

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The worksession meeting of the Board of Education of the Township of Union was held on Tuesday, March 17, 2026 at 7:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member. Action was taken.

Mrs. Scott-Hayden called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

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

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mrs. Faria 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.

Approval of Minutes:

Minutes will be approved at next week's meeting.

Communications:

Communications are part of personnel and operations.

Comments from Public:

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.

David Arminio – advised the Board and audience that (a) on April 16, 2026, there will be a Townwide Rotary Networking for Cause event at the DMK Black Box Theater. The event is in support of a 2<sup>nd</sup> grade student at Franklin Elementary School and (b) the Lego Project will be held on April 11, 2026 and there will be 50 teams replicating buildings in Union.

Jeff Peins – advised the Board that he and others did not know that anything was changing and that certain employees of IT would become part of the UTEA. He indicated this is not what they want.

Superintendent’s Report:

Superintendent Report will be presented next week.

Education/Student Discipline Committee Resolutions:

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

E-1. AFFIRM SUPERINTENDENT’S DETERMINATION OF HIB

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods February 11-February 24, 2026 in accordance with the information appended to the minutes.

E-1A. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period February 25, 2026 to March 17, 2026, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

All other resolutions will be presented and voted on at the next Board meeting.

DISCUSSION:

None

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell, Mrs. Minneci, Mr. Nasta, Ms. Santana, 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 Ms. Santana, seconded by Mr. McDowell, for adoption:

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.

All other resolutions will be presented and voted on at the next Board meeting.

DISCUSSION:

Mr. Cohan advised the Board and audience that the district lost \$1.7 million in state aid; there will be challenging and difficult decisions to be made. He indicated that next week the Board will adopt a preliminary budget.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Grievance/Negotiations Committee:

No resolutions are being approved this evening; resolutions will be presented and voted on at the next Board meeting.

Operations/Technology Committee Resolutions:

No resolutions are being approved this evening; resolutions will be presented and voted on at the next Board meeting.

Personnel Committee Resolutions:

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

All other resolutions will be presented and voted on at the next Board meeting.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Mr. Cohan asked that POL-1 be discussed in executive session.

Upon recommendation of the Superintendent of Schools, the following policies were moved by Ms. Santana, seconded by Mr. Cohan, for **FIRST READING**:

POLICIES:

*POL-1. Policy 0142.1 – Nepotism (M) – agenda item tabled to April meeting.*

POL-2. POLICY 1220 – EMPLOYMENT OF CHIEF SCHOOL ADMINISTRATOR  
Approve Policy 1220 – Employment of Chief School Administrator (M), in accordance with the information appended to the minutes.

POL-3. POLICY 1552 – SEXUAL HARASSMENT – STAFF (NEW)  
Approve Policy 1552 – Sexual Harassment - Staff (M), in accordance with the information appended to the minutes.

REGULATIONS:

REG-1. REGULATION 1552 – SEXUAL HARASSMENT – STAFF (NEW)  
Approve Regulation 1552 – Sexual Harassment - Staff, in accordance with the information appended to the minutes.

BEING ABOLISHED:

1. ABOLISH - POLICY 3362 – SEXUAL HARASSMENT  
Abolish Policy 3362 – Sexual Harassment (M).
2. ABOLISH – POLICY 4352 – SEXUAL HARASSMENT  
Abolish Policy 4352 – Sexual Harassment (M).
3. ABOLISH – REGULATION 3362 – SEXUAL HARASSMENT OF TEACHING STAFF MEMBERS COMPLAINT PROCEDURE  
Abolish Regulation 3362 – Sexual Harassment of Teaching Staff Members Complaint Procedure
4. ABOLISH – REGULATION 4352 – SEXUAL HARASSMENT OF SUPPORT STAFF MEMBERS COMPLAINT PROCEDURE  
Abolish Regulation 4352 – Sexual Harassment of Support Staff Members Complaint Procedure.

DISCUSSION:

Ms. Santana advised that the policies/regulations being abolished are on the advice of Strauss Esmay. Mr. Cohan indicated that abolished policies/regulations are now incorporated into a the new Policy/Regulation 1552.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

Upon recommendation of the Superintendent of Schools, Mrs. Minneci reported on the following:

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, and the listed students were transferred to the appropriate district of residence:

Student No.	School	Grade
#370064	Hannah Caldwell Elementary School	1st

*For informational purposes only (no vote required):* The following totals are as of the February 24, 2026 Board meeting (2025-2026 school year):

	Total	Elementary	Middle School	High School
Students Removed:	0	0	0	0
Students Voluntarily Transferred	12	5	1	6

Approval of Bills:

Bills will be approved next week.

Unfinished Business:

None

New Business:

Ms. Santana – the boys’ wrestling teams had a great year and three of the wrestlers made it to Atlantic City. The program teaches the students how to win and lose. Coach Dino won coach of the region.

Mrs. Minneci – thanked all who participated in the St. Patrick’s Day parade and wanted to recognize our students who participated.

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. Santana, seconded by Mrs. Faria, that the Board go into Executive Session at 7:19 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel/legal 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.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 10:03 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mr. Cohan, seconded by Mrs. Faria, that the Board return to public session at 10:03 p.m.

AYE: Ms. Carbonell, Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,  
Mrs. Minneci, Mr. Nasta, Ms. Santana, 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 Ms. Santana, seconded by Mrs. Faria, that the meeting be adjourned at 10:03 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

