

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – October 18, 2022

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, October 18, 2022 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Williams called the meeting to order at 7:02 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Regis-Darby (arrived at 7:16 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mr. Eric Lee, Esq.

Mrs. Brens-Watson led the Board and audience members in the Pledge of Allegiance.

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

Mrs. Brens-Watson read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Brens-Watson, seconded by Ms. McKenzie, that the Board go into Executive Session at 7:06 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: student matter.

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

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

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:33 p.m.

Comments from Public on Resolutions:

Ann Margaret Shannon stated UTEA president - P-7A – the UTEA is an organization that promotes the working conditions of its members but we do this with the goal of helping the building. The happier we are, the happier the students are. Presenting a list of unpaid non-negotiated clubs and the building administrators do what they want with disregards to the bargaining agreement is disrespectful to everyone involved. The education profession is not a charitable one. I know because I do a lot of voluntary, unpaid work outside of school. On P-7A, the UHS/Esports Club – let's do our due diligence because on P-1B – there is already a stipend of \$3,000 for Esports – so take this one off the list and SAT/prep – that shouldn't even be a club; for years it was an elective class at Union High School. If it is not going to be a class available to everyone, let's use Title funds to provide it to our children after school and/or on Saturdays. The UTEA has for many years has asked to annually review the clubs so let's make this happen.

Approval of Minutes:

Moved by Mrs. Minneci, seconded by Mrs. Scott-Hayden, that the following minutes be adopted:

1. August 23, 2022 – regular meeting
2. August 23, 2022 – executive session #1
3. August 23, 2022 – executive session #2

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – PECORIELLO

Letter of resignation, for the purpose of retirement, from Bernard Pecoriello, head custodian-Union High School, effective January 1, 2023.

LETTER OF RESIGNATION – CORREIA

Letter of resignation from Erica Correia, leave replacement teacher-Hannah Caldwell Elementary School, effective October 21, 2022.

LETTER OF RETIREMENT – FILAN

Letter of resignation, for the purpose of retirement, from Mark C. Filan, general and vocal music teacher-Connecticut Farms Elementary School, effective July 1, 2023.

LETTER OF RESIGNATION – LINARES

Letter of resignation from Elana Linares, part-time bus driver-Transportation Department, effective October 7, 2022.

LETTER OF RESIGNATION – MANDERICCHIO

Letter of resignation from Stephanie Manderichio, elementary teacher-Jefferson School, effective January 1, 2023.

LETTER OF RESIGNATION – STEWART

Letter of resignation from Justice Stewart, Jr., door greeter-Franklin Elementary School, effective November 4, 2022.

REQUEST FOR LEAVE UPDATE – DOWLING

Update to request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Nikki Dowling, English teacher-Kawameeh Middle School, November 28, 2022-May 14, 2023.

REQUEST FOR LEAVE – STARR

Request for paid medical leave from Jerome Starr, elementary teacher-Jefferson Elementary School, October 3, 2022-November 4, 2022.

Superintendent's Report:

Dr. Taylor introduced Mr. Matthews, the principal of Washington Elementary School, who will be presenting the student spotlight.

Mr. Matthew stated the following:

“Good evening, Dr. Taylor, Dr. Perez, Mr. Benaquista, board members, and the entire TUPS learning community. It wasn't difficult selecting students for this month's Superintendent Student Spotlight. Student spotlight features students who deserve to be recognized for something out of the ordinary or for anything that might not otherwise be recognized in a school setting. Tonight the student spotlight is shining brightly on twin sisters who attend WES. These sisters are resilient, optimistic and incredibly inspiring.

Everyone experiences struggles in life and we all need help and support at some time. The love and support that these two sisters give each other is so endearing. Despite going through a very difficult struggle with brain cancer, Camryn Dudek remains optimistic and happy. Camryn's sister, Ryann Dudek, is so supportive and loving with her sister. These girls remind us what is truly important in life like laughing, spending time with family and friends, and being kind. We all know how resilient children can be.

Camryn and Ryann Dudek are extremely resilient. They refuse to allow an illness to dictate the tone of their lives. Camryn and Ryann insist on seeing the world in a positive light. I for one become so inspired when I see anyone, much less a child, who refuses to let an obstacle, even an obstacle like cancer, to bring them down.

Camryn, you are brave and beautiful! Ryann, you are kind and compassionate! Together you are showing the world how beautiful life is even when, maybe especially when, we are struggling. Thank you for being such great role models for all of us. Thank you for teaching us how to live and love life. Thank you for reminding us what is truly important. Thank you for being kind and happy despite your circumstances. I hope to be just like you when I grow up!

I would like to end with a very important reminder. The district will be running a dress down for Camryn for the remainder of this week. There will be another fundraiser for Camryn on Sunday, October 23rd at the Union Elks from 1:00 to 4:00 PM. Please keep these beautiful girls, and their family, in mind when you make a donation. Congratulations to Camryn and Ryann for earning the Student Spotlight!”

Dr. Taylor presented the State of the Schools; a summary is below:

2022-2023 Opening – Personnel Update – paraprofessional vacancies – 51; taking back paraprofessional positions from ESS; district paraprofessional job fair is November 19th.

Journey to Excellence – high performing school district status. Niche.com ranking rise in “best district” and “best high school” categories: (a) best district in county – up 1; (b) best district in State – up 5; (c) best district in NYC region – up 4; (d) best high school in state – up 12 and (e) best high school in NYC region – up 87.

Strategic Plan 2022-2025 Update:

- Goal 1 (Academics) – Total Actions 11; Actions Completed 0; Actions in Progress 6
- Goal 2 (Community) – Total Actions 4; Actions Completed 0; Actions in Progress 1
- Goal 3 (Equity) – Total Actions 9; Actions Completed 4; Actions in Progress 1
- Goal 4 (Whole Child) – Total Actions 6; Actions Completed 0; Actions in Progress 3

- Goal 1 (Academic Excellence) – handbook being created for students that describes current mentorship and internship programs for 2023-2024 implementation
- Goal 2 (Community Partnerships) – grant-funded stipend position to coordinate community-district partnerships titled “Community Partnership Coordinator”
- Goal 3 (Equity) – “Brave Space” – professional development for leadership team; Samantha Pugh to work with staff and faculty; already begun at Franklin Elementary School

- Goal 4 (Whole Child) – K-12 interscholastic mentoring program being developed for 2023-2024 implementation called “My Farmer’s Keeper”

Dr. Taylor played a video of Samantha Pugh, the consultant who is working with the staff and moving from school to school to talk about privilege and what we believe are hidden biases may be and how they may lead us to micro-aggressive against our students and peers. We are at a good place to talk openly about those important things that foster equity – not just race and ethnicity, but also disability, religion and culture.

The video and Dr. Taylor’s presentation will be on the district website; the Strategic Plan 2022-2025 Update can also be found on the district website.

HIB Report – Cases 9, founded 4, not founded 5.

Ms. Santana stated thank you for our paras but it is not enough. Never should our paras have left and gone to ESS. I will fight to bring them back. Our substitutes should not be with ESS; it should always go through the district. When they are home, they are accountable to us.

I am a Samantha Pugh fan, I am an advocate of real energy. Any of our vendors, I want them here.

Mrs. Williams stated we are working on bringing back at least 20 paraprofessionals from ESS; we are trying to phase it in. I agree that they should be home.

Education/Student Discipline Committee Resolutions:

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

E-1. *Agenda item reported at October 11, 2022 worksession (Superintendent’s Report of HIB – September 21-October 11, 2022).*

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

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the period September 21, 2022 to October 11 2022; except case UHS #1, 2022-2023 was rejected, in accordance with the information appended to the minutes;

E-1-1. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period October 12, 2022 to October 18, 2022, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE UPDATED SCHOOL CALENDAR

Approve updated School Calendar for the 2022-2023 school year, in accordance with the information appended to the minutes.

E-3. APPROVE SCHOOL NURSING SERVICES PLAN

Approve the 2022-2023 Nursing Service Plan, in accordance with the information appended to the minutes.

E-4. APPROVE AGREEMENT – UNION COLLEGE

Approve Agreement between the district and Union College for Union High School students to be able to take college credits for the 2022-2023 school year, in accordance with the information appended to the minutes.

E-5. APPROVE AGREEMENT – UNION COLLEGE

Approve Agreement between the district and Union College for Union High School students to be admitted as College Readiness Now Dual Enrollment students at Union College, in accordance with the information appended to the minutes.

E-6. PROCLAIM OCTOBER AS INTERNATIONAL ALPHA DELTA KAPPA MONTH

Proclaim the month of October 2022 as International Alpha Delta Kappa Month, in accordance with the information appended to the minutes.

E-7. *Agenda item moved to Fiscal.*

E-8. *Agenda item affirmed at October 11, 2022 worksession (Affirm Report of HIB per executive session).*

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated September 30, 2022 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated September 30, 2022 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of September 30, 2022 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the

amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Yolanda Koon

Yolanda Koon, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of September 30, 2022 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

Approve district wide travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and Board Policy File Code 6471 and in accordance with the information appended to the minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

F-8. APPROVE LIST OF 2022-2023 STATE CONTRACT VENDORS

Approve the amended list of the 2022-2023 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools’ purchasing, in accordance with the information appended to the minutes.

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

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

School	Account/Department	Vendor/Description	Amount
Union High School	2055/Visual Arts/ Yearbook	Shutterfly/Lifetouch – yearbook balance-2022	\$6,350.03

Union High School	2053/Student Council/Senior Class/Farmer Fam	Party City/Oriental Trading – purchase Haunted Hallway decorations	\$1,000.00 (not to exceed)
Union High School	2053/Student Council	Party City/Oriental Trading/Home Depot – purchase homecoming items	\$1,000.00 (not to exceed)
Union High School	2053/Student Council	Party City/Oriental Trading/Home Depot – purchase items to create holiday grams	\$1,000.00 (not to exceed)
Union High School	2053/Student Council	Party City/Oriental Trading/Local Flower Shop – purchase flowers for V-day grams	\$1,000.00 (not to exceed)
Union High School	2053/Student Council	Piryllis/Oriental Trading/Custom Ink/Johnny Napkins – to purchase items for powder puff football game	\$1,500.00 (not to exceed)
Union High School	2077/Music/Theatre	Old Fashion Candy – purchase candy for fundraiser	\$2012.45
Union High School	46/Key Club	Key Club International – Key Club dues	\$2,700.00 (not to exceed)
Union High School	2061/Cosmetology	Burmax – student kits for cosmetology class 2022-2023	\$3,836.51
Kawameeh Middle School	26/Yearbook	Jostens – initial deposit for 2022-2023 yearbooks	\$3,400.00

F-10. APPROVE 2022-2023 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2022-2023 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name	Date	Purpose
Sponsor-a-Day Calendar Fundraiser	October 20- November 3, 2022	UHSPAC – to raise funds for UHSPAC fall production
Candy/Lollipop/Fruit Snack Sale	October 2022 – June 2023	UHS/Twirling Club to raise funds for senior funds and equipment
Districtwide Baton Clinics	October 2022-June 2023	UHS/Twirling Club – to raise funds for senior funds and equipment
Bake Sale	October 2022-June 2023	UHS/Twirling Club – to raise funds for senior funds and equipment
Kindness Gram (treat and note)	October 3-7, 2022	Franklin/- to raise funds to offset fees associated with kindergarten fall field trip
Red Cadillac – eat and dine	October 19, 2022 – June 15, 2022	UHS Athletics/Girls Soccer – to raise funds for equipment, t-shirts, end of year party and awards
Selling Snacks	October 19, 2022- June 15, 2023	Athletics/MS softball – to raise funds to buy team equipment, awards and end of year party

Staff Dress Down Day	November 23, 2022	UHS/Play Unified and Club TESSLO – give students in program to participate in inclusive sports/activities
You've Been Boo'd	October 10- November 1, 2022	UHS/Dance Club – to raise funds to purchase dance team costumes and gear for competitions
Bake Sale	October 28, 2022	UHS/Empowerment Mentoring Group – to raise funds for group activities
Haunted Hallways	October 2022	UHS/Student Council/Farmer Fam/Senior Class – to raise funds for future club activities and events
Homecoming Game	October 21, 2022	UHS/Play Student Council – to raise funds for student council and future events
Holiday Grams	November - December 2022	UHS/Play Student Council – to raise funds for student council and future events
Valentine's Day Grams	January-February 2023	UHS/Play Student Council – to raise funds for student council and future events
March Madness	February-March 2023	UHS/Play Student Council – to raise funds for student council and future events
Powder Puff Football Game	March-May 2023	UHS/Powder Puff Football Game – to raise funds for student council and future events
Candy/Snack Sales	October 19, 2022- June 1, 2023	UHS Athletics/Boys Cross Country – to raise funds for t-shirts; end of season party
Pink Out for Breast Cancer	October 13-17, 2022	Jefferson/PBSIS – to raise funds for our PBSIS prizes which all students are able to purchase
Thans4Giving Cool School Challenge Dash and Splash	October 19- November 19, 2022	UHS/Play Unified and Club TESSLO – to raise funds for Play Unified Program and Unified Sports
Candy Sale (Gertrude Hawk)	November 1, 2022 – May 31, 2022	UHS/Interact Club – to raise funds to support local and international projects/charities
Pink Ribbons Sale	October 26-30, 2022	UHS/National Honor Society – to raise funds to be donated to Susan G. Komen Foundation
T-Shirt Fundraiser	November 15- December 23, 2022	UHS/National Honor Society – to raise funds for chords and scholarship funds
Bagging at Supermarkets for Tips	October 19, 2022- June 30, 2023	UHS Athletics/Tennis – to raise money for team swag
Book Fair	December 13-16, 2022	KMS/Library Media Center – to raise money to purchase books, makerspace items and fund activities
Bake Sale (Monthly)	November 2022- June 2023	KMS/PAW Pals – to raise money for shelter animals, foster centers and other non-profit organizations
Bake Sale (Monthly)	November 2022- June 2023	KMS/Wildlife Club – to raise money for wildlife conservation, adopt (virtual) wildlife animals
Giving Tree	November 14- December 22, 2022	UHS/Farmer Fam/Umatter – requesting donations for the Giving Tree (no money collected)
Staff Dress Down Day \$5	November 3, 2022 December 22, 2022 April 6, 2023	UHS/Step Team – to raise money to purchase t-shirts, uniforms and competition expenses
Pretzel Sale	October 30, 2022- June 30, 2023 (monthly)	Washington Elementary School – behavior modification-Washington Wages incentive for students

Kindness T-Shirt Sale	October 20-31, 2022	Washington Elementary School – PBSIS prizes for Washington Wages
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F-12. ACCEPT DONATIONS

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
Shutterfly LLC	Washington Elementary School	\$964.99

F-13. APPROVE PARTNERSHIP WITH DONORS CHOOSE

Approve partnership with Donors Choose in order to apply and receive donations and funding for supplies and equipment for the 2022-2023 school year.

F-14. APPROVE MICHAEL FOWLIN - HALF DAY STUDENT ASSEMBLY PROGRAM

Approve the district to enter into a contract with Michael Fowlin in order to provide half day student assembly programs entitled: “You Don’t Know Me Until You Know Me” and “What’s Your Problem? To What’s Your Story? Positively Reframing Our Stories” on November 16, 2022 (to be paid through Title IV Grant Account Extension 8500 at a cost of \$4,000).

F-15. APPROVE MAKING THE TRANSITION - BEHAVIOR MODIFICATION AND LIFE ENRICHMENT PROGRAMS

Approve the district to enter into a contract with Making the Transition Inc. in order to provide behavior modifications and life enrichment programs to students at Union High School for the 2022-2023 school year (to be paid through the Mental Health Grant Account Extension 19953 at a cost of \$6,550).

F-16. APPROVE COURAGEOUS SOLUTIONS LLC – EQUITY AND CULTURAL RESPONSIVENESS PLANNING

Approve Courageous Solutions LLC to provide the district with equity and cultural responsiveness planning for school leadership through the 2022-2023 school year to include but not limited to weekly coaching of school leadership teams, monthly professional development sessions, quarterly learning walks, action plan development and progress monitoring (to be paid through ARP ESSER Funds Account Extension 19948 at a cost of \$68,000).

F-17. APPROVE JILL BROWN ASSOCIATES – ONSITE PROFESSIONAL LEARNING SESSIONS

Approve Jill Brown Associates LLC to provide onsite professional learning sessions from September 2022-January 2023 for new district staff members (to be paid through ARP ESSER Funds Account Extension 19948 at a cost of \$10,000).

F-18. APPROVE UCESC NONPUBLIC SCHOOL SECURITY INITIATIVE PROGRAM SPENDING PLAN - UCESC

Approve the Union County Educational Services Commission (UCESC) Nonpublic School Security Initiative Program spending plan for St. Michael School located within the

district for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-19. APPROVE TEACHING WELL – PROFESSIONAL DEVELOPMENT BOOK CLUB

Approve Teaching Well to provide services for a professional development book club during the 2022-2023 school year (to be paid through Title II Account Extension 8434 at a cost of \$1,200).

F-20. APPROVE FAMILY CENTER AT MONTCLAIR – EVALUATIONS

Approve The Family Center at Montclair for psychiatric and psycho-social evaluations at the rate of \$1,600.00 (not to exceed \$32,000.00) for the 2022-2023 school year, in accordance with the information appended to the minutes [Account No. 11-000-219-320-01-19/7074].

F-21. APPROVE EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY – BEDSIDE INSTRUCTION

Approve teachers employed through The Educational Services Commission of New Jersey to provide bedside instruction for district students at Children’s Specialized Hospital on an “as needed” basis for the 2022-2023 school year, in the amount not to exceed \$10,000, in accordance with the information appended to the minutes [Account No. 763-11-150-100-320-01-19].

F-22. APPROVE LIVING WATER WELL – COUNSELING OUTREACH SERVICES

Approve Living Water Well Inc. to provide counseling outreach services to the district McKinney-Vento Homeless students and families under ESEA funding for the 2022-2023 school year (total amount not to exceed \$3,500.00), in accordance with the information appended to the minutes [Account Extension 19927].

F-23. APPROVE LIVING WATER WELL – COUNSELING SERVICES TO ST. MICHAEL’S NON-PUBLIC SCHOOL

Approve Living Water Well Inc. to provide consulting counseling services to faculty, students and families at St. Michael’s Non-Public School under Title IV funding (total amount not to exceed \$3,163), in accordance with the information appended to the minutes [Account Extension 8514].

F-24. APPROVE LIVING WATER WELL – PROFESSIONAL DEVELOPMENT SERVICES TO ST. MICHAEL’S NON-PUBLIC SCHOOL

Approve Living Water Well Inc. to provide professional development services to faculty at St. Michael’s Non-Public School under Title II funding (total amount not to exceed \$3,800), in accordance with the information appended to the minutes [Account Extension 8436].

F-25. APPROVE SUBMISSION OF ESEA FINAL EXPENDITURE REPORT

Approve submission of the ESEA Final Expenditure Report for the 2021-2022 school year.

- F-26. **APPROVE SUBMISSION OF PERKINS FINAL EXPENDITURE REPORT**
Approve submission of the Perkins Final Expenditure Report for the 2021-2022 school year.
- F-27. **APPROVE SUBMISSION OF ESSER/CARES 1 FINAL EXPENDITURE REPORT**
Approve submission of the ESSER/Cares 1 Final Expenditure Report for the district for years 2020 through 2022.
- F-28. **APPROVE SUBMISSION OF SAFE RETURN TO SCHOOL SURVEY**
Approve submission of the Safe Return to School Survey for the district for the 2022-2023 school year.
- F-29. **APPROVE TRINITAS CHILDREN THERAPY – PT**
Approve Trinitas Children Therapy to provide physical therapy at the rate of \$75.00 for 30 minutes and \$90.00 for 45 minutes for the 2022-2023 school year (not to exceed \$4,500.00) [Account #11-000-219-320-01-19].
- F-30A. **APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (M-1)**
Approve Annual Maintenance Budget Amount Worksheet (M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.
- F-30B. **APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT**
Approve Comprehensive Maintenance Plan Report (FY22, budgeted FY23 and Planned FY24, in accordance with the information appended to the minutes.
- F-31. *Agenda item approved at October 11, 2022 worksession (Addendum-North Jersey Behavioral Health Services).*
- F-32. *For informational purposes only – vote not required.* List of legal services for the 2022-2023 fiscal year, in accordance with the information appended to the minutes.
- F-33. **APPROVE AMENDED LIST OF ATHLETICS STUDENT ACTIVITY ACCOUNTS**
Approve amended list of Athletics Student Activity Accounts, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee:

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

G-1. APPROVE COLLECTIVE BARGAINING AGREEMENT – ACMTE

Approve Collective Bargaining Agreement (CBA) between the district and the Association of Custodial Maintenance and Transportation Employees (ACMTE) for the period of July 1, 2022 to June 30, 2026, in accordance with the information appended to the minutes.

G-2. APPROVE COLLECTIVE BARGAINING AGREEMENT – UTEA

Approve Collective Bargaining Agreement (CBA) between the district and the Union Township Education Association (UTEA) for the period September 1, 2021 through August 31, 2025, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (G-2), Mrs. Scott-Hayden (G-2)

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Ms. McKenzie, for adoption:

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2022-2023 school year, in accordance with the information appended to the minutes.

O-2. APPROVE ANNUAL INTEGRATED PEST MANAGEMENT NOTICE

Approve Annual Integrated Pest Management Notice for the 2022-2023 school year, in accordance with the information appended to the minutes.

O-3. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN

Approve School Emergency Management Plan for the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

O-4. APPROVE PARTNERSHIP WITH TOWNSHIP RECREATION DEPARTMENT – SATURDAY INCLUSIVE PROGRAM

Approve partnership between the district and the Township of Union Recreation Department to coordinate a Saturday Inclusive Program for participating second through eighth grade district students throughout the 2022-2023 school year.

O-5. APPROVE THE USE OF HANNAH CALDWELL ELEMENTARY SCHOOL – SATURDAY INCLUSIVE PROGRAM

Approve the use of facilities at Hannah Caldwell Elementary School for the Saturday Inclusive Program from January 7, 2023 through March 25, 2023 between the hours of 8:00 a.m.-1:00 p.m.

O-6. APPROVE THE FORTIS AGENCY – 403(B) PLAN AND FINANCIAL SERVICES

Approve The Fortis Agency as a provider of a 403(b) Plan and other financial services, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

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

P-1A. *Agenda item approved at October 11, 2022 worksession (Personnel Actions-New Hires).*

P-1B. *Agenda item-failed at October 11, 2022 worksession (Personnel Actions-Extra Pay).*

P-2. *Agenda item approved at October 11, 2022 worksession (Substitutes).*

P-3. *Agenda item approved at October 11, 2022 worksession (Resignations/Retirements).*

P-4. *Agenda item approved at October 11, 2022 worksession (Leaves).*

P-5. *Agenda item approved at October 11, 2022 worksession (Student Teachers and Internships).*

P-6. *Agenda item approved at October 11, 2022 worksession (Communication Liaison-Spekhardt).*

P-7. *Agenda item approved at October 11, 2022 worksession (Change of Salary Class #3).*

P-8A. *Agenda item approved at October 11, 2022 worksession (Release of Treasurer of Monies).*

P-8B. *Agenda item approved at October 11, 2022 worksession (Treasurer of Monies-Georgiou).*

P-9. *Agenda item approved at October 11, 2022 worksession (Attend MUJC Meetings).*

P-10. *Agenda item approved at October 11, 2022 worksession (Attend NJASBO Professional Development).*

P-11. *Agenda item approved at October 11, 2022 worksession (Assistant Business Administrator-Manochio).*

P-1A-1. PERSONNEL ACTIONS – NEW HIRES

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

P-1B-1. PERSONNEL ACTIONS – EXTRA PAY

Personnel Actions-Extra Pay be approved in accordance with the information appended to the minutes. *[#249 and #250 were pulled from agenda at Board meeting]*

P-2A. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2022-2023 school year as follows:

Name	Position	Rate
Omar F. Soto-Encarnac	Sub-custodian	\$16.00/hr.
Frederick Frierson	Sub-custodian	\$16.00/hr.

P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Resignations/Retirements approvals are subject to contractual notice to be given accordingly.
Bernard Pecoriello	Head Custodian	UHS	1/1/2023	Retirement	
Erica Correia	Leave replacement teacher	Hannah Caldwell	10/21/2022	Resignation	
Mark C. Filan	General/vocal music teacher	Connecticut Farms	7/1/2023	Retirement	
Elana Linares	Part-time bus driver	Transportation Dept	10/7/2022	Resignation	
Stephanie Manderichio	Elementary teacher	Jefferson	1/1/2023	Resignation	
Justin Stewart Jr.	Door Greeter	Franklin	11/4/2022	Resignation	

P-4A. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Nikki Dowling	English teacher	KMS	11/28/2022- May 14, 2023 Return date 5/15/2022	Update to paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Jerome Starr	Elementary teacher	Jefferson	10/3/2022- 11/4/2022	Paid medical leave	

P-5A. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2022-2023 school year, in accordance with the information appended to the minutes.

P-6A. APPROVE EMPLOYMENT SETTLEMENT AGREEMENT AND RELEASE

Approve Employment Settlement Agreement and Release for Employee #8896, in accordance with the non-public information appended to the minutes.

P-7A. APPROVE NON-NEGOTIATED CLUBS – UNION HIGH SCHOOL

Approve the following non-negotiated clubs for the 2022-2023 school year on a volunteer basis by the UTEA member.

1. Jill Hall Model United Nations
2. Patricia Bridges The Radiance Group
3. Patricia Bridges Seekers Club
4. Joseph Costello My School Votes
5. Dana Meixner Environmental Club
6. George Dye Esports Club
7. Joseph Daly Future Educators of America
8. Kwaku Osei-Tutu Black Excellence
9. Dana Bobertz Farer Fam
10. Jaclyn Franey Hackers Club
11. Marjorie Hargrave Step Team Advisor
12. Doreen Sahr Social Skills Club
13. Narisa Svetvilas Asian Student Alliance
14. Michael Mayes Empowerment
15. Catherine Connell Fashion & Jewelry Club
16. Gabriel Drouet Board Games
17. Sandra Mangarella Book Club
18. Sandra Mangarella Film Club
19. Erini Wahba SAT Prep
20. Robert Sukovich SAT Prep
21. Robert Daly SAT Prep
22. Ingrid Soares EmpowerHer Girls Empowerment Club

DISCUSSION:

Mrs. Minneci stated P-7A – last week I made my statement and with a lot of consideration and speaking to several people, I really would not like any students to miss out on any clubs, that are not stipend, so I had a change of heart. Regarding the SAT prep, I had a conversation with Dr. Taylor and for now it will be unpaid but in January, they are looking into making it an elective during the day for the students. Going forward in September 2023, it will be the full year. We also spoke about offering SAT prep on Saturdays for students that can't take it during the day. I want to thank Mr. Benaquista for pulling the non-stipends out and making it a separate resolution. I just wanted to clarify that I don't want our students or our staff, who are willing to volunteer their time to work with our students but I would also ask that the administrators work with the UTEA to combine and weed out the clubs that aren't relevant and filter in the ones that are so our staff can get paid.

Ms. Santana stated can we commit to looking at these clubs, see what is working and what is not working and I'm all for paying our teachers for doing the job. If this is the interest the children have, I don't want them to suffer. Moving forward we should be paying our teachers for clubs that are popular and administrators should be looking at these clubs and making sure they are being attended and wanted.

Dr. Taylor stated I did direct the principals to provide that data and I will share the information with the Board.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Upon recommendation of the Superintendent of Schools, the following policies were moved by Ms. Santana, seconded by Mrs. Brens-Watson, for adoption:

POL-1. ABOLISH REGULATION 2432 – SCHOOL SPONSORED PUBLICATIONS

Abolish Regulation 2432 – School Sponsored Publications.

POL-2. REGULATION 3270 – INSTRUCTIONAL PLANS AND PLAN DOCUMENTS (NEW)

Approve Regulation 3270 – Instructional Plans and Plan Documents, in accordance with the information appended to the minutes.

POL-3. POLICY 2415.04 – TITLE I – DISTRICTWIDE PARENT AND FAMILY ENGAGEMENT

Approve Policy 2415.04 – Title I – Districtwide Parent and Family Engagement, in accordance with the information appended to the minutes.

POL-4. POLICY 5512 – HARRASSMENT, INTIMIDATION AND BULLYING

Policy 5512 – Harassment, Intimidation and Bullying, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [seven (7) students exited the month of September 2022 (3 from elementary and 4 from high school) or a total of eight (8) students for the 2022-2023 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #328197 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #358033 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #234013 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #250586 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-6. APPROVE TO REMOVE STUDENT

Approval to remove student #240835 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-7. APPROVE TO REMOVE STUDENT

Approval to remove student #268212 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-8. APPROVE TO REMOVE STUDENT

Approval to remove student #290778 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

Mrs. Minneci stated there are no students here that were not found to be residents through the re-registration at the high school; these were all additional.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Brens-Watson, seconded by Ms. McKenzie, that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

Mrs. Regis-Darby stated condolences to Emanuel’s family; Emanuel passed away a couple of days ago. He was loved by many students and the teachers acknowledge that he was a good kid. I want to make sure that his family know that I want to send my condolences out to his family because they are going through a really hard time. The kids had vigil a couple of days ago and so many kids turned out for him to celebrate him. They are with him and his family. I want to thank those kids that came out to celebrate his life. He was one of our students and he matters. Dr. Taylor mentioned bringing MSK and changing name to Promise MSK/MBK, that would be a disservice to that program.

Mrs. Williams stated I want to also offer condolences to Emanuel’s family. He was a friend to my son. I can’t imagine what his mother is going through. He was such a good kid. His life was cut so short by nonsense is awful.

Mrs. Regis-Darby stated I was very disappointed that the district did not send anything out to the community. The community is grieving, and kids are hurt. I was livid and upset that this community that says we love our kids and believe in our kids and believe in equity, we lost a member – a kid from our school. Do better here. Mrs. Williams stated in defense of the district, the media presented him as a man from Irvington. I don't think it was people didn't want to be there for his family and show their love for him but our kids were there. People are hurting and the community is grieving because he was ours for three years before he moved to Irvington.

Ms. Santana stated my condolences to the young man. Ann Margaret Shannon invited me to the 4th grade Hannah celebration – all the young ladies playing basketball. I had so much fun. I invite us all to go out and see the girls play on Friday. There were so many parents trying to watch their little girls maybe we can get them a bigger arena so everyone can go see the kids. As a Board we love our children; go out and support our girls.

I invite all parents to fill out the free and reduced lunch application. Fill it out because it is no longer free lunch. We don't want to go back to where we were with the deficit. The only way to fix it is to spread the word to fill out the application. It is a win-win for the parents and kids. If you get free and reduced, it comes with different kinds of perks. You can also qualify for hot spots; a waiver for college applications; lower rates for charges for Chromebook damage.

Comments from the Public:

Bonnie Diaz stated we have a constant bus delay at the high school – almost every single day. It is the same two buses #72 and #49. There is a bus driver shortage is not adequate answer. Anybody who works in transportation knew this day would come when the FSDSA made the rule change in February 2022 and they would have known about it in July 2021. I am a Director of Transportation. Dr. Taylor stated Mr. Benaquista will follow up.

Dr. Kalisha Morgan stated the following:

“I am here to discuss the Equity Consultant and the District Strategic Plan. I am very excited that the BOE voted to hire equity consultants to work with district teachers and that the district strategic plan has an equity goal. Thank you. However, I am disappointed that it took this long. I stressed the importance of equitable practices when I ran for a seat on the BOE in 2018 and when I became a member, often to the disdain of some board members. Two years ago, a group of concerned parents, four of who happened to be board members, drafted a letter calling for action following the murder of George Floyd. While many thought we were out of line for saying that more needs to be done, I was disappointed that the four sitting board members were hit with ethics charges. So, this recent vote on the equity consultant and the implementation of the district strategic plan makes me pause to ask the question, did you have a problem with the message or the messenger?”

The district spent \$44,777.29 fighting ethics charges for 4 Board Members over the past two years. These were Board members who challenged the status quo, asked questions, and commented on researched based topics, like reading. These

ethics charges were unfounded and ultimately dismissed. So, let's discuss the wasteful spending of \$ 44,777.29. \$44,777.29 can cover the salary of a paraprofessional, \$44,777.29 can be used for professional development in reading because programs don't teach reading, teachers do, and teachers need the skills to do it effectively. I can think of so many other things that \$44,777.29 can cover in a school district, but using this amount of money to defend sitting board members against frivolous ethics charges filed by other board members and their friends is a disgrace.

What troubles me about this the most is that the legal bills in this district continue to grow, and nothing is done about it, and as a taxpayer, this is concerning. It is the Board's responsibility to be good stewards of Taxpayer monies. As Board of Education leadership, do your part and stop filing bogus ethics charges against board colleagues, and tell your friends to stop using ghostwriters to "file" frivolous ethics charges because each time you do this, it costs the district money and it takes away from the very people who you are serving, the students and families of Union Township.

In closing, I ask that we do better as we enter another election cycle. Vote for those who put the needs of children first because this is why they are here. To the BOE leadership and UTEA leadership, I am positive that you will not listen to the messenger, but I hope you got the message."

Ann Margaret Shannon stated UTEA president – thank you for the comments on the SAT prep classes and I look forward to bringing that back. Thank you, Ms. Santana, for your statement on paras. To bring back 20 is not enough; there are 51 vacancies, so we need 51 paras now. Last June the UTEA and the BOE signed the Memorandum of Agreement to get rid of ESS and to bring back all the paras and it didn't happen in September. UTEA did not think it would take years to accomplish; please try to hire 51 paras now. Thank you, Ms. Santana, on your comments about the basketball. I spoke to Mr. Zieser and we are going to see if we can use Kawameeh. I didn't have a coach for one school, I had a teacher who volunteered and didn't know anything, and she went on YouTube and learned about basketball. It was really awesome. She reiterated what she stated at the first Comments from the Public about clubs and then stated I do want to work with the Board regarding the annual review of clubs so this doesn't happen again.

Richard D'Avanzo stated clubs – previously in negotiations we discussed at length going back two years about the clubs. We offered to review it every May – when there are new interests, and the administrators are to review the attendance sheets of the clubs and here we are just wanting to roll it out and have everyone do it for free and if you do it free this year you'll get paid the following year but according to the contract that cannot happen. Hopefully we can figure something out but we stressed this and this has been an issue for a number of years. If you do a yearly review, you will see what students have an interest in and others would fall by the waist side.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Ms. Santana, that the Board go into Executive Session at 8:35 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: update on ongoing litigation.

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:17 p.m.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Brens-Watson, seconded by Ms. McKenzie, for adoption:

APPROVE FULL-TIME RELEASE TO EMPLOYEE - UCEA

Approve full-time release for employee, James Frazier, Jr., for a three-year term, expiring 2025, to be Union County Education Association (UCEA) President, salary to be paid by the UCEA, effective date to be determined.

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

NAY: None

ABSTAIN: Mrs. Scott-Hayden

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Brens-Watson, seconded by Mrs. Scott-Hayden, that the meeting be adjourned at 9:26 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

