

**TOWNSHIP OF UNION BOARD OF EDUCATION
WORKSESSION MINUTES – DECEMBER 9, 2025**

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, December 9, 2025 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Ms. Carbonell called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

Mrs. Kimberly Scott-Hayden

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 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.

Approval of Minutes:

Minutes will be approved at the regular meeting of the Board.

Communications:

Communications are part of Personnel.

Comments from Public (on resolutions in **BOLD and **ALL MATTERS**):**

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

Virginia Jeffries – she had concerns about the policies and regulations and the Board Agenda and indicated her concern on policy/regulation 2535 regarding censorship is counterproductive and policy 9130 does include complaints for temporary employees. Mrs. Faria indicated that policy/regulation 2535 protects against censorship and establishes a process.

Kathleen Bruns-Mayers – read a poem – Pre-K-12 – December Tales. She also thanked the Board and administration and wished them a fabulous holiday.

Superintendent's Report: December 16, 2025

Will be reported at the Board's regular meeting.

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. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods November 12, 2025 to November 18, 2025, in accordance with the information appended to the agenda.

E-1A. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period November 19, 2025 to December 9, 2025, in accordance with the information appended to the agenda (*no vote required; for reporting purposes only*).

E-9. APPROVE SUSPENSION – STUDENT

Approve continuation of long-term suspension for student #266593 from the general education program.

All other resolutions will be voted on at the Board's regular meeting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-7. 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 agenda.

All other resolutions will be voted on at the Board's regular meeting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee/Legal Committee:

The Settlement Agreement will be discussed in executive session and voted on after executive session.

Operations/Technology Committee Resolutions:

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

O-2. APPROVE REQUEST FROM TOWNSHIP OF UNION

Approve request from Township of Union to use Connecticut Farms Elementary School's parking lot from 5:00 p.m. on Friday, December 5, 2025 through the entire day on Saturday, December 6, 2025 for the Town's Christmas celebration.

O-3. APPROVE TOWNSHIP OF UNION TO USE DISTRICT FACILITIES

Approve the Township of Union to use district facilities for the 2025-2026 after approval by the Superintendent and/or his designee.

All other resolutions will be voted on at the Board's regular meeting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

Personnel Actions-New Hires be approved in accordance with the information appended to the agenda.

All other resolutions will be voted on at the Board's regular meeting.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, 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. Faria, seconded by Mrs. Minneci, for *FIRST READING*:

POL-1. POLICY 2530 – RESOURCE MATERIALS

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

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

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

POL-3. POLICY 9130 – PUBLIC COMPLAINTS

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

POL-4. POLICY 3214.1 – EMPLOYMENT RELATIONSHIPS (*under review*)

Approve 3214.1 – Employment Relationships, in accordance with the information appended to the agenda.

REG-1. REGULATION 2530 – RESOURCE MATERIALS (NEW)

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

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

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

REG-3. REGULATION 9130 – PUBLIC COMPLAINTS

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

DISCUSSION:

It was indicated that Policy 3214.1 is still under review and that the district is collaborating with Strauss Esmay. Therefore, modification may be made by the next Board meeting.

Mrs. Faria indicated the Freedom to Read Act protects against censorship.

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, 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 below totals:

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

Mrs. Minneci gave an overview of the residency process to the Board and to the community in attendance.

Approval of Bills:

Bills will be approved at the Board's regular meeting.

Unfinished Business:

None

New Business:

Mrs. Minneci indicated she attended the Senior Citizen Advisory Board meeting and they are happy with the partnership with our students and hope that can continue. She mentioned there was a busing issue and Dr. Benaquista and Ms. McKenzie indicated that they will be looking into that.

Mr. Cohan attended the last Town planning Board meeting and indicated that the neighbors of Connecticut Farms Elementary School had concerns about a request that the Township undertake a study for improvement needed that could exacerbate the traffic there.

Mrs. Faria congratulated the National Honor Society students – 103 inductees. Board President Carbonell indicated that 1 of 6 students is a National Honor Society member.

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. Santana, seconded by Mrs. Minneci, that the Board go into Executive Session at 7:33 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, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:32 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mr. Cohan, seconded by Ms. Santana, that the Board return to public session at 9:32 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

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

L-1. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement between S.B. obo Student #328248 v Township of Union Board of Education, in accordance with the non-public information appended to the agenda.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Cohan, seconded by Ms. Santana, that the meeting be adjourned at 9:35 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

