

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES
October 19, 2021 – 7:00 p.m.

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, October 19, 2021 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mr. McDowell called the meeting to order at 7:08 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. John O’Shea, Mrs. Nellis Regis-Darby, Mrs. Kim Ruiz

ABSENT AT ROLL CALL:

Dr. Kalisha Morgan (arrived 7:09 p.m.), Mrs. Mary Lynn Williams

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mr. Gerald Benaquista, Mrs. Yolanda Koon, Mr. Craig Wojcik

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. O’Shea led the Board and audience members in the Pledge of Allegiance.

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

Mrs. Brens-Watson read the district’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

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

1. August 17, 2021 – worksession
2. August 17, 2021 – executive session
3. August 26, 2021 – planning meeting

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mr. O'Shea

MOTION CARRIED

Communications:

REQUEST FOR LEAVE – BURD

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Diana Burd-teacher-Jefferson School, November 24, 2021-April 10, 2022.

REQUEST FOR LEAVE – DIGIOVANNI

Request for paid medical leave from Kathryn DiGiovanni, principal-Hannah Caldwell Elementary School, September 27, 2021-December 23, 2021.

REQUEST FOR LEAVE – GUNDERSON

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Jamie Gunderson, teacher-Connecticut Farms Elementary School, November 29, 2021-May 22, 2022.

REQUEST FOR LEAVE – KELLEY

Request for paid medical leave followed by unpaid non-FMLA from Vernard Kelley, part-time bus driver-Transportation Department, September 15, 2021-November 14, 2021.

REQUEST FOR INTERMITTENT LEAVE – O'DONNELL

Request for intermittent FMLA/NJFLA leave from Christine O'Donnell, teacher-Livingston Elementary School, September 9, 2021-June 30, 2022.

REQUEST FOR INTERMITTENT LEAVE – OSBORNE

Request for intermittent FMLA/NJFLA leave from Amie Osborne, science/special education teacher-Union High School, September 9, 2021-June 30, 2022.

REQUEST FOR LEAVE – RAPKE

Request for paid medical leave from Angela Rapke, 10-month secretary-Burnet Middle School, September 1, 2021-December 23, 2021.

REQUEST FOR LEAVE EXTENSION – VICIDOMINI

Request for extension of paid medical leave from Julia Vicidomini, confidential administrative assistant-IT Department, tentative return date October 13, 2021.

REQUEST FOR INTERMITTENT LEAVE – ZURKA

Request for intermittent FMLA leave from Christine Zurka, paraprofessional-pre-k program-Battle Hill Elementary School, September 1, 2021-June 30, 2022.

LETTER OF RETIREMENT – BRUMFIELD

Letter of resignation, for the purpose of retirement, from Catherine Brumfield, special education teacher-Union High School, effective January 1, 2022.

LETTER OF RESIGNATION – CHARLES

Letter of resignation from Claire Charles, paraprofessional-Battle Hill Elementary School, effective September 9, 2021.

LETTER OF RESIGNATION – CARLIN

Letter of resignation from Anthony Carlin, paraprofessional-special education-Kawameeh Middle School, effective October 29, 2021.

LETTER OF RESIGNATION – BROWN

Letter of resignation from Velma Brown, part-time café aide-Jefferson School, effective September 1, 2021.

LETTER OF RESIGNATION – HAYES

Letter of resignation from Kate Hayes, café aide/greeter-Livingston Elementary School, effective August 2, 2021.

REQUEST FOR INTERMITTENT LEAVE – ALAGO

Request for intermittent FMLA/NJFLA leave from Margaret Alago, 12-month Confidential Administrative Assistant-Central Office/Business Office, October 5, 2021-November 1, 2021.

REQUEST FOR LEAVE – MATTHEWS

Request for paid medical leave from Thomas Matthews, Principal-Washington Elementary School, November 29, 2021-December 23, 2021.

REQUEST FOR LEAVE – STROBEL

Request for paid medical leave from Patricia Strobel, 10-month secretary-Union High School, September 1, 2021-November 5, 2021.

REQUEST FOR LEAVE EXTENSION – WOJCIK

Request for extension of paid medical leave from Karen Wojcik, 12-month secretary-Special Services/Hamilton, through November 30, 2021.

Dr. Francis stated there is an item on the request for leaves and we would like to speak about it in executive session before voting on it. Dr. Taylor stated we have not riced the individual so we can't talk about him in executive session but I will assure you that the request was validated by Mr. Benaquista and myself. Dr. Francis stated the fall out from it. Mr. McDowell stated we will talk about that in executive session; we will pull it from the list and we will vote on it afterwards. Mr. Taylor stated for the record, since Dr. Taylor indicated that the employee was not riced, we will discuss from the attorney-client privilege and procedural point; not about the individual person but procedural and legal standpoint.

Superintendent's Report:

Dr. Taylor stated we are glad to have three high school students who will serve as liaisons to update the Board once a month at meetings on what is going on in the schools. I did mention to them, I would like to see us elevate the work of the students after the Board reorganizes in January – where the student will sit with the Board and participate – not voting – to give student's opinions.

Gabriella Guido (10th grade) stated she is part of the UHSPAC and blessed to be back at school; appreciate all the effort in getting us back to school. One complaint is bathroom privileges – we are being questioned by teachers - it is our right to use the bathrooms. Also, she asked if during the upcoming fall musical if they can perform without masks because full out in masks won't be a good time.

Joshua Tidwell (11th grade) stated he is on the varsity co-ed golf team and co-ed bowling teams; applaud you for bringing us back, we are so happy to be back in school to see our teachers and friends.

Pedro Torres (12th grade) stated he is part of marching band. He stated his complaint is there is no social distancing and it is very crowded in the hallways. He also stated they are no longer able to leave school grounds during breaks like they used to. Otherwise, solid start to the school year.

Dr. Taylor stated I will follow-up with you; thank you for coming out tonight.

Kim Conti was here in August to speak about the special services department and she is here today to give an overview about the fiscal side of the department. Presentation appended to minutes and can be seen on Zoom. A summary of the presentation is below:

Special Services Expenditures:

- Out of District Tuitions - \$11,479,525 – 142 students – based on numbers from July 1 through October 1
- Contracted Special Services Transportation - \$4,975,000 – determined by the IEP team if transportation is needed due to disability or if the program is not in the home school
- Contracted Related Services - \$2,054,054 – Board Certified Behavior Analysts, Registered Behavior Technicians, Behavior Technicians, Effective School Solutions, Nursing, OOD related services, Itinerant Teacher of the Deaf, Translation Services
- Extra Pay Expenditures - \$799,046 – for hours paid for services beyond contracts hours – home instruction, applied behavior analysis providers, behaviorists, CBI staff, personal/shared aides during transportation, extracurricular and school events
- Contracted Child Study Team Evaluations - \$129,950 – psychological, educational, speech-language, occupational therapy and physical therapy evaluations, neurological, assistive technology, augmentative and alternative communication, psychiatric, bilingual, deaf and hard of hearing, vocational, mental health clearance agencies
- Contracted Special Services Transportation - \$77,000 – field trips/after school activities – CBI, project unify, field trips

- Institutional Instruction - \$67,000 – bedside instruction, agency home instruction
- Student Related Services Supplies - \$51,000 – student technology, iPads, large screen Chromebooks, CST evaluation kits, safety equipment, FM systems
- Program Supplies - \$48,300 – resource, autism-rethink, MM/LLD, preschool, emotional regulation impairment, multiple disabilities impairment – CBI expenses
- Special Services Non-Instructional Supplies - \$41,000 – IEP Direct (Frontline), office supplies
- Technology Supplies Instructional - \$20,750 – Chromebooks for CST and paraprofessionals
- Staff Development (in district) - \$16,300 – assistive technology, Summit speech, legal, NJ crisis assault prevention, crisis prevention institute – training materials
- Special Services Travel Staff Development (out-of-district) - \$7,000 – crisis prevention institute, professional development workshops/training

Special Services Revenue:

- IDEA-B Grant and IDEA-B American Rescue Plan - \$2,316,640
- Extraordinary Aide - \$3,716,000 (2020-2021)
- Special Education Medicaid Initiative - \$196,049.49 (2020-2021)

Special Services Budget (non-payroll accounts) - \$22,416,870:

Considerations - factors that guide the services or impacts department:

- Placement/services
- NJ special education code
- Transfer ins
- Litigation
- OOD tuitions
- Laws
- Pandemic
- Staffing shortage
- Funding
- Shared aides
- District needs
- Transportation
- Space limitations

Mr. McDowell asked frontline system, does that give parents access to their child's IEP? Mrs. Conti stated they can and the progress reports; it links with Genesis – so some things are accessed through Genesis but through frontline as well.

Mrs. Conti left meeting at 7:41 p.m.

Dr. Taylor presented his State of School report. Presentation appended to minutes and can be viewed on Zoom.

Dr. Taylor stated yesterday the Governor required all State and public school worker's be vaccinated or tested on a regular basis. Mr. Benaquista has been working hard to not only arrange the testing process and to survey all employees to determine their vaccination rate. The district is at 68% of the total 1108 employees vaccinated. I would like to see that number climb up to 80-90%. Our district applied to the State for funding for COVID testing and we were assigned Mirimus – they provide self-test kits – PCR – saliva method. This company has provided us with self-testing administration kits. These tests will not take place onsite via a company.

Mr. Benaquista stated this is something new. We will work through changes along the way. I have already had a request from Mirimus to change our testing pick-up and drop-off. There has been a change since the worksession. The employees on Thursday morning will pick up the test, Thursday before they leave, will leave it with us. We got together after the worksession and we needed as much time to make sure we had all the testing shipped out on Friday. We wanted to make sure we had enough time to collect everything around the district to ship out. We send it Fed Ex, they pick it up, everything is centrally located to the Central Office. They will drop off the kits on Wednesdays, the person who delivers our mail will deliver them to the schools; also transportation, central office and anybody else that needs to be tested. The schools will drop off the tests at the nurses office.

The schedule is that Wednesday we will receive the kits from Miramus, Thursday they will be in the schools to be picked up by the employees, Thursday afternoon we will collect them – late Thursday or Friday morning, we will collect and ship them out Friday. The next part is we have a portal and over the weekend we have access to the portal and we will get the results.

I have had conflicting statements from Mirimus but right now they are saying we will be responsible to notify the employees. We were already planning on notifying the nurse and the administrator; if we have to go a step further we will report to the employee as well. I'm still waiting and until we go through it a week or two, I want to be able to give advice on how we should adjust. I have a feeling things will change it to streamline it to make it easier on everyone but that is how we are starting. The only concern is you had to upload adequate proof that you have been vaccinated. I think there are some people that are vaccinated but just didn't upload their information. I receive emails daily. I think 107 said no but there are a couple of hundred that we are trying to figure out why it wasn't uploaded or answered.

I have had meetings with transportation because I thought maybe they weren't getting all the information, didn't understand it so I sat with all of transportation and went through it with them. We showed them how to do it with their cell phones. I think along the way that number will increase not based on people getting vaccinated but just us getting more information.

However, Mirimus will not ship the test to those employees unless they filled out the proper documentation that we sent out to people that are either non-vaccinated or didn't submit information. Around 350 got an email saying you have to fill this out so Mirimus can ship a test for you. I don't know that information yet and I won't know it until I see what comes in. If not, the first week people will have to self-test and an email will be going out later this week. If not

they have to self-test either Saturday or Sunday to come back to work on Monday. We will work through these bumps along the way to streamline it and getting it to run smoothly. There is an FAQ for our employees and as more questions come up we will keep adding to that. We will make it better and get through this. So that is in general how the program will work.

Mrs. Ruiz asked what happens if a teacher does not test and does not produce a test result? They can't work? Mr. Benaquista stated they are in violation of the order. They will be deducted a day of work, they can't come to work, then we will have to deal with it as a personnel matter. That was sent out to the employees, so they know what the Executive Order stated – everyone must comply. If they don't want to comply with the testing that we are doing, they have the right to self-test. Some people are and as long as I get the results once a week that they are self-testing. We are individualizing it. We are following the Executive Order and documenting it. If they say no, it will be dealt with as a personnel matter. We are not allowing them to use sick days or personal days. If they are sick, they will have to follow that procedure but if it is just for not testing, that is the way it is being handled.

Dr. Taylor stated since the start of school, the infection rate is relatively low. We had 11 for employees and 60 for students – for a total of 71. We are in a pretty good place and a lot of it has to do with the wonderful work of the residents of this community. Town wide we are in yellow – moderate transmission – the second-best category. We are hovering between green and yellow.

Jill Hall stated Sam Lucania, 1999 Union graduate and motivational speaker. He came back on October 5th to speak to our students. Same has a very inspirational journey through anxiety, depression, poor self-esteem, body image, bullying at school – it happened here and jumped down the rabbit hole and ended up in the throws of addiction. He was able through a lot of hard work to get himself into recovery and has stayed in recovery for a very long time. He became a motivational speaker and an author of two books and a Ted talks presenter.

For those of us in the recovery community, we know how important coming home is in terms of walking your steps and maintaining your recovery. This part of the journey was a great experience for him and we benefitted from that. Our kids were moved so strongly. It was a powerful presentation. Students came up to him and he shared with the students of how important that was – it was student after student who came forward. It was like now they were given permission and empowered, they found their voice to ask for the help that they might need. In the evening, he came back to speak to our parents to help them if they have kids who are on that journey or if they are on that journey themselves and to provide some support for our school community and parents as well.

We are hoping to bring him back because our freshmen and seniors were not able to attend. Mr. Hoyt has been very generous to see if we can bring him back for the rest of our school community.

Dr. Taylor stated we had two HIB cases – 1 confirmed and 1 not. He looked at the average from the 2019-2020 school year (before COVID) for this time period and there were 9 cases – so we are at a better place.

The Student Spotlight will be next month due to the parents were unable to attend. I will spotlight a student who flies under the radar but does something very special – as simple as always smiling, turning around the classroom environment or some service work. The principal will come out and say something about the student and take pictures with the family. We will start in November – we will have two schools.

Mr. McDowell stated thank you Dr. Taylor, Mr. Benaquista, Ms. Hall and Mrs. Conti – very informative.

Education/Student Discipline Committee Resolutions:

Mrs. Ruiz stated E-6 will be tabled until the November Board meeting because the Board did not receive the Settlement Agreement.

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

E-1. *Agenda item reported at October 12, 2021 worksession (Superintendent's Report of HIB September 22, 2021 to October 12, 2021).*

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the period September 22, 2021 to October 12, 2021, in accordance with the information appended to the minutes.

E-1.1. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period October 13, 2021 to October 19, 2021, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE CURRICULUM GUIDE(S)

Approve the following curriculum guide(s), in accordance with the information appended to the minutes: (a) Sports Statistics.

E-3. APPROVE SCHOOL NURSING SERVICES PLAN

Approve the 2021-2022 Nursing Service Plan, in accordance with the information appended to the minutes.

E-4. APPROVE REVISED TWELVE-MONTH CALENDAR – 2021-2022

Approve revised twelve-month calendar for (a) professional and secretarial holiday calendar and (b) custodial/maintenance/transportation holiday calendar for school year 2021-2022, in accordance with the information appended to the minutes.

E-5. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement for N.F., in accordance with the non-public information appended to the minutes.

E-6. *Agenda item tabled at October 19, 2021 regular meeting to November Board meeting (Settlement Agreement – S.P.)*

E-7. APPROVE EMERGENCY VIRTUAL INSTRUCTION PROGRAM

Approve Emergency Virtual Instruction Program for the 2021-2022 school year, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

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. O’Shea, seconded by Mrs. Minneci, for adoption:

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated September 30, 2021 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated September 30, 2021 be accepted.

F-3. CERTIFY TREASURER’S AND SECRETARY’S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of September 30, 2021 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 September 30, 2021 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers in accordance with the information appended to the minutes.

F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

Approve district wide travel and related expenses pursuant to the requirements of N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and Board Policy File Code 6471 and in accordance with the information appended to the minutes.

F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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

F-8. APPROVE LIST OF 2021-2022 STATE CONTRACT VENDORS

Approve the amended list of the 2021-2022 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

Approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes:

School	Account/Department	Vendor/Description	Amount
Union High School	46/Key Club	Key Club International – payment of club dues	\$2,700.00 (not to exceed)
Union High School	2227/Senior Class	2-K Printing & Promotion – apparel	\$8,000.00 (not to exceed)
Union High School	2227/Senior Class	2-K Printing & Promotions – t-shirts	\$5,000.00 (not to exceed)
Union High School	2227/Senior Class	Carr Marketing – food truck festival – security, decorations, marketing	\$10,000.00 (not to exceed)
Union High School	2227/Senior Class	O'Donnell Sign Company – lawn signs for seniors	\$8,000.00 (not to exceed)
Union High School	2077/Music/Theater	Home Depot – building material for scene construction (Once on this Island-2020)	\$1,524.04
Kawameeh Middle School	06/Administration	UTBOE – total moneys collected from book fines	\$1,068.00
Kawameeh Middle School	26/Yearbook	Jostens – initial deposit for 2021-2022 school yearbook	\$2,617.58
Kawameeh Middle School	26/Yearbook	Jostens – second deposit for 2021-2022 school yearbook	\$3,270.40

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

Approval be given to amend the 2021-2022 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

Event Name	Date	Purpose
Pink Ribbons Sale	October 1-29, 2021	UHS/National Honor Society – to raise money for breast cancer awareness month; proceeds donated to Susan G. Komen Foundation
Bake Sale	October 29, 2021	UHS/Empowerment Mentoring – to raise funds for field trips, father/son bonding youth event
Clothing Drive-Bridges Outreach	November 1, 2021- January 15, 2022	UHS/National Honor Society – to support the bridges outreach program
Pancreatic Awareness Month	November 1-30, 2021	UHS/National Honor Society – to raise funds to donate to the Pancreatic Cancer Action Network
Jersey Mike’s Fundraiser	October 26-28, 2021	UHS/Student Trainer – to raise funds for clothing for student trainers and awards program
Bake Sale	October 20, 2021	UHS/Girls Volleyball – to raise funds to donate to breast cancer awareness
Farmer Spiritwear	TBD	UHS/Farmer Fam – to raise funds for Farmer Fam events
Gertrude Hawk Candy Sale	November 1, 2021- May 31, 2022	UHS/Interact Club - to raise funds to support both local and international projects/charities
Apparel Sale Dine to Donate Fashion Show Food Truck Festival Food Truck Festival Graduation Lawn Signs Mr. UHS Halfway to Graduation Penny Drive Senior Parking Spots Senior Shirt Sale Soda Machine – Teachers’ Cafeteria	TBD TBD TBD TBD January 2022 TBD TBD TBD TBD TBD TBD	UHS/Senior Class – to raise funds for Class of 2022
Candy Grams	December 13-24, 2021	UHS/Key Club – to raise funds for bus transportation to Key Club district convention
Bake Sale	October 25, 2021	UHS/National Honor Society – to raise funds for NHS stoles and other events
Gertrude Hawk Chocolate Sale	October 25- December 1, 2021	UHS/Dance Club – to raise funds for dance team costumes and gear
Homecoming Game	October 2021	UHS/Student Council – to raise funds for Student Council events
Holiday Grams	November 2021	UHS/Student Council – to raise funds for Student Council events
Valentine’s Day Grams	January-February 2022	UHS/Student Council – to raise funds for Student Council events

March Madness	February-March 2022	UHS/Student Council – to raise funds for Student Council events
PowerPuff Football Game	April-May 2022	UHS/Student Council – to raise funds for Student Council events
Coupon Fundraiser	October 1-31, 2021	BMS/Chorus – to raise funds to replace piano
Candy Sale	November 20, 2021-March 1, 2022	UHS/Girls Varsity Basketball – to raise funds for summer league game play, fall league and equipment

F-12. APPROVE TRANSPORTATION CONTRACT – MUJC

Approve the 2021-2022 regular school year transportation contract with the Morris-Union Jointure Commission, in accordance with the information appended to the minutes.

F-13. APPROVE ACCEPTANCE OF ADDITIONAL ARP ESSER FUNDS

Approve the acceptance of the following additional ARP ESSER Funds: (a) Total ARP ESSER Mandatory Subgrant Award - \$6,683,092; (b) Accelerate Learning, Coaching and Educator Support Grant - \$685,727.00; (c) Evidence-Based Summer Learning Comprehensive - \$46,752.00; (d) Evidence-Based Comprehensive - \$46,752.00; (e) MTSS Mental Health Support Staffing - \$88,501.00 for a total allocation of ARP ESSER Funds - \$7,550,824.00; application to be submitted on or before November 24, 2021.

F-14. APPROVE COMMUNITY BASED INSTRUCTION – YMCA

Approve student use of YMCA for Community Based Instruction (CBI) for the 2021-2022 school year; student costs are not expected to exceed \$1,100.00 [Account #7043/11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-15. APPROVE SILVERGATE – BEDSIDE INSTRUCTION

Approve teachers employed through Silvergate to provide bedside instruction for district students on an “as needed” basis for the 2021-2022 school year in the amount not to exceed \$10,000.00 [Account #7693-11-150-100-320-01-19], in accordance with the information appended to the minutes.

F-16. APPROVE AMENDMENT TO FY22 ESEA GRANT

Approve amendment to the FY22 ESEA Grant to be submitted due to the FY21 carry-over funds needed to be budgeted. The following amounts are the FY21 carry-over funds for each title: (a) Title I-A - \$141,354.00, (b) Title IIA - \$12,324.00, (c) Title III - \$3,155.00, (d) Title IV - \$66,654.00 – Total: \$223,487.00.

F-17. APPROVE GRANT AWARDS – PLAY UNIFIED

Approve the following grant awards for Play Unified for 2021-2022: (a) Union High School - \$7,685.00; (b) Burnet Middle School - \$4,000.00; (c) Kawameeh Middle School - \$2,100.00; (d) Battle Hill Elementary School - \$2,000.00, in accordance with the non-public information appended to the minutes.

F-18. APPROVE SCHOOL-BASED APPLICATION - PLAY UNIFIED

Approve the school-based application to the Play Unified 2021-2022 Grant, Special Olympics for the following schools: (a) Battle Hill Elementary School and (b) Kawameeh Middle School, in accordance with the non-public information appended to the minutes.

- F-19A. APPROVE ANNUAL MAINTENANCE BUDGET AMOUNT WORKSHEET (M-1)
Approve the Annual Maintenance Budget Amount Worksheet (M-1) pursuant to N.J.A.C. 6A:26A, in accordance with the information appended to the minutes.
- F-19B. APPROVE COMPREHENSIVE MAINTENANCE PLAN REPORT
Approve the Comprehensive Maintenance Plan Report (FY21, budgeted FY22 and Planned FY23, in accordance with the information appended to the minutes.
- F-20. APPROVE TUITION AGREEMENT – UCVTS
Approve Tuition Agreement with the Union County Vocational-Technical Schools (UCVTS) for the 2021-2022 school year, in accordance with the information appended to the minutes.
- F-21. *Agenda item approved on October 12, 2021 Worksession (123ABA-Behavior Technician)*
- F-22. APPROVE BRETT DiNOVI & ASSOCIATES – BEHAVIOR CONSULTATION AND TECHNICIAN
Approve Brett DiNovi & Associates, LLC for behavior consultation (BCBA) at the rate of \$140.00 per hour and behavior technician at the rate of \$60.00 per hour (not to exceed \$250,000.00) for the 2021-2022 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.
- F-23. *Agenda item approved on October 12, 2021 Worksession (GOHEWEC Healthcare-Nursing Services)*
- F-24. APPROVE STATE CONTRACT VENDOR – MIRIMUS
Approve the State contracted vendor, Mirimus, to provide Covid-19 screening testing for unvaccinated workers once a week. To support safe return to full in-person learning, the NJDOH and NJDOE will assist school districts through federal funds to support K-12 school COVID-19 screening testing. Testing resources will be provided through Option 1: End-to-end screening testing will be provided on-site by state contracted vendor at no cost to LEAs until federal funds are expended, in accordance with the information appended to the minutes.
- F-25. *For informational purposes only – vote not required.* List of legal services for the 2021-2022 fiscal year, in accordance with the information appended to the minutes.
- F-26. APPROVE INTERIM HEALTHCARE – NURSING SERVICES
Approve Interim Healthcare to provide nursing services to district students at a rate of \$72.00/hr. for RN and \$55.00/hr. for LPN for the 2021-2022 school year (not to exceed \$90,000) [Account #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.
- F-27. APPROVE MOM AND DAD CARE HOME HEALTH PC – NURSING SERVICES
Approve Mom and Dad Care Home Health PC to provide nursing services to district students at a rate of \$89.00/hr. for RN/LPN service during weekdays and \$99.00/hr. on

weekends/holidays for the 2021-2022 school year (not to exceed \$90,000) [Account #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

F-28. APPROVE PREMIER SPORTS MEDICINE – SUBSTITUTE/SUPPLEMENTAL ATHLETIC TRAINING SERVICES

Approve Premier Sports Medicine for substitute/supplemental athletic training services for Union High School, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

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

O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS

Pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, approve the following security drill and bus evacuation reports for the 2021-2022 school year, in accordance with the information appended to the minutes.

O-2. APPROVE SCHOOL EMERGENCY MANAGEMENT PLAN

Approve School Emergency Management Plan for the 2021-2022 school year, in accordance with the non-public information appended to the minutes.

O-3. APPROVE UPDATED REORGANIZATION CHART

Approve the updated reorganization chart for the district, in accordance with the information appended to the minutes.

O-4. APPROVE DONATION OF NOVELS TO UHS - GLSEN

Approve donation of novels to Union High School by GLSEN, in accordance with the information appended to the minutes.

O-5. APPROVE YM-YWHA OF UNION – UHS SWIM TEAM

Approve the use of the YM-YWHA of Union for the 2021-2022 winter swim season for Union High School swim team, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Dr. Francis stated that P-4 will be tabled until after discussion in executive session.

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

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

P-1C PERSONNEL ACTIONS – TRANSFERS

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

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2021-2022 school year in accordance with the information in the hands of each Board.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Catherine Brumfield	Special education teacher	UHS	1/1/2022	Retirement	
Claire Charles	Paraprofessional	Battle Hill	9/9/2021	Resignation	
Anthony Carlin	Paraprofessional-special education	Kawameeh	10/29/2021	Resignation	If the district can release him sooner, he is requesting to do so
Velma Brown	Part-time café aide	Jefferson	9/1/2021	Resignation	
Kate Hayes	Café aide/greeter	Livingston	8/2/2021	Resignation	

P-4. *Agenda item was tabled until after executive session (Personnel-Leaves).*

- P-5. **APPROVE DISTRICT COMMUNICATION LIAISON – SPEKHARDT**
Approve William Spekhardt as the communication liaison to local law enforcement agencies for the 2021-2022 school year, at no cost to the district.

- P-6. **APPROVE STUDENT TEACHERS AND INTERNSHIPS**
Approve student teachers and internships for the 2021-2022 school year, in accordance with the information appended to the minutes.

- P-7. **APPROVE UPDATED UHS ATHLETIC EVENT STAFF ASSIGNMENTS**
Approve updated Union High School Athletic Event Staff Assignments for the 2021-2022 school year, in accordance with the information appended to the minutes.

- P-8. **APPROVE REVISED JOB DESCRIPTION – EXECUTIVE ADMINISTRATIVE ASSISTANT**
Approve the revised Job Description for Executive Administrative Assistant, in accordance with the information appended to the minutes.

- P-9. **APPROVE JOB DESCRIPTION – DIRECTOR OF PERSONNEL**
Approve the Job Description for Director of Personnel, in accordance with the information appended to the minutes.

- P-10. **APPROVE JOB DESCRIPTION – ASSISTANT SUPERINTENDENT OF CURRICULUM, INSTRUCTION, ASSESSMENT AND FUNDED PROGRAMS**
Approve Job Description for Assistant Superintendent of Curriculum, Instruction, Assessment and Funded Programs, in connection with the information appended to the minutes.

- P-11. **APPROVE UPDATED DESIGNEES – STUDENT ACTIVITIES ACCOUNT**
Approve updated designees for the Student Activities Accounts for Union High School, Kawameeh Middle School, Jefferson School, Battle Hill Elementary School, Connecticut Farms Elementary School, Franklin Elementary School, Hannah Caldwell Elementary School, Livingston Elementary School, Washington Elementary School, in accordance with the information appended to the minutes.

- P-12. **APPROVE SETTLEMENT OF UTEA GRIEVANCE NO. 2021-22-3-LEVEL 2**
Approve settlement of Union Township Education Association (UTEA) Grievance No. 2021-22-3 – Level 2, in connection with the non-public information appended to the minutes.

DISCUSSION:

None

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

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 Dr. Morgan, seconded by Mrs. Brens-Watson, for adoption:

POL-1. Policy 1648.11 – ROAD FORWARD COVID-19 – HEALTH AND SAFETY (NEW)
Approve Policy 1648.11 - Road Forward COVID-19 - Health and Safety, in accordance with the information appended to the minutes.

POL-2. Policy 1648.13 – SCHOOL EMPLOYEE VACCINATION REQUIREMENTS (NEW)
Approve Policy 1648.13 - School Employee Vaccination Requirements, in accordance with the information appended to the minutes.

POL-3. POLICY 6115.01 – FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – ALLOWABILITY OF COSTS (NEW)
Approve Policy 6115.01 - Federal Awards/Funds Internal Controls - Allowability of Costs, in accordance with the information appended to the minutes.

POL-4. POLICY 6115.02 – FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – MANDATORY DISCLOSURES (NEW)
Approve Policy 6115.02 - Federal Awards/Funds Internal Controls - Mandatory Disclosures, in accordance with the information appended to the minutes.

POL-5. POLICY 6115.03 – FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – CONFLICT OF INTEREST (NEW)
Approve Policy 6115.03 - Federal Awards/Funds Internal Controls - Conflict of Interest, in accordance with the information appended to the minutes.

POL-6. POLICY 2422 – COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION
Approve Policy 2422 - Comprehensive Health and Physical Education, in accordance with the information appended to the minutes.

POL-7. POLICY 2467 – SURROGATE PARENTS AND RESOURCE FAMILY PARENTS
Approve Policy 2467 - Surrogate Parents and Resource Family Parents, in accordance with the information appended to the minutes.

POL-8. POLICY 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS
Approve Policy 5111 - Eligibility of Resident/Nonresident students, in accordance with the information appended to the minutes.

POL-9. POLICY 5116 – EDUCATION OF HOMELESS CHILDREN
Approve Policy 5116 - Education of Homeless Children, in accordance with the information appended to the minutes.

POL-10. POLICY 6311 – CONTRACTS FOR GOODS OR SERVICES FUNDED BY FEDERAL GRANTS

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

POL-11. POLICY 7432 – EYE PROTECTION

Approve Policy 7432 – Eye Protection, in accordance with the information appended to the minutes.

POL-12. POLICY 8420 – EMERGENCY AND CRISIS SITUATIONS

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

POL-13. POLICY 8540 – SCHOOL NUTRITION PROGRAMS

Approve Policy 8540 – School Nutrition Programs, in accordance with the information appended to the minutes.

POL-14. POLICY 8550 – MEAL CHARGES/OUTSTANDING FOOD SERVICE BILL

Approve Policy 8550 – Meal Charges/Outstanding Food Service Bill, in accordance with the information appended to the minutes.

POL-15. POLICY 8600 – STUDENT TRANSPORTATION

Approve Policy 8600 – Student Transportation, in accordance with the information appended to the minutes.

POL-16. REGULATION 7432 – EYE PROTECTION

Approve Regulation 7432 – Eye Protection, in accordance with the information appended to the minutes.

POL-17. REGULATION 8420.1 – FIRE AND FIRE DRILLS

Approve Regulation R8420.1 – FIRE AND FIRE DRILLS, in accordance with the information appended to the minutes.

POL-18. ABOLISH POLICIES

Approve the abolishment of the following policies: (a) 5114 - Children Displaced by Domestic Violence, (b) 8810 - Religious Holidays, (c) 1648 - Restart and Recovery Plan, (d) 1648.02 - Remote Learning Options for Families, and (e) 1648.03 - Restart and Recovery Plan - Full-Time Remote Instruction.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Regis-Darby (POL-13)

MOTION CARRIED

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approve list of students removed from the rolls [four (4) students exited the month of September 2021 (2 from elementary, 1 from secondary and 1 from high school) or a total of four (4) students for the 2021-2022 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #230048 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-3. APPROVE TO REMOVE STUDENT

Approval to remove student #298216 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-4. APPROVE TO REMOVE STUDENT

Approval to remove student #278265 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #318197 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

Mrs. Regis-Darby asked if we could wait to after October 15th to exit students. Mrs. Minneci stated these students were exited previously, we just had to approve it. However, she would take that into consideration hereafter.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee:

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

T-1. APPROVE RECYCLING OF CHROMEBOOKS

Approve recycling of Chromebooks, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mr. O’Shea, seconded by Mrs. Regis-Darby, that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

Dr. Francis stated he would like to congratulate the Marching Band who performed at Hanover Park High School on October 9th and they took 1st place in Group 2A – best music, visual and overall effect. I want to congratulate them and Mr. Hamilton and Carlos.

Mrs. Brens-Watson stated thank you Daniel White for coaching cross country at the middle schools. He cheers for each and every kid, and some you would not athletes, but are there everyday. She said she would like to see other coaches embrace all children, not just those that are going to succeed – to help develop self-confidence and self-esteem.

Mr. McDowell stated an example of that was talked about at the Strategic Planning meeting – that summer sports should be opened to all students.

Comments from the Public:

Mr. Arminio stated I’m here representing the Friends of the Union Public Library. Friends through volunteerism and fundraising, support the Union Public Library and to encourage the community, connect, explore and discover. This past summer they sponsored a reading program for students and adult readers. The program encouraged reading for three separate groups – adults, teens and elementary school children. Each person was asked to read

for a total of nine hours over the summer. The library registered 387 of the grammar school children and 107 achieved the goal. The teen category included 127 and 62 reached the goal. The adults category included 279 and 85 reaching the goal. In drawing for those that achieved the goal, for the children – the winner received five tickets to Turtle Back Zoo, the teen level – winner received a year’s subscription to the streaming service of their choice and the adult received a gift certificate to a restaurant of their choice. The Battle Hill School had five students to reach the goal, Connecticut Farms and Franklin Schools had nine each, Hannah Caldwell had eleven, Jefferson had nine, Livingston and Washington each had 14, Burnet, Kawameeh and the high school had 12 students each reach the goal.

The Friends of the Library have collaborated with all the PTAs of Union by donating 68 cartons of books, totaling over 2,000 volumes including fiction of all types and juvenile fiction and young adult fiction on all reading levels. The PTA will distribute those volumes to the different schools.

The main library will be closing its doors tomorrow and will reopen in a temporary location in about 2-3 weeks. The present location will be torn down and a new library will be built. The rendition is absolutely fantastic.

The high school football game is this Friday and they are 6-1.

Cathy Arminio stated October 16-17 Caldwell Parsonage held an open house and we had volunteers that were students from Kawameeh and Union High School. The students were unbelievable. They spoke with visitors, they shared their knowledge and presented themselves in a mature manner. These students were kind, courteous and polite. They were ambassadors of the Union School system. I’m echoing sentiments of many visitors of the Parsonage – people from town and other towns. The families, teachers and the community should be proud of these wonderful students. A special thanks to Mrs. Spano of Kawameeh, Mr. Erving and Mrs. Whitley of Union High School, Ms. Shannon from the UTEA and the parents of the students who all contributed to teach and lead these young men and women.

Years ago, the model of our Town was “what helps youths, helps Union”. By witnessing these fine students and listening to them, I would change that to “Union schools helps make Union the great Town it is”.

Steven Le stated I want to continue what Mr. Arminio spoke about – the library. I had the pleasure of serving on the new public library board of trustees. The library at the main branch will be closing on or about October 20th and it will close for approximately three weeks so that operations can move to a temporary location on 1065 Stuyvesant Avenue. This will be the interim location for the main branch. The Vauxhall branch will be uninterrupted at that time and through the duration of the construction of the new library. At the interim location, there will be typical operations such as children and young adult collections, new books and DVDs, computers and free wi-fi, newspapers, magazines, reference and children librarians. For the next two years, the existing library will be demolished and in two years a brand new facility will be opened to the public that will include seating, reading areas, quiet study, bathrooms, performance center and much more. It will benefit the entire community.

Ann Margaret Shannon stated Mr. Arminio mentioned what a great weekend we had. The UTEA was proud to participate in the Parsonage project. We had Battle Hill day on Saturday and Connecticut Farms day on Sunday. One of our visitors was a West Point graduate who would love to meet with our Jr. ROTC students and I already spoke with the First Sergeant about that. The UTEA loves to work with the community so we are very excited to sponsor the Halloween bags this Saturday at the Trunk or Treat at Jefferson School.

Chasity Santana stated I want to speak on the Union SEPAG – special education parent advisory group and we are having a night with the special education community. We are hosting a virtual meeting with Mrs. Kim Conti, the Director of Special Services, to update us on the latest developments and supports that are important for the special education community. We also have a special guest, who will be Jill Hall. It will be Thursday, October 28th. Please be there. Registration is required. You can contact us if you need information at unionsepag@gmail.com. We would like to see a huge gathering for our first meeting of the year.

Darren Martin stated the solar panels at the high school – did it occur to anyone that we already had a nightmare driving in the morning. Can't we start the work after rush hour? Why early in the morning – it is just common sense to me. The congestion in the hallways, that seems to be a problem. Staggering is not working as hoping – I hope that will be addressed. I never got a complete report about the quality of the air in the classrooms. Recently there was an incident that happened in the school, the superintendent as well as Mr. Benaquista are aware of it. A student was questioned by a resource officer without the mother or father being present. I hope that will be addressed properly. We don't need these overzealous cops questioning our students without parents or adults being present. It was inappropriate. I want to make sure people know that happened. Last point, attorney Taylor mentioned something about doing whatever the Governor says. I have to remind you that we don't work for the Governor, the Governor works for us (inaudible). I would like a response.

Dr. Taylor stated I would like to give a shout out to Mr. Arminio. Mr. Benaquista stated a couple of years ago, in collaboration with the UTEA, in trying to do our teacher orientation – we do month meetings with our new teachers. This past Wednesday we had a bus tour of Union and you leave with an incredible knowledge and history of Union with Mr. Arminio. I learn something new every time on it. He has a route planned out with so much information. The whole thing was started so our new teachers that are coming into Union for the first time, get to see Union. We try to drive them around so they can see all of Union – where the kids are coming from and different parts of our great community. I had a great response from our new teachers. Without Mr. Arminio volunteering, it wouldn't be the same. I'm very thankful. We had about 30 new employees.

MOTION FOR EXECUTIVE SESSION:

Moved by Dr. Morgan, seconded by Mrs. Regis-Darby, that the Board go into Executive Session at 8:30 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, matters falling under attorney client privilege, UTEA collective bargaining negotiations matters.

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

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

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:43 p.m.

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

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Diane Burd	Teacher	Jefferson	11/24/2021- 4/10/2022; return 4/11/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Kathryn DiGiovanni	Principal	Hannah Caldwell	9/27/2021- 12/23/2021; Tentative return 1/3/2022	Paid medical leave	
Jamie Gunderson	Teacher	Connecticut Farms	11/29/2021- 5/22/2022; Return 5/23/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Vernard Kelley	Part-time bus driver	Transportation	9/15/2021- 11/14/2021	Paid medical leave followed by unpaid non-FMLA	
Christine O'Donnell	Teacher	Livingston	9/9/2021- 6/30/2022	Intermittent FMLA/NJFLA	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks

Amie Osborne	Science/special education teacher	UHS	10/1/2021-6/30/2022	Intermittent FMLA/NJFLA	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Angela Rapke	10-month secretary	Burnet	9/1/2021-12/23/2021; tentative return 1/3/2022	Paid medical leave	
Julia Vicidomini	Confidential administrative assistant	IT Department	Return 10/13/2021	Extension of paid medical leave	Original leave began 7/30/2021
Christine Zurka	Paraprofessional-pre-k program	Battle Hill	9/1/2021-6/30/2022	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks
Margaret Alago	12-month confidential administrative assistant	Central Office/Business Office	10/5/2021-11/1/2021	Intermittent FMLA/NJFLA	
Thomas Matthews	Principal	Washington	11/29/2021-12/23/2021	Paid medical leave	
Patricia Strobel	10-month secretary	UHS	9/1/2021-11/5/2021	Paid medical leave	
Karen Wojcik	12-month secretary	Special Services/Hamilton	Through 11/30/21 Return date: 12/1/2021	Extension of paid medical leave	

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Mr. O'Shea, that the meeting be adjourned at 9:46 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON
BOARD SECRETARY

