

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 18, 2026 at 6:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member.

Mrs. Scott-Hayden called the meeting to order at 6:23 p.m.

PRESENT AT ROLL CALL:

Ms. Dixiana Carbonell, Mr. Michael Cohan, Mr. Ronnie McDowell, Mr. Greg Nasta, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:

Mrs. Conteh-Mackey (arrived 6:26 p.m.), Mrs. Guida Faria, Mrs. Nancy Minneci, Ms. Chastity Santana

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Phil Stern, Esq.

Ms. Carbonell led the Board 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 Mr. Cohan, seconded by Mr. Nasta, that the Board go into Executive Session at 6:25 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: legal 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: Ms. Carbonell, Mr. Cohan, Mr. McDowell, Mr. Nasta,
Mrs. Scott-Hayden

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:01 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board it was moved by Mr. Cohan, seconded by Mr. Nasta, that the Board return to public session at 7:01 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

Moved by Mrs. Conteh-Mackey, seconded by Mr. McDowell, for adoption:

1. July 21, 2026 – regular meeting
2. July 21, 2026 – executive session #1 and #2

Mr. Cohan stepped out of meeting prior to voting.

DISCUSSION:

None

AYE: Ms. Carbonell, Mrs. Conteh-Mackey, Mr. McDowell,
Mr. Nasta, Mrs. Scott-Hayden

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

Use of Facilities:

UPDATED REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL – COMMUNITY SERVICE DATE

Updated Request from First Baptist Church of Vauxhall to use Jefferson School parking lot for their Community Service Day on Saturday, October 31, 2026 (updated date) – 6:00 a.m. to 6:00 p.m. (for setup, event and clean-up) [original request approved at June 16, 2026 Board meeting].

Letters of Resignation:

LETTER OF RESIGNATION – OSBORNE

Letter of resignation from Melissa Osborne, special education teacher-Burnet Middle School, effective September 26, 2026.

LETTER OF RESIGNATION – SCHUBERT

Letter of resignation from Richard Schubert, long-term substitute security officer-Union High School, effective July 30, 2026.

LETTER OF RESIGNATION – JIMENEZ

Letter of resignation from Julian Jimenez, paraprofessional-Connecticut Farms Elementary School, effective August 10, 2026.

LETTER OF RESIGNATION – HERNANDEZ

Letter of resignation from Marionette Hernandez, bus driver-Transportation Department, effective August 11, 2026.

LETTER OF RESIGNATION – VACCA

Letter of resignation from Thomas Vacca, Jr., music teacher-Hannah Caldwell Elementary School, effective October 10, 2026.

LETTER OF RESIGNATION – BENTIVEGNA

Letter of resignation from Anthony Bentivegna, security officer-Union High School, effective August 31, 2026.

LETTER OF RESIGNATION – FORDE

Letter of resignation from Jania Forde, paraprofessional-Connecticut Farms Elementary School, effective August 11, 2026.

Employment Separation:

EMPLOYMENT SEPARATION – DIAZ

Employment Separation from Aime Diaz, paraprofessional-Hannah Caldwell Elementary School, effective August 13, 2026.

EMPLOYMENT SEPARATION – NELSON

Employment Separation from Robert Nelson, paraprofessional-Jefferson Elementary School, effective August 13, 2026.

Letters of Retirement:

LETTER OF RETIREMENT – JONES

Letter of resignation, for the purpose of retirement, from Coree Jones, head custodian-Union High School, effective February 28, 2026.

Requests for Leave:**REQUEST FOR LEAVE – NEAL**

Request for paid FMLA from Deja Neal, paraprofessional-Livingston Elementary School, September 1, 2026-September 30, 2026.

REQUEST FOR LEAVE – SEQUEIRA (TIMIRAOS)

Request for paid FMLA and Unpaid NJFLA from Gina Sequeira (Timiraos), teacher-Battle Hill Elementary School, September 8, 2026-November 6, 2026 and November 9, 2026-February 15, 2027, respectively.

REQUEST FOR LEAVE – CAPONE

Request for paid FMLA and unpaid NJFLA from Alissa Capone, teacher-Hannah Caldwell Elementary School, October 19, 2026-November 23, 2026 and November 24, 2026-March 3, 2027, respectively.

Requests for Leave Update:**REQUEST FOR LEAVE UPDATE – ROBSON**

Request for maternity leave extension from Leane Robson, school counselor-Livingston Elementary School, October 21, 2026-December 31, 2026.

Requests for Intermittent Leave:**REQUEST FOR INTERMITTENT LEAVE – CORNACCHIA**

Request for paid intermittent FMLA/NJFLA from Scott Cornacchia, math teacher-Kawameeh Middle School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – BRUBAKER

Request for paid intermittent NJFLA from Jennifer Brubaker, social studies teacher-Union High School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – CORNACCHIA

Request for paid intermittent NJFLA from Lyn Cornacchia, paraprofessional-Franklin Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – NESHIMKA

Request for paid intermittent NJFLA from Michael Neshimka, art teacher-Union High School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – NESHIMKA

Request for paid intermittent FMLA from Phyllis Neshimka, physical education teacher-Battle Hill Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – VINCENT

Request for paid intermittent NJFLA from Jaclyn Vincent, kindergarten teacher-Connecticut Farms Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – KLAUSNER

Request for paid intermittent FMLA from Jodi Klausner, teacher-Battle Hill Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – TIMPANO

Request for paid intermittent FMLA from Joanne Timpano, speech therapist-Battle Hill Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – SENKIW

Request for paid intermittent FMLA from Donna Senkiw, secretary-Burnet Middle School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – PATRICCO

Request for paid intermittent FMLA from Mary Ellen Patricco, teacher-Connecticut Farms Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – LANG

Request for paid intermittent FMLA from Ann Lang, teacher-Franklin Elementary School, September 1, 2026-June 30, 2027.

Request for Intermittent Leave Update:**REQUEST FOR INTERMITTENT LEAVE UPDATE – CLARK**

Request for extension of paid intermittent FMLA from Dr. Mary Clark, science teacher-Union High School, September 1, 2026-November 30, 2026.

Correction to Leave Update from July 21, 2026 Board Meeting:**REQUEST FOR INTERMITTENT LEAVE CORRECTION – TENNEN**

Request for extension of paid intermittent FMLA from Lindsey Tennen, teacher-Kawameeh Middle School, June 15, 2026-June 30, 2027.

Comments from Public (on resolutions):

Mrs. Scott-Hayden - 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.

Ann Margaret Shannon – it was a rough year and had difficult staff meetings – employees RIF, library program was decimated, a lot of stuff with personnel. We need to look at how we treat employees and work on protecting UTEA employees.

Duane Daniels – would like to get some information on transportation. His son is in 6th grade and they live 1.8 miles away. Dr. Benaquista indicated Ms. McKenzie will follow up with him.

Virginia Jeffries – O-3 is a contradiction to the LRFP and why isn't it being presented. Policies – first/final reading – why such short notice? What is the rush?

Superintendent's Report:

Dr. Benaquista presented Superintendent's Report (appended to the minutes):

- Opening of Schools Information
- 2026-2027 TUPS Open House Dates and Times
- 2026-2027 TUPS School Orientations
- Resolution highlights
- TUPS Bell to Bell Initiative – Policy/Regulation 5516
- New E-Bike Law
- High Impact Tutoring
- Attendance Improvement System – CARE Team
 - Chronic absenteeism dropped 21.2% from 2024-2025 to 2025-2026
- Facilities Update
- HIB Incidents to Affirm – June 17-July 21, 2026 – 0 founded/1 unfounded/1 inconclusive
- HIB Incidents to Report – July 22-August 18, 2026 - none

Education/Student Discipline Committee Resolutions:

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

E-1. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period July 22, 2026 to August 18, 2026 (no incidents to report) (*no vote required; for reporting purposes only*).

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods June 17, 2026 to July 21, 2026, in accordance with the information appended to the minutes.

E-2. APPROVE STUDENT SAFETY DATA SYSTEM REPORT

Approve the Student Safety Data System Report (formerly Violence and Vandalism Report) (SSDS) for period two (January 1-June 30, 2026) of the 2025-2026 school year, in accordance with the information appended to the minutes.

E-3. APPROVE ESEA DOCUMENTS

Approve the readoption of the following ESEA documents: (a) Title I District Parent and Family Engagement Policies – 2415.04 (districtwide), 2415.50 (UHS), 2415.50.1 (BMS) and 2415.50.3 (Jefferson)-no changes, and (b) Home School Compacts for UHS, BMS and Jefferson School for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-4. APPROVE CONTRACT - INLINGUA TRANSLATION SERVICES

Approve contract with Inlingua Translation Services, for the 2026-2027 school year for district translation services, not to exceed \$8,000 (to be paid using Title III funds).

E-5. APPROVE SALARIES PAID THROUGH ESEA GRANT

Approve the 2026-2027 salaries paid through the ESEA Grant, in accordance with the information appended to the minutes.

E-6. APPROVE DANIELSON FRAMEWORK

Approve the Danielson Framework for Teaching Evaluation Instrument for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-7. APPROVE UPDATED PRESCHOOL PROVIDER CALENDAR – YM-YWHA

Approve updated calendar for preschool provider site – YM-YWHA, in accordance with the information appended to the minutes.

E-8. APPROVE ADDENDUM TO INTERN AFFILIATION AGREEMENT – KEAN

Approve Addendum Number One to the Intern Affiliation Agreement Between Kean University and the Township of Union Public Schools, extending the contract for three additional years (July 13, 2026-December 31, 2029), in accordance with the information appended to the minutes.

E-9. APPROVE PROFESSIONAL DEVELOPMENT FOR SCIENCE TEACHERS

Approve professional development training for district science teachers to attend OSHA HazCom and RCRA Hazardous Waste Awareness training presented by Old Colony Group, LLC, at a cost not to exceed \$1,775.00, in accordance with the information appended to the minutes.

E-10. APPROVE PLATFORM PARENTSQUARE – SECURE DOCUMENTS

Approve Platform ParentSquare to service Secure Documents for all ESL families starting July 1, 2026 to June 30, 2027 at a rate of \$6,608.75 to be paid using the Title III Federal Grants Account.

E-11. APPROVE PLATFORM PARENTSQUARE – ATTENDANCE PLUS

Approve Platform ParentSquare to service Attendance Plus – 31.1001 Attendance Plus (533) district wide starting July 1, 2026 to June 30, 2027 at a rate of \$19,437.50 to be paid using the Title IV Federal Grants Account.

E-12. APPROVE VIRTUAL INSTRUCTION PROGRAM/PLAN – 2026-2027

Approve Virtual Instruction Program and TUPS Virtual or Remote Instruction Plan and Checklist for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-13. APPROVE TUPS PROFESSIONAL DEVELOPMENT PLAN – 2026-2027

Approve the TUPS Professional Development Plan for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-14. APPROVE UP THE BAR – PROFESSIONAL LEARNING SESSION

Approve Up the Bar, a one-day professional learning session on September 2, 2026, promoting oral proficiency in the World Language Classroom, at a cost of \$2,750.00, to be paid using Title III Federal Grant Accounts, in accordance with the information appended to the minutes.

E-15. APPROVE CATAPULT LEARNING - HIGH IMPACT TUTORING (VIRTUAL) – ELA/MATH

Approve the Request for Proposal (RFP) from Catapult Learning to provide high impact ELA and/or Mathematics intervention (virtual) tutoring for targeted students in grades three through eight for the 2026-2027 school year, at a not to exceed amount of \$90,000.00, to be paid for by the NJ High Impact Tutoring Grant (seven RFPs were received).

E-16. REJECTION OF REQUEST FOR PROPOSALS – ACKNOWLEDGEMENT

The Township of Union Board of Education advertised a Request for Proposal (RFP # 2026-27-02) High Impact Tutoring Service (Saturday Program In-Person UHS) with a bid opening scheduled for July 30, 2026, at 10:00am. No proposals were received in response to the solicitation.

The Board of Education formally acknowledges receipt of zero proposals for RFP # 2026-27-02 High Impact Tutoring Service (Saturday Program In-Person UHS).

DISCUSSION:

None

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

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. Cohan, seconded by Mr. McDowell, for adoption:

F-1. *PRELIMINARY* TREASURER'S REPORT

That the *Preliminary* Treasurer's Report dated June 30, 2026 be accepted.

F-1A. TREASURER'S REPORT

That the Treasurer's Report dated July 31, 2026 be accepted.

F-2. *PRELIMINARY* SECRETARY'S REPORT

That the *Preliminary* Secretary's Report dated June 30, 2026 be accepted.

F-2A. SECRETARY'S REPORT

That the Secretary's Report dated July 31, 2026 be accepted.

F-3. CERTIFY *PRELIMINARY* TREASURER'S AND *PRELIMINARY* SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of June 30, 2026 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 June 30, 2026 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-3A. 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, 2026 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, 2026 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 (*June*), in accordance with the information appended to the minutes.

F-4A. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers (*July*), 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. 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 2026-2027 STATE CONTRACT APPROVED VENDORS

Approve the amended list of the 2026-2027 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 Name/Account #	Vendor/Description	Amount
Union High School	3280/Boys Soccer	BSN Sports – soccer supplies	\$4,410.25
Union High School	2066/Unified Club/ Special Olympics	BSN – sports equipment and uniforms for Unified Sports	\$7,907.61
Union High School	2053/Student Council	Pirylis/Amazon/Major Printing -customized shirts, decorations, items for game, snacks to sell (Staff v Students Flag Football)	\$4,000.00 (not to exceed)
Union High School	2053/Student Council	Local Flower Shop/Amazon – purchase items and carnations needed for VDay Grams; purchase roses (Valentines Day Grams/Roses)	\$2,500.00 (not to exceed)
Union High School	2053/Student Council	Amazon – purchase items to create holiday grams	\$2,000.00 (not to exceed)
Union High School	2053/Student Council	Norma's Flowers, Amazon, Fabiana Aparicio – to purchase items needed for Homecoming Game coronation/decorations/backdrop	\$2,500.00 (not to exceed)
Union High School	2053/Student Council	Amazon – purchase items to decorate Fall and Winter/Spring Pep Rally; pay for DJ	\$2,500.00 (not to exceed)
Union High School	2053/Student Council	Pirylis/Amazon/Major Printing Company – purchase customized shirts, decorations and items for game; snacks to sell (Powder Puff Flag Football game)	\$4,000.00 (not to exceed)

F-9B. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Snack and Water Sales	September 1, 2026- June 30, 2027	Unified Club/SONJ Club/Club Tesslo – to raise funds for Unified activities and Special Olympics
Spirit Wear Sales		
Thanks4giving Cool School Challenge Dash and Splash	September 4, 2026- December 27, 2026	Unified Club/SONJ Club/Club Tesslo – to raise funds for Unified Club and Special Olympics
Adopt a Classroom, Target Wishlist, Amazon Wishlist	July/August 2026	Self-Contained/WBL Program at UHS – to raise funds for items needed for program
Snack Sale	September 2026- June 2027	UHS/Key Club – to raise funds for annual district convention
Friendship Bracelet Making Event	September-October 2026	UHS/Key Club – to raise funds for annual district convention
Powder Puff Football Game	February-May 2027	UHS/Student Council – to raise funds for Student Council future events
Staff v Students Flag Football Game	March-June 2027	UHS/Student Council – to raise funds for future student council events
March Madness	January-March 2027	UHS/Student Council – to raise funds for future student council events
Valentine's Day Grams	January-February 2027	UHS/Student Council – to raise funds for future Student Council events
UHS Fashion Show	September 2026- January 2027	UHS/Student Council – to raise funds for future Student Council events
Holiday Grams	November- December 2026	UHS/Student Council – to raise funds for future Student Council events
Homecoming Game	September-October 2026	UHS/Student Council – to raise funds for future Student Council events
Door Decorating Contest	November- December 2026	UHS/Student Council – to raise funds for future Student Council events
Snack/Chocolate Sales	September 2026- June 2027	UHS/Student Council – to raise funds for future Student Council events
Garden BBQ	September 25, 2026, rain date October 3, 2026	Livingston/Eagles Garden & Outdoors Committee/Student Council – to raise funds for the garden and outdoor space

F-10. APPROVE 2026-2027 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2026-2027 out-of-district student placement list (month of July), in accordance with the information appended to the minutes.

F-11. APPROVE DR. LEWIS MILROD – CONSULTATION (Correction in Name)

Approve Lewis M. Milrod, M.D., P.C. to provide in person and via telemedicine pediatric neurology consultation/neurodevelopmental consultation at the rate of \$900.00 per consultation, to district students for the 2026-2027 school year (at a cost not to exceed \$25,200.00), in accordance with the information appended to the minutes [Account Fund #: 11-000-219-320-01-19] (Correction in name only; originally approved July 21, 2026).

F-12. APPROVE COMMUNITY BASED INSTRUCTION SITES AND WORK BASED LEARNING

Approve Community Based Instruction Sites (CBI) and Work Based Learning (WBL) (formerly Structured Learning Experiences) for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-13. APPROVE MOVING OF DISTRICT'S ERI PROGRAM

Approve moving the district's ERI Program from Hannah Caldwell Elementary School to Battle Hill Elementary School for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-14. APPROVE UPDATE – CHIEF MEDICAL INSPECTOR – BHARATI MULLICK, M.D.

Approve increase to annual fee for Chief Medical Inspector, Bharati Mullick, M.D. for the 2026-2027 school year, to \$35,000.00 (\$2,000.00 increase).

F-15. APPROVE ADDITIONAL PROFESSIONAL SERVICES – SPIEZLE ARCHITECT

Approve additional professional services from Spiezle Architect, to include the additional programming, conceptual and schematic design at Union High School as it relates to the referendum, at a cost not to exceed \$58,400.00.

DISCUSSION:

None

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

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 Ms. Carbonell, 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 for the month of July 2026 and, if applicable, bus evacuation reports for the 2026-2027 school year, in accordance with the non-public information appended to the minutes.

O-2. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS

Approve submission of the Anticipated Facility Request for the 2026-2027 school year to the New Jersey Department of Education (Union County Office), in accordance with the information appended to the minutes.

O-3. 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 (2026-2027 school year) for Connecticut Farms, Franklin and Livingston Elementary Schools, in accordance with the information appended to the minutes.

O-4. UPDATED REQUEST FROM FIRST BAPTIST CHURCH OF VAUXHALL – COMMUNITY SERVICE DATE

Updated Request from First Baptist Church of Vauxhall to use Jefferson School parking lot for their Community Service Day on Saturday, October 31, 2026 (updated date) – 6:00 a.m. to 6:00 p.m. (for setup, event and clean-up), in accordance with the information appended to the minutes [original request approved at June 2026 Board meeting].

T-1. APPROVE RECYCLING OF EQUIPMENT

Approve list of equipment for recycling, in accordance with the information appended to the minutes.

T-2. APPROVE ADVERTISEMENT FOR SALE - IT EQUIPMENT

Approve advertisement for sale of the following IT equipment: 18 OBS, IMacs and 28 all-in-one PCs. All have been deemed no longer serviceable (items will be sold as is), in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations/Legal Committee:

Upon recommendation of the Superintendent of Schools, the following resolution is being added to the agenda and was moved by Mrs. Conteh-Mackey, seconded by Mr. Nasta, for adoption:

L-1. APPROVE SETTLEMENT AGREEMENT AND RELEASE – EMPLOYEE #10709

It was requested that the above resolution be tabled until after executive session.

Moved by Mr. Cohan, seconded by Mr. Nasta that L-1 be tabled until after executive session:

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Mrs. Conteh-Mackey indicated that P-11 will be added to tonight's agenda for vote.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Conteh-Mackey, seconded by Mr. Nasta, 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 2025-2026 school year.

Name	Position	Rate
Nicole Placca	Daily substitute	\$170.00/per day
Alvaro Carrera	Daily substitute	\$170.00/ per day
Amanda Erath	Daily substitute	\$160.00/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	Years of Service
Resignations:					
Melissa Osborne	Special Ed teacher	BMS	9/26/2026	Resignation	4 yrs.
Richard Schubert	Long-term sub security officer	UHS	7/30/2026	Resignation	4 yrs.
Julian Jimenez	Paraprofessional	Connecticut Farms	8/10/2026	Resignation	1 yr.
Marionette Hernandez	Bus driver	Transportation Dept.	8/11/2026	Resignation	10 yrs.
Thomas Vacca, Jr.	Music teacher	Hannah Caldwell	10/10/2026	Resignation	2 yrs.
Anthony Bentivegna	Security officer	UHS	8/31/2026	Resignation	8 yrs.
Jania Forde	Paraprofessional	Connecticut Farms	8/11/2026	Resignation	1 yr.

Employment Separation:					
Aime Diaz	Paraprofessional	Hannah Caldwell	8/13/2026	Employment separation	1 yr.
Robert Nelson	Paraprofessional	Jefferson	8/13/2026	Employment separation	11 yrs.
Retirements:					
Coree Jones	Head custodian	UHS	2/28/2026	Retirement	22 yrs.

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Eff. Dates	Reason
Leaves:				
Deja Neal	Paraprofessional	Livingston	9/1/2026-9/30/2026	Paid FMLA
Gina Sequeira (Timiraos)	Teacher	Battle Hill	9/8/2026-11/6/26 and 11/9/2026-2/15/2027, respectively	Paid FMLA and Unpaid NJFLA
Alissa Capone	Teacher	Hannah Caldwell	10/19/2026-11/23/2026 and 11/24/2026-3/3/2027, respectively	Paid FMLA and Unpaid NJFLA
Leave Update:				
Leane Robson	School counselor	Livingston	Update 10/21/2026-12/31/2026	Extension-Maternity Leave
Intermittent Leaves:				
Scott Cornacchia	Math teacher	KMS	9/1/2026-6/30/2027	Paid intermittent FMLA/NJFLA
Jennifer Brubaker	Social Studies teacher	UHS	9/1/2026-6/30/2027	Paid intermittent NJFLA
Lyn Cornacchia	Paraprofessional	Franklin	9/1/2026-6/30/2027	Paid intermittent NJFLA
Michael Neshimka	Art teacher	UHS	9/1/2026-6/30/2027	Paid intermittent NJFLA
Phyllis Neshimka	Physical Ed teacher	Battle Hill	9/1/2026-6/30/2027	Paid intermittent FMLA
Jaclyn Vincent	Kindergarten teacher	Connecticut Farms	9/1/2026-6/30/2027	Paid intermittent NJFLA
Jodi Klausner	Teacher	Battle Hill	9/1/2026-6/30/2027	Paid intermittent FMLA

Joanne Timpano	Speech therapist	Battle Hill	9/1/2026-6/30/2027	Paid intermittent FMLA
Donna Senkiw	Secretary	BMS	9/1/2026-6/30/2027	Paid intermittent FMLA
Mary Ellen Patricco	Teacher	Connecticut Farms	9/1/2026-6/30/2027	Paid intermittent FMLA
Ann Lang	Teacher	Franklin	9/1/2026-6/30/2027	Paid intermittent FMLA
Intermittent Leave Update:				
Dr. Mary Clark	Science teacher	UHS	Update 9/1/2026-11/30/2026	Extension – intermittent paid FMLA
Correction:				
Lindsey Tennen	Teacher	KMS	6/15/2026-6/30/2027	CORRECTION – extension of paid intermittent FMLA

P-4 APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2025-2026 school year, in accordance with the information appended to the minutes.

P-5. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2026

Approve Change of Salary Class (effective September 2026), in accordance with the information appended to the minutes.

P-6. APPROVE DISTRICT DCP&P LIAISON – CONTI

Approve Kim Conti as the district DCP&P liaison for the 2026-2027 school year, at no cost to the district.

P-7. APPROVE ATTENDANCE – UCASE MEETINGS

Approve Kim Conti, Director of Special Services, attendance at Union County Administrators of Special Education (UCASE) meetings (not to exceed \$100.00 for membership dues) for the 2026-2027 school year [Account Fund #11-000-219-890-01-19].

P-8. APPROVE ATTENDANCE – MORRIS UNION JOINTURE COMMISSION

Approve Kim Conti, Director of Special Services and Joseph Seugling, Stefannie Buthorn, and Sheri Rouleau, Supervisors of Special Services, attendance at the Morris Union Jointure Commission (MUJC) meetings, at no cost to the district, for the 2026-2027 school year.

P-9. APPROVE ATTENDANCE – MORRIS UNION JOINTURE COMMISSION

Approve Marcel Royal attendance at meetings at the Morris Union Jointure Commission (MUJC), at no cost to the district, for the 2026-2027 school year.

P-10. APPROVE ATTENDANCE – VERKADA ONE AI 2026 PROFESSIONAL DEVELOPMENT CONFERENCE

Approve Dr. Gerry Benaquista, Marissa McKenzie and John Sousa to attend the Verkada One AI 2026 Professional Development Conference, in Miami, Florida (September 16-18, 2026) at a not to exceed cost of \$3,200 per person.

P-11. APPROVE CHANGE IN JOB TITLE; SALARY FREEZE – EMPLOYEE #11426

Approve to change the job title of employee #11426 to a regular position. Employee's salary will be frozen until appropriate salary catches up with regular position.

DISCUSSION:

None

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

NAY: Ms. Carbonell (P-11)

ABSTAIN: None

MOTION CARRIED

15. Policy Committee:

Moved by Mr. Cohan, seconded by Mr. Nasta, to suspend Bylaw 0131 that requires two readings and adopt the following policies and regulation with one reading in order to have the policies and regulation in place for the September 2026 school year; the action suspending Bylaw 0131 shall only be in effect for the adoption of the following: (1) Pol-1A – Policy 5516, Pol-2A – Policy 8660, Reg-1A – Regulation 5516 and abolish Policy 2363.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools and the Policy Committee, the following policies and regulations were moved by Mr. Cohan, seconded by Mr. Nasta, for adoption:

BYLAWS/POLICIES:**POL-1. BYLAW 0162 – NOTICE OF BOARD MEETINGS**

Approve Bylaw 0162- Notice of Board Meetings, in accordance with the information appended to the minutes.

POL-2. BYLAW 0162.01 – LEGAL NOTICES (NEW)

Approve Bylaw 0162.01 – Legal Notices (M), in accordance with the information appended to the minutes.

POL-3. POLICY 1230 – SUPERINTENDENT’S DUTIES

Approve Policy 1230 – Superintendent’s Duties (M), in accordance with the information appended to the minutes.

POL-4. POLICY 1643 – FAMILY LEAVE

Approve Policy 1643 – Family Leave (M), in accordance with the information appended to the minutes.

POL-5. POLICY 2200 – CURRICULUM

Approve Policy 2200 – Curriculum (M), in accordance with the information appended to the minutes.

POL-6. POLICY 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES

Approve Policy 2260 – Equity in School and Classroom Practices (M), in accordance with the information appended to the minutes.

POL-7. POLICY 2411 – CAREER EDUCATION AND ACADEMIC COUNSELING

Approve Policy 2411 – Career Education and Academic Counseling (M), in accordance with the information appended to the minutes.

POL-8. POLICY 5460 – HIGH SCHOOL GRADUATION

Approve Policy 5460 – High School Graduation (M), in accordance with the information appended to the minutes.

POL-9. POLICY 5461 – HIGH SCHOOL DIPLOMAS (NEW)

Approve Policy 5461 – High School Diplomas (M), in accordance with the information appended to the minutes.

POL-10. POLICY 5561 – USE OF PHYSICAL RESTRAINT AND SECLUSION TECHNIQUES FOR STUDENTS WITH DISABILITIES

Approve Policy 5561 – Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M), in accordance with the information appended to the minutes.

POL-11. POLICY 6112 – REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

Approve Policy 6112 – Reimbursement of Federal and Other Grant Expenditures (M), in accordance with the information appended to the minutes.

POL-12. POLICY 6115.02 – FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – MANDATORY DISCLOSURES

Approve Policy 6115.02 – Federal Awards/Funds Internal Controls – Mandatory Disclosures (M), in accordance with the information appended to the minutes.

POL-13. POLICY 6311 – CONTRACTS FOR GOODS OR SERVICES FUNDED BY FEDERAL GRANTS

Approve Policy 6311 – Contracts for Goods or Services Funded by Federal Grants (M), in accordance with the information appended to the minutes.

POL-14. POLICY 8561 – PROCUREMENT PROCEDURES FOR SCHOOL NUTRITION PROGRAMS

Approve Policy 8561 – Procurement Procedures for School Nutrition Programs (M), in accordance with the information appended to the minutes.

REGULATIONS:**REG-1. REGULATION 6115.01 – FEDERAL AWARDS/FUNDS INTERNAL CONTROLS-ALLOWABILITY OF COSTS**

Approve Regulation 6115.01 – Federal Awards/Funds Internal Controls-Allowability of Costs (M), in accordance with the information appended to the minutes.

ABOLISH:**1. ABOLISH REGULATION 2200 – CURRICULUM CONTENT**

Approve to abolish Regulation 2200 – Curriculum Content.

2. ABOLISH REGULATION 2411 – GUIDANCE COUNSELING

Approve to abolish Regulation 2411 – Guidance Counseling.

3. ABOLISH REGULATION 2460.30 – ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES

Approve to abolish Regulation 2460.30 – Additional/Compensatory Special Education and Related Services.

POLICIES:**POL-1a. POLICY 5516 – STUDENT USE OF INTERNET-ENABLED DEVICES**

Approve Policy 5516 – Student Use of Internet-Enabled Devices (M), in accordance with the information appended to the minutes.

POL-2a. POLICY 8660 – TRANSPORTATION BY PRIVATE VEHICLES – TO AND FROM SCHOOL-RELATED ACTIVITIES

Approve Policy 8660 – Transportation by Private Vehicles – To and From School-Related Activities (M), in accordance with the information appended to the minutes.

REGULATION:**REG 1a. REGULATION 5516 – STUDENT USE OF INTERNET-ENABLED DEVICES**

Approve Regulation 5516 – Student Use of Internet-Enabled Devices (M), in accordance with the information appended to the minutes.

ABOLISH:**1a. ABOLISH POLICY 2363 – STUDENT USE OF PRIVATELY-OWNED TECHNOLOGY**

Approve to abolish Policy 2363 – Student Use of Privately-Owned Technology.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

Upon recommendation of the Superintendent of Schools, Mr. McDowell reported on the following resolution:

R-1. REPORT OF STUDENTS TRANSFERRED TO DISTRICT OF RESIDENCE FOLLOWING RESIDENCY INVESTIGATIONS

For informational purposes only (no vote required): The following residency investigations were completed (2025-2026 school year), and the listed students were transferred to the appropriate district of residence:

Student No.	School	Grade
296069	Hannah Caldwell Elementary School	4 th
288287	Union High School	10 th
286610	Union High School	11 th
286611	Union High School	11 th
316017	Burnet Middle School	8 th
296064	Union High School	10 th
286551	Union High School	11 th

For informational purposes only (no vote required): The following totals are as of **August 18, 2026** Board meeting (2025-2026 school year):

	Total	Elementary	Middle School	High School
Students Removed:	0	0	0	0
Students Transferred	33	12	6	15

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mr. Cohan, seconded by Mr. Nasta, that the Board concurs with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

None

Comments from Public:

Nicole McFadden – she looks forward to working in the district.

Jill Hall – traveled with 23 students over the summer and they toured the Western Front of Europe. It was a wonderful trip and the students enjoyed the experience and came back with a new perspective.

Ann Margaret Shannon – asked do we have SRO's for next year? Can paraprofessionals apply for the High Impact Tutoring positions? Dr. Benaquista indicated yes to both questions.

Ann Margaret Shannon – asked how can we impose the Bell-to-Bell Rule? Dr. Benaquista indicated there will be consequences.

Virginia Jeffries – spoke about Franklin Elementary School/pre-k and that it is ignoring the LRFP, 855 Lehigh Avenue lease agreement and the LRFP eliminates one of the buildings and asked which school? She asked if the LRFP was presented to the Board and when will it be posted to the website.

Duane Daniels – asked if there will be crossing guards in the Vauxhall area. Dr. Benaquista indicated the new Security Manager will be working with the Police Director regarding the need for crossing guards.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Cohan, seconded by Ms. Carbonell, that the Board go into Executive Session at 6:25 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: legal 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: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mr. McDowell,
Mr. Nasta, Mrs. Scott-Hayden

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:01 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mr. Cohan, seconded by Ms. Carbonell, that the Board return to public session at 10:01 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Mr. Cohan, seconded by Mrs. Conteh-Mackey, that L-1 be placed back on the agenda for vote.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Legal Committee:

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Mrs. Conteh-Mackey, seconded by Mr. Cohan, for adoption:

L-1. APPROVE SETTLEMENT AGREEMENT AND RELEASE – EMPLOYEE #10709

Approve Settlement Agreement and Release of Claims with Employee #10709. The Board also authorizes the Board President or her designee and the Superintendent of Schools or his designee to take all actions necessary to execute and administer said Settlement Agreement and Release of Claims. All benefits under said Agreement shall be paid upon final and full execution of this Settlement Agreement.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the following resolution was added to the agenda and was moved by Mrs. Conteh-Mackey, seconded by Mr. Cohan, for adoption:

L-2. APPROVE SETTLEMENT AGREEMENT AND RELEASE – EMPLOYEE #12051

Approve Settlement Agreement and Release of Claims with Employee #12051. The Board also authorizes the Board President or her designee and the Superintendent of Schools or his designee to take all actions necessary to execute and administer said Settlement Agreement and Release of Claims. All benefits under said Agreement shall be paid upon final and full execution of this Settlement Agreement.

DISCUSSION:

None

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

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. Carbonell, that the meeting be adjourned at 10:07 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

