

TOWNSHIP OF UNION BOARD OF EDUCATION  
WORKSESSION MINUTES – April 12, 2022

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, April 12, 2022 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.

Mrs. Williams called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Mrs. Nellis Regis-Darby, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson (7:04 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.; Mr. Lester Taylor, Esq. (7:19 p.m.)

Mrs. Minneci led the Board in the Pledge of Allegiance.

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.

Mrs. Minneci read the district’s mission statement.

Comments from Public on Resolutions in **BOLD** only:

Ann Margaret Shannon stated P-7 – substitute list – ESS doesn’t seem to be doing a good job. I would love to bring substitutes back to the district because if you live in Town and you work for the district, you will have much more luck.

Approval of Minutes:

Minutes will be approved at regular meeting.

Communications:

Communications are part of personnel.

### Superintendent's Report:

Dr. Taylor stated that next week the cast of Kiss Me Kate will come to the meeting; I will give an update; we will talk about Hannah, there was some concerns brought up by parents and we have rectified that and of course the high school is still a primary focus; Dr. Perez will give an update on all the hard work she has been doing on auditing the state of academic programs. She will also touch on the New Jersey Department of Ed progress report that was published last week; finally I will review the Student Safety Data System Report (SSDS) will be reported on at our next meeting. Mrs. Williams stated which will be April 26, 2022.

### 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. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods March 9, 2022 to March 22, 2022, in accordance with the information appended to the minutes.

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period March 23, 2022 to April 12, 2022, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

Mrs. Regis-Darby left meeting prior to vote (7:09 p.m.)

### 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:

Mr. O'Shea presented the Fiscal and Planning agenda.

Mrs. Regis-Darby returned to meeting (7:11 p.m.)

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

#### 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. 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.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Mr. O’Shea presented the balance of the Fiscal and Planning agenda.

**DISCUSSION:**

Mrs. Regis-Darby stated F-27 - ESS – it was \$230,000 five years ago and now it is \$630,000 – have we saved any money? Did we bring any students back? Mrs. Koon stated we have not done a full vet on savings. She would consult with Mrs. Conti.

Mrs. Regis-Darby stated she knows the students have benefitted from this program but no one knows how much we have saved. Mr. O’Shea requested that Ms. Conti prepare a spreadsheet from 2017 to now – what are we paying and how many students are involved? Mrs. Minneci stated this program was to help students come back or stay in district. Mrs. Regis-Darby asked how many have been brought back and is it working? What is the portfolio of success? Dr. Taylor stated that he would have the special education auditor do an investigation on this. Mrs. Koon stated she will have Mrs. Conti prepare a document for next week. Mr. O’Shea stated if we need to pull it we will – we need to see the numbers.

Dr. Francis stated F-23 – what was it last year for Summit Speech? Mrs. Koon stated \$46,497. Dr. Francis stated the not to exceed is very low. Mrs. Koon stated she has another related provider.

Dr. Francis stated F-32 – who will monitor the amount of time the children are on these games? There needs to be a time limit. Mrs. Koon stated it will be monitored by Joe Seugling and Chris Carew. It is supposed to promote positive social/emotional, intervention for the kids help kids break through barriers. I will put it in Dr. Perez’s hands whether or not you want to continue with this.

**Grievance/Negotiations Committee:**

Mrs. Koon stated tonight we have a walk-on resolution G-1 at the request of negotiating attorneys and in conjunction with our superintendent and read the following:

“Whereas, the Board of Education of the Township of Union (“Board”), and the Union Township Education Association (“Association”) have entered into a sidebar agreement (“Agreement”) establishing that the Association President shall be permitted a full-time release to conduct Association business;

Be It Resolved, the Board now adopts the Agreement, whereby the Association shall reimburse to the Board 50% of the salary of the Association President for its share of the salary on February 1<sup>st</sup> and June 30<sup>th</sup> of each year.”

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

G-1 APPROVE SIDEBAR AGREEMENT - UTEA

Approve Sidebar Agreement between the Board of Education and the Union Township Education Association (UTEA), in accordance with the information appended to the minutes.

DISCUSSION:

Dr. Francis asked did we reach agreement on a contract with the UTEA? Mrs. Koon stated not at the present time. Mr. Taylor stated no; we are still in negotiations with the UTEA. Obviously, we can't get into the details of that process in public but we can address any questions in closed executive session. This is a matter in consultation with the administration, as well as the committee, the recommendation is to proceed with this – somewhat out of the normal order of things but it is not disruptive of that order. It is not illegal, unethical, etc. but it is done in attempt of good faith and also to allow the association president, if approved, to work collaborative with the Board and administration to finish out the school year strong with respect to a lot of issues that are going on and gearing up for next year. It is recommended that this be approved. As you recall there was a one year extension of the contract where the Board did in agreement with the union for that one year period. This proposal is extending that going forward.

Dr. Francis asked why is this not a bargaining chip? Mr. Taylor stated I can't discuss strategy in public. I will be happy to answer in closed executive session. Dr. Francis asked why are we voting on this now? Why wasn't this addressed in closed session? Mr. Taylor stated I am not the Board chair or Board member. It is on the agenda.

Dr. Francis asked is this the first time you saw this? Mr. Taylor stated of course not, I'm in negotiations. Why didn't you give that recommendation that we should have discussed this in closed session amongst all the Board members first? Mr. Taylor stated it was vetted and reviewed by the committee of the Board. It is on tonight's agenda. Board members had the agenda in advance. Mrs. Regis-Darby stated this is a walk-on resolution.

Mr. Taylor stated you asked as to why, as if there was an obligation to do that – there is no obligation to do that, that is why I didn't do it.

Mrs. Regis-Darby stated this is a walk-on; this is the first time I'm looking at this right now. If we have questions, can this be tabled for executive session tonight? Mr. Taylor stated it has already been properly moved and seconded so it is on the floor for a vote. If someone wants to make a motion to table it, if that motion passes, it can be done. If not, you are in a roll call

phase and the Board can proceed pursuant to Roberts Rules of Order which is governed in your policy.

Dr. Francis stated this is the shady stuff. Mr. Taylor stated this isn't shady. Mrs. Regis-Darby stated you have two options – you can make a motion to table it or vote on it right now.

Dr. Francis asked what is the terms of this agreement? When does it begin, when does it end? Mr. Taylor stated that agreement would be begin, when it is approved, so effective immediately. There is no end date. It will be part of the contract.

Dr. Francis asked has the State Supreme Court ruled on this thing about two parents brought up a claim against a school system for using a gift of public funds to pay for full-time release for union workers? Mr. Taylor stated that was several years ago.

Dr. Francis stated it started in 2020 – the Appellate Court ruled against the lower court and the State Supreme Court was supposed to be taking it up in 2021. Is there a ruling on that? Mr. Taylor stated I'm aware of a case several years ago in Jersey City and handled in terms of the negotiations with that association – the court ruled that release time is legal subject to mutual agreement in negotiations by and between the parties. As referenced in this MOU sidebar agreement, there are release time provisions throughout the State of New Jersey where the board of education pays the full salary of the association president. In this instance the UTEA in conjunction with the NJEA have agreed to pay 50% of that salary. Whoever the UTEA president is, whatever their salary is, the NJEA will reimburse the district 50% of that salary. Whether there are pending matters, as of today it is legal. If it is overturned in the future, you have to comply with the law. It is legal today, if it is ever deemed illegal, then we will have to follow the law.

Mrs. Williams stated we are going to move forward. Mrs. Regis-Darby stated so you are saying as a Board member I can't ask a question on something I have to vote on? Mrs. Williams stated we moved it and we second it and now we get to vote. Mrs. Regis-Darby stated I have a right to ask a question. Are you saying as Board members we don't have a right to ask questions? Mrs. Williams stated we will either table it or vote on it.

Mrs. Regis-Darby stated I remember when this was first brought up, we had questions in executive session. Mr. Taylor stated to the extent that there were questions and answers and legal advice given in executive session that will be governed by the attorney/client privilege and would not be appropriate for discussion in public.

Mrs. Regis-Darby stated I would like to table this so we can discuss in executive session so that the questions I asked can be answered. Mr. Taylor stated there was a motion that was properly moved and seconded on the floor to approve this. Unless the person who moved and seconded it are willing to withdraw that motion, you have to vote on this motion that is on the floor. So my recommendation would be for a roll call.

AYE: Ms. McKenzie, Mr. O'Shea, Ms. Santana, Mrs. Williams

NAY: Mrs. Brens-Watson, Dr. Francis, Mrs. Regis-Darby

ABSTAIN: Mrs. Minneci, Mrs. Scott-Hayden

MOTION CARRIED

Mr. Taylor stated that passes.

Mrs. Brens-Watson stated if any member has questions on the resolution we have to vote on; we owe it to ourselves and the Board to go into executive session to ask questions. I may have not voted yes but questions were not answered. We need to have opportunities to discuss. We could have changed people's minds.

Dr. Francis stated I don't like underhandedness; you are not respecting me or Nellis that have questions on why are we doing this. You gave our leverage away as a Board to do something in favor of someone else and that is not right. Mrs. Brens-Watson stated we have to give us opportunity to discuss this in closed session. We have committees that look at this and I do trust my fellow Board members. I don't think there is anything underhanded happening here but you have questions and I want you to have the answers.

Mrs. Regis-Darby stated that is why we have executive session and when a Board President tries to stifle everyone else by saying you can't talk about it, then that is what happens. Mrs. Williams stated the question you wanted to ask we couldn't talk about.

Ms. McKenzie stated we can discuss this in executive session for clarification purposes. We can still discuss for clarification. Mr. Taylor stated to the extent there is reference made to leverage and influencing other proposals that obviously pertains to negotiations so yes we can discuss in executive session. The committee met with myself and Mr. Kass. We met with the union at least two occasions with the full committee. This issue is not a new issue. It was negotiated in 2020 and discussed in 2021 and moved for action in 2022. There is a full and robust record of transparency regarding this issue. The Board has voted by a majority of vote of members present voting to approve it. If there are questions regarding negotiations I will be happy to answer them in closed session. For the record we do have a meeting with the association tomorrow.

Ms. Santana stated release time doesn't go to a person, it goes to a title.

#### Operations Committee Resolutions:

Mrs. Minneci presented the Operations Committee agenda.

#### DISCUSSION:

Mr. O'Shea stated O-2 – an RFP was sent out to 10 banks and three sent responses – ConnectOne, TD Bank and Valley National. There are a number of reasons why the other seven didn't respond – the economy, inflation moving up, possibly a recession and interest rates would go up. The RFPs were reviewed by myself, Mrs. Minneci and Ms. McKenzie. ConnectOne gave us a far better deal - 0.5% and fee free. He stated he would speak with Connect One about programs for the students on financial literacy, maybe a financial club.

Mrs. Koon stated in the RFP there are criteria that the Board member had to rate and the numbers came back based on their proposals. ConnectOne came in at 297, Valley National 242 and TD Bank 239.

Dr. Taylor stated the Juneteenth event is sponsored by the club – Roots – we can spotlight them.

Mrs. Koon stated ConnectOne will increase scholarships, provide workshops on financial literacy and employ a student that is 18 years old.

#### Personnel Committee Resolutions:

Ms. McKenzie presented the Personnel Committee agenda.

#### DISCUSSION:

None

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Ms. McKenzie, seconded by Mrs. Brens-Watson for adoption:

#### P-7. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2021-2022 school year, in accordance with the information appended to the minutes.

#### DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

#### Policy Committee:

Ms. Santana stated the committee was unable to meet. So I want to meet and do what we have to do. Dr. Taylor stated there is one policy that would help us focus on the Hannah request from parents that want to volunteer to help out – Policy 9180. Ms. Santana stated O.K. we can do that. Dr. Taylor stated Ms. Santana has been sharing the policies with me and I distribute to various leaders on the leadership team for input.

Ms. Santana presented the following Policy 9180 – School Volunteers for first reading and agenda items POL-1 and POL-2 were tabled for a future meeting:

POL-1. *Agenda item tabled at 4/12/2022 worksession (Policy 5460-High School Graduation)*

**POL-2. APPROVE POLICY 9180**

Approve Policy 9180 – School Volunteers, in accordance with the information appended to the minutes. (*First Reading*)

*POL-3. Agenda item tabled at 4/12/2022 worksession (Policy 9181-Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants)*

**DISCUSSION:**

None

**Residency Committee Resolutions:**

Mrs. Minneci presented the Residency Committee Agenda.

**Approval of Bills:**

Bills will be approved at the regular meeting.

**Unfinished Business:**

None

**New Business:**

Mrs. Regis-Darby stated that the ceramic teacher, Nancy Lucas Miller is doing a fantastic job with the students and they are displayed at the high school. Mrs. Minneci stated can you state that again at the regular meeting.

**Comments from the Public:**

James Frazier stated he's a school security officer at the high school and I'm speaking about the discipline in the high school. I want to complement the administrative team for what they have done thus far in regards to how we are handling the ongoing discipline in the high school. It has shown some immediate impact with our students. Also address what had occurred today at the high school, I don't know if you had the opportunity see the incident. I happen to be involved in said incident. I am fine. I have been doing this for 25 years. I am abreast on how to deal with our students. This was an isolated incident but it was an incident that had been premeditated prior to this several months ago. Just for people to understand how our security officers are handling things at Union High School, we are trying our best to address these violent incidences that are occurring at Union High School. Our students still need the assistance of counselors in order to continue to counsel our students on what happens after these incidents occur. I am hoping that we bring the proper, like Ms. Williams, to come and address our students after these incidents have occurred. Understanding that security is doing everything possible that we can to address it. The security in the high school is well aware of what is going on. We are trying to get down and understand what is happening with our students. This incident today was very much an incident that over several months had been building and it was addressed very quickly. There is no further need for law enforcement to be involved. It is something or security team can and will be able to continue to take care of in the high school. I wanted to make sure that the Board understood that. Thank you to Dr. Taylor, Mr. Benaquista



and Dr. Perez, as well as Mr. Rettino, Mr. Hoyt and Mr. Rutty, for giving us the tools that we need in order to be successful.

Diane Canton stated I wanted to bring up the hot topic about the health and physical education standards that everyone is talking about. I just wanted to let the Board know that there are districts in New Jersey. There are having an “op-in” rather than an “op-out” option for parents. I wanted you to be aware of that and something that you can think about. Murphy said that parents have the option to op-out of your children learning this curriculum. I thought it was a nice gesture and compromise. It is all over the news today. Is there a policy on that? Dr. Taylor stated we probably do if not there is certainly a protocol.

Christina Burser stated school counselor at Union High School. A proud employee for 24 years but I’m still working without a contract. I like to share an email I wrote to Dr. Taylor on March 17<sup>th</sup>. Dr. Taylor has been extremely gracious speaking with me, via email and in person. However, I wanted to share my email with all of you tonight.

“I’m a counselor at Union High School, as well as the head UTEA representative in my building. I’m a 24-year employee of the Union Township School District, as well as being born and raised in Union. To say I love this Town is an understatement. I worked at Battle Hill Elementary School for the first 17 years of my career until I asked to be transfer to Union High School in 2015. When I started at Union High School during 2015-2016, there were 11 full-time counselors, as well as one student assistance counselor. During that year, UHS was fortunate to acquire an additional student assistance counselor, Jill Hall, in addition to Lucille Williams; therefore, increasing our staff to 13. We were effectively able not only to address our students’ academic needs, but also their mental health needs. At the conclusion of the 2017-2018 year, one of our counselors resigned and another counselor as for a transfer to another school. Only one of those counselor positions was filled. The counselor position that was not filled had a case load of 206 students. Those 206 students were then split up amongst the remaining 10 counselors; therefore adding approximately additional 20 students to each counselor’s case load. Twenty additional students needs to be addressed. Since the 2018-2019 school year, UHS has been operating with one less counselor. Since that time, our student population totals are as follows: 2018-2019 – 2,170 students; 2019-2020 – 2,196 students; 2020-2021 – 2,157 students and this current school, 2021-2022 – 2,274 students. Since 2018-2019, our student population has increased by 104 students. An increase of 117 students alone from last school year. Additional students are being added to our Union High School community each day. I am appealing to you, Dr. Taylor, and now I’m appealing to the rest of you. Since you have acknowledged the need for additional counseling staff at Union High School.”

I asked Dr. Taylor if I could have some facetime with him and he was very gracious over the phone, email, via zoom; however, I do feel it would be much more beneficial for our students in need to meet with their counselor that they are assigned to for their four-year tenure at Union High School rather than a temporary ESS staff person.

Cathy Jakositz stated sex education – in 2020 these guides were put into play but they are recommended to be implemented in 2022. They are recommendation, they are not mandates. If you look at the guidelines, there are some extreme connotations that are able to take place from K-2. If you talk about it, that you look at some of the extreme conversations, in my opinion, schools should have no part in. It is for the family, the parents. I hope you can look into that.

Ann Margaret Shannon stated I heard that the bus drivers and aides will be getting some improved benefits so thank you. I hope that it will also follow through with the paras. I want to thank Mrs. Regis-Darby, Nancy Lucas is a very good friend of mine and during the pandemic, when it was virtual, my niece in another district made vases. Mrs. Miller, every two weeks, delivered to the main lobby the clay and every two weeks the kids would drop off the project and she would grade them.

P-1B – the UTEA is not in favor of members working 8<sup>th</sup> period. If there is anything we can do to help and get involved in conversation.

F-22 – the special ed evaluations - \$850 for evaluations? We have members that can do translations. I wish they had that opportunity to make that kind of money.

F-25 – another item for translations – I don't know what it is for – if you could let me know I would appreciate it.

F-27 – ESS counseling – how much money have we saved? I hope we get an answer to that.

We have negotiations tomorrow and I look forward to a positive meeting.

Jill Hall stated I was given the privilege of going to the high school and grateful for the opportunity and I'm also grateful for all the help the Board is providing with ESS but I want to look beyond this year and hiring 2-3 ESS counselors help 45 kids. Hiring one full-time counselor helps 220 kids and helps the other 9 counselors to reduce the case load as well. We talked about SEL, we know that ESS mentioned the trickle down of mental health for students. I'll call it the tsunami because it is coming, it is already here. I think we need to provide every level of support imaginable. We come back every year to ask for that counselor back. I think the time is right. I watched a lot of money go out to outside providers and I know they are needed but we also need our people on staff at Union High School who know our kids. We talk about connection. We need the opportunity to connect with our kids and we can't do it when we are dancing as fast as we can and we cannot keep up – we need that counselor. I'm asking you to make a commitment.

Mrs. Brens-Watson stated we need another nurse. It hurts when I call the high school and there is no nurse. I know we are doing everything we can. We have floater. I'm not really sure what is happening there but I can't say there is enough. We need another nurse; just as much as we need another counselor.

Richard D'Avanzo stated we talk about the counselors and you look through the agenda and see how many people are retiring or on leave. When we look at those positions, who is picking up those cases. What are we doing? Everyone is chipping in; sooner or later people's backs are going to break. We hear it all the time as leadership. Something needs to be addressed. We are going back into negotiations tomorrow. There is a huge shortage of teachers. Right now we have about 25 retirees. Teachers are like a free agent, they will pick and choose where to go. I certainly hope that when we come back in September that we are not short 25 positions. You have to create something that will attract the free agent teachers.

Kathleen Brunsmeyers stated the ESS – is special services. When are we going to address the ESS substitute coverage issues that are happening. I'm not trying to say anything negative, but some of these ESS people are a hazard. Just a body is not acceptable when we are talking about children and social emotional for everyone.

Dr. Taylor stated we are doing research on how to bring paras back to the community. It won't be done by next year. We will have to consult and investigate the durability and financial impact it will have.

Mr. Benaquista stated those hazard cases you are talking about, they need to be reported. You need to share with leadership and leadership needs to share it with this office because I will not stand for anyone you feel is a liability to our students – whether they are our employees or somebody else.

John Zurca stated former 35-year retired teacher from Union. I am a ESS sub. The shortage is for real. I am working full time at Jefferson School. When you start out with ESS it is \$110 a day. Who really wants to deal with kids during the pandemic for \$110 a day? As a full time sub, 20 days you go up and 40 days you go up even higher. I'm at the max and I'm working full time. Bringing the substitutes back into Union, you might be attracting more Union people. I rather be working for the Board of Education than the outsourced company, as a former UTEA I fought against.

Stephanie stated I am a self-contained teacher and our classrooms are understaffed. We had a sub come to Battle Hill and they came in and heard it was self-contained and turned around and said I didn't sign up for this and walked out. I have a wonderful ESS assistant in my room but there are some that can't speak English and just sit there. It's hard as a teacher to deal with your class load plus that kind of person.

Ms. Santana stated thank you to all; it does not go on deaf ears; we hear you; we are trying; give us time.

Mr. Frazier, I cried, it was not fun watching that. I don't know what to do but I will fight until everything gets done. Everybody is fighting for the better of our kids. Thank you all for your comments.

Mrs. Williams stated fill the room; tell us what you need; tell us how we can help you; tell us how we can work together to help our kids.

Motion for Executive Session:

Moved by Mrs. Minneci, seconded by Ms McKenzie, that the Board go into Executive Session at 8:23 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: negotiation matters; 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,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:48 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Williams, that the meeting be adjourned at 9:48 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON  
BOARD SECRETARY

