach before you start to gain more. So that helps your ability for surplus next year. Then of course we only have \$1.2M. So budgeted fund balance in my opinion as long as you don't go under the maximum cap, thereby letting banked cap again evaporate, your ability to then gain surplus is better than if you cut it down.

Robert Ceberio – that is what I thought, one of our targets is getting back to that \$3m.

Mrs. Petty – Our hope was that if we follow that, you should be able to at least be able to get 1% of your budget out in surplus. Let's face it; you are not going to spend the budget to zero. You can't spend the budget to zero. So, somewhere along the line I would think you would get economies of scale and purchasing or things change, or you get additional breakage, but again you also have to remember that you might gain additional breakage. But what happens during the school year in the summer we find that we can't cut 6 Elementary teachers, because now we ended up with more students so we need another section, so now you have to hire someone. You have another child that moves into district, which we have no contingency money there. So again, I know that in a lot of these things one of the questions was why we only budgeted for \$50 or \$55 versus \$60. I answered that because, by my nature, I want to be very conservative when I am budgeting revenue because if you don't achieve it, that means you have to have cuts on the expenditure side to make it up. I am very conservative in cutting because of all the other unknown factors. So the way it is set up now, Mark and I have had this conversation for at least a month and an half that I believe that this preliminary budget has you set up. You should be able to without a problem be able to pull out the same amount of surplus and maybe more. There still are some unknown factors in the budget that we may not know, until we get to the final or after the final.

Robert Ceberio – the other thing and I brought this up one other time before, Shinman's track, can we discuss that, keep it for a rainy day. If you are concerned about a capital budget, and we treat that as surplus property and we either get green acres money for it, or the town wants to buy it or something, that is potentially is where your capital reserve money comes in, which could be a couple of million dollars. But it is only a one shot. So as a result, you treat it as a one shot.

Eileen Albanese – put it on the agenda for the retreat.

Mrs. Petty – to answer your question, we did ask the town, it took us months that we finally got it in writing, and the town is not interested in it for green acres. We did have the conversation, and would like to say it was at a Board meeting, but certainly it was in committee, that we would move forward to spend the money to get the studies done, to put us in a position to sell it. That is in the budget, the next phase of that is in the facilities budget to have....

Robert Ceberio – you need appraisals, and the survey.

Mrs. Petty – I don't know the words, you know the words...that next piece the money is in the budget. So we are moving forward with that.

Robert Ceberio – put it on to discuss.

Eileen Albanese – I am also putting on the list of things for the special question that we can talk about....

Cathy Kazan – we have to make a decision about the special question because it is 3 days from now, correct?

Mrs. Petty – I am not sure that you can do it later, but I will tell you, I have to know what the exact numbers are. This budget has to go, we are putting it out there....do we have enough time in 3 days to cost out these things?

Cathy Kazan – we know we want to put kindergarten back in.

Eileen Albanese – we have the option of doing it at a special time.

Cathy Kazan – but it is not a bond referendum and you can't do it....

Eileen Albanese – we have to, and we have to focus on the special question.

Robert Ceberio – can I ask the attorney that question?

Jessica Kleen – whether or not you can do it on the special Election Day? I am not sure either...

Cathy Kazan – I always thought we couldn't.

Mrs. Petty – I don't believe you can, it is only to raise bonds...

Eileen Albanese – the first thing that we have to do is have some consensus from the board. Are you interested, let's start with the special question items on the left of the white board, noting that Item I was already voted to remain in the budget:

1. ~~All technology in current operating budget - \$732,000~~
2. Pay to play - \$300,000
3. Field Trips (Meadowlands, Fairview Lakes) - \$185,000
4. Softball field - \$150,000
5. Full day kindergarten - \$2,000,000
6. Balance of technology in PCIA lease - \$835,000

It then might not be exactly that but something in that frame. Is the Board interested in pursuing that further, because we could have somewhat of a time crunch in putting the numbers together? I think the one on the other side we don't have numbers; we would have to take an additional look at that.

Robert Ceberio – if you do the stuff on the left hand side, what are you putting back into the budget to get to that \$2.87 or wherever we are?

Cathy Kazan – some of those items are revenue, FDK isn't even in there.

Mrs. Petty – you have to count the revenue as expenditure because you have to cut the budget to cut the revenue. So that is where it falls short.

Robert Ceberio - PCIA lease is \$839,000

Mrs. Petty – that is not the correct amount; that is the lease amount. So let's say you get \$100 out of that, I am just saying....all you would net, Kathy is \$100,000. That is all you would cut out of the budget.

Eileen Albanese – this is the cost of the lease.

Cathy Kazan – but if you go out as a special question you would be buying those things outright, so you would need the full amount wouldn't you?

Mrs. Petty – to put it on a question, yes..... But what I am trying to understand is, I am trying to look at the budget impact at the same time.

Cathy Kazan – that is a separate category you don't cross out the \$839 that would be in the question. I understand what you are saying, Juanita.

Mrs. Petty – I am not trying to be difficult, but it is very methodical because I am trying to understand what we have as a budget impact. We are saying that, that \$300,000 that you want to reduce has revenue, you have to subtract off of anything that you would cut out of the budget. So right now, for PCIA lease, you have reduced the expenditures, \$100,000. That is not enough to cover the loss of revenue for pay to play. You still need another \$200,000 of cuts in the budget. You cannot cut field trips \$185, they are already out. You are not going to cut the softball field; that is in capital reserve account. Full day kindergarten is not in the budget. You don't have enough cuts to even get rid of pay to play; you need another \$200,000.

Robert Ceberio – what educational programs go across the board that people would support that we don't have now. I think we have a better shot on the right than we do on the left.

Eileen Albanese – we are not there yet, we are talking about doing something that immediately impacts the budget right here. That is something we can discuss after this.

Cathy Kazan – do we have labs for the biology in the budget?

Mrs. Petty - no.

Cathy Kazan –just the teachers. Just the staff.

Dr. Toback – staff only.

Eileen Albanese – so let's say this, we have to have another \$200,000 in expense cuts...right? My reason is trying to get some consensus from the Board that this is something we are even interested in pursuing. Then we can work on details. ...we are going to spend a lot of time talking about something that we do not have the consensus for. So unless there are any additional discussions about the proposed special question on the left, let's entertain a motion for or against however you want to do it.

Cathy Kazan moves that we entertain the question. Seconded by Christian Smith.

<p>Motion for a Special Question RECOMMENDED ACTION: For the Board to Approve a Special Question to include the following:</p> <ol style="list-style-type: none"> 1. Pay to play - \$300,000 2. Field Trips (Meadowlands, Fairview Lks) - \$185,000 3. Softball field - \$150,000 4. Full day Kindergarten - \$2,000,000 5. Balance of technology in PCIA lease - \$835,000 6. Full Day Kindergarten 	O-2016-2
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Board Discussion:

Eileen Albanese – A yes response is going out for a question. We will have to look at the budget impact down the road for the other \$200,000 in cuts. A No response means you don't want to entertain this type of a special question.

Robert Ceberio – you have kindergarten and pay to play, and parents are not going to care about pay to play, that is not going to get you the political support you need. That is how I am looking at this list. What on that list on the left would give you the political cover for kindergarten?

Cathy Kazan – we took the hardware out....

Eileen Albanese – can we vote on the question on the left and then we will go to the question on the right.

Cathy Kazan – you said take it out, you didn't want it in the question.

Donald Pavlak – you don't need as much for technology. If you get it, put it up here.

Eileen Albanese – we are talking about the question on the left..... Let's stay focused people. If this is off the table then we can go to the question on the right, and Mrs. Kazan is right if we want to take pay to play out of the budget, we will have to have that discuss separately anyway. Do we want to look for the March 18th preliminary budget to have some form of a special question going out in November for these items? Only on the left and \$200,000 of additional cuts to make up for reinstating pay to play...that is the budget impact of those items..... Eliminating pay to play...removing from revenues.

Robert Ceberio – you won't get that anyway....you have free and reduced lunch kids that we never charged and they are parents. And that number is X..... We don't know what X is...

Eileen Albanese – lets deal with this. Do we want to put a special question out in November that deals with these items. We took hardware out, pay to play, field trips to

the meadowlands and Fairview lakes, reinstating pay to play, asking for the money for field trips to the meadowlands, the environmental center, Fairview lakes, the softball field, full day kindergarten, and the non-bus PCIA lease items.

Cathy Kazan – can I delineate those items so that people understand what is in the PCIA lease? The non-bus items would be, \$95,000 auditorium carpet at WH, WV, GW; Media center furniture at WV, WH, and GW; Cardio equipment at WV & WH; classroom furniture at SC, WV, WH; elementary instructional classroom \$93,000, I am assuming all 9 schools; ADA, WV Auditorium chair lift, Security cameras; WV clock replacement; improvements to tech ed program, \$10,000; WH computer upgrades for Room 268, \$18,000; one smart table at LAF; RC auditorium projector; GW & WH 3 D printer \$92,000..... Athletics: side court netting for gym; WV scoring table \$16,000; WV soccer goals; audiometers \$5,000; assistive technology for students \$68,000; media center wall panels \$6,500. Those are the items that don't include buses.

Eileen Albanese – to clarify these items will come out of the budget, and would go out on a special question, so they would not be included in the upcoming budget, in the lease....These items would be leased through the cost in the budget.

Dr. Toback – the assistive technology probably would not be able to be part of a separate proposal because that is part of IEP..... So it would have to stay in...

Eileen Albanese – let's loosely say we are looking at this concept.

Gail Okun – mentioning all of those items, no one would know what they are voting for or against. Because it is not in the budget. We have to make sure that all of them are clear.

Eileen Albanese – I also want to be clear that these items are bundled. So the way the proposal is right now, you would be voting yes to everything, or no to everything. You are not able to choose between yes to this no to that. The way that this proposal has been put forward, it would be one yes or one no to every item. Are we ready to vote at this point?

Motion: To Approve, Moved by CATHY KAZAN, Seconded by CHRISTIAN SMITH. Failed. 2-6-1. Board Members Voting: Ayes: KAZAN, SMITH Nays: ALBANESE, BADINER, BUBBA, CEBERIO, MORDKOFF, PAVLAK Abstain: OKUN

Eileen Albanese – now we will look at the other side. So now we are looking at something that I think is a little more long term, but I think that is my opinion. We don't have numbers, but we are looking at possibly going out for:

1. Full day kindergarten.
2. ADA compliant accessible equipment Special Ed. programming to return students.
3. Next generation science day lab which would impact all sciences.
4. Culinary labs.
5. Facility to enhance Special Education Services.

Let's open the floor to discussion regarding this knowing that we are not talking numbers, we are talking general theory. Just discussion, not moving anything right now.

Christian Smith – take Mr. Pavlak's thought and throw it up there.

Eileen Albanese – I cannot add it in because we just voted to leave it in the budget.

Cathy Kazan – we voted to dismiss the first scenario.

Eileen Albanese – we voted to leave it in the budget. Mrs. Petty can you read back the motion about technology.

Mrs. Petty – it was to leave the \$732,000 technology in the budget.

Pavlak – when are we talking about doing this? You need to know that so you can know what the impact is. This is putting the cart before the horse. If you are not going out in November with it, are you are waiting to go out in June with it.

Robert Ceberio – you can't go.... It is not a bond referendum.... So I would make this a second question.

Cathy Kazan – it has to be decided this week.

Robert Ceberio – we know that the 2M is for kindergarten. We know what and I would check every ADA requirement in all the buildings, to make a determination what is needed. Science standards, I wouldn't call it a culinary lab, I would call it academies.

Gail Okun – I would too because it could be other things besides that.

Robert Ceberio – just academies.

Eileen Albanese – perhaps the real question here is, is it feasible tonight to ask the administration to put something like this together, that requires some research, some thought and that we need to do in a responsible way to have together for Thursday?

Mitch Badiner – I don't know...my concern is this; we are a few days away. Everybody realizes the elephant in the room. Full day kindergarten is not in the projected budget and it has been determined that there is no way fiscally that it would work today. If that is the decision, I wish we could do something different and from going over the budget book and having multiple conversations and recommendation of administration is that we fiscally cannot do it right now. So how do we as a group get this thing taken care of, get it into our school district and to Cathy's point having a referendum adding other items to it, does make some sense and has been successful in other places. My concern however is, we are throwing around these ideas and programs that we want to fund millions of dollars and asking the public to vote on that as a yes, when we haven't even gotten any recommendations from administration telling us, these are the priorities of things that we want that would benefit our district because of X, Y and Z. That is why we want to go to the taxpayer to sell it. My concern is that, we are going to throw out \$3-4M in a question, and we have spent almost 2 hours figuring out what it will be, so you can hurry up and get that done in 2 days. To me that is not the way to do it.

Eileen Albanese – isn't that just what I said. We agree?

Mitch Badiner – I do want something to go out to the public, so that we can continue to make an effort to bring in full day kindergarten. I just don't know all the answers. I don't know if we can do it at a separate time than November, we are not sure of that yet. That might change how we do this. But implementing this plan with 2 or 3 days' notice, I just don't think is a prudent thing to do, and to ask and say, hey public be confident that we are asking you to give the money for the right thing. Even though we are just throwing around a culinary arts program, which may make sense, but that has to be vetted.

Eileen Albanese – I have a list down here.

Donald Pavlak – I echo some of the sentiments, because unfortunately I have sat here before when things got thrown up, and thrown out. Let's implement this program it is only \$500,000. Then we realize \$500,000 is for the program, now we need salaries, wait we have to hire 3 not 2. Without having all that worked out and just throw numbers out here. I am not going to go out there and say that we will do something, and then we can't do it. I have been burnt enough here, not by this administration, but by previous administrations. They say yes we can do it, yes we can do it. We go out and sold something, and then we come back and say, oh no we are not doing it, but we are still taking your million dollars.

Cathy Kazan – final thought on this in addition to the full day kindergarten. The next generation science standards you had a number for, you want it in the budget for \$835,000. ELA, I think we can probably come up with an estimate based on what we paid for the Envision math, what a language arts program might cost us, and put those two programs up there with the kindergarten program. Those are things that we have to do, they are not up for options, they are not pie in the sky and they have to be implemented within a certain time period. We cannot afford to do it this year, probably are going to have a hard time affording to do it next year, so that is education. That would make two other items up there aside from full day kindergarten. We could probably feasibly come up with actual numbers for in time for Thursday meeting.

Mitch Badiner – that is a good suggestion, my question would be the science standards and the implementation, can we go outside to get that approved, or is it mandated that we do it and subject to a question. That is what I would want to...

Cathy Kazan – we will have to do it anyway.

Mitch Badiner – I know that but if it is voted down, you can't put it in the budget. Let's say it fails...

Cathy Kazan – we would put it in the next budget...which we are only working on this budget.

Mitch Badiner – if that is possible, then I might be a yes to that. I am just saying that if it...

Eileen Albanese – we have to hear from administration.

Mitch Badiner – and our attorney. If a November question is out there that fails, can we put that into the following budget because this would be...you can do that? Ok.

The Board took a short break.....

RECONVENED

Dr. Toback – The main thing that I would have to say at where we are at this particular moment, is that this type of situation is a little bit of what has gotten us in trouble in the past. In other words, we have the enormous decision that we threw up on the Board tonight. There was not a lot of opportunity for the Board to discuss. There is no agreement, necessarily, that these different projects would be bundled or not bundled together, separate; how this would look. It is very unlikely, almost impossible, for administration to have a real number when you talk about the ADA compliance needs of an entire school district. Think about that. If I am asking you the question what are the ADA needs in a district of 14 schools? That is a question that takes time to answer. Then add on costs, timeline; that is a significant project. It is an important project. It is something that we started adding to the budget, and we certainly would like to do it every year and add to that, but that is an ongoing thing this year, but is it something that we can answer so that the budget can be submitted in time that it is supposed to be submitted. That is definitely out.

Next Generation Science Standards labs what does that mean, what does that involve, what kind of furniture will we need to buy, what kind of equipment, what kind of technology would we buy to support, what are the architects recommendations, what are the plans? Again, if we are redesigning district science classrooms, a topic that usually takes months and in some cases, years to really get a handle on it. So is the idea of academies; an excellent idea. Are there programs are there things that we can build within the Wayne Township Public Schools that would help the school district retain students, who might otherwise leave the district for a career technical education program. The answer is yes, that is a good topic, but then you have to look at the costs verses the benefit. How many students do we expect to have here, and if someone asked me that question, I would not be able to answer that question without a good amount of time devoted to studying that. In as far as facilities enhancements, whether it is for special ed, or any other facility enhancement. That is a very nebulous topic, so if we are going to spend money, you can spend unlimited money on that. But, you would need a real thoughtful process to get to that point. I guess the idea is that if we were to move ahead with this, the Board can certainly vote to do that, we would be in a situation where you would have to question is that a good solid business decision. In other words is it good management. Is it a good business practice to just throw things out and try to move ahead with something, in advance of a thoughtful process? So, the recommendation I think we would have, is to leave this. There might be some other things that given a good discussion, we might be able to move forward with. There might be some other ideas that people have, and this would be sort of an attempt to provide some long term financial stability for the district, and move ahead with a number of important things that we need in the district, which of course full day kindergarten is a very important part of that. Everyone understands that, the feasibility

of it, the long term viability of it. Right now under the current conditions, it is not there. Down the road in combination with a bunch of other things, or maybe not in combination, however that works out. That is something that really requires thought. So, I would recommend that we have a retreat; we can discuss these types of questions over time. We can accept new suggestions from Board members about different ideas that we may or may not pursue. But that is something that really does take time, so if we scheduled a retreat later in the year, that would be a great opportunity to really flush this out. It would be a good starting point for doing something good for the district. I think that is great, and a good thing that the Board collaborated and came up with some things tonight, but as far as the ability to act on that, like that, that is a stretch.

Eileen Albanese – your recommendation is that we put this on the agenda for the retreat, and that will also give the administration the time to come back with some other recommendations.

Dr. Toback – and with the understanding that these are different recommendations that if we have consensus on we will pursue numbers. In other words, we would want to really look at...I am quite sure some of these projects are really a lot more than what we are thinking about off the top of your head.

Cathy Kazan – I thought that we had decided, that was the case and those were all not do able in 3 days, but that we would consider the 2 curricula, which we had agreement on, language arts and science standards, that you took out of the budget.

Dr. Toback – ok, the science standards we pulled out, and didn't include some things for the next generation science standards for biology and for middle schools. There is some funding for that the other part of...

Cathy Kazan – you took out of the budget \$835,000.

Dr. Toback – right so we didn't go ahead with the full implementation. That is ok, but the priority quite honestly if we had to talk about priorities, and this is something that we don't have the language arts resources that we need from kindergarten all through 8th grade. There are a lot of things that we need, so if we had to prioritize, the language arts thing would be the big thing; however, there is also a number of meetings that we have had with teachers as part of our language arts assessment that indicates that there is a lot of good products that are out there. So at this particular moment in time, we have different people piloting programs throughout the district. The teachers like different aspects of different programs that we are trying to pilot, and there are also some new products that are coming out next year, so the hope is that next year would be the year that we can take action on the language arts, and have the funding for that. And then the next generation science standards is something that we will continue to build into the budget incrementally knowing that we have a good start with what we are doing this year, and there are some more things that we can certainly do.

Cathy Kazan – so you are saying that there is nothing that we can add to that list with full day kindergarten to make, and take another crack at that program.

Dr. Toback – I am not saying that, I am saying that right now at this moment in time, that we are not in a position to really say anything about that list. We are in a situation

where a lot more thought is required for any action to take place.

Robert Ceberio – would we have a range in the cost for that ELA program. Does it range.

Eileen Albanese – if I could interject, my understanding from the meetings is there is not consensus yet for which program yet that we should, from the teachers, which program we should eventually adopt. So they want to continue to pilot.

Robert Ceberio – I understand that, but from a low minimum amount of cost to whatever program to the highest potential program, do we have numbers?

Dr. Toback – no, not right now.

Robert Ceberio – you know what I am trying to get at is that worst case scenario is you would put the highest number that you are aware of, as the cost, that is all.

Cathy Kazan – we know there is going to be a cost for science and ELA. So if we put money in there, you are halfway there, or 2/3 or maybe $\frac{3}{4}$ of the way there for when we go to implement it next year.

Robert Ceberio – I am going to throw a grenade on the table with this one...can we put kindergarten and some of or the balance of safety and security on the referendum? The two losers. The reason why I bring that up is that so many people felt really bad about not voting for the security of their children.

Cathy Kazan – might have some changed hearts.

Robert Ceberio – and all the comments that we received of all the people that didn't vote, were going to come out to vote on this issue, considering how much more violence that we have had from that referendum to this referendum, maybe there is a change of heart. Now unfortunately, we lost 40%. Just a thought.

Mitch Badiner – I guess my concern is that, what if we don't move forward with any referendum today. Where does that leave the kindergarten proposition? Does that put us two years out? If we can't get voter approval at any other time then in November, which we have 3 days in which to try and make that happen, then we lose a whole year, correct? So, to Mr. Ceberio's point, what do we have to lose by putting out a referendum for kindergarten, and I am ok with some safety and security measures as well, and get it out there. Get the public to get out, vote for it, do whatever we can do to push it, because the option there is that there is no option. So to me, I don't know that we have much to lose by putting it back out there again. Even if you put it out there alone. I understand from the administration, that you can't just throw things up there and expect them in 3 days to figure out, ok this is the cost and is that really the priority. I think that it is a good move to have the discussion about, but can we all agree to the idea of, we need to put it out as the special question again, no matter what. Now, do we add to it the safety and security? Do we add something else that you have prepared that you would love to roll out? Not just something that we are just putting out there that seems good, but something that you have done some homework on and would like to implement and have the opportunity to do that. Because if we don't do anything, it isn't in our budget, and it can't be voted on by the public next year if we don't do it within 2 days, so what do we have to lose. I think we only have

everything to gain by putting something back out there, if in fact we can't get it in here.

Eileen Albanese – I think that everything that we are talking about tonight, and how we are bundling things and putting things out there, I think it is clear this Board wants to put out full day kindergarten again. I think that is clear... from a majority of people, perhaps not all. Let's be honest with the taxpayers that, that is how strongly this Board feels, and a lot of our community feels that full day kindergarten is important. Let's stop trying to bundle it, let's stop trying to say what else can we include in there and let's make a statement as a Board that this is our recommendation. Let's make a statement that full day kindergarten is important and we want it. This is what it is going to cost and let's do what we can to get it out there, that message to our taxpayers, that full day kindergarten matters, we think it is educationally important and we are asking the taxpayers to consider full day kindergarten again. I do not like the idea of bundling other things in there and trying to draw people out, vote for this and that gets us full day kindergarten. Let's be transparent, let's be honest, and let's say as a Board we think full day kindergarten is important. That is my thought.

Cathy Kazan – I am not only thinking of bundling it because it is a good idea and it will get more people out, but we have other needs. Safety & Security is still a need.

Eileen Albanese – that is the 4th or 5th suggestion tonight. I don't think safety & security is top priority, I think the top priority is full day kindergarten, and we have to be honest about that.

Cathy Kazan – I know, I was going to bring it up at least later, about reapplying for the 40%, because since the other district just did it, that that wasn't part of the budget so there was no need to bring it up tonight, but since Bob brought it up, why not. We have multiple items that we didn't get, that we didn't implement ourselves, we know what they are going to cost. It wouldn't be difficult to pull out that number, and maybe add one or two of those items in with the kindergarten to get more support.

Gail Okun – my only concern and Juanita pointed it out before, when we submit this as part of the budget, you have no say on the way that it is stated. There is no interpretation, and they decide what the language is, and what happened the last time, it was so confusing people didn't even know what they were voting for or against. They didn't understand it. What happens if we run into the same thing again. That is my only concern.

Mrs. Petty – the only thing we can try to do is take away some of the confusing language, because it is not the County office that has the final say on the wording of the question, it is some powers to be in Trenton. I would say Dr. Toback and I would have to look at the question and see if we can further clarify it and see if they tweak it a bit, see if we can get it approved. Maybe we could do that if we say that it wasn't worded well....I don't know the answer to that. Primarily you have to talk about what it is you are trying to do, and you have to be pretty specific. So, if you were to include some of the security things, those are pretty specific. We want to put cameras here, replace PA systems....some of the things we have done, so you would have to look at what was left, and those could be easily formulated.

Gail Okun – kindergarten only lost by about 611 votes. So, I think it could pass if it was worded correctly and people understood what they were voting for. I think the Board agrees that we do need a full day kindergarten. There is no question about that

now.

Eileen Albanese – can we send out our own wording Town wide. Not what is on the ballot, but can we send out our own wording.

Dr. Toback – you can certainly do articles, and all kinds of things that we can make the public aware. What does this vote mean for you as residents.

Eileen Albanese – I realize the question is written in legal ezz and we might not be able to change that, but we certainly can send out something else that we don't pay for, because that was a problem last time, paying for it, but something that we send out through our email, that says this is what we are trying to accomplish. I just think maybe we can do our part to, to get the word out to people on what we are trying to do. But then it is up to the taxpayers and what they want. We can say the 9 of us sitting around here, full day kindergarten is important and we understand it educationally. We also have to understand that taxpayers have their point of view.

Christian Smith – it has to be advertised to give the public a full understanding of what they are voting for, which was not the case last time. The second thing, Dr. Toback, you must have one item educational item that is not in the current budget that you would like to have in the current budget, but the finances are not there that we can add to this. There must be one.

Dr. Toback – the problem is that we are talking about something that could potentially be voted down, and in which case now I am talking about an educational item, that is something that we can afford to have that happen.

Christian Smith – that is a mistaken concept. This vote is a vote to go above the 2% cap. If it gets voted down, it is the same thing, you would get your educational thing within the 2%. Am I correct in that statement? I want it to be clear and transparent that what would be proposed is an allowance to go above the 2%, if it fails you can proceed exactly as you would anyway, under the same rules that you would be held accountable to, anyway.

Dr. Toback – not within that year.

Cathy Kazan – within the next year. If it is not in the budget anyway...

Robert Ceberio – so we would be able to put those two components, one is a bonding element which is a security with the education.

Mrs. Petty – no bonding, you would actually pay through it through your capital account project.

Robert Ceberio – when is the warranty over with the fields?

Mrs. Petty – 2018 is the last payment.

Eileen Albanese – turf fields now...

Robert Ceberio – if you received authorization for it, but didn't do it...if you put it in capital reserve you might be able to. You may be able to put it in a special reserve, not

that I know educational law.

Mrs. Petty – I don't know, you might be able to ask for the deposit to put it in capital reserve to support that, but I would have to check that out.

Robert Ceberio – now I am suggesting bundling kindergarten and turf fields. Because in 2018 you know we have to re-do our turf fields.

Cathy Kazan – that is 2 years.

Eileen Albanese – that was a No.

Mrs. Petty – the one thing that I want you to be very careful about, is that even though you don't have the language arts program in your budget for next year, I am not sure that the State would allow it, because it is core content, and you are forbidden for putting anything that is core content in the special question. I don't know whether that is only if it was that you were taking it out of the budget to put it in, or if you never had it and you just wanted to get it in next year. I don't know the answer to that, we would have to research that. But those are things that we can easily find out tomorrow.

Jessica Kleen – that is correct, you cannot put that in a special question.

Eileen Albanese – what were we talking about.

Mrs. Petty – the ELA. To Mr. Smith's point there must be something educational, but it can not be core content.

Jessica Kleen – just to clarify, you can still have language arts programming that is above the core.

Mrs. Petty – but the language arts program that they are discussing is not, it is core. I just wanted to just clarify that. It can be, but it has to be above and beyond, like developing an academy or something.

Cathy Kazan – can we have some recommendations on safety and security by Thursday night, to vote on that with kindergarten in a special question? So we can cap it at a certain amount.

Eileen Albanese – if you are asking me, I would like to cap it at full day kindergarten, and focus our energies on one thing, but I am just one vote. I think that being transparent to our taxpayers is important. We think that this is important.

Cathy Kazan – so is security. We thought it was important enough to put that in a special question, and we left out and still have stuff on the table.

Eileen Albanese – a lot of it was done. I don't know how much dollar amount you are going to have left. That is something the administration will have to answer. Did anyone else have anything and weigh in on this?

Dr. Toback – we are ok at this point, we can come back with some numbers. Yes.

Eileen Albanese – we can come back on the 17th and we are going to discuss on a

special question yes or not, and what might be included.

Mrs. Petty – I can have a separate motion prepared, that you could be ready to move, or we could put in tomorrow's draft, so that the public can see it, and then with the numbers to be filled in.

Eileen Albanese – don't put it in the draft until we see it. Right?

Mrs. Petty – I just don't want you to be in a position where...

Cathy Kazan – that we stay under \$2M on the security, because...

Eileen Albanese – not with full day kindergarten.

Cathy Kazan – no, that is what it is...

Eileen Albanese – kindergarten plus \$2M.

Cathy Kazan – let's not go off the deep end to the point where it will be too expensive a question...keep it under the cost of \$2M.

Dr. Toback – we will recommend the projects and include that, 2 options.

Mrs. Petty – that is what I was going to say, my concern was that all of a sudden adding another motion on Thursday, so if we just put in the wording of a special question and leave blanks and say that this will be discussed. At least that way it will be on the agenda. We had that issue before, so I would rather somewhat fashion it into the budget motion, and then it can always be taken out if it doesn't go.

Dr. Toback - the bottom line is the Board is able to discuss it, modify it, whatever you want to do, and in the meantime the public can see and discuss it.

Eileen Albanese – so if no one has a problem with that we will have some kind of a draft, put in with our release on Tuesday, for the public to read, but will have additional discussion on Thursday night before we make a decision on a special question, OK. Let's put that to bed for a minute. Budget itself, we are putting a preliminary budget out on the 17th, have we cleared all the questions is everyone comfortable, or has an issue with their vote on Thursday night? We need to know that we have consensus to move ahead the preliminary budget through.

Cathy Kazan – well you are not going to be able to change anything to make me vote on it, yes. I will be voting No, but for reasons that I will state Thursday night. Do we need to make a final determination on kindergarten and the wrap or any of that before Thursday night.

Eileen Albanese – the wrap is not part of the budget.

Cathy Kazan – I know it is a community program. We will have to approve it don't we?

Eileen Albanese – We don't have to approve it before this Thursday, and I would like to get information from the steering committee and a presentation put together for the Board.

Cathy Kazan – what about our previous motion on kindergarten. What happens to that? Nothing, we don't have to rescind it. It doesn't have to be voted out? It hasn't been followed.

Jessica Kleen – where was it left at, at the last meeting?

Eileen Albanese – there was a vote on January 7th, by 6-2 to include full day kindergarten in the budget. Obviously before the budget was presented. So now we are left with that vote sitting there, with a budget that does not include full day kindergarten. So the question is, do we have to vote to rescind it? See, you can't come here and expect easy questions. She is saying Isabel...

Jessica Kleen – let me understand, you took a vote to put something in the budget?

Eileen Albanese – before the budget was presented, and now we see that it is not included because the money is not there. Did you want an opportunity to go call Isabel?

Jessica Kleen – She is actually on her way from her other meetings, so she can address that when she gets here.

Eileen Albanese – we can come back to that because I know that you are not familiar with the whole issue.

Jessica Kleen – I do not think it is binding though because I do not think that you can do that, but...we will let Isabel advise.

Eileen Albanese – any other questions about the budget? I would like to know that we have enough consensus to pass our preliminary budget.

Cathy Kazan – take a poll.

Eileen Albanese – do you want to take a poll to see where we are right now. Do we have anybody who has any additional questions or needs any additional information? That was really the point of tonight. Ok.

Mrs. Petty can you pole on preliminary does not include the special question, which will be discussed on Thursday.

Cathy Kazan – I am still up in the air about the capital money that we didn't come to a resolution on that. It is left where it is, so is pay to play and all the other items....so

Eileen Albanese – we do have additional time, we are only talking about voting on the preliminary budget, we do have additional time to discuss those issues.

Cathy Kazan – ok

Poll in support to Adopt Preliminary Budget:

M. Badiner – yes; M.Bubba – yes; R.Ceberio – yes; C.Kazan – no; A.Mordkoff – yes; G.Okun – yes; D.Pavlak – yes; C.Smith – no ; E.Albanese – yes.

VI. Revisions to Agenda Items

None.

A motion was made to open the meeting to public comments.

VII. Open to Public Agenda Items Only

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses, and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other comments may be responded to tonight or at subsequent meetings under "old business."

Eileen Albanese – Normally we have two public opens one on agenda items only and one on any topic of your choosing. We are going to have one open so you can discuss either the budget questions that you have, or any other topic that you would choose. This way we will give everyone an opportunity to speak.

Public Comments:

Rebecca Bradley

- applauded work to still continue with implementation of full day kindergarten. Has no problem speaking with custodians to have full day kindergarten. Also spoke about parental paid AP off the table...why then charge for full day kindergarten.

Robert Ross

- echoed Ms. Bradley, and many other parents. Observation that most thoughtful conversation so far. BUdget should be year long process. Security guest, missing opportunity through newspaper, must tell people. Problem with referendum, people only vote their own interests has difficulty understanding budget, ie: costs of health benefits...very high vs. private sector. Don't offer as good of benefits, shop it around more or change benefits offered. Sports, why is everything fully funded? Should have a fee to participate. Technology, why can't parents buy chrome books? Other staff reductions made sense. Efficiency of school buildings should not have built Anthony Wayne. Think about facilities long term, school realignment. November questions will vote for it if rolled out with enthusiasm, but use sparingly. Shinman's track where is it?

Diane Carey

- benefits, if you cut, I will go to another school. Teachers pay pension and share of premium.

- must provide technology. Can't cut.
- will support full day kindergarten and security, community must support.
- Dr. Toback did good job. Took a lot of criticism, no wanted. Have really good Administration, don't need a turnover.

Eileen DaMico

- commended and thanked all at the table. Conversation was productive. Make sense to be thoughtful and spending time to be accurate.
- thanked Dr. Toback for his efforts, he is wonderful.
- Cheering - out of pocket \$700; Soccer...etc., AP comes to \$92/exam TAPE

Board Counsel - Isabel Machado arrived and Jessica Kleen left the meeting.

Zolton

- red reliance on fund balance, breakage, monstrous numbers...reducing millions...
- just got extra \$400+ in State Aid, if didn't get, would more have been cut?
- custodial services and transportation, \$17M. Needs to continue to consider wording special question. Explain difference between assessed value and market value.

Robert Murphy

- love this format.
- for full day kindergarten...corporate social resp - get support from local businesses around town.
- has 8 year old daughter in Fallon. Talked about if Trump is President, we will all become slaves. Curious if we have policy regarding teacher editorials about politics. If not, can we implement something.
- Mr. Pavlak, great to see your frustration, know you are on our side.

There being no further comment from the public, a motion was made to close the meeting to public comments.

Motion: To Approve, Moved by MITCH BADINER, Seconded by ALLAN MORDKOFF. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, CEBERIO, KAZAN, MORDKOFF, OKUN, PAVLAK, SMITH

Administration Reply to Open Public Comments:

Dr. Toback – future of the referendum – full day kindergarten. I am in agreement, and appreciative of the opportunity that we are moving forward with this, and it is a huge thing for the district. Certainly regardless of what happens at Thursday's meeting, whether it is bundled with something else the is that if it goes out for a vote for a special question, I think it is a very positive thing that will allow the district to move forward. Understanding that this is something that Mrs. Petty and I, the full day kindergarten issue, have tried to incorporate into the budget in 1000 different ways. The reason I say that is that I want all of our parents to understand, that this is also a

very important thing for us, Administration. We have looked a lot of different ways, but you have lots of different factors that have an influence over this budget. Some of them have been described, we have the health care increases and lots of other things that are out there. The question because even in the scenario if the district were given the money to get started, say someone donated \$2M to the district, there is that question out there and the lingering issue for us, is the sustainability. Would it be possible to continue a program even if we were given the money to get started, would we be able to continue that program year after year, knowing that it would be still money that would be in the tax levy in the following year, or the year after that? Looking at our other budget issues that will be facing, we will need every penny that we have. That is the root of the problem. Why is it difficult to move forward with this, even if we were to cut and lots of people have suggestions that we can cut this, we can cut that. There are all kinds of cuts that could be made, the question is 1. Obviously there is the price, whatever affect that has on other parts of the budget, and 2. Whether or not you can continue to do that if it is sustainable. The answer to that, there is no question, that kind of put the brakes on all of this, there really is no way that anyone could argue, even if you did manage to come up with cuts, there is no way to be able to say in the following years that we would be able to continue the program. That would be a really traumatic thing for the community to have something, and then lose it within a year or two.

Eileen Albanese addressed Mrs. Machado: the vote that took place on January 7th to put full day into the budget, we have been through the budget and full day kindergarten is not in, we are voting on the budget on Thursday the 17th, so the question is, does the Board need to vote to rescind that motion.

Isabel Machado – I would to avoid any kind of inconsistent resolutions, and you are going to approve a budget that does not have the full day kindergarten in there. It would be my recommendation that you rescind that.

Eileen Albanese – Robert’s Rules are correct that the motion to rescind has to come from someone who voted yes to begin with.

Isabel Machado – only if it was done at the same meeting.

Eileen Albanese – so now it can be from anyone.... Thank you.

<p>Motion to Rescind Full Day Kindergarten RECOMMENDED ACTION: that the Board rescind the motion made on January 7, 2016 to put full day kindergarten in the 2016-17 Budget.</p>	<p>O-2016-3 -Approved-</p>
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Discussion/Comments:

Mitch Badiner – my question is that, the motion is a vote yes to rescind that vote. If you voted No, my vote for yes would still be...

Eileen Albanese – this is a majority rule democracy here. Even though you voted No, or I voted No, we still have to vote on this motion.

Mitch Badiner – I understand, thank you.

Isabel Machado– let me clarify Mr. Badiner and Mrs. Albanese who voted No, to be consistent with you vote if that is what you chose to do, you should vote yes to this resolution.

Motion: To Approve, Moved by DONALD PAVLAK, Seconded by ALLAN MORDKOFF. Passed. 7-2-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, CEBERIO, MORDKOFF, OKUN, PAVLAK Nays: KAZAN, SMITH

Board Comments:

Eileen Albanese

- retreat in May, is to start planning 2017-2018 budget.

Robert Ceberio

- if we move referendum, do not make it about us vs. them. Let's work together. Sport parents feel like full day kindergarten parents want to cut sports.

Don Pavlak

- enterprise fund...if it goes into deficit, we must make it whole.

- breakage...savings in salaries. Going down because staff not leaving as many now.

Eileen Albanese

- items going down because we are not generating.

Dr. Toback

- must also remembers, we still must produce surplus. The more you trim, the harder it is to get surplus.

- benefits, is an aspect. Employees do pay in towards premium, some at 35% . Some staff going into next year with essentially no raise. Last year successful in getting \$3M of concessions.

- comments made at Fallon - please bring up with Principal. If not at school, then free speech issue.

- future of referendum, in agreement with full day kindergarten. Very positive thing. Mrs. Petty and I have tried to incorporate 1000 different ways. But, there are lots of different factors that affect that ability. Even if we got \$2M, sustainability is the issue.

VIII. Open to Public

This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other Comments may be responded to tonight under "new

business" or at subsequent meetings under "old business."

None.

IX. Old Business

Cathy Kazan – I just wanted to bring up any suggestions about the committee handbook change? To add a line for the Delegate's Assembly whereas, the President could pole the Board and ask who hasn't completed their requirement if we could proceed forward with that. We had tabled it, and we never really talked about how we would proceed forward, so that is just a suggestion I want to throw out there. Whereas you can still go if you wish because you are the President, but to give the other members opportunity to go at least once during their first term, if we can add that as a line somewhere in the committee handbooks.

Eileen Albanese – we would have to vote on that.

Cathy Kazan – you would take requests and then figure out.

Eileen Albanese – we have to vote that is the Will of the Board that they want it to be.

Cathy Kazan – that is my suggestion and obviously we have to agree, yay or nay...just to reiterate again, not doing that would put members of the Board at an unfair disadvantage who would like to complete their professional development training within their first 3 years. That is one of the requirements is to attend that Delegate's Assembly and I just feel it is only fair that we rotate. It is a stupid rule, but they made the rule.

Eileen Albanese – Mr. Ceberio was suggesting that we put it on the agenda for the retreat.

Robert Ceberio – yes, if we are going to do this in May, we might as well clean that up. It is not till November right?

Cathy Kazan – no there is one in May.

Eileen Albanese – there is one in May and November.

Robert Ceberio – sorry.

Cathy Kazan – there are two a year, so it gives everyone a chance.

Eileen Albanese – do people want time to think about this and we will put it on the table for Thursday night?

We have time Thursday... I think you can file a few days before. We will bring it up Thursday, and come up with a motion as far as appointing delegates to the delegate assembly for May and November, ok?

X. New Business

None.

XI. Executive Session

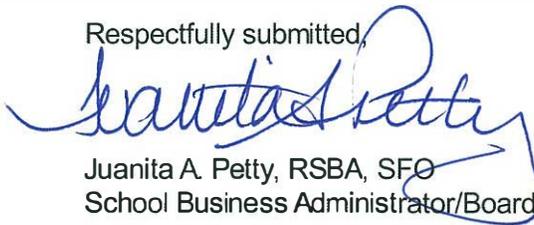
None.

XII. Adjournment

There being no further business of the Board, a motion was made to adjourn the meeting at 9:38 p.m.

Motion: To Approve, Moved by ALLAN MORDKOFF, Seconded by MITCH BADINER. Passed. 9-0-0. Board Members Voting: Ayes: ALBANESE, BADINER, BUBBA, CEBERIO, KAZAN, MORDKOFF, OKUN, PAVLAK, SMITH

Respectfully submitted,



Juanita A. Petty, RSBA, SFO
School Business Administrator/Board Secretary