

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – July 20, 2021

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, July 20, 2021 at 6:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. McDowell called the meeting to order at 6:08 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mrs. Nellis Regis-Darby, Mrs. Kim Ruiz

ABSENT AT ROLL CALL:

Mr. John O’Shea, Mrs. Mary Lynn Williams (arrived 7:01 p.m.)

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mr. Gerald Benaquista, Mrs. Yolanda Koon, Mr. Barry Loessel, Mrs. Sandra Paul, Mrs. Maureen Guilfoyle, Mrs. Kim Conti, Mr. Craig Wojcik

ALSO PRESENT:

Afshan Ajmiri Giner, Esq.

Dr. Francis 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. Minneci read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Ruiz, that the Board go into Executive Session at 6:10 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: matters of litigation and matters falling under the attorney-client privilege.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:08 p.m.

Mr. McDowell asked for a moment of silence for the passing of Anthony Manochio, a former Board member of the district, who was killed tragically – hit by an automobile. Dr. Francis stated that Eugene Murray, a former custodian, also passed away.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Ann Margaret Shannon asked why there were four T.W.’s for agenda items E-5 to E-8. She was informed that each child’s first name began with “T”.

Approval of Minutes:

Moved by Mrs. Brens-Watson, seconded by Mrs. Minneci, that the following minutes be adopted:

1. May 11, 2021 – executive session
2. May 11, 2021 – worksession
3. May 18, 2021 – regular meeting
4. May 18, 2021 – executive session

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: Mrs. Williams (#1, #2)

MOTION CARRIED

Communications:

REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL

Request from First Baptist Church of Vauxhall to use Jefferson School parking lot for parking on August 1, 2021 for their 115th Church Anniversary.

REQUEST FROM TOWNSHIP OF UNION – DEPARTMENT OF PUBLIC SAFETY

Request from the Township of Union – Department of Public Safety for the use of two district school buses and two drivers on July 14, 2021 to transport the participants of the 2021 Junior Police Academy Program to a destination in Point Pleasant, New Jersey.

LETTER OF RESIGNATION – MAGED

Letter of resignation from Ellen Maged, greeter/café aide-Livingston Elementary School, effective September 1, 2020.

LETTER OF RETIREMENT – SIENKIELEWSKI

Letter of resignation, for the purpose of retirement, from Richard P. Sienkielewski, Information Technology Engineer-Technology Department/districtwide, effective December 31, 2021.

LETTER OF RESIGNATION – SMITH

Letter of resignation from Cindy Smith, teacher-Jefferson School, effective July 1, 2021.

LETTER OF RESIGNATION – WEISSBERG

Letter of resignation from Lauren Weissberg, school counselor-Union High School, effective July 1, 2021.

REQUEST FOR LEAVE – COHEN

Request for paid medical leave from Amanda Cohen, 7th grade science teacher-Kawameeh Middle School, September 1, 2021-September 30, 2021.

REQUEST FOR LEAVE – GIANCASPRO

Request for intermittent leave from Denise Giancaspro, 10-month secretary-special services, September 1, 2021-June 30, 2022.

LETTER OF RETIREMENT – HUNTER

Letter of resignation, for the purpose of retirement, from Nancy Hunter, teacher-Washington Elementary School, effective September 1, 2021.

LETTER OF RESIGNATION – RAMEY

Letter of resignation from Jodie Ramey, special education teacher-Jefferson School, effective July 15, 2021.

REQUEST FOR LEAVE – METTA

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) followed by unpaid non-FMLA/non-NJFLA child rearing leave from Gina Metta, math teacher-Kawameeh Middle School-math teacher, September 23, 2021-June 24, 2022.

REQUEST FOR LEAVE – MOORE

Request for unpaid child rearing leave under FMLA/NJFLA (concurrently) from Cara Moore, 4th grade teacher-Livingston Elementary School, September 1, 2021-October 31, 2021.

REQUEST FOR LEAVE – O’NEILL SHEAHEN

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Allison O’Neill Sheahen, social studies teacher-Burnet Middle School, October 4, 2021-Januaray 14, 2022.

LETTER OF RESIGNATION – JOHNSON

Letter of resignation from Aaron Johnson, ESL teacher-Franklin and Connecticut Farms Elementary Schools, effective July 9, 2021.

Mr. McDowell welcomed Dr. Scott Taylor as the district’s new Superintendent.

Superintendent's Report:

Dr. Taylor stated at each Board meeting I will give a presentation which I will refer to as the State of the Schools. It is my opportunity to update the Board and community on what is going on. I have been diligently following the plan I presented to the Board and community that will frame my first three months which has me building relationships – lunch meetings with civic leaders, community leaders, local activists, parent activists in particular and working with my leadership team. I will taking the entire leadership team – building leaders, central office leaders to Kean University to have a one day retreat at the end of August. At that time we will strengthen the relationships of our team members and also the expectations I have with our team and what expectations they have for me. The third goal is to get the strategic plan process going.

This is what I found out so far – people love Union. This is my sixth school district over the course of 30 years. I think it is the first time I worked in a community that was so in love with its environment, people, culture, school community. It is not without its issues and challenges but over and over again when I talked to people, they would say “I love it here”, “my great-great-great grandparents settled here back in the 1600’s” – it is a generation of people.

I’m walking around the schools – every day I get into 1-2 schools. The summer programs are going on and amazing things are happening here. I was at Burnet and I learned we had a State championship video game programing, we have a twirling team – things that people don’t recognize right away. We have a powerhouse football, softball teams but there are a lot of other things happening. One of my concerns is we are not doing as good of a job as we can getting the word out. When I was looking into coming here I knew Union was a good school district; now I’m finding it is a really good school district but we need to do better in PR. The other thing is to make this district world class. We have the people, the love, the programming, we are a big district so we have a lot of stuff to offer.

The first two days I was overwhelmed because there was a lot of things coming at me and I spent the weekend trying to chart everything out – my triage – one, make sure that we get back in September safely and normally as we can barring any crazy variant; second, personnel – we do have some needs besides teacher hiring and support staff hiring, central office leadership team – supervisors, directors, assistant superintendent is a bit of a jungle right now. We have people in these roles but some are doing 2-3 jobs, we have vacancies, we have to figure out how to fill those vacancies – short term as well. I will be working wit the Board Personnel Committee to collaborate on that. The third thing is social media - we need to centralize our message. I have been working with Kristin Nunez to help me centralize our Face Book, Instagram and Twitter feed. It seems like the hash tag that is most appreciated and you can see on my signature is #weareproudoofU – it has some dual meanings so I’m going to be pushing that out if possible.

The first thing we are going to do is set up a Steering Committee. Districtwide strategic plan for me is January 3, 2022. Anybody who wants to be involved in this process will be involved; grouped accordingly by interests, concerns and issues; whatever we decide as a group are our focus areas. A smaller group will start meeting in a couple of weeks. There are 13 people, including me, on this committee – including high school students, Board members, teachers, leadership team, Vauxhall Association, a member of the Township Committee and some parent activists, including a representative of CPAC. The purpose of this committee is

two-fold – one, to help me plan a larger process that will involve hopefully hundreds of people and that will happen in November; the second is to help me identify for the sake of the entire process what the core issues are and hopefully 3-4 will come out – equity, individual instructions, facilities. I had warned people that are actively on this committee that they may be sitting across the desk from people they don't care for, or people they have had disagreements with in the past, but it is going to be incumbent upon me to rally all of us together around a singular goal of going world class. I hoping with background and experience that I can keep that group together and focused on the mission.

I will point out to the community the Board goals, my evaluation, teacher evaluations, the budget process, professional development, school learning goals – will all be aligned in the strategic plan. We will have a strict timeline.

Quick run down of what we are looking at for September. I'm not ready to convict to whether we are making the masks optional or social distancing yet. I will but not yet because I put together a task force to meet this Friday; right now internal district people – teachers, support staff and members of the leadership team to forward to me to what has been done so far to prep for opening up in September safely. It is called our School Opening Task Force. The next step is for me to expand the group a few weeks later by bringing in a member or two of the Board, some parents/guardians who can help inform me as well on their perspective. I am going to be administering a survey and I know a lot of them have gone out to gage the current sentiments about coming back in September among our parent/guardian population. I actually looking at a professional survey person to put this survey together; that will be put out in a couple of weeks. Then I will be sending the entire community a bi-weekly update on what we are up to using School Messenger.

A summary of the presentation is below:

The First 90 days: Goal One – Community stakeholders and he will develop a mutually trusting relationship.

- Days 1-30 – meet the district's leadership team
- Days 31-60 – hold first leadership teamwork meetings
- Day 61-90 – continue leadership team meetings with 12-month team in small group and whole group format
- Safe Return – meet with committee; update plan; communicate with district community; solidify learning acceleration plans
- Personnel – fill secretary positions; organize Central Leadership Team
- Website/Social Media – revamp website; centralize Facebook, Twitter and Instagram outlets

Strategic Planning – target date for implementation – January 3, 2022. Involve anyone interested in the Township - create a Strategic Plan Steering Committee.

Summer Programs – for incoming 3rd and 4th graders – Summer Bridge to Accelerate Learning Program.

Safe Return to School – School Reopening Task Force – internal stakeholders meeting on Friday, July 23rd; community survey and additional stakeholder input; bi-weekly school messenger updates.

HIB Report – report was presented - see agenda item E-1 and E-1A.

Student Safety Data System Report (SSDS) – period 2 – 2020-2021 – report was presented - see agenda item E-2.

Harassment, Intimidation and Bullying Report (HIB) – period 2 – 2020-2021 – report was presented - see agenda item E-3.

I have spoken with Nicole Ahern, our HIB coordinator. We reflected on general things that we took away from 2020-2021 and one thing we recognize is our rates were down for some obvious reasons. We did come back in March and we were not letting kids go to some of the hot spots – cafeteria. We did do more work in the area of trying to separate kids who knew might have conflicts, not grouping them in the same classes – the reality is, based on my 30 years of doing this work as a teacher and a leader, you can do all you want to try to bring kids together that weren't getting along, but sometimes people just don't get along. When you are 12-15, you don't always have the tools to know how to function with somebody you don't like. It is a tough job to teach them that. Sometimes it just helps to band aide the problem until we can teach more about repairing relationships. Nicole and I surmised that there is a new found appreciation for meaningful relationships and I hope it lasts and I hope it is not just a post-pandemic halo and we are hoping that is why we had low cases.

The presentation is appended to the minutes and can be viewed on Zoom and the Superintendent's Corner on the district website.

Education/Student Discipline Committee Resolutions:

Mrs. Regis-Darby gave an overview of the Education Committee meeting. Some of the questions were E-5-E-8, why were they being approved so late, because it was for the 2020-2021 school year. We also had questions on pre-k and Dr. Taylor emailed all of the Board members with his follow-up and we appreciated it. The honors program questions came up and everyone from the Board should have received an email from Dr. Taylor about that. The summer assignment came up and why they mandatory and again Dr. Taylor has committed to every Board member with an answer to his next step on the mandatory summer assignments.

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

E-1. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period June 16, 2021 to July 20, 2021, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

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

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the period May 19, 2021 to June 15, 2021, in accordance with the information appended to the minutes.

E-2. APPROVE STUDENT SAFETY DATA SYSTEM REPORT (SSDS)

Accept the Student Safety Data System Report (formerly Vandalism and Violence Report) for period two of the 2020-2021 school year, in accordance with the information appended to the minutes.

E-3. APPROVE JUNE REPORT – NJDOE – HIB)

Approve the Township of Union Public Schools June report presented by Superintendent as required by the New Jersey Department of Education (NJDOE) of Harassment, Intimidation and Bullying (HIB). The report provides the public with the information collection from January 2021 through June 2021, as well as the number of incidents per school building, status of investigations, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building programs and assemblies during the time period, in accordance with the information appended to the minutes.

E-4. APPROVE NJDOE HIB GRADE REPORT – 2019-2020

Approve Official HIB Grade Reports for the district as released by the New Jersey Department of Education (NJDOE) for school year 2019-2020, in accordance with the information appended to the minutes.

E-5. APPROVE TUITION CONTRACT – SOUTH ORANGE/MAPLEWOOD BOARD OF EDUCATION

Approve Tuition Contract for the 2020-2021 school year with South Orange and Maplewood Board of Education for T.W., in accordance with the non-public information appended to the minutes.

E-6. APPROVE TUITION CONTRACT – SOUTH ORANGE/MAPLEWOOD BOARD OF EDUCATION

Approve Tuition Contract for the 2020-2021 school year with South Orange and Maplewood Board of Education for T.W., in accordance with the non-public information appended to the minutes.

E-7. APPROVE TUITION CONTRACT – SOUTH ORANGE/MAPLEWOOD BOARD OF EDUCATION

Approve Tuition Contract for the 2020-2021 school year with South Orange and Maplewood Board of Education for T.W., in accordance with the non-public information appended to the minutes.

E-8. APPROVE TUITION CONTRACT – SOUTH ORANGE/MAPLEWOOD BOARD OF EDUCATION

Approve Tuition Contract for the 2020-2021 school year with South Orange and Maplewood Board of Education for T.W., in accordance with the non-public information appended to the minutes.

E-9. APPROVE STUDENT PARTICIPATION IN JOINT ICE HOCKEY PROGRAM

Approve participation of student from Township of Union Public Schools in a joint ice hockey program with students from Arthur L. Johnson Regional High School and Springfield Public Schools for the 2021-2022 school year.

E-10. APPROVE CBI SITE AND SLE

Approve Community Based Instruction Site (CBI) and Structured Learning Experiences (SLE)/Work Based Learning for the 2021-2022 school year as follows: (a) Reggio Pizzeria, (b) Stop & Shop Supermarket, (c) Kean University Food Services, (d) Embassy Suites Hilton, (e) Union High School Cafeteria (administered by Pomptonian Food Services), in accordance with the information appended to the minutes.

E-11. APPROVE AMENDMENT TO SETTLEMENT AGREEMENT

Approve Amendment to Settlement Agreement for S.P., in accordance with the non-public information appended to the minutes.

E-12. APPROVE CONTRACTS – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

Approve Service Contract with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the district for the 2021-2022 school year, in accordance with the non-public information appended to the minutes.

DISCUSSION:

Mrs. Ruiz asked if we ever had this joint hockey program before? Mrs. Regis-Darby stated it is ongoing.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: Mrs. Williams (E-5-E-8; E-11)

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Mrs. Regis-Darby for adoption:

F-1. *Agenda item to be approved at August meeting (Treasurer's Report (Cycle #12) dated June 30, 2021)*

F-2. *Agenda item to be approved at August meeting (Secretary's Report (Cycle #12) dated June 30, 2021).*

F-3. *Agenda item to be approved at August meeting (Certify Treasurer's and Secretary's Report dated June 30, 2021).*

F-4. *Agenda item to be approved at August meeting (Appropriation Transfers).*

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 2021-2022 STATE CONTRACT VENDORS

Approve the amended list of the 2021-2022 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 | 2033/Marching Band | Sweet Water – purchase sound system for UHS Marching Band | \$6,000 (not to exceed) |
| Union High School | Athletics | NSSIAA – end of year events for spring track outdoor events | \$1,190.00 |

| | | | |
|-------------------|------------------------|--|------------------------|
| Union High School | Athletics | Collins – estimate for products for players during fall sports- Gatorade, etc. | \$2,000.00 (estimate) |
| Union High School | Athletics/Sports Accts | Township of Union – estimate of Balance of Funds to be redeposited for the 2020-2021 school athletic program | \$40,000.00 (estimate) |

F-10. APPROVE 2021-2022 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2021-2022 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 |
|-------------------------------------|------------------------------|---|
| Haunted Hike | September-October 2021 | UHS/Hiking Club – to raise funds for transportation costs and end of year trip |
| Clothing Sale - BSN | September 1-June 1, 2022 | UHS/Girls Basketball – to raise funds for senior night, end of season dinner, camps, clothing |
| Online Fundraiser | September 1-June 1, 2022 | UHS/Girls Basketball – to raise funds for senior night, end of season dinner, camps, clothing |
| Clothing Sale – Kicks N Sticks | September 1-June 1, 2022 | UHS/Girls Basketball – to raise funds for senior night, end of year party, clothing, camps |
| Team Store | August 1-December 1, 2021 | UHS/Cross Country – raise funds for gear |
| Chocolate Bar Sale | September 1-December 1, 2021 | UHS/Cross Country – raise funds for awards, dinners |
| Sponsor a Day Calendar Fundraiser | August 1-31, 2021 | UHS/Marching Band – to raise funds to offset costs associated with the Marching Band |
| Gertrude Hawk Holiday 2021 Boutique | October 17-November 17, 2021 | UHSPAC Spring Trip/UHS Marching Band – to raise funds to offset cost of 2022 UHSPAC spring trip |
| Popcorn Sale | January 12-28, 2022 | UHS Spring Trip/UHS Marching Band – to raise funds to offset cost of 2022 UHSPAC spring trip |
| Car Wash | April 24, 2022 | UHS/March Band – to raise funds for UHS Marching Band |
| Car Wash | May 22, 2022 | UHS/Marching Band – to raise funds to offset costs associated with the Marching Band |
| Car Wash | July 17, 2022 | UHS/Marching Band – to raise funds to offset costs associated with the Marching Band |
| Car Wash | August 14, 2022 | UHS/Marching Band – to raise funds to offset costs associated with Marching Band |
| Clothing Sale | September 1-15, 2021 | UHS/Girls Soccer – to raise funds for equipment, clothing, senior night gifts |

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| Clothing Sale | September 1-15, 2021 | UHS/Boys Soccer – to raise funds for equipment, clothing, senior night gifts |
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F-12. APPROVE SUBMISSION DATE FOR ESEA GRANT TO NJDOE

Approve submission date of July 23, 2021 as the submission date for the FY22 ESEA grant to the New Jersey Department of Education (NJDOE).

F-13. APPROVE ACCEPTANCE OF ESEA ALLOCATIONS FROM NJDOE

Approve acceptance of the FY22 ESEA allocations from the New Jersey Department of Education (NJDOE) as follows: (a) Title I-A - \$872,628, (b) Title IIA - \$183,285, (c) Title III - \$67,230, (d) Title IV - \$66,222 for a total of \$1,189,365, in accordance with the information appended to the minutes

F-14. APPROVE UHS SENIOR SCHOLARSHIP AWARD – MARGARET FEKETE FUND

Approve the Senior Scholarship Award amounts for the Union High School graduates from the Margaret Fekete Fund, in accordance with the information appended to the minutes.

F-15. APPROVE ACCEPTANCE OF PERKINS GRANT ALLOCATION

Approve acceptance of the FY2022 Perkins Secondary Grant allocations in the amount of \$46,630.

F-16. APPROVE ACCEPTANCE OF NJDOE RECALCULATED ALLOCATION

Approve the acceptance of the New Jersey Department of Education (NJDOE) recalculated allocations for SFY 2022 Individuals with Disabilities Education Act-B (IDEA-B) grant for the 2021-2022 school year as follows: (a) Basic – \$1,853,570 and (b) Preschool - \$56,973.

F-17. ACCEPT DONATIONS

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

| From | For Use By | \$/Item |
|-----------------------------------|------------------------------|----------|
| Lifetouch National School Studios | Connecticut Farms Elementary | \$415.40 |

F-18. APPROVE JFK JOHNSON REHABILITATION INSTITUTE – CAREER DEVELOPMENT SERVICES

Approve JFK Johnson Rehabilitation Institute to provide career development services to a student in district (not to exceed \$36,550.00) for the 2021-2022 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-19. APPROVE APPLICATION FOR NJCAP

Approve application for New Jersey Child Assault Prevention (NJCAP) 2021-2022 grant – elementary, teen and special needs, in accordance with the information appended to the minutes.

F-20. APPROVE ESTABLISHMENT OF PETTY CASH ACCOUNT FOR CBI

Approve establishment of a petty cash account for costs associated with students IEP driven Community Based Instruction (CBI) for the 2021-2022 school year at the following schools: (a) Burnet Middle School - \$1,800.00, (b) Kawameeh Middle School - \$600.00, (c) Union High School - \$8,150.00.

F-21. APPROVE JFK JOHNSON REHABILITATION INSTITUTE – CAREER DEVELOPMENT FOR ESY PROGRAM

Approve JFK Johnson Rehabilitation Institute to provide part-time career development services to students in district for the 2021 ESY program, not to exceed \$5,200.00 [Account #11-000-216-320-01-19/7043], in accordance with the non-public information appended to the minutes.

F-22. *For informational purposes only – vote not required.* List of legal services for the 2020-2021 fiscal year, in accordance with the information appended to the minutes.

F-23. APPROVE LEARNING TREE MULTICULTURAL/MULTILINGUAL EVALUATION AND CONSULTING – EVALUATIONS

Approve the use of Learning Tree Multicultural/Multilingual Evaluation and Consulting to conduct educational, speech/language, social history and psychological evaluations for district students at the following costs: evaluation conducted in Spanish - \$750.00 per evaluation; other languages - \$800.00 per evaluation (not to exceed \$6,400.00) for the 2021-2022 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee:

Upon recommendation of the Superintendent of Schools, the following resolution were moved by Mr. McDowell, seconded by Mrs. Minneci for adoption:

G-1. APPROVE SETTLEMENT OF UTASA GRIEVANCE SA2-21

Approve settlement of Union Township Association of School Administrators (UTASA) Grievance SA2-21.

G-2. APPROVE REVISION TO ARTICLE VII OF CBA – ACMTE

Approve revision to Article VII of Collective Bargaining Agreement (CBA) between the Township of Union Board of Education and the Association of Custodial, Maintenance and Transportation Employees (ACMTE), in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Dr. Francis, seconded by Mrs. Ruiz 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 2020-2021 school year, in accordance with the information appended to the minutes.

O-2. APPROVE LUNCH PRICES WITH POMPTONIAN

Approve Pomptonian's lunch prices for the 2021-2022 school year, in accordance with the information appended to the minutes.

O-3. APPROVE GATEWAY FAMILY YMCA FIVE POINT BRANCH – 2021-2022

Approve early care and aftercare contracts and addenda with the Gateway Family YMCA Five Point Branch for the 2021-2022 school year, in accordance with the information appended to the minutes.

O-4. APPROVE REQUEST FROM TOWNSHIP OF UNION – DEPARTMENT OF PUBLIC SAFETY

Approve request from the Township of Union – Department of Public Safety for the use of two district school buses and two drivers on July 14, 2021 to transport the participants of the 2021 Junior Police Academy Program to a destination in Point Pleasant, New Jersey, in accordance with the information appended to the minutes.

O-5. REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL

Request from First Baptist Church of Vauxhall to use Jefferson School parking lot for parking on August 1, 2021 for their 115th Church Anniversary, in accordance with the information appended to the minutes.

O-6. APPROVE ROTC DRILL COMPETITION

Approve ROTC Drill Competition at Union High School main gym on November 20, 2021 from 6:00 a.m. to 4:00 p.m.

O-7. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – OMNIA PARTNERS

Approve participation in non-binding cooperative purchase agreement for the 2021-2022 school year with Omnia Partner Member ID: 947046 utilizing the Omnia Partner, Region 4 ESC Contract #R200401 for Daikin applied, Minneapolis, Minnesota for the district's ESIP project

O-8. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – TIPS

Approve participation in non-binding cooperative purchase agreement for the 2021-2022 school year with The Interlocal Purchasing System (TIPS), 4845 Highway 271 North, Pittsburg, Texas 75686.

DISCUSSION:

Mrs. Ruiz stated O-2 – free lunch for everyone for this school year? Mrs. Koon stated the lunches for the students are waived or free but this is for statistical information – we still have to put in prices into our POS system for cost reimbursements and for federal analysis. In addition, the students will be charged for any additional snacks, milk, second meals and things of that nature. The fiscal 2021-2022 student meals will be waived; however, this is more for our statistical information for federal analysis.

Mrs. Ruiz stated since students will be charged for snacks, etc., did we finally find a way to integrate the school meal purchases into Genesis so we have a better way of tracking so if a child is in debt we can contact that parent to get that debt paid so we don't have the same issues where we go tens of thousands of dollars into debt? Mrs. Koon stated we did approve our new POS system. We already started receiving the hardware/software. The person is due to come and install into all of our schools – early August and make sure everything is up and running. Part of that process is where they will integrate with Genesis to make sure those systems are talking to each other.

Speaking of lunch debt, the Board charged us with collecting at the end of April for previous years of debt. At that time it was approximately \$80,000 of which \$15-16,000 were not going to be collected because they were from seniors. I real target was \$60,000. I am proud to say from the end of April through the end of June, we have been able to collect \$11,838.61 and I thank all of my colleagues and secretaries for pushing and trying to work with our parents and students to reduce the debt. We are in the process of closing fiscal year 2021 and hoping to have enough to at least pay down the debt we spoke about that the Board has agreed to pay over a period of three years. We are diligently working and trying to solidify and simplify a process. I do want to highlight although lunches are free for 2022, it is imperative that we still diligently fill out lunch applications. It is not only for lunch; the federal government uses those free and reduced lunch applications to allocate certain title and grant moneys. We are going to initiate a big campaign to increase our lunch application returns. When I came a couple of months ago our rate was at 36% and we know that our district and community is much higher. I will be reaching out to all of my colleagues again and secretaries and meeting with all our stakeholders in trying to improve our return of lunch applications in various different venues – whether open houses, notification system and maybe even an ice cream social or pizza competition – whatever it takes,

we need to make sure our parents know the importance of filling out that application – it is not just for lunches.

Mr. McDowell stated also with this new point of service system, there will be no fee to add money to your account. Mrs. Koon stated the district is going to absorb the administrative fee for every transaction so every \$20 a parent deposits into the account will go towards the child's account.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: Mr. McDowell (O-5)

MOTION CARRIED

Personnel Committee Resolutions:

Mrs. Koon stated at the direction of the Superintendent, P-1B, line items 32-55 will be tabled until the next Board meeting and P-9 is also being pulled.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Dr. Francis, seconded by Mrs. Ruiz for adoption:

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2020-2021 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 | Notes |
|--------------------------|-------------------|--------------|------------|-------------|-------|
| Ellen Maged | Greeter/café aide | Livingston | 9/1/2020 | Resignation | |
| Richard P. Sienkielewski | IT Engineer | Districtwide | 12/31/2021 | Retirement | |
| Cindy Smith | Teacher | Jefferson | 7/1/2021 | Resignation | |
| Lauren Weissberg | School Counselor | UHS | 7/1/2021 | Resignation | |
| Nancy Hunter | Teacher | Washington | 9/1/2021 | Retirement | |

| | | | | | |
|---------------|---------------------------|-----------------|-----------|-------------|--|
| Jodie Ramey | Special Education Teacher | Jefferson | 7/15/2021 | Resignation | |
| Aaron Johnson | ESL Teacher | Franklin and CF | 7/9/2021 | Resignation | |

P-4. APPROVE LEAVES

Approve leaves for the following staff:

| Name | Position | Location | Leave Dates | Leave Type | Notes/ Corrections: All tentative approvals are pending required documentation. |
|-------------------|-------------------------------------|------------------------|---------------------|---|--|
| Amanda Cohen | 7th Grade Science Teacher | Kawameeh Middle School | 9/1/2021-9/30/2021 | Paid Medical Leave | |
| Denise Giancaspro | Special Services 10 Month Secretary | Hamilton-SS | 9/1/2021-6/30/2022 | Intermittent FMLA | FMLA-entitlement not to exceed 12 weeks. |
| Gina Metta | Teacher of Mathematics | KMS | 9/23/21-6/24/2022 | Paid Child Rearing Leave and Unpaid FMLA/ NJFLA (Concurrently) Followed by Unpaid/Non FMLA/ Non NJFLA Child Rearing Leave | FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks. |
| Cara Moore | 4th Grade Teacher | Livingston | 9/1/2021-10/31/2021 | Unpaid FMLA/ NJFLA (Concurrently) | FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks. |

| | | | | | |
|-------------------------|---------------------------|-----|-------------------|--|---|
| Allison O'Neill Sheahen | Teacher of Social Studies | BMS | 10/4/21-1/14/2022 | Paid Child Rearing Leave and Unpaid FMLA/ NJFLA (Concurrently) | FMLA/NJFLA (Concurrently) entitlement not to exceed 12 weeks. |
|-------------------------|---------------------------|-----|-------------------|--|---|

P-5. **APPROVE UHS ATHLETIC EVENT STAFF ASSIGNMENTS**
 Approve Union High School Athletic Event Staff Assignments for the 2021-2022 school year, in accordance with the information appended to the minutes.

P-6. **APPROVE ATHLETIC EVENT STAFF FEES**
 Approve Athletic Event Staff Fees for the 2021-2022 school year, in accordance with the information appended to the minutes.

P-7. **APPROVE SETTLEMENT AGREEMENT – EMPLOYEE 11313**
 Approve Settlement Agreement with Employee 11313, in connection with the non-public information appended to the minutes.

P-8. **APPROVE CARE STATION – EMPLOYEE PHYSICALS**
 Approve Care Station to perform employee physicals for the 2021-2022 school year [Acct. #11-000-213-330-01-54-0060].

P-9. *Agenda item tabled for future meeting (Central Office Resolution).*

P-10. **APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT**
 Approve designees for the Student Activities Accounts for Union High School, Kawameeh Middle School, Jefferson School, Battle Hill Elementary School, Connecticut Farms Elementary School, Franklin Elementary School, Hannah Caldwell Elementary School, Livingston Elementary School, Washington Elementary School, in accordance with the information appended to the minutes.

P-11. **APPROVE STUDENT TEACHERS AND INTERNSHIPS**
 Approve student teachers and internships for the 2021-2022 school year, in accordance with the information appended to the minutes.

P-12. **APPROVE UPDATED LIST OF EMPLOYEES FOR REAPPOINTMENT – 2021-2022**
 Approve employees on the attached updated list to be reappointed for the 2021-2022 school year, in accordance with the information appended to the minutes.

DISCUSSION:
 None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Dr. Morgan stated that they will be meeting with Dr. Taylor for guidance.

Technology Committee:

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Regis-Darby, seconded by Mrs. Minneci for adoption:

T-1. APPROVE PARTICIPATION IN NON-BINDING COOPERATIVE PURCHASE AGREEMENT – NJECC

Approve participation in non-binding cooperative purchase agreement with New Jersey Educational Computing Cooperative (NJECC) for the 2021-2022 school year.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Mrs. Regis-Darby gave the following update from the Technology Committee meeting:

Old Business

- Upcoming summer technology equipment recycle/online auction bid - GovDeals
 - Removed student PCs from classrooms
 - Removed student PCs from the AAP computer labs and libraries
- Girls Who Code programs in UHS, BMS and KMS for the 21-22 school year
- PaySchool project
 - Waiting on delivery of POS systems in district
 - Genesis and PaySchool communication in process
- Upcoming summer projects
 - Upgrade old switches in wiring closets at Hannah Caldwell and Burnet will begin as soon as PO for these schools are completed.
- Working on current proposals for district telephone and notification systems.
 - RFP will be done on July 20th, 2021 by ESCNJ consortium
 - District notification system meeting set for 7/12/21
- Move from Systems 3000 for payroll and personnel to Genesis during the 2021-2022 school year.
 - Update: Requisition has been completed. Working on setting up meetings to move forward with the project.

- Security camera systems for middle and elementary schools
 - Update: PO has been completed for Burnet Middle School
- Professional Development - Craig
 - Update: 21-22 instructional technology professional development for staff
- District website
 - Reviewed options for template
 - Discussions with Dr. Scott Taylor and Ann Hart.
 - Kick-off meeting with SchoolMessenger was on 7/12/21
 - Formulation of committee

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mr. McDowell, seconded by Mrs. Minneci, that the Board concur with the bills listed in the permanent bound register appended to the minutes and be ordered for payment.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

None

Comments from the Public:

David Arminio stated welcome Dr. Taylor to Union. I would like to report on some upcoming events and recent past events in Union. The library, the Historical Society and the UTEA collaborated on a grant obtained by the UTEA by the NJEA. This Thursday the Vauxhall Branch and the Union Center Branch will be distributing bags containing a book and some snack items to any K-5th grade student who goes to pick it up. It is the second year this has been done. Check the library website on Thursday for when the program begins.

The UTEA and the Historical Society also collaborated on a project where students and parents of each of our ten schools were invited to Caldwell Parsonage to take a tour and each attendee received a gift card to a local restaurant.

The Friends of Union Public Library is sponsoring a summer reading program at the Union Public Library for all of our students and even the adults in town. Visit the Union Library website for details at uplnj.org.

The Library has museum passes available to anyone with a library card. Check them out for free entry, usually for four people, to popular places around the State, including Imagine That, Intrepid, Eastern State Penitentiary Museum, Liberty Hall, Montclair Art Museum, the New York Historical Society and the Yogi Berra Museum.

The Friends of Union Library is running a book sale for anyone to get a full bag of books for \$5.00 for recent additions, classics in all genres. We have children's, young adults, mysteries, sci-fi, fantasy and some romance books written by today's top writers, including James Paterson and Stephen King.

Finally, the Union Chamber of Commerce has given out substantial scholarships to two deserving seniors – Lorraine Haynes who will be attending the Fashion Institute of Technology and Lucas Diaz who will be attending Rutgers Business School.

The 10th annual Mayor's Day 5-K will be taking place on September 26th – at Cook Memorial Field and money raised will be used to help one of our own students.

Mr. McDowell stated Dr. Taylor will be participating in the 5-K run.

Ann Margaret Shannon stated as UTEA president and on behalf of the UTEA. I would like to formally welcome the superintendent, Dr. Taylor, to our district. Over the last month, we have collaborated and I believe it is going to be a positive partnership.

The UTEA had an awesome success at the town's first Juneteenth Celebration. We had four tents – children's tent, welcoming tent – where everyone received a goody bag, an art tent, historical tent. Burnet Middle School's music teacher led a choir of NJ members and students. Mr. McDowell MC'd the UTEA panel discussion and participants were members and students. There are over 600 school districts in New Jersey, this association was chosen by the NJEA to introduce the new NJEA officers and we did that at Jefferson School this morning and we had special guests, Dr. Taylor and Mr. Benaquista, it was a great honor for the UTEA.

Susan Lipstein stated welcome Dr. Taylor as the new superintendent. I have been in this town 38 years and actively involved for a long time and President to the Union Education Foundation. We have been around for 20 years and has supported teachers in creating and innovating projects. I want to thank Dr. Taylor for attending our meeting in July. He met with us during his lunch time via Zoom. We are looking forward to a wonderful partnership with a great leadership team. to a wonder

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Dr. Morgan, that the meeting be adjourned at 8:14 p.m.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Dr. Morgan,
Mrs. Regis-Darby, Mrs. Ruiz, Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON
BOARD SECRETARY

