

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – November 22, 2022

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, November 22, 2022 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

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

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mr. John O’Shea (arrived 7:03 p.m.), Mrs. Nellis Regis-Darby

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Dr. Francis led the Board and audience members in the Pledge of Allegiance.

Mr. O’Shea arrived at Board meeting (7:03 p.m.)

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

Dr. Francis read the district’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

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

1. September 13, 2022 – worksession
2. September 13, 2022 – executive session #1
3. September 13, 2022 – executive session #2
4. September 20, 2022 – regular meeting
5. September 20, 2022 – executive session

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Communications:**

**REQUEST FROM CROSSROADS – BATTLE HILL ELEMENTARY SCHOOL GYM**

Request from Crossroads Christian Fellowship to use Battle Hill Elementary School gym for the volleyball/basketball 2023 season for the months of January, February, March and April from 7:00 p.m.-9:30 p.m. every Thursday, beginning, January 5, 2023 through April 6, 2023.

**REQUEST FOR LEAVE – DeLUCA**

Request for paid medical leave from Frank DeLuca, social studies teacher-Union High School, October 19, 2022-November 13, 2022.

**REQUEST FOR INTERMITTENT LEAVE – LANG**

Request for paid intermittent FMLA/NJFLA leave from Ann Lang, preschool teacher-Battle Hill Elementary School, October 10, 2022-June 30, 2023.

**REQUEST FOR INTERMITTENT LEAVE – MARTINEZ**

Request for paid intermittent FMLA/NJFLA leave from Marisol Martinez, Confidential Administrative Assistant-Central Office, October 13, 2022-December 7, 2022.

**REQUEST FOR LEAVE – MATOS**

Request for paid medical leave from Ivone Matos, ESL teacher-Franklin and Hannah Caldwell Elementary Schools, November 18, 2022-December 4, 2022.

**REQUEST FOR LEAVE EXTENSION – PETROU**

Request for extension of unpaid leave of absence from Lauren Petrou, ESL teacher-Jefferson School and Union High School, December 9, 2022-June 20, 2023.

**REQUEST FOR LEAVE – CARLIN**

Request for paid medical leave from Donna Carlin, Confidential Administrative Assistant-Central Office, September 12, 2022-December 31, 2022.

**REQUEST FOR LEAVE – SUPINO**

Request for paid medical leave followed by unpaid FMLA (if necessary) from Nicole Supino, speech therapist-Connecticut Farms Elementary School, November 14, 2022-February 11, 2023.

LETTER OF RESIGNATION – ALSTON

Letter of resignation from Natalie M. Alston, cafeteria/playground aide-Connecticut Farms Elementary School, effective October 22, 2022.

LETTER OF RETIREMENT – DEL BUONO

Letter of resignation, for the purpose of retirement, from Anne Del Buono, cafeteria aide-Washington Elementary School, effective October 14, 2022.

LETTER OF RETIREMENT – OSBORNE

Letter of resignation, for the purpose of retirement, from Amie Osborne, Science/special education teacher-Union High School, effective January 1, 2023.

LETTER OF RESIGNATION – COLBERT

Letter of resignation from Oscar Colbert, part-time bus driver-Transportation Department, effective November 1, 2022.

LETTER OF RESIGNATION – WASHINGTON

Letter of resignation from Shaniquah Washington, part-time bus aide-Transportation Department, effective October 14, 2022.

[Superintendent's Report:](#)

Dr. Taylor introduced Ms. Piano, the interim principal at Jefferson School, who will introduce the Jefferson School spotlight students.

Ms. Piano stated two young gentlemen are being honored as the Jefferson Spotlight Students.

“Ethan Lema - is an extremely hardworking student with a lot of heart. He is the first to offer a helping hand. He leads in the classroom by example. If something needs to be done, he will pitch in and get it done. We often see him mentoring a student who is struggling with something. He is patient and kind. Ethan reminds others around him of assignments or keeps them focused on the goal at hand. Ethan takes great pride in his work. Ethan is community-minded with a heart for service. He brings a positive mindset, enthusiasm, and diligence to our days at Jefferson. We are so proud of him and appreciate all he does for our school community. He is an all-star with a huge heart.

Earlier this year, Ethan was nominated for our school wide program “Caught Being a Leader” by his gym teachers. Ethan went above and beyond in gym class helping and guiding students in our autistic program. He showed true kindness, empathy and patience with his peers throughout the activity. Congratulations.

Preston King People - if you have ever wanted to meet a student that deserves to be in the spotlight it is definitely Preston People. He has an amazing soul, is courteous to all students, an enthusiastic learner, and helpful to students

and staff. Preston spends once a month volunteering at the Food pantry and soup kitchen in Union. He even does chores around the house and takes care of his bearded dragon, Mango, and a cat named Buddy. Preston is an honest young man with a heart of gold. We are so happy to have him in class every day.

Preston was also nominated as “Caught Being a Leader” this year. In computer class he made sure all of his classmates understood the assignment given. He helped another student that was having difficulty and was giving her the thumbs up to see if she needed any more help.

Dr. Taylor gave an update on the State of the Schools. A summary is below:

Union High School – last year was a very difficult year at the high school. I believe we have turned things around and it has to do with the five prongs I talked about last year – registration efforts, providing more structure, discipline and accountability: addressing behavioral problems, creation of the position of coordinator of restorative practices, introduction of EDP (extended day program).

Re-registration update: 14 not re-registered and are being investigated. We are going through the process of sending letters, sending out investigators and if necessary, providing paper work that states they have to transfer out of the high school and register at their current residents. Since August 5<sup>th</sup>, 155 students have exited; 57 transferred to a different school. He will give an update on the 14 next month.

Union High School Academies – Strategic Plan G1.A6 – a team of high school teachers, counselors and leaders conducted site visits to New Jersey high schools, including Red Bank Regional High School, to learn about specialized academies. We found out that we have a strong foundation to build our academies. We have pathways at the high school and it lets students at the high school to concentrate on some of their courses in certain career areas (there are four); so we want to build on what is already working for us. We would want to build a fifth academy which would be called Union High School Scholars Academy. We deserve to keep our top students here. We would still offer general program for all students that don't fit into the academy model.

None of this can happen if we don't have a strong culture and climate at the high school. I love the high school mantra that you see on everything – Restore, Repair, Heal, Connect.

Interim Principal Althea Bossard stated we met frequently over the summer and included Ms. Hajkowski, along with Ms. Hall. It was important to us not have an environment where the students felt like they were pounded on with consequences and punishments. We wanted them to feel that the school was their own but holding them accountable at the same time. We didn't want to do the traditional ISS anymore. Ms. Hajkowski went to a lot of workshops over the summer and brought back information which we use to restructure how we did in-school suspension. It was the perfect time to make the changes so it was more effective for the students.

Ms. Hajkowski stated I attended a lot of workshops; the most beneficial was “Making the Transition”. The presenter came from a similar district. The program really seemed to apply to Union. I previously taught in the ELA classrooms in Union for 24 years. I know the kids and able to take those programs and apply them to the high school.

Restorative practices is derived from restorative justice; what it means it is a community builder. Someone who will connect them to their teachers and work to see a whole child, as opposed to an infraction or disciplinary action. I do a lot of conflict resolution but it about restoring, repairing, healing and connecting.

There is intervention – it is a program we revamped – in-school suspension. There is also preventative and that is a community building activity. Last week we ran a wellness week. It was extraordinarily successful. We brought in speakers that were geared towards grade level.

On Monday we had Keith Strickland from “Making the Transition” – 9<sup>th</sup> graders. We are going to set up a virtual program with some of our students that were affected by the things that he said.

On Wednesday we had Dr. Mkey Fowlin and Dennis Morolda from “What’s Your Problem to What’s Your Story” – 11<sup>th</sup> grade. It speaks to the whole child as opposed to whatever issue they are currently having.

On Thursday, Bomchumartialarts came in and gave a presentation “What is Self-Defense?” – Grades 10 and 12<sup>th</sup>.

I am the liaison for the government law and politics pathway and for the business management pathway. I brought in on Friday a former student, Sabrina Prevost (Class of 2017) and she and her colleagues gave a presentation on “Deloitte Academy 1.0” to five of the business management students. Sabrina is pursuing her law degree and will come back to speak with the government law and politics students.

We have preventive restorative lunches – periods 5, 6, 7 and 8. We sit and talk about what is going on. They do say it is helpful in calming them down.

Accountability Project – is after a student gets into something with a teacher or staff member; we talk about the issue with the student and then the student sends an email to the teacher apologizing or we bring the student to the custodian to apologize.

Intervention – Structured Day and Traditional ISS – it is for students who are consistently late for class and/or cutting class. We do is escort students to their classes. One great thing is the spontaneous conversations that happen in the hallways.

I was just accepted into the International Institute for Restorative Practices Masters Program to get the academic background to support all of the programs that I’m working with.

I want to have more events like Wellness Week, including plans for a community garden and involvement with Club Unified.

More student-driven accountability for 9<sup>th</sup> and 10<sup>th</sup> graders who are in structured day. Restorative practice does not mean no punishment. It takes away the punitive but it replaces it with more accountability. The students have to look at what they have done and try to understand why it was wrong.

I want to expand the peer tutoring into a “buddy” program and pair them up with an 11<sup>th</sup> or 12<sup>th</sup> grader that they can rely on academically, socially, emotionally as well.

Lastly seminars and training for staff.

Mrs. Bossard stated Ms. Hajkowski works incredibly hard every day to ensure that the students are learning from their actions. There is not much accountability across the world. It is important for them to understand what accountability looks like. Anything to help the students become more productive citizens is what we are striving for.

Thank you to the Board for bringing back EDP. Our goal is to counsel with them every day before they start their schedule. Mr. Rutty creates the schedules for each student who attends EDP. The EDP teachers work closely with the daytime teachers. We have a contract that the students need to sign when they head back to school – what the expectations are of them, it stipulates a GPA and grades we expect them to maintain; it also discusses behavior and what our expectations are when they return to regular day school.

It is a deterrent; we keep it in the “A” Wing, they will switch classes, they have physical education and health, driver’s ed for the sophomores. They are not treated any differently. We respect them and they respect us. We care about their growth and development, as well as their academics and behavior.

The biggest thing for me is the restore, repair, heal and connect – the connection with me and the students is very important. When they know you genuinely care about them and you want to see them succeed, it changes them. I think they are appreciative of what we are doing. I think the students like having the structured environment.

We currently have had 23 students; right now, we have 11. After thanksgiving it will be down to 9.

Dr. Taylor stated restorative practices – the idea here is not just to have one person – it is all of us, the culture of the school – everybody in the school – teachers, students, parents. It will take time; we have to build in a routine.

EDP – Dr. Perez has been leading her crew into the EDP world to evaluate the instructional effectiveness of the program; teachers get the support and PD they need.

I'm going to ask the Board to approve my recommendation that we add more counselors to the list so that we can have a menu of counselors.

Mrs. Williams stated I'm happy that we are here; this would benefit children like my son. I know Mrs. Scott-Hayden was in favor of this. I happy to see what the results are. Dr. Taylor stated Mrs. Scott-Hayden helped provide resources.

Mrs. Minneci stated thank you, I had discussed the EDP program with Mr. Benaquista several years ago. It is a cry for help for the repeat offenders.

Mrs. Brens-Watson stated thank you for the work you are doing; it is long needed in our district. Restorative practices does not mean punishment; it clearly is a path for students to become part of a community.

Mrs. Brens-Watson asked what are we doing for our faculty and our staff to become more involved and informed? Ms. Hajkowski stated the intervention part – having the teachers start to do the restorative duty. For the professional development, there are two sessions for the teachers.

Dr. Taylor stated his goal is to somehow incorporate into the high school schedule, 20-30 minutes of circle talk time at least once a week so kids can into these restorative circles. Ms. Bossard stated we have to move slowly on the staff end because they are being thrown a lot. It will take some time to grasp what it entails. Mrs. Brens-Watson stated it is a culture shift; some people will take better to it than others and will need more help and those are the ones I am concerned with.

Ms. Santana stated thank you. My desire for this district is to be proactive. Maybe we can start them in the elementary level. Dr. Taylor stated I brought responsive classroom to this school district – 15 teachers in the elementary schools incorporating that into the classroom. That is essentially restorative practices – 30 minutes a day. We trained the teachers over the summer. They will be the lead turnkey teachers to their peers. The kids are in circles and they are talking to each other – greeting each other, learning how to share, trust relationship.

Ms. Santana stated I want to hear from everyone – good, bad or indifferent. Dr. Taylor stated I had the Board see a responsive classroom; I will do the same for restorative practices.

Mrs. Scott-Hayden stated thank you; this is very near and dear to my heart because every child needs to be seen and met where they are. We always talk about educating the whole child and that is the first process. Going forward, Montclair has a more extensive program that is recognized by the State and nation on restorative practices. As we move into the summer months, I hope we will partner and have some of our teachers who have taken those classes and keep educating them so we can move the program along and expand it out so that it is reaching our middle and elementary schools. We do appreciate you and congratulations to a great school year.

Dr. Taylor stated HIB – 15 cases – 6 founded; 9 not founded.

## Education/Student Discipline Committee Resolutions:

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

E-1. *Agenda item approved at November 15, 2022 worksession (Affirm HIB) – October 12, 2022 to October 18, 2022.*

E-1A. *Agenda item reported at November 15, 2022 worksession (Report on HIB) – October 19, 2022 to November 15, 2022*

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

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods October 19, 2022 to November 15, 2022, 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 16, 2022 to November 22, 2022, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

**E-2. APPROVE NJDOE SCHOOL SELF-ASSESSMENT**

Approve the New Jersey Department of Education (NJDOE) School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2021- June 30, 2022, in accordance with the information appended to the minutes.

**E-3. APPROVE SUBMISSION AND APPROVAL OF TITLE I COMPARABILITY OF SERVICE REPORT**

Approve submission and approval of Title I Comparability of Services Report for the 2022-2023 school year.

**E-4. APPROVE SUBMISSION AND APPROVAL OF TITLE I PERFORMANCE REPORT**

Approve submission and approval of the Title I Performance Report for the 2021-2022 school year.

**E-5. APPROVE SETTLEMENT AGREEMENT**

Approve Settlement Agreement for A.M., in accordance with the non-public information appended to the minutes.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

## Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. O'Shea, seconded by Ms. McKenzie, for adoption:

## F-1. TREASURER'S REPORT

That the Treasurer's Report dated October 31, 2022 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated October 31, 2022 be accepted.

## F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of October 31, 2022 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Yolanda Koon

Yolanda Koon, Board Secretary

\_\_\_\_\_ Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of October 31, 2022 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

## F-4. APPROVE APPROPRIATION TRANSFERS

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

## F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

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

## F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. *Approved at November 15, 2022 worksession (student field trips)*

**F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS**

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

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

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

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

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

School	Account/Department	Vendor/Description	Amount
Washington Elementary School	2004	To reimburse money taken from Fund 20 account for playground equipment which was approved 12/21/21 for payment through account 2004/student counsel	\$2,294.52
Union High School	2077/Music/Theatre	Music Theatre International – to purchase performance license and material for UHSPAC spring production	\$6,000.00 (not to exceed)
Union High School	2053/Student Council/Senior Class	Amazon, Piryllis Distributors – Fashion Show Event	\$1,000.00 (not to exceed)
Union High School/Athletic	3202/Athletic	Galloping Hill Caterers – Hall of Fame Class of 2022 dinner on November 21, 2022	\$38,000.00
Union High School	2053/Student Council	Amazon, Piryllis Distributors, Carr Event Productions – Harvest Dance	\$1,000.00 (not to exceed)

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

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

**F-11. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Selling Snacks	November 16, 2022- June 20, 2023	UHS/Play Unified and Club TESSLO – to raise funds for Play Unified Program and Unified Sports
Seasonal/home decorations and personalized gift items sale	November 16, 2022- June 20, 2023	UHS/Play Unified and Club TESSLO – to raise funds for Play Unified Program and Unified Sports
Chocolate Bar Fundraiser	November 16, 2022- June 30, 2023	UHS/Softball – to raise funds for program and end of season activities

Double Good Popcorn-online sale	February 15-19, 2023	UHS/Step Team – to raise funds for t-shirts, uniforms and competition expenses
UHS Softball Gear-online sales	November 16, 2022- June 30, 2023	UHS/Softball – to raise funds for program and end of season activities
Chipotle Fundraiser	November 16, 2022- June 30, 2023	UHS/Softball – to raise funds for program and end of season activities
You've Been Thanked	November 16- 23, 2022	Jefferson/PBSIS – to raise funds for PBSIS prizes
Gertrude Hawk Fundraiser	November 14, 2022- June 16, 2022	UHS/Dance Club – to raise funds to purchase dance team costumes and gear for competition
Wacky Hat Wednesday	November 16, 2022	UHS/Ski Club – to raise funds for the Ski Club trips (ski rentals and lift tickets)
Gertrude Hawk Chocolate Bar Fundraiser	November 20, 2022- December 20, 2022	UHS/Ski Club – to raise funds for transportation to Hidden Valley Ski Report
Taki/Chips Sale	November 2022- January 15, 2023	UHS/Ski Club – to raise funds for transportation to Hidden Valley Ski Resort
Cheesecake, Cookies, Pies Sale	November 22- December 30, 2022	KMS/Music Department – to raise funds for annual Music Department trip to Dorney Park for competition
Bake Sale (weekly)	November 23, 2022- June 20, 2023	KMS/Art Club – to raise funds to cover cost of Art Show and field trip for Art Club
T-Shirt Sale	November 23, 2022- April 1, 2023	KMS/Musical Production – to raise funds for spring musical
Program Ad Sales	January 1-March 24, 2023	KMS/Musical Production – to raise funds for spring musical
Play Costumes	November 23, 2022- April 1, 2023	KMS/Musical Production – collect money to cover costs of student costumes for musical
DVD Sales	November 23, 2022- May 1, 2023	KMS/Musical Production – to raise funds to cover cost of DVD copies for each cast member
Dress Down Day (KMS staff)	Various dates TBD – March 30, 2023	KMS/Musical Production – to raise funds for spring musical
Bake Sales (monthly)	November 23, 2022- April 1, 2023	KMS/Musical Production – to raise funds for spring musical
Candy/Soda Sales (monthly)	November 23, 2022- April 1, 2023	KMS/Musical Production – to raise funds for spring musical
Chipotle	Date TBD	KMS/Musical Production – to raise funds for spring musical
Bake Sales (monthly)	November 23, 2022- June 20, 2022	KMS/Nature Helpers – to raise funds to purchase club items
Concessions for high school musical	December 9-11, 2022	UHSPAC – to raise funds for UHSPAC productions
Castle Fundraiser	December 2022- April 2023	UHS/Hackers – to raise funds for UHS Hackathon
World's Finest Chocolates	December 2022- April 2023	UHS/Hackers – to raise funds for UHS Hackers Club
Bake Sale	December 2022	UHS/Hackers – to raise funds to buy materials for future fundraisers
Candy Sale	November 17, 2022- June 21, 2023	UHS/Athletics – to raise funds for summer league game play, fall league and equipment
Dress Down Day	December 15, 2022	UHSPAC – to raise funds for UHSPAC productions

Holiday Ornament Sale	November 28- December 22, 2022	UHS/National Art Honor Society – to raise funds for induction ceremony and senior awards
Harvest Dance	November 18, 2022	UHS/Student Council – to provide students with a safe school event/activity
Parking Spots	November 23, 2022- June 2023	UHS/Senior Class – to raise funds for senior class activities and events
Chipotle Dining to Donate	November 23, 2022- June 2023	UHS/Senior Class – to raise funds for senior class activities and events
Ornament Sale	November 16-20, 2022	Franklin – to offset fees associated with kindergarten spring field trip

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Nancy Arthur	Union High School	Dishwasher #1-WhirlPool, Model WDF760SADT (\$539.00)
Lucille Brule	Union High School	Dishwasher #2-KitchenAid (\$75.00)
Anonymous (Donor Choose)	Hannah Caldwell	\$250.00
Reading for Education	Washington Elementary School	\$1,709.03
Union Plaza Diner	Special Services	Donation of food and services for Holiday Breakfast for district students
John Basilone Marine Detachment	Special Services	Donation of gifts for district students at Holiday Breakfast

**F-13. APPROVE ACCEPTANCE OF NJSIG SAFETY GRANT**

Approve acceptance of New Jersey Schools Insurance Group (NJSIG) Safety Grant in the amount of \$40,381.00.

**F-14. APPROVE TRANSPORTATION CONTRACT – MUJC**

Approve Transportation Agreement between the district and the Morris-Union Jointure Commission, in the amount of \$246,592.44, for the 2022-2023 school year, in accordance with the information appended to the minutes.

**F-15. APPROVE GOHEWEC HEALTHCARE – NURSING SERVICES**

Approve Gohewec Healthcare to provide nursing services at the rate of \$100.00/hr. for RN and \$80.00/hr. for LPN (not to exceed \$90,000.00) for the 2022-2023 school year, in accordance with the information appended to the minutes [Account #11-000-216-320-01-19].

**F-16. APPROVE PROFESSIONAL DEVELOPMENT – DAVID ADAMS AND URBAN ASSEMBLY SEL SPECIALISTS**

Approve professional development by David Adams and Urban Assembly SEL Specialists on February 17, 2023 for a total cost of \$5,000 (to be paid through Title II Account Extension 8434).

**F-17. APPROVE THOMAS RICH LLC – SAFETY PRESENTATION**

Approve Thomas Rich LLC to coordinate three (3) safety presentations on November 28, 2022 at Jefferson School for a total cost of \$4,000.00 (to be paid through Title IV Funds Account Extension 8500).

**F-18. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM SPENDING PLAN – UCESC**

Approve the Union County Educational Services Commission (UCESC) Nonpublic School Technology Initiative Program spending plan for St. Michael School located within the district for the 2022-2023 school year, in accordance with the information appended to the minutes.

**F-19. APPROVE JEWISH VOCATIONAL SERVICES – EVALUATIONS AND ASSESSMENTS**

Approve Jewish Vocational Services to provide vocational evaluations at the rate of \$975.00 per evaluation and vocational assessment with TEACCH Transition Assessment Profile (TTAP) at a rate of \$1,075.00 per evaluation for the 2022-2023 school year (not to exceed \$8,100.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-20. APPROVE SHARED SERVICES AGREEMENT – CLASS THREE SPECIAL LAW ENFORCEMENT OFFICERS**

Approve Shared Services Agreement for Class Three Special Law Enforcement Officers (SLEO III) between the district and the Township of Union for the period 2020, 2021 and 2022 at the following rates: (a) 2020 - \$30.00/hr., (b) 2021 - \$31.22/hr. and (c) 2022 - \$32.56/hr., in accordance with the information appended to the minutes.

**F-21. APPROVE A CARING CONNECTION – NURSING SERVICES**

Approve A Caring Connection to provide nursing services, at the rate of \$70.00/hr. for RN and \$60.00/hr. for LPN (not to exceed \$90,000.00) for the 2022-2023 school year [Acct. #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-22. APPROVE SCHOOL-BASED APPLICATION AND ACCEPT AWARD AMOUNTS – PLAY UNIFIED**

Approve the school-based application to Play Unified 2022-2023 Grant, Special Olympics, for the following schools, for the 2022-2023 school year, and accept the awarded amounts for each submission as listed below: (a) Union High School - \$10,000.00, (b) Burnet Middle School - \$4,000.00, (c) Kawameeh Middle School - \$1,000.00, (d) Jefferson School - \$1,000.00 and (e) Battle Hill Elementary School - \$1,000.00, in accordance with the non-public information appended to the minutes.

**F-23. APPROVE LOBEE LEARNING – LIVE VIRTUAL INSTRUCTION**

Approve Lobe Learning to perform fifty (5) live virtual instructional “Curiosity Connection” sessions for students participating in the STEM Program at the following schools: (a) Battle Hill, (b) Connecticut Farms, (c) Hannah Caldwell, (d) Livingston and (e) Washington

Elementary Schools, at a total cost of \$6,250.00 [to be paid through the ARP ESSER Account extension 19960], in accordance with the information appended to the minutes.

**F-24. APPROVE PROFESSIONAL DEVELOPMENT – K-5 TEACHERS**

Approve professional development for all K-5 teachers using the i-Ready Classroom and i-Ready Math Core: Developing Mathematical Thinkers through Instructional Routines Session through the Curriculum Associates to be held throughout the 2022-2023 school year, at a cost not to exceed \$12,500 [paid for through Title II funds with account extension 8434], in accordance with the information appended to the minutes.

**F-25. APPROVE SALARIES PAID THROUGH ESEA GRANT**

Approve 2022-2023 salaries paid through the ESEA Grant, in accordance with the information appended to the minutes.

**F-26. APPROVE TEACHING WELL – PROFESSIONAL DEVELOPMENT BOOK STUDY SESSION**

Approve contract between Teaching Well and the district to provide additional professional development book study sessions on November 16, 2022, December 15, 2022 and February 27, 2023 to participating staff members, at a cost of \$1,200.00 [paid for using Title II funds account extension 8434], in accordance with the information appended to the minutes.

**F-27. APPROVE PRELIMINARY BUDGET CALENDAR**

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

**F-28. APPROVE SUBMISSION OF AMENDMENT TO FY23 ESEA GRANT**

Approve submission of amendment to FY23 ESEA Grant due to the FY22 ESEA carryover funds needing to be budgeted (pending State waiver approval) for the following amounts: (a) Title I-A - \$206,573.00, (b) Title II - \$15,550.00, (c) Title III - \$953.00, (d) Title IV - \$66,222.00; for a Total \$289,298.00.

**F-29. APPROVE RESOLUTION WITH TOWNSHIP OF UNION FOR SOLID WASTE SERVICES**

Approve resolution with the Township of Union for solid waste services and to approve the current Administration to pay for solid waste service from a previous interlocal agreement with the Township from 2019-2025 at a monthly rate of \$12,500 (services have been rendered and verified), in accordance with the information appended to the minutes.

**F-30. APPROVE EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY - SPECIAL SERVICES AUDIT**

Approve Educational Services Commission of New Jersey to perform an audit of the special services department for the 2022-2023 school year, at the rate of \$171.00/hr. (not to exceed \$20,691.00), in accordance with the information appended to the minutes.

**F.-31. APPROVE RUTGERS UNIVERSITY BEHAVIORAL HEALTH CARE – BEDSIDE INSTRUCTION**

Approve teachers employed through Rutgers University Behavioral Health Care to provide bedside instruction for district student(s) at Rutgers UBHC Child and Adolescent Inpatient Hospitalization Program on an “as needed” basis for the 2022-2023 school year in an amount not to exceed \$10,000 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

F-32. *For informational purposes only – vote not required.* List of legal services for the 2022-2023 fiscal year, in accordance with the information appended to the minutes.

**F-33. APPROVE ROBERT HALF TALENT SOLUTION – ACCOUNTING AND FINANCIAL SERVICES**

Approve Robert Half Talent Solution to provided skilled accounting and financial services at the rate of approx. \$50- \$55/hr. (on an as need basis and not to exceed \$22,000.00) for the 2022-2023 school year [Account #11-000-251-330-01-54-0060], in accordance with the information appended to the minutes.

**F-34. APPROVE SUBMISSION OF IDEA GRANT AMENDMENT 1**

Approve submission of FY 2023 IDEA Grant Amendment 1 to allocate the \$28,531.00 unexpended nonpublic funds from the FY 2022 IDEA Grant.

**F-35. APPROVE CROSSLINKS HOME HEALTH AND STAFFING – NURSING SERVICES**

Approve Crosslinks Home Health and Staffing to providing nursing services at the rate of \$75.00/hr. for RN and \$61.00/hr. for LPN (not to exceed \$90,000.00) for the 2022-2023 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-36. APPROVE MEMORANDUM OF UNDERSTANDING – ZETA NU LAMBDA EDUCATION FOUNDATION, INC.**

Approve Memorandum of Understanding (MOU) by and between the district and Zeta Nu Lambda Education Foundation, Inc. (aka P.A.C.E. Foundation) for the following workshops: (a) Adopt-A-Block-July 22, 2023, (b) Statewide Phone Bank Call Out (June 2023), (c) Food Pantry Volunteering (November 23, 2023), (d) Etiquette Development (January 28, 2023, and (e) Get Home Safe (May 13, 2023), in the amount of \$2,000.00, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Operations Committee Resolutions:

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

**O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS**

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

**O-2. APPROVE REQUEST FROM CROSSROADS – BATTLE HILL ELEMENTARY SCHOOL GYM**

Approve request from Crossroads Christian Fellowship to use Battle Hill Elementary School gym for the volleyball/basketball 2023 season for the months of January, February, March and April from 7:00 p.m.-9:30 p.m. every Thursday, beginning, January 5, 2023 through April 6, 2023, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Personnel Committee Resolutions:

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

**P-1A. 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 2022-2023 school year in accordance with the information in the hands of each Board.

Name	Position	Rate
Jules Henribenson	Sub-custodian	\$16.00

Frank Abrusci	Sub-custodian	\$16.00
Vicente Garciarrios	Sub-custodian	\$16.00
Melida Alzate	Sub-custodian	\$16.00

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	approvals are subject to contractual notice to be given accordingly.
Natalie M. Alston	Cafeteria/playground aide	Connecticut Farms	10/22/2022	Resignation	
Anne Del Buono	Cafeteria aide	Washington	10/14/2022	Retirement	
Amie Osborne	Science/special education teacher	UHS	1/1/2023	Retirement	
Oscar Colbert	Part-time bus driver	Transp. Dept.	11/1/2022	Resignation	
Shaniquah Washington	Part-time bus aide	Transp. Dept	10/14/2022	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Frank DeLuca	Social studies teacher	UHS	10/19/2022-11/13/2022	Paid medical leave	
Ann Lang	Preschool teacher	Battle Hill	10/10/2022-6/30/2023	Paid intermittent FMLA/NJFLA	
Marisol Martinez	Confidential Administrative Assistant	Central Office	10/13/2022-12/7/2022	Paid intermittent FMLA/NJFLA	
Ivone Matos	ESL teacher	Franklin/Hannah Caldwell	11/18/2022-12/4/2022	Paid medical leave	
Lauren Petrou	ESL teacher	Jefferson/UHS	12/9/2022-6/20/2023	Extension of unpaid leave of absence	
Donna Carlin	Confidential Administrative Assistant	Central Office	9/12/2022-12/31/2022	Paid medical leave	
Nicole Supino	Speech therapist	Connecticut Farms	11/14/2022-February 11, 2023	Paid medical leave followed by unpaid FMLA (if necessary)	

**P-5. APPROVE STUDENT TEACHERS AND INTERNSHIPS**

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

**P-6. APPROVE UPDATED 2022-2023 HOURLY RATES LIST**

Approve updated 2022-2023 Hourly Rates List, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Policy Committee:**

Upon recommendation of the Superintendent of Schools, the following policies were moved by Ms. Santana, seconded by Ms. McKenzie, for final reading and adoption:

**POL-1. APPROVE POLICY 2425 – EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM (M)**

Policy 2425 – Emergency Virtual or Remote Instruction Program, in accordance with the information appended to the minutes.

**POL-2. APPROVE REGULATION 2425 – EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM (M) (NEW)**

Approve Regulation 2425 – Emergency Virtual or Remote Instruction Program, in accordance with the information appended to the minutes.

**POL-3. APPROVE POLICY 5512 – HARRASSMENT, INTIMIDATION OR BULLYING (M)**

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

**POL-4. APPROVE POLICY 5700 – STUDENTS RIGHTS**

Approve Policy 5700 – Students Rights, in accordance with the information appended to the minutes.

**POL-5. APPROVE POLICY 2415.50 – TITLE I – SCHOOL PARENT AND FAMILY ENGAGEMENT**

Approve Policy 2415.50 – Title I – School Parent and Family Engagement for the following schools (a) Franklin Elementary School, (b) Jefferson School, (c) Burnet Middle School and (d) Union High School, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [two (2) students exited the month of October 2022 (2 from high school) or a total of ten (10) students for the 2022-2023 school year], in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #256540 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #246581 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

Mrs. Minneci stated we exited well over 300 students in the last 4-5 years. We are moving in the right direction. We have removed many; we have had several hearings; we are trying to keep the money in the district for our students. Mrs. Williams stated we have had students that didn’t belong here; they are out and some of them were students who were in altercations. I’m happy with what we are doing.

Mrs. Minneci asked that we have re-registration for middle schools next year. Dr. Taylor stated yes, but we will do it differently because it is time consuming process.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

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

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

None

Comments from the Public:

Mr. Arminio stated the fifth class of the Athletic Hall of Fame was inducted on November 21, 2022 and the following were inducted and the plaques will be hung in the Hallway of Honor at the high school:

Student Athletes – Diana Badger, Ilene Cohen, James Crosta, Donald Danz, Glenn Grant, Mark Ignatowicz, Dr. Amanda Kardys, Darius Skeete, Dr. George Wade and Cristina Vilsaint.

Coach – Ted Zawacki

Team – 1997 basketball team and 2002 baseball team

Special Contributor – Ronald Meyer

The semi-quin centennial, the 250<sup>th</sup> anniversary of the founding of our country is coming in 2026. The federal government is already making plans. On the State level, the New Jersey Historical Commission and the Cross Roads of the American Revolution have joined together in collaboration which has been named ‘Revolution NJ’. Union County had been meeting to plan events on the County level. The Union Township Historical Society is offering to collaborate with the Board of Education, and hopefully along with the Township of Union, so we can plan some meaningful events.

The Union High School and Drama Club performed an enormous act of giving. In conjunction with the Rotary Club of Union and Hilman Consulting, they held a sock-tober drive. Last year they collected 1,999 pairs of new socks. This year, the Rotary Club, Hilman and along with 10 citizens donated 492 pairs. Students and families at Livingston School collected 261 pairs. Union High School students donated 912 pairs and the joining of the forces collected 1,665 pairs of new socks. They will be donated to the Gateway Family YMCA in Elizabeth.

Jill Hall stated I’m happy to hear conversations that are taking place about restorative circles. It has been 25 years since I have been asking that to happen and I’m hoping that will happen across the board. Perhaps it can happen by restructuring homeroom so that kids can do that every single day and having homerooms be 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> grade included.

A former alumni student of 2020 and a junior at University of Delaware, majoring in human physiology and the pre-med program and she hopes to become a cardiovascular surgeon or physician, came in to speak with our sophomore health classes this morning. She volunteers at the New Jersey Sharing Network. She came in to talk to our students who are preparing to get their driver's permit to consider being an organ donor. She spoke about her own story. She was eloquent and fabulous and it was well received. What was important was how she talked about how well Union High School set her up for success at the University of Delaware. She was so grateful and it helped the students to hear that.

Mrs. Scott-Hayden asked Mrs. Hall to email her the information on the former student; she had just started a partnership with Share Network to bring them into our schools for students who are becoming licensed drivers and to educate them about organ donation.

Ann Margaret Shannon stated UTEA president – EDP – it was mentioned that we need more counselors and I want to add that we need to increase the number of teachers. It is very difficult to teach to another teacher's plans. Another reason it is difficult is because they teach multiple levels in one classroom. The UTEA has been working with the Alpha Phi Alpha fraternity discussing on how to mentor our students. In addition to the five workshops listed, the UTEA will finance two program – it is a full day activities where teenagers learn how to make good choices, being good citizens and it ends with the gala dinner and the stock market challenge which is a series of meetings to teach our students about finances and there will be a competition with six students competing for \$1,000 to invest in the real stock market. The UTEA is very proud to broker this partnership with Alpha Phi Alpha fraternity, the Board of Education and the UTEA.

Mrs. Williams stated once the organization spoke with Mrs. Minneci and myself, I couldn't wait for the rest of the Board to hear about them. Thank you again for bringing us in.

Rich D'Avanzo stated F-24 – professional development for K-5 teachers – using iReady classroom and iReady math core – wouldn't it be part of the new program to include professional development. Why are we paying an additional \$12,500? Whenever new programs come in, they provide professional development.

The teacher's convention was in Atlantic City, Governor Murphy showed up and he passed an executive order that the task force was going to look into the shortage of educators in the State and he is looking for answers hopefully by the end of January. It is an ongoing problem. There is not enough to educators coming in to replace the retiring teachers.

Mrs. Brens-Watson stated I wanted to congratulate Ms. Bossard and her leadership team on a very successful Harvest Day. It was a lot of fun. It was great the students got to enjoy themselves.

Moved by Mrs. Brens-Watson, seconded by Ms. McKenzie to adjourn. Ms. Santana had questions for executive session. Ms. McKenzie stated let's kill the motion on the floor.

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. McKenzie, seconded by Mrs. Brens-Watson, that the Board go into Executive Session at 8:22 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: 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: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea,  
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 8:28 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Brens-Watson, seconded by Ms. McKenzie, that the meeting be adjourned at 8:30 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

