

**TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – DECEMBER 16, 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, December 16, 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 6:01 p.m.

PRESENT AT ROLL CALL:

Ms. Dicxiana Carbonell, Mr. Michael Cohan, Mrs. Guida Faria, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. Greg Nasta, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:

Mrs. Elsie Conteh-Mackey (6:03 p.m.), Ms. Chastity Santana (6:45 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. McDowell 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 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. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. Nasta left executive session at 7:02 p.m. The Board returned to public session at 7:06 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 Mr. McDowell, that the Board return to public session at 7:06 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

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

1. November 11, 2025 – worksession
2. November 11, 2025 – executive session
3. November 18, 2025 – regular meeting
4. November 18, 2025 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – REGAL

Letter of resignation, for the purpose of retirement, from Linda Regal, special education teacher-Hannah Caldwell Elementary School, effective February 1, 2026.

LETTER OF RETIREMENT – HOFFMAN

Letter of resignation, for the purpose of retirement, from Clifford Hoffman, mechanic-Buildings and Grounds Department, effective February 1, 2026.

LETTER OF RETIREMENT – RECALDE

Letter of resignation, for the purpose of retirement from Martha Recalde, ESL teacher-Livingston Elementary School, effective March 1, 2026.

LETTER OF RETIREMENT – DELLI SANTI

Letter of resignation, for the purpose of retirement, from Sandra Delli Santi, paraprofessional-Washington Elementary School, effective July 1, 2026.

LETTER OF RETIREMENT – DINARDO

Letter of resignation, for the purpose of retirement, from Mary Dinardo, 10-month secretary, Washington Elementary School, effective July 1, 2026.

LETTER OF RETIREMENT – MASKO

Letter of resignation, for the purpose of retirement, from Barbara Masko, library clerk-Washington Elementary School, effective July 1, 2026.

LETTER OF RETIREMENT – JOHNSON

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

REQUEST FOR LEAVE UPDATE – PRICE BARBOSA

Request for leave update from Jacqueline Price Barbosa, teacher-Union High School, new return date January 29, 2026.

REQUEST FOR LEAVE UPDATE – BARBOSA

Request for leave update from Christian Barbosa, teacher-Burnet Middle School, new return date December 19, 2025.

REQUEST FOR LEAVE UPDATE – PERALTA

Request for leave update from Antonia Peralta, teacher-Union High School, new return date December 1, 2025.

REQUEST FOR LEAVE UPDATE – DIONISIO

Request for leave update from Nancy Dionisio, speech teacher-Washington Elementary School, new return date March 16, 2026.

REQUEST FOR LEAVE UPDATE – BOGAR

Request for leave update from Chevonne Bogar, bus aide-Transportation Department, new return date January 9, 2026.

REQUEST FOR INTERMITTENT LEAVE – HICKEY

Request for paid intermittent FMLA from Diane Hickey, PreK teacher-Washington Elementary School, October 27, 2025-June 5, 2026.

REQUEST FOR INTERMITTENT LEAVE – NEVLING

Request for paid intermittent FMLA from William Nevling, paraprofessional-Battle Hill Elementary School, November 17, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – LONGLEY

Request for paid intermittent FMLA from Carol Longley, PreK teacher-Franklin Elementary School, December 1, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – NICKELS

Request for paid intermittent FMLA from Nicole Nickels, PreK Supervisor-districtwide, November 20, 2025-November 20, 2026.

REQUEST FOR INTERMITTENT LEAVE – CLARK

Request for paid intermittent FMLA from Mary Clark, science teacher-Union High School, December 1, 2025-June 30, 2026.

REQUEST FOR LEAVE – MENDES

Request for intermittent FMLA and paid child rearing leave followed by unpaid FMLA/NJFLA from Christie Mendes, OT-Franklin and Connecticut Farms Elementary Schools, November 24, 2025-March 1, 2026 and March 2, 2026-June 15, 2026, respectively.

REQUEST FOR LEAVE – CORNACCHIA

Request for paid FMLA from Lynn Cornacchia, paraprofessional-Livingston Elementary School, November 21, 2025-January 5, 2026.

REQUEST FOR LEAVE – THOMAS

Request for paid sick leave and unpaid medical leave from Jenelle Thomas, teacher-Franklin Elementary School, September 9, 2025-October 29, 2025 and October 30, 2025-TBD, respectively.

REQUEST FOR LEAVE – UDUH

Request for paid medical leave from Ndidi Uduh, career ed teacher-Union High School, November 21, 2025-December 4, 2025.

REQUEST FOR LEAVE UPDATE – JONES

Request for leave update from Stephanie Jones, special education teacher-Battle Hill Elementary School, new return date June 15, 2026.

REQUEST FOR LEAVE UPDATE – ZURKA

Request for paid medical leave update from Christine Zurka, paraprofessional-Battle Hill Elementary School, January 20, 2026-April 20, 2026.

REQUEST FOR INTERMITTENT LEAVE – SANTOS

Request for paid intermittent FMLA from Elisa Santos, first grade teacher-Livingston Elementary School, December 2, 2025-December 2, 2026.

REQUEST FOR INTERMITTENT LEAVE – NESHIMKA

Request for paid intermittent FMLA from Michael Neshimka, art teacher-Union High School, January 5, 2026-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – NEMEZIO

Request for paid intermittent FMLA from Elaine Nemezio, secretary-Hannah Caldwell Elementary School, December 2, 2025-December 2, 2026.

REQUEST FOR INTERMITTENT LEAVE – RAFFAELE

Request for paid intermittent FMLA/FLA from Adam Raffaele, science teacher-Union High School, December 1, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – MANOCHIO

Request for paid intermittent FMLA/FLA from Cristina Manochio, special services-Burnet Middle School, December 9, 2025-February 28, 2026.

REQUEST FOR INTERMITTENT LEAVE – SHPUNDER

Request for paid intermittent FMLA/FLA from Christina Shpunder, LDTC-districtwide, January 1, 2026-January 1, 2027.

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.

There were no comments from the public on resolutions.

Superintendent's Report:

Dr. Benaquista presented his Superintendent Report:

Enrollment – 2024-2025 – 7,966; 2025-2026 – 7,711.

Staff Excellence – Lauren Kohn and Corey Banker

Pastor Nick Badillo – Living Word Church – via phone, thanked the district for its participation in the food drive – the church served over 400 families.

Staff at Livingston Elementary School (via video) thanked Isabella Scocozza.

Student Liaison – Julia Laverty presented to the Board (presentation appended to minutes) on the following:

- About Me!
- School Food Drives – Connecticut Farms and Hannah Caldwell Elementary Schools
- Club Unified Donations
- Tomorrow's Teachers
- Turkey Donation Drive

- Mr. UHS
- Welcome to New York
- Adventure Aquarium
- Attendance Award – KMS – 6th grade – 97.834%
- NHS Induction Ceremony
- High School Winter Sports
- Middle School Winter Sports
- Uyi Igiehon – received a full-ride scholarship to Temple University
- Girls’ Soccer – All Conference
- Girls’ Volleyball
- Boys’ Soccer – All Conference and All County

Board members thanked her for her presentation and asked what her plans were. Julia indicated she has visited Marist and Fairleigh Dickinson, likes reading, nature and being outside.

Special Services – Kim Conti presented to the Board (presentation appended to the minutes) on the following:

- Administration
- Office Team
- Child Study Team and Related Service Providers
- Teachers
- Support Staff
- Programs at each building
- Student numbers – 1413 - an increase of 24.27% since 2020-2021
- Classification Rates – 2023-2024 – 16.62%
- Classification Category
- Referral Process
- Expenditures
- Community Based Instruction
- Work Based Learning
- School Enterprises
- Picnic at Rapkin Park
- Learning Ally
- Special Olympics Unified Champion School Grants
- Professional Development Highlights
- TUPS recognized at the bronze level for implementing Tier 1 by Northeast PBIS
- SEPAG
- Special Olympics NJ – Youth Summit
- Education Leaders Network
- Cool School Challenge

Board members thanked Mrs. Conti for her presentation.

Lourdes Garcia gave a presentation on Supporting Multilingual Students (presentation appended to the minutes) on the following:

- Who are multilingual students and what do they face?
- Role of the Department
- Who are our staff?
- ESL, Bilingual and World Language Programming
- What have we done so far? Staff; Students; Families and Community
- What are we looking forward to?

Board members thanked Ms. Garcia for her presentation.

Dr. Benaquista - reported on 3 HIB for the period December 10-16, 2025 – 2 founded/1 unfounded; affirmed 4 HIB for the period November 19-December 6, 2025 – 4 founded

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 approved at December 9, 2025 worksession (Affirm HIB – November 12-18, 2025).*

E-1A. *Agenda item reported at December 9, 2025 worksession (Report HIB -November 19-December 9, 2025).*

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods November 19, 2025 to December 9, 2025, in accordance with the information appended to the minutes.

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period December 10, 2025 to December 16, 2025, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE SUBMISSION OF CLIMATE LITERACY FOR COMMUNITY RESILIENCE CONTINUATION GRANT

Approve the submission of the Climate Literacy for Community Resilience (CLCR) Continuation Grant in the amount of \$30,500.00 for the 2026-2027 school year.

E-3. APPROVE AFFILIATION AGREEMENT – KEAN UNIVERSITY

Approve the School Psychology Professional Diploma Program Affiliation Agreement between Kean University and the Township of Union Public Schools to participate in the Spring 2026 semester to be in compliance with the School Based Mental Health Grant coordinating the student School Psychology externs, in accordance with the information appended to the minutes.

E-4. APPROVE COORDINATION OF GRADUATE LEVEL SCHOOL PSYCHOLOGY EXTERNS – KEAN UNIVERSITY

Approve coordination of graduate level School Psychology Externs from Kean University, as part of the requirement of the School Based Mental Health Grant, for the continuation of the Spring 2026 semester (all salaries to be paid using the SBMH Grant Award and approved by the NJDOE per the grant requirements), as follows: Kenneth Cammileri, Kyle Cammilleri, Robert Bobko, Samara Infantino, Fiorella Quezeda [SBMH Grant #8638, not to exceed \$16,000.00].

E-5. APPROVE ARTICULATION AGREEMENT – KEAN UNIVERSITY

Approve Articulation Agreement between Kean University and the Township of Union Public Schools to participate in the Kean Scholar Academy Program from 2025-2028.

E-6. APPROVE STUDENT ASSEMBLY – WASHINGTON ELEMENTARY SCHOOL

Approve School of Rock - Bring the Rock to your School Assembly! to introduce students to a new musical environment at Washington Elementary School for students in grades 2-4 on February 27, 2025, at no cost to the district.

E-7. APPROVE 2026-2027 THREE-YEAR PRESCHOOL PROGRAM AND ANNUAL UPDATE

Approve the 2026-2027 Three-Year Preschool Program Plan and Annual Update, in accordance with the information appended to the minutes.

E-8. APPROVE 2026-2027 LEA ENROLLMENT AND PLANNING: PRESCHOOL CLASSROOM UPDATES AND ELIGIBILITY

Approve the 2026-2027 LEA Enrollment and Planning for Preschool Classroom Updates and Eligibility, in accordance with the information appended to the minutes.

E-9. *Agenda item approved at December 9, 2025 worksession (suspension of student #266593)***E-10. APPROVE ACCEPTANCE OF MENTAL HEALTH SCREENING IN SCHOOLS GRANT**

Approve acceptance of the Mental Health Screening in Schools Grant for the 2026-2027 school year in the amount of \$81,011.00.

E-11. APPROVE ACCEPTANCE OF SCHOOL BASED MENTAL HEALTH SERVICES GRANT

Approve acceptance of the School Based Mental Health Services Grant for the 2026-2027 school year in the amount of \$50,000.00.

E-12. APPROVE TO WRITE AND APPROVE SUBMISSION OF 21ST CENTURY COMMUNITY LEARNING CENTER GRANT APPLICATION

Approve to write and approve submission of the 21st Century Community Learning Center Grant Application for the 2026-2027 school year.

E-13. APPROVE CURRICULUM

Approve the following curriculum:

- Middle school (grades 6-7) cycle course
- [Middle School Musical Theater](#)
- 8th grade elective course
- [Grade 8 Musical Theater](#)

E-14. APPROVE INSTRUCTIONAL EMPOWERMENT MARZANO IE EVALUATION PROGRAM

Approve the Instructional Empowerment Marzano IE Evaluation Program, a two-week, no-cost trial, as part of the district's review of alternative staff evaluation models.

DISCUSSION:

None

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

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. McDowell, seconded by Mr. Cohan, for adoption:

F-1. TREASURER'S REPORT

That the Treasurer's Report dated November 30, 2025 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated November 30, 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 November 30, 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 November 30, 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 December 9, 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
Burnet Middle School	Yearbook/Main Office	Jostens – fees for yearbooks – 2024-2025 school year	\$4,976.55
Kawameeh Middle School	41/Musical Production	Music Theatre International – material rental for 2025-2026 KMS musical	\$3,500.00 (not to exceed)
Union High School	2209/Library Fines and Lost Books	Twp of Union Board of Education – fees for library fines and lost books	\$5,604.00
Union High School	2221/Chromebook Fines	Twp of Union Board of Education – fees for Chromebook fines	\$6,597.50
Union High School	2033/Marching Band	Union E.M.U. – ambulance for band competition	\$1,400.00

Union High School	2033/Marching Band	Design Dist. Studios – trophies for band competition	\$1,763.34
Union High School	2077/Theatre	Costa's Restaurant & Pizzeria – catering for Til Death Do Us Part dinner theatre	\$2,000.00 (not to exceed)
Union High School	2077/Theatre	Costa's Restaurant & Pizzeria – catering for Til Death Do Us Part dinner theater	\$2,000.00 (not to exceed)
Union High School	2077/Theatre	Costa's Restaurant & Pizzeria – catering for Til Death Do Us Part dinner theatre	\$2,000.00 (not to exceed)

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Snack Sale	December 17, 2025-June 30, 2026	BMS/CheerTwirl – to raise funds for team needs (i.e. practice shirts, pom poms, etc.) - see attachment for details
Raffle	December 17, 2025-June 30, 2026	BMS/Cheer/Twirl – to raise funds for practice shirts, cheer sneakers, etc.) – see attachment for details
Bake Sales	December 17, 2025-June 30, 2026	KMS/Environmental Action Club – to raise funds for supplies: dirt, chemicals, pots, etc.
Bake Sales	December 17, 2025-June 30, 2026	KMS/Girls Who Code – to raise funds for supplies: robots, snacks, activities etc.
Snack Sales	December 17, 2025-June 30, 2026	UHS/Step Team – to raise funds for coverups, team supplies (i.e. duffle bags) and for travel expenses to attend performances
Snack Sales	December 19, 2025-March 30, 2026	UHS/French Honor Society – to raise funds to cover the cost of induction and participation in senior awards program
Candy Sale, Fruit Snack Sales	December 19, 2025-March 31, 2026	UHS/National German Honor Society – to raise funds for AATG membership, Delta Epsilon Phi graduation honor cords and diplomas
Gingerbread House Building Competition	December 19, 2025-June 30, 2026	UHS/Junior Class – raise funds for Class of 2027 to reduce cost of end of year trip
Movie Night	December 19, 2025-June 30, 2026	UHS/Junior Class – raise funds for Class of 2027 to reduce cost of end of year trip
Online Pledge from Friends and Family	December 17, 2025-February 26, 2026	UHS/JROTC – to raise funds for military ball, awards, extra apparel
Online Pledge from Friends and Family	December 17, 2025-February 26, 2026	UHS/Boys' Basketball – to raise funds for end of season awards and end of year party (<i>see attached for more details</i>)

F-9C. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
Shutterfly, LLC	Connecticut Farms Elementary	\$1,321.87

Shutterfly, LLC	Hannah Caldwell Elementary	\$1,625.61
Shutterfly, LLC	Washington Elementary	\$1,629.71
Shutterfly, LLC	Battle Hill Elementary	\$1,096.19
Livingston School PTA	Livingston Elementary	GBC Ultimate 65 EZLoad Ready Roll Laminator w/Film (\$1,999)
Michael Giaimo	Music Department	2 flutes (1 orchestra/1 band)
New York Football Giants	Burnet Middle School - Patty Frazier's classroom (Educator of the Week)	\$1,000.00

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 December 2025), in accordance with the information appended to the minutes.

F-11. APPROVE WITHDRAWAL FROM CAPITAL RESERVE

Approve withdrawal from the Capital Reserve in the amount of \$2,179,974.00 to pay Service Master/Timeless for the completion cost of the Hannah Caldwell project. The withdrawal is in accordance with State regulations governing the use of Capital Reserve Accounts.

F-12. APPROVE PAYROLL CORRECTION/RETROACTIVE SALARY ADJUSTMENT

Approve the payroll correction and retroactive salary adjustment for Employee #13003, for the period September 2022 through June 2025 (all applicable deductions, including pension, tax and health benefit contributions shall be applied in accordance with State and federal requirements).

F-ATTY. *For informational purposes only – vote not required.* List of legal services paid as of November 18, 2025 for the 2025-2026 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. Cohan indicated that agenda item F-11 will help the district pay the final bills for Hannah Caldwell and after this withdrawal, \$2.8 million will remain in capital reserve.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee/Legal Committee:

L-1. *Agenda item approved at December 9, 2025 worksession (Settlement Agreement S.B. obo student #328248).*

Operations/Technology Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Conteh-Mackey, seconded by Mr. Cohan, 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 November 2025 and bus evacuation reports, for the month of October 2025 for the 2025-2026 school year, in accordance with the non-public information appended to the minutes.

O-2. Agenda item approved at December 9, 2025 worksession (use of Connecticut Farms Elementary School by Township of Union).

O-3. Agenda item approved at December 9, 2025 worksession (use of district facilities – 2025-2026 by Township of Union).

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, 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. Agenda item approved at December 9, 2025 worksession (Personnel-New Hires).

P-1A-1. 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
Pamela Henn	Daily sub	\$170.00/per day
Camara Frances Tomaneng	Daily sub	\$160.00/per day
Ciara Corbett	Daily sub	\$160.00/per day (pending paperwork)
Taylor Webb	Daily sub	\$160.00/per day
Sean Brown	Daily sub	\$160.00/per day

Luz Mendez Jimenez	Daily sub	\$160.00/per day
Sean Burke	Daily sub	\$170.00/per day
Jenifer Adiers	Daily sub	\$160.00/per day
Athanasius Onyemaobi	Daily sub	\$160.00/per day
Phyllis Leath	Daily sub	\$160.00/per day
Nosheen Khan	Daily sub	\$160.00/per day
Gianna Vaynberg	Daily sub	\$160.00/per day (pending paperwork)
Anton Updale	Daily sub	\$160.00/per day (pending paperwork)
Haley Rodrigues	Daily sub	\$160.00/per day (pending paperwork)
Patrick Martins	Daily sub	\$160.00/per day
Zachary Muhlstock	Daily sub	\$160.00/per day

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 Service
Linda Regal	Special Ed Teacher	Hannah Caldwell	2/1/2026	Retirement	35 yrs.
Clifford Hoffman	Mechanic	Bldgs. And Grounds Dept.	2/1/2026	Retirement	36 yrs.
Martha Recalde	ESL teacher	Livingston	3/1/2026	Retirement	25 yrs.
Sandra Delli Santi	Paraprofessional	Washington	7/1/2026	Retirement	26 yrs.
Mary Dinardo	10-month secretary	Washington	7/1/2026	Retirement	30 yrs.
Barbara Masko	Library Clerk	Washington	7/1/2026	Retirement	31 yrs.
Gwendolyn Johnson	12-month secretary	UHS	5/1/2026	Retirement	16 yrs.

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type
Jacqueline Price Barbosa	Teacher	UHS	New return date 1/29/2026	New return date
Christian Barbosa	Teacher	BMS	New return date 12/19/2025	New return date
Antonia Peralta	Teacher	UHS	New return date 12/1/2025	New return date
Nancy Dionisio	Speech teacher	Washington	New return date 3/16/2026	New return date
Chevonne Bogar	Bus aide	Transportation Dept.	New return Date 1/9/2026	New return date

Diane Hickey	PreK teacher	Washington	Intermittent 10/27/2025- 6/5/2026	Paid intermittent FMLA
William Nevling	Paraprofessional	Battle Hill	Intermittent 11/17/2025- 6/30/2026	Paid intermittent FMLA
Carol Longley	PreK teacher	Franklin	Intermittent 12/1/2025- 6/30/2026	Paid intermittent FMLA
Nicole Nickels	PreK Supervisor	Districtwide	Intermittent 11/20/2025- 11/20/2026	Paid intermittent FMLA
Mary Clark	Science teacher	UHS	Intermittent 12/1/2025- 6/30/2026	Paid intermittent FMLA
Christie Mendes	OT	Franklin and Connecticut Farms	11/24/2025- 3/1/2026 And 3/2/2026- 6/15/2026	Intermittent FMLA And Paid child rearing leave followed by unpaid FMLA/NJFLA
Lynn Cornacchia	Paraprofessional	Livingston	11/21/2025- 1/5/2026	Paid FMLA
Jenelle Thomas	Teacher	Franklin	9/9/2025- 10/29/2025 10/31/2025- TBD	Paid sick leave Unpaid medical leave
Ndidi Uduh	Career Ed teacher	UHS	11/21/2025- 12/4/2025	Paid medical leave
Stephanie Jones	Special Ed teacher	Battle Hill	New return date 6/15/2026	New return date
Christine Zurka	Paraprofessional	Battle Hill	Updated 1/20/2026- 4/20/2026	Updated Paid medical Leave
Elisa Santos	1 st grade teacher	Livingston	Intermittent 12/2/2025- 12/2/2026	Paid intermittent FMLA
Michael Neshimka	Art teacher	UHS	Intermittent 1/5/2026- 6/30/2026	Paid intermittent FMLA
Elaine Nemezio	Secretary	Hannah Caldwell	Intermittent 12/2/2025- 12/2/2026	Paid intermittent FMLA
Adam Raffaele	Science teacher	UHS	Intermittent 12/1/2025- 6/30/2026	Paid intermittent FMLA/ FLA
Cristina Manochio	Special services	BMS	Intermittent 12/9/2025- 2/28/2026	Paid intermittent FMLA/ FLA

Christina Shpunder	LDTC	Districtwide	Intermittent 1/1/2026- 1/1/2027	Paid intermittent FMLA/ FLA
--------------------	------	--------------	---------------------------------------	--------------------------------

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 ATTENDANCE – NJASA TECHSPO ‘26

Approve attendance at the NJASA TECHSPO ‘26 for John Sousa, Chief Information & Technology Officer and Donna Restivo, Associate Director of IT, Dr. Jose Rodriguez, Assistant Superintendent and Kristin Nunez, Communication Specialist and Webmaster, at Harrah’s Resort, Atlantic City, New Jersey, January 28-30, 2026, at a cost not to exceed \$3,800.00.

P-6. APPROVE INCREMENT WITHHOLDING

Approve increment withholding for Employee #8825 for the 2026-2027 school year.

P-7. APPROVE TERMINATION OF EMPLOYEE

Approve termination of Employee #10994 due to a disqualifying event.

P-8. APPROVE 2025-2026 HOURLY RATES LIST

Approve the 2025-2026 Hourly Rates List, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Upon recommendation of the Superintendent of Schools, the following policies were moved by Mrs. Minneci, seconded by Mrs. Faria, for ***SECOND READING and ADOPTION***:

POL-1. POLICY 2530 – RESOURCE MATERIALS

Approve Policy 2530 – Resource Materials, in accordance with the information appended to the minutes.

POL-2. POLICY 2535 – LIBRARY MATERIAL (NEW)

Approve Policy 2535 – Library Material (M), in accordance with the information appended to the minutes.

POL-3. POLICY 9130 – PUBLIC COMPLAINTS

Approve Policy 9130 – Public Complaints, in accordance with the information appended to the minutes.

POL-4. POLICY 3214.1 – EMPLOYMENT RELATIONSHIPS (*administratively pulled by Superintendent; remains under review*)**REG-1. REGULATION 2530 – RESOURCE MATERIALS (NEW)**

Approve Regulation 2530 – Resource Materials, in accordance with the information appended to the minutes.

REG-2. REGULATION 2535 – LIBRARY MATERIAL (NEW)

Approve Regulation 2535 – Library Material (M), in accordance with the information appended to the minutes.

REG-3. REGULATION 9130 – PUBLIC COMPLAINTS

Approve Regulation 9130 – Public Complaints, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, 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 November 18, 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

Approval of Bills:

Upon recommendation of the Superintendent of Schools, and moved by Mr. Cohan, seconded by Mrs. Scott-Hayden, 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, Mrs. Scott-Hayden, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Ms. Santana – thanked Ms. Carbonell for all the work she has done for the district as Board President.

Mr. Cohan – attended the NHS induction and indicated it was gratifying to see our students so accomplished. He also thanked Ms. Carbonell for her leadership.

Ms. Carbonell – NHS induction was a beautiful event.

Mrs. Minneci – thanked Ms. Carbonell for her leadership and it was a pleasure working with her.

Mrs. Scott-Hayden – thanked Ms. Carbonell for her leadership and she learned a lot from her.

Mrs. Conteh-Mackey – thanked Ms. Carbonell and indicated she appreciated her structure at the meetings. The Board is 9 independent voices and opinions, and we are committed to our children and community.

Ms. Carbonell – it is a pleasure working with the Board and we need to challenge each other to improve.

New Business:

Mrs. Faria – indicated she is grateful to the Board, administration and teachers. National Honor Society had 103 inductees. The district has so many dedicated staff. Thank you to everyone – Happy Holidays.

Comments from Public:

Lissette – indicated she wanted to bring this to the Board's attention and hopes it doesn't happen to any other child. She has a child in the district that in 3rd grade had a 504. The child is now in 7th grade and no longer has a 504 but is now struggling. She has requested a 504 for her child but in the interim spoke with the principal and only one teacher would not accommodate him, due to the "no late work rule" in 7th grade.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Faria, that the meeting be adjourned at 9:18 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

