

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – November 21, 2023

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, November 21, 2023 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.

Ms. McKenzie called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Ms. Dixiana Carbonell, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Mr. John O’Shea (7:05 p.m.), Mrs. Nellis Regis-Darby (7:01 p.m.)

ADMINISTRATORS PRESENT:

Dr. Gerald Benaquista, Dr. Gretel Perez, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Minneci led the Board and audience members in the Pledge of Allegiance.

Mrs. Minneci read the district’s mission statement.

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.

Dr. Benaquista spotlighted one of the high school seniors, Angelina Kearney, who has performed in the Honors Performances at Carnegie Hall. As a student she has achieved straight A+ and has a rigorous class schedule. She is the president of Roots: Black Excellence Club, a girl scout for 12 years, has written two plays that have been performed in New York and was a part of the Theater Development Fund’s Young Playwrights program.

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. Santana, seconded by Mrs. Scott-Hayden, that the Board go into Executive Session at 7:11 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: student matters; 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: Ms. Carbonell, 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 7:26 p.m.

Approval of Minutes:

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

1. October 10, 2023 – worksession
2. October 10, 2023 – executive session
3. October 17, 2023 – regular meeting
4. October 17, 2023 – executive session

DISCUSSION:

None

AYE: Ms. Carbonell, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams,
Ms. McKenzie

NAY: None

ABSTAIN: Mrs. Minneci, Mr. O’Shea

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – CARROLL

Letter of resignation, for the purpose of retirement, from Joan Carroll, special education teacher-Hannah Caldwell Elementary School, effective January 1, 2024.

LETTER OF RETIREMENT – COPPOLA

Letter of resignation, for the purpose of retirement, from Debra Coppola, special education teacher-Union High School, effective July 1, 2024.

LETTER OF RETIREMENT – CUCCINIELLO

Letter of resignation, for the purpose of retirement, from Theresa Cucciniello, 10-month secretary-Washington Elementary School, effective January 1, 2024.

LETTER OF RETIREMENT – KMET DIAZ

Letter of resignation, for the purpose of retirement, from Suzanne Kmet Diaz, second grade teacher-Washington Elementary School, effective January 1, 2024.

LETTER OF RESIGNATION – KATZ

Letter of resignation from Julie Katz, special education teacher-Washington Elementary School, effective December 15, 2023.

LETTER OF RESIGNATION – STRICKLAND

Letter of resignation from Gena Strickland, 10-month secretary-Union High School, effective November 11, 2023.

LETTER OF RESIGNATION – MORENO

Letter of resignation from Maribel Moreno, part-time bus driver (6 hours) -Transportation Department, effective October 21, 2023.

LETTER OF RESIGNATION – BOBADELLA

Letter of resignation from Maria Bobadella, part-time custodian (prek)-Hannah Caldwell Elementary School, effective November 7, 2023.

REQUEST FOR LEAVE UPDATE – WATANABE

Update to request for paid child rearing leave followed by unpaid FMLA/NJFLA from Elizabeth Watanabe, special education teacher-Battle Hill Elementary School, November 13, 2023-March 27, 2024.

REQUEST FOR LEAVE UPDATE – AMBROSE

Update to request for extended FMLA from Veronica Ambrose, third grade teacher-Battle Hill Elementary School, October 24, 2023-November 21, 2023.

REQUEST FOR LEAVE UPDATE – KESSOCK

Request for update to leave from Tracy Kessock, Transportation Manager-Transportation Department, October 19, 2023-December 10, 2023.

REQUEST FOR LEAVE UPDATE – DIX

Request for update to paid child rearing leave followed by unpaid FMLA/NJFLA from Samantha Dix, third grade teacher-Franklin Elementary School, October 16, 2023-March 8, 2024.

REQUEST FOR LEAVE – MOUTELA

Request for paid medical leave from Isabel Moutela, special education teacher-Jefferson School, October 17, 2023-November 22, 2023.

REQUEST FOR LEAVE – NIGRINIS

Request for paid medical leave from Lisetty Nigrinis, world languages teacher-Union High School, October 31, 2023-November 14, 2023.

REQUEST FOR LEAVE – CHERIAN

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Jasmine Cherian, second grade teacher-Hannah Caldwell Elementary School, January 10, 2024-May 14, 2024.

REQUEST FOR LEAVE – RICHARDONE

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Nicole Richardone, math teacher-Union High School, January 2, 2024-June 30, 2024.

REQUEST FOR LEAVE – ALFARO GARCIA

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Ilesia Alfaro Garcia, custodian-Kawameeh Middle School, October 9, 2023-May 1, 2024.

REQUEST FOR LEAVE – GHAZALI

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Sabine Ghazali, math teacher-Union High School, October 16, 2023-June 19, 2024.

REQUEST FOR LEAVE – FIORILINO

Request for paid medical leave from Maria Fiorilino, special education teacher-Burnet Middle School, November 27, 2023-January 31, 2024.

REQUEST FOR INTERMITTENT LEAVE – SHAW

Request for intermittent FMLA/NJFLA leave from David Shaw, principal-Burnet Middle School, October 16, 2023-October 16, 2024.

REQUEST FOR INTERMITTENT LEAVE – WEBER

Request for intermittent FMLA/NJFLA leave from Patricia Weber, fourth grade teacher-Battle Hill Elementary School, September 1, 2023-June 30, 2024.

REQUEST FOR INTERMITTENT LEAVE – SHAW

Request for intermittent FMLA/NJFLA leave from Eric Shaw, PE teacher-Livingston Elementary School, October 16, 2023-October 16, 2024.

REQUEST FOR INTERMITTENT LEAVE – HOLMES

Request for intermittent FMLA/NJFLA leave from Sharon Holmes, paraprofessional-Burnet Middle School, October 15, 2023-October 15, 2024.

REQUEST FOR INTERMITTENT LEAVE – PEINS

Request for intermittent FMLA/NJFLA leave from Jeff Peins, network engineer-districtwide, October 15, 2023-October 15, 2024.

REQUEST FROM UNION ELKS – USE OF GYM

Request from Union Elks to use the Washington Elementary School gym on December 9, 2023 from 8:00 a.m. to 11:00 a.m. to host the Elks Hoop Shoot Contest for local athletes ages 8-13.

REQUEST FOR INTERMITTENT LEAVE – PAUL

Request for intermittent FMLA/NJFLA leave from Sandra Paul, IT Director-districtwide, November 13, 2023-June 30, 2024.

REQUEST FOR LEAVE – CHERIAN

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Jasmine Cherian, second grade teacher-Hannah Caldwell Elementary School, January 10, 2024-May 14, 2024.

REQUEST FOR LEAVE – TOGLIA

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Eylse Toglia, special education teacher-Union High School, April 8, 2024-December 1, 2024.

REQUEST FOR LEAVE – SULCOV

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Stephanie Sulcov, CST-Battle Hill Elementary School, January 16, 2024-June 1, 2024.

REQUEST FOR LEAVE EXTENSION – MULLER

Request for extension of medical leave from Geraldine Muller, secretary-Union High School, new return date January 5, 2024.

REQUEST FOR LEAVE – LICKS

Request for paid medical leave followed by unpaid FMLA from Suzanne Licks, RTI teacher-Livingston Elementary School, November 13, 2023-December 22, 2023.

REQUEST FOR LEAVE – SANTIAGO

Request for medical leave followed by unpaid leave from Rosa Santiago, bus aide-Transportation Department, October 20, 2023-December 22, 2023.

REQUEST FOR LEAVE – SELBY

Request for paid FMLA/NJFLA leave, followed by unpaid FMLA leave from Alyssa Selby, English teacher-Union High School, November 14, 2023-December 1, 2023.

Comments from Public (on resolutions and all other matters):

Dr. Smith stated our interim superintendent is doing a fine and outstanding job and he hopes the Board can see that. Please consider Dr. Benaquista for superintendent.

Mary Beasley stated Dr. Benaquista had helped her son and he is a hands on person who cares for the safety and well being for our students. He is an asset and is loyal. The district doesn't need to look for a new superintendent.

Ann Margaret Shannon stated the Battle Hill girls basketball team is undefeated. Fifth grade girls have been added to the girls basketball and the games are being moved to Union High School. She also mentioned that she is working on the Appreciate Project with Cheryl Fiske. Thank you to Kelvin White for the improvements. Hannah Caldwell is having some heating

issues. There is still some work that still needs to be done at the high school from the October 2022 flood.

Lauren Montoya stated she had a petition signed to have Zoom returned for Board meetings. Also, wants to know if Mrs. Bossard is being considered as a permanent principal. She also asked if Burnet Middle School is going to have a show.

Sol Valentina asked if there was an update regarding the return of Zoom meetings or other platform to make it more inclusive. She also stated she sent an email with her concerns regarding classrooms with special education students lacking special education teachers and she did not get a response. She stated that they have the support of special services but they need the support of special education educators.

Kathy Armino stated that the Interact Club is for 12-18 year olds and is sponsored by the Rotary. It promotes services to others. The Rotary Club has been doing the socktober drive since 2019. This year they collected 4,885 pairs of socks that were donated to an Elizabeth shelter.

Christina Zurka stated that she is disappointed in Central Office. They have been paying the paras the wrong step and now they are asking us to pay the overpayment back.

Superintendent's Report:

Dr. Benaquista presented his Superintendent report – a summary is below and the presentation is appended to the minutes.

Impact Employee Recognition – which aims to acknowledge administrators, educators and staff members who, through their actions, dedication and achievements, have profoundly influenced the lives of our students.

Farmer's Café – Lauren Kohn created the Farmer's Café which is run by self-contained students/students with disabilities with the assistance of "job coaches", Corey Baker (para), Elyse Toglia (speech), Kim Matta (teacher), Jill Mincolelli (para), Janiya Mozee (para), Barbara Johnson (para), Keyla Puerto (para), and Huda Dwekat (para). December 19th is the official ribbon cutting. Farmer's Café will be Honorary Members of the Greater Union Township Chamber of Commerce.

Union County Education Association (UCEA) – Jen Galik is the 2022-2023 Educational Support Professional (ESP) of the year. ESPs play a crucial role both within and beyond the classroom. They contribute to the smooth operation of schools, prioritizing students' safety, health and preparedness for effective training.

Patricia Frazier presented HOPE (Hispanic Organization for Peoples Empowerment. HOPE's Vision/Mission Statement - a non-profit organization that promotes civic engagement and provides much needed resources to people in the community and surrounding areas. They help uplift one another. Hispanic Heritage Month – celebrated and honored Latinas in

Education: Assistant Superintendent Gretel Perez and Board Members: Dixiana Carbonell, Chastity Santana and Yocasta Brens-Watson.

Dr. Benaquista spoke about Student Farmer Frontline, a student voice publication. A team of passionate individuals to share positive news stories about the Township of Union Public Schools: Conner Palestis, Angelina Kearney, Ayanna Wilson, Nkechi Okafor, Deborah Calderon, Samantha Frederic, Leo Panes, Alexa Masaoy, Rowland Tubi, Belicia Pinkrah, Morgan Johnson, Angelyn Ansah, Isabella Beaumont, Jeremy Rosero, Andrew David, Peter Nyangweso, Victoria Magarino, Bailey Land, Andrew Munoz, Ava Soares, Danae Johnson, Harrison Munt, Ataya Jenkins. First newsletter to be available in December.

Visionary Leadership Mentorship Academy – empowering leaders for success – meetings are scheduled as follows: December 18, 2023, January 22, 2024, February 12, 2024, March 18, 2024, April 15, 2024, May 20, 2024, June 10, 2024.

Union High School Program Highlights:

1. Dual Enrollment Programs:
 - Kean Scholar Academy – 9 students
 - Tomorrow’s Teachers – 8 students
 - Spanish, Project Acceleration – 4 students (Seton Hall)

2. College Courses:
 - Fall 2023-Kean Comm 1402 course – 14 students
 - Spring 2024-Kean Comm 1402 course – 11 students
 - English 101, Union College Readiness Program, Spring 2024 (at UHS) – still pending, potential 9 students
 - Courses at Union College through Bridge Program and UC Grant – 2 students
 - Spring 2024 with Union College – still pending based on funds
 - Summer 2023 at Union College – grant funded – 17 students

3. Curriculum Highlights
 - Cosmetology has a state license option
 - CAD 4 exam
 - Advanced Placement Courses
 - 22 AP courses
 - 415 students enrolled
 - 673 exams being taken

HIB Affirmed – October 11, 2023-November 21, 2023:

	Founded	Unfounded	Inconclusive
• October 11-17, 2023	5	0	4
• October 18-November 14, 2023	5	1	1
• November 15-21, 2023	12	11	8

HIB Reported – November 15, 2023-November 21, 2023: 6 Founded, 1 Unfounded, 2 Inconclusive.

Neissa Filias presented her student report – a summary is below and the presentation is appended to the minutes.

- Boys and girls soccer, girls volleyball and football – all qualified for New Jersey State.
- Tournament with boys and girls soccer and football advancing to the second round.
- Football was the BCC American Gold Division Champions.
- Boys Soccer team was the UCC Watchung Division Champions.
- Gymnast Laylah Willis was the Union County Champion in the vault and placed fourth in the all-around. She finished fifth in the North Jersey Group 4 Championship.
- Cross Country runner Cassidy Kidd placed fourth in the State Section Championships and 20th in the Group 4 Championships to qualify to represent Union at the New Jersey Cross Country Meet of Championships. Both Cassidy Kid and Shawn Casey won the Valley Division Championships.
- Boys and girls middle school soccer both finished undefeated with identical records of 11-0-2.
- Boys middle school football won the Big Central Middle School Championships defeating Piscataway 14-8.
- Middle school cross country finished 5-1 and the middle school volleyball teams finished 10-1 and 6-4.
- This year 374 student athletes participated in the athletic programs – 244 high school student and 133 middle school students.

Congratulations to all student athletes that participated in a great fall season.

Education/Student Discipline Committee Resolutions:

Ms. Carbonell stated that E-6 will be pulled from the agenda and E-16 – the continuation of suspension for students will be added to the agenda.

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

E-1. Agenda item approved at November 14, 2023 worksession - Affirm Superintendent's determination of HIB for period October 11, 2023 to October 17, 2023

E-1A. Agenda item reported at November 14, 2023 worksession - Superintendent's Report of HIB for the period October 18, 2023 to November 14, 2023

E-1-1. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods October 18, 2023 to November 14, 2023, in accordance with the information appended to the minutes.

E-1-1A. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period November 15, 2023 to November 21, 2023, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE ESEA CARRYOVER FUNDS AND TITLE I AMENDMENT

Approve ESEA carryover funds and Title I amendment to be placed in EWEG for the 2023-2024 school year:

Title I	\$85,644.00
Title I SIA	\$23,950.00
Title II	\$56,243.00
Title III	\$23,816.00
Title IV	\$14,401.00

E-3. APPROVE SUBMISSION OF TITLE I COMPARABILITY REPORT

Approve submission of the Title I Comparability Report prior to the December 1, 2023 due date in EWEG.

E-4. APPROVE SILAS PLATFORM

Approve SILAS platform, K-12 social-emotional secreting tool, K-12 social-emotional curriculum, executive functioning curriculum and the vocational/training at a cost of \$18,000.00 [paid for using \$5,394.00 Mental Health ARP ESSER Account #19953 and \$12,606.00 CIA funds], in accordance with the information appended to the minutes.

E-5. APPROVE UPDATED SAFE RETURN PLAN

Approve the updated Safe Return Plan by December 2023 in EWEG per the ARP ESSER requirements, in accordance with the information appended to the minutes.

E-6. *Agenda item pulled at November 21, 2023 regular meeting (MOU-Zeta Nu Lambda Chapter of Alpha Phi Alpha Fraternity Inc.)*

E-7. APPROVE MOU – EMPOWER

Approve Memorandum of Understanding (MOU between district and EmPoWER to collaborate on implementing the Whole School, Whole Community, Whole Child (WSCCO School Health NJ Project) [purpose of the WSCC School Health NJ Project Grant is to support the state goal of transforming the NJ public school landscape by directing resources to build and sustain health schools for all students in target communities (no cost to the district). Grant total will not exceed \$18,000.00 for three years], in accordance with the information appended to the minutes.

E-8. APPROVE DINOSAURS ROCK ASSEMBLY – HANNAH CALDWELL ELEMENTARY SCHOOL

Approve Dinosaurs Rock “Gens Rock Mineral Event” Assembly for Hannah Caldwell Elementary School on May 30, 2024 at a cost of \$1,926.25 [paid for using Title IV Account #8500], in accordance with the information appended to the minutes.

E-9. APPROVE WINSOR LEARNING - WORKSHOPS

Approve Winsor Learning to coordinate Sunday System curriculum workshops for Franklin Elementary School teachers for the February 16, 2024 district professional development day and two half day coaching sessions throughout the 2023-2024 school year at a cost of \$11,400.00 [paid for using Title I Account #20116].

E-10. APPROVE STUDENT ASSEMBLIES – FRANKLIN ELEMENTARY SCHOOL

Approve the following student assemblies for Franklin Elementary School: (1) Box Out Bullying – November 30, 2023 (cost \$1,850.00); (2) Prismatic Magic Black History Month Laser Light Show – February 7, 2024 (cost \$1,248.00); (3) NED’s Mindset Mission – January 24, 2024 (no cost); (4) BMX Bike Show Positive Motivation – date TBD (\$2,000.00) [all costs paid using Title ISIA funds, Account #20114], in accordance with the information appended to the minutes.

E-11. APPROVE ARTICULATION AGREEMENT – KEAN UNIVERSITY

Approve Articulation Agreement between Kean University and Union High School: Curriculum Title: Com 1402: Speech Communication as Critical Citizenship for the period November 1, 2023 to January 31, 2028, in accordance with the information appended to the minutes.

E-12. APPROVE AGREEMENT – UNION COLLEGE

Approve Agreement between Union College of Union County and the district for the College Readiness Now Program for the 2023-2024 school year, in connection with the information appended to the minutes.

E-13. APPROVE AGREEMENT – UNION COLLEGE

Approve Agreement between Union College of Union County and the district for Union High School students to be admitted as Dual Enrollment students at Union College for the 2023-2024 school year, in connection with the information appended to the minutes.

E-14. APPROVE NJDOE SCHOOL SELF-ASSESSMENT

Approve the New Jersey Department of Education (NJDOE) School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2022-June 30, 2023, in accordance with the information appended to the minutes.

E-15. APPROVE HOME SCHOOLED STUDENTS TO PARTICIPATE IN ATHLETIC PROGRAM

Approve K.B., a middle school student, and J.B., a high school student, who are home schooled, to participate in the middle school and high school basketball program, respectively.

E-16. APPROVE EXTENSION OF SUSPENSION – STUDENTS

Approve to extend the out of school suspension of the following students: ID #250848, 256000, 268289, 266075, 261334, 260059, 250882, per the recommendation of the Superintendent of Schools.

DISCUSSION:

None

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

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. Minneci, for adoption:

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated October 31, 2023 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated October 31, 2023 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 October 31, 2023 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 October 31, 2023 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. Agenda item approved at November 14, 2023 worksession – districtwide travel

F-7. Agenda item approved at November 14, 2023 worksession – student field trips

F-6A. 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-7A. APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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 2023-2024 STATE CONTRACT VENDORS

Approve the amended list of the 2023-2024 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-9A. 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	46/Key Club	Key Club – Gertrude Hawk – chocolate fundraiser	\$2,000.00 (not to exceed)
Union High School	2201/School ID Fines	Wristband Resources – temporary ID's for students	\$1,092.94
Union High School	46/Key Club	Key Club – Key Club dues	\$4,100.00 (not to exceed)
Burnet Middle School	2014/Yearbook	Jostens – 2022-2023 yearbooks	\$2,607.87
Kawameeh Middle School	27/Library	Scholastic – balance from 2023 Scholastic Book Fair	\$3,337.17

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Artome – Art Show	May 14-21, 2024	Hannah Caldwell Elementary School/Art – to raise funds for art program
Pretzel Sale	November 22, 2023- June 30, 2024	Washington Elementary School/School Counselor/PBSIS Incentive Program – to raise funds for Washington wages incentive for students
Heavenly Hats	December 1-7, 2023	Washington Elementary School/School Counselor – to raise funds for “Heavenly Hats” project
Snack Sales	November 22, 2023- June 1, 2024	UHS/Girls Soccer – to raise funds for team awards and food

Online Blast Fundraiser	November 22, 2023- June 30, 2024	UHS/Girls Basketball – to raise funds to purchase additional equipment and team activities
Leading Edge Fundraising	March 1-May 29, 2024	UHS/Softball – to raise funds for softball events/Senior Night accessories
Gertrude Hawk Sales	November 22- December 21, 2023	UHS/Key Club – to raise funds for Key Club expenses
Bagel Stick Sales	November 22, 2023- June 15, 2024	UHS/Key Club – to raise funds for Key Club expenses
Krispy Kreme Fundraiser Popcorn Fundraiser	November 22, 2023	UHS/FBLA – to raise money for yearly dues and potential trips to competitions
Step Challenge Food Eating Contest Canvas Raffle Cold Stone Creamery	November 22, 2023- June 30, 2024 – dates TBD	UHS/Prom – to raise funds for the prom
Senior Superlative Award Night	February 2024	UHS/Class of 2024/Yearbook – to raise funds for senior class and yearbook
Mr. UHS	April-June 2024; date TBD	UHS/Senior Class-Class of 2024 – to raise funds for senior activities
Winter Wonderland	December 7, 2023	UHS/Senior Class-Class of 2024 – to raise funds for senior class
Dine to Donate	November 2023- June 2024	UHS/Class of 2024 – to raise funds for senior activities
Fashion Show	January 2024; date TBD	UHS/Senior Class-Class of 2024 – to raise funds for senior activities
Penny Wars	February 2024	UHS/Class of 2024-Senior Class – to raise funds for senior activities
Cookie/Candy Sale	November 22, 2023- June 30, 2024	UHS/Girls Basketball – to raise funds for clinics, photos and equipment
Pretzel Sale; Candy Grams	November 22, 2023- June 30, 2024	BMS/8 th grade activities – to raise funds for 8 th grade activities
Save Around Coupon Fundraiser	November 1, 2023- June 15, 2024	BMS/Chorus – to raise funds for music department
PBSIS Rewards	November 13-17, 2023	Jefferson – to raise funds for PBSIS rewards
Bake Sale; Turkey Trot/Cupid Shuffle/Color Run/Rock Paper Scissors Day; Penny Wars/Guessing Game Jars; Pajama Days/Spirit Week Special Days; Pasta Night/Karaoke Night; Car Wash; Talent Show/Dance-a-Thon; Photo Backdrop Pics/Photo Scavenger Hunt; Sponsorships/Donations (Hearts for); Holiday, Candy, Birthday Grams; Movie Night; Pretzel/Hot Chocolate Sale; Faculty/Staff Rooftop Sleepover;	December 1, 2023- June 30, 2024	KMS/Student Council – to raise funds for student council events, apparel, dance
Candy/Soda Sale	November 2023- May 2024	KMS/Music Dept – to raise funds for Dorney Park Trip (music in the park)
Bake Sales	November 2023- May 2024	KMS/Music Dept – to raise funds for Dorney Park Trip (music in the park)

Bake Sale	November 2023- May 2024	KMS/Spanish Club – to raise funds to offset cost of trips
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F-9C. ACCEPT DONATIONS

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

From	For Use By	\$/Item
D2 Logistics	Districtwide	Keyboards (organs) - \$1,500.00 each (approximately 10-12 - \$15,000-\$18,000)
Social Conscience Project (non-profit organization)	Franklin Elementary School Students	Toy for each student

F-10. APPROVE 2023-2024 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2023-2024 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE PRELIMINARY BUDGET CALENDAR

Approve preliminary budget calendar, in accordance with the information appended to the minutes.

F-12. APPROVE EXTENDED AND REGULAR SCHOOL YEAR JOINT TRANSPORTATION AGREEMENTS – MUJC

Approve Morris-Union Jointure Commission (MUJC) Joint Transportation Agreements for the 2023-2024 Extended and Regular School Year, in accordance with the information appended to the minutes.

F-13. APPROVE BERGEN COUNTY SPECIAL SERVICES SCHOOL DISTRICT – EVALUATIONS

Approve Bergen County Special Services School District to provide audiological evaluations (hearing test) ranging from \$500.00 to \$1,500.00; central auditory processing test at the rate of \$2,000.00 per evaluation for the 2023-2024 school year (not to exceed \$3,500.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-14. APPROVE NORTH JERSEY BEHAVIORAL HEALTH SERVICES – BEHAVIOR ANALYSIS

Approve North Jersey Behavioral Health Services (dba The Capstone Center) to provide applied behavior analysis services to a district student in accordance with the previously approved settlement agreement, for the 2023-2024 school year, at a cost not to exceed \$184,800.00 [Account #11-000-216-320-01-19], in accordance with the non-public information appended to the minutes.

F-15. APPROVE SUBMISSION OF FY 2024 IDEA GRANT AMENDMENT 1

Approve submission of FY2024 IDEA Grant Amendment 1 to allocate the \$11,797.00 unexpended nonpublic funds from the FY 2023 IDEA Grant.

F-16. APPROVE 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 2023-2024 school year, in accordance with the information appended to the minutes.

F-17. APPROVE AWARD OF CONTRACT – SERVICEMASTER BY TIMELESS

Approve awarding a contract as an extraordinary unspecifiable service for pre-loss disaster planning and control assessment services to ServiceMaster by Timeless and naming ServiceMaster by Timeless the primary contractor for restoration services, in accordance with the information appended to the minutes.

F-18. APPROVE AWARD OF CONTRACT – NETWORK SECURITY GROUP

Approve awarding a contract as an extraordinary unspecifiable service for network assessment services and compile comprehensive report by Network Security Group, in accordance with the information appended to the minutes.

F-19. *For informational purposes only – vote not required.* List of legal services for the 2023-2024 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee:

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

G-1. APPROVE COLLECTIVE BARGAINING AGREEMENT – UTТА

Approve Collective Bargaining Agreement (CBA) between the Union Township Transportation Association (UTТА) and the Township of Union Board of Education for the contract term of July 1, 2023 through August 31, 2027, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Ms. Carbonell, 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:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. Santana, seconded by Mrs. Williams, 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, if applicable, bus evacuation reports for the 2023-2024 school year, in accordance with the information appended to the minutes.

O-2. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS

Approve submission of the Anticipated Facility Requests for Alternate Method of Compliance at Connecticut Farms Elementary School, for the 2023-2024 school year, to the New Jersey Department of Education (Union County office), in accordance with the information appended to the minutes.

O-3. *Agenda item tabled at 11/14/2023 worksession – donation of novels to Battle Hill*

O-4. *Agenda item tabled at 11/14/2023 worksession – donation of novels to Kawameeh*

O-5. APPROVE CAMP INVENTION – JEFFERSON SCHOOL

Approve Camp Invention to be held at Jefferson School the weeks of July 29-August 2, 2024 and August 5-9, 2024 (8:30 a.m.-2:45 p.m.), for all enrolled students.

O-6. APPROVE REQUEST FROM UNION ELKS – USE OF GYM

Request from Union Elks to use the Washington Elementary School gym on December 9, 2023 from 8:00 a.m. to 11:00 a.m. to host the Elks Hoop Shoot Contest for local athletes ages 8-13; requesting waiver of all fees (Certificate of Insurance provided).

DISCUSSION:

None

AYE: Ms. Carbonell, 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:

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2023-2024 school year.

Name	Position	Rate
Julian Giraldo*	Sub-custodian	\$16.00/hr.
James A. Kelly	Sub-custodian	\$16.00/hr.
Anthony Porter	Daily sub	\$120.00/per day
Olinda Goncalves	Daily sub	\$120.00/per day
Erica Smith	Daily sub	\$120.00/per day
Corey Lewis	Long-term law enforcement substitute	\$35.00/hr.

*Pending receipt of additional documentation

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes.
Joan Carroll	Special ed teacher	Hannah Caldwell	1/1/2024	Retirement	
Debra Coppola	Special ed teacher	UHS	7/1/2024	Retirement	
Suzanne Kmet Diaz	2 nd grade teacher	Washington	1/1/2024	Retirement	
Theresa Cuccinello	10-month Secretary	Washington	1/1/2024	Retirement	
Julie Katz	Special ed teacher	Washington	12/15/2023	Resignation	
Gena Strickland	10-month Secretary	UHS	11/11/2023	Resignation	
Maria Bobadella	P/T custodian (prek)	Hannah Caldwell	11/7/2023	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Elizabeth Watanable	Special ed teacher	Battle Hill	Updated 11/13/2023-3/27/2024	Paid child rearing leave followed by unpaid FMLA/ NJFLA	

Veronica Ambrose	3 rd grade teacher	Franklin	Updated 10/24/2023-11/21/2023	Extended FMLA	
Tracy Kessock	Transportation Manager	Transportation Dept	Updated 10/19/2023-12/10/2023	Extended leave	
Samantha Dix	3 rd grade teacher	Franklin	Updated 10/16/2023-3/8/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
David Shaw	Principal	BMS	10/16/2023-10/16/2024	Intermittent FMMLA/NJFLA	
Patrica Weber	4 th grade teacher	Battle Hill	9/1/2023-6/30/2024	Intermittent FMLA/NJFLA	
Eric Shaw	PE teacher	Livingston	10/16/2023-10/16/2024	Intermittent FMLA/NJFLA	
Sharon Holmes	Paraprofessional	BMS	10/15/2023-10/15/2024	Intermittent FMLA/NJFLA	
Isabel Moutela	Special ed teacher	Jefferson	10/17/2023-11/22/2023	Paid medical leave	
Lisetty Nigrinis	World language teacher	UHS	10/31/2023-11/14/2023	Paid medical leave	
Jasmine Cherian	2 nd grade teacher	Hannah	1/10/2024-5/14/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Nicole Richardone	Math teacher	UHS	1/2/2024-6/30/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Ilsia Alfaro Garcia	Custodian	KMS	10/9/2023-5/1/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Sabine Ghazali	Math teacher	UHS	10/16/2023-6/19/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Maria Fiorilino	Special ed teacher	BMS	11/27/2023-1/31/2024	Paid medical leave	
Jeff Peins	Network engineer	Districtwide	10/15/2023-10/15/2024	Intermittent FMLA/NJFLA	
Sandra Paul	IT Director	District wide	11/13/2023-6/30/2024	Intermittent FMLA/NJFLA	
Jasmine Cherian	2 nd grade teacher	Hannah Caldwell	1/10/2024-5/14/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Eylse Toglia	Special Ed teacher	UHS	4/8/2024-12/1/2024	Paid child rearing leave followed by	

				unpaid FMLA/ NJFLA	
Stephanie Sulcov	CST	Battle Hill	1/16/2024- 6/1/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA	
Geraldine Muller	Secretary	UHS	New return date 1/5/2024	Extended medical leave	
Suzanne Licks	RTI teacher	Livingston	11/13/2023- 12/22/2023	Paid medical leave followed by unpaid FMLA	
Rosa Santiago	Bus aide	Transportation Dept	10/20/2023- 12/22/2023	Medical leave followed by unpaid leave	
Alyssa Selby	English teacher	UHS	11/14/2023- 12/1/2023	Paid FMLA/ NJFLA leave followed by unpaid FMLA	

P-5. APPROVE ATTENDANCE AT MEETINGS – MUJC

Approve Johnny Desrosiers, Behaviorist, to attend meetings at the Morris Union Jointure Commission (MUJC), at no cost to the district for the 2023-2024 school year.

P-6. APPROVE TRANSITION MEETINGS

Approve transition meetings for Sarah McCulloh, Vanessa Tuohy and Dina Tyson for the 2023-2024 school year at various locations, in accordance with the information appended to the minutes.

P-7. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2023-2024 school year, in accordance with the information appended to the minutes.

P-8. APPROVE DISTRICT DCP&P LIAISON - CONTI

Approve Kim Conti as the district DCP&P liaison for the 2023-2024 school year, at no cost to the district.

P-9. APPROVE VICE PRINCIPAL – FRANKLIN ELEMENTARY SCHOOL

Approve December Moore, as Vice Principal at Franklin Elementary School, at a contractual salary of \$111,240.00, with a start date to be determined.

P-10. APPROVE VICE PRINCIPAL – UNION HIGH SCHOOL

Approve William Eichert, as Vice Principal at Union High School, at a contractual salary of \$118,865.00, with a start date of to be determined.

DISCUSSION:

None

AYE: Ms. Carbonell, 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:

Upon recommendation of the Superintendent of Schools and the Policy Committee, the following policies were moved by Mrs. Williams, seconded by Mrs. Scott Hayden, to be abolished (**FINAL READING/ADOPTION**):

POL-1. POLICY 3432 – ABOLISHED

Abolish Policy 3432 – Sick Leave (Teaching Staff Members).

POL-2. REGULATION 3432 – ABOLISHED

Abolish Regulation 3432 – Sick Leave (Teaching Staff Members).

POL-3. POLICY 4432 – ABOLISHED

Abolish Policy 4432 – Sick Leave (Support Staff Members).

POL-4. REGULATION 4432 – ABOLISHED

Abolish Regulation 4432 – Sick Leave (Support Staff Members).

POL-5. POLICY 5460.02 – ABOLISHED

Abolish Policy 5460.02 – Bridge Year Pilot Program.

POL-6. REGULATION 5460.02 – ABOLISHED

Abolish Regulation 5460.02 – Bridge Year Pilot Program.

POL-7. POLICY 8540 – ABOLISHED

Abolish Policy 8540 – School Nutrition Programs

POL-8. POLICY 8550 – ABOLISHED

Abolish Policy 8550 – Meal Charges/Outstanding Food Service Bill.

DISCUSSION:

None

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

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

Approve list of students removed from the rolls [one (1) student exited the month of November 2023 (1 from elementary) or a total of one (1) student for the 2023-2024 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 #360811 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.

Technology Committee:

Ms. McKenzie stated due to the fact that there have been no technology committee meetings, there are no answers regarding Zoom meetings.

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Ms. Santana, seconded by Mrs. Minneci, 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: Ms. Carbonell, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Ms. Santana stated the reason she is on this Board is because of the paras. We thank our paras from the bottom of her heart. She also stated that we are not a perfect district; we do have our challenges and opportunities to grow. We have two interim people doing such a great job and holding all the weight on their shoulder.

She also asked Dr. Benaquista to give the Board an opportunity to ask questions after his superintendent’s report.

Mrs. Scott-Hayden congratulated Angelina Kearney and stated she is educational excellence. She also congratulated Jenn Gallick and stated that ESPs are the district’s backbones. We appreciate you and congratulations to each of you.

New Business:

Mrs. Williams stated congratulations to our retirees, especially Debra Coppola, she will be missed.

Ms. Carbonell stated thank you Dr. Benaquista for highlighting our successes in this district. Congratulations to Angelina – she is making things better with her talent. We need to give a shout-out to our crossing guards who greet our students every day.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Ms. Santana, seconded by Mrs. Williams, that the meeting be adjourned at 8:39 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

