

TOWNSHIP OF UNION BOARD OF EDUCATION  
WORKSESSION MINUTES – June 13, 2023 – 7:00 p.m.

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, June 13, 2023 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Ms. McKenzie called the meeting to order at 7:01 p.m.

PRESENT AT ROLL CALL:

Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Mrs. Nellis Regis-Darby, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson (7:02 p.m.), Ms. Dixiana Carbonell, Mrs. Mary Lynn Williams (7:18 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Ms. Santana led the Board in the Pledge of Allegiance.

Mrs. Koon read the statement required under the “Open Public Meetings Act” that adequate notice was published in The Union County Local Source, The Star Ledger and/or Tap into Union, posted in the Administration Building and the Clerk’s Office of the Township; a copy of which is on file in the office of the Board Secretary.

Ms. Santana read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Ms. Santana, that the Board go into Executive Session at 7:05 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel, litigation update.

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

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

AYE: Mrs. Brens-Watson, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby,  
Ms. Santana, Mrs. Scott-Hayden, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:51 p.m.

COMMENTS FROM PUBLIC ON RESOLUTIONS (agenda action items only):

None

Approval of Minutes:

Minutes will be approved at the regular meeting of the Board.

Communications:

Communications are part of personnel.

Superintendent’s Report:

Dr. Taylor will present his report at the regular meeting of the Board.

Education/Student Discipline Committee Resolutions:

Mrs. Scott-Hayden presented the Education/Student Discipline Committee agenda

DISCUSSION:

None

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Scott-Hayden, seconded by Mrs. Minneci for adopted:

E-1. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period May 17, 2023 to June 13, 2023, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-1A. AFFIRM SUPERINTENDENT’S DETERMINATION OF HIB

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods May 9, 2023 to May 16, 2023, in accordance with the information appended to the minutes.

DISCUSSION:

None

Mr. O’Shea stepped out prior to vote.

AYE: Mrs. Brens-Watson, Mrs. Minneci, Mrs. Regis-Darby, Ms. Santana,  
Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Mr. O’Shea presented the Fiscal and Planning Committee agenda.

DISCUSSION:

Mrs. Minneci asked Mrs. Koon to explain F-33. Mrs. Koon explained that the Board went out for an RFP to solicit vendors for behavior technician, functional behavior assessments, supervision, program development and behavior intervention plan and the RFP committee chose the top three companies for the special services department to use.

Mrs. Williams asked how many students attend ESY? Dr. Taylor stated 230 students.

Dr. Taylor stated with respect to ESS – this is the district’s backup plan just in case we can’t find people. He stated we have a 90-day termination clause in the contract.

Ms. Santana stated F-41 – Building Men mentoring program – we have girls here too.

Upon the recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. O’Shea, seconded by Mrs. Minneci, for adoption:

**F-33. APPROVE 123ABA, POSITIVE BEHAVIOR SUPPORTS CORPORATION AND FIRST CHILDREN LEARNING SERVICES - BEHAVIOR TECHNICIAN SERVICES**

Approve 123ABA, LLC, Positive Behavior Supports Corporation and First Children Learning Services, LLD for behavior technician (BT), functional behavior assessments, supervision, program development and behavior intervention plan (not to exceed \$1,302,000.00) for the 2023-2024 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-37A. APPROVE EFFECTIVE SCHOOL SOLUTIONS – THERAPEUTIC MENTAL HEALTH SERVICES – 2023 ESY**

Approve Effective School Solutions, LLC (ESS) to provide therapeutic mental health services through licensed professionals to students in the district for the 2023 Extended School Year (ESY) (not to exceed \$18,000.00) [Account #11-00-216-320-01-19], in accordance with the information appended to the minutes.

**F-37B. APPROVE EFFECTIVE SCHOOL SOLUTIONS – THERAPEUTIC MENTAL HEALTH SERVICES**

Approve Effective School Solutions, LLC (ESS) to provide therapeutic mental health services through licensed professionals to students in our district for the 2023-2024 school year

(\$170,000-\$642,650.00) [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-38. APPROVE SCHOOL WELLBEING SOLUTIONS – PROFESSIONAL DEVELOPMENT**

Approve School Wellbeing Solutions LLC to coordinate “Resilience Session for Leadership Retreat” professional development training session at a rate of \$2,900 (using ESSER II Mental Health Subgrant; Account Extension 19614).

**F-39. APPROVE DASH CONSULTING – PROFESSIONAL DEVELOPMENT**

Approve Dash Consulting to coordinate “Working through Implicit Bias: Microaggressions and Allyship” professional development training session at a rate of \$4,000.00 (using ESSER II Mental Health Subgrant Account Extension 19614), in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Mrs. Brens-Watson, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Operations Committee Resolutions:**

Ms. Santana presented the Operations Committee agenda and stated that O-7 would be added to the agenda – a request for the Township of Union to use Hannah Caldwell Elementary School for their Juneteenth event on June 16, 2023.

**DISCUSSION:**

None

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

**O-7. APPROVE REQUEST FROM TOWNSHIP OF UNION**

Approve request from Township of Union to use Hannah Caldwell Elementary School for Juneteenth event on June 16, 2023.

**DISCUSSION:**

None

**AYE:** Mrs. Brens-Watson, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Personnel Committee Resolutions:

Mrs. Scott-Hayden presented the Personnel Committee agenda and stated that P-19 will be added to the agenda – Personnel Actions, as discussed during executive session.

DISCUSSION:

None

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

**P-1B-1. PERSONNEL ACTIONS – EXTRA PAY - SUMMER**

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

**P-19. APPROVE PERSONNEL ACTION**

Approve personnel action discussed during executive session.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Policy Committee:

Mrs. Williams presented the following policies/regulations for first reading and stated that POL-17 is being administratively pulled and that she had comments on POL-7:

**POL-1. POLICY 0131 - BYLAWS, POLICIES AND REGULATIONS**

Approve Policy 0131 – Bylaws, Policies and Regulations, in accordance with the information appended to the minutes.

**POL-2. POLICY 0164.6 – REMOTE PUBLIC BOARD MEETINGS DURING A DECLARED EMERGENCY (M)**

Approve Policy 0164.6 – Remote Public Board Meetings During a Declared Emergency, in accordance with the information appended to the minutes.

**POL-3. POLICY 1320 – DUTIES OF SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY**

Approve Policy 1320 – Duties of School Business Administrator/Board Secretary, in accordance with the information appended to the minutes.

**POL-4. POLICY 1642 – EARNED SICK LEAVE LAW (M)**

Approve Policy 1642 – Earned Sick Leave Law, in accordance with the information appended to the minutes.

**POL-5. POLICY 2415.20 – EVERY STUDENT SUCCEEDS ACT COMPLAINTS (M)**

Approve Policy 2415.20 – Every Student Succeeds Act Complaints, in accordance with the information appended to the minutes.

**POL-6. POLICY 2415.30 – TITLE I – EDUCATIONAL STABILITY FOR CHILDREN IN FOSTER CARE (M)**

Approve Policy 2415.30 – Title I – Educational Stability for Children in Foster Care, in accordance with the information appended to the minutes.

**POL-7. POLICY 2430 – CO-CURRICULAR ACTIVITIES (M)**

Approve Policy 2430 – Co-Curricular Activities, in accordance with the information appended to the minutes.

**POL-8. POLICY 2431 – ATHLETIC COMPETITION (M)**

Approve Policy 2431 – Athletic Competition, in accordance with the information appended to the minutes.

**POL-9. POLICY 2431.3 – HEAT PARTICIPATION POLICY FOR STUDENT-ATHLETE SAFETY (M)**

Approve Policy 2431.3 - Heat Participation Policy for Student Athlete Safety, in accordance with the information appended to the minutes.

**POL-10. POLICY 3218 – SUBSTANCE ABUSE (M)**

Approve Policy 3218 – Substance Abuse, in accordance with the information appended to the minutes.

**POL-11. POLICY 4218 – USE, POSSESSION OR DISTRIBUTION OF SUBSTANCES (M)**

Approve Policy 4218 – Use, Possession or Distribution of Substances, in accordance with the information appended to the minutes.

**POL-12. POLICY 6162 – CORPORATE SPONSORSHIPS**

Approve Policy 6162 – Corporate Sponsorships, in accordance with the information appended to the minutes.

**POL-13. POLICY 6163 – ADVERTISING ON SCHOOL PROPERTY**

Approve Policy 6163 – Advertising on School Property, in accordance with the information appended to the minutes.

**POL-14. POLICY 8462 – REPORTING POTENTIALLY MISSING OR ABUSED CHILDREN (M)**

Approve Policy 8462 – Reporting Potentially Missing or Abused Children, in accordance with the information appended to the minutes.

**POL-15. POLICY 8561 – PROCUREMENT PROCEDURES FOR SCHOOL NUTRITION PROGRAMS (M)**

Approve Policy 8561 – Procurement Procedures for School Nutrition Programs, in accordance with the information appended to the minutes.

**POL-16. REGULATION 1642 – EARNED SICK LEAVE LAW (M)**

Approve Regulation 1642 – Earned Sick Leave Law, in accordance with the information appended to the minutes.

**POL-17. *Agenda item tabled at June 13, 2023 worksession (Regulation 2464-Gifted and Talented Students (M))***

**POL-18. REGULATION 3432 – SICK LEAVE**

Approve Regulation 3432 – Sick Leave, in accordance with the information appended to the minutes.

**POL-19. REGULATION 4432 – SICK LEAVE**

Approve Regulation 4432 – Sick Leave, in accordance with the information appended to the minutes.

**POL-20. REGULATION 5111 – ELIGIBILITY OF RESIDENT/NON-RESIDENT STUDENTS (M)**

Approve Regulation 5111 – Eligibility of Resident/Non-Resident Students, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Williams read changes to POL-7 – Policy 2430.

**Technology Committee:**

Mrs. Brens-Watson presented the Technology Committee agenda.

**DISCUSSION**

None

**Approval of Bills:**

Bills will be approved at the regular meeting of the Board.

**Unfinished Business:**

Mrs. Minneci stated O-2 – healthcare plan – even though we are approving this at the regular meeting, the broker will be investigating other plans.

Ms. Santana stated she has a personnel question so she would like to go back into executive session.

### New Business:

Mrs. Regis-Darby stated when an employee leaves, do an exit survey. Mr. Benaquista stated he offers a meeting to people that are leaving. He could probably do a Google form to get feedback.

Mrs. Minneci read an email from a parent stating how fantastic the art teacher, Mrs. Chapman, is at Battle Hill Elementary School.

Mrs. Brens-Watson stated that at Kawameeh today, the students were inducted into the National Honor Society. The district needs to invite the Board to these events. Congratulations to the Kawameeh students.

Mrs. Scott-Hayden stated congratulations to Nancy Minneci for being awarded the Rotary Excellence Education Awards presented at the Eloquence Soiree on Wednesday. Students read their oratorical speeches and they were outstanding. We have a great talent of students and it was a nice event.

Dr. Taylor stated that the memorial for the two students, Kristin Holly Urciuoli and Sefanie Rua, who died on October 30, 2020 was moved to Gruber Street, outside of the high school library, which coincidentally is right below the window of the girls' homeroom class.

### Comments from the Public:

Cathy Jakositz stated Ms. Lorenzo did a fantastic job at the induction of the National Honor Society at Kawameeh Middle School. When two buildings agree on a book, it is a great series. Please explain why we don't have these books. The books we have just sit on a shelf. Ms. McKenzie asked Dr. Taylor to look into this and speak to the persons involved.

Jill Hall stated she came from the Farmer Fam tailgate and it was a heartwarming event – 300 kids enjoying each other. She also stated she is part of the round table at Kean. It is a day long event about mental health. The NJ4S initiative will change the way we learn about mental health. She is disappointed to hear that ESS is back on; she hopes that the district will hire their own. Also, she knows the budget is complicated, but we have 300 students in the summer without counselors. Please include in next year's budget counselors for mental health.

Ann Margaret Shannon complained about F-11 – dress down days – kids should learn to do something like having a car wash to raise money; F-33 – AB services should be in house next year. She also wanted to confirm that P-18 – is just a revised job description and nothing else. She also stated that Dr. Taylor is gracious with his time and we started with positive initiatives but we can't handle all of this. Also the buildings are old.

Rich D'Avanzo stated problems continue with the 2022 tax year; we need to improve communication. We need to put together an ad hoc committee. We have always pushed our workers. We will have teachers leave. We need to get rid of ESS and bring back people from the community.



Kathy Brunsmeyers stated there are so many positive things going on in the district; can you put together an event committee so that they can send an email out with all the events that are taking place? Ms. McKenzie stated you can email me about an ad hoc committee and events.

Mrs. Minneci stated Hannah Caldwell is playing Connecticut Farms in a volley ball match in the little gym at the high school. It is a fundraiser. Losing PTA President has to go as the mascot of the winning team.

Mrs. Brens-Watson stated that IT is working on a problem with using MAC books and the Wi-Fi.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Ms. Santana, that the Board go into Executive Session at 9:04 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel.

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

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

AYE: Mrs. Brens-Watson, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:09 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Scott-Hayden, seconded by Mrs. Minneci, that the meeting be adjourned at 9:09 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

