

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING AGENDA – AUGUST 23, 2022 – 6:00 P.M.

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, August 23, 2022 at 6:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Mrs. Williams called the meeting to order at 6:05 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Ms. Marissa McKenzie, Mr. John O’Shea (via Zoom), Mrs. Nellis Regis-Darby, Ms. Chastity Santana, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Nancy Minneci, Mrs. Kimberly Scott-Hayden

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Christopher Buggy, Esq.

Via Zoom: Nicole Ahern, Supervisor of Counselors, Michelle Osborne, Principal-Connecticut Farm Elementary School

Mrs. Williams led the Board and audience members in the Pledge of Allegiance.

Mrs. Koon read the statement required under the “Open Public Meetings Act”, a copy of which is on file in the office of the Board Secretary.

Mrs. Williams read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Ms. McKenzie, that the Board go into Executive Session at 6:08 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: confidential student matter; litigation update; personnel.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege. Action may be taken when the Board reconvenes in public session.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:30 p.m.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

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

1. June 14, 2022 – worksession
2. June 14, 2022 – executive session
3. June 21, 2022 – regular meeting
4. June 21, 2022 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

REQUEST FOR LEAVE – ROYAL

Request for unpaid FMLA/NJFLA paternity leave from Marcel Royal, district behaviorist, September 19, 2022-December 19, 2022.

REQUEST FOR LEAVE – KAMINSKI

Request for paid child rearing leave/unpaid FMLA/NJFLA and unpaid non-FMLA/NJFMLA from Jennifer Kaminski, ESL teacher-Hannah Caldwell Elementary School, November 2, 2022-June 30, 2023.

REQUEST FOR LEAVE – SHARPE

Request for paid medical leave from Courtney Sharpe, kindergarten teacher-Battle Hill Elementary School, September 6, 2022-October 18, 2022.

REQUEST FOR LEAVE – YAWNICK

Request for paid medical leave from Gary Yawnick, custodian-Kawameeh Middle School, August 1, 2022-December 1, 2022.

**REQUEST FOR LEAVE – D’ALOIA**

Request for paid medical leave from Mark D’Aloia, teacher of computers and gifted and talented-Hannah Caldwell Elementary School, September 1, 2022-December 31, 2022.

**REQUEST FOR LEAVE EXTENSION – PAZDAN**

Request for extension of unpaid non-FMLA/NJFLA for child rearing from Nicole Pazdan, science teacher-Kawameeh Middle School, November 28, 2022-June 30, 2023.

**REQUEST FOR LEAVE EXTENSION – SIDERMAN**

Request for extension of unpaid medical leave from Jason Sideman, special education teacher-Union High School, September 1, 2022-January 1, 2023.

**REQUEST FOR EXTENSION OF INTERMITTENT LEAVE – ALAGO**

Request for extension of intermittent FMLA from Margaret Alago, Administrative Assistant-Business Office, July 15, 2022-December 31, 2022.

**LETTER OF RESIGNATION – TORRES**

Letter of resignation from Anna Torres, secretary-Battle Hill Elementary School, effective July 22, 2022.

**LETTER OF RESIGNATION – KORINIS**

Letter of resignation from Christina Korinis, child study team-Union High School, effective July 16, 2022.

**LETTER OF RESIGNATION – McCARTNEY**

Letter of resignation from Jennifer McCartney, ELA teacher-Kawameeh Middle School, effective July 20, 2022.

**LETTER OF RESIGNATION – KAUFMAN**

Letter of resignation from Brian Kaufman – school psychologist/behaviorist-Franklin Elementary School, effective September 1, 2022.

**LETTER OF RESIGNATION – DaSILVA**

Letter of resignation from Anabela DaSilva, nurse-Union High School, effective August 31, 2022.

**LETTER OF RESIGNATION – MAZZA**

Letter of resignation from Erica Mazza, special education teacher-Union High School, effective July 15, 2022.

**LETTER OF RETIREMENT – D’ALOIA**

Letter of resignation, for the purpose of retirement, from Mark D’Aloia, teacher of computers and gifted and talented-Hannah Caldwell Elementary School, effective December 31, 2022.

LETTER OF RESIGNATION – TICE

Letter of resignation from Corinda Tice, paraprofessional-Hannah Caldwell Elementary School, effective September 1, 2022.

LETTER OF RESIGNATION – LEIBROCK

Letter of resignation from Laura Leibrock, biology teacher-Union High School, effective October 7, 2022.

LETTER OF RESIGNATION – DeLUCA

Letter of resignation from Meghan DeLuca, English teacher-Union High School, effective October 7, 2022.

LETTER OF RESIGNATION – MELCHOR

Letter of resignation from Julie Melchor, vocal music teacher-Jefferson School, effective October 7, 2022.

LETTER OF RESIGNATION – WATSON

Letter of resignation from Danielle Watson, preschool paraprofessional-Hannah Caldwell Elementary School, effective September 1, 2022.

Superintendent's Report:

Dr. Taylor introduced the new district leaders: Kelvin White, Facility Manager – starting September 1st, Ron Zieser, Athletic Director, Isabella Scocozza, Director of Funded Programs and District Initiatives (aka Maureen Guilfoyle's replacement) – starting September 1<sup>st</sup> and Althea Bossard, Interim Principal at Union High School.

Althea Bossard stated thank you for the opportunity. I was a VP at the high school for three years and the fourth year I was the acting principal. I was then placed at Battle Hill and I thoroughly enjoyed. I am overjoyed to take on this task at the high school.

Ms. Bossard introduced the vice principals at the UHS: Terrell Rutty (at UHS for 7 years), Cheryl Fiske, Dr. Donovan Smalls (a Union graduate) and Delfin Santiago, who was unable to attend. The theme for this year is "Restore, Repair, Heal, Connect" – you will see it on all correspondence.

We have been meeting with the students – football team, track team, JROTC, marching band, cheerleaders, color guard to introduce ourselves and to let them know our expectations. Thursday we are meeting with the boys' and girls' soccer teams. It is important to let them know what is coming before the first day of school. We have a meet and greet scheduled for Friday evening at the library. We will be talking to the parents about what our plans are and the expectations; how we are going to do what needs to be done at the high school. We firmly believe as a team that all the students have the capability to be successful and great. We just have to get the structure, accountability and have all things in place. The student handbook has been restructured and consequences and discipline in place. My team has been coming in every single day. Dr. Taylor stated you make us all proud.

Dr. Taylor presented the State of the Schools, a summary is below:

Safety and Security Follow-up – Township has generously paid to evaluate the safety and security in the district:

- Preliminary report results from Stonegate have been reviewed with the manager of security, assistant superintendent, and high school principal team.
- Stonegate walked through every school with Mr. Maso, Mr. Benaquista and the principal of each building.
- All schools have open door alarm systems; needs bypass capability; hopefully by end of September.
- High school security vestibule needs to be created – temporary solution is to move Class III officer at door entrance.
- High school ID badges for all students and district personnel required; accountability measures will be in place. Temporary badges to be given to students; maybe a small monetary payment for lost badges.
- All phones in all classrooms will be operational by September 1<sup>st</sup>; direct contact with first responders is in process of implementation.

Personnel Update: current faculty vacancies for 2022-2023 – 22 (initially 91). The position opened are as follows:

- Secretary (4)
- Nurse
- Elementary teacher
- Pre-k teacher
- Spanish teacher
- Financial literacy teacher
- Special education (5)
- Media specialist
- High school chemistry
- High school social studies
- High school math
- High school English
- School psychologist (2)
- Interim vice principal

Pre-K 2022-2023 Update:

- 3-year-old enrollment – 120
- 3-year-old program increased from 2 to 8 sections
- Waiting list for 3-year-old program - 137
- 4-year-old enrollment – 300
- Waiting list for 4-year-old program - 65

The new website launch is scheduled for September 1<sup>st</sup> – better user interface and more visually appealing.

Student Safety Data System Report (SSDS) – Period 2 (January-June 2022)

- Violence 52
- Vandalism – 3
- Substance – 69
- Weapons - 6

HIB Report – since July 19, 2022 – 1 case – Kawameeh – founded

Ms. Santana asked for an update on security in the elementary schools. Dr. Taylor stated what I shared with you is the safest to share. This report was preliminary and I expect the full report by October and then a presentation by Stonegate in November.

Education/Student Discipline Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. McKenzie, seconded by Ms. Santana for adoption:

E-1. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period July 20, 2022 to August 23, 2022, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE MEDICAL SERVICES HANDBOOK AND SCHOOL HEALTH STANDING ORDERS

Approve Medical Services Handbook and School Health Standing Orders for the 2022-2023 school year, in accordance with the information appended to the minutes.

E-3. APPROVE UPDATE TO CURRICULUM WRITER STIPEND RATE

Approve update to curriculum writer stipend rate as follows (a) \$20/hour not to exceed \$450.00 for a full year course and (b) \$20.00/hour not to exceed \$225.00 for a semester course.

E-4. APPROVE MEMORANDUM OF AGREEMENT - UNITED WAY OF GREATER UNION COUNTY

Approve Memorandum of Agreement with United Way of Greater Union County for the period August 15, 2022 through December 31, 2027, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: Mrs. Regis-Darby (E-3)

ABSTAIN: None

MOTION CARRIED

## Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. O'Shea, seconded by Ms. McKenzie for adoption:

## F-1. TREASURER'S REPORT

That the Treasurer's Report dated July 31, 2022 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated July 31, 2022 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 July 31, 2022 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 July 31, 2022 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 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. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to N.J.A.C. 6A:23A-5.8 in accordance with the information appended to the minutes.

**F-8. APPROVE LIST OF 2022-2023 STATE CONTRACT VENDORS**

Approve the amended list of the 2022-2023 State Contract 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-9. 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
Union High School	2221/Chromebooks	Township of Union BOE – monies collected from Chromebook repair and replacement	\$5,990.00
Union High School	3290/Athletic Dept.	World Finest Chocolate Inc. – candy bar fundraiser (girls field hockey)	\$2,700.00

**F-10. APPROVE 2022-2023 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approval be given to amend the 2022-2023 out-of-district student placement list, in accordance with the information appended to the minutes.

**F-11. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Chocolate Bar Sales	September 6- November 15, 2022	UHS/Athletics-Field Hockey – to raise funds for end of season banquet or gear
Car Wash	August 28, 2022, September 10, 2022, September 18, 2022, or September 25, 2022	UHSPAC – to raise funds for UHSPAC productions for the 2022-2023 school year

**F-12. ACCEPT DONATIONS**

Accept the following donations, in accordance with the information appended to the minutes:

From	For Use By	\$/Item
PEPSICO	Union High School	\$243.72
Staples	District Elementary Schools	388 school supply kits

**F-13. APPROVE PROFESSIONAL DEVELOPMENT – D.A.S.H. CONSULTING LLC**

Approve professional development to be provided by D.A.S.H. Consulting LLC: DEI Assessment/Presentation - Central Leadership Workshop, June 28-June 29, 2022, total cost - \$3,000 [Account #7247/11-000-230-610-01-23-0060].

**F-14. APPROVE PROFESSIONAL DEVELOPMENT – CORNELL UNIVERSITY**

Approve professional development to be provided by Cornell University's School of Industrial and Labor Relations-Outreach Division – Effective Interviewing Skills, June 30, 2022, total cost - \$8,000 [Account #7247/11-000-230-610-01-2-0060], in accordance with the information appended to the minutes.

**F-15. APPROVE RODRIGUEZ NATIVO LLC – SIGN LANGUAGE INTERPRETER**

Approve Rodriguez Nativo LLC to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (thereafter \$70/hr. day rate and \$75/hr. after 5 p.m.) not to exceed \$2,750.00 for the 2022-2023 school year [Account #11-000-240-8900-01-54-060], in accordance with the information appended to the minutes.

**F-16. APPROVE INCREASE FOR CHIEF MEDICAL INSPECTOR – MULLICK**

Approve increase to Bharati Mullick, M.D., as Chief Medical Inspector pursuant to N.J.S.A. 18A:40-1 for the 2022-2023 school year at an annual fee of \$30,000 (\$1,500.00 increase).

**F-17. APPROVE WELLNESS MANAGEMENT SERVICES OF TRINITAS REGIONAL MEDICAL CENTER - STUDENT SUPPORT**

Approve contract with Wellness Management Services of Trinitas Regional Medical Center, to provide Student Support Services at a cost of \$97,000.00 for the 2022-2023 school year (senior consultant services-\$5,000; full-time onsite Psychologist-\$86,000; 4 hrs./week Master level-\$4,000; clerical and administrative support-\$2,000), in accordance with the information appended to the minutes.

**F-18. APPROVE APPLICATION FOR NEW JERSEY CHILD ASSAULT PREVENTION**

Approve application for the New Jersey Child Assault Prevention (CAP) 2022-2023 Grant – Elementary, Teen and Special Needs, in accordance with the information appended to the minutes.

**F-19. APPROVE NORTH JERSEY BEHAVIORAL HEALTH SERVICES – BEHAVIOR ANALYSIS SERVICES**

Approve North Jersey Behavioral Health Services to provide applied behavior analysis services to district student(s) beginning August 29, 2022-June 21, 2023 (not to exceed \$224,400.00), in accordance with the non-public information appended to the minutes [Account No. 11-000-216-320-01-19/7043).

**F-20. APPROVE JFK JOHNSON REHABILITATION INSTITUTE – CAREER DEVELOPMENT SERVICES**

Approve JFK Johnson Rehabilitation Institute to provide part-time career development services to student(s) in district beginning September 6, 2022-June 21, 2023 (not to exceed

\$36,550.00) in accordance with the non-public information appended to the minutes [Account No. 11-000-216-320-01-19/7043).

**F-21. APPROVE TUITION AGREEMENT FOR STUDENTS AT TRINITAS REGIONAL MEDICAL CENTER – HOME INSTRUCTION**

Approve Tuition Agreement for home instruction for students at Trinitas Regional Medical Center at a rate of \$71.00 per hour, in accordance with the information appended to the minutes.

**F-22. APPROVE LEGAL SERVICES FOR INDEPENDENT AFFIRMATIVE ACTION/DISCRIMINATION INVESTIGATION – PETER B. FALLON, ESQ.**

Approve Peter B. Fallon, Esq. to provide services for independent investigations of affirmative action complaints at an hourly rate of \$180.00/hr. (not to exceed \$9,000.00) for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-23. *For informational purposes only – vote not required.* List of legal services for the 2022-2023 fiscal year, in accordance with the information appended to the minutes.

**DISCUSSION:**

Dr. Francis stated F-14 – the event already has taken place and to stop approving items after the fact. Ms. McKenzie asked if they were paid. Mrs. Koon stated no, waiting for Board approval.

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

NAY: Dr. Francis (F-13; F-14)

ABSTAIN: None

**MOTION CARRIED**

**Grievance/Negotiations Committee:**

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

**G-1. APPROVE SIDEBAR AGREEMENT – PART-TIME TRANSPORTATION ASSOCIATION**

Approve Sidebar Agreement between the Part-Time Transportation Association and the Township of Union Board of Education for the period of July 1, 2022 through June 30, 2023, in accordance with the information appended to the minutes.

G-2. *Agenda item removed from agenda at meeting (CBA-UTEA)*

**DISCUSSION:**

Dr. Francis asked what is the sidebar agreement? Mrs. Koon stated there were five things that the team and Dr. Taylor implemented to stop the shortage of bus drivers and aides. They received an increase of \$5.00, single coverage health benefits, dental and paid winter and spring breaks for one year and then we will go into negotiations with them.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Williams, seconded by Ms. McKenzie 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 2022-2023 school year, in accordance with the information appended to the minutes.

**O-2. APPROVE GATEWAY FAMILY YMCA FIVE POINT BRANCH – 2022-20223**

Approve early care and aftercare contracts and addenda with the Gateway Family YMCA Five Point Branch for the 2022-2023 school year, in accordance with the information appended to the minutes.

**O-3. APPROVE GATEWAY FAMILY YMCA – PRESCHOOL CONTRACT - 2022-2023**

Approve Preschool Education Program Contract with the Gateway Family YMCA for the 2022-2023 school year, in accordance with the information appended to the minutes.

**O-4. APPROVE TOWNLEY PRESCHOOL-WONDER TWIN POWERS – PRESCHOOL CONTRACT - 2022-2023**

Approve Preschool Education Program Contract with the Townley Preschool-Wonder Twin Powers for the 2022-2023 school year, in accordance with the information appended to the minutes.

**O-5. APPROVE ESPIN PRESCHOOL LEARNING CENTER – PRESCHOOL CONTRACT - 2022-2023**

Approve Preschool Education Program Contract with the ESPIN Preschool Learning Center for the 2022-2023 school year, in accordance with the information appended to the minutes.

**O-6. APPROVE SERVICE PROPOSAL – SAFE SCHOOLS INTEGRATED PEST MANAGEMENT**

Approve Service Renewal Proposal from Safe Schools Integrated Pest Management, a division of Stank Environmental, LLC (pest control and IPM law compliance services) for the period July 1, 2022-June 30, 2023, in accordance with the information appended to the minutes.

**O-7. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS**

Approve submission of Anticipated Facility Request for the 2022-2023 school year to the New Jersey Department of Education (Union County office), in accordance with the information appended to the minutes.

**O-8. APPROVE SUBMISSION OF ALTERNATE METHOD OF COMPLIANCE**

Approve submission of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3 and/or 6.4 for toilet room facilities for early intervention, pre-kindergarten and kindergarten classrooms (2022-2023 school year), in accordance with the information appended to the minutes.

**O-9. APPROVE REQUEST FROM FIRST BAPTIST CHURCH – JEFFERSON PARKING LOT**

Approve request from First Baptist Church to use the parking lot at Jefferson School for Reverend Franklin's services on Friday, August 26, 2022 (viewing 3:00 p.m.-9:30 p.m.) and Saturday, August 27, 2022 (7:30 a.m.-1:30 p.m. [viewing 8:00 a.m.-9:00 a.m.; funeral 9:30 a.m.]).

**DISCUSSION:**

Mrs. Regis-Darby stated O-2, O-3 and O-4 – Dr. Taylor earlier you stated that there were 202 students who were on a waiting list. What is the budget for these three places? And can we consider obtaining our own space and having these programs so we don't have to sublet the contract? Mrs. Koon stated I don't have that information but can get it. It was approved in the previous preschool budget and hopefully in the future we will have space but until then, it needs to be outsourced. Dr. Taylor stated these are State funded programs.

Mrs. Regis-Darby stated we need to be proactive because prek-3 and prek-4 with early intervention, we need to be ready to go because within two years they are going to ask you for space so we can house our kids. If we don't have the space, we won't get that money.

Dr. Perez stated Ms. Walker and I had spoken about trying to locate a district facility for our students. The issue is not just updating the facilities but also the bathroom requirements and protocols and rules. Even if something has been found, there are other issues with the whole structure. It is at the forefront with her. We have no problems partnering with other sites.

Mrs. Regis-Darby stated when you read the contract and the standards and what the kids are supposed to meet, those providers are not providing that to our kids so they will come in deficient. They are not getting early intervention according to State standards. We need to do something different.

Mr. Benaquista stated the outside providers have to use the same curriculum, assessment; everything has to be the same to be a provider.

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

NAY: None

ABSTAIN: Mrs. Williams (O-9)

MOTION CARRIED

Personnel Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. McKenzie, seconded by Mrs. Brens-Watson 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-1D PERSONNEL ACTIONS - SALARIES FUNDED THROUGH GRANTS

Personnel Actions - Salaries Funded Through Grants, as reflected below but approved as part of P-1A Grant Funded:

Name	Position	Location	Salary	Grant	Notes
Lori Bogert	Preschool teacher	Battle Hill	\$83,213.00 base salary	Preschool expansion grant	\$425 elementary conference stipend
Deon Daniels	Preschool teacher assistant	Hannah Caldwell	\$22,396.00	Preschool expansion grant	
Chaunte Thomsa	Preschool teacher assistant	Battle Hill	\$23,796.00	Preschool expansion grant	

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2022-2023 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	<b>Resignations/Retirements approvals are subject to contractual notice to be given accordingly.</b>
Anna Torres	Secretary	Battle Hill	7/22/2022	Resignation	
Christina Korinis	CST	UHS	7/16/2022	Resignation	Superintendent accepted effective date
Jennifer McCartney	ELA teacher	KMS	7/20/2022	Resignation	Superintendent accepted effective date
Brian Kaufman	School psychologist/behaviorist	Franklin	9/1/2022	Resignation	Superintendent accepted effective date
Anabela DaSilva	Nurse	UHS	8/31/2022	Resignation	
Erica Mazza	Special education teacher	UHS	8/15/2022	Resignation	Superintendent accepted effective date
Mark D'Aloia	Teacher of computers and G&T	Hannah Caldwell	12/31/2022	Retirement	
Corinda Tice	Paraprofessional	Hannah Caldwell	9/1/2022	Resignation	
Laura Leibrock	Biology teacher	UHS	10/7/2022	Resignation	
Danielle Watson	Preschool paraprofessional	Hannah Caldwell	9/1/2022	Resignation	

#### P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Marcel Royal	Behaviorist	Districtwide	9/19/2022-12/19/2022	Unpaid FMLA/NJFLA paternity leave	
Jennifer Kaminski	ESL teacher	Hannah Caldwell	11/2/2022-6/30/2023	Paid child rearing leave, unpaid FMLA/NJFLA, unpaid non FMLA/NJFMLA	
Courtney Sharpe	Kindergarten teacher	Battle Hill	9/6/2022-10/18/2022	Paid medical leave	
Gary Yawnick	Custodian	KMS	8/1/2022-12/1/2022	Paid medical leave	
Mark D'Aloia	Teacher of computers and G&T	Hannah Caldwell	9/1/2022-12/31/2022	Paid medical leave	

Nicole Pazdan	Science teacher	KMS	11/28/2022-6/30/2023 Return date 9/1/2023	Extension of unpaid non-FMLA/NJFLA for child rearing	
Jason Siderman	Special education teacher	UHS	9/1/2022-1/1/2023	Extension of unpaid medical leave	
Margaret Alago	Administrative Assistant-Business Office	Central Office	Intermittent 7/15/2022-12/31/2022	Extension of intermittent leave	

**P-5. APPROVE STUDENT TEACHERS AND INTERNSHIPS**

Approve student teachers and internships for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-6. APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT**

Approve designees for the Student Activities Accounts for the 2022-2023 school year for Union High School, Kawameeh Middle School, Burnet Middle School Jefferson School, Battle Hill Elementary School, Connecticut Farms Elementary School, Franklin Elementary School, Hannah Caldwell Elementary School, Livingston Elementary School and Washington Elementary School, in accordance with the information appended to the minutes.

**P-7. APPROVE UPDATE TO UHS ATHLETIC EVENT STAFF ASSIGNMENTS**

Approve update to Union High School Athletic Event Staff Assignments for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-8A. APPROVE UPDATE TO JOB DESCRIPTION – COORDINATOR OF RESTORATIVE PRACTICES**

Approve update to Job Description for Coordinator of Restorative Practices, in accordance with the information appended to the minutes.

**P-8B. APPROVE UPDATE TO JOB DESCRIPTION – ASSISTANT SCHOOL BUSINESS ADMINISTRATOR**

Approve update to Job Description for Assistant School Business Administrator, in accordance with the information appended to the minutes.

**P-9. APPROVE ATTENDANCE – EDUCATIONAL/CURRICULUM MEETINGS –MUJC**

Approve attendance for educational/curriculum meetings at Morris Union Jointure Commission: Gerry Benaquista and Gretel Perez; Assistant Superintendents; Supervisors: Randi Moran, Jeremy Cohen, Nicole Ahern, Robert Ghiretti, Theresa Matthews, Isabella Scocozza, and Maureen Corbett, Principals: Mark Hoyt, Jason Malanda, David Shaw, Michelle Warren, Ben Kloc, Tom Matthews, Athea Bossard, Kira Baskerville-Williams, Sharon Drayton and Kelly Piano, Directors Kim Conti, Ann Hart and Sandra Paul and Director of Instructional Technology Craig Wojcik. Attendance at Morris Union Jointure of Commission (at no cost to the district) for 2022-2023 school year.

**P-10. APPROVE RESIDENCY INVESTIGATORS – 2022-2023**

Approve residency investigators for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-11. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2022**

Approve Change of Salary Class (effective September 2022), in accordance with the information appended to the minutes.

**P-12. APPROVE KEAN UNIVERSITY CULTURALLY RESPONSIVE EDUCATION OF STEM TEACHERS (CREST) PROJECT**

Approve Kean University Culturally Responsive Education of STEM Teachers (CREST) Project between the district and Kean University for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-13. APPROVE 2022-2023 HOURLY RATES LIST**

Approve 2022-2023 Hourly Rates List, in accordance with the information appended to the minutes.

**P-14. APPROVE INTERIM PRINCIPAL – BATTLE HILL ELEMENTARY SCHOOL**

Approve Sharon Drayton, as Interim Principal at Battle Hill Elementary School at a contractual salary of \$142,231 and a promotion of \$8,000 (both pending ratification of UTASA Agreement), start date is August 24, 2022.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** Mrs. Regis-Darby (P-8A)

**MOTION CARRIED**

**Policy Committee:**

Upon recommendation of the Superintendent of Schools, the following policies were moved by Ms. Santana, seconded by Ms. McKenzie for adoption:

**POL-1. POLICY 5517 – SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS**

Approve Policy 5517 – School District Issued Student Identification Cards, in accordance with the information appended to the minutes.

**POL-2. POLICY 5560 – DISRUPTIVE STUDENTS**

Approve Policy 5560 – Disruptive Students, in accordance with the information appended to the minutes.

**POL-3. POLICY 5600 – STUDENT DISCIPLINE/CODE OF CONDUCT**

Approve Policy 5600 – Student Discipline/Code of Conduct, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**A YE:** Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mr. O’Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Williams

**NAY:** Mrs. Regis-Darby (POL-2; POL-3)

**ABSTAIN:** None

**MOTION CARRIED**

Upon recommendation of the Superintendent of Schools, Ms. Santana presented the following policies for first reading:

**POL-4. ABOLISH POLICY 1648.14**

Approve the abolishment of Policy 1648.14 – Safety Plan for Healthcare Settings in School Buildings – COVID-19.

**POL-5. POLICY 7410 – MAINTENANCE AND REPAIR (M)**

Approve Policy 7410 – Maintenance and Repair, in accordance with the information appended to the minutes.

**POL-6. REGULATION 7410.01 – FACILITIES MAINTENANCE, REPAIR SCHEDULING AND ACCOUNTING (M)**

Approve Regulation 7410.01 – Facilities Maintenance, Repair Scheduling and Accounting, in accordance with the information appended to the minutes. .

**POL-7. REGULATION 3270 – INSTRUCTIONAL PLANS AND PLAN BOOKS (NEW)**

Approve Regulation 3270 – Instructional Plans and Plan Books, in accordance with the information appended to the minutes.

**POL-8. POLICY 5722 – STUDENT JOURNALISM (M) (NEW)**

Approve Policy 5722 – Student Journalism, in accordance with the information appended to the minutes.

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

Approve Policy 1648.15 – Recordkeeping for Healthcare Settings in School Buildings – COVID-19, in accordance with the information appended to the minutes.

**POL-10. POLICY 8420 – EMERGENCY AND CRISIS SITUATIONS (M)**

Approve Policy 8420 – Emergency and Crisis Situations, in accordance with the information appended to the minutes.

**POL-11. POLICY 9320 – COOPERATION WITH LAW ENFORCEMENT AGENCIES (M)**

Approve Policy 9320 – Cooperation with Law Enforcement Agencies, in accordance with the information appended to the minutes.

**POL-12. REGULATION 9320 – COOPERATION WITH LAW ENFORCEMENT AGENCIES (M)**

Approve Regulation 9320 – Cooperation with Law Enforcement Agencies, in accordance with the information appended to the minutes.

**POL-13. ABOLISH POLICY 2432 – SCHOOL SPONSORED PUBLICATIONS**

Abolish Policy 2432 – School Sponsored Publication.

**POL-14. REGULATION 5600 – STUDENT DISCIPLINE/CODE OF CONDUCT**

Approve Regulation 5600 – Student Discipline/Code of Conduct, in accordance with the information appended to the minutes.

**POL-15. REGULATION 2624 – GRADING SYSTEM**

Approve Regulation 2624 – Grading System, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

**Residency Committee Resolutions:**

Mrs. Williams stated that 911 students have re-registered and have been verified; 598 students have submitted re-registration and need to be verified; and 738 students have not re-registered as of this date. That is 68% of the students have re-registered.

Ms. Santana asked if the district would be reaching out to these students? Dr. Taylor stated on the last day of re-registration if a student doesn't register, we will be reaching out. The student will not receive a schedule if they don't re-register.

Ms. McKenzie asked who is verifying and how long does that take? Dr. Taylor stated it is quick and it is my Central Office team.

Mrs. Regis-Darby stated legally – if the district doesn't give the student a schedule, how long can they keep students out of school? Mr. Buggy stated all students have to be registered to attend school so they have to register. Mrs. Regis-Darby stated what can the parents do? Mr. Buggy stated he can't give advice to what the parents can do but the school is asking the students to re-register.

Mrs. Regis-Darby asked if a parent doesn't re-register their student, what happens to that student? Ms. Santana stated he has to prove residency.

Mrs. Brens-Watson stated once the student is verified for re-registration, does a notification go out? Dr. Taylor stated I will find out if there is a follow-up confirmation. They will get their schedules.

Dr. Francis stated the students have to meet 180 days, will these days count as unexcused absences if they hadn't registered? Mr. Buggy stated I will look into it to give you a definitive answer. Ms. McKenzie stated register your kids.

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

**APPROVE RESTATEMENT OF STUDENTS**

Approve the restatement of the following students in the general education program on September 6, 2022:

1. Student No. 230598
2. Student No. 230845
3. Student No. 240560
4. Student No. 230050

**DISCUSSION:**

None

**AYE:** Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mr. O'Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Williams

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Approval of Bills:**

Upon recommendation of the Superintendent of Schools, and moved by Dr. Francis, 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:** Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mr. O'Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Williams

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Unfinished Business:**

None

### New Business:

Mrs. Regis-Darby asked if the district received the State score? Dr. Taylor stated not yet.

Mrs. Regis-Darby asked is there a date for open houses for the other schools? Dr. Taylor stated the principals should have sent information to all the families.

Mrs. Regis-Darby stated in the past we talked about having a system in place for educators to sign important documents at the start of the schools – handbooks, regulations, etc. Have those systems been put in place? Dr. Taylor stated GCN has a box that needs to be checked off. Mr. Benaquista stated that is for training videos and certain policies – professional developments that are State mandated. There are policies that are reviewed at the annual meeting with the administrators and they will turnkey it to their staff. We have digital sign-ins and records of minutes and then uploaded to a central document for us to confirm.

### Comments from the Public:

Sol stated this is regarding removing Zoom. There was a signed petition with over 100 signatures sent to the Board members and superintendent in the district on July 20, 2022 requesting Zoom be reinstated. As a community we recognized Zoom is a good tool for diversity, equity and inclusion. Such technology opens the door for the Union community to be part of the Board meetings. Zoom is very inclusive. Parents are working and can't get to the meetings. Zoom allows everyone to access and comment if they are unable to attend in person. We must do what is best for our community. Please consider keeping Zoom – it is a good tool for diversity, equity and inclusion. Mr. O'Shea is included tonight by Zoom and the community was not given the privilege as Mr. O'Shea. Mrs. Williams stated Mr. O'Shea is a Board member.

Denzel Trent stated that he apologizes for what he had done in school in the past and plans to bring the football team into the championship. I want to focus on my learning and graduate. It is my last year and I don't want to jeopardize that.

Josiah Bryant stated he apologizes on how he behaved in the last school year and he wants to finish his year as a senior.

Mrs. Williams stated she is proud of both students. It takes a great amount of courage to come forward and apologize. We are looking forward to all the amazing things you are going to do this coming year, including the championship.

Ann Margaret Shannon stated excited for the start of the new year. We are planning a lot of great things within the community – the Mayor's 5-K. We have a community school's committee that finished their first year. We had a wonderful townwide block party. It was a great event. The community restaurants – they made double of what was expected. I am happy it was so successful. We do include the Board of Ed as our community school's committee so wear our shirts.

Moved by Mrs. Williams, seconded by Ms. Santana, to reject the Superintendent's decision and recommendation that an act of harassment, intimidation or bullying occurred on HIB Investigation No. CFES #2, 2021-2022.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mr. O'Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. McKenzie, seconded by Mrs. Brens-Watson, that the Board go into Executive Session at 8:28 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; litigation updates

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.

All present voting YES

MOTION CARRIED

The Board returned to public session at 9:50 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Williams, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 9:50 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

