

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 21, 2026 at 6:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to notice sent to each member.

Mrs. Scott-Hayden called the meeting to order at 6:00 p.m.

PRESENT AT ROLL CALL:

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:

Ms. Dixiana Carbonell

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Phil Stern, Esq.

Mr. Nasta led the Board and audience members in the Pledge of Allegiance and read the district's mission statement.

Mrs. Koon read the statement required under the "Open Public Meetings Act" that adequate notice was published in The Union County Local Source, The Star Ledger and/or Tap into Union, posted in the Administration Building and the Clerk's Office of the Township; a copy of which is on file in the office of the Board Secretary.

MOTION FOR EXECUTIVE SESSION/DONALDSON HEARING:

Moved by Mrs. Faria, seconded by Mr. Cohan, that the Board go into Executive Session at 6:02 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: Donaldson Hearing

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 does not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

Action may be taken when the Board reconvenes in public session.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:03 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Ms. Santana, seconded by Mrs. Minneci, that the Board return to public session at 7:03 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

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

1. June 9, 2026 – worksession
2. June 9, 2026 – executive session
3. June 16, 2026 – regular meeting
4. June 16, 2026 – executive session #1 and #2
5. June 25, 2026 – special meeting

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Faria (#1, #2, #3)

MOTION CARRIED

7. Communications:

Use of Facilities:

None currently

Letters of Resignation:

LETTER OF RESIGNATION – CHAMBERLAIN

Letter of resignation from Jennifer Chamberlain, special education teacher-Battle Hill Elementary School, effective August 21, 2026.

LETTER OF RESIGNATION – FONSECA

Letter of resignation from Amanda Fonseca, preschool teacher assistant-Battle Hill Elementary School, effective July 1, 2026.

LETTER OF RESIGNATION – JIMENEZ

Letter of resignation from Iberca Jimenez, part-time bus driver-Transportation Department, effective September 1, 2026.

LETTER OF RESIGNATION – MAZZEO

Letter of resignation from Lorraine Mazzeo, 2nd grade teacher-Franklin Elementary School, effective July 1, 2026.

LETTER OF RESIGNATION – OSBORNE

Letter Of resignation from Stuart Osborne, bus aide-Transportation Department, effective June 23, 2026.

LETTER OF RESIGNATION – PLACCA

Letter of resignation from Nicole Placca, world languages (Spanish) teacher-Union High School, effective July 1, 2026.

LETTER OF RESIGNATION – PARADELA

Letter of resignation from Victoria Paradela, 2nd shift custodian-Hannah Caldwell Elementary School, effective July 18, 2026.

Letters of Retirement:

LETTER OF RETIREMENT – LIPERE

Letter of resignation, for the purpose of retirement, from Patricia Lipere, school nurse-Connecticut Farms Elementary School, effective October 1, 2026.

Requests for Leave:

REQUEST FOR LEAVE – BARBIERI

Request for paid FMLA (September 1-14, 2026), unpaid NJFLA (September 15-December 16, 2026), unpaid maternity leave (December 17, 2026-January 31, 2027) from Jessica Babieri, instructional coach-Washington Elementary School, September 1-January 31, 2027.

REQUEST FOR LEAVE – GUNTHER

Request for paid FMLA/NJFLA, followed by unpaid FMLA/NJFLA, from Kayla Gunther, teacher-Jefferson School, September 21, 2026-February 9, 2027.

REQUEST FOR LEAVE – MENJIVAR

Request for unpaid NJFLA from Victoria Menjivar, Spanish teacher-UHS, September 1, 2026-December 3, 2026.

REQUEST FOR LEAVE – RIOLO

Request for paid/unpaid FMLA from Steven Riolo, custodian-Washington Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR LEAVE – GABRIEL

Request for paid FMLA/NJFLA from Ana Gabriel, teacher-Jefferson Elementary School, September 1, 2026-September 14, 2026.

Requests for Leave Update:

REQUEST FOR LEAVE EXTENSION – TENNEN

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

Requests for Intermittent Leave:

REQUEST FOR INTERMITTENT LEAVE – ALEXIADES

Request for paid intermittent FMLA from Joan Alexiades, transportation dispatcher-Transportation Department, June 11, 2026-June 10, 2027.

REQUEST FOR INTERMITTENT LEAVE – ARRIETA

Request for paid intermittent FMLA from Lidia Arrieta, paraprofessional-Union High School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – GARCIA

Request for paid intermittent FMLA from Laura Garcia, teacher-Union High School, June 11, 2026-June 10, 2027.

REQUEST FOR INTERMITTENT LEAVE – ZURKA

Request for paid intermittent FMLA from Gabrielle Zurka, preschool teacher-Franklin Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – BIRSTLER

Request for paid intermittent FMLA from Christina Birstler, school counselor-Union High School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – GALARZA ALVAREZ

Request for paid intermittent FMLA from Julio Galarza Alvarez, custodian-Livingston Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE – MOSCARDINO

Request for paid intermittent FMLA from Mario Moscardino, custodian-Hannah Caldwell Elementary School, July 1, 2026-August 31, 2026.

REQUEST FOR INTERMITTENT LEAVE – KRUPA

Request for paid intermittent FMLA from Connie Krupa, special services staff accountant, August 21, 2026-August 20, 2027.

REQUEST FOR INTERMITTENT LEAVE – BRUNS MEYERS

Request for paid intermittent FMLA from Kathleen Bruns Meyers, preschool teacher-Franklin Elementary School, September 1, 2026-June 30, 2027.

Requests for Intermittent Leave Update:**REQUEST FOR INTERMITTENT LEAVE UPDATE – PACE**

Request for extension of paid intermittent FMLA/NJFLA from Jo Ann Pace, speech therapist-Jefferson Elementary School, September 1, 2026-June 30, 2027.

REQUEST FOR INTERMITTENT LEAVE UPDATE – LYTLE

Update request from intermittent FMLA (1/20/26) to Continuous FMLA from Ana Lytle, math teacher-Union High School, September 11, 2026-November 11, 2026.

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 – UTEA President – P-1B – extra pay – indicated that the stipends are incorrect for the clubs; asked why directors are receiving stipends to write curriculum since that is their job. Dr. Benaquista responded that he will investigate this and respond.

Virginia Jeffries – POL-3 – asked how will the Board track to see if the Superintendent is complying with the policy?

Superintendent's Report:

Dr. Benaquista presented and reported the following: (presentation appended to minutes):

- TUPS Summer Programs
 - ESEA Summer Scholar Programs – 300 students
 - 21st Century Community Learning Center – 70 students
- Facilities Update
- TUPS Bell to Bell Initiative
- TUPS Attendance – June 2026 – 89.37%
 - Attendance Award - 4th graders at Battle Hill Elementary – 94.71%
- 2025-2026 Student Attendance Highlights – districtwide chronic absenteeism reduced by 21.1% in one year
- HIB (see E-1 for report):
 - Incidents to Affirm – June 10th to June 16th – 2 founded/1 unfounded
 - Incidents to Report – June 17th to June 21st – 1 unfounded/1 inconclusive
- HIB Bi-Annual Report – January-June 2026, Reporting Period 2 (see E-2 for Report)
 - Total Completed Reports: 64
 - Status of Investigations: 34 founded/30 unfounded/inconclusive
 - Battle Hill: 0/1
 - Burnet: 15/2

- Connecticut Farms: 0/3
- Franklin: 0/3
- Hannah Caldwell: 4/1
- Jefferson: 1/3
- Kawameeh: 5/2
- Livingston: 0/1
- Washington: 0/0
- UHS: 9/14
- Principal Determinations for the year
- Nature of Founded HIB based on protected categories
- Type and Nature of Support Services and/or Discipline Imposed
- List of Anti-Bullying Specialists by Building
- Programs: Districtwide and Building Based
- Districtwide Events
- Building Activities
- Trainings Districtwide/Building Based

Education/Student Discipline Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, 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 June 17, 2026 to July 21, 2026, 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 periods June 10, 2026 to June 16, 2026, in accordance with the information appended to the minutes.

E-2. APPROVE BI-ANNUAL REPORT – NJDOE – HIB

Approve the Township of Union Public Schools bi-annual report presented by the Superintendent as required by the New Jersey Department of Education (NJDOE) of Harassment Intimidation and Bullying (HIB). The report provides the public with information collected from January 2026 through June 2026, 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 that time period.

E-3. APPROVE AFFILIATION AGREEMENT – RUTGERS UNIVERSITY

Approve Clinical Affiliation Agreement – Graduate Nursing Program between Rutgers School of Nursing-Camden and the Township of Union Public Schools, for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-4. APPROVE ACCEPTANCE OF FUNDS – NJ LEARNING ACCELERATION PROGRAM

Approve acceptance of funds in the amount of \$214,190.00 for the New Jersey Learning Acceleration Program: High Impact Tutoring Targeted Summer Supplemental Application, in accordance with the information appended to the minutes.

E-5. APPROVE ACCEPTANCE OF FUNDS – RACKSPACE FOUNDATION TECHNOLOGY GRANT

Approve acceptance of funds for the Rackspace Foundation Technology Grant in the amount of \$35,000.00 for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-6. APPROVE APPLICATION AND ACCEPTANCE OF REIMBURSEMENT FUNDS

Approve application and acceptance of reimbursement funds in the amount of \$11,147.58 for the School Lead Filters Program for Filtered Bottle Filling Stations and Filtered Faucets for the 2026-2027 school year.

E-7. APPROVE ACCEPTANCE OF REIMBURSEMENT GRANT FUNDS

Approve acceptance of reimbursement grant funds for the NJDOE Menstrual Product Reimbursement Program in the amount of \$770.00.

E-8. APPROVE REFUSAL OF PERKINS FUNDS

Approve refusal of Perkins funds for the 2026-2027 school year based on the New Jersey Department of Education (NJDOE) criteria.

E-9. APPROVE PARTNERSHIP WITH STUDENTS 2 SCIENCE

Approve partnership with Students 2 Science to support elementary school virtual STEM labs at a cost of \$25,000.00 to be paid for using Rackspace grant funds for the 2026-2027 school year, in accordance with the information appended to the minutes.

E-10. APPROVE HOME SCHOOLED STUDENTS TO PARTICIPATE IN ATHLETIC PROGRAM

Approve M.S. and A.S., Union High School students, who are home schooled, to participate in high school sports during the 2026-2027 school year.

E-11. APPROVE KEYNOTE SPEAKER

Approve JC Pohl of Teen Truth to serve as a keynote speaker at the Township of Union Public Schools convocation on September 1, 2026, at a rate of \$3,950 to be paid using the Federal Grants Accounts, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Mr. Cohan advised the Board that the following agenda items (F-1-F-4) will be tabled to the August meeting. The auditors will come into the district thereafter.

F-1. PRELIMINARY TREASURER'S REPORT

That the *preliminary* Treasurer's Report dated June 30, 2026 (*to be approved at August meeting*).

F-2. PRELIMINARY SECRETARY'S REPORT

That the *preliminary* Secretary's Report dated June 30, 2026 (*to be approved at August meeting*).

F-3. CERTIFY PRELIMINARY TREASURER'S AND 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. (*to be certified at August meeting*)

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers (*to be approved at August meeting*).

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

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 (*none currently*)
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.

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	Senior Class	Norma's Flowers – Memorial for Olivia – flowers for grad practice	\$1,500.00

F-9B. APPROVE FUNDRAISERS
Approve the following fundraisers, in accordance with the information appended to the minutes:

Event Name	Date	Purpose
Chocolate Sales Snack Sales Chipotle Fundraiser Clothing Fundraiser UHS Dress Down Day Vertical Raise Online Fundraiser	September 15, 2026- June 30, 2027	UHS/Softball – raise money for softball team needs, Senior Day and end of year banquet
Scavenger Hunt Mr. UHS Tape-a-Staff-Member Dodgeball Tournament Carnival with Dunk Tank Candy Grams Dine to Donate Senior Apparel Sale Bake Sale Snack Sale Car Wash Movie Night/Drive in Movie Senior Parking Spots	September 1, 2026- June 30, 2027	UHS/Senior Class – to raise funds for the senior class

F-9C. ACCEPT DONATIONS
Accept the following donations:

From	For Use By	\$/Item
Shutterfly LLC	Battle Hill Elementary School	\$360.99
Shutterfly LLC	Washington Elementary School	\$583.38

F-10A. APPROVE 2025-2026 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approve amended 2025-2026 out-of-district student placement list (month of July), in accordance with the information appended to the minutes.

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

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

F-11. APPROVE UHS SENIOR SCHOLARSHIP AWARD – MARGARET FEKETE FUND

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

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

Approve School Contracts 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 2026-2027 school year, in accordance with the non-public information appended to the minutes.

F-13. APPROVE ACCEPTANCE OF 2027 IDEA-B GRANT

Approve the acceptance of the SFY 2027 Individuals with Disabilities Education Act-B (IDEA-B) grant for the FY 2026-2027 school year as follows: (a) Basic - \$2,241,456.00 and (b) Preschool - \$67,045.00.

F-14. APPROVE PETTY CASH ACCOUNT – UHS FARMER’S CAFÉ

Approve a petty cash account at Union High School for the Farmer’s Café in the amount of \$4,000.00 to be replenished as needed (not to exceed \$5,000.00) for costs associated with students’ IEP driven Work Based Learning (WBL) for the 2026-2027 school year [Account Fund #11-212-100-610-01-19-CAFÉ-050/20471].

F-15. APPROVE PETTY CASH ACCOUNT – UHS CRAFTY CORNER AND PRINT SHOP

Approve the establishment of a petty cash account at Union High School for the Crafty Corner and Print Shop in the amount of \$3,000.00 to be replenished as needed (not to exceed \$4,000.00) for costs associated with students’ IEP driven Work Based Learning (WBL) for the 2026-2027 school year [Account Fund #11-212-100-610-01-19-PRINT-050/20472].

F-16. APPROVE REIMBURSEMENT FROM NJDOE – CHILD STUDY TEAM

Approve reimbursement from the New Jersey Department of Education (NJDOE) for child study team staff members, to complete the NJDOE Post School Outcomes Study, at the rate of \$65.00/hr., in accordance with the information appended to the minutes.

F-17. APPROVE INTELLISHRED - SHREDDING SERVICES

Approve IntelliShred to provide shredding services for district on an “as needed” basis for the 2026-2027 school year in an amount not to exceed \$2,030.00 [Account Fund #7693-11-150-100-320-01-19].

F-18. APPROVE DR. BORIS MILROD – CONSULTATION

Approve Boris 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].

F-19. APPROVE 2026-2027 PRESCHOOL CONTRACT – GATEWAY FAMILY YMCA

Approve Preschool Contract with Gateway Family YMCA for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-20. APPROVE 2026-2027 PRESCHOOL CONTRACT – TOWNLEY PRESCHOOL-WONDER TWIN POWERS

Approve Preschool Contract with Townley Preschool-Wonder Twin Powers for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-21. APPROVE 2026-2027 PRESCHOOL CONTRACT – YM-YWHA OF UNION COUNTY

Approve Preschool Contract with YM-YWHA of Union County for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-22. APPROVE 2026-2027 PRESCHOOL CONTRACT – BRAINIAC’S CHILDCARE CENTER

Approve Preschool Contract with Brainiac’s Childcare Center for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-23. APPROVE 2026-2027 PRESCHOOL CONTRACT – UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION

Approve Preschool Contract with Union Township Community Action Organization for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-24. APPROVE 2026-2027 PRESCHOOL CONTRACT – KEAN UNIVERSITY

Approve Preschool Contract with Kean University for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-25. APPROVE 2026-2027 PRESCHOOL CONTRACT – KIDDIE QUARTERS

Approve Preschool Contract with Kiddie Quarters for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-26. APPROVE 2026-2027 PRESCHOOL CONTRACT – KINDERCARE

Approve Preschool Contract with KinderCare for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-27. APPROVE 2026-2027 PRESCHOOL CONTRACT – WONDER WORLD

Approve Preschool Contract with Wonder World for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-28. APPROVE 2026-2027 PRESCHOOL CONTRACT – BRAINIAC’S JR. CHILDCARE CENTER

Approve Preschool Contract with Brainiac’s Jr. Childcare Center for the 2026-2027 school year, in accordance with the information appended to the minutes.

F-29. APPROVE APPLICATION TO SPECIAL OLYMPICS UNIFIED CHAMPION SCHOOLS GRANT – KAWAMEEH MIDDLE SCHOOL

Approve application to the Special Olympics Unified Champion Schools 2026-2027 Grant for Kawameeh Middle School (\$1,075.00), in accordance with the information appended to the minutes.

F-30. APPROVE APPLICATION AND ACCEPTANCE OF SPECIAL OLYMPICS UNIFIED CHAMPION SCHOOL GRANT – BURNET MIDDLE SCHOOL/UNION HIGH SCHOOL

Approve application to and acceptance of funds from Special Olympics Unified Champion School 2026-2027 Grant for the following schools: Burnet Middle School (\$2,200.00) and Union High School (\$4,600.00), in accordance with the information appended to the minutes.

F-31. APPROVE MUELLER PSYCHOLOGICAL SERVICES – EVALUATIONS

Approve Mueller Psychological Services for comprehensive psychological evaluations – types of evaluations are as follows: diagnostic psychological, psychosexual, violence risk assessment, general risk assessment, fire setting, substance use and mental health clearance at the rate of \$1,800.00 per evaluation; additional professional services include: expert witness testimony, court appearances, extensive record review (beyond the standard evaluations are billed separately) at the rate of \$300/hr. (not to exceed \$4,500.00) for the 2026-2027 school year [Account Fund #7074/11-000-219-320-01-19], in accordance with the information appended to the minutes.

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

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, 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 Mrs. Faria, 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 June 2026 and, if applicable, bus evacuation reports for the 2025-2026 school year, in accordance with the non-public information appended to the minutes.

O-2. APPROVE TOWNSHIP OF UNION TO USE DISTRICT FACILITIES

Approve the Township of Union to use district facilities for the 2026-2027 school year after approval by the Superintendent and/or his designee.

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: 24 MacBook models-which have been deemed no longer serviceable (items will be sold as is), in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Due to Board members having questions and concerns regarding various entries in P-1B, those entries will be tabled prior to adoption.

Upon recommendation of the Superintendent of Schools, the following entries in P-1B - #132, 133, 144, 151, 157 were moved by Mr. Cohan, seconded by Mrs. Faria, to be removed by this agenda:

Mrs. Conteh-Mackey indicated that P-16 – approve Assistant Facilities Manager will be added to the personnel 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. (*#132, 133, 144, 151, 157 were tabled and not voted on*)

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 2026-2027 school year.

Name	Position	Rate
Dallas Tullis	Sub-custodian	\$16.00/hr.
Diana Gonzales	Sub-custodian	\$16.00/hr.
Jordan Williams	Sub-custodian	\$16.00/hr.
Eileen Toplansky	Daily Substitute	\$170.00/per day
Frank Palumbo	Daily Substitute	\$170.00/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
Retirements:					
Patricia Lipere	School nurse	Connecticut Farms	10/1/2026	Retirement	25 yrs.
Resignations:					
Jennifer Chamberlain	Special Ed Teacher	Battle Hill	8/21/2026	Resignation	15 yrs.
Amanda Fonseca	Preschool Teacher Assistant	Battle Hill	7/1/2026	Resignation	2 yrs.
Iberca Jimenez	PT Bus Driver	Transportation Dept.	9/1/2026	Resignation	4 yrs.
Lorraine Mazzeo	2 nd Grade Teacher	Franklin	7/1/2026	Resignation	4 yrs.
Stuart Osborne	Bus Aide	Transportation Dept.	6/23/2026	Resignation	9 yrs.
Nicole Placca	Spanish Teacher	UHS	7/1/2026	Resignation	17 yrs.
Victoria Paradela	2 nd shift custodian	Hannah Caldwell	7/18/2026	Resignation	2 yrs.

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Eff. Dates	Reason
Leaves:				
Jessica Barbieri	Instructional Coach	Washington	9/1/2026-1/31/2027	Paid FMLA 9/1-9/14/2026 Unpaid NJFLA 9/15/2026-12/16/2026 Unpaid maternity leave 12/17/2026-1/31/2027
Kayla Gunther	Teacher	Jefferson	9/21/2026-2/9/2027	Paid FMLA/NJFLA followed by unpaid FMLA/NJFLA
Victoria Menjivar	Spanish teacher	UHS	9/1/2026-12/3/2026	Unpaid NJFLA
Steven Riolo	Custodian	Washington	9/1/2026-6/30/2027	Paid/unpaid FMLA
Ana Gabriel	Teacher	Jefferson	9/1/2026-9/14/2026	Paid FMLA/NJFLA
Leave Updates:				
Lindsey Tennen	Teacher	KMS	6/15/2026-6/30/2027	Extension of paid FMLA/NJFLA
Intermittent Leaves:				
Joan Alexiades	Transportation dispatcher	Transportation Dept.	6/11/2026-6/10/2027	Paid intermittent FMLA
Lidia Arrieta	Paraprofessional	UHS	9/1/2026-6/30/2027	Paid intermittent FMLA
Laura Garcia	Teacher	UHS	6/11/2026-6/10/2027	Paid intermittent FMLA
Gabrielle Zurka	Preschool teacher	Franklin	9/1/2026-6/30/2027	Paid intermittent FMLA
Christina Birstler	School counselor	UHS	9/1/2026-6/30/2027	Paid intermittent FMLA
Julio Galarza Alvarez	Custodian	Livingston	9/1/2026-6/30/2027	Paid intermittent FMLA
Mario Moscardino	Custodian	Hannah Caldwell	7/1/2026-8/31/2026	Paid intermittent FMLA
Connie Krupa	Special Services staff accountant	Central Office	8/21/2026-8/20/2027	Paid intermittent FMLA

Kathleen Bruns Meyers	Preschool teacher	Franklin	9/1/2026- 6/30/2027	Paid intermittent FMLA
Intermittent Leaves Update:				
Jo Ann Pace	Speech therapist	Jefferson	9/1/2026- 6/30/2027	Extension of paid intermittent FMLA/ NJFLA
Ana Lytle	Math teacher	UHS	9/11/2026- 11/11/2026	Update from intermittent FMLA (1/20/26) to Continuous FMLA

P-4. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2026-2027 school year, in accordance with the information appended to the minutes.

P-5. APPROVE CARE STATION – EMPLOYEE PHYSICALS

Approve Care Station to perform employee physicals for the 2026-2027 school year [Account Fund #11-000-213-330-01-54-0060].

P-6. APPROVE CITYMD URGENT CARE – EMPLOYEE PHYSICALS

Approve CityMD Urgent Care to perform employee physicals for the 2026-2027 school year [Account Fund #11-000-213-330-01-54-0060].

P-7. APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT

Approve designees for the Student Activities Accounts for the 2026-2027 school year for Union High School, Kawameeh and Burnet Middle Schools, Battle Hill, Connecticut Farms, Franklin, Hannah Caldwell, Jefferson, Livingston and Washington Elementary Schools, in accordance with the information appended to the minutes.

P-8. APPROVE LAUREN KOHN TO SERVE AND ATTEND MEETINGS – UNIFIED CHAMPION SCHOOLS EDUCATION LEADERS NETWORK

Approve Lauren Kohn to serve as a member of the 2026-2027 Unified Champion Schools Education Leaders Network (ELN) and attend four meetings during the 2026-2027 school year, at no cost to the district, in accordance with the information appended to the minutes.

P-9. APPROVE ATTENDANCE AT MRA INTERNATIONAL’S ANNUAL InterNETworking 2026

Approve Marissa McKenzie to attend the MRA International’s Annual InterNETworking 2026 at Ocean Place Resort & Spa, Long Branch, New Jersey, July 15-17, 2026, at a cost not to exceed \$200.00.

P-10. APPROVE ATTENDANCE AT ASBO INTERNATIONAL ANNUAL CONFERENCE

Approve Yolanda Koon to attend the ASBO International Conference in Pittsburg, PA (October 13-17, 2016) for a total cost not to exceed \$3,200.00 per contract.

P-11. APPROVE ATTENDANCE AT AMERICAN ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATION

Approve Marissa McKenzie, Assistant Superintendent (per contract) and Vincent Rettino, Human Resource Director, to attend the American Association of School Personnel Administration (AASPA) 2026 Annual Conference in Austin, Texas (October 10-15, 2026) for a total cost not to exceed \$7,370.00.

P-12. APPROVE JOB DESCRIPTION – ASSISTANT FACILITIES MANAGER

Approve Job Description – Assistant Facilities Manager, in accordance with the information appended to the minutes.

P-13. APPROVE RECLASSIFICATION OF POSITION

The Board of Education approves the reclassification of the position of Custodial Supervisor to Assistant Facilities Manager, effective July 22, 2026.

P-14. APPROVE ATTENDANCE AT AASA 2027 NATIONAL CONFERENCE ON EDUCATION – DR. BENAQUISTA

Approve Dr. Gerry Benaquista to attend the AASA 2027 National Conference on Education, in Atlanta, Georgia (February 24-27, 2027) for a total cost not to exceed \$3,600.00.

P-15. APPROVE RETROACTIVE PAY

Approve retroactive pay to Williams Ramos Gomez, custodian, in the amount of \$425.00, for the period of November 3, 2025-July 15, 2026 (correct salary should be \$40,000.00).

P-16. APPROVE ASSISTANT FACILITIES MANAGER

Approve Dominik Mercuro, as the Assistant Facilities Manager, at a contractual salary of \$91,118.00, with a start date to be determined.

DISCUSSION:

None

AYE: 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:

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

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.

Mrs. Conteh-Mackey left meeting room prior to voting.

DISCUSSION:

None

AYE: Mr. Cohan, 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 (2025-2026 school year), and the listed students were transferred to the appropriate district of residence:

Student No.	School	Grade
326005	Burnet Middle School	6
270536	Union High School	11
331259	Jefferson School	5
301339	Kawameeh Middle School	8
330543	Jefferson School	5
368066	Hannah Caldwell Elementary School	2
290305	Union High School	9

For informational purposes only (no vote required): The following totals are as of **July 21, 2026** Board meeting (2025-2026 school year):

	Total	Elementary	Middle School	High School
Students Removed:	0	0	0	0
Students Transferred	26	11	5	10

DISCUSSION:

Mr. Cohan advised the Board and community that these numbers show that the parents voluntarily removed their students after our employees investigated.

Approval of Bills:

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Ms. Santana – Board members should move/second agenda items and then have discussions.

Mr. Cohan – graduation was fulfilling; it was a beautiful morning. Our students represent the community.

New Business:

Ms. Santana – thanked the personnel who received grants for the district’s summer programs; thanked the facilities personnel; with all the moving happening in the district, she thanked all who are involved.

Mrs. Faria – thanked the volunteer coaches for helping our athletes during the summer. She indicated her frustration with the NJDOE delays in getting the NJGPA scores out. These scores are needed to get assistance for the students that need help. She indicated that she is hoping graduation criteria is waived.

Mr. McDowell – there will be a lot of change come September. He asked that Board members be at the schools in September to help things go smoothly and give support.

Dr. Benaquista – they are working on getting a document system up to accommodate parents who want to request to move their student; he thanked Ms. McKenzie for her work in this matter. Mrs. Faria indicated the communication is out there so parents should know where their students will be attending in September.

Mr. Nasta – change is good – parents can’t change where they want to send their student – it’s about forward moving, progress.

Mrs. Scott-Hayden asked for a moment of silence for the passing of the County Clerk, Joanne Rajoppi.

Comments from Public (on resolutions):

Ann Margaret Shannon – UTEA President – thank you for P-15; she asked if the abolishment of regulations changes the policies. Mr. Stern indicated the abolishment of a regulation does not effect the policy.

Virginia Jeffries – the letter Mr. McDowell read at a previous Board meeting is subject to OPRA. She questioned the lease for 855 Lehigh Avenue. She indicated there are unfulfilled OPRA requests – letter read by Mr. McDowell at the May 19th meeting; 855 Lehigh Avenue records. Mrs. Koon indicated the letter was from Rich D’Avanzo and the request was satisfied.

MOTION FOR EXECUTIVE SESSION:

Moved by Ms. Santana, seconded by Mrs. Faria, that the Board go into Executive Session at 8:19 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 update

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

Action may be taken when the Board reconvenes in public session.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:01 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 11:02 p.m.

All present voting YES

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Cohan, seconded by Mrs. Faria, that the meeting be adjourned at 11:02 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

