

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – NOVEMBER 18, 2025

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 18, 2025 at 6:00 p.m. at the DMK Black Box Theater, 1980 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Ms. Carbonell called the meeting to order at 6:04 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Dr. Gerald Benaquista, Ms. Marissa McKenzie, Dr. Jose Rodriguez, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Conteh-Mackey led the Board and audience members in the Pledge of Allegiance and 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 Mr. McDowell, that the Board go into Executive Session at 6:07 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; legal 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: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:00 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mrs. Scott-Hayden, seconded by Ms. Santana, that the Board return to public session at 7:00 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

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

1. October 14, 2025 – worksession
2. October 14, 2025 – executive session
3. October 28, 2025 – regular meeting
4. October 28, 2025 – executive session #1 and #2

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (October 14, 2025 minutes)

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – BRINSON

Letter of resignation, for the purpose of retirement, from Jeanette Brinson, custodian-Franklin Elementary School, effective May 1, 2026.

LETTER OF RETIREMENT – MULLER

Letter of resignation, for the purpose of retirement, from Geraldine Muller, 12-month secretary-Union High School, effective May 1, 2026.

LETTER OF RETIREMENT – SADLER

Letter of resignation, for the purpose of retirement, from Jeffrey Sadler, special education teacher-Union High School, effective March 1, 2026.

REQUEST FOR LEAVE UPDATE – FOSTER

Request for FMLA leave update from Priscilla Foster, Behavior Technician-Union High School, new return date November 10, 2025.

REQUEST FOR LEAVE EXTENSION – RIVERA

Request for extension of FMLA sick days from Jobina Rivera, physical education teacher-Union High School, June 25, 2025-January 31, 2026.

REQUEST FOR LEAVE – DiGREGORIO

Request for paid child rearing leave followed by unpaid FMLA/NJFLA leave from Margaret Amanda DiGregoria, speech-language pathologist-Battle Hill Elementary School, February 9, 2026-June 18, 2026.

REQUEST FOR INTERMITTENT LEAVE – CHAPMAN

Request for paid intermittent FMLA from Paula Chapman, art teacher-Battle Hill Elementary School, October 27, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – LOPES

Request for paid intermittent FMLA from Megan Lopes, paraprofessional-Hannah Caldwell Elementary School, October 28, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – DaTORRE

Request for paid intermittent FMLA from Delila DaTorre, speech teacher-Washington Elementary School, November 3, 2025-June 15, 2026.

REQUEST FOR LEAVE – MIELES SCHWEITZER

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Maritza Miele Schweitzer, English teacher-Union High School, February 17, 2026-June 27, 2026.

REQUEST FOR LEAVE – SCARANO

Request for paid FMLA from Thomas Scarano, resource teacher-Burnet Middle School, November 17, 2025-January 5, 2026.

REQUEST FOR LEAVE – LANNO

Request for paid FMLA from Catherine Lanno, paraprofessional-Battle Hill Elementary School, November 3, 2025-December 23, 2025.

REQUEST FOR LEAVE – HAMPTON

Request for paid FMLA from Deanne Hampton, teacher-Livingston Elementary School, October 31, 2025-December 1, 2025.

REQUEST FOR LEAVE UPDATE – SANCHEZ

Request for leave update from Nichol Sanchez, third grade teacher-Hannah Caldwell Elementary School, new return date December 1, 2025.

REQUEST FOR INTERMITTENT LEAVE – LEBLOND

Request for paid intermittent FMLA from Cara Leblond, special education teacher-Battle Hill Elementary School, October 30, 2025-April 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – KRUSE

Request for paid intermittent FMLA from Tori Kruse, secretary-Union High School, November 1, 2025-November 1, 2026.

REQUEST FOR INTERMITTENT LEAVE – DeSOUSA

Request for paid intermittent FMLA from Jennifer DeSousa, English teacher-Union High School, November 17, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – PLATT

Request for paid intermittent FMLA from Gwendolyn Platt, specialist-preschool, January 1, 2026-June 30, 2026.

REQUEST FROM TOWNSHIP OF UNION – UHS PARKING LOT

Request from the Township of Union to use the Union High School parking lot for the annual Turkey Trot on Thanksgiving Day, November 27, 2025.

REQUEST FROM LEGACY – UHS FACILITIES

Request from Legacy Drum and Bugle Corps and Dream Performing Arts to use the facilities at Union High School on November 29 and 30, 2025.

REQUEST FOR INTERMITTENT LEAVE – RIBLE

Request for paid intermittent FMLA from Jill Rible, art teacher-Kawameeh Middle School, November 19, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – BAKER

Request for paid intermittent FMLA from Lynn Baker, paraprofessional-Union High School, November 18, 2025-June 15, 2026.

LETTER OF RESIGNATION – SCARPATI

Letter of resignation from Christopher Scarpati, math teacher-Burnet Middle School, effective January 16, 2026.

Comments from Public (on resolutions):

Ms. Carbonell - thanked everyone for attending tonight's meeting and that the Board values their input and appreciates their time. She reminded the audience that all comments are to be respectful and constructive, and to refrain from calling out and yelling. The Board is unable to engage in back-and-forth dialogue; however, your comments will be reviewed and considered, and if feasible, the Superintendent or designee will provide a response at a later date.

Virginia Jeffries – has concerns concerning L-1 – Settlement Statement. She also indicated that the attorney is only a consultant and went outside his role at a previous meeting.

Superintendent's Report:

Dr. Benaquista presented the following (presentation appended to minutes):

TUPS Talking Points:

Enrollment:

- 2024-2025 – 7,966
- 2025-2026 – 7,671 (as of October 15th)
- 2025-2026 – 7,688 (as of November 15th)

Staff Excellence: IT Department

- New Chromebooks for 7th and 10th graders
- 6th-12th graders – received Chromebook covers
- ParentSquare

David Arminio and Ann Margaret Shannon presented a check to Julian Dantas for being the winner of the 250th Committee of the Township of Union logo contest. He won \$250.00 sponsored by the UTEA. The Board congratulated Julian.

Bilingual ESL – World Language:

- Adult ESL Classes – virtual on Tuesday and Thursdays
- UHS classroom celebrated Hispanic Heritage

TUPS Attendance Initiative – district average as of October 2025, 96.05 (K-12th grade); Connecticut Farms Elementary School – 1st grade classes won the Attendance Award for the month of October (96.61%).

Student Liaison: Nick Bertolotti presented the following:

- UHS Honor Roll – 1st marking period:
 - Principal's Honor Roll – 232 students (received all A's)
 - High Honor Roll – 622 students (received all A's and B's)
 - Honor Roll – 118 students (received A's, B's and one C+)
- UHS Club Fair:
 - Fall Sports – Girls Volleyball and Girls Soccer; Girls soccer finished the season with 13-6-3 record
- UHSPAC – “Til’ Death Do Us Part” – sold out play at UHS
- Football/Boys Soccer
- September Athletes of the Month:
 - Izaiah Delarosa – cross country
 - Alexys Belino – volleyball
 - Brianna Sequeira – girls’ soccer
 - Nigel Vincente – boys’ soccer
- October Athletes of the Month:
 - Isabella Runa – girls’ soccer
 - Isabella Giorgio – tennis

- Jaden Soares – boys' soccer
- David Johnson - football
- Senior, Isabella Runa (soccer) finished with over 100 career points; this season 21 goals.
- Junior, Jamir Hall (running back and defensive back-football) finished with over 1,000 yards rushing.
- Sophomore, Elijah Greene – 6 Division 1 offers
- Uyi Igiehoni – committed to Temple University
- Sophomore, David Johnson – 4 Division 1 offers

Middle Schools – over 150 school athletes:

- Football finished 6-2
- Boys' soccer finished 13-0

Winter preview:

- New boys' basketball coach – Erick Loftin-Harris
- 3 wrestlers returning that are all ranked top 20 in NJ
- Wrestling - 1st Team Union County All Conference Mountain Division: Ariel Azeredo, Nicholas Bertolotti, Obreight Ingram
- Boys'/Girls' Swimming
- Track – 4 State champions, 8 State placers
- Cross Country – Division Champions
- Turkey Splash – Asbury Park – to support the Special Olympics of New Jersey
 - UHS Unified Farmers finished second in State for most funds raised
 - UHS paraprofessional and coach, Corey Baker, recognized as Top Individual Fundraiser in New Jersey for 4th year in a row
- Tape Mr. Eichert to a wall
- Halloween 2025
- Veteran's Day with the Township of Union – honoring First Sergeant Schemel-UHS ROTC Instructor
- Themed football games with Farmer Family
- Senior Sunrise
- Bond fire
- Movie Night
- Alumni Games 2025 – basketball and football

Board President Carbonell congratulated Nick for doing a great presentation and asked Nick what his plans are. He indicated that in addition to wrestling, he plays football and baseball. He will be pursuing a degree in criminal justice.

Ann Hart presented a presentation on Special Projects (presentation appended to minutes):

Mrs. Hart gave an overview of herself and indicated that the Department of Special Projects manages the organization, analysis, execution and submissions of districtwide data and information. As the district's go to resources, the department provides support, training, guidance and practical solutions where and whenever assistance or information is needed.

- Mission Statement
- Data, Reporting and Compliance – federal, county and state
 - State of New Jersey – NJ Homeroom, NJ EdCert Educator Certification System, NJ SLEDS Statewide Longitudinal Education Data System
 - Genesis Student Information System
 - Frontline
 - Personnel; SchoolFi Staff Management System
 - Factotum
- What's New in Special Projects?
 - Employee portals
 - Evaluation and Professional Growth Systems
 - NJ SMART (2007-2025)
 - NJ SLEDS

Mrs. Yolanda Koon presented Overview of Essential Tasks of the Business Office (see presentation appended to minutes):

- Introduction to Business Office Functions
- Payroll and Benefits
- Purchasing, Risk Management and Accounts Payable
- Other Tasks and Responsibilities
- Budget Development and Oversight
- State and Federal Reporting and Audits

Dr. Benaquista presented the following:

- Strategic Plan 2025-2028 – Teaching and Learning Goal Update
- Report of HIB: November 12 – November 18, 2025 – Founded: 2, Unfounded 2, Inconclusive: 2
- Affirm HIB: October 29 – November 11, 2025 – Founded: 3, Unfounded: 1
- TUPS Food Drive Initiative
- Highlights for November – National German Month celebration Livingston-PreK; food drive, UHS Club Fair, UHS-Tape Mr. Eichert to the Wall-Sophomore fundraiser
- ParentSquare Update: 43% parents/guardians have downloaded the app

Education/Student Discipline Committee Resolutions:

Mrs. Faria gave an overview of the agenda items. She also thanked Isabella Scocozza for going above and beyond for the district.

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

E-1. *Agenda item affirmed at November 11, 2025 worksession (determination of HIB – October 14-28, 2025).*

E-1A. *Agenda item reported at November 11, 2025 worksession (report of HIB-October 29-November 11, 2025).*

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

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods October 29, 2025 to November 11, 2025 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 12, 2025 to November 18, 2025, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE TO ACCEPT CARRYOVER FUNDS AND SUBMIT ESEA AMENDMENT

Approve to accept the carryover funds and submit the ESEA amendment to reflect the following additional amounts: (1) Title I \$13,601.00, (b) Title SIA \$3,314.00, (c) Title II \$3,861.00, (d) Title III \$840.00, (e) Title III Immigrant \$8,000.00, (f) Title IV \$2,689.00.

E-3. APPROVE SUBMISSION – ESEA TITLE I COMPARABILITY REPORT

Approve submission of the ESEA Title I Comparability Report.

E-4. APPROVE SUBMISSION – TITLE IA PERFORMANCE DATA REPORT

Approve submission of the Title IA Performance Data Report.

E-5. APPROVE SUBMISSION – 2026 SCHOOL BASED MENTAL HEALTH SERVICES GRANT

Approve submission of the 2026 School Based Mental Health Services Grant Year 4, in the amount of \$50,000.00 for January 1, 2026-June 30, 2026.

E-6. APPROVE UPDATED GRANT APPLICATION – EDUCATION FOUNDATION

Approve the updated Township of Union Education Foundation grant application for 2026-2027, in accordance with the information appended to the minutes.

E-7a. APPROVE AFFILIATION AGREEMENT – KEAN UNIVERSITY

Approve Counseling Practicum/Intern Affiliation Agreement between Kean University and the district, for placements of interns/practicum students pursuing a Masters in Counseling for the period January 12, 2026 to January 30, 2029, in accordance with the information appended to the minutes.

E-7b. APPROVE PRACTICUM/INTERNSHIP CONTRACT – KEAN UNIVERSITY

Approve the Practicum/Internship Contract for Emily Rokosz, a Counselor Education graduate student from Kean University, for clinical placement for the period January 12, 2026-May 12, 2026 (spring 2026), in accordance with the information appended to the minutes.

E-8. *Agenda item approved at November 11, 2025 worksession (continued suspension-student #266593).*

E-9. APPROVE DANIELSON FRAMEWORK

Approve the Danielson Framework for Teaching Evaluation Instrument for the 2025-2026 school year, in accordance with the information appended to the minutes.

E-10. APPROVE CLINICAL AFFILIATION AGREEMENT – RUTGERS UNIVERSITY

Approve Clinical Affiliation Agreement between the district and Rutgers University (Rutgers Biomedical and Health Sciences-Rutgers School of Nursing) for clinical education of BS in Nursing, MSN, Post Master's Certificate, Doctoral, or Anesthesia students for the period November 10, 2025 to November 10, 2027, in accordance with the information appended to the minutes.

DISCUSSION

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Board President Carbonell also thanked Isabella Scocozza and thanked Yvonne Lorenzo for taking on a dual role.

Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. McDowell, seconded by Mr. Cohan, for adoption:

F-1. TREASURER'S REPORT

That the Treasurer's Report dated October 31, 2025 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated October 31, 2025 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, 2025 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, 2025 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 DISTRICTWIDE TRAVEL AND RELATED EXPENSES

Approve districtwide 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 approved at November 11, 2025 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 2025-2026 STATE CONTRACT APPROVED VENDORS

Approve the amended list of the 2025-2026 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
Union High School	2066/Unified Club	Adventure Aquarium-Unified Club field trip	\$1,870.21
Union High School	2053/Student Council	Piryllis, Amazon, Johnny Napkins, Party City – purchase shirts, decoration, snacks, etc. for Staff v Students Flag Football Game	Not to exceed \$4,000.00

Union High School	2053/Student Council	Amazon, Piryliis Distributors, Party City – purchase items for March Madness Basketball Tournament	Not to exceed \$1,500.00
Union High School	2053/Student Council	Amazon, Piryliis Distributors, Image Bar Photobooth, FunFlicks Mid Atlantic – purchase items for movie night	Not to exceed \$4,000.00
Union High School	2053/Student Council	Local Flower Shop – purchase items for VDay grams	Not to exceed \$1,500.00
Union High School	2053/Student Council	Piryliis, Amazon, Johnny Napkins, Party City – purchase shirts, decorations, snacks, etc. for Powder Puff Flag Football Game	Not to exceed \$4,000.00
Union High School	46/Key Club	Key Club – Key Club membership dues	Not to exceed \$4,100.00
Burnet Middle School	PBSIS-2016/Student Activities	Amazon – purchase items to be used for PBSIS/school store	\$1,347.00
Livingston Elementary School	2013/3 rd grade	Liberty Science Center	\$2,040.50
Union High School	3350/Boys Baseball	BSN Sports – boys baseball sports apparel	\$8,613.84
Union High School	2066/SONJ/Unified Club	Panorama Tours – transportation for Unified trip	\$3,400.00
Union High School	2029/Cheerleading	C&R Graphics – UHS cheerleaders' jackets	Not to exceed \$1,500.00

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Turkey Feather War	November 24-26, 2025	Jefferson School – to raise funds for PBSIS rewards
Chocolates, Snack Sales	November 19, 2025- June 10, 2026	Burnet Middle School – raise funds for 8 th grade activities
Bake Sales and Art Sales	November 19, 2025- June 15, 2026	Kawameeh Middle School/National Junior Art Honor Society – to raise funds for trip and/or charity donations
Bake Sale	November 19, 2025- June 30, 2026	Kawameeh Middle School/Art Club – to raise funds for art show and field trip
Bake Sale	November 19, 2025- June 15, 2026	Kawameeh Middle School/Young Women of Purpose – to raise funds for field trip and club activities
Fill My Cheer	November 19, 2025- June 15, 2026	UHS/Cheerleading – to raise funds for essential expenses
Snacks/Drink Sales	November 19, 2025- April 30, 2026	UHS/Film Club – to raise funds for the film club field trips and events
Snack Sales	November 19, 2025- June 30, 2026	UHS/Asian Student Alliance – to raise funds for club activities and townwide festival
Popcorn/Cookies Sales	November 19-30, 2025	UHS/Marching Band – to raise funds for marching band season
Snack Sale	November 19, 2025- June 30, 2026	UHS/National Honor Society – to raise funds for end of year activities

Bake Sale	November 19, 2025- June 35, 2026	UHS/Red Cross Club – to raise funds for club activities and for Red Cross
Staff v Students Flag Football Game	May-June 2026	UHS/Student Council – to raise funds for Student Council and future events
March Madness	January-March 2026	UHS/Student Council – to raise funds for Student Council and future events
Valentine’s Day Grams	January – February 14, 2026	UHS/Student Council – to raise funds for Student Council and future events
Powder Puff Football Game	February-May 2026	UHS/Student Council – to raise funds for Student Council and future events
Annual Holiday Movie/Crafts Event	December 2025	UHS/Key Club – to raise funds for Decon (annual convention)
Movie Night	November 19-30, 2025	UHS/Student Council – to raise funds for Student Council and future events (i.e. powder puff, March madness, etc.)

F-9C. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
Reading for Education	Washington Elementary School	\$2,092.28
Chipotle	Union High School	\$167.09
Shutterfly LLC	Kawameeh Middle School	\$1,544.56
Shutterfly LLC	Livingston Elementary School	\$1,347.18
Shutterfly LLC	Franklin Elementary School	\$1,314.09
Shutterfly LLC	Franklin Elementary School	\$901.82
Shutterfly LLC	Franklin Elementary School	\$1,315.84
Shutterfly LLC	Franklin Elementary School	\$611.01
A&A Fitness	UHS Scholarship Fund	\$25.00
Owen Health Care Inc.	UHS Scholarship Fund	\$25.00
James/Susan Masterson	UHS Scholarship Fund	\$325.00
Laura Rokosz	UHS Scholarship Fund	\$50.00
Integrated Medical Care	UHS Scholarship Fund	\$25.00
Pediatric Dentistry of Union	UHS Scholarship Fund	\$25.00
Fastest Labs of Union	UHS Scholarship Fund	\$50.00
Patricia Planco	UHS Scholarship Fund	\$25.00
Nusource Technology	UHS Scholarship Fund	\$25.00
Senior Care Consultation of NJ	UHS Scholarship Fund	\$25.00
Creative Healing Counseling and Wellness	UHS Scholarship Fund	\$100.00
Union Health Pharmacy	UHS Scholarship Fund	\$50.00
Ron Mowad Funeral and Cremation Service	UHS Scholarship Fund	\$25.00
I. Reyes	UHS Scholarship Fund	\$25.00
Progressive Edge Physical Therapy	UHS Scholarship Fund	\$25.00
Trielle Orthodontics LLC	UHS Scholarship Fund	\$50.00
OrthoNJ LLC	UHS Scholarship Fund	\$150.00

F-10. APPROVE 2025-2026 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2025-2026 out-of-district student placement list (month of November), in accordance with the information appended to the minutes.

F-11. APPROVE ACCEPTANCE OF 2025 NJSIG SAFETY GRANT - \$17,193.00

Approve acceptance of the 2025 NJSIG Safety Grant in the amount of \$17,193.00.

F-12. APPROVE CONTRACTS – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

Approve School Contracts 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 2025-2026 school year, in accordance with the non-public information appended to the minutes.

F-13. APPROVE TO AMEND RESOLUTION – CBI

Approve to amend the resolution approved on May 20, 2025, for district students to use the YMCA for community-based instruction (CBI) during the 2025-2026 school year, not to exceed \$5,000.00 (an increase of \$3,000.00) [Account Fund #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

F-14. APPROVE KID CLAN SERVICES – SPEECH AND OCCUPATIONAL THERAPY

Approve Kid Clan Services, Inc. to provide Speech Therapy and Occupational Therapy services for the 2025-2026 school year, not to exceed \$3,600.00 [Account Fund #11-000-216-320-01-19-7043], in accordance with the information appended to the minutes.

F-15. Agenda item approved at November 11, 2025 worksession (Commission for the Blind Contract-student attending a nonpublic school).

F-16. APPROVE PRELIMINARY BUDGET CALENDAR

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

F-ATTY. For informational purposes only – vote not required. List of legal services paid as of October 28, 2025 for the 2025-2026 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations/Legal Committees:

Ms. Santana indicated that a second Settlement Agreement will be a walk-on to tonight's agenda.

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

L-1. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement between the Union Township Education Association (UTEA) and the Township of Union Board of Education regarding the PERC Docket No. CO-2023-157, in accordance with the non-public information appended to the minutes.

L-2. APPROVE SETTLEMENT AGREEMENT AND RELEASE

Approve Settlement Agreement and Release between the Union Township Education Association (UTEA) and the Township of Union Board of Education (Grievance 2024-2025-7), in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations/Technology Committee Resolutions:

Mrs. Conteh-Mackey indicated that O-6 will benefit the students in the district. It is free of charge for our students; there is a fee for out-of-district students. Mrs. Scott-Hayden thanked Carlos Esquivel for bringing this program forward.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. Nasta, seconded by Mrs. Conteh-Mackey, 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 for the month of October 2025 and bus evacuation reports for the 2025-2026 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 3-7, 2025 (8:30 a.m.-2:45 p.m.), for all students.

O-3. APPROVE NOTIFICATION OF ASSET CHANGE OF STATUS

Approve the Notification of Asset Change of Status for disposal of (a) two (2) laminators (tag #06023 and #02444) at Livingston Elementary School and (b) one (1) laminator (tag

#08386) at Battle Hill Elementary School, in accordance with the information appended to the minutes.

O-4. *Agenda item approved at November 11, 2025 worksession (amendment of Long Range Facilities Plan and authorizing submission by Spiezle Architectural to NJDOE).*

O-5. APPROVE REQUEST FROM TOWNSHIP OF UNION – UHS PARKING LOT

Approve request from the Township of Union to use the Union High School parking lot for the annual Turkey Trot on Thanksgiving Day, November 27, 2025.

O-6. APPROVE REQUEST FROM LEGACY – UHS FACILITIES

Approve request from Legacy Drum and Bugle Corps and Dream Performing Arts to use the facilities at Union High School (big and small gym, cafeteria A, band room A104, choral room A103, auditorium) on November 29 and 30, 2025 (certificate of insurance provided).

T-1. APPROVE RECYCLING OF EQUIPMENT

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

Mr. McDowell stepped out of meeting prior to voting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

[Personnel Committee Resolutions:](#)

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. Santana, seconded by Mrs. Scott-Hayden, 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 2025-2026 school year.

Name	Position	Rate
James Dino	Daily sub	\$170.00/per day
Fozia Ahmed	Daily sub	\$160.00/per day
Maria Matos	Daily sub	\$160.00/per day
Thuy Nguyen	Daily sub	\$160.00/per day
Rosa Ibarra	Daily sub	\$160.00/per day
Gertrude Carpignano	Daily sub	\$160.00/per day
Jennifer Adiers	Daily sub	\$160.00/per day (pending docs)
Robert Chambers	Coach	

P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

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

Name	Position	Location	Eff. Date	Reason	Yrs. of Services
Jeanette Brinson	Custodian	Franklin	5/1/2026	Retirement	29 yrs.
Geraldine Muller	12-month secretary	UHS	5/1/2026	Retirement	35 yrs.
Jeffrey Sadler	Special Ed Teacher	UHS	3/1/2026	Retirement	9 yrs.
Christopher Scarpati	Math teacher	BMS	1/16/2026	Resignation	10 yrs.

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type
Priscilla Foster	Behavior Technician	UHS	New return date: 11/10/2025	New return date
Jobina Rivera	PE teacher	UHS	6/25/2025-1/31/2026	Extension of FMLA sick days
Margaret Amanda DiGregorio	Speech teacher	Battle Hill	2/9/2026-6/18/2026	Paid child rearing leave followed by unpaid FMLA/NJFLA
Paula Chapman	Art teacher	Battle Hill	10/27/2025-6/30/2026	Paid intermittent FMLA
Megan Lopes	Paraprofessional	Hannah Caldwell	10/28/2025-6/15/2026	Paid intermittent FMLA
Delila DaTorre	Speech teacher	Washington	11/3/2025-6/15/2026	Paid intermittent FMLA
Cara Leblond	Special Ed teacher	Battle Hill	10/30/2025-4/30/2026	Paid intermittent FMLA
Tori Kruse	Secretary	UHS	11/1/2025-11/1/2026	Paid intermittent FMLA

Jennifer DeSousa	English teacher	UHS	11/17/2025-6/30/2026	Paid intermittent FMLA
Gwendolyn Platt	Specialist	Preschool	1/1/2026-6/30/2026	Paid intermittent FMLA
Maritza Miele Schweitzer	English teacher	UHS	2/17/2026-6/27/2026	Paid child rearing leave followed by unpaid FMLA/NJFLA
Thomas Scarano	Resource teacher	BMS	11/7/2025-1/5/2026	Paid FMLA
Catherine Lanno	Paraprofessional	Battle Hill	11/3/2025-12/23/2025	Paid FMLA
Deanne Hampton	Teacher	Livingston	10/31/2025-12/1/2025	Paid FMLA
Nichol Sanchez	3 rd grade teacher	Hannah Caldwell	New return date 12/1/2025	New return date
Jill Rible	Art teacher	KMS	11/19/25-6/15/2026	Paid intermittent FMLA
Lynn Baker	Paraprofessional	UHS	11/18/2025-6/15/2026	Paid intermittent FMLA

P-4. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2025-2026 school year, in accordance with the information appended to the minutes.

P-5. APPROVE UPDATED DESIGNEES – STUDENT ACTIVITIES ACCOUNT

Approve updated designees for the Student Activities Accounts for the 2025-2026 school year for Union High School, Kawameeh and Burnet Middle School, Jefferson School, Battle Hill, Connecticut Farms, Franklin Hannah Caldwell, Livingston and Washington Elementary Schools, in accordance with the information appended to the minutes.

P-6. APPROVE VOLUNTEERS

Approve volunteers to perform services within the district, in accordance with the information appended to the minutes.

P-7. APPROVE ATTENDANCE AT AASA 2026 NATIONAL CONFERENCE ON EDUCATION – DR. BENAQUISTA

Approve Dr. Gerry Benaquista to attend the AASA 2026 National Conference on Education, in Nashville, Tennessee (February 11-15, 2026) for a total cost not to exceed \$3,500.00.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

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

For informational purposes only (no vote required): The following totals are as of the October 28, 2025 Board meeting (2025-2026 school year):

	Total	Elementary	Middle School	High School
Students Removed:	0	0	0	0
Students Voluntarily Transferred	3	1	0	2

DISCUSSION:

None

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Scott-Hayden, seconded by Ms. Santana, the Board concurs with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

Unfinished Business:

None

New Business:

Mr. Cohan – activity in the DMK Theater has increased. He attended “Our Town” and Union’s Got Talent; the quality is superior. Great performances by our students.

Board President Carbonell – attended the Veteran’s Day program – shout out to Bob Johnson and thank you to all. She gave a shout out to Sgt. Schemell for serving and giving back to our students and the ROTC.

Mrs. Faria – indicated it was Education Week and thanked the teachers. She also advised parents to check out Parent Square because you can get a glimpse of your student’s day.

Mrs. Scott-Hayden – thanked all the district’s Educational Support Professionals.

Dr. Benaquista indicated the district is bringing back our substitutes. He did a job fair and added 34 substitutes and will advocate for additional job fairs.

Board President Carbonell indicated she was not able to attend Ms. Lipstein’s event but thanked her for what she does for the district.

Comments from the Public:

Peter Leone – a negotiations meeting is coming up and he hopes that a contract is settled and that you meet in good faith. He is a product of the ROTC and indicated our program is going strong. He is also glad to see Legacy will be at UHS.

Ann Margaret Shannon – the UTEA is an intracule part of the Town and has donated funds for Julian, the food pantry and other things. UTEA will be happy to settle the contract on December 2nd.

Natercia Lopes – she doesn't understand why you switched the principal out of the high school. She also indicated that the Board says that the teachers are great but there still is no contract.

Virginia Jeffries – at the October worksession, the Board violated the Open Public Meetings Act because there was not enough room to accommodate the public. She also indicated that the Board attorney went outside his role as a consultant.

Board President Carbonell – thanked and appreciates Ms. Bruns Meyers and Mrs. Patricco for what they do for the students.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Cohan, seconded by Ms. Santana, that the meeting be adjourned at 8:46 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

