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 17, 2026 at 6:00 p.m. at the DMK Black Box Theater, 1980 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Mrs. Scott-Hayden called the meeting to order at 6:01 p.m.

PRESENT AT ROLL CALL:
Mr. Michael Cohan, Mrs. Guida Faria, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. Greg Nasta, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:
Ms. Dicxiana Carbonell, Mrs. Elsie Conteh-Mackey (6:10 p.m.)

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

ALSO PRESENT:
Mr. Phil Stern, Esq. (6:15 p.m.)

Mr. Cohan 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 and posted on the Board's official website; a copy of which is on file in the office of the Board Secretary.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Cohan, seconded by Mrs. Minneci, that the Board go into Executive Session at 6:04 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel, 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. Faria, Mr. McDowell, Mrs. Minneci,
Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

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

Mrs. Faria stepped out of meeting prior to vote.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mr. Cohan, seconded by Mrs. Minneci, that the Board return to public session at 7:00 p.m.

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
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 13, 2026 - worksession
2. October 13, 2026 – executive session
3. October 27, 2026 – regular meeting
4. October 27, 2026 – executive session

DISCUSSION:
None

AYE: Mr. Cohan, Mrs. Faria, Mr. McDowell, Mrs. Minneci,
Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: Mrs. Conteh-Mackey, Mrs. Minneci (#3 and 4),
Ms. Santana (#3 and 4) MOTION CARRIED

Communications:

Use of Facilities:

REQUEST TO USE JEFFERSON SCHOOL
Approve request from the Township of Union Education Foundation to use Jefferson School on May 12, 2027 from 3:00 p.m-8:30 p.m. for their annual spring reception/celebration.

REQUEST TO USE UHS FOOTBALL FIELD
Request from Union Rams to use the Union High School Football field on November 7, 20206 from 8:00 a.m.-4:00 p.m. for the Eastern Regional Pop Warner Playoffs.

REQUEST TO USE WASHINGTON ELEMENTARY SCHOOL
Request from the Union Elks to use the Washington Elementary School gymnasium on Saturday, December 5, 2026 for the New Jersey Elks Basketball Shooting Challenge (8:30 a.m. to noon).

REQUEST FROM CBS NEWSPATH NORTH
Request from CBS Newspath North to film a featured segment of the Union Municipal Band at Livingston Elementary School, Monday, November 30, 2026 (7:00 p.m.-9:00 p.m.).

REQUEST FROM TOWNSHIP OF UNION
Request from Township of Union to use the UHS parking lot on Cooke Drive to allow participants of the 2026 annual Turkey Trot 5K run/walk park from 7:00 a.m.-11:00 a.m. on November 26, 2026.

Letters of Resignation:
LETTER OF RESIGNATION – FEASTER
Letter of resignation from Alliyah Feaster, cafeteria/playground aide-Battle Hill Elementary School, effective October 21, 2026.

LETTER OF RESIGNATION – RAIMO
Letter of resignation from Charles Raimo, paraprofessional-Union High School, effective October 27, 2026.

Recission of Resignation:
LETTER RESCINDING RESIGNATION – ROULEAU
Letter rescinding resignation from Sherifaat Rouleau, supervisor of special services-district wide.

Letters of Retirement:
LETTER OF RETIRMENT – MANCINELLI
Letter of resignation, for the purpose of retirement, from Lynne Mancinelli, special education teacher-Kawameeh Middle School, effective February 1, 2027.

Requests for Leave:
REQUEST FOR LEAVE – LEY
Request for paid FMLA and unpaid FMLA from Christopher Ley, special education teacher-Burnet Middle School, September 1, 2026-October 30, 2026 and November 2, 2026-December 3, 2026, respectively.

REQUEST FOR LEAVE – HIBBERSON
Request for paid FMLA from Sheila Hibberson, English teacher-Burnet Middle School, January 15, 2027-April 8, 2027.

Requests for Leave Update:
REQUEST FOR LEAVE UPDATE – FISKE
Updated request for paid FMLA from Cheryl Fiske, Vice Principal-Hannah Caldwell Elementary School, September 1, 2026-November 6, 2026.

REQUEST FOR LEAVE UPDATE – ABREU
Updated request for unpaid maternity leave from Gihann Abreu, school counselor-Connecticut Farms Elementary School, September 1, 2026-February 1, 2027.

REQUEST FOR LEAVE UPDATE – MENJIVAR
Updated request for paid FMLA, unpaid NJFLA and unpaid maternity leave from Victoria Menjivar, Spanish teacher-Union High School, September 1, 2026-September 15, 2026, September 16, 2026-February 9, 2027, respectively.

REQUEST FOR LEAVE UPDATE – LYTLE
Updated request for paid FMLA from Ana Lytle, math teacher-Union High School, September 11, 2026-November 20, 2026.

Requests for Intermittent Leave:
REQUEST FOR INTERMITTENT LEAVE – SAVARESE
Request for paid intermittent FMLA from Christina Savarese, 1st grade teacher-Connecticut Farms Elementary School, November 9, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – FRAIN
Request for paid intermittent FMLA from Virginia Frain, secretary-Maintenance Department, October 3, 2026-October 2, 2027.

REQUEST FOR INTERMITTENT LEAVE – ROYAL
Request for paid intermittent NJFLA from Marcel Royal, BCBA-districtwide, October 23, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – JONES
Request for paid intermittent NJFLA from Stephanie Jones, special education teacher-Battle Hill Elementary School, October 23, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – MURPHY
Request for paid intermittent NJFLA from Debra Murphy, secretary-Franklin Elementary School, October 26, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – FREITAS
Request for paid intermittent FMLA from Karen Freitas, 4th grade teacher-Connecticut Farms Elementary School, October 22, 2026-June 30, 2027.

Comments from Public (on resolutions):
None

Superintendent's Report:
Enrollment:

- 2026-2027 - September 15th – 7,497

- 2026-2027 – October 27 – 7,510
- 2026-2027 – November 17 – 7,522

Student Liaison: Anderson DaSilva – Class of 2027

- Vice President of both the National Honor Society and Red Cross Club
- Active member of UHS Dance Team and UHS PAC
- October Athletes of the Month:
    - Boys Soccer – Jaden Soares
    - Cross Country – Izaiah Delarosa
    - Volleyball – Clarissa Moura
    - Girls Tennis – Brielle Baako-Boafo
    - Field Hockey – Taylor Hodes-Freeland
    - Football – Camar Jones
    - Girls Soccer – Liana Fontes
- October Students of the Month:
    - Adannaya Emenyeonu
    - Ovie Osadjere
    - Joelle Asante
    - Nathaniel Cando
    - Juan Carrion Crespo
    - Jaden Benjamin
    - Grecia Isabella Toro Basil
    - Brielle Baako-Boafo
    - Jordan Ross
    - Zaria Abbey
    - Zakailla Zamor
    - Stephanie Gusman Netto
    - April Angervil
- Senior Class Baby Project
- Band Showcase (The Art of Genesis)

Education Support Professional Days – Celebrating ESPs of the Year 2026:

- Danaydis Sanchez – Battle Hill
- Cristina Goncalves – Burnet
- Patricia Finnegan – Connecticut Farms
- Maria Ribeiro – Franklin
- Elizabeth Contreras – Jefferson
- Kelly Crisafi – districtwide
- Lauren LaRocca – Hannah Caldwell
- Krysia Manzo – Kawameeh
- Matthew Morrow – Livingston
- Jose Menjivar – Union High School
- Adele O'Grady - Washington

Presentation by Dr. Jeremy Cohen, Randi Hutchinson and Craig Wojcik (presentation appended to minutes):

NJSLA/NJGPA/Access 2025-2026 Results:

- Understanding the Spring 2026 Assessment Changes
- Two ways to look at student performance – horizontal lens
    - English Language Arts/Mathematics/Science: Horizontal Proficiency
    - ELA/Mathematics/Science – how did Union compare?
    - ELA/Mathematics/Science proficiency across all tested grades
- Two ways to look at student performance – vertical lens
    - Two questions. Two different measures
    - ELA – the student growth picture
- NJGPA – Union and New Jersey
- NJGPA – ELA/Mathematics
- WIDA Access – English proficiency levels

T&L Department is improving assessment scores and strengthening the everyday school and classroom experiences that lead to improved student learning for administrators, staff and students.

Building Great Classrooms:

- Programs and Tools
- Systems
- Structures

Looking Ahead:

- Building great classrooms
- Designing effective supports
- Elevating impactful educators
- Cultivating strong partnerships

Initiatives Don't Move Schools was presented at the NJPSA Conference by Dr. Cohen, Mrs. Hutchinson and Mr. Wojcik.

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

- ParentSquare
- ParentSquare Community Day – welcoming superintendents, school leaders and technology and communications professionals for a day of learning and collaboration.
- Instruction and Funded Programs Update – 2026-2027
    - Competitive Funding - $8,397,184.92
    - 21st Century Community Learning Center Grant
    - IDEA Supplemental Grant - $25,500.00
- Attendance Champions for October
    - Top Grade – Connecticut Farms – 3rd grade – 97.97%

  - Top Schools – Kawameeh – 97.21%
- Community Resources:
  - Take the 5-minute New Jersey school funding survey
- Survey Results – Elementary Technology
  - 81.7% of families support in-school Chromebook Retention
  - Grade level trends – survey overview and metrics; standout areas
  - Qualitative themes from parent feedback – accessibility and security, formatting and style

Harassment, Intimidation and Bullying:

- Incidents to Affirm – October 28-November 10th – 2 founded, 2 unfounded, 1 inconclusive
- Incidents to Report – November 11-November 17th – 3 founded, 0 unfounded, 0 inconclusive

Education/Student Discipline Committee Resolutions:

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 reported at November 10, 2026 worksession – report of HIB (October 28-November 10, 2026).*

E-1A. *Agenda item affirmed at November 10, 2026 worksession – determination of HIB (October 14-27, 2026)*.

E-1-1. SUPERINTENDENT'S REPORT OF HIB
Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period November 11, 2026 to November 17, 2026, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-1A. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB
Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods October 28, 2026 to November 10, 2026, in accordance with the information appended to the minutes.

E-2. *Agenda item adopted at November 10, 2026 worksession – data sharing agreement with Amira Learning*.

E-3. *Agenda item adopted at November 10, 2026 worksession – suspension of student #286545*.

E-4. APPROVE UPDATED ESEA STAFF ALLOCATION CHART
Approve updated ESEA staff allocation chart to reflect the payment of the Mathematics Instructional Coach for the 2026-2027 school year using Title II funds, in accordance with the information appended to the minutes.

E-5. APPROVE ACCEPTANCE FUNDS – NJDOE SCHOOL LEAD FILTERS GRANT
Approve acceptance of funds in the amount of $11,148.00 for the receipt of the NJDOE School Lead Filters Grant to purchase point of use filtered bottle filling stations at Union High School and Burnet and Kawameeh Middle Schools.

E-6. APPROVE SUBMISSION AND ACCEPTANCE OF FUNDS – 21ST CENTURY COMMUNITY LEARNING CENTER IDEA SUPPLEMENTAL GRANT AWARD
Approve submission and acceptance of funds for the 21st Century Community Learning Center IDEA Supplemental Grant Award in the amount of $25,500.00 for the 2026-2027 school year to support STEM enrichment at both secondary schools.

E-7. APPROVE TO AMEND ESEA ANNUAL SCHOOL PLANS
Approve to amend the ESEA Annual School Plans at Jefferson and Hannah Caldwell Elementary Schools, Burnet Middle School and Union High School, to include the carryover funds for the 2026-2027 school year.

E-8. APPROVE SUBMISSION OF THE ESEA FINAL EXPENDITURE REPORT AND ACCEPTANCE OF ESEA CARRYOVER FUNDS
Approve submission of the ESEA final expenditure report and to accept the ESEA carryover funds for the 2026-2027 school year in the amounts of: (a) Title I - $76,383.00, (b) Title I SIA - $1,593.00, (c) Title II - $10,742.00, (d) Title III - $7,939.00, (e) Title III Immigrant - $6,157.00 and (f) Title IV - $12,608.00.

DISCUSSION:
None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Ms. Santana indicated that F-9b – Tattoo a Teacher – will be removed from the agenda and not voted on.

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

F-1. TREASURER'S REPORT
That the Treasurer's Report dated October 31, 2026 be accepted.

F-2. SECRETARY'S REPORT
That the Secretary's Report dated October 31, 2026 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, 2026 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, 2026 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 adopted at November 10, 2026 worksession – student field trips.*

F-8. APPROVE LIST OF 2026-2027 STATE CONTRACT APPROVED VENDORS
Approve the amended list of the 2026-2027 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 Name/Account #	Vendor/Description	Amount
Burnet Middle School	2020/8th grade	World's Finest Chocolate – payment for 8th grade fundraiser	$1,920.00

Union High School	3201/HS Sponsorship	Sports Paradise – boys volleyball uniforms	$2,460.00
Union High School	2527/student activities	Major Printing Company – T-shirts for senior class trip	$6,000.00 (not to exceed)
Union High School	2527/student activities	Sunny Trail Inc. – transportation for senior class trip	$15,000.00 (not to exceed)
Union High School	2527/student activities	iPlay America – admission for senior class trip	$22,500.00
Union High School	2029/cheerleading	Varsity Spirit – cheerleading gear	$3,180.76
Union High School	Humanities	Sunny Trail – two buses to Washington DC for field trip-AP US History students	$5,800.00
Union High School	2033/Marching Band	Camp Shohold – balance for camp band	$13,044.00

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Coupon Book Sale	November 23, 2026-January 23, 2026	KMS/G&T – raise funds for year-end out-of-state trip
Seekers Club Worship Night – Extreme Love	November 20, 2026	UHS/Seekers Club – raise funds for scholarship monies for seniors
Candy Sales	November 18, 2026-June 30, 2027	UHS/Class of 2028 – raise funds for Class of 2028 end of year field trip
Bake Sale	November 18, 2026-June 30, 2027	UHS/Class of 2028 – to raise funds for Class of 2028 end of year field trip
Tattoo a teacher	REMOVED FROM AGENDA/NOT APPROVED	UHS/Class of 2028 – to raise funds for Class of 2028 end of year field trip
Deck the Halls – Decorate Lockers	December 1-26, 2026	UHS/Class of 2028 – to raise funds for class of 2028 end of year field trip
After School Snack Sale	November 18, 2026-December 23, 2026	UHS/Asian Student Alliance – to raise funds for spring field trip
Volleyball Tournament	November 19, 2026	UHS/EmpowerMENt – to raise funds for club shirts and scholarships
Candy Sales	November 18, 2026-June 30, 2027	UHS/Red Cross Club – to raise funds for 1st aid bags for all classrooms and donate funds to Red Cross
Bake Sales/Candy Sales	November 18, 2026-June 30, 2027	UHS/Red Cross Club – to raise funds for key chain masks for CPR for all members, classroom 1st aid kits, cords for seniors
Movie Night in January	January 1-30, 2027	UHS/Class of 2028-Juniors – to raise funds for junior class trip
Candy Cane Grams	December 1-30, 2026	UHS/Class of 2028-Juniors – to raise funds for junior class trip
Cookies and cocoa cart	December 1-21, 2026	UHS/Class of 2028-Juniors – to raise funds for junior class trip

Telethon	February 1-28, 2027	UHS/Dance Team – to raise funds for competitions, costumes, transportation and gear
Gertrude Hawk Chocolate	November 23, 2026-May 28, 2027	UHS/Dance Team – to raise funds for competitions, costumes, transportation and gear
Pie a Dancer	January 11, 2027-May 3, 2027	UHS/Dance Team – to raise funds for competitions, costumes, transportation and gear
Pretzel Sale	February 1, 2027-March 26, 2027	UHS/Dance Team – to raise funds for competitions, costumes, transportation and gear
Dancing with the Staff	March 12, 2027	UHS/Dance Team – to raise funds for competitions, costumes, transportation and gear
Staff Apparel Sale	November 18, 2026-June 30, 2027	UHS/Prom – to raise funds to support the senior prom
Staff Step Challenge	November 18, 2026-June 30, 2027	UHS/Prom – to raise funds to support the senior prom
Popcorn Sale	December 1, 2026-April 1, 2027	UHS/Chorus/Band – to raise funds for competition trip to Orlando
Bake Sale/Snack Sale	November 18, 2026-June 30, 2027	UHS/Sophomore Class of 2029 – to raise for sophomore funday
Staff Dress Down Day	November 18, 2026-June 30, 2027	UHS/Prom – to raise funds to support senior prom

F-9C. ACCEPT DONATIONS
Accept the following donations:

From	For Use By	$/Item
Shutterfly LLC	Kawameeh Middle School	$1,303.87
Commencement Group	Burnet Middle School	$440.90
Shutterfly LLC	Burnet Middle School	$1,233.66
Shutterfly LLC	Burnet Middle School	$1,185.19
Rotary Club of Union	WLB Program at UHS	$200.00
DMK Scholarship Fund	WLB Program at UHS	$200.00
Plymouth Rock	Union High School	$750.00

F-10. APPROVE 2026-2027 OUT-OF-DISTRICT STUDENT PLACEMENT LIST
Approval be given to amend the 2026-2027 out-of-district student placement list (174-month of November), in accordance with the information appended to the minutes.

F-11a. ACCEPT NONPUBLIC SCHOOL NURSING AID FROM NJDOE
Accept the Nonpublic School Nursing Aid from the New Jersey Department of Education (NJDOE) for the 2026-2027 school year as follows: (a) St. Michael's School - $42,224.00, (b) United Academy of Union - $25,043.00, (c) Mosdos Pupa Linden - $10,774.00 and (d) United Academy of Union (Burnet) $22,131.00 [for a total of $100,172.00], in accordance with the information appended to the minutes.

F-11b. ACCEPT NONPUBLIC SECURITY AID FROM NJDOE
Accept the Nonpublic Security Aid from the New Jersey Department of Education (NJDOE) for the 2026-2027 school year as follows: (a) St. Michael's School - $62,930.00, (b) United Academy of Union - $37,324.00, (c) Mosdos Pupa Linden - $16,058.00 and (d) United Academy of Union (Burnet) $32,984.00 [for a total of $149,296.00], in accordance with the information appended to the minutes.

F-11c. ACCEPT NONPUBLIC TECHNOLOGY AID FROM NJDOE
Accept the Nonpublic Technology Aid from the New Jersey Department of Education (NJDOE) for the 2026-2027 school year as follows: (a) St. Michael's School - $11,368.00, (b) United Academy of Union - $6,742.00, (c) Mosdos Pupa Linden - $2,901.00 and (d) United Academy of Union (Burnet) $5,958.00 [for a total of $26,969], in accordance with the information appended to the minutes.

F-11d. ACCEPT NONPUBLIC TEXTBOOK AID FROM NJDOE
Accept Nonpublic Textbook Aid from the New Jersey Department of Education (NJDOE) for the 2026-2027 school year as follows: (a) St. Michael's School - $16,112.00, (b) United Academy of Union - $9,556.00, (c) Mosdos Pupa Linden - $4,111.00 and (d) United Academy of Union (Burnet) $8,445.00 [for a total of $38,224.00], in accordance with the information appended to the minutes.

F-12. 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 27, 2026 for the 2026-2027 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, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Grievance/Negotiations/Legal Committees:

Upon recommendation of the Superintendent of Schools, the following resolutions were added to the agenda and moved by Mr. Cohan, seconded by Ms. Santana, for adoption:

L-1. APPROVE SETTLEMENT AGREEMENT
Approve Settlement Agreement between JR, MP and SA obo AP v Township of Union Board of Education, in accordance with the nonpublic information appended to the minutes.

L-2. APPROVE SETTLEMENT AGREEMENT
Approve Settlement Agreement between DL obo OL v Township of Union Board of Education, in accordance with the nonpublic information appended to the minutes.

DISCUSSION:
None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Operations/Technology Committee Resolutions:

Upon recommendation of the Superintendent of Schools, O-8 is being added to the agenda, and the following resolutions were moved by Mr. Nasta, seconded by Mrs. Faria, 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 2026 and, if applicable, bus evacuation reports for the 2026-2027 school year, in accordance with the non-public information appended to the minutes.

O-2. APPROVE REQUEST TO USE JEFFERSON SCHOOL
Approve request from the Township of Union Education Foundation to use Jefferson School on May 12, 2027 from 3:00 p.m-8:30 p.m. for their annual spring reception/celebration (Hold Harmless Agreement received/updated Certificate of Insurance to be received in 2027).

O-3. *Agenda item approved at November 10, 2026 worksession – Use of UHS Football Field-Union -RAMS.*

O-4. APPROVE REQUEST TO USE WASHINGTON ELEMENTARY SCHOOL
Approve request from the Union Elks to use the Washington Elementary School gymnasium on Saturday, December 5, 2026 for the New Jersey Elks Basketball Shooting Challenge (8:30 a.m. to noon) (Hold Harmless Agreement and Certificate of Insurance received).

O-5. APPROVE REQUEST FROM CBS NEWSPATH NORTH
Approve request from CBS Newspath North to film a featured segment of the Union Municipal Band at Livingston Elementary School, Monday, November 30, 2026 (7:00 p.m.-9:00 p.m.) (pending Hold Harmless Agreement/Certificate of Insurance).

O-6. APPROVE REQUEST FROM TOWNSHIP OF UNION
Approve request from Township of Union to use the UHS parking lot on Cooke Drive to allow participants of the 2026 annual Turkey Trot 5K run/walk park from 7:00 a.m.-11:00 a.m. on November 26, 2026 (received Hold Harmless Agreement/Certificate of Insurance on file).

O-7. APPROVE CAMP INVENTION – JEFFERSON ELEMENTARY SCHOOL
Approve Camp Invention to be held at Jefferson Elementary School the week of August 2-6, 2027 (8:30 a.m.-2:45 p.m.), for all students.

O-8. APPROVE SUBMISSION OF GYMNASIUM DUCTWORK REPLACEMENT AT UHS TO THE NJDOE
Approve the submission of the Gymnasium Ductwork Replacement at Union High School to the New Jersey Department of Education (NJDOE), for review and NJDOE approval of a project as an "emergency project" and "other capital project" with no state funding, and amendment of the long-range facilities plan to be consistent with the project; and

Further, the Board authorizes Spiezle Architectural Group Inc. to make the submission to the NJDPE on behalf of the district.

T-1. APPROVE RECYCLING OF EQUIPMENT
Approve list of equipment for recycling, 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, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Personnel Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Conteh-Mackey, seconded by Mr. Nasta, 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 STAFF AND REMOVALS
Approve substitute staff and removals for the 2026-2027 school year.

Name	Position	Rate
Substitutes:		
William C. Walker	Sub-custodian	$16.00/hr.
Santiago Fernando Villarruel-Vargas	Sub-custodian	$16.00/hr.
Charlene Barrow	Daily substitute	$160.00/per day (pending documentation)
Damaris Isales	Daily substitute	$170.00/per day (pending documentation)
Joseph Delorme	Daily substitute	$170.00/per day (pending documentation)
Olufunmilayo Donsunmu	Daily substitute	$170.00/per day (pending documentation)
Ola Jean Franklin	Substitute cafeteria aide	$15.92/hr. (pending documentation)
Ronnie Clark	Substitute cafeteria aide	$15.92/hr. (pending documentation)
Susan Martinez	Daily substitute	$170.00/per day (pending documentation)
Ifraj Behlin	Daily substitute	$160.00/per day (pending documentation)
Removals:		
Employee #13067	Substitute bus driver	Removal of substitute staff
Employee #13201	Substitute security officer	Removal of substitute staff

P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT
Accept letters of resignation/retirement from the following staff, with regrets:

Name	Position	Location	Eff. Date	Reason	Years of Service
Resignations:					
Alliyah Feaster	Cafeteria/ Playground Aide	Battle Hill	10/21/2026	Resignation	10 mos.
Charles Raimo	Paraprofessional	UHS	10/27/2026	Resignation	2 yrs
Recission of Resignation:					
Sherifaat Rouleau	Supervisor of Special Services	District wide	--	Rescinding resignation	--
Retirements:					
Lynne Mancinelli	Special Ed teacher	KMS	2/1/2027	Retirement	19 yrs.

P-3B. APPROVE LEAVES
Approve leaves for the following staff:

Name	Position	Location	Eff. Dates	Reason
Leave Updates:				
Cheryl Fiske	Vice Principal	Hannah Caldwell	9/1/2026- 11/6/2026	Updated Paid FMLA
Gihann Abreu	School Counselor	Connecticut Farms	9/1/2026- 2/1/2027	Updated Unpaid maternity Leave
Victoria Menjivar	Spanish teacher	UHS	9/1/2026- 9/15/2026; 9/16/2026- 12/17/2026; 12/18/2026- 2/9/2027	Updated Paid FMLA; Unpaid NJFLA and Unpaid maternity Leave, respectively
Ana Lytle	Math teacher	UHS	9/11/2026- 11/20/2026	Updated Paid FMLA
Leaves:				
Christopher Ley	Special ed teacher	BMS	9/1/2026- 10/30/2026; 11/2/2026- 12/3/2026	Paid FMLA and Unpaid FMLA, Respectively
Sheila Hibberson	English teacher	BMS	1/15/2027- 4/8/2027	Paid FMLA
Intermittent Leaves:				
Christina Savarese	1st grade teacher	Connecticut Farms	11/9/2026- 6/30/2027	Paid intermittent FMLA
Virginia Frain	Secretary	Maintenance Dept.	10/3/2026- 10/2/2027	Paid intermittent FMLA
Marcel Royal	BCBA	Districtwide	10/23/2026- 6/30/2027	Paid intermittent NJFLA
Stephanie Jones	Special Ed teacher	Battle Hill	10/23/2026- 6/30/2027	Paid intermittent NJFLA
Debra Murphy	Secretary	Franklin	10/26/2026- 6/30/2027	Paid intermittent NJFLA
Karen Freitas	4th grade teacher	Connecticut Farms	10/22/2026- 6/30/2027	Paid intermittent FMLA

P-4. APPROVE ATTENDANCE AT ASBO INTERNATIONAL LEADERSHIP CONFERENCE – KOON
Approve Yolanda Koon to attend the Annual Leadership Forum Conference held in Savannah, Georgia (February 10-12, 2027) sponsored by ASBO International and paid by NJASBO (per contract).

DISCUSSION:
None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Residency Committee Resolutions:

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

R-1. REPORT OF STUDENTS TRANSFERRED TO DISTRICT OF RESIDENCE FOLLOWING RESIDENCY INVESTIGATIONS
For informational purposes only (no vote required): The following residency investigations were completed, and the listed students were transferred to the appropriate district of residence:

Student No.	School	Grade
#311073	Kawameeh Middle School	8th

For informational purposes only (no vote required): The following totals are as of the October 27, 2026 Board meeting (2026-2027 school year):

	Total	Elementary	Middle School	High School
Students Removed:	0	0	0	0
Students Transferred	9	6	1	2

Approval of Bills:

Upon recommendation of the Superintendent of Schools, and moved by Mrs. Faria, seconded by Mr. McDowell, that the Board concurs with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:
None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden
NAY: None
ABSTAIN: None MOTION CARRIED

Unfinished Business:

Ms. Santana – visited the high school and learned about Romeo and Juliet. She invited parents to call and visit the school.

Mr. Cohan – visited UHS at the end of October to speak with the Tomorrow's Teacher Programs class – the students asked amazing questions. All the students he passed in the hallway said hello and smiled.

New Business:

Mrs. Faira – thanked the district and highlighted the presentation for all the work we are doing in the district. She attended a parent/teacher conference and it was great to have a designated time. It was a very good turnout. She emphasized the importance of a teacher/parent partnership.

Comments from Public:

Peter Leone – thanked the administration for acknowledging the hard work of the teachers and ESPs. He indicated that we are getting off to a great start with monthly meetings and looking forward to collaboration and working together to move the district forward.

Susan Lipstein – advised that the brick ceremony yesterday was very moving and emotional. She advised everyone that bricks can still be purchased and that the grant applications for the 2027-2028 school year just went out. She also advised that there will be a fundraiser for the Township of Union Education Fund at Shake Shack, on Route 22, Union on December 8th from 10 a.m. to midnight.

Virginia Jeffries – asked questions about the walk-on O-8 and asked what the policy number is for walk on resolutions. She spoke about the complaint filed by an employee of the district against her and that it was dismissed. Mr. Cohan objected to her comments from naming personnel. Mr. Stern asked Ms. Jeffries not to speak about individuals. Ms. Jeffries continued her allegations and named a Board member.

Employee of District – has listened to the harassment and the slander and rebukes what was said. She indicated that she asked for the dismissal and asked that this harassment needs to stop.

Michelle Zatta – her students attend Livingston Elementary School. She indicated test scores have improved. She indicated that we have used technology and appreciates it but does not want technology in the elementary schools. She indicated there are no books nor librarians. She asked where is the district putting classrooms for all those PreK students? She also indicated teachers are spread too thin without paraprofessionals.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Ms. Santana, seconded by Mr. Nasta, that the meeting be adjourned at 9:03 p.m.

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden,
NAY: None
ABSTAIN: None MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY