

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – October 28, 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, October 28, 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 6:03 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mrs. Faria 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. Faria, 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. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:04 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 Minneci, that the Board return to public session at 7:04 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

Moved by Ms. Santana, seconded by Mrs. Minneci, that the following minutes be adopted:

1. September 9, 2025 – worksession
2. September 16, 2025 – executive session
3. September 16, 2025 – regular meeting

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

REQUEST FROM CENTRAL JERSEY ALLSTARS – UHS FACILITIES

Approve request from Central Jersey AllStars (Kenilworth) to use the Union High School main and recreation gyms for their cheerleading showcase competition, Saturday, November 15, 2025 for set up (1-5 p.m.) and Sunday, November 16, 2025 from 7:00 a.m. to 6:00 p.m.

REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT - USE OF JEFFERSON SCHOOL PARKING LOT

Request from the Township of Union Recreation Department to use the Jefferson School parking lot for the annual trunk or treat event on October 18, 2025 from 9:00 a.m.-5:00 p.m. (rain date of October 19, 2025).

REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION – WALKWAY OF HONOR

Request from the Township of Union Education Foundation to hold a Walkway of Honor dedication ceremony on Monday, November 17, 2025 at 3:30 p.m. in front of the Walkway of Honor on North Third Street.

REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION – USE OF JEFFERSON SCHOOL

Request from the Township of Union Education Foundation to use the Jefferson School cafeteria and gym for a spring reception on May 7, 2026 (5:00-8:00 p.m.).

REQUEST FOR USE OF JEFFERSON SCHOOL – TOWNSHIP OF UNION POLICE DEPARTMENT

Request from the Township of Union Police Department to use the cafeteria and the gym at Jefferson School for the Annual Mischief-Free Night on Thursday, October 30, 2025, from 3:30 p.m. to 11:00 p.m.

REQUEST TO USE UNION HIGH SCHOOL – LINCOLN TECH GRADUATION

Request to use the Union High School auditorium and front lobby for Lincoln Tech's graduation on November 20, 2025 from 4-9 p.m.

REQUEST TO USE UNION HIGH SCHOOL – CENTRAL NEW JERSEY CHAPTER OF THE NATIONAL COALITION OF 100 BLACK WOMEN

Request to use Union High School library and auditorium for the Central New Jersey Chapter of the National Coalition of 100 Black Women for their upcoming orientation and installation on Saturday, January 17, 2026 from 9 a.m.-1 p.m. for the library and 3-6 for the auditorium.

LETTER OF RETIREMENT – CLARK

Letter of resignation, for the purpose of retirement, from Ronnie Clark, head custodian-Franklin Elementary School, effective May 1, 2026.

LETTER OF RETIREMENT – CORSENTINO

Letter of resignation, for the purpose of retirement, from Maryanne Corsentino, math teacher-Burnet Middle School, effective January 1, 2026.

LETTER OF RETIREMENT – SEYFFART

Letter of resignation, for the purpose of retirement, from Peter Seyffart, gifted/talented and computer teacher-Livingston Elementary School, effective February 1, 2026.

LETTER OF RESIGNATION – ACEVEDO

Letter of resignation from Juan Acevedo, special education teacher-Union High School, effective September 1, 2025.

LETTER OF RESIGNATION – CASTRO

Letter of resignation from Maria Castro, paraprofessional-Battle Hill Elementary School, effective August 22, 2025.

LETTER OF RESIGNATION – ORELLANA GIRON

Letter of resignation from Jennifer Orellana Giron, special education teacher-Franklin Elementary School, effective November 4, 2025.

LETTER OF RESIGNATION – KUMAR

Letter of resignation from Rachel Kumar, third-grade teacher-Hannah Caldwell Elementary School, effective November 27, 2025.

LETTER OF RESIGNATION – SANTOS

Letter of resignation from Diana Santos, substitute school nurse-Hannah Caldwell Elementary School, effective September 30, 2025.

LETTER OF RESIGNATION – VALENTE

Letter of resignation from Diana Valente, cafeteria/playground aide-Washington Elementary School, effective October 11, 2025.

LETTER OF RESIGNATION UPDATE – O'REILLY

Letter of resignation update from Thomas O'Reilly, special education teacher-Union High School, new effective date October 1, 2025.

LETTER OF RESIGNATION – GREEN

Letter of resignation from Darryl Green, part-time school bus driver-Transportation Department, effective October 16, 2025

LETTER OF RESIGNATION – TAMAYO

Letter of resignation from Joilier Tamayo, World Languages (Spanish) teacher-Battle Hill and Hannah Caldwell Elementary Schools, effective December 16, 2025.

EMPLOYMENT SEPARATION – BUSALACCHI

Employment Separation – Patricia Busalacchi, cafeteria/playground aide-Hannah Caldwell Elementary School, Effective July 1, 2025.

EMPLOYMENT SEPARATION – NAVARRO

Employment Separation – Shanika Navarro, part-time school bus aide-Transportation Department, effective September 1, 2025.

REQUEST FOR INTERMITTENT LEAVE – PASCUCCI

Request for paid intermittent FMLA from Janine Pascucci, special education teacher-Union High School, October 1, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – KRALY

Request for paid intermittent FMLA from John Kraly, 4th grade teacher-Washington Elementary School, September 4, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – KLAUSNER

Request for paid intermittent FMLA from Jodi Lynn Klausner, special education teacher-Battle Hill Elementary School, September 18, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – FULLER

Request for paid intermittent FMLA from Terence Fuller, career education teacher-Union High School, October 1, 2025-November 3, 2025.

REQUEST FOR INTERMITTENT LEAVE – TIMPANO

Request for paid intermittent FMLA from Joanne Timpano, occupational therapist-Battle Hill Elementary School, September 23, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – MONEK-NEAS

Request for paid intermittent FMLA from Christina Monek-Neas, special education teacher-Kawameeh Middle School, September 23, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – MORIELLO

Request for paid intermittent FMLA from Alexia Moriello, autism teacher-Hannah Caldwell Elementary School, September 26, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – FIORITO

Request for paid intermittent FMLA from Jessica Fiorito, social studies teacher-Union High School, June 24, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – FLISLER

Request for paid intermittent FMLA from Amanda Flisler, physical education teacher-Jefferson School, October 16, 2025-November 13, 2025.

REQUEST FOR INTERMITTENT LEAVE – SAHR

Request for paid intermittent FMLA from Doreen Sahr, English teacher-Union High School, September 25, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – GALAN ACEVEDO

Request for paid intermittent FMLA from Sujely Galan Acevedo, paraprofessional-Battle Hill Elementary School, September 26, 2025-December 15, 2025.

REQUEST FOR INTERMITTENT LEAVE – CORNACCHIA

Request for paid intermittent FMLA from Jessica Cornacchia, math teacher-Burnet Middle School, October 3, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – FRAIN

Request for paid intermittent FMLA from Virginia Frain, administrative assistant-Operations and Maintenance Department, October 2, 2025-October 2, 2026.

REQUEST FOR INTERMITTENT LEAVE – BRENNAN

Request for paid intermittent FMLA from Robert Brennan, special education teacher-Union High School, October 8, 2025-June 27, 2026.

REQUEST FOR INTERMITTENT LEAVE – BOYD

Request for paid intermittent FMLA from John Boyd, carpenter-Operations and Maintenance Department, October 1, 2025-October 1, 2026.

REQUEST FOR INTERMITTENT LEAVE – SANTANGELO

Request for paid intermittent FMLA from Carrie Santangelo-basic skills teacher-Connecticut Farms Elementary School, October 7, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – GIGANTINO

Request for paid intermittent FMLA from Kathy Gigantino, behavior tech-Battle Hill Elementary School, September 15, 2025-June 30, 2026.

REQUEST FOR LEAVE – NESHIMKA

Request for paid intermittent FMLA from Phyllis Neshimka, physical education teacher-Battle Hill Elementary School, September 15, 2025-June 15, 2026.

REQUEST FOR LEAVE – STANDAL

Request for paid leave and unpaid leave from Laura Standal, teacher-Franklin Elementary School, September 16, 2026-September 22, 2025 and September 23, 2025-TBD, respectively.

REQUEST FOR LEAVE – RAFFAELE

Request for paid FMLA followed by intermittent FMLA from Robin Raffaele, English teacher-Burnet Middle School, September 9, 2025-November 28, 2025.

REQUEST FOR LEAVE – RODRIGUEZ

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Alicia Rodriguez, counselor-Union High School, January 9, 2026-May 11, 2026.

REQUEST FOR LEAVE – SCATURO

Request for unpaid FMLA from Corrina Scaturo, music teacher-Jefferson School, September 29, 2025-October 27, 2025.

REQUEST FOR LEAVE – MINTELLI

Request for paid FMLA followed by paid sick leave from Jayne Mintelli, second grade teacher-Hannah Caldwell Elementary School, September 30, 2025-June 15, 2026.

REQUEST FOR LEAVE – ZURKA

Request for paid medical leave from Christine Zurka, paraprofessional-Battle Hill Elementary School, December 5, 2025-March 5, 2026.

REQUEST FOR LEAVE – FOSTER

Request for unpaid FMLA from Priscilla Foster, behavior technician-Union High School, October 6, 2025-October 31, 2025.

REQUEST FOR LEAVE – BOOKER

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Kenya Booker, bus aide-Transportation Department, October 1, 2025-December 23, 2025.

REQUEST FOR LEAVE – OSBORNE

Request for paid FMLA from Stuart Osborne, bus driver-Transportation Department, October 3, 2025-December 14, 2025.

REQUEST FOR LEAVE UPDATE – GEORGE

Request for unpaid leave update from Sheren George, paraprofessional-Burnet Middle School, new return date January 5, 2026.

REQUEST FOR LEAVE UPDATE – MAZUR

Request for leave updated to paid medical leave from Rebecca Mazur, social studies teacher-Union High School, September 2, 2025-December 1, 2025.

REQUEST FOR LEAVE UPDATE – RAIMO

Request for paid FMLA update from Lisa Raimo, language arts teacher-Kawameeh Middle School, new return date October 13, 2025.

REQUEST FOR INTERMITTENT LEAVE – GILLIGAN

Request for paid intermittent FMLA from Brooke Gilligan, resource teacher-Connecticut Farms Elementary School, October 1, 2025-June 15, 2026.

REQUEST FOR INTERMITTENT LEAVE – DENNING

Request for paid intermittent FMLA from Noa Denning, speech specialist-Hannah Caldwell Elementary School, October 14, 2025-June 14, 2026.

REQUEST FOR INTERMITTENT LEAVE – MATEO

Request for paid intermittent FMLA from Susanna Mateo, secretary-Burnet Middle School, October 10, 2025-June 30, 2026.

REQUEST FOR LEAVE – WATSON

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Sarah Watson, art teacher-Washington Elementary School, December 22, 2025-June 1, 2026.

REQUEST FOR LEAVE – DeJESUS

Request for paid child rearing leave followed by unpaid FMLA/NJFLA from Jazmine DeJesus, paraprofessional-Jefferson Elementary School, November 11, 2025-April 7, 2026.

REQUEST FOR LEAVE – BLONDET

Request for paid FMLA from James Blondet, driver-Transportation Department, October 8, 2025-December 31, 2025.

REQUEST FOR INTERMITTENT LEAVE – MARANO

Request for paid intermittent FMLA from Denise Marano, second grade teacher-Battle Hill Elementary School, October 15, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – MANDERICCHIO

Request for paid intermittent FMLA from Stephanie Manderichio, fifth grade teacher-Jefferson School, October 15, 2025-December 23, 2025.

REQUEST FOR LEAVE – JONES

Request for paid FMLA, followed by unpaid FMLA, from Coree Jones, custodian-Union High School, September 8, 2025-February 28, 2026.

REQUEST FOR INTERMITTENT LEAVE – HUBBARD

Request for paid intermittent FMLA from Donna Hubbard, secretary-Board Office, November 3, 2025-November 3, 2026.

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.

No comments from the public.

Mrs. Scott-Hayden asked for a moment of silence for the Transportation Manager's mother who recently passed away.

Superintendent's Report:

Dr. Benaquista – Superintendent Report - presentation appended to minutes:

TUPS Talking Points:

- Enrollment Snapshot – Enrollment
 - 2024-2025 (June 30th) – 7,966 (175 OOD)
 - 2025-2026 (October 15th) – 7,671 (170 OOD)

- Staff Excellence:
 - Nick Ferroni – Historically Correct – played a 7-minute video regarding Union and the Battle of Connecticut Farms
<https://youtu.be/sG6KolLK3ZQ?si=IK4dRX4zVUfB8JRV>

School Counseling Overview (presentation appended to minutes) presented by Nicole Ahern and covered the following:

- Counseling Department:
 - Certified School Counselors and Student Assistant Counselors
 - Counselors deliver services through a comprehensive school counseling program designed to promote student success for all
 - K-12 Continuum of Support
 - Services Provided – individual and small group
 - Reaching our Students
 - Data and Response – Course failures and recovery
 - Graduation Requirements – 120 credits
 - State Assessment Status
 - Counselor Response and Interventions
 - Outreach and Programming

Board members made statements and asked Mrs. Ahern questions.

The Teaching and Learning Department presentation Using Data to Support Our Students (presentation appended to minutes) – presented by Dr. Rodriguez, Jeremy Cohen, Craig Wojcik and Randi Hutchinson and covered the following:

- Three types of data: Classroom, District, State
 - Classroom Data – question detail and answers
 - District Data – diagnostic assessment - provides a baseline of student understanding in reading and math and tracks student growth over time
 - iReady – a comprehensive diagnostic in reading and math
 - Amira – an early literacy and fluency assessment and tutor
 - Scarborough’s Reading Rope – language comprehension/word recognition
 - IXL – a comprehensive diagnostic in reading and math

Classroom and District data are used to guide differentiated instruction in the classroom, support teachers in aligning instruction to students’ needs, target skills for intervention, track individual, classroom, grade-level, school and district growth and identify trends across schools and grades for curriculum planning.

- State Data – NJ Student Learning Assessment (NJSLA)
 - English Language Arts (ELA) – administered 3-9 grades
 - Mathematics – administered 3-8 grades (Algebra I) and 9th grade (Geometry)
 - Science – administered 5, 8 and 11 grades

Class and district data give the clearest picture of what's working and where improvement is needed, allowing districts to strengthen instruction, support students and refine curriculum.

State data is one metric that is used to identify if district is on track.

Sustaining what's working, strengthening what's not – systemic changes, structural changes, program changes

Board members made statements and asked the team questions.

Dr. Benaquista reported on the following:

- HIB – September 10-October 14, 2025 – incidents to affirm – 7 founded, 2 unfounded, 3 inconclusive
- HIB – October 14-October 28, 2025 – incidents to report – 3 founded, 1 unfounded, 0 inconclusive
- School Self-Assessment for determining District Grade for the 2024-2025 and School Grade Report – each school, through its School Safety/School Climate Team is required to evaluate its implementation of the Anti-Bullying Bill of Rights Act (ABR).
 - Battle Hill – 74 out of 78
 - Burnet – 72 out of 78
 - Connecticut Farms – 68 out of 78
 - Frnaklin – 74 out of 78
 - Hannah Caldwell – 74 out of 78
 - Jefferson – 73 out of 78
 - Kawameeh – 76 out of 78
 - Livingston – 73 out of 78
 - Washington – 74 out of 78
 - UHS – 72 out of 78
- TUPS Attendance Initiative – September 2025 – district average 96.915
- Highlights for September and October
- Parent Square Update: 42% downloaded app, goal is 70% by December 23rd

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 October 14, 2025 worksession – report of HIB (September 16-October 14, 2025).*

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods September 16, 2025 to October 14, 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 October 14, 2025 to October 28, 2025, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE STUDENT ASSEMBLIES – WASHINGTON ELEMENTARY SCHOOL

Approve the following PBSIS assemblies at Washington Elementary School: (a) Omegaman Enterprises to provide two superhero themed interactive assemblies designed to promote good behavior on February 20, 2026, at a cost of \$1,095.00, (b) Singing Telegrams by Jeff, Inc. to provide two Brain Show educational assemblies on May 29, 2026, at the cost of \$2,400.00, and (c) Powerful Dave to provide two “Stop Bullying Now!” assemblies on December 12, 2025, at the cost of \$1,590.00 [Account: Fund 20].

E-3. APPROVE SCHOOL NURSING SERVICES PLAN

Approve the 2025-2026 Nursing Services Plan, in accordance with the information appended to the minutes.

E-4. APPROVE NJQSAC DISTRICT PERFORMANCE REVIEW

Approve the NJ Single Accountability Continuum (NJQSAC) District Performance Review for school year 2024-2025, in accordance with the information appended to the minutes.

E-5. PROCLAIM OCTOBER AS INTERNATIONAL ALPHA DELTA KAPPA MONTH

Proclaim the month of October 2025 as International Alpha Delta Kappa Month, in accordance with the information appended to the minutes.

E-6a. APPROVE NJDOE TUITION CONTRACT

Approve the New Jersey Department of Education (NJDOE) Department of Children and Families – Office of Education for the 2024-2025 school year, in accordance with the non-public information appended to the minutes.

E-6b. APPROVE NJDOE TUITION CONTRACT

Approve the New Jersey Department of Education (NJDOE) Department of Children and Families – Office of Education for the 2025-2026 school year, in accordance with the non-public information appended to the minutes.

E-7. Agenda item approved at October 14, 2025 worksession – PD – Livingston Elementary School – Jordan Toma

E-8. APPROVE SUBMISSION – 2025 ESEA FINAL EXPENDITURE REPORT

Approve the Township of Union Public Schools to submit the 2025 ESEA Final Expenditure Report.

E-9. APPROVE ATTENDANCE - MUJC MEETINGS

Approve attendance at Special Education Subcommittee meetings at the Morris Union Jointure Commission (MUJC), for the 2025-2026 school year, at no cost to the district, for the

following: Marcel Royal, Behaviorist, Johnny Desoriers, Behaviorist Intern, Stefannie Buthorn, Special Services Supervisor, Joseph Seugling, Special Services Supervisor, Diana Pielech, Special Education Teacher, Sarah McCulloh, School Social Worker, Lauren Kohn, Special Education Teacher, Daniel Seugling, School Psychologist, and Christine Shpunder, LDTTC.

E-10. APPROVE ATTENDANCE - MUJC MEETINGS

Approve attendance at Subcommittee meetings at the Morris Union Jointure Commission (MUJC), for the 2025-2026 school year, at no cost to the district for the following staff members:

- Cyber Security & Data Privacy: John Sousa, Chief Information & Tech Office
- Cyber Security & Data Privacy: Donna Restivo, Assoc. Director of Info Technology
- Elementary Principals: Laura Oates, Principal-Jefferson School, Sharon Drayton, Principal-Connecticut Farms School, Kelly Piano, Principal-Washington School, David Shaw, Principal-Hannah Caldwell School, Mark Hoyt, Principal-Battle Hill School, and Dr. Kira Baskerville-Williams, Principal-Franklin School
- Middle School Principals: Ben Kloc, Principal-Burnet Middle School, and Jasosn Malanda, Principal-Kawameeh Middle School
- Instructional Coaches: Bernadine Santoro, Instructional Coach, and Alina Loguidice, Instructional Coach
- STEAM: Jeremy Cohen, Director of Curriculum and Instruction, and Terri Matthews, Supervisor-Science 6-12

E-11. APPROVE EDUCATION SERVICES AGREEMENT - EDUCERE

Approve Education Services Agreement with Educere for access to virtual education programs and courses and other educational services offered by Participating Education Providers (no cost to the district; parent/guardian responsible, in accordance with the information appended to the minutes.

E-12. APPROVE RUTGERS LITERACY TUTORING AND READING INTERVENTION STUDY – WASHINGTON ELEMENTARY SCHOOL (ERIN CHRISTENSON)

Approval is requested for Erin Christenson, a first-grade teacher at Washington Elementary School enrolled in Rutgers University's Reading Specialist program, to provide free, one-on-one literacy tutoring to selected students with parent consent. Sessions may be recorded for instructional feedback, with confidentiality maintained. This study supports student reading growth while contributing to the teacher's professional certification requirements, in accordance with the information appended to the minutes.

E-13. APPROVE COLLABORATIVE LEARNING STRATEGIES STUDY – UNION HIGH SCHOOL (JESSICA MOTTA)

Approval is requested for Jessica Motta, Union High School teacher and WGU graduate student, to conduct a study on using collaborative learning strategies to improve 11th-grade students' analysis of primary and secondary sources. The project supports student achievement in literacy and historical thinking while contributing to teacher professional growth.

E-14. APPROVE CURRICULUM

Approve the following curriculum:

- [K Math](#)
- [1 Math](#)
- [2 Math](#)
- [3 Math](#)
- [4 Math](#)
- [5 Math](#)
- [UHS Geometry](#)
- [UHS Algebra II](#)
- [UHS General Math](#)
- [UHS CS Python](#)
- [UHS Math Readiness](#)
- [UHS Transition to Algebra](#)
- [World Language Level IV](#)
- [UHS Anatomy & Physiology](#)
- [UHS GeoPhysics](#)
- [UHS Forensic Science](#)
- [UHS Hollywood Science](#)
- [UHS Physics](#)
- [UHS Environmental](#)
- [UHS Intro to Engineering](#)
- [UHS Principles of Engineering](#)
- [ESL Newcomer \(K-2\)](#)
- [ESL Newcomer \(3-5\)](#)
- [ESL Newcomer \(6-8\)](#)
- [ESL Newcomer \(9-12\)](#)
- [K-2 Library](#)
- [3-5 Library](#)
- [6-8 Library](#)
- [9-12 Library](#)
- [Grade 2 ELA](#)
- [Grade 3 ELA](#)
- [UHS College Writing](#)
- [UHS CW: NFiction](#)
- [UHS Graphic Novel](#)
- [UHS Public Speaking](#)
- [UHS Intro to Writing&Style](#)
- [UHS Journalism](#)
- [UHS Young Adult Lit](#)
- [UHS Screenwriting](#)
- [TV Production I](#)
- [TV Production II](#)
- [TV Production III](#)
- [TV Production IV](#)
- [UHS Horror Literature](#)
- [UHS Adapting Film/Lit](#)

E-15. *Agenda item approved at October 14, 2025 worksession – long-term suspension student #266593*

E-16. APPROVE REMOVAL OF LIBRARY BOOKS – CONNECTICUT FARMS ELEMENTARY SCHOOL

Approve removal of library books from the Connecticut Farms Elementary School collection, including damaged items and outdated, unused materials (over 25 years old and not circulated since 2005 or earlier; removal is in accordance with district guidelines for library collection maintenance), in accordance with the information appended to the minutes.

E-17. APPROVE SCHOOL WELLBEING SOLUTIONS – PROFESSIONAL DEVELOPMENT

Approve School Wellbeing Solutions/Dr. Martin Blank to provide professional development to the performing arts staff on a date to be determined at Union High School, at a cost of \$2,000.00 [to be paid by the Grants Department-SBMH NJTSS PD Consultant (Acct. #20092/20-453-200-500-01-20-YR03)], in accordance with the information appended to the minutes.

E-18. APPROVE PARTNERSHIP WITH HAZEL HEALTH

Approve partnership with Hazel Health for districtwide online mental health services in school and at home, at no cost to the district, in accordance with the information appended to the minutes.

E-19. APPROVE GRANTS FROM TOWNSHIP OF UNION EDUCATION FOUNDATION

Approve acceptance of grants from the Township of Union Education Foundation for the 2025-2026 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, 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 September 30, 2025 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated September 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 September 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 September 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 October 14, 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
Livingston Elementary School	2011/Main Office	Turtle Back Zoo – first grade field trip	\$1,500.00
Union High School	3300/Girls Soccer	BSN Sports – sports apparel	\$2,003.40
Union High School	3335/Girls/Boys Volleyball	Sport Attack, LLC – volleyball serving machine	\$5,158.51
Washington Elementary School	2008/3 rd grade	Kean University – ADA Twist, Scientist and Friends production	\$1,526.00
Union High School	2029/Cheerleading	Varsity – UHS cheerleading jackets	\$5,285.45 (not to exceed)
Union High School	2053/Student Council	Amazon – purchase items needed to decorate Fall/Winter/Spring Pep Rally	\$2,500.00 (not to exceed)
Union High School	2033	NJMBDA – leadership conference	\$1,650.00
Union High School	2053/Student Council	Amazon, Piryli's Distributors, Home Depot, DJ, Oriental Trading, Anderson's Image Bar Photobooth, Fabiana Aparicio, Johnny Napkins (Homecoming Dance)	\$6,500.00 (not to exceed)
Union High School	2053/Student Council	Stop & Shop, Norma's Flowers, Amazon, Home Depot & Fabiana Aparicio (Homecoming game)	\$2,500.00 (not to exceed)
Union High School	2053/Student Council	Amazon – items to create Holiday grams	\$1,000.00
Jefferson School	502766/Office	All for KIDZ – yoyo's for assembly	\$2,506.00
Franklin Elementary School	2013/Field Trips	Medieval Times – 4 th grade field trip	\$5,500.00 (not to exceed)

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Candy Grams, Events, Flower and Snack Sales	October 1, 2025- June 1, 2026	BMS/PBSIS – to raise funds for PBSIS events and awards
PBSIS Rewards	October 24, 2025	Jefferson/PBSIS – to raise funds for PBSIS rewards
School Store	December 1, 2025- June 15, 2026	Washington/Student Council – to raise funds for charity
Lemonade Stand; Cupcake Sales	October 10, 2025	Washington/School Counselor – to raise funds for Pediatric Cancer-Camy Strong Foundation
Pretzel Sales, T-Shirt Sales, Cupcake Sales	October 15, 2025- June 30, 2026	Washington/School Counselor – to raise funds for incentives for Washington wages-school wide PBSIS initiative
Light up hallways, Valentine Telegrams, shoot-a-thon, flower petals, bake sale, walk-a-thon	December 1, 2025- June 15, 2026	Washington/Student Council – to raise funds for charity

Baseball Advertisement Banners	October 29, 2025-June 30, 2026	UHS/Baseball – to raise funds for baseball clothing, senior gifts, end of year banquet
BSN Online Store	October 1, 2025-June 30, 2025	UHS/Girls Basketball – to raise funds for end of year party and activities
BSN Online Store	November 1, 2025-June 30, 2026	UHS/Baseball – to raise funds for baseball program
Leading Edge Online Fundraiser	March 1-June 15, 2026	UHS/Baseball – to raise funds for conditioning workout, end of year celebration, senior gifts
BSN Online Store	October 1, 2025-June 30, 2026	UHS/Flag Football – to raise funds for end of year party and activities
Leading Edge Online Fundraiser	October 1, 2025-June 30, 2026	UHS/Flag Football – to raise funds for end of year party and activities
Evan Online Fundraiser	October 16, 2025-December 31, 2025	UHS/Boys Basketball – to raise funds for off season clinics, workshops, end of season celebration
Edge Fundraiser	October 15-November 15, 2025	UHS/Girls Soccer – to raise funds for awards, end of year party and equipment
Snack Sale	October 15-November 15, 2025	UHS/Girls Soccer – to raise funds for breakfast and pre-game snacks
Alumni Basketball Game	November 14, 2025	UHS/Boys Basketball – to raise funds for training sessions, end of year celebration
Snack Sale	October 21, 2025-June 21, 2026	UHS/Cross Country – to raise funds for awards and end of year party
Candy and Snack Sales	November 1, 2025-June 15, 2026	UHS/Track-Winter/Spring – to raise funds for end of season, practices, apparel, athlete gifts
BSN Clothing Online Fundraiser	November 1, 2025-February 18, 2026	UHS/Wrestling – to raise funds for summer camp and end of year awards and party
Leading Edge Online Fundraiser	November 1, 2025-February 18, 2026	UHS/Wrestling – to raise funds for summer camp, end of year awards and party
Bake Sale	November 1, 2025-June 15, 2026 (weekly)	KMS/PEER Leadership – to raise funds to purchase PEER leadership shields and make donations to school and community
Bake Sale	November 1, 2025-June 15, 2026 (weekly)	KMS/Paw Pals – to raise funds for rescue organization
Sponsorships/Donations	November 2025-June 15, 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Bake Sale	November 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Penny Wars/Guessing Game Jars	December 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Pajama Days/Spirit Week Special Days	October 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Pasta Night/Karaoke Night	December 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Car Wash	December 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance

Talent Show/Dance-A-Thon	December 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Photo Backdrop Pics/Photo Scavenger Hunt	October 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
GRAMS (holiday, candy, birthday)	November 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Movie Night	December 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Pretzel/Hot Chocolate Sale, Cookies/Hot Chocolate Sale, Donuts/Lemonade/Iced Tea/Ice Pops Sales	October 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Faculty/Staff Rooftop Sleepover	December 2025-June 2026 (TBD)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Clear, drawstring backpacks sale	October 2025-June 2026	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Turkey Trot/Cupid Shuffle/Color Run/Rock Paper Scissors Day	November 2025-June 2026 (weekly)	KMS/Student Council – to raise funds for student council events, apparel and 8 th grade dance
Candy/Snack Sales	October 29, 2025-June 15, 2026	UHS/Class of 2028 – to raise funds for Class of 2028
Bake Sale	November 3, 2025, January 4, 2026, April 23, 2026, June 1, 2026	
Bake Sale/Snack Sale	October 29, 2025-June 12, 2026	UHS/Freshmen Class – to raise funds for the Freshmen Class
Snack/Chocolate Sales	October 29, 2025-June 15, 2026	UHS/Student Council – to raise funds for future events
Homecoming Game	October 29, 2025-November 30, 2025	UHS/Student Council – to raise funds for future events/activities
Homecoming Dance	October 29, 2025-November 30, 2025	UHS/Student Council – to raise funds for future events/activities
Holiday Grams	November 1, 2025-December 31, 2025	UHS/Student Council – to raise funds for future events/activities
Door Decorating Contest	November 1, 2025-December 31, 2025	UHS/Student Council – to raise funds for future events/activities
Pretzel Sales	December 1-12, 2025	UHS/Dance/Dance Team – to raise funds for competition costumes/transportation
Boo Grams (Candy Bags)	October 29-31, 2025	UHS/Dance/Dance Team – to raise funds for competition season and costume
Pie a Dance Team Member/Lemonade Stand	November 11, 2025	UHS/Dance/Dance Team – to raise funds for competition costumes/transportation/dance events
Gertrude Hawk Chocolate	October 29, 2025-May 28, 2026	UHS/Dance Team – to raise funds for gear, apparel, competition fees and costumes
Candy Grams, Seasonal Grams, Monthly grams	October 29, 2025-June 15, 2026	UHS/Senior Class – to raise funds for senior class events

Dress Down	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior class events
T-Shirt Sale	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior class events
Snack Sales	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior events
Band Competition	October 25, 2025	UHS/Marching Band – to raise funds for season
Bake Sale/Snack Sale	October 29, 2025- June 15, 2026	UHS/Cheerleading – to raise funds for senior night, cheer clinic, tumbling classes
Face Painting for Pep Rally	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior events
Hot Cocoa and Cookies Sales	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior events
Ice Pop Sales	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior events
Themed Bake Sales	October 29, 2025- June 15, 2026	UHS/Senior Class – to raise funds for senior events
Outdoor Movie Night	October 29, 2025- June 30, 2026	UHS/Class of 2026 – to raise funds for senior events
Class of 2026 T-Shirt Sales	October 29, 2025- June 30, 2026	UHS/Class of 2026 – to raise funds for senior events
Penny Wars	October 29, 2025- June 30, 2026	UHS/Class of 2026 – to raise funds for senior events
Snack Sales/Bake Sales/Candy Grams	October 29, 2025- June 30, 2026	UHS/Class of 2026 – to raise funds for senior events
Mr. UHS	October 29, 2025- December 23, 2025	UHS/Class of 2026 – to raise funds for senior events
Class of 2026 Lawn Signs	October 29, 2025- June 30, 2026	UHS/Class of 2026 – to raise funds for senior events
Chipotle Fundraiser	October 29, 2025- June 1, 2026	UHS/Class of 2026 – to raise funds for senior events
Snack Sales	October 29, 2025- June 15, 2026	UHS/Key Club – to raise funds for annual DECON convention
Dinner Theatre	October 29, 2025- November 16, 2025	UHSPAC – to raise funds for spring musical
Volleyball Tournament	November 13, 2025	UHS/EmpowerMENT – to raise funds for club shirts and clothes drive for the homeless
Band Show	October 25, 2025	UHS/Marching Band – to raise funds for marching band
Donation Drive	October 29, 2025- June 1, 2026	UHSPAC – to raise funds for productions and other UHSPAC student activities
Ad and Patron/Sponsor Package Sales for Fall and Spring Productions	October 29, 2025- March 22, 2026	UHSPAC – to raise funds for productions
Candy/Snack/Water Sales	October 29, 2025- June 1, 2026	UHSPAC – to raise funds for productions, competition trip and other student activities
FES Apparel Sale – <i>agenda item pulled from agenda at 10/28/2025 regular mtg</i>	November 3, 2025- June 1, 2026	Franklin – to raise funds for student activities

F-9C. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
Botera Union LLC	Hannah Caldwell Elementary School	\$2,500.00
NJEA-NY Giants - Teacher of the Week, Patricia Guerra-Frazier	Burnet Middle School	\$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 October), in accordance with the information appended to the minutes.

F-11A. APPROVE TO AMEND LIST OF STUDENT ACTIVITY ACCOUNTS – KAWAMEEH MIDDLE SCHOOL

Approve to amend the list of Student Activity Accounts for Kawameeh Middle School to include the following: (a) Club Unify/Special Olympics, (b) PEER Leadership.

F-11B. APPROVE TO AMEND LIST OF STUDENT ACTIVITY ACCOUNTS

Approve to amend the list of Student Activity Accounts for Union High School to include the following: (a) Film Club.

F-12. APPROVE AMENDMENT FOR SCHOOL RESOURCE OFFICER SERVICE AGREEMENT

Approve Amendment to School Resource Officer Service Agreement for the years 2024-2025, 2025-2026, 2026-2027 and 2027-2028 school years, in accordance with the information appended to the minutes.

F-13A. APPROVE NONPUBLIC SCHOOL TECHNOLOGY INITIATIVE PROGRAM SPENDING PLAN – UCESC

Approve the Union County Educational Services Commission (UCESC) Nonpublic School Technology Initiative Program spending plan for St. Michael School located within the district for the 2025-2026 school year, in accordance with the information appended to the minutes.

F-13B. APPROVE NONPUBLIC SCHOOL SECURITY INITIATIVE PROGRAM SPENDING PLAN – UCESC

Approve the Union County Educational Services Commission (UCESC) Nonpublic School Security Initiative Program spending plan for St. Michael School located within the district for the 2025-2026 school year, in accordance with the information appended to the minutes.

F-14A. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (M-1)

Approve the Annual Maintenance Budget Amount Worksheet (M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.

F-14B. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT

Approve the Comprehensive Maintenance Plan Report (FY25, budgeted FY26 and Planned FY27), in accordance with the information appended to the minutes.

F-15. APPROVE ROBERT HALF TALENT SOLUTION – ACCOUNTING AND FINANCIAL SERVICES

Approve Robert Half Talent Solution to provide skilled accounting and financial services on a part-time basis (and, if needed, full-time basis) at a rate of approximately \$40.00/hr. (on an as needed basis; not to exceed \$7,680.00) for the 2025-2026 school year [Account #11-000-251-330-01-54-0060].

F-16a-i. Agenda items approved at October 14, 2025 worksession – preschool contracts.

F-17. APPROVE ESS NORTHEAST – SUBSTITUTE STAFF PLACEMENT AGREEMENT

Approve ESS Northeast Substitute Staff Placement Agreement between ESS Northeast and the Township of Union Public Schools Preschool Grant Program (2025-2026), in accordance with the information appended to the minutes.

F-ATTY. For informational purposes only – vote not required. List of legal services paid as of September 16, 2025 for the 2025-2026 fiscal year, in accordance with the information appended to the minutes.

DISCUSSION:

Mrs. Scott-Hayden asked a question regarding the last entry on F-9b and since there was not sufficient information, the item was pulled from the agenda until additional information is obtained.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

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-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, if applicable, bus evacuation reports for the 2025-2026 school year, in accordance with the non-public information appended to the minutes.

O-2. APPROVE REQUEST FROM CENTRAL JERSEY ALLSTARS – UHS FACILITIES

Approve request from Central Jersey Allstars (Kenilworth) to use the Union High School main and recreation gyms for their cheerleading showcase competition, Saturday, November 15, 2025 for set up (1-5 p.m.) and Sunday, November 16, 2025 from 7:00 a.m. to 6:00 p.m.

O-3. Agenda item approved at October 14, 2025 worksession – Union Recreation Department Use of Jefferson School Parking Lot – Trunk or Treat.

O-4. APPROVE REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION – WALKWAY OF HONOR

Approve request from the Township of Union Education Foundation to hold a Walkway of Honor dedication ceremony on Monday, November 17, 2025 at 3:30 p.m. in front of the Walkway of Honor on North Third Street, in accordance with the information appended to the minutes.

O-5. APPROVE REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION – USE OF JEFFERSON SCHOOL

Approve request from the Township of Union Education Foundation to use the Jefferson School cafeteria and gym for a spring reception on May 7, 2026 (3:30 p.m.-8:00 p.m. – includes set up), in accordance with the information appended to the minutes.

O-6. *Agenda item approved at October 14, 2025 worksession – Junior Class Bonfire.*

O-7. *Agenda item approved at October 14, 2025 worksession – UPD use of Jefferson School-Annual Mischief-Free Night.*

O-8. APPROVE REQUEST TO USE UNION HIGH SCHOOL – LINCOLN TECH GRADUATION

Approve request to use the Union High School auditorium and front lobby for Lincoln Tech's graduation on November 20, 2025 from 4:00 p.m. to 9:00 p.m.

O-9. APPROVE REQUEST TO USE UNION HIGH SCHOOL – CENTRAL NEW JERSEY CHAPTER OF THE NATIONAL COALITION OF 100 BLACK WOMEN

Approve request to use the Union High School library and auditorium for the Central New Jersey Chapter of the National Coalition of 100 Black Women for their upcoming orientation and installation on Saturday, January 17, 2026 from 9:00 a.m. to 1:00 p.m. for the library and 3:00 p.m. to 6:00 p.m. for the auditorium.

T-1. APPROVE RECYCLING OF EQUIPMENT

Approve list of equipment for recycling, in accordance with the information in the hands of each Board member.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, 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, P-1B, P-1C. *Agenda items approved at October 14, 2025 worksession – new hires, extra pay, transfers, respectively.*

P-1A-1. PERSONNEL ACTIONS – NEW HIRES

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

P-1B-1. PERSONNEL ACTIONS – EXTRA PAY

Personnel Actions-Extra Pay be approved in accordance with the information appended to the minutes.

P-1C-1. PERSONNEL ACTIONS – TRANSFERS

Personnel Actions- Transfers be approved in accordance with the information appended to the minutes.

P-2. *Agenda item approved at October 14, 2025 worksession – substitute list.*

P-2A. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2025-2026 school year.

Name	Position	Rate
Jenna Foley	Daily sub	\$140.00/per day
Meyers McKenzie	Daily sub	\$140.00/per day (pending paperwork)
Mariam Ibrahim	Daily sub	\$140.00/per day
Ifeoma Ihuoma	Daily sub	\$140.00/per day
Michael Supreme	Daily sub	\$150.00/per day
Louis Imasemwendo	Daily sub	\$140.00/per day
Jarod Crowe	Daily sub	\$140.00/per day
Vaness Johnson	Daily sub	\$140.00/per day
Lorriane Stanback	Daily sub	\$140.00/per day
Constanza Lopez	Daily sub	\$140.00/per day
Kyle Steele	Coach	
Aleem Barnhardt	Coach	
Najiyah Ishmael	Daily sub	\$140.00/per day
Kailey McDonough	Daily sub	\$140.00/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
Ronnie Clark	Head Custodian	Franklin	5/1/2026	Retirement	25 yrs
Maryanne Corsentino	Math Teacher	BMS	1/1/2026	Retirement	25 yrs
Peter Seyffart	Gifted/Talented and Computer teacher	Livingston	2/1/2026	Retirement	33 yrs

Juan Acevedo	Special ed Teacher	UHS	9/1/2025	Resignation	1 yr
Maria Castro	Paraprofessional	Battle Hill	8/22/2025	Resignation	8 mos.
Jennifer Orellana Giron	Special ed Teacher	Franklin	11/4/2025	Resignation	6 mos.
Rachel Kumar	3 rd grade teacher	Hannah Caldwell	11/27/2025	Resignation	13 yrs
Diana Santos	Substitute school nurse	Hannah Caldwell	9/30/2025	Resignation	1 wk
Diana Valente	Cafeteria/ playground aide	Washington	10/11/2025	Resignation	1 mo.
Thomas O'Reilly	Special Ed teacher	UHS	Updated 10/1/2025	Resignation	8 yrs
Darryl Green	PT school bus driver	Transportation Dept.	10/16/2025	Resignation	1 yr
Jolier Tamayo	World Language (Spanish) teacher	Battle Hill and Hannah Caldwell	12/16/2025	Resignation	11 yrs
Patricia Busalacchi	Cafeteria/ playground aide	Hannah Caldwell	7/1/2025	Employment Separation	
Shanika Navarro	PT school bus aide	Transportation Dept.	9/1/2025	Employment Separation	

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type
Janine Pascucci	Special ed teacher	UHS	10/1/2025-6/15/2026	Paid intermittent FMLA
John Kraly	4 th grade teacher	Washington	9/4/2025-6/15/2026	Paid intermittent FMLA
Jodi Lynn Klausner	Special ed Teacher	Battle Hill	9/18/2025-6/15/2026	Paid intermittent FMLA
Terence Fuller	Career ed teacher	UHS	10/1/2025-11/3/2025	Paid intermittent FMLA
Joanne Timpano	OT	Battle Hill	9/23/2025-6/15/2026	Paid intermittent FMLA
Christina Monek-Neas	Special ed teacher	KMS	9/23/2025-6/15/2026	Paid intermittent FMLA
Alexia Moriello	Autism teacher	Hannah Caldwell	9/26/2025-6/15/2026	Paid intermittent FMLA
Jessica Fiorito	Social Studies teacher	UHS	6/24/2025-6/30/2026	Paid intermittent FMLA
Amanda Flisler	PE teacher	Jefferson	10/16/2025-11/13/2025	Paid intermittent FMLA
Doreen Sahr	English teacher	UHS	9/25/2025-6/15/2026	Paid intermittent FMLA

Sujely Galan Acevedo	Paraprofessional	Battle Hill	9/26/2025-12/15/2025	Paid intermittent FMLA
Jessica Cornacchia	Math teacher	BMS	10/3/2025-6/15/2026	Paid intermittent FMLA
Virginia Frain	Administrative Assistant	Operations and Maintenance Dept.	10/2/2025-10/2/2026	Paid intermittent FMLA
Robert Brennan	Special Ed Teacher	UHS	10/8/2025-6/27/2026	Paid intermittent FMLA
John Boyd	Carpenter	Operations and Maintenance Dept.	10/1/2025-10/1/2026	Paid intermittent FMLA
Carrie Santangelo	Basic Skills teacher	Connecticut Farms	10/7/2025-6/15/2026	Paid intermittent FMLA
Kathy Gigantino	Behavior Tech	Battle Hill	9/15/2025-6/30/2026	Paid intermittent FMLA
Phyllis Neshimka	PE teacher	Battle Hill	9/15/2025-6/15/2026	Paid intermittent FMLA
Laura Standal	Teacher	Franklin	9/16/2026-9/22/2025 and 9/23/2025-TBD	Paid leave and unpaid leave
Robin Raffaele	English teacher	BMS	9/9/2025-11/28/2025	Paid FMLA followed by intermittent FMLA
Alicia Rodriguez	Counselor	UHS	1/9/2026-5/11/2026	Paid child rearing leave followed by unpaid FMLA/NJFLA
Corrina Scaturo	Music teacher	Jefferson	9/29/2025-10/27/2025	Unpaid FMLA
Jayne Mintelli	2 nd grade teacher	Hannah Caldwell	9/30/2025-6/15/2026	Paid FMLA followed by paid sick leave
Christine Zurka	Paraprofessional	Battle Hill	12/5/2025-3/5/2026	Paid medical leave
Priscilla Foster	Behavior Technician	UHS	10/6/2025-10/31/2025	Unpaid FMLA
Kenya Booker	Bus aide	Transportation Dept.	10/1/2025-12/23/2025	Paid child rearing leave followed by unpaid FMLA/NJFLA
Stuart Osborne	Bus driver	Transportation Dept.	10/3/2025-12/14/2025	Paid FMLA
Sheren George	Paraprofessional	BMS	Updated return date 1/5/2026	New return date
Lisa Raimo	Language arts teacher	KMS	Updated return date 10/13/2025	New return date
Rebecca Mazur	Social studies teacher	UHS	9/2/2025-12/1/2025	Leave updated to Paid Medical Leave
Brooke Gilligan	Resource teacher	Connecticut Farms	10/1/2025-6/15/2026	Paid intermittent FMLA

Noa Denning	Speech specialist	Hannah Caldwell	10/14/2025-6/14/2026	Paid intermittent FMLA
Susanna Mateo	Secretary	BMS	10/10/25-6/30/2026	Paid intermittent FMLA
Sarah Watson	Art teacher	Washington	12/22/2025-6/1/2026	Paid child rearing leave followed by unpaid FMLA/NJFLA
Jazmine DeJesus	Paraprofessional	Jefferson	11/11/2025-4/7/2026	Paid child rearing leave followed by unpaid FMLA/NJFLA
James Blondet	Driver	Transportation Dept.	10/8/2025-12/31/2025	Paid FMLA
Denise Marano	2 nd grade teacher	Battle Hill	10/15/2025-6/30/2026	Paid intermittent FMLA
Stephanie Manderichio	5 th grade teacher	Jefferson	10/15/2025-12/23/2025	Paid intermittent FMLA
Coree Jones	Custodian	UHS	9/8/2025-2/28/2026	Paid FMLA followed by unpaid FMLA
Donnah Hubbard	Secretary	Board Office	11/3/2025-11/3/2026	Paid intermittent FMLA

P-4. APPROVE DISTRICT COMMUNICATION LIAISON – SPEKHARDT

Approve William Spekhardt as the communication liaison to local law enforcement agencies for the 2025-2026 school year, at no cost to the district.

P-5. APPROVE CHANGE OF SALARY CLASS #3 EFFECTIVE SEPTEMBER 2025

Approve Change of Salary Class #3 (effective September 2025), in accordance with the information appended to the minutes.

P-6. APPROVE INCREMENT WITHHOLDING

Approve increment withholding for Employee #12435.

P-7. APPROVE ATTENDANCE – BRAINSTORM EDUCATIONAL TECHNOLOGY CONFERENCE

Approve attendance at BrainStorm Educational Technology Conference 2025 at Kalahari Resort & Convention Center, Pocono Manor, PA for John Sousa, Chief Information & Technology Officer and Donna Restivo, Associate Director of IT, November 16, 2025-November 18, 2025, at a cost not to exceed \$2,000.00.

P-8. APPROVE JOB DESCRIPTION – HUMAN RESOURCES SPECIALIST

Approve Job Description for Human Resources Specialist, in accordance with the information appended to the minutes.

P-9. APPROVE JOB DESCRIPTION – HUMAN RESOURCES DIRECTOR

Approve Job Description for Human Resources Director, in accordance with the information appended to the minutes.

P-10. APPROVE PRINCIPAL – LIVINGSTON ELEMENTARY SCHOOL

Approve Shawn Paterno, as the Principal of Livingston Elementary School, at a contractual salary of \$163,524.00, with a start date to be determined.

P-11. APPROVE SUPERVISOR – SPECIAL SERVICES DEPARTMENT

Approve Sherifat Rouleau, as Supervisor in the Special Services Department, at a contractual salary of \$123,526.00, with a start date to be determined.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Dr. Benaquista introduced Sherifat Rouleau, the newly hired Supervisor of the Special Services Department to the Board and community.

Policy Committee:

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

POL-1. POLICY 8467.1 – WEAPONS SCREENING

Approve Policy 8467-1 – Weapons Screening, in accordance with the information appended to the minutes.

POL-2. POLICY 0143 – BOARD MEMBER ELECTION APPOINTMENT

Approve Policy 0143 – Board Election and Appointment, in accordance with the information appended to the minutes.

POL-3. POLICY 0173 – DUTIES OF PUBLIC-SCHOOL ACCOUNTANT

Approve Policy 0173 – Duties of Public-School Accountant, in accordance with the information appended to the minutes.

POL-4. POLICY 0174 – LEGAL SERVICES

Approve Policy 0174 – Legal Services (M), in accordance with the information appended to the minutes.

POL-5. POLICY 0177 – PROFESSIONAL SERVICES

Approve Policy 0177 – Professional Services (M), in accordance with the information appended to the minutes.

POL-6. POLICY 1570 INTERNAL CONTROLS

Approve Policy 1570 – Internal Controls (M), in accordance with the information appended to the minutes.

POL-7. POLICY 1620 – ADMINISTRATIVE EMPLOYMENT CONTRACTS

Approve Policy 1620 – Administrative Employment Contracts (M), in accordance with the information appended to the minutes.

POL-8. POLICY 1636.01 – NOTIFICATION OF PROMOTION, NEW JOB, AND TRANSFER OPPORTUNITIES (NEW)

Approve Policy 1636.01 – Notification of Promotion, New Job, and Transfer Opportunities, in accordance with the information appended to the minutes.

POL-9. POLICY 1648.15 – RECORDKEEPING FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS – COVID 19 (ABOLISH)

Approve to Abolish Policy 1648.15 – Recordkeeping for Healthcare Settings in School Buildings – COVID 19 (M).

POL-10. POLICY 2422 – STATUTORY CURRICULAR REQUIREMENTS

Approve Policy 2422 – Statutory Curricular Requirements (M), in accordance with the information appended to the minutes.

POL-11. POLICY 5339.01 – STUDENT SUN PROTECTION (NEW)

Approve 5339.01 – Student Sun Protection (M), in accordance with the information appended to the minutes.

POL-12. POLICY 6111 – SPECIAL EDUCATION MEDICAID INITIATIVE (SEMI) PROGRAM

Approve Policy 6111 – Special Education Medicaid Initiative (Semi) Program (M), in accordance with the information appended to the minutes.

POL-13. POLICY 6220 – BUDGET PREPARATION

Approve Policy 6220 – Budget Preparation (M), in accordance with the information appended to the minutes.

REG-1. REGULATION 8467.1 – WEAPON DETECTION SYSTEM

Approve Regulation 8467-1 – Weapons Detection System, in accordance with the information appended to the minutes.

REG-2. REGULATION 1570 – INTERNAL CONTROLS

Approve Regulation 1570 – Internal Controls (M), in accordance with the information appended to the minutes.

REG-3. REGULATION 6111 – SPECIAL EDUCATION MEDICAID INITIATIVE (SEMI) PROGRAM

Approve Regulation 6111 – Special Education Medicaid Initiative (Semi) Program (M), in accordance with the information appended to the minutes.

REG-4. REGULATION 6220 – BUDGET PREPARATION

Approve Regulation 6220 – Budget Preparation, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

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

For informational purposes only (no vote required): The following **residency investigation** was completed and the listed student voluntarily transferred to the district of residence for the 2025-2026 school year:

Student No.	School	Grade
#296047	Union High School	9 th grade

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

For informational purposes only (no vote required): The following **residency investigation and hearing** were completed and the listed student voluntarily transferred to the district of residence for the 2025-2026 school year:

Student No.	School	Grade
#266651	Union High School	12 th grade

For informational purposes only (no vote required): The following totals are as of the September 16, 2025 Board meeting (2025-2026 school year):

Students Removed:	0
Students Voluntarily Transferred:	1

Approval of Bills:

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mr. Cohan - attended the NJSBA conference and participated in a workshop regarding training for substitute teachers to assist substitutes to feel ready and prepared. He indicated it was a very interesting workshop and spoke with Dr. Rodriguez and Dr. Benaquista about it. He also attended a workshop led by the acting Commission of Education and he spoke about initiatives and the challenges of school districts.

New Business:

Mrs. Faria – attended the bonfire event and it was wonderful; thank you to the PTA and administration.

She attended the marching band competition, and it was well organized, and they did a great job done.

She also attended the health fair and received great resources. It was a great collaboration; we are doing great things in this town.

She congratulated Dr. Cohen for presenting at the NJSBA Workshops in Atlantic City.

Mrs. Minneci – attended the SEPAG meeting which are held in the high school. The Special Services Department presented and they did a great job. SEPAG representatives explained by SEPAG does. You can find information on SEPAG on the district website.

Ms. Carbonell – attended the bonfire and the PTA put so much thought in this event – it was a beautiful night.

NJQSAC – the operations department received a 97% by QSAC. Ms. McKenzie indicated the Buildings and Grounds Department received the 97% for being in compliance with their checklists.

Comments from the Public:

Christina Birstler – she wished her best to Mr. Paterno but is sad to see him leave the high school. She thanked Dr. Rodriguez for mentioning the teachers and staff. She spoke about receiving a rice notice and not receiving a response to her email. She indicated she has worked for the district for 28 years, was born and raised in town and she has never received a reprimand. She felt the letter was a form of intimidation. She asked that the contract be settled in good faith for the students and staff and indicated they deserve to be respected.

Ann Margaret Shannon – she asked why the attorney took her picture from the dais and asked that her picture be deleted. She spoke about the negotiations – next meeting was December 3rd – UTEA asked mediator to give earlier dates and the Board refused all the dates. Dr. Benaquista indicated there were scheduling conflicts.

Mr. Taylor asked the administration and Board members not to discuss the bargaining process. There is an unfair practice charge pending so he advised not to respond to the UTEA.

Susan Lipstein – thanked the Board for approving the Education Foundation agenda items. She indicated that she has concerns about the library situation; that curriculum was passed but Jefferson has no certified librarian, and Hannah Caldwell does not have a library and that the books they have there are only 3 per student and it should be 20 per student. She advised the Board that the State is passing guidelines for information literacy, so the district needs a solution.

Mrs. Koon responded by indicating that the district has carved out \$16,000 for the Hannah Caldwell library

Trish Gomes – too many presentations tonight that parents missed. She asked if the GT program - if the testing has been dumbed down. Ms. Carbonell asked Ms. Gomes to set up an appointment with Dr. Rodriguez.

Lydia Arrietta – indicated that Mr. Ferroni is a dedicated teacher and teachers are amazing, they participated at the football game. She knows that there is still a contract, that is why they still show up for work.

Michelle Zatta – listened to the NJSLA presentation. She believes Union has been underperforming and that there should have been a full meeting for this presentation. She indicated that her children already took the iReady and she had to ask for the scores. She also indicated that the NJSLA should not be a surprise, it was never disclosed. She asked that the parents concerns be taken seriously.

Mrs. Faria indicated that district is not taking this lightly and understands her concerns. The students are doing better.

Mrs. Scott-Hayden indicated that she received an email from a former employee, Board members cannot respond, and it will be responded to by the Superintendent.

Ms. Carbonell indicated that if the Board receives an email for public comment, it will not be read at the Board meeting; however, it will be part of the minutes.

Mr. Taylor indicated that during public comments, the Board does not have to respond. Certain subjects cannot be commented on and responded to – personnel, students, contracts. He also indicated that a rice notice is not always a bad thing. If the Board needs to speak about you because you were a witness, you are receiving an award or anything, you need to receive a rice notice.

The following was sent to the Board via email:

Erika Newland – “With the looming cessation of SNAP benefits and community members' health care premium set to rise significantly in coming months, I am deeply concerned about the financial and food security of our community members. While we may feel powerless to reopen the Federal government, we can help support our community in this time of need. I would love for the Board and the district to set up emergency food pantries at each school, starting next week if at all possible. These pantries may be supplied by donations from the broader community and, if possible, partnership with local pantries that may be located in more challenging to access areas. The pantries should be managed to ensure discretion and protect the privacy of those accessing the resources. Perhaps the district can collaborate with the PTAs to help ensure the success of these pantries. In addition, I implore the district to send flyers, electronically and on paper, to district families, listing resources for food, medical care, and financial assistance, including how to apply for school meal support. Thank you for your urgent attention and action on this critical issue in our student and family community.”

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. Santana, seconded by Mr. Cohan, that the Board go into Executive Session at 11:13 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. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 12:30 a.m. (October 29, 2025)

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mrs. Scott-Hayden, seconded by Minneci, that the Board return to public session at 12:30 a.m. (October 29, 2025).

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, 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 12:30 a.m. (October 29, 2025)

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

