

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING AGENDA – November 19, 2024

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 19, 2024 at 6:00 p.m. at Town Hall, Main Meeting Room, 1976 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Ms. Santana called the meeting to order at 6:00 p.m.

PRESENT AT ROLL CALL:

Ms. Dixiana Carbonell, Mr. Michael Cohan, Mrs. Elsie Conteh-Mackey, Mrs. Guida Faria, Mrs. Nancy Minneci, Mr. Greg Nasta, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:

Mr. Ronnie McDowell (6:02 p.m.)

ADMINISTRATORS PRESENT:

Dr. Gerald Benaquista, Dr. Jose Rodriguez, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Ms. Santana led the Board and audience members in the Pledge of Allegiance.

Mr. Cohan 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.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Scott-Hayden, seconded by Mrs. Minneci, that the Board go into Executive Session at 6:03 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, personnel, litigation update.

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

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

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:01 p.m.

Ms. Conteh-Mackey stepped out of the meeting for the next two votes.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board it was moved by Mrs. Minneci, seconded by Mrs. Scott-Hayden, that the Board return to public session at 7:01 p.m.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

Moved by Mrs. Minneci, seconded by Mr. Nasta, that the following minutes be adopted:

1. October 8, 2024 – worksession minutes
2. October 8, 2024 – executive session minutes - #1 and #2
3. October 15, 2024 – regular meeting minutes
4. October 15, 2024 – executive session minutes

DISCUSSION:

None

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – HERNANDEZ

Letter of resignation, for the purpose of retirement, from Nelson Hernandez, head custodian-Kawameeh Middle School, effective January 1, 2025.

LETTER OF RETIREMENT – CASTANEDA

Letter of resignation, for the purpose of retirement, from Julio Castaneda, custodian-Kawameeh Middle School, effective January 1, 2025.

**LETTER OF RETIREMENT – JOSEPH**

Letter of resignation, for the purpose of retirement, from Yanick Joseph, paraprofessional-Jefferson School, effective January 1, 2025.

**LETTER OF RETIREMENT – TVERDOV**

Letter of resignation, for the purpose of retirement, from Catherine Tverdov, social studies teacher-Burnet Middle School, effective December 31, 2024.

**LETTER OF RESIGNATION – MANCIA INTERIANO**

Letter of resignation from Cindy Mancia Interiano, World Language (Spanish) teacher-Union High School, effective December 15, 2024.

**LETTER OF RESIGNATION – PAREKH**

Letter of resignation from Rajeshwar Parekh, English teacher-Union High School, effective January 1, 2025.

**LETTER OF RESIGNATION – RIGO**

Letter of resignation from Mikaela Rigo, ESL teacher-Union High School, effective January 3, 2025.

**LETTER OF RESIGNATION – ROQUE**

Letter of resignation from Jennifer Roque, cafeteria/playground aid-Hannah Caldwell Elementary School, effective October 16, 2024.

**LETTER OF RESIGNATION – MAYNARD**

Letter of resignation from Ashley Maynard, special education teacher-Hannah Caldwell Elementary School, effective January 6, 2025.

**REQUEST FOR LEAVE – HALL**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Shaquana Hall, custodian-Hannah Caldwell Elementary School, October 31, 2024-March 24, 2025.

**REQUEST FOR LEAVE – McPHERSON**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Tiffany McPherson, second grade teacher-Franklin Elementary School, January 21, 2025-June 2, 2025.

**REQUEST FOR LEAVE – TSAGARIS**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Lauren Tsagaris, fifth grade teacher-Jefferson School, February 4, 2025, June 24, 2025.

**REQUEST FOR LEAVE – BRAVETTE**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Vittoria Bravette, math teacher-Burnet Middle School, December 2, 2024-March 26, 2025.

**REQUEST FOR LEAVE – MATOS**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Sara Matos, business teacher-Union High School, January 16, 2025-October 1, 2025.

**REQUEST FOR LEAVE – COLEMAN**

Request for paid FMLA from Marqueta Coleman, part-time bus driver-Transportation Department, November 12, 2024-January 17, 2025.

**REQUEST FOR LEAVE – RAGO**

Request for paid medical leave from Ron Rago, art and music supervisor-Union High School, December 17, 2024-February 10, 2025.

**REQUEST FOR LEAVE – BUSALACCHI**

Request for paid FMLA from Patricia Busalacchi, café aide-Hannah Caldwell Elementary School, October 23, 2024-June 25, 2025.

**REQUEST FOR LEAVE – DIONISIO**

Request for extension of FMLA leave from Nancy Dionisio, OT-Special Services-Washington and Livingston Elementary Schools, new return date September 1, 2025.

**REQUEST FOR LEAVE – DERING**

Request for unpaid FMLA from Steven Dering, Physical Education teacher-Burnet Middle School, December 2, 2024-December 20, 2024 and April 22, 2025-June 20, 2025.

**REQUEST FOR EXTENSION OF LEAVE – BLASI**

Request for extension of leave update from Regina Blasi, second grade teacher-Connecticut Farms Elementary School, new return date April 1, 2025.

**REQUEST FOR EXTENSION OF LEAVE – COCOCCIA**

Request for extension of paid FMLA from Laura Cococcia, science teacher-Burnet Middle School, new return date December 11, 2024.

**REQUEST FOR INTERMITTENT LEAVE – LILOIA**

Request for paid intermittent FMLA from Dana Liloia, second grade teacher-Livingston Elementary School, November 7, 2024-June 25, 2025.

**REQUEST FOR INTERMITTENT LEAVE – FIODILINO**

Request for paid intermittent FMLA from Maria Fiodilino, special education teacher-Burnet Middle School, September 4, 2024-June 24, 2025.

**REQUEST FOR INTERMITTENT LEAVE – PAPEO**

Request for paid intermittent FMLA from Gina Papeo, CST-Kawameeh Middle School, October 5, 2024-June 25, 2025.

**REQUEST FOR INTERMITTENT LEAVE – CORTES**

Request for paid intermittent FMLA from Tatiana Cortes, special education teacher-Connecticut Farms Elementary School, October 1, 2024-June 24, 2025.

**REQUEST FOR INTERMITTENT LEAVE – BOYD**

Request for paid intermittent FMLA from Glenn Boyd, head custodian-Connecticut Farms Elementary School, October 14, 2024-October 14, 2025.

**REQUEST FOR INTERMITTENT LEAVE – CLASS**

Request for paid intermittent FMLA from Maria Class, security-Jefferson School, October 31, 2024-October 31, 2025.

**REQUEST FOR INTERMITTENT LEAVE – GARRAN**

Request for paid intermittent FMLA from Darlene Garran, CST-Washington Elementary School, November 1, 2024-May 1, 2025.

**REQUEST FOR INTERMITTENT LEAVE – D’AVANZO**

Request for paid intermittent FMLA from Richard D’Avanzo, teacher-Jefferson School, November 15, 2024-November 15, 2025.

**Comments from Public (on resolutions for approval):**

Virginia Jeffries – F-22 – is in violation of Policy 9120 and NJAC 6A:13A4-7 and asked if it was in the budget. She indicated that public relations is part of the Superintendent job.

P-8 – job description – previously asked questions were never responded to and the job description should be corrected to include local head start.

Susan Lipstein – E-11 – Educere – asked how are we going to use this in our district? Does the district make a profit? She also indicated that she did send questions to the Superintendent, but she did not get a response.

**Superintendent’s Report:**

Dr. Benaquista presented his Superintendent Report (a copy is appended to the minutes).

- Hannah Caldwell - 39 classrooms have been developed at Kean University for our Hannah Caldwell students. It was a team effort, and he thanked all the HCES administration, teachers and staff, district staff, UTEA, administrators, Facility Manager, custodians, transportation department, board members, Kean, Mayor Figuierdo and his Administration, Township Committee, DPW, Pomptonian, the UPD and UFD and the County Superintendent’s office.
- What’s Up with TUPS? – Student Farmer Frontline – appended to the minutes.
- ULearn Events – Event Schedule:
  - November 18 – Big Ideas – Math 6-8

- November 26 – Tackling Absenteeism
- December 12 – Just Breathe – a return to wellness for parents of school age children
- More Info/RSVP: <https://sites.google.com/twpunionschools.org/ulearn/home>
- It’s All About U! – monthly newsletter – appended to the minutes.
- TUPS School Townhall November – Reporting on Chronic Absentee Night – it is a statewide issue
  - Union High School – 75
  - Kawameeh Middle School – 4
  - Jefferson Elementary School – 38
  - Connecticut Farms Elementary School – 30
  - Franklin Elementary School – 6
  - Hannah Caldwell Elementary School – 265
  - Livingston Elementary School – 11
  - Washington Elementary School - 20
- HIB Incidents to Affirm – October 16-November 12, 2024 (see Agenda Item E-1-1A)
  - 14 founded
  - 2 unfounded
  - 2 inconclusive
- HIB Incidents to Report – November 13-19, 2024 (see Agenda Item E-1-1)
  - 1 founded
  - 1 unfounded
  - 1 inconclusive

Mr. Cohan read the following proclamation honoring Nelson Hernandez – on his retirement of 44 years of services.:

**PROCLAMATION  
HONORING NELSON HERNANDEZ UPON HIS RETIREMENT FROM  
THE TOWNSHIP OF UNION PUBLIC SCHOOLS, AFTER 44 YEARS OF SERVICE**

**WHEREAS**, Nelson Hernandez began his service as an educational support professional with the Township of Union Public Schools at Kawameeh Junior High School in 1980; and

**WHEREAS**, in 1991, he was promoted to 2nd Shift Lead Man, reflecting his leadership and commitment; and

**WHEREAS**, during the 1994-1995 school year, Nelson Hernandez was promoted to Head Custodian of Kawameeh Middle School, where he continued to excel; and

**WHEREAS**, Nelson Hernandez has faithfully served Kawameeh Middle School for over 44 years, ensuring that the school and its facilities remain well-maintained, safe, and a welcoming environment for students, staff, and visitors; and

**WHEREAS**, through his unwavering commitment, attention to detail, and tireless work ethic, Nelson Hernandez has played an essential role in the day-to-day operations of Kawameeh Middle School, supporting its mission to promote educational excellence; and

**WHEREAS**, Nelson Hernandez's service has gone beyond the call of duty, exemplifying loyalty, reliability, and an enduring sense of pride in his work; and

**WHEREAS**, he has built lasting relationships within the school community, always willing to lend a helping hand with a positive attitude and a kind spirit; and

**WHEREAS**, the entire school district recognizes and celebrates Nelson Hernandez for his invaluable contributions over the past 44 years, ensuring the success and well-being of generations of students;

**NOW, THEREFORE, BE IT RESOLVED** that the Township of Union Board of Education hereby recognizes and honors Nelson Hernandez for his 44 years of loyal and dedicated service and expresses its deepest appreciation for his assiduous efforts and unyielding commitment to our schools.

**BE IT FURTHER RESOLVED** that a copy of this proclamation be presented to Nelson Hernandez as a token of our gratitude and in recognition of his outstanding service to the Township of Union Board of Education and Kawameeh Middle School.

Mr. Cohan indicated when he was a teacher in the district, he worked with Mr. Hernandez and Mr. Hernandez was a strong partner in our school, humble man and never asked for recognition.

Education/Student Discipline Committee Resolutions:

Upon recommendation of the Superintendent of Schools, Mr. Cohan reported on the following resolution:

E-1. *Agenda item reported at November 12, 2024 worksession (Report of HIB-October 16-November 12, 2024)*

E-1A. *Agenda item adopted at November 12, 2024 (Affirm HIB-October 9-15, 2024)*

E-1-1. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period November 13, 2024 to November 19, 2024, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

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

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

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods October 16, 2024 to November 12, 2024, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Upon the recommendation of the Superintendent of Schools, the following resolution was added to the agenda by Mr. Cohan (after discussions in executive session).

Upon the recommendation of the Superintendent of Schools, the following resolution was moved by Mr. Cohan, seconded by Mr. Nasta, for adoption:

**SUPERINTENDENT’S DETERMINATION OF HIB – KMS #1 – 2024-2025**

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for KMS #1, 2024-2025.

**DISCUSSION:**

None

**AYE:** Mr. Cohan, Mrs. Faria, Mrs. Minneci, Mrs. Scott-Hayden

**NAY:** Ms. Carbonell, Mrs. Conteh-Mackey, Mr. McDowell, Mr. Nasta, Ms. Santana

**ABSTAIN:** None

**MOTION FAILED**

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

**E-2. APPROVE HOME SCHOOLED STUDENTS TO PARTICIPATE IN ATHLETIC PROGRAM**

Approve C.L. and N.A., middle school students, who are home schooled, to participate in middle school sports during the winter of 2024-2025 school year.

**E-3. APPROVE DONATED BOOKS FROM SCHOLASTIC BOOK FAIR AT CONNECTICUT FARMS – BURNET MIDDLE SCHOOL LIBRARY**

Approve donated books from the Scholastic Book Fair at Connecticut Farms Elementary School to the Burnet Middle School Library, in accordance with the information appended to the minutes.



**E-4a. APPROVE EDS – HIBSTER ANTI-BULLYING SOFTWARE PLATFORM**

Approve Educational Development Software (EDS) – HIBster anti-bullying software platform for the 2024-2025 school year (districtwide), at a cost of \$11,700.00 (paid for using the School Based Mental Health Grant #20468), in accordance with the information appended to the minutes.

**E-4b. APPROVE EDS – ASAP STUDENT ASSISTANCE SOFTWARE PLATFORM**

Approve Educational Development Software (EDS) – aSAP student assistance software platform for the 2024-2025 school year (districtwide), at a cost of \$11,700.00 (paid for using the School Based Mental Health Grant #20468), in accordance with the information appended to the minutes.

**E-5. APPROVE REVISED LIST OF STAFF/BENEFITS PAID FOR USING ESEA AND/OR SCHOOL BASED MENTAL HEALTH GRANT FUNDS**

Approve revised list of district staff/benefits for the 2024-2025 school year (retract approval of salary (KH) under Title II (originally approved August 27, 2024)) to be paid for using ESEA and/or School Based Mental Health Grant Funds (removal needs to be noted per grant requirements), in accordance with the information appended to the minutes.

**E-6. APPROVE SUBMISSION – TITLE I COMPARABILITY REPORT**

Approve submission of the Title I Comparability Report in EWEG (Electronic Web Enabled Grant).

**E-7. APPROVE SUBMISSION – TITLE I PERFORMANCE REPORT**

Approve submission of the Title I Performance Report in EWEG (Electronic Web Enabled Grant).

**E-8. *Agenda item adopted at November 12, 2024 worksession – Vendors-Parenting University Workshops*****E-9. APPROVE FOUNDATION FOR EDUCATIONAL ADMINISTRATION – PROFESSIONAL DEVELOPMENT**

Approve The Foundation for Educational Administration (FEA) to provide professional development sessions entitled “The Evolving Role of Supervisors” for district administration throughout the 2024-2025 school year, at a cost of \$7,200.00 (to be paid for using Title II funds account #8434), in accordance with the information appended to the minutes.

**E-10. APPROVE TITLE I DISTRICT PARENT AND FAMILY ENGAGEMENT POLICY**

Approve the Title I District Parent and Family Engagement Policy – 2415.04 (no changes) for the 2024-2025 school year, in accordance with the information appended to the minutes.

**E-11. APPROVE EDUCATION SERVICES AGREEMENT - EDUCERE**

Approve Education Services Agreement with Educere for access to virtual education programs and courses and other educational services offered by Participating Education Providers, in accordance with the information appended to the minutes.

**E-12a. APPROVE THE MAGIC IN YOU ASSEMBLY – WASHINGTON ELEMENTARY SCHOOL**

Approve The Magic in You assembly at Washington Elementary School on December 5, 2024, at a cost of \$1,495.00, in accordance with the information appended to the minutes.

**E-12b. APPROVE BRAIN SHOW ASSEMBLY – WASHINGTON ELEMENTARY SCHOOL**

Approve the Brain Show assembly at Washington Elementary School on June 4, 2025, at cost of \$2,250.00, in accordance with the information appended to the minutes.

**E-13. APPROVE SCHOOL PROGRAMS – KAWAMEEH MIDDLE SCHOOL**

Approve the following school programs at Kawameeh Middle School, stipends to be paid through ESEA Title IV Grant: (a) E-Sports, (b) Girls Who Code, (c) Drone program and (d) STEAM program.

**E-14. APPROVE DANIELSON FRAMEWORK**

Approve the Danielson Framework for Teaching Evaluation Instrument for the 2024-2025 school year, in accordance with the information appended to the minutes.

**E-15. APPROVE NJ PRINCIPAL EVALUATION FOR PROFESSIONAL LEARNING OBSERVATION INSTRUMENT (NJPEPL)**

Approve New Jersey Principal Evaluation for Professional Learning Observation Instrument from AchieveNJ, in accordance with the information appended to the minutes.

**E-16. *Agenda item adopted at November 12, 2024 worksession (QSAC District Performance Self Review/QSAC Team)*****DISCUSSION:**

Dr. Rodriguez informed the community that Educere will help students for credit recovery if they fail a course; there is a fee for this course. The district does not profit from this service. It has certified staff. There are other options that are free.

Dr. Benaquista indicated that the district wants to provide as many options for our students and parents as possible and want to give the students more opportunities to graduate with their class.

Ms. Carbonell informed the community that it is not only used to make up credits. This is an option for students to take other classes and gives more choices to the students.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Ms. Carbonell thanked PepsiCo and Shutterfly for their donations.

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated October 31, 2024 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated October 31, 2024 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, 2024 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, 2024 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 (copyrighted materials and licenses) 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. Agenda item adopted at November 12, 2024 worksession (Student Field Trips)*

**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 2024-2025 STATE CONTRACT APPROVED VENDORS**

Approve the amended list of the 2024-2025 State Contract Approved 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
Burnet Middle School	2006	High Note Festivals – entrance fee to High Note Music Festival	\$7,000.00 (not to exceed)
Burnet Middle School	2006	Charter Up – round trip transportation to High Note Music Festival	\$6,000.00 (not to exceed)
Burnet Middle School	2006	Charter Up – transportation to Kimmel Center for the Performing Arts (Philadelphia)	\$1,125.00
Burnet Middle School	2014	Jostens – student yearbooks	\$2,615.52
Burnet Middle School	2016	PBSIS/School Store-prizes/give aways for positive behavior	\$1,232.41
Union High School	3350/Athletics	BSN Sports –to purchase backpacks for baseball team	\$6,000.00 (not to exceed)
Union High School	3280/Athletics	BSN Sports –to purchase backpacks for wrestling team	\$3,100.00 (not to exceed)
Union High School	2077/Theatre/Music	Old Fashion Candy – fundraising for productions and competition trip	\$5,000.00 (not to exceed)
Union High School	2077/Theatre	Hellhound Audio – sound design, audio rental, audio engineering for the Heights	\$8,000.00 (not to exceed)
Union High School	2077/Theatre	11hourDesign – graphic design, marketing, printing services, website maintenance	\$6,000.00 (not to exceed)
Union High School	2077/Theatre	Cameron Filepas – lighting design services for the Heights	\$4,000.00 (not to exceed)

Union High School	2077/Theatre	Anthony Freitas – scenic design services and scenic painting for the Heights	\$4,500.00 (not to exceed)
Union High School	3290/Athletics	Stage House – field hockey team end of year celebration	\$2,500.00 (not to exceed)
Union High School	2051/Athletics	Dominate The Drill Pad – National Drill Instructor to Train Union HS Army JROTC Drill Team	\$3,563.51
Union High School	46/Key Club	Key Club – membership dues	\$4,100.00 (not to exceed)
Union High School	2066/Unified Club	Applebees – lunch for Unified trip	\$2,298.85
Union High School	2066/Unified Club	MSG Sports – Christmas Spectacular tickets – Unified trip	\$3,465.00
Union High School	2066/Unified Club	Panorama Tours – busing for Unified trip	\$3,190.00

**F-9B. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Product Sales (popcorn, chocolate, etc)	December 13, 2024- January 31, 2025	BMS/Band/Orchestra – to raise money for music festival trip in May 2025
“Girls Night In”	December 13, 2024	KMS/Young Women of Purpose – promote healthy relationships
“Hot Pop” Sale	November 20-26, 2024	KMS/Young Women of Purpose – to raise funds to support club activities
KMS Annual Fall Ball	November 22, 2024	KMS/Young Women of Purpose – to raise funds to support club activities
YWP Spring Fashion Show	February 27, 2025- April 4, 2025	KMS/Young Women of Purpose – to raise funds for club activities
Backpack Sale	November 20, 2024- June 30, 2025	KMS/Student Council – to raise funds for future Student Council events, apparel, 8 <sup>th</sup> grade dance
Movie Night	May 21, 2025	KMS/Esports – to raise funds to purchase games, equipment, jerseys and supplies
Bake Sale	December 19 and April 10, 2025	KMS/Esports – to raise funds to purchase games, equipment, jerseys and supplies
Monthly Banke Sales	December 2024- June 2025	KMS/Environmental Action Club – to raise funds for gardening supplies
Blast Athletics – online fundraiser	November 20, 2024- June 30, 2025	UHS/Baseball – to raise funds for clothing for team and end of year celebration
BSN Sports – online clothing sale	November 20, 2024- June 30, 2025	UHS/Baseball – to raise funds for end of year celebration
Volleyball Tournament	November 20, 2024	UHS/EmpowerMENT – to raise funds for Club shirts and clothes drive for the homeless
Fast Food Fundraisers	November 20, 2024- June 30, 2025	UHS/Senior Class – to raise funds for senior events, end of year activities
Concessions during the Heights	December 13-15, 2024	UHSPAC – to raise funds for production of the Heights

Program ad sales and patron packages	November 20, 2024- December 9, 2024	UHSPAC – to raise funds for production of the Heights
Staff Dress Down Day	November 20, 2024- June 24, 2025	UHS/Cheerleading – to raise funds for new uniforms, gear, tumbling classes, stunt clinic
Art Show Karaoke Night Junior Class Dance Escape Room Video Game Tournament Dodgeball Tournament Candy Grams Tape-a-Teacher Cultural Food Sales	November 20, 2024- June 24, 2025 – TBD	UHS/Junior Class – to raise funds for the junior class
Monthly Snack Sale	November 20, 2024- June 15, 2025	UHS/Asian Student Alliance – to raise funds for upcoming events and activities
Online Fundraiser	December 2, 2024- March 3, 2025	UHS/Girls Basketball – to raise funds for off season training, basketball league
Volleyball Game	March-May 2025 TBD	Washington School – to raise funds to donate to the Leukemia and Lymphoma Society
Pretzel Sale	November 20, 2024- June 30, 2025 (monthly)	Washington School/School Counselor/PBSIS Incentive Program – to raise funds for school-wide positive behavior program – Washington wages
School Kindness t-shirts/sweatshirts	November 20- December 15, 2024	Washington School/School Counselor – to raise funds to support PBSIS positive reward system
Brooklyn Nets Fundraiser – Ticket Sales	December 1, 2024	UHS Marching Band – to raise funds for the marching band

**F-9C. ACCEPT DONATIONS**

Accept the following donations:

From	For Use By	\$/Item
Pepsico	Union High School	\$750.10
Shutterfly, LLC	Battle Hill Elementary School	\$652.10
Pepsico	Union High School	\$475.47

**F-10. APPROVE 2024-2025 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approval be given to amend the 2024-2025 out-of-district student placement list (month of November), in accordance with the information appended to the minutes.

**F-11. APPROVE CONTRACT – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED**

Approve School Contract with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the district for the 2024-2025 school year, in accordance with the non-public information appended to the minutes.

**F-12. 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 2024-2025 school year, in accordance with the information appended to the minutes.

**F-13. APPROVE NJDOE-JOINT TRANSPORTATION AGREEMENT**

Approve the State of New Jersey – Department of Education (NJDOE) Student Transportation Unit – Joint Transportation Agreement with Delsea Regional High School District (host district) for transportation services, if needed, for the 2024-2025 school year, in accordance with the information appended to the minutes.

**F-14. APPROVE PETTY CASH ACCOUNT INCREASE – BURNET MIDDLE SCHOOL**

Approve the increase of the petty cash account for costs associated with students' IEP driven Community Based Instruction (CBI) for the 2024-2025 school year at Burnet Middle School from \$2,200.00 to \$3,400.00 due to an increase in student enrollment [Account Fund #11-212-100-610-01-19/7897].

**F-15. APPROVE APPLICATION AND ACCEPTANCE OF SPECIAL OLYMPICS UNIFIED GRANT**

Approve the school-based application to the Special Olympics Unified Champion Schools 2024-2025 Grant, for the following school as listed below and acceptance of the award: (a) Battle Hill Elementary School - \$600.00, in accordance with the information appended to the minutes

**F-16. APPROVE SUMMIT SPEECH – CONSULTATION/EVALUATION**

Approve Summit Speech to provide audiological consultation at the rate of \$250.00/hr., diagnostic report review and recommendation at the rate of \$250.00, acoustic evaluation for K through 5<sup>th</sup> grade, at the rate of \$550.00 and 6<sup>th</sup> through 12<sup>th</sup> grade, at the rate of \$750.00 (not to exceed \$1,500.00) for the 2024-2025 school year [Account Fund #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-17. APPROVE ACCEPTANCE OF 2024 NJSIG SAFETY GRANT - \$19,188.00**

Approve acceptance of the 2024 NJSIG Safety Grant in the amount of \$19,188.00.

**F-18. APPROVE PRELIMINARY BUDGET CALENDAR**

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

**F-19. APPROVE TO AMEND LIST OF UHS STUDENT ACTIVITY ACCOUNTS**

Approve to amend list of UHS Student Activity Accounts, to include the following: (a) Class of 2024, (b) Class of 2025, (c) Class of 2026, (d) Class of 2027, and (e) Class of 2028.

**F-20. APPROVE UPDATE TO CURRICULUM WRITER STIPEND RATE**

Approve update to curriculum stipend writer rate to \$46.00/hr. for a maximum of 15 hours.

F-21. *Agenda item adopted at November 12, 2024 worksession (Graham Behavior Services-BT Services)*

**F-22. APPROVE MADCREEK – PUBLIC RELATIONS**

Approve MadCreek, LLC, a public relations company, to serve as a strategic partner for the district to enhance the reputation, to communicate effectively and to engage with parents, students, staff and community; by leveraging a combination of media relations, strategic communications, content creation and crisis management, at a cost not to exceed \$15,000.00, in accordance with the information appended to the minutes.

F-23. *Agenda item adopted at November 12, 2024 worksession (use of funds-capital and maintenance reserves)*

F-24. *Agenda item adopted at November 12, 2024 worksession (submission to NJDOE-Emergency Project)*

F-25. *Agenda item adopted at November 12, 2024 worksession (Agreements-Temporary Educational Facilities-1085 Morris Avenue)*

F-Atty. *For informational purposes only – vote not required.* List of legal services paid as of October 15, 2024 for the 2024-2025 fiscal year, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Operations Committee Resolutions:**

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Scott-Hayden, seconded by Mr. McDowell, 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 2024-2025 school year, in accordance with the non-public information appended to the minutes.



**O-2. APPROVE CAMP INVENTION – JEFFERSON SCHOOL**

Approve Camp Invention to be held at Jefferson School the week of August 4-8, 2025 (8:30 a.m.-2:45 p.m.), for all students.

**DISCUSSION:**

None

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Personnel Committee Resolutions:**

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Ms. Carbonell, 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 2024-2025 school year.

Name	Position	Rate
Kristina Laguerre	Daily sub	\$140.00/day
Sofia Azinheira	Daily sub	\$140.00/day
Zaynab Jamaal	Daily sub	\$140.00/day
Darren Meyer*	Daily sub	\$140.00/day
Christopher Boulin*	Daily sub	\$140.00/day
Alexis Reed*	Daily sub	\$140.00/day
Joel Cuevas*	Daily sub	\$140.00/day
Steven Martins	Sub-custodian	\$16.00/hr.
Ron Perna	Sub-security	\$15.13/hr.
Allens Desroriers*	Sub-security	\$15.13/hr.
Virgil Roberts*	Sub-security-retired law enforcement	\$36.05/hr.

\*Pending paperwork approval

**P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT**

Accept letters of resignation/retirement from the following staff, with regrets:

Name	Position	Location	Eff. Date	Reason
Nelson Hernandez	Head custodian	KMS	1/1/2025	Retirement
Julio Castaneda	Custodian	KMS	1/1/2025	Retirement
Yanick Joseph	Paraprofessional	Jefferson	12/15/2024	Retirement
Catherine Tverdov	Social studies teacher	BMS	12/31/2024	Retirement
Cindy Mancia Interiano	World language (Spanish) teacher	UHS	12/15/2024	Resignation
Rajeshwar Parekh	English teacher	UHS	1/1/2025	Resignation
Mikaela Rigo	ESL teacher	UHS	1/3/2025	Resignation
Jennifer Roque	Cafeteria/ playground aide	Hannah Caldwell	10/16/2024	Resignation
Ashley Maynard	Special ed teacher	Hannah Caldwell	1/6/2025	Resignation

**P-3B. APPROVE LEAVES**

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type
Shaquana Hall	Custodian	Hannah Caldwell	10/31/2024-3/24/2025	Paid child rearing leave followed by unpaid FMLA/ NJFLA
Tiffany McPherson	2 <sup>nd</sup> grade teacher	Franklin	1/21/2025-6/2/2025	Paid child rearing leave followed by unpaid FMLA/ NJFLA
Lauren Tsagaris	5 <sup>th</sup> grade teacher	Jefferson	2/4/2025-6/24/2025	Paid child rearing leave followed by unpaid FMLA/ NJFLA
Sara Matos	Business teacher	UHS	1/16/2025-10/1/2025	Paid child rearing leave followed by unpaid FMLA/ NJFLA
Marqueta Coleman	Part-time bus driver	Transportation Dept	11/12/2024-1/7/2025	Paid FMLA
Vittoria Bravette	Math teacher	BMS	12/2/2024-3/26/2025	Paid child rearing leave followed by unpaid FMLA/ NJFLA
Ron Rago	Supervisor – Art and Music	UHS	12/17/2024-2/10/2025	Paid medical leave
Patricia Busalacchi	Café aide	Hannah Caldwell	10/23/2024-6/25/2025	Paid FMLA

Nancy Dionisio	OT-special services	Washington/Livingston	New return date 9/1/2025	Extension of FMLA leave
Steven Dering	PE teacher	BMS	12/2/2024-12/20/2024 and 4/22/2025-6/20/2025	Unpaid FMLA
Regina Blasi	2 <sup>nd</sup> grade teacher	Connecticut Farms	New return date 4/1/2025	Extension of leave
Laura Cococcia	Science teacher	BMS	New return date 12/11/2024	Extension of paid FMLA
Dana Liloia	2 <sup>nd</sup> grade teacher	Livingston	Intermittent 11/7/2024-6/25/2025	Paid intermittent FMLA
Maria Fiodilino	Special ed teacher	BMS	Intermittent 9/4/2024-6/24/2025	Paid intermittent FMLA
Gina Papeo	CST	KMS	Intermittent 10/5/2024-6/25/2025	Paid intermittent FMLA
Tatiana Cortes	Special ed teacher	Connecticut Farms	Intermittent 10/1/2024-6/24/2025	Paid intermittent FMLA
Glenn Boyd	Head custodian	Connecticut Farms	Intermittent 10/14/2024-10/14/2025	Paid intermittent FMLA
Maria Class	Security	Jefferson	Intermittent 10/31/2024-10/31/2025	Paid intermittent FMLA
Darlene Garran	CST	Washington	Intermittent 11/1/2024-5/1/2025	Paid intermittent FMLA
Richard D'Avanzo	Teacher	Jefferson	Intermittent 11/15/2024-11/15/2025	Paid intermittent FMLA

**P-4. APPROVE ATTENDANCE AT VARIOUS MEETINGS – TRANSITION PROGRAMS**

Approve Marcy Musarra, Dana Meixner and Janine Pascucci, district teachers, to attend/visit various meetings/locations as part of our transition program, in accordance with the information appended to the minutes.

**P-5. APPROVE ATTENDANCE AT VARIOUS MEETINGS – TRANSITION PROGRAMS**

Approve Christina Shpunder, district Learning Disabilities Teacher Consultant and/or Daniel Seugling, district School Psychologist, to attend/visit meetings/locations as part of our transition program, in accordance with the information appended to the minutes.

**P-6. APPROVE STUDENT TEACHERS AND INTERNSHIPS**

Approve student teachers and internships for the 2024-2025 school year, in accordance with the information appended to the minutes.

**P-7. APPROVE UPDATED STUDENT ACTIVITES ACCOUNT SIGNATORIES**

Approve updated Student Activities Account Signatories for the 2024-2025 school year, in accordance with the information appended to the minutes.

**P-8. APPROVE JOB DESCRIPTION – PRESCHOOL PART-TIME FISCAL SPECIALIST**

Approve Job Description – Preschool Part-Time Fiscal Specialist, in accordance with the information appended to the minutes.

**DISCUSSION:**

Dr. Benaquista informed the Board and community that P-8 – job description for the preschool part-time fiscal specialist is a position required by preschool grants.

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Legal Committee Resolution:**

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

**L-1. APPROVE SETTLEMENT AGREEMENT**

Approve Settlement Agreement in the matter of J.W. and J.W. obo J.W. v Township of Union Board of Education, in accordance with the non-public information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Residency Committee Resolutions:**

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

**R-1. APPROVE TO REMOVE STUDENTS FROM ROLLS**

Approve to remove the following students from the attendance rolls as the students have been determined to be ineligible to attend the Township of Union Public Schools as a resident student:

Student No.	School
#288329	Union High School – 9 <sup>th</sup> grade - OOD

**DISCUSSION:**

Mrs. Minneci informed the Board and community that the student who was removed from the rolls was an out-of-district student so the student’s removal saves the district money.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Upon recommendation of the Superintendent of Schools, Mrs. Minneci reported the following:

**R-2a. REPORT OF STUDENTS VOLUNTARILY TRANSFERRED TO DISTRICT OF RESIDENCE (*INVESTIGATION*)**

*For informational purposes only (no vote required):* The following residency investigations were completed and the listed students voluntarily transferred to the district of residence for the 2024-2025 school year:

Student No.	School
#285063	Union High School – 9 <sup>th</sup> grade
#338277	Battle Hill Elementary School – 4 <sup>th</sup> grade
#370799	Hannah Caldwell Elementary School - K

**R-2b. REPORT OF STUDENTS VOLUNTARILY TRANSFERRED TO DISTRICT OF RESIDENCE (*HEARING*)**

*For informational purposes only (no vote required):* The following residency investigations and hearings were completed; and voluntarily transferred to the district of residence for the 2024-2025 school year:

Student No.	School
#298236	Burnet Middle School – 8 <sup>th</sup> grade

*For informational purposes only (no vote required):* The following totals are as of the October 15, 2024 Board meeting (2024-2025 school year):

Students Removed:	4
Students Voluntarily Transferred:	4

**Technology Committee:**

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mr. McDowell, seconded by Mr. Nasta, for adoption

**T-1. APPROVE RECYCLING OF EQUIPMENT**

Approve list of equipment for recycling, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Approval of Bills:**

Upon recommendation of the Superintendent of Schools, and moved by Mrs. Minneci, seconded by Mr. McDowell, 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, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Unfinished Business:**

Mrs. Conteh-Mackey – we need to give a round of applause to our HCES students. They are resilient and amazing.

Ms. Carbonell – thank you to all for the help given to us for HCES – the staff, administrators, PTA, parents, community, Senator Cryan and the Township. The students were very excited.

Mr. Cohan – congratulations to the students, parents, our administration and staff that worked so hard. We need to have HCES look like Kean once we are done.

**New Business:**

Mr. Cohan – HCES - we need to give recognition to Ms. McKenzie for all that she has done because that was not her only responsibility. It is very important that we recognize her.

Moved by Mr. Cohan, seconded by Mr. Nasta, that the following resolution be adopted:

**APPROVE TO COMMEND STAFF**

Approve that the Board commend the efforts of our entire staff, administration, volunteers and community partners, particularly Assistant Superintendent for Operations Marissa McKenzie, for her leadership and competence in the recent effort to establish an alternate location for the Hannah Caldwell Elementary School community at Kean University, and we express our deep confidence in her ongoing work to support and grow the success of the Township of Union Public Schools.

DISCUSSION:

Ms. Carbonell – thank you to Anthony Cirella, Marissa McKenzie, the custodial team for all their work. It is time for us to highlight the positive things that are happening in Union.

Mr. McDowell – this undertaking is the worst thing that could happen. Ms. McKenzie and Mr. Cirella are new in their position and did such a great job.

Mrs. Minneci agreed with everyone.

Mrs. Scott-Hayden – everyone did a wonderful job. She spoke with parents. Thank you to Ann Margaret Shannon and the UTEA – transforming the spaces into classrooms. Thank you to all.

Ms. Carbonell – the UTEA was amazing – they went to the stores and showed up behind the scenes and did the work.

Dr. Benaquista – there were different stages of this transition and he is thankful for such a great team.

Mrs. Conteh-Mackey – as a parent, making assumptions and judgments and coming to Board meetings without the facts – sitting on this side, there is a lot to do in our district, but we need to focus on the good things that are happening. You see things in a different light when you are sitting on this side. She is a qualified and effective leader – job well done.

Mr. Nasta – fully affirm she is an all star in this district. Also, the UPD and UFD – when we all work together and move away from the negativity we can do amazing things. The students deserve amazing things.

Ms. Santana – she proudly led this year with everyone. She supports everyone in this district and Ms. McKenzie.

Mrs. Scott-Hayden – wishes Mr. Hernandez a happy and healthy retirement. It is national ESP day tomorrow and she acknowledges all the ESPs. She asked that next year we honor our ESPs and maybe even next month.

Mr. Cohan – congratulations to Ms. Santana, Mrs. Scott-Hayden and Mr. Nasta on their re-election – the community has confidence in you.

Ms. Carbonell – happy and blessed Thanksgiving to the community and hope you find the joy with your families.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

Comments from the Public:

Virginia Jeffries – she has concerns that the OPMA and Policy 0167 are not well understood. Mold is a problem and a serious health threat. All schools should be checked.

Susan Lipstein – please don't have an environmental condition in any other school. It should be taken care of immediately.

Burnet Middle School – there is a floor problem in the small gym of the school – pictures don't lie. Security cameras need to be checked and fixed. You need to go through the school to address any problems.

The realignment plan would send students to these schools. We can't afford another HCES – thank you for taking action.

Ann Margaret Shannon – thank you for your kind words. UTEA has their own ESP election – they will get gift cards tomorrow.

There is a new name for HCES – Hannah University.

In 1994, she worked with Mr. Hernandez and he was a sympathetic ear. He understood the partnership with ESP employees.

Mr. DeMatos – you don't know what it means to be a parent; you are disrespectful to Hannah. Give up your position if you are there for your own interest. The mold has been there for a long time. You are wasting money.

Trish Gomes – asked how much public funding is involved? How much is being spent?

Sol Atencio – case managers are not doing what they are supposed to be doing; transition is important. Parents need to be contacted and told what services are available.

Luisa Biaz – transition services information from special services is lacking. F-22 – public relations is the job of the superintendent and assistant superintendent. You are taking \$15,000 from our students. Too much money is being wasted. We expect transparency and accountability.

Natercia Lopes – we asked for transparency. Our sons went to Burnet Middle School – they said there were problems there. Will this be the next HCES? You need to pay attention to this school. She is concerned with the environmental issues of all of the schools, how the \$1 million is being spent and asked if the test reports will be available.

Eric Loese – there are issues with Burnet Middle School; security cameras are not working. He received a call from attendance that his son wasn't in school – attendance person stated there are 22 of 26 cameras not working.



On October 28<sup>th</sup> Mr. Matthews told him he couldn't respond to his question on the functionality of the cameras – that is not an acceptable answer.

Matthew Chase – he has three students at HCES. He hasn't heard sorry from anyone in the district. Kean is not a school – talk to the parents. We are not happy and the teachers don't have supplies. There are a lot of angry people. We need accountability.

Erica Nulan – the list of retirements, 20 requests for leave, no long-term substitutes – unhappy faculty leave mid-year. An online education plan is not acceptable. Approval of bills – there are two checks totaling \$740,000 to D&B Services group – what is that for?

Michelle Zatta – last month Dr. Benaquista presented the NJSLA but he did not give the average for the State of New Jersey. The district is not above average in English, it is below average in math and we are low in science. Our students need help. We have made incremental increases. The NJ graduation proficiency is only 26%.

Ms. Gold – all students deserve an education, even undocumented students. The leaders must keep our students safe. There is a lack of trust. All we want is the best for our students. Pass a resolution to protect undocumented students.

Mida Chenosi – we are concerned about the infrastructure. What are the plans for the other schools? There needs to be back-up plans. Parents are upset. There is a trust issue between the parents and the district. We demand respect.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Mr. Nasta, that the Board go into Executive Session at 8:49 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel, litigation update.

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

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

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:32 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mr. Cohan, seconded by Mrs. Scott-Hayden, that the Board return to public session at 10:32 p.m.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Ms. Carbonell, that the meeting be adjourned at 10:33 p.m.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

