

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING AGENDA – May 21, 2024

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, May 21, 2024 at 6:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Ms. Santana called the meeting to order at 6:00 p.m.

PRESENT AT ROLL CALL:

Ms. Dixiana Carbonell, Mr. Michael Cohan, Mrs. Elsie Conteh-Mackey, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. Greg Nasta, Ms. Chastity Santana, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Kimberly Scott-Hayden (6:15 p.m.)

ADMINISTRATORS PRESENT:

Dr. Gerald Benaquista, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mr. Nasta led the Board and audience members in the Pledge of Allegiance.

Mr. Nasta 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 Ms. Carbonell, seconded by Mrs. Williams, that the Board go into Executive Session at 6:03 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: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mr. McDowell, Mrs. Minneci,
Mr. Nasta, Mrs. Williams, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 6:59 p.m.

Approval of Minutes:

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

1. April 16, 2024 – worksession meeting
2. April 16, 2024 – executive session
3. April 24, 2024 – regular meeting/public hearing
4. April 24, 2024 – executive session – No. 1 and No. 2
5. April 27, 2024 – special meeting - realignment

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

LETTER FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Letter from Township of Union Education Foundation listing grants that were awarded to teachers for the 2024-2025 school year.

LETTER OF RETIREMENT – McCUSKER

Letter of resignation, for the purpose of retirement, from Susan McCusker, special education teacher-Connecticut Farms Elementary School, effective July 1, 2024.

LETTER OF RETIREMENT – SANTIAGO

Letter of resignation, for the purpose of retirement, from Jose Santiago, skilled maintenance (plumber)-Buildings and Grounds Department, effective September 1, 2024.

REQUEST FOR INTERMITTENT LEAVE – MASON

Request for intermittent FMLA/NJFLA leave from Lisa Mason, 4th grade teacher-Washington Elementary School, April 9, 2024-April 9, 2025.

REQUEST FOR INTERMITTENT LEAVE – REID ANGLIN

Request for intermittent FMLA/NJFLA leave from Tiffany Reid Anglin, kindergarten teacher-Franklin Elementary School, April 17, 2024-April 17, 2025.

REQUEST FOR LEAVE UPDATE – SULCOV

Request for leave update from Stephanie Sulcov, CST-Battle Hill Elementary School, new return date September 3, 2024.

REQUEST FOR LEAVE UPDATE – ALFARO GARCIA

Request for leave update from Ilesia Alfaro Garcia, custodian-Kawameeh Middle School, new return date July 1, 2024.

REQUEST FOR LEAVE – HOYT

Request for medical leave from Mark Hoyt, principal-Hannah Caldwell Elementary School, April 22, 2024-June 30, 2024.

REQUEST FOR LEAVE – GEORGE

Request for medical leave from Sheren George, paraprofessional-Burnet Middle School, May 1, 2024-June 7, 2024.

REQUEST FOR LEAVE – PHILIPPE

Request for FMLA/NJFLA, followed by unpaid FMLA leave from Guytemberg Philippe, PT bus driver-Transportation Department, April 15, 2024-June 20, 2024.

REQUEST FOR LEAVE – LONGLEY

Request for FMLA/NJFLA leave from Carol Longley, PreK teacher-Franklin Elementary School, May 13, 2024-September 2, 2024.

REQUEST FOR LEAVE – WILLIAMS MINITELLI

Request for FMLA/NJFLA leave from Jayne Williams Minitelli, 2nd grade teacher-Hannah Caldwell Elementary School, May 16, 2024-June 20, 2024.

REQUEST FOR INTERMITTENT LEAVE – CRACO

Request for intermittent FMLA leave from Elizabeth Craco, paraprofessional-Kawameeh Middle School, May 1, 2024-May 1, 2025.

REQUEST FOR LEAVE – MATIAS

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Catarina Matias, math teacher-Burnet Middle School, September 3, 2024-December 4, 2024.

REQUEST FOR LEAVE – PEREZ

Request for paid FMLA leave from Dr. Gretel Perez, Assistant Superintendent-Central Office, May 13, 2024-June 30, 2024.

REQUEST FOR INTERMITTENT LEAVE – OSBORNE WARREN

Request for paid intermittent FMLA from Michelle Osborne Warren, principal-Connecticut Farms Elementary School, May 1, 2024-June 20, 2024.

Moved by Mrs. Conteh-Mackey, seconded by Mrs. Scott-Hayden, to adjust agenda to have Superintendent Report first and then have comments from the public.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Superintendent's Report:

Employee Recognition – Education Support Personnels (ESP) for 2023-2024 – Dr. Benaquista stated Board member Mrs. Scott-Hayden was the national ESP for 2020-2021.

Mrs. Scott-Hayden congratulated and thanked the ESPs and stated they are essential school professionals and make an impact on all students.

Dr. Benaquista announced the ESP's for 2023-2024:

- Patricia Bridges – School Counselor – UHS
- Lazara Rovira – Community Member Highlight
- Debra DiGangi, Livingston Elementary School
- Kari Graham, Franklin Elementary School
- Joann Liento, Battle Hill Elementary School
- Palma Gangone, Hamilton School
- Gina Giacalone, Connecticut Farms Elementary School
- Lisa Perez, Union High School
- Jeannie Faulks, Washington Elementary School
- Kira Meertens, Burnet Middle School
- Marcia Filippone, Kawameeh Middle School
- Qiyanna Perry, Jefferson School
- Sofia Tavares, Hannah Caldwell Elementary School

Dr. Benaquista stated we are not terminating 15 employees, it is not budgetary, there were non-renewals of a few employees for reasons and it is not a BOE decision. He thanked Ann Margaret Shannon for meeting with him and stated he will continue to speak with her and stakeholders. He advised the community that he will meet with whoever wants to meet with him

Dr. Benaquista presented Grades K-5 percent of student not proficiency:

Year	K	1	2
2021-2022 Comprehension	27%	41%	45%
2022-2023 Comprehension	36%	48%	52%
2021-2022 Math	36%	55%	60%
2022-2023 Math	46%	53%	65%

Year	3	4	5
2021-2022 ELA (NJSLA)	59%	62%	62%
2022-2023 ELA (NJSLA)	64%	52%	54%
2021-2022 Math (NJSLA)	52%	74%	79%
2022-2023 Math (NJSLA)	64%	64%	78%

Dr. Benaquista stated at the Union High School Senior Awards – 172 Awards, 86 Recipients, \$85,729 Donated.

Dr. Benaquista presented the HIB Report:

- affirmed – April 28, 2024-May 14, 2024 – 10 founded/0 Unfounded/3 Inconclusive
- reported – May 15-21, 2024 – 1 founded/1 Unfounded/1 Inconclusive

See Superintendent presentation appended to minutes.

Neissa Filias presented the student liaison report:

- UHS softball team will play Scotch-Plains-Fanwood in the NJSIAA State Tournament
- UHS baseball team will play top seeded Bridgewater in NJSIAA State Tournament
- UHS girls shot put team won the Union County Championship – team consists of Christine Pierre-Louis, Esther Amadi, Victoria Adebisi
- J’Nay Camara won the Union County Championship in girls high jump
- Boys volleyball team finished the season with 9 wins/14 loses
- First ever UHS girls flag football team finished the season with 3 wins, 2 losses and 2 ties; they defeated Scotch Plains in their final game of the season 35-0

- Kaiya Koonhow was awarded the NJSIAA Scholar Athlete Award – she plays tennis and softball at UHS; has a 4.5 GPA, ranked 32 in her class and is the president of UHS Student Council

Student liaison presentation appended to the minutes.

Dr. Benaquista thanked the student liaisons for their presentations for the 2023-2024 school year.

Comments from Public (on resolutions and all other matters):

Mr. Buggy informed the community that all comments are to be addressed to the Board President.

Salaam Ismial stated he is from the National Youth Counsel and he is concerned because they use music, art and library to motivate students. He asked that the Board reconsider and to keep our kids first.

Danielle Pinckney stated music and art help students cognitively and socially; it helps students reach their potential.

Melissa Antolovich, Battle Hill librarian, stated she is interested in speaking in depth with the Board and Dr. Benaquista to clarify the role of a school librarian and how librarians can support the district's goals. She had five (5) questions for the Board and Dr. Benaquista:

1. Will elementary libraries be forced into a fixed schedule where they become prep teachers?
2. Will students still have access to book exchange during the semester they do not have lessons?
3. How will libraries be managed without a school librarian?
4. Who will handle daily Chromebook support?
5. How will we ensure equal access to after-school enrichment?
6. following questions:

Anisah Haqq, Franklin librarian and long-time resident and alumna of the district. She also stated her children attend school in district and she is concerned as a resident, parent and educator. She asked that the district look at recent data and relevant research when making decisions that impact our students and their education. She had the following questions for the Board and Dr. Benaquista:

1. When can librarians and special area teachers expect to know how many and which buildings we'll be serving next year?
2. What happens when someone with a stipend position is also a librarian or special area teacher? How will that individual be able to serve the school building in which they hold a stipend position during the semester they are scheduled in another school?

3. What will happen to clubs, fundraising activities, and special events that take place during the day? Examples include but are not limited to book clubs, art clubs, battle of the books, Read Across America, read-a-thons, and book fairs. These are organized and run by your librarians and special area teachers. What will happen to G&T classes which are currently taught by computers teachers?

Sharon Drayton stated she is concerned with the interim status for her and Ms. Bossard. She stated that other agenda items are added, there is no direct conversation and she didn't know about the electives. People are telling us we are moving but we don't know. We want to end the year strong and need to support each other.

Gina Calderone-McDowell stated interim principal at Burnet Middle School. She became vice principal 10 years ago. Our intention was to move Burnet Middle School to "the school". We did make changes and built a family. We are at meetings to support our teachers and we were unaware that our principal was being moved. There is no support but we will continue to move Burnet Middle School forward for our students.

Marandatha Guobadia, 4th grader at Battle Hill, stated special area teachers need to stay. They help us along and give us confidence. We need to find a way to compromise.

Massamah SmithThomas read a letter dated May 20th – she stated if you eliminate programs it will not help the students. Through art they can express themselves and grow. You need to keep these services.

Laura Cococcia, teacher at Burnet Middle School, stated Burnet Middle School keeps getting better. The recent changes are not the best but the faculty and administration are committed to the children.

Jon Paul Adams stated the following: (a) transparency needs to be done in a timely manner, (b) the district received another \$11 million for our teachers so they can get their support, (c) we need to find time for students and teachers, (d) cutting art/music is not the answer, (e) there are students that no matter what you give to them, it doesn't work, and (f) work with the parents, the UTEA so that decisions are not made in darkness.

Cara Leblond, special education teacher at Battle Hill, stated reducing specials is not the same for all elementary schools – you may need to change IEPs; students will have behavioral issues – you need to teach parents to assist – a collaboration would help students.

Michelle Osborne-Warren stated she has concerns with the longevity of the black/brown administration. We are losing employees because of the lack of support. There are two principals that are still interim. She also stated that she was called a bully by the staff. She was not supported by the administration and it was never investigated. She asked that the Board take some time to find out why black/brown employees are leaving.

Yarrow Willman-Cole stated thank you Dr. Benaquista for listening to stakeholders. What was presented last week – it is not clear, is it a proposal, what is the timeline? There is no

transparency. How will you seek input by stakeholders and have parents involved? What is the path forward?

Michelle Zatta stated thank you for extending afterschool for half days. She also stated that there is no transparency on how this came about. When can we have meetings with parents, teachers, and administration? Cutting the extra activities will not be good for students. She also stated test scores should be shared with the principals so that they can share them with the parents.

Susan Lipstein asked why are we eliminating Policy 5755? She stated she sent an email to the Board and she wants it part of the minutes. There has not been any transparency. There is no data that instructional time should be increased and special areas should be decreased. Policy 2210 is about curriculum and that the policy should be reviewed and followed (Mrs. Lipstein's letter to the Board is appended to the minutes).

Niessa Filias, Ryan Pierce, Liam and Andrew Pateret presented the following: "How These Schedule Changes Impact Students" – the importance of art, music, libraries, computers and Spanish classes are to students. The programs at risk are vital to our education and personal growth and inspire and motivate us. Please reconsider. Presentation appended to the minutes.

Ann Margaret Shannon, UTEA president, acknowledge all the ESP's and the UTEA appreciates that the district supports the ESP's with awards. Thank you to the Board of Education for listening to us. We met twice with Dr. Benaquista. We hope to work out more details and we will work together with everyone going forward. We will come up with an acceptable resolution.

Yocasta Brens-Watson thanked the educators in the district. To show our appreciation, make them principals. She is disappointed with the elimination of the Assistant Superintendent of Curriculum. She challenged you and you could not take it. The actions of the Board is a disappointment – personal agendas have no place on this Board. Please reconsider this decision. The Board needs ethical accountability.

Kayla Khaled stated if you don't label the cause, you can't have a solution. Did you ask the teachers about what they see? Who are you partnering with?

Maida Chinosi stated to cut critical funding is an affront – these are essential in providing wellbeing for our students. Funding cuts effect our black students and special education students. Performing/visual arts – improves academic achievement.

Susie Mensah stated the arts are invaluable to her students. Enrichment programs are fundamental to student development. Studies show numerous benefits from special area programs. She asked that the district proposal a work group consisting of administration, staff, educators and the community.

Monique Cooper stated she is disappointed with what is happening at Burnet Middle School. The school thrived because of the principal and his staff and teachers. We want our students to do well and administration needs to show appreciation.

Education/Student Discipline Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. Cohan, seconded by Mrs. Williams for adoption:

E-1. *Agenda item reported at May 14, 2024 worksession (Report of HIB-April 28, 2024 to May 14, 2024).*

E-1A. *Agenda item approved at May 14, 2024 worksession (Affirm HIB-April 17-24, 2024).*

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period May 15, 2024 to May 21, 2024, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods April 28, 2024 to May 14, 2024, in accordance with the information appended to the minutes.

E-2. APPROVE AFFIRMATIVE ACTION TEAM – CONDUCT NEEDS ASSESSMENT AND DEVELOP COMPREHENSIVE EQUITY PLAN

Approve Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan.

E-3. APPROVE MEMORANDUM OF UNDERSTANDING

Approve Memorandum of Understanding (MOU) for the IMSE (institute for the Multi-Sensory Education) and the Township of Union Public Schools to include training for one staff member as a district instructor within Franklin Elementary School, in accordance with the information appended to the minutes.

E-4. APPROVE ACCEPTANCE OF FUNDS

Approve acceptance of \$20,000.00 in funds for homeless transportation from the Essex Regional Educational Services Commission.

E-5. APPROVE APPLICATION FOR NJIP

Approve application for NJIP (New Jersey Inclusion Systemic Project) Systematic Change Application for all K-4 elementary schools within the 2024-2025 school year.

E-6 APPROVE APPLICATION FOR NJPIEP

Approve application for the NJPIEP (New Jersey Preschool Inclusive Systemic Education Project) Technical Assistance application for all PreK-4 elementary schools within the 2024-2025 school year.

E-7. APPROVE CURRICULUM

Approve the following curriculum: (a) Exploration in Music, in accordance with the information appended to the minutes.

E-8. APPROVE DONATED BOOKS FROM THORNDIKE PRESS BOOKS – KAWAMEEH MIDDLE SCHOOL LIBRARY

Approve list of donated books from Thorndike Press for Kawameeh Middle School Library, in accordance with the information appended to the minutes.

E-9. APPROVE DONATED BOOKS FROM FIRST BOOK – UNION HIGH SCHOOL LIBRARY

Approve donated book from First Book for the Union High School Library, in accordance with the information appended to the minutes.

E-10. APPROVE UCNJ INCLUSIVE BOOKS PROGRAM DONATION – ALL ELEMENTARY LIBRARIES

Approve donated books from UCNJ Inclusive Books Program for all elementary libraries, in accordance with the information appended to the minutes.

E-11. APPROVE APPLICATION TO NJDOE PRE SCHOOL FACILITIES EXPANSION GRANT PROJECT

Approve application to the NJDOE Pre School Facilities Expansion Grant Project for the 2024-2025 school year, in accordance with the information appended to the minutes.

E-12. APPROVE SEEING EYE/EYES OF HOPE – WASHINGTON ELEMENTARY SCHOOL

Approve Seeing Eye/Eyes of Hope assembly at Washington Elementary School on June 13, 2024 or June 14, 2024 from 9:00 a.m.-12 noon for grades K-4, at no cost to the district, to show the students the puppies they raise and train to become seeing eye dogs.

E-13. Agenda item approved at May 14, 2024 worksession (continue student suspensions).

E-14. ACCEPT GRANTS FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Accept grants from the Township of Union Education Foundation for the 2024-2025 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. Carbonell, seconded by Mrs. Minneci, for adoption:

F-1. TREASURER'S REPORT

That the Treasurer's Report dated April 30, 2024 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated April 30, 2024 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 April 30, 2024 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 April 30, 2024 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 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. *Agenda item approved at May 14, 2024 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 2023-2024 STATE CONTRACT APPROVED VENDORS

Approve the amended list of the 2023-2024 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. Agenda item approved at May 14, 2024 worksession (student activity).

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Rita’s Italian Ice Sale	May 1, 2024- September 27, 2024	UHS/Cheerleading – to raise money for new uniforms, cheer camp, stunt clinic, etc.
Dress Down		UHS/Boys and Girls State – to raise funds to sponsor 3 UHS female juniors to attend NJ Girls State Program in June
Friendship Bracelet Making	June 1-30, 2024	UHS/Key Club – to raise funds to reduce cost for students to attend DECON convention next year
Go Fund Me – Stop the Bleed	Ongoing	Union Township “Safe Schools” Sponsorship – seeking sponsors to equip district buses with life-saving STOP THE BLEED belts
Team Creative Cookies	May 10-24, 2024	Hannah Caldwell – 40% of proceeds will support teachers’ year-end activities and classroom supplies

F-9C. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
UD Kids Dig in Garden Grant Award	Livingston Elementary School	\$250.00
Unity Bank	Burnet Middle School	\$100.00
Shutterfly, LLC	Jefferson School	\$465.75
AdoptAClassroom.Org/Subaru Donation	Franklin Elementary School	\$3,000.00 credit (6 teachers - \$500.00 each – materials for classroom)
Vauxhall Library Drive	Union Students	Personal care products

F-10. APPROVE 2023-2024 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2023-2024 out-of-district student placement list (month of May), in accordance with the information appended to the minutes.

F-11. APPROVE TUITION RATES FOR THE 2024-2025 SCHOOL YEAR

Approve the following tuition rates for the 2024-2025 school year:

Preschool (full day)	\$13,167.00
Kindergarten	\$13,167.00
Grades 1 through 5	\$16,009.00
Grades 6 through 8	\$16,460.00
Grades 9 through 12	\$16,329.00
LLD	\$17,461.00
M.D.	\$20,704.00
Emotional Reg. Imp.	\$22,928.00
Autism	\$20,602.00
Part-time Preschool Handicapped	\$0
Full-time Preschool Handicapped	\$18,040.00

F-12. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2023-2024

Approve parent/pupil transportation contract for special education student attending DLC Warren at the rate of \$53.60 per day (not to exceed \$8,367.00) for the 2023-2024 school year, in accordance with the non-public information appended to the minutes.

F-13. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2024-2025

Approve parent/pupil transportation contract for special education student attending Phoenix Center at the rate of \$40.52 (not to exceed \$8,510.00) for the 2024-2025 school year, in accordance with the non-public information appended to the minutes.

F-14. APPROVE SPECIAL EDUCATION TUITION CONTRACT – UCESC

Approve Special Education Tuition Contract with the Union County Educational Services Commission (UCESC) for the 2024-2025 school year, in accordance with the information appended to the minutes.

F-15. APPROVE REACH HEALTH SERVICES – CLINICAL COUNSELING SERVICES AND WRAPAROUND PROGRAM

Approve Reach Health Services to provide clinical counseling services and the wraparound program for the 2024-2025 school year and ESY in-district program at the cost of \$44,876.20 and \$2,075.20, respectively [Account Fund #11-000-216-320-01-19], as well as provide student mental health risk assessment at the rate of \$225.00 (not to exceed \$2,250.00) [Account Fund #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-16. APPROVE JEWISH VOCATIONAL SERVICES – VOCATIONAL EVALUATIONS

Approve Jewish Vocational Services to provide vocational evaluations (2-3 days) at the rate of \$1,075.00 per evaluation for the 2024-2025 school year (not to exceed \$7,525.00) [Account Fund #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-17. APPROVE THE FAMILY CENTER AT MONTCLAIR – MENTAL HEALTH SCREENINGS

Approve The Family Center at Montclair for mental health screenings at the rate of \$175.00 per screening and full psychiatric evaluation for CST at the rate of \$1,600.00 for the

2024-2025 school year (not to exceed \$42,300.00) [Account Fund #11-000-219-320-01-19/7074], in accordance with the information appended to the minutes.

F-18. APPROVE EPIC HEALTH SERVICES – NURSING SERVICES

Approve Epic Health Services Inc. d/b/a Avenna Healthcare, to provide nursing services at the rate of \$75.00/RN and \$70.00/LPN, as well as provide nursing transportation services at the rate of \$150.00 per trip (not to exceed \$85,500.00) for the 2024-2025 school year [Account Fund #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-19. APPROVE MOM AND DAD CARE HOME HEALTH – NURSING SERVICES

Approve Mom and Dad Care Home Health to provide nursing services, at the rate of \$109.00 for RN/LPN (weekdays) and \$119.00 for RN/LPN (weekends and holidays) [not to exceed \$240,000.00) for the 2024-2025 school year [Account Fund #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-20. APPROVE THE ARC OF NEW JERSEY – PLANS FOR ADULT LIFE CLUB (MAPS)

Approve The Arc of New Jersey to provide Plans for Adult Life Club (MAPS) which includes engaging students in learning about the world of employment, including career exploration, job search strategies, the application and interview process, pre-employment and orientation at no cost to the district for the 24ESY and 2024-2025 school year, in accordance with the information appended to the minutes.

F-21. APPROVE YMCA – COMMUNITY BASED INSTRUCTION

Approve student use of the YMCA for Community Based Instruction (CBI) for the 2024-2025 school year; student costs are not expected to exceed \$2,000.00 [Account Fund #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

F-22. APPROVE ESTABLISHMENT OF ESY PETTY CASH ACCOUNT – MD AND AUTISM PROGRAMS

Approve establishment of a petty cash account for costs associated with students' IEP driven Community Based Instruction (CBI) at Hannah Caldwell Elementary School – Extended School Year Program (MD and Autism Programs), in the amount of \$1,200.00 for the 2024-2025 school year.

F-23. APPROVE MARIE H. KATZENBACH SCHOOL OF THE DEAF – CLASSROOM ACOUSTICAL EVALUATION

Approve Marie H. Katzenbach School of the Deaf to provide classroom acoustical evaluation with report, at the rate of \$750.00 per evaluation (not to exceed \$1,500.00) for the 2023-2024 school year [Account Fund #11-000-219-320-01-19/7074], in accordance with the information appended to the minutes.

F-24. APPROVE THE EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY – BEDSIDE INSTRUCTION

Approve teachers employed through The Educational Services Commission of New Jersey to provide bedside instruction for district students at Children's Specialized Hospital on an "as needed" basis for the 2023-2024 school year, in an amount not to exceed \$4,600.00

[Account Fund #11-150-100-320-01-19/7693], in accordance with the information appended to the minutes.

F-25. APPROVE BANKING SERVICES – CONNECT ONE BANK

Approve Connect One Bank for banking services (general fund) for the 2024-2025 school year and open a new bank account to handle all transactions regarding healthcare.

F-26. APPROVE AUDITOR – SUPLEE CLOONEY & CO.

Approve the auditing firm of Suplee Clooney & Co. to audit the district's financials for the period ending June 30, 2024 (not to exceed \$70,000.00).

F-27. APPROVE GENERAL COUNSEL AND SPECIAL EDUCATION COUNSEL – TAYLOR LAW GROUP

Approve the law firm of Taylor Law Group as General Counsel and Special Education Counsel at an hourly rate of \$190.00 (paralegals \$100/hr.) for the period of July 1, 2024 to June 30, 2025 (not to exceed \$500,000.00).

F-28. APPROVE SPECIAL LABOR COUNSEL – APRUZZESE, McDERMOTT, MASTRO & MURPHY

Approve a contract with Robert Clark, Esq. of the law firm of Apruzzese, McDermott, Mastro & Murphy as special labor counsel at an hourly rate of \$190.00, on an as needed basis for the period of July 1, 2024 to June 30, 2025 (not to exceed \$50,000.00).

F-29. APPROVE SPECIAL LITIGATION COUNSEL– ARLEO & DONOHUE

Approve a contract with Timothy Donohue, Esq. of the law firm of Arleo & Donohue LLC as special litigation counsel for the matter #10709 v. Union Township Board of Education, et al., Docket No. UNN-L-370-23, at an hourly rate of \$175.00, on an as needed basis, effective January 1, 2024 through June 30, 2025 (not to exceed \$25,000.00).

F-30. APPROVE PROPERTY/CASUALTY/WORKERS COMPENSATION BROKERAGE SERVICE - FAIRVIEW INSURANCE AGENCY

Approve Fairview Insurance Agency as the property/casualty/workers' compensation brokerage service for the district for the period July 1, 2024 to June 30, 2025.

F-31. APPROVE HEALTHCARE BROKER

Approve Fairview Insurance Agency, as healthcare brokers, for the period of July 1, 2024 to June 30, 2025.

F-32. APPROVE HEALTHCARE PLANS

Approve healthcare providers, (a) AETNA/Meritain Health - healthcare insurance for medical and prescription, (b) Delta Dental - dental insurance and (c) _____ - vision benefits for the period of July 1, 2024 to June 30, 2025.

F-33. APPROVE RENEWAL OF ABLE MECHANICAL - KITCHEN EQUIPMENT SERVICE AND REPAIRS

Approve renewal of Able Mechanical Inc. for kitchen equipment service and repairs for the period July 1, 2024 to June 30, 2025, as follows:

Terms and Conditions:	All work to be performed during the hours of 8:00 a.m.- 4:30 p.m. Monday through Friday
Hourly Labor Rate:	\$145/1 st half-hour plus \$145.00 for any additional hour
Invoice Markup Rate:	Fifty percent (50%)
Fuel Surcharge:	\$12.00

F-34. *For informational purposes only – vote not required.* List of legal services for the 2023-2024 fiscal year, in accordance with the information appended to the minutes.

F-35. *Agenda item approved at May 14, 2024 worksession (execute IT engagement letters).*

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Scott-Hayden, seconded by Mrs. Minneci, 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 2023-2024 school year, in accordance with the information appended to the minutes.

O-2. REPORT RECEIPT OF REQUEST FOR PROPOSALS – FOOD SERVICE MANAGEMENT COMPANY

Report receipt of responses to Request for Proposals (RFP) for food services: (a) Chartwells, (b) SFE (Southwest Food Service Excellence), (c) Pomptonian Food Service, (d) Taher and (e) Aramark.

O-3. APPROVE FOOD SERVICE COMPANY – POMPTONIAN

Approve Pomptonian Food Service as company for district food services for the 2024-2025 school year.

O-4. APPROVE ARCHITECTS OF RECORD

Approve Architects of Record for the period July 1, 2024 to June 30, 2025: (a) EI Associates and (b) Parette Somjen Architects LLC.

O-5. APPROVE ENGINEERS OF RECORD

Approve Engineers of Record for the period of July 1, 2024 to June 30, 2025: (a) Consulting & Municipal Engineers, and (b) T&M Associates.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Ms. Carbonell 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 2023-2024 school year.

Name	Position	Rate
Dylan X. West	Sub-custodian	\$16.00/hr.
Kelly Higgins	Daily sub	\$120.00/per day
Kaitlyn Marques	Daily sub	\$120.00/per day
Simone Casella	Daily sub	\$120.00/per day
Roman Mioduszewski	Coaching only	
Jarod Crowe	Coaching only	

P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff, with regrets:

Name	Position	Location	Eff. Date	Reason	Notes
Susan McCusker	Special Ed teacher	Connecticut Farms	7/1/2024	Retirement	
Jose Santiago	Skilled Maintenance (plumber)	Buildings and Grounds Dept	9/1/2024	Retirement	

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Lisa Mason	4 th grade teacher	Washington	Intermittent 4/9/2024- 4/9/2025	Intermittent leave	
Tiffany Reid Anglin	Kindergarten teacher	Franklin	Intermittent 4/17/2024- 4/17/2025	Intermittent leave	
Stephanie Sulcov	CST	Battle Hill	New return date 9/3/2024	Updated return date	
Ilsia Alfaro Garcia	Custodian	Kawameeh	New return date 7/1/2024	Updated return date	
Mark Hoyt	Principal	Hannah Caldwell	4/22/2024- 6/30/2024	Medical leave	
Sheren George	Paraprofessional	Burnet	5/1/2024- 6/7/2024	Medical leave	
Guytemberg Philippe	PT bus driver	Transportation	4/15/2024- 6/20/2024	FMLA/NJFLA, followed by unpaid FMLA	
Carol Longley	PreK teacher	Franklin	5/13/2024- 9/2/2024	FMLA/NJFLA	
Jayne Williams Minitelli	2 nd grade teacher	Hannah Caldwell	5/16/2024- 6/20/2024	FMLA/NJFLA	
Elizabeth Craco	Paraprofessional	Kawameeh	Intermittent 5/1/2024- 5/1/2025	Paid Intermittent FMLA leave	
Catarina Matias	Math teacher	Burnet	9/3/2024- 12/4/2024	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Dr. Gretel Perez	Assistant Superintendent	Central Office	5/13/2024- 6/30/2024	Paid FMLA leave	
Michelle Osborne Warrant	Principal	Connecticut Farms	Intermittent 5/1/2024- 6/20/2024	Paid intermittent FMLA leave	

P-4. APPROVE RESIDENCY INVESTIGATORS – 2024-2025

Approve residency investigators to work during 2024-2025 school year (July 1, 2024-June 30, 2025), as follows: (a) Maria Schmidtberg – not to exceed 70 hours per month, unless authorized (\$26/hr.) and (b) Dan Hodge – not to exceed 70 hours per month (\$21/hr.)

P-5. APPROVE TREASURER OF SCHOOL MONIES – TED GEORGIU

Approve Ted Georgiou as the Treasurer of School Monies for the 2024-2025 school year, in the amount of \$5,047.00.

P-6. APPROVE AFFIRMATIVE ACTION OFFICER – AWARDING CONTRACTS - KOON

Approve Yolanda Koon, as Affirmative Action Officer for awarding contracts for the 2024-2025 school year under P.L. 1975, c. 127, at no cost to the district.

P-7. APPROVE CUSTODIAN OF RECORDS – KOON

Approve Yolanda Koon as Custodian of Records for the 2024-2025 school year, at no cost to the district.

P-8. APPROVE QUALIFIED PURCHASING AGENT – KOON

Approve Yolanda Koon as Qualified Purchasing Agent (QPA) for the 2024-2025 school year, at no cost to the district.

P-9. APPROVE DESIGNEE – STUDENT ACTIVITIES ACCOUNT

Approve Delia McLean as the additional designee for the ConnectOne “Hannah Caldwell Elementary School Student Activities Account” for the 2023-2024 school year.

P-10. APPROVE INTERNSHIPS

Approve internships for the 2023-2024 school year, in accordance with the information appended to the minutes.

P-11. Agenda item approved at May 14, 2024 worksession (reinstatement employee).

P-12. Agenda item approved at May 14, 2024 worksession (transfer of principal).

P-13. APPROVE ATTENDANCE AT ANNUAL NATIONAL EDTECH CONFERENCE

Approve Sandra Paul to attend the annual National EdTech Conference – ISTE Live 24 Venture into the Future of Learning in Denver, Colorado, June 23-26, 2024, at a cost of not to exceed \$2,005.00.

P-14. APPROVE ATTENDANCE AT CA LMI SUMMER INSTITUTE

Approve Vincent Rettino, Yvonne Lorenzo and Michael Cohan to attend the CA LMI SUMMER INSTITUTE – Building Bridges, Fostering Authentic Partnership in San Diego, California, June 23-27, 2024, at a cost of not to exceed \$10,500.00.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Upon recommendation of the Superintendent of Schools, the following policies were moved by Mrs. Williams, seconded by Mrs. Scott-Hayden for **FINAL READING/ADOPTION:**

POL-1. ABOLISH POLICY 5755 – EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES

Approve to abolish Policy 5755 – Equity in Educational Programs and Services.

POL-2. APPROVE POLICY 0164 – CONDUCT OF BOARD MEETING

Approve Policy 0164 – Conduct of Board Meeting, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were reported by Mrs. Minneci:

R-1. REPORT OF STUDENTS VOLUNTARILY TRANSFERRED TO DISTRICT OF RESIDENCE

For informational purposes only (no vote required): The following residency investigations and hearings were completed; and the listed students voluntarily transferred to the district of residence for the 2023-2024 school year:

Student No.	School
#266075	Union High School – 10 th grade
#351088	Livingston Elementary School – 1 st grade

R-2. REPORT OF STUDENTS VOLUNTARILY TRANSFERRED TO DISTRICT OF RESIDENCE

For informational purposes only (no vote required): The following residency investigations were completed and the listed students voluntarily transferred to the district of residence for the 2023-2024 school year:

Student No.	School
#370253	Franklin Elementary School – PreK-4

For informational purposes only (no vote required): The following totals are as of the April 24, 2024 Board meeting (2023-2024 school year):

Students Removed:	12
Students Voluntarily Transferred:	29

Approval of Bills:

Upon recommendation of the Superintendent of Schools, and moved by Mr. Cohan, seconded by Mrs. Williams, 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: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Mrs. Williams, Ms. Santana

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Williams reminded the Board and community that May is mental health awareness month and we need to have conversations to also show that we are listening because it is not o.k. to be not o.k.

New Business:

Mrs. Minneci stated she attended the SEPAG meeting on May 15th regarding the transition planning for our special services students and it was very informative.

She also attended the Play Unified on Friday; it was very nice and a beautiful day.

She also attended the UHS Awards – it was an amazing turnout and to see the support of the community was amazing.

Mr. Cohan stated he also attended the UHS awards last night and he smiled throughout the entire program. He asked that for future award programs, he thinks it would be helpful to the students and families to know the background of the award and who the people were.

He also stated that with public comments – he believes we are a better community with more voices.

Mr. McDowell stated he and Mrs. Conteh-Mackey are on the realignment committee. He read the mission statement for the realignment committee:

"Our Township of Union Public Schools (TUPS) realignment vision is to create a dynamic and equitable educational landscape. This realignment will not only ensure that every student has access to high-quality learning opportunities, but also cultivate inclusive communities that empower students, foster innovation, and inspire lifelong learning. By optimizing resources and embracing diversity, we envision a future where each school within our district thrives as a center of excellence, preparing students to succeed in a rapidly evolving world."

He also stated that there will be seven subcommittees and you will be able to sign up for these committees tomorrow.

Ms. Carbonell thanked the community for attending the meeting and speaking tonight. Our job is to teach and help students connect the dots; we are charged here to improve the lives of our students. We need to listen, understand, collaborate.

Mrs. Conteh-Mackey stated there is not a clear understanding of our roles and there is misinformation given to our parents. We need to educate our community and what our roles are. We need to do better, learn from the past and educate the community.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Cohan, seconded by Mrs. Williams, that the meeting be adjourned at 9:38 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

