

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING/BUDGET HEARING MEETING – April 26, 2022

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting/budget hearing of the Board of Education of the Township of Union was held on Tuesday, April 26, 2022 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.

Mrs. Williams called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Ms. Chastity Santana (via Zoom), Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson (7:02 p.m.), Mrs. Nellis Regis-Darby (7:09 p.m.)

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mr. Gerald Benaquista, Dr. Gretel Perez, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mrs. Minneci led the Board and audience members in the Pledge of Allegiance.

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

Mrs. Minneci read the district’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

Ann Margaret Shannon stated UTEA president. She stated she has two issues regarding P-1B. First, in the collective bargaining agreement, there is no 8<sup>th</sup> period stipend. It is a nine period day. It is inhumane to teach eight periods out of nine. However, there are stipends for Spanish and history department on this agenda without consulting the UTEA which is a serious breach of the contract. If we were advised of this we would probably have made a compromise. The UTEA is consistently treated with such disrespect and it is beyond embarrassing. Two, while this contract was being breached with the Spanish and history department, unbeknownst to the UTEA, the UTEA had reached out to the administration at the high school in order to solve a problem with the math and special ed departments of which there are many vacancies. We are in serious crisis. We have many vacancies; we have hundreds of students who haven’t been served and sitting in the auditorium for months and months. I approached the administration to try to bridge the gap. We came up with a list of teachers who are willing to teach 8<sup>th</sup> period. At least twenty people, even though the Spanish and history teachers ended up on the list, math and

special ed who agreed to help out this district were left off P-1B. They will not be teaching. They taught yesterday and they taught today, they will not be teaching tomorrow. All these students that have been previously seated in the auditorium and not learning. To teach 8 of 9 periods, I'm totally against it but I will work with administration to come up with a plan and it is just disgusting that we have been disrespected to the point where these names were not on P-1B tonight and I ask if there is a way to do a walk-on to put these people on P-1B, we will be teaching these students tomorrow. If we do not, these students will be in the auditorium.

Gerry Yoselevich stated elementary school instrumental music teacher and he is on the agenda tonight; he has been in the district for 36 years and is retiring; he is grateful for his long healthy career, and he has been in the district since September 1986. It has been a joy and pleasure to work with many thousands of students through the decades.

#### Approval of Minutes:

Moved by Mrs. Minneci, seconded by Mrs. Scott-Hayden, that the following minutes be adopted:

1. February 8, 2022 – worksession
2. February 8, 2022 – executive session
3. February 15, 2022 – regular meeting
4. February 15, 2022 – executive session
5. February 17, 2022 – planning meeting

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

#### Communications:

##### REQUEST FOR INTERMITTENT LEAVE – BRENNAN

Request for intermittent FMLA from Theresa Brennan, special education teacher-Union High School, April 4, 2022 – June 30, 2022.

##### REQUEST FOR LEAVE – CARRERO

Request for unpaid FMLA from Kristen Carrero, teacher-Jefferson School, February 18, 2022 – May 30, 2022.

##### REQUEST FOR LEAVE – D'ALOIA

Request for paid medical leave from Mark D'Aloia, G&T-computer teacher-Hannah Caldwell Elementary School, March 17, 2022 – June 30, 2022.

##### REQUEST FOR LEAVE EXTENSION – FORD

Request for extension of unpaid non-FMLA/non-NJFLA child rearing leave from Erian Ford, teacher-Hannah Caldwell Elementary School, through April 30, 2023.

REQUEST FOR LEAVE EXTENSION - GLENN

Request for extension of unpaid non-FMLA/non-NJFLA child rearing leave from Melissa Glenn, teacher-Hannah Caldwell Elementary School, through June 30, 2023.

REQUEST FOR INTERMITTENT LEAVE – HAQQ

Request for intermittent FMLA from Siddiquah Haqq, community and parent involvement specialist-preschool/Hamilton, March 16, 2022 – March 16, 2023.

REQUEST FOR LEAVE EXTENSION – HRDINA

Request for extension of paid medical leave from Sharon Hrdina, library media clerk-Connect Farms and Hannah Caldwell Elementary Schools, through June 30, 2022.

REQUEST FOR LEAVE EXTENSION – ROBINSON

Request for extension of unpaid non-FMLA/non-NJFLA child rearing leave from Kelly Robinson, teacher-Livingston Elementary School, through June 30, 2023.

REQUEST FOR LEAVE EXTENSION – OSTY

Request for extension of paid medical leave from Kimberly Osty, Vice Principal-Union High School, through June 30, 2022.

REQUEST FOR LEAVE EXTENSION – PEINS

Request for extension of FMLA/NJFLA leave (concurrently) from Jeffrey Peins, Engineer-IT – IT Department, through April 30, 2022.

REQUEST FOR INTERMITTENT LEAVE – REID-ANGLIN

Request for intermittent leave from Tiffany Reid-Anglin, teacher-Franklin Elementary School, February 9, 2022 – February 9, 2023.

REQUEST FOR LEAVE – RICCIARDI

Request for unpaid non-FMLA/non-NJFLA leave from Dianna Ricciardi, teacher-Hannah Caldwell Elementary School, September 1, 2022 – June 30, 2023.

REQUEST FOR LEAVE – SCARANO

Request for paid medical leave from Thomas Scarano, special education teacher-Burnet Middle School, April 25, 2022 – June 8, 2022. *Employee Rescinded Request on 4/26/22.*

REQUEST FOR LEAVE EXTENSION - THOMAS

Request for extension of paid medical leave followed by unpaid FMLA from Jenelle Thomas, teacher-Hannah Caldwell Elementary School, through May 20, 2022.

REQUEST FOR LEAVE EXTENSION – VALIA

Request for extension of unpaid FMLA/NJFLA (concurrently) followed by unpaid non-FMLA/non-NJFLA child rearing leave from Cindy Valia, teacher-Livingston Elementary School, through June 30, 2022.

**REQUEST FOR LEAVE EXTENSION – WOJCIK**

Request for extension of paid medical leave from Karen Wojcik, 12-month secretary-special services/Hamilton, through May 14, 2022.

**LETTER OF RESIGNATION – ADECLAS**

Letter of resignation from Maria Adeclas, part-time bus driver-Transportation Department, effective March 23, 2022.

**LETTER OF RETIREMENT – CALDERONE**

Letter of resignation, for the purpose of retirement, from Gail Calderone, Manager-Transportation Department, effective October 1, 2022.

**LETTER OF RETIREMENT – CORVELEYN**

Letter of resignation, for the purpose of retirement, from Cindy Corveleyn, teacher-Washington Elementary School, effective July 1, 2022.

**LETTER OF RESIGNATION – DAMIANO**

Letter of resignation from Courtney Damiano, health and physical education teacher-Kawameeh Middle School, effective March 23, 2022.

**LETTER OF RETIREMENT – DECZYNSKI**

Letter of resignation, for the purpose of retirement, from Marianne Deczynski, instrumental music teacher-Kawameeh Middle School, effective July 1, 2022.

**LETTER OF RETIREMENT – GRAUL**

Letter of resignation, for the purpose of retirement, from Kathleen Graul, 10-month secretary-Burnet Middle School, effective July 1, 2022.

**LETTER OF RESIGNATION – HUTCHINS**

Letter of resignation from Mary E. Hutchins, part-time greeter, Jefferson School, effective June 30, 2022.

**LETTER OF RETIREMENT – LISANTI**

Letter of resignation, for the purpose of retirement, from Susan Lisanti, health and physical education teacher-Battle Hill Elementary School, effective July 1, 2022.

**LETTER OF RETIREMENT – MURATSCHEW**

Letter of resignation, for the purpose of retirement, from Danielle Muratschew, teacher-Hannah Caldwell Elementary School, effective June 24, 2022.

**LETTER OF RETIREMENT – SCHULMAN**

Letter of resignation, for the purpose of retirement, from Kathleen Schulman, social studies teacher-Union High School, effective June 30, 2022.

**LETTER OF RETIREMENT – TOBIN**

Letter of resignation, for the purpose of retirement, from Susan Tobin, teacher-Washington Elementary School, effective January 1, 2023.

**LETTER OF RETIREMENT – WILLIAMS JENKINS**

Letter of resignation, for the purpose of retirement, from Leslie Williams Jenkins, art teacher-Union High School, effective June 1, 2022.

**LETTER OF RETIREMENT – PALUMBO**

Letter of resignation, for the purpose of retirement, from Josephine Palumbo, 12-month secretary-Athletics-Union High School, effective July 1, 2022.

**REQUEST FOR LEAVE EXTENSION – DAMATO**

Request for extension of unpaid FMLA and unpaid non-FMLA medical leave from Laura Damato, Principal-Jefferson School, through June 30, 2022.

**REQUEST FOR LEAVE EXTENSION – ROOF**

Request for extension of paid medical leave followed by unpaid FMLA from Laurie Roof, Vice Principal-Union High School, through June 30, 2022.

**LETTER OF RESIGNATION – SANTOS**

Letter of resignation from Sandra Santos, paraprofessional-Burnet Middle School, effective May 6, 2022.

**REQUEST FOR LEAVE – DAMIANO**

Request for unpaid FMLA/NJFLA (concurrently) for child rearing leave from Adriane Damiano, health and physical education teacher-Union High School, May 16, 2022-June 30, 2022.

**REQUEST FOR LEAVE – FILGUEIRAS**

Request for paid medical leave from John Filgueiras, paraprofessional-Special Services Department-Union High School, March 7, 2022-April 14, 2022.

**REQUEST FOR LEAVE EXTENSION – GUNDERSON**

Request for extension of leave now under unpaid FMLA from Jamie Gunderson, teacher-Connecticut Farms Elementary School, return date September 1, 2022.

**REQUEST FOR LEAVE – PAZDAN**

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Nicole Pazdan, science teacher-Kawameeh Middle School, May 31, 2022-November 28, 2022.

**LETTER OF RESIGNATION – NARDI**

Letter of resignation from Karissa Nardi, computer and G&T teacher-Franklin Elementary School, effective April 26, 2022.

## LETTER OF RETIREMENT – YOSELEVICH

Letter of resignation, for the purpose of retirement, from Gerry Yoselevich, instrumental music teacher-Union High School, effective June 30, 2022.

## Superintendent's Report:

Dr. Taylor stated we have our students here from the high school production of Kiss Me Kate.

Kathy Lewis stated you are seeing the cast perform and wonderfully choreographed “Too Darn Hot” by our dance teacher for us and I appreciate Ms. Carr. Not just myself as the director but we also have a crew that worked on the show behind the scenes and we also have an orchestra that played beautifully in our pit which is led by Mr. Hamilton. There is a whole team of teachers that made this happen; the students are wonderfully talented but teachers teach them.

Mrs. Regis-Darby arrived at 7:09 p.m.

The students performed for the Board and audience. Mrs. Williams stated you guys are amazing.

Dr. Taylor and Mrs. Koon presented the 2022-2023 final budget and the changes made since the March meeting. The presentation is appended to the minutes.

A summary of the presentation are as follows:

## Updated Financial Impact on Residents:

- Total Expenditures General Fund - \$141,281,747
- Tax Levy - \$97,142,109
- Increase for Average Home - \$98.73 (a decrease from preliminary budget)

## Expenditures:

- Total Operating Expenditures - \$141,281,747;
- Total Expenditures (operating plus grant spending, plus fund balance, plus debt) - \$155,305,907
- 5.1% increase from 2021-2022 to 2022-2023

## Operating Revenue Summary:

- Total State Aid - \$38,465,618
- Saved funds (fund balance) - \$3,645,708
- Local Taxes - \$97,142,109 (1.7%)

## Operating Expenditures:

- Salaries - \$78,939,596
- Benefits - \$26,700,081
- Contracted services - \$5,617,684
- Repairs and maintenance - \$1,472,838

- Other purchased services (out of district special education tuition, etc) - \$21,635,245
- Instructional and support supplies - \$5,117,193
- Instructional and support equipment - \$502,247
- Miscellaneous costs – legal, athletics, etc. - \$871,611
- Pre-K - \$425,250 – was reduced and therefore reduced tax levy

Dr. Taylor asked if there were any questions. No questions from Board members.

He stated when he got here in July that he inherited some big gaps in the leadership team structure - the Assistant Superintendent of Curriculum of Instruction and thankfully the district found Dr. Perez. Since her start in January, she has taken a dive into everything that surrounds academic performance. She came from South Orange/Maplewood and her previous title was Assistant Superintendent of Diversity and Inclusion and also has a curriculum background in other school districts.

A summary of Dr. Perez's presentation is as follows:

Dr. Perez stated when she arrived in January, it was essential to review our K-12 instructional programs as well as our software usage and supplemental resources to determine what was working for our students. So, a snapshot was developed that had all the schools listed with not just their assessment data, it also listed the after-school programs each offered and the software programs each use (which led to an audit of the software usage by building). While we have an array of resources available and being used, it is not only difficult to determine which have the most positive impact on student learning, in our conversations with staff, there is also a need for targeted PD. We can have the best programs in our district, but if we do not provide consistent and targeted PD, our efforts will be in vain.

With the strategic plan in mind, we began to look at how we can improve collaboration and address instructional needs. This led us to having the supervisors develop schedules of visiting schools. With the new reorganization, it was important for the supervisors to meet their new staff. This would afford them the opportunity to discuss with teachers and principals the needs of the grade-levels in each building so instructional goals for each content-area and grade-level can be created.

Given the feedback we received from building leaders, among our initiatives for next year will PD on MTSS (RTI, SEL and PBIS-Positive Behavior Intervention Supports), data analysis, how to be an effective instructional leader, and curriculum development and writing via the CAR process. We are currently working on a PD calendar for our staff so we can collaborate on specific PD needed not just for administrators, also for teachers. Our goal is to build our teachers and administrators (back) up because it is them—not programs—that both teach and reach students. It is important that you know our teachers will not be the only ones in these training sessions. Their building leaders and the C&I department (including myself) will be in many of the sessions so that we can provide on-going guidance.

Together with the HS leadership team, we will look to see how we can increase our overall student-participation in the AP program (est. 20 courses). We will also determine what is

keeping many of our students from taking the AP test—is it the cost, student-preparation, teacher training to help them motivate more students, etc.

With regard to our CTE and VPA program, we want to take advantage of the diverse course offerings by making these into academies/pathways. In addition, since UHS has a strong Performing Arts program, we need to see how we can build the arts in the middle school and/or elementary schools so we can begin tapping into our students' genius early to avoid missed opportunities for us to see their potential. Presentation appended to minutes.

Dr. Taylor stated the Strategic Plan will codify all of what Dr. Perez spoke about; it was developed with 59 residents who joined us on February 23<sup>rd</sup> to create action steps and it will be available either at the May or June meeting. The implementation date will be July 1 and it will be a three-year plan. Any questions?

Mrs. Scott-Hayden asked if the PD encompasses all educators to make sure that everybody has equal professional development. Dr. Perez stated it will include all staff members but there are certain items in the contract that prevent us from pulling staff members, because they can only be pulled out at certain times. It does impact how often and when we can pull them out during the school year.

Dr. Taylor stated we have not had a district level PD committee for stakeholders, teachers, support staff and leaders; this will happen in the summer. The PD committee will have representatives of all of our district made up of all different positions.

Dr. Taylor gave an update on the parents' concerns at Hannah Caldwell – long-term substitute replaced with vetted long-term substitute to provide class stability. Parents/guardian volunteers assist with supervision of students on playground during recess. Striping and signage due to be completed May 16<sup>th</sup>. Traffic safety – changing the traffic pattern – one way in and one way out.

Dr. Taylor gave an update on building/student safety since the fight at Union High School the other day and a summary is below.

Current responses to maintain safety: shift the culture to hold students more accountable; maintain a highly visible presence in the halls, intersections, bathrooms and cafeteria; increase therapeutic support to help students overcome mental health challenges.

Additional measures to ensure safety: additional police presence outside building; staff and faculty professional development to help look for triggers and warning signs; security guard professional development; residency checks; suspension from school for remainder of the year; no participation in extracurricular activities, including dances, prom and graduation.

He stated that they have been shifting the culture of the schools to deal with “little” things compared to the bigger things – i.e. hoodies in the hallway. The bigger things are students arriving to class late or cutting class and we have cracked down on that. We now do hall sweeps, sweep the students into the class, shut the doors and any student who is late to class has to report



to Saturday detention. We have also created therapeutic support. We are complimenting the number of SACs and counselors so that we can provide more mental health support.

He stated we are doing things that other districts have found successful. There are a couple of more things that we should be doing. We have seen some improvement over the last couple of months because of what we put in place but yesterday was a setback. Therefore we are building in more measures.

Mr. Benaquista stated increasing security and school counseling – which is really important. Counselors, more this year, including them in reinstatements and strategizing when students have issues going on. I have researched other districts and what is going on in this country and in this State. When COVID hit, all schools faced moving students to isolation. Many students were getting support from the educators, school counselors, nurses, CST members, the teachers and then they went into self-isolation, homeschool-virtual and a lot of them weren't getting the counseling. Now they are back at school after 18 months and didn't receive the services they needed. A large amount of students – the anxiety issues through social media, the fitting in – every child deals with things differently. More children need that service and what happens if they weren't getting it. We are working on rebuilding that as well as the education side of it. Learning can't be maximized if students are having anxiety. We have to focus on the school counseling side – mental health. We are facing things we haven't faced in a while.

When we need Union police department, fire department, EMS – that is one of the great things about Union – we work together. They have always supported us when we needed it. Yesterday, Dr. Taylor communicated with PD and Mr. Spekhardt and they will be providing extra presence around the school and outside the building. They do perform random checks of our building during the day and on weekends to see if doors are open and the general safety of our students. They will relocate resources – their officers around school because of what has been going on.

We will be providing, using our experts, staff and faculty professional development to bring awareness because sometimes we forget our educators are teaching all day – they are stressed, moving from one class to the next. Sometimes we don't realize that a child could be sitting in that room and we are so focused on catching the student up educationally and meeting all the standards that we might forget or recognize the little things. We do have experts, counselors, that we are going to rely on. What can we be looking for? What are some warning signs? We understand how much you have to take care of. They will be putting together staff development to bring awareness to our teaching staff of things to look for and hopefully prevent and get ahead of any incident that may happen.

Some of our teachers have special relationships with our students – where the students want to come up and talk to the teachers, paras – the trust that is built. The more people we have helping, who can call our counselors and say this student was off today – can you check in on that student? We have a team of 250 educators that can work together to look for certain things.

Security – in the near future we will lean on our experts at the police department that have training to how to deal with more high-level situations. How to engage in those high-level situations. In this last incident, we had many faculty members step in to help the situation. We don't want to see kids hurting kids or fights happening. We will also provide PD for our security from experts in our community.

In September during our PD that we have annually to open up our schools, we will set up more training for our security officers.

Last month the Board approved Clear and I think this will help us doing our residency verifications. After certain building level issues, and it comes to Central Office, two situations we dealt with we were able to prove that the children didn't live in Union and reassigned. Thank you to everyone who is here for their hard work and always helping our children.

Dr. Taylor stated that the district is doing residency checks on all students involved in the fights. As much as we can increase security visibility, hold students accountable for little things without changing the culture on a grander scale, increasing police presence, providing additional therapeutic support. It is also important to elevate the disciplinary measures that we are incorporating when students fight in our schools. We are taking a close look at the videos from yesterday. There will be students that will not be returning to the school building. We have tried everything we possibility could; exhausted all the options – provided support, disciplined them to modify the behavior but still to no results. We need to find alternative education for those students. These students will not be participating in extracurricular activities, including the prom and graduation.

Mrs. Brens-Watson left meeting at 7:52 p.m.

We have 5-6 weeks of school left – one of the big projects I took on will impact the high school from this point forward and that is the Strategic Plan. We have to change the culture of the school so that it shows students that we care about you but there are clear boundaries and that will start over the summer.

There were some comments on social media about restorative practices and need to clarify that. Restorative practices is not currently happening in our schools. There was an effort to get it going but then the pandemic shut that down. But that does not mean we do not punish students that do wrong; it is one of two pieces to support the students. Students need to know what the boundaries are. Punishment is helpful to modify behavior. We cannot suspend students and expect that they will fit right back into the system. We need to restore them to the community. I will create a position which the Board will approve called Dean of Restorative Practices. It will be a faculty level position based in the high school and trained in restorative practices and turnkey to their peers. What will likely be incorporated into the schedule next year is having regular community building circle talk. The Dean of Restorative Practices will be responsible for helping that move along. So that is what we have planned in addition to current plans on cracking down on the kinds of things we saw yesterday to further enhance security and safety measures.

He reported on the Student Safety Data System Report (SSDS) (period 1 – September 2021-December 2021): (a) violence – 26; (b) vandalism – 3; (c) substance – 41; (d) weapons – 4.

Mr. Benaquista will highlight some of the things we are doing now to combat substance abuse.

Mr. Benaquista stated Ms. Hall has been helping us tremendously. It is a team effort under Ms. Ahern's leadership. Our school counselors, along with SACS and school nurses, are very important to the success of all schools.

There is a big focus on vaping, but we have to be concerned about any kind of substance abuse. Ms. Hall and her team met with students in their health classes about vaping, mental health, stress, depression and anxiety. We need more help on the school counseling side to support the needs that we have. All students that have been sent out for drug testing, they get individual as well as group counseling to address the underlying motivation for the use.

Parent academy series was created in coordination with SACS from Scotch Plains, Linden, Springfield, Hillside and Elizabeth. They put together parent presentations via Zoom with topics specific to substance abuse and vaping.

May 2<sup>nd</sup> Prevention Links in coordination with the Township of Union and the Mayor's Municipal Alliance will conduct an additional "Don't Get Vaped In" presentation; includes a live round table discussion to address any concerns that the community may have.

Throughout the month of May, Prevention Links will be at Union High School to speak with our junior class about vaping during health classes.

May 18-19<sup>th</sup> – the JCK Foundation will be conducting workshops for freshman and sophomore students regarding wellness and the dangers of substance use.

The juvenile officers meetings are held bi-monthly and are attended by County Police representatives from the prosecutors office, probation and other County agencies to share data and resources to assist in providing wraparound support for our students and families.

Thank you to all our SACS and counselors in our district. Dr. Taylor stated we are thinking of adding a counselor or SAC to the high school next year.

HIB report – 15 cases; 14 not founded, 1 founded. In the future, I will compare the data from previous years.

#### Education/Student Discipline Committee Resolutions:

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

E-1. *Agenda item approved on April 12, 2022 worksession (Affirm Superintendent's Determination of HIB-March 9-March 22, 2022)*

E-1A. *Agenda item approved on April 12, 2022 worksession (Report of HIB-March 23-April 12, 2022)*

**E-1.1. AFFIRM SUPERINTENDENT’S DETERMINATION OF HIB**

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods March 23, 2022 to April 12, 2022, in accordance with the information appended to the minutes.

**E-1-1A. SUPERINTENDENT’S REPORT OF HIB**

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period April 13, 2022 to April 26, 2022, in accordance with the information appended to the minutes (no vote required; for reporting purposes only).

**E-2. APPROVE STUDENT CLUB – UHS – CULINARY CLUB**

Approve the establishment of the following student club: UHS – Culinary Club, Laura Detjen – advisor (no stipend requested), in accordance with the information appended to the minutes.

**E-3. APPROVE STUDENT TUITION CONTRACT**

Approve Student Tuition Contract for students N.M. and S.M. for the 2021-2022 school year, in connection with the non-public information appended to the minutes.

**E-4. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2021-2022**

Approve parent/pupil transportation contract for special education student attending Windsor School at the rate of \$82.08 per day (not to exceed \$5,335.00) for the remainder of the 2021-2022 school year, in accordance with the non-public information appended to the minutes.

**E-5. APPROVE SETTLEMENT AGREEMENT AND GENERAL RELEASE**

Approve Settlement Agreement and General Release for C.C., in accordance with the non-public information appended to the minutes.

**DISCUSSION:**

None

**AYE:** Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

**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 March 31, 2022 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated March 31, 2022 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 March 31, 2022 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 March 31, 2022 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. *Agenda item approved on April 12, 2022 worksession (districtwide travel)*

## F-6A. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. *Agenda item approved on April 12, 2022 worksession (districtwide student field trips)*

## F-7A. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

Pre-approve districtwide student field trip destinations and purposes pursuant to NJAC 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	2077/Music/Theatre	Squeek Lights – lighting equipment rental UHSPAC spring production – Kiss Me Kate	\$12,500.00 (not to exceed)
Union High School	2077/Music/Theatre	The Costumer-Theatrical Rentals – costume rental for UHSPAC spring production – Kiss Me Kate	\$8,500.00 (not to exceed)
Union High School	2227/Senior Class	Zolnier Graduate Supply – caps and gowns for Class of 2022	\$8,235.00
Union High School	2077/Music/Theatre	Audio Inc. – audio equipment rental for spring musical, Kiss Me Kate	\$9,000.00 (not to exceed)
Union High School	2049/NHS	NASSP - to purchase pins and cords for NHS members	\$1,268.28
Union High School	2012/Senior Prom	Carr Marketing – prom décor and extras	\$40,000.00 (not to exceed)
Union High School	2227/Senior Class	Carr Marketing – senior day event	\$53,000 (not to exceed)
Union High School	2227/Senior Class	Outfront Media – billboard congratulating seniors	\$3,500.00 (not to exceed)
Union High School	2012/Senior Prom	Grand Marquis – prom	\$50,000 (not to exceed)
Union High School	3340/Athletic Dept	UHS/Girls Softball - World Finest chocolate Inc. – candy bar fundraiser	\$1,000.00
Union High School	3340/Athletic Dept	UHS/Girls Softball – World Finest Chocolate Inc. – candy bar fundraiser	\$1,650.00
Kawameeh Middle School	17/Music	VIP Transportation – transportation for music students to Music in the Park in May	\$1,450.00

**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
Heavenly Hats	March 21-25, 2022	Washington/School Counselors – to raise funds for children with cancer
Bake Sale	April 27-June 21, 2022	Kawameeh Middle School/Art Club – to raise funds for Art Club expenses, art show and/or trip
T-Shirt Sale	April 27-May 13, 2022	Kawameeh Middle School/Music Department – to raise for activities and provide t-shirts for music students
Car Wash	May 15, 2022 (rain date June 5, 2022)	UHS/Advanced Musical Theatre/UHSPAC – to raise funds for student directed production of Junie B. Jones
Student Directed Musical Production	May 1-June 18, 2022	UHS/Advanced Musical Theatre – ticket sales will cover production costs
Welch's Fruit Rolls Sale	April 25, 2022-June 17, 2022	UHS/Advanced Musical Theatre – to raise funds for student directed production of Junie B. Jones
Popcorn Sale	May 1-June 1, 2022	UHS/Advanced Musical Theatre – to raise funds for student directed production of Junie B. Jones
Comedy with UPD	May 7, 2022	UHS/Senior Class – to raise funds for senior class
Food Drive	April 27-May 26, 2022	UHS/HOSA – to provide needed items to Family Promise UC
Juneteenth Celebration	June 16, 2022	UHS/Roots: Black Excellence Club – to raise funds for the Juneteenth celebration
Johnny Napkins	April 13-May 6, 2022	UHS/Softball – to raise funds for end of season events
Mother's Day Fundraiser	May 2-6, 2022	Franklin Elementary School – to raise funds to offset fees associated with moving up celebration in June
Poppin into June	May 23-26, 2022	Franklin Elementary School – to raise funds to offset fees associated with moving up celebration in June
Coffee & Canvas	May 2-May 27, 2022	UHS/National Art Honor Society – to raise funds for induction and senior awards
NJ Blood Drive	April 26, 2022	Washington – blood drive
Donations and Bake Sale	April 27-June 24, 2022	UHS/Volleyball Boys Team – to raise funds to be donated to Red Cross for the children of Ukraine

**F-12. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Washington School, Summit, NJ	Washington Elementary School	22 desks
Pepsico Beverage Sales	Union High School	\$475.73

**F-13. APPROVE CONTRACT – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED**

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

**F-14. APPROVE PETTY CASH FUND FOR THE 2022-2023 SCHOOL YEAR**

Approve the Board Secretary petty cash fund for the 2022-2023 school year: Fund-Board Secretary, Amount: \$500 per month; Responsible Party: Board Secretary.

**F-15. APPROVE 123 ABA – BCBA**

Approve 123 ABA for a BCBA at the rate of \$125.00/hr. (not to exceed \$10,000.00) for the 2021-2022 school year [Account #11-000-216-320-01-19].

**F-16. APPROVE MARILYN KUBICHEK MD – EVALUATIONS**

Approve Marilyn Kubichek MD, FAAP to provide neurological evaluations and neurodevelopmental evaluations at the rate of \$650.00 per evaluation (not to exceed \$14,950.00) for the 2022-2023 school year [Account #11-000-219-320-01-19].

**F-17. APPROVE ROMANA KULIKOVA MD – EVALUATIONS**

Approve Romana Kulikova MD to provide neurological evaluations and neurodevelopmental evaluations at the rate of \$500.00 per evaluation in the office and \$600.00 for evaluations in the school (not to exceed \$15,000.00) for the 2022-2023 school year [Account #11-000-219-320-01-19].

**F-18. APPROVE ACES – EVALUATIONS**

Approve ACES (Assessments Counseling and Education Services) to provide deaf and hard of hearing evaluations for district students at the rate of \$900.00 per evaluation (not to exceed \$3,600) for the 2022-2023 school year [Account #11-000-219-320-01-19].

**F-19. APPROVE TECHNOLOGY FOR EDUCATION AND COMMUNICATION CONSULTING – EVALUATION**

Approve Technology for Education and Communication Consulting Incorporated to provide the following evaluations for district students: (a) Assistive Technology Evaluations at the rate of \$850.00 per evaluation and (b) augmentative communication evaluations at the rate of \$900.00 per evaluation (not to exceed \$20,000.00) for the 2022-2023 school year [Account #11-000-219-320-01-19].

**F-20. APPROVE CROSS COUNTY CLINICAL AND EDUCATIONAL SERVICES – EVALUATIONS**

Approve Cross County Clinical and Educational Services to provide bilingual evaluations at the rate of \$980.00 (not to exceed \$3,920.00) for the 2022-2023 school year [Account #11-000-219-320-01-19].



**F-21. APPROVE ASSISTIVE TEK – ASSISTIVE TECHNOLOGY**

Approve Assistive Tek to provide assistive technology as follows: (a) evaluations at a rate of \$1,500.00, (b) consulting at the rate of \$225.00 per hour (2 hr. minimum) and (c) training \$3,000.00 full day and \$1,500.00 half-day (not to exceed \$4,950.00) for the 2022-2023 school year [Account #11-000-219-320-01-19 and Account #11-000-219-320-02-19].

**F-22. APPROVE LEARNING TREE MULTILINGUAL EVALUATION AND CONSULTING – EVALUATIONS**

Approve Learning Tree Multilingual Evaluation and Consulting to conduct educational, speech/language, social history and psychological evaluations for district students at the following rate: (a) evaluations conducted in Spanish - \$800.00 per evaluation and (b) evaluations conducted in other languages - \$850.00 per evaluation (not to exceed \$14,000.00) for the 2022-2023 school year [Account #11-000-219-320-01-19].

**F-23. APPROVE SUMMIT SPEECH – ITINERANT SERVICES**

Approve Summit Speech to provide itinerant services, teacher of the deaf and consultative services at the rate of \$190.00/hr. or \$195.00/hr. (districts with 10 or more services per week will be charged \$190.00/hr.) not to exceed \$1,950.00 for the 2022-2023 school year [Account #11-000-216-329-01-19].

**F-24. APPROVE STARLIGHT HOMECARE AGENCY – NURSING SERVICES**

Approve Starlight Homecare Agency to provide nursing services at the rate of \$60.00/RN and \$48.00/LPN (not to exceed \$95,850.00) for the 2022-2023 school year [Account #11-000-216-320-01-19], in accordance with the information in the hand of each Board member.

**F-25. APPROVE INLINGUA – TRANSLATION/INTERPRETATION SERVICES**

Approve Inlingua to provide translation and interpretation services for the 2022-2023 school year (not to exceed \$2,000.00) [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-26. APPROVE PREFERRED HOME HEALTH CARE AND NURSING SERVICES – NURSING SERVICES**

Approve Preferred Home Health Care and Nursing Services to district students to provide nursing services, at the rate of \$59.00/RN and \$54/LPN (not to exceed \$149,000.00) for the 2022-2023 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-27. *Agenda item tabled at April 26, 2022 meeting (Effective School Solutions 2022-2023).*

**F-28. APPROVE APPLICATION OF 2022 NJSIG SAFETY GRANT - \$40,381.00**

Approve application of 2022 NJSIG Safety Grant in the amount of \$40,381.00.

**F-29. APPROVE EARLY CHILDHOOD PRESCHOOL BUDGET – 2022-2023**

Approve resolution approving early childhood preschool budget for the 2022-2023 school year in the amount of \$7,089,011.00, in accordance with the information appended to the minutes.

F-30. APPROVE SUBMISSION AND ACCEPTANCE OF ARP HCY II GRANT

Approve submission of the American Rescue Plan (ARP) Homeless Children and Youth (HCY) II application for FY2022 and acceptance of grant award in the amount of \$43,349.

F-31. APPROVE LEA GENERAL INTENT TO COLLABORATE – ESSEX REGIONAL EDUCATION SERVICES COMMISSION

Approve collaboration with the Essex Regional Education Services Commission’s McKinney-Vento Education of Homeless Children and Youth project for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-32. APPROVE USE OF ITEMS FOR STUDENTS

Approve use of the following items at Burnet Middle School to meet student needs: (a) Xbox Series X, (b) Xbox games – NBA 2K and (c) Xbox game – Minecraft. The items will be used at the direction of the teacher and school staff members. Total cost for items will not exceed \$900.00.

F-33. *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-34. APPROVE MODIFICATIONS TO AGREEMENT – ESS

Approve modifications to Agreement with Effective School Solutions, LLC to provide three (3) additional mental health professionals for the 2021-2022 school year for an additional \$90,000, in accordance with the information appended to the minutes.

F-35. APPROVE FAMILY CENTER AT MONTCLAIR – PSYCHIATRIC EVALUATION

Approve Family Center at Montclair to provide basic student in-office psychiatric evaluations at the rate of (a) \$850.00 for a general psychiatric evaluation and (b) \$1,600.00 for an in-depth psychiatric evaluation for the 2021-2022 school year (not to exceed \$8,300.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

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***Resolutions F-36 Through F-40 Concern the Budget for the 2022-2023 School Year***

F-36. APPROVE GENERAL FUND TAX LEVY –BUDGET

Approve the General Fund tax levy of \$97,142,109.55 in the 2022-2023 school year, in accordance with the information appended to the minutes.

F-37. APPROVE TRAVEL EXPENDITURE MAXIMUM

Approve Travel Expenditure Maximum (not to exceed \$85,000.00) for the 2022-2023 school year, in accordance with the information appended to the minutes.

**F-38. APPROVE ESTABLISHING A MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES**

Approve establishing a maximum dollar limit for professional services (\$2,465,791.00), in accordance with the information appended to the minutes.

**F-39. APPROVE USE OF EXCESS SURPLUS FUNDS/FUND BALANCE**

Approve the Board of Education to include in the General Fund Budget \$3,645,708.00 of the Board of Education’s excess surplus funds (\$1,284,134.00) and fund balance (\$2,361,574.00) (@ 6/30/21 per audit) to help reduce the local tax levy.

**DISCUSSION:**

Mr. O’Shea stated that F-27 will be pulled from the agenda. Mrs. Minneci asked why? Mr. O’Shea stated it is a lot of money and we requested information regarding the program and it has not been received. Mrs. Koon will follow up on getting that information. Mrs. Koon stated F-27 has been administratively pulled.

**AYE:** Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Grievance/Negotiations Committee:**

Upon recommendation of the Superintendent of Schools, the Grievance/Negotiations Committee presents the following resolution for the Board’s consideration:

**G-1** *Agenda item approved on April 12, 2022 worksession (sidebar agreement-UTEA).*

Mrs. Brens-Watson returned to meeting at 8:18 p.m.

**Operations Committee Resolutions:**

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Mrs. Scott-Hayden 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 BANKING SERVICES – CONNECT ONE BANK**

Approve Connect One Bank for banking services for the 2022-2023 school year [three (3) RFP responses were received (a) Connect One Bank, (b) TD Bank and (c) Valley National Bank on March 4, 2022. Proposals reviewed by Finance Committee on March 28, 2022].

**O-3. APPROVE JEFFERSON SCHOOL – TITLE I SCHOOLWIDE PROGRAM**

Approve Jefferson School to operate as a Title I Schoolwide program during the 2022-2023 school year and the 2022-2023 Annual School Plan will be submitted to the New Jersey Department of Education (NJDOE) by June 30, 2022.

**O-4. APPROVE USE OF VARIOUS SCHOOLS FOR MCKINNEY VENTO PROGRAM**

Approve use of the following schools for McKinney Vento Programs: (a) Jefferson School-Gymnasium - Saturday Stretch for Families - April 30, May 7, 14, 21, June 4 and 11, 2022 – June 22, 2022 (10:00 a.m. – 11:30 a.m.); (b) Union High School-Room D244 - Financial, Social, Resilience and Special College Programs – May 19, 2022 (6:30 p.m.); and (c) Union High School-Cafeteria and practice field – Thankfulness Dinner – June 11, 2022 (4:00-6:00 p.m.), in accordance with the information appended to the minutes.

**O-5. APPROVE MULTICULTURAL FOOD TRUCK EVENT**

Approve Multicultural Food Truck Event hosted by the Multicultural Committee on May 13, 2022 at Franklin Elementary School blacktop from 3-5 p.m., in accordance with the information appended to the minutes.

**O-6. APPROVE JUNETEENTH EVENT**

Approve Juneteenth event sponsored by the Roots: Black Excellence Club on June 16, 2022 at the Union High School Auditorium and main and side parking lots, in accordance with the information appended to the minutes.

**O-7. APPROVE SUBMISSION OF APPLICATION FOR USE OF RABKIN PARK**

Approve the submission of the application for the use of Rabkin Park on May 20, 2022 (rain date May 24, 2022) to the Union Township Parks and Recreation Department, in accordance with the information appended to the minutes.

**O-8. APPROVE AWARD OF BID –MECHANICAL SYSTEM IMPROVEMENT**

Approve award of Bid to DeSesa Engineering for mechanical system improvements (funded by ESSER III) at four (4) district schools.

**O-9. APPROVE AWARD OF BID – KITCHEN MECHANICAL IMPROVEMENTS**

Approve award of Bid to Amco Enterprise for Kitchen Mechanical Improvements (funded by SDA Emergent Capital Grant) at Union High School.

**DISCUSSION:**

None

**AYE:** Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

Ms. Santana lost Zoom connection.

Personnel Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the Personnel resolutions were moved by Ms. McKenzie, seconded by Mr. O'Shea – this motion was cancelled below and will be voted on after executive session.

DISCUSSION:

Mrs. Minneci stated she had concerns about P-1B; I'm concerned about Ms. Shannon brought up about the students in the auditorium. They haven't been educated in the past couple of months. We have a meeting in a couple of weeks but I think this is something we may be able to resolve this evening so that the kids can go back into the classroom and get the education they deserve.

Dr. Francis asked what was the increase in salary for P-1A-7? Mrs. Minneci stated we need to talk about that in executive session. Mrs. Regis-Darby stated P-1B – there are 1182 students with IEPs. There are 40 people being approved to do evaluations in the summer? What is the rationale for the 40 people. Mr. O'Shea stated let's table the entire Personnel agenda, speak about it in executive session and come back at the end of the meeting and vote. Mrs. Williams stated let's pull these items and speak in executive session.

It was decided by the Board to table all personnel matters until after executive session.

Moved by Mrs. Minneci, seconded by Mrs. Brens-Watson to pull the original motion.

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: Ms. McKenzie

MOTION CARRIED

Policy Committee:

Ms. McKenzie read the following additions to Policy 9180 – “(10) A volunteer cannot supervise a student or students without being in the presence of a district employee; an exception will be made if there are at least two (2) volunteers supervising the students(s). (11) Volunteers must be interviewed by a school administrator before being recommended to perform any duties and responsibilities involving a student or students.”

Upon recommendation of the Superintendent of Schools, the following policy was moved by Ms. McKenzie, seconded by Mrs. Scott-Hayden, for adoption:

POL-1. *Agenda item tabled at 4/12/2022 worksession (Policy 5460-High School Graduation)*

POL-2. APPROVE POLICY 9180

Approve Policy 9180 – School Volunteers, in accordance with the information appended to the minutes.

POL-3. *Agenda item tabled at 4/12/2022 worksession (Policy 9181-Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants)*

**DISCUSSION:**

None

**AYE:** Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

**NAY:** None

**ABSTAIN:** None

**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**

Approval be given to amend the list of students removed from the rolls [five (5) students exited the month of March 2022 (4 from elementary and 1 from high school) or a total of thirty (30) students for the 2021-2022 school year], in accordance with the non-public information appended to the minutes.

**R-2. APPROVE TO REMOVE STUDENT**

Approval to remove student #321061 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 #258248 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 #298238 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 #321059 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-6. APPROVE TO REMOVE STUDENT**

Approval to remove student #321267 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. Minneci stated we are actively working on removing students who do not live in the district. Every month we remove students. It is not as easy as it seems but we are working very hard.

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools, and moved by Mrs. Brens-Watson, seconded by Mrs. Scott-Hayden, 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, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

Dr. Francis stated congratulate Coach Stewart and fellow coaches for the Union Boys’ and Girls’ track team. The boys’ varsity team earned first place at the Blue Devils Classic. They broke the record – 3 minutes and 31 seconds. Girls’ Varsity – first place in relay, first place in triple jump and fourth place in long jump. The Boys’ Varsity distance metal relay – earned third place and the Girls’ four by two – earned third place. Congratulate wrestler Ahsan Harris – 2022 award. Congratulate the golf team they beat Roselle Park 218-239

Comments from the Public:

Lynn Cornaccia stated she is a paraprofessional at Livingston Elementary School. On March 13, 2020, all schools left for the weekend and then the lockdown occurred. The buildings were closed but the teaching continued. Teachers entered the classroom to gather material they would need to continue to teach the students. The teachers on their own time did professional development to learn the different platforms to continue the education of the students – Zoom, Google Docs and everything else.

Over the summer we continued on our own time, without being asked, attending workshops, creating powerpoint presentations and slides and gathering up whatever materials we could for the start of the new school year. We made copies, we got the students books together; all the materials they would need to start their education the following year. We even turned our homes upside down to make an environment for the kids to look like a classroom so that they would feel comfortable even though they were on Zoom. We also had to manage our families at home.

When the buildings reopened the teachers had to juggle not only teaching the students that came back in person but also teaching on Zoom. They had to make sure that the kids were engaged in the lessons and understanding the concepts that were taught both in the classroom and at home. When we returned to school, we had to face the challenges of what the lack of socialization of students had to deal with and the emotional impact of virtual learning; all while making sure the students got their education.

My question is to you, why can't you show your appreciation to all the staff for what they have done and continue to do – you gave us no negotiation, a low-ball average increase in our salary. Why can't you show us the appreciation that we show you by hiring you to come and sit. Remember, the buildings are not the teacher, the buildings don't teach. They teach; they come in every day and teach the children whether its reading, math or social studies. You had other people that stepped up and help other areas. Whatever situation is asked, we always step in and we always help.

Mr. Buggy stated I cannot go into details, we are in collective bargaining negotiations process, but I do want you to know that the Board has been negotiating in good faith and will continue to negotiate in good faith.

Anita McGee stated a graduate of Union High School and not only as a Union parent and current employee, I want to say something about yesterday. It takes a village. This village, the social media village that has erupted, we are all in this together. Instead of the blame game, we need to support each other and work together to effectively support our students. Yesterday, the horror that I witnessed with children pummeling adults absolutely – I don't even have the words. It made me so sad that there are children that have this kind of rage inside of them. We need to help them. Just like we have IEPs for children, we need individual plans for people that are showing that they need our help. We really need to do something – anger management or something. It upsets me; the horror of watching these kids pummel adults who are there to help them. The amazing nurses, the principal, the security team – always waiting for the other shoe to drop. Thank you to Mr. Benaquista, Mr. Rettino, Dr. Taylor for having your presence in the building; we can use it a lot more. I feel safer myself when we have more adults in the building. I like to thank the police department and EMT's that came yesterday and help us with this chaos that ensued. There is a lot of talk about consequences; we are only in school seven hours a day. What about the consequences at home? If I had gone to school and hit my principal or an adult, I would be afraid to go home. Parents, everyone is looking for consequences at school, start at home, you need consequences, continuity. We care about your kids in Union High School – the ones that fly under the radar and the ones who need our extra attention. Let's all work together to give the kids a childhood and a safe environment that they deserve.

Suzanne Zawacki stated teacher at Kawameeh Middle School. I'm here to discuss my denial of the use of the sick bank. In May 2019, I was diagnosed with breast cancer. At the time there was no sick banks so colleagues and family members were not able to donate. Since then I have been on medication for 2-1/2 years. In February 2022, I was diagnosed with a recurrence. I immediately sought advice from the UTEA president who told me exactly what to do. I filed with submitting forms; an application that does not designate general or special circumstances in the bank. I also submitted seven pages of my medical diagnosis, including a letter from my



oncologist. Since then I have been denied three times and requested a meeting with the committee. I was told that the committee was confidential and doesn't meet with anyone. My appeal requested the use of special circumstances clause and that two of my sisters would donate days to me. Dr. Taylor did meet with me but was unaware of the sick bank policy or committee members. The policy states that three of the committee members are administrators appointed by the superintendent. The sick bank says that it is used for any medical reason as well as a catastrophic illness and to alleviate hardship that it causes. Cancer is a life changing catastrophic illness. The first time I was a survivor, this time my oncologist told me that once it has metastasized there is no cure. I will have treatment for life. Now I'm a warrior. I will continue to fight and I will not allow the cancer to take my life. I want to continue to teach and enjoy my life. I urge you to re-evaluate my situation and make the morally right decision to approve this request. I'm not here just for myself but for anyone who has to apply to the sick bank. This diagnosis can be given to anyone tomorrow. It doesn't matter what is written on paper, it matters about the unity and everybody standing behind each other and supporting each other.

Laura Detjen stated I am also here to address the sick bank. Under Chapter 30 of Title 18A, the New Jersey School Board Association states that three members of any sick bank committee be board appointed. Our district sick bank policy was recently revised in March. I would like to know how you will communicate with district employees when changes are made. I was not made aware of them until the sick bank was advertised in April and I reread the policy. Will this policy continue to change? Will it be included in our negotiated contract? Mrs. Zawacky's denial was based on pre-existing conditions – Section 5.1; that was not in the document at the time. Also her illness predates the creation of the sick bank itself. The policy as it is written was not communicated to any of us last year. We signed up trusting that this was a policy to help us when we are in need. I signed up as soon as I received the email last June but not to benefit myself. I have AFLAC disability and AFLAC cancer, I did it to benefit others; to donate. I was then asked to fill out a different form requested by the Board this year. The full policy was only recently included on the district website. Upon reviewing the edited document, Section 6.1 states that a bank separate from the general bank can be created for an individual who has exhausted their days where “a special donation request will be sent to bank participants who may choose to donate additional days from their personal allotment to be granted to the specific personal donation bank”. The school board association statute states that “employees may donate sick leave days or any other leave time as agreed upon by the board and the majority representative” – if this situation doesn't warrant the use of the bank under the special circumstance of the policy, then what does? Whose lives are you willing to make the difference in. This is a long-standing staff and community member who always puts her students first. I am voting to rescind her denial and create a shared sick bank where family and friends can donate freely to staff in need. You have the power, you can rewrite this, you can do the right thing. It is not going to cost you a lot but it does benefit alot.

Amanda Maxwell stated I am going to read a letter on behalf of our staff that was given to you: “To the members of the UTEA sick bank committee, the Superintendent of Schools, head of personnel and members of the Board of Education – we are writing this letter to express our disappointment and frustration with the decision made by the UTEA sick bank in regards to our friend and colleague, Suzanne Zawacky. Suzanne has been a teacher in this district for over 25 years and the mother of five and once again in the battle of her life. For years we have

watched Suzanne come to work when she was literally struggling to survive. She never takes days off and through all of her hardships has been committed to her students. If the UTEA sick bank wasn't created for the purpose of supporting UTEA members in this time of need then in what other situation would it apply. Kawameeh Middle School is one tribe and we are currently faced with a situation where we are willing to help a member of our KMS family and we are being denied that opportunity. In this post-pandemic world, we have been encouraged to provide extra grace and social and emotional support to our students but doesn't this apply to our staff as well. The fact that Suzanne cannot access the UTEA sick bank is not only wrong but disturbing. When we have the means to help someone in need but deny them the help that they deserve, it speaks volumes to the character and intentions of the people in this position to make this happen. We are humbly requesting that Suzanne Zawacky have access to the UTEA sick bank. When she originally asked for days, she only asked for access to the days donated by her sisters who work in the district. If for whatever reason she is denied again, many members of the KMS family are willing to donate their own days to support Suzanne outside of what is currently available in the sick bank. The sick bank document states that members who have exhausted the general sick bank allotment can request that a separate personnel donation bank outside of the general bank be created for them. This request is reviewed and considered by the committee and if approved then a special donation request will be sent to the bank participants who may choose to donate additional days from their personal allotment to be granted to the specific personnel donation bank. We are requesting to activate this portion of the UTEA sick bank if that is what is necessary. Do the right thing. Respectfully, the administration and staff members of the Kawameeh Middle School". I am asking you all to be human. This woman is fighting for her life. She goes to radiation in the morning and comes to teach afterwards.

Mrs. Williams stated the Board did not get a letter. Person in audience stated Ms. Lorenzo sent a letter to the president of the Board.

Mrs. Williams stated it is in the bylaws that you need to give your address so please state your name and address before you address the Board with your comments.

Student stated a senior at the high school. I wanted to start with positivity. I appreciate everyone I have met over the years. They truly made a difference and impacted my life for the better. I can say the staff I created a bond with truly cares about the students. I want to talk about yesterday's incident. Today at school I had some mental breakdowns based on frustrations that I had based on what I saw on social media. In my opinion I think the parents are responsible for how the kids are in this building. I don't blame the staff at all. Things that I saw about the principal of this high school, I completely disagree. Our principal is one of a kind. I am very close with him this year. Every day he says good morning to whoever walks into the building, whether he knows you or not. A principal with an iron fist is not helping me. A 50/50 balance between a friend and a principal is what we need. Being there for your students and showing you that you care makes a big difference but also discipline when needed is also what we need and that is what we have here in Union High School. I also wanted to bring up our superintendent. I met him at a meeting we had and I met him once and I can say he truly cares about us as students. Knowing he cares helps a lot. There is staff that I can go to talk to and I think that is extraordinary. I see every day getting better.

Lisa Padden stated current employee of Union High School. I am here to ask the Board to consider implementing immediately a shared sick day program. We have employees that are currently going through health issues and on top of the stress of being sick, going to treatments, going to physical therapy and doctor appointments, they also have stress knowing that those sick days are not enough. They will not be paid when they need to take days to take care of themselves. The employee is my sister, Suzanne Zawacky. I want to help my sister by giving her some of my sick days to alleviate some of her stress. There are quite a few employees in our district that have also expressed interest in making the same contribution for their co-workers that are struggling with the same issue of needing additional sick days. They need our help now. We are a work family. Our district has always been there for each other. When one of our own needs help, you step up, let's continue to do so. I understand this program will take some research but I would like to ask that you consider this for our employees that need it soon so they can focus on their health and not worry about their days.

Ingrid Sores stated I'm here as a concerned community member. The (inaudible) and school counselors of the students of this district are the two most important roles of my life. I value and appreciate and believe in my kids, that includes my own and the additional 230 students in my case load. I am here as a concerned parent and counselor, I worry about my own children and all of yours. I am certain everyone has read the Union article about the violent events that took place yesterday and the high school. While I am extremely concerned about the actions that took place yesterday for my own child, your children, my colleagues, staff and administrators and security personnel that tried to handle this situation as best as they could with the limited resources available. I am not here to put the blame on our superintendent, administrators or Board members, I am here to say enough is enough. Why students who have continuously engaged in this kind of violent behavior are constantly allowed back into our schools is something that I suggest that you take a very hard look at. School is not a place where a 150 students or 25% students are students are running around trying to harm others. It is a school where less than 5%, if that, are engaging in this type of harmful behavior yet they are given pass after pass to return to school to do it all over again. For those of you who believe that the school principal is the one who makes the ultimate decision on whether or not a student is expelled, do your homework please. Those of you who know me and know what I'm about know that I am the first one to give chances and question what the student is dealing with, what trauma are they experiencing that make them behave this way but you get to a point where you have tried over and over again and your mind changes and instead of focusing and giving all your resources into the same individual and see no change, over and over again, you can't help to think what about the students that are currently being traumatized at a constant disruptive behavior. Where are the parents that who were suggesting that a military style leadership approach should be implemented but I ask you why should the other 2100 students that follow the rules every single day be penalized for the behaviors of few. I will continue to blame the individuals who are actually causing the violence. I do feel that a zero-tolerance procedure needs to be implemented that we no longer tolerate and allow the same repeated behaviors in our schools. Here is what I ask for your help – who do we go to? Can the Board implement such a policy? Does this have to come from the State? Let me know, I will call them. I will advocate because I care for my kids and I care for all of yours.

Ms. Santana arrived at meeting 8:59 p.m.

Man in audience stated I am here about the incident yesterday. My son is a 504 student and yesterday wasn't the only incident – it has been all year. Getting my son to school everyday is a nightmare. As a parent, getting the text that he is in a lockdown – it is anxiety ridden for my wife also. No disrespect to the Board, it just seems like you are a day late on it. I'm afraid that there is going to be a tragedy and I'm not an alarmist. I think a lot of the teachers and staff are out of touch. I pay for my son's therapy out of my pocket. I'm trying to take care of my son that is a good student. He does not want to come to this school. Where do I go from here? I want to be provided a secure and safe school for my son.

James Frazier stated I am a security officer at Union High School and was involved in many of these altercations. The same students that have been causing these violent acts. I appreciate the Board as well as the Superintendent has put in measures in order to alleviate these incidents that are occurring in the school. There was one comment about bringing in more policing and having police outside our building. I don't want to create a culture and climate here at Union High School or in this district where the students feel criminalized or an environment of a school to prison pipeline and that is not what we need here. What we need is more counselors. When we do our hiring, we need security officers who have been trained to work with students. We don't need to hire former police officers. We need to train our security staff on social emotional learning, as well as how to get our students to communicate throughout the day. I'm one of the fortunate security officers who has had great conversations with the students. Many of these students know that they can come to Mr. Frazier and talk about anything and that is what is important for our students, as well as our faculty.

Darren Martin stated school safety and school climate – everybody is missing one major thing here and it is the overcrowded problem in our schools. No strategic plan should come in June without talking about getting a new high school or high school annex. I know people will say money but when you put 2300 students in a school. People have beefs with each other from other towns is not new. Gangs are not new. If you put 2300 of us together for a long time we may not get along. We have to solve that problem. I wish the same crowd here would come to the Township Committee meetings to talk to them about the profit over people situation where all the developments are going on and the developers are making money and whoever else is making money and nobody wants to talk about that in this Town and that is what my problem is. It is an overcrowded problem and we can't keep building 1-2 bedrooms and bring all these people in here and where are the kids going to go – the same exact schools. The schools are overcrowded. We have to do something about it. Sure other towns have the same problem but they are putting measures in place to do something about it. We have to do the same thing. Next, we have to talk about the police being outside. It is nice for them to be out there but they are in their car and they are blocking where the kids are crossing. They have to get out of the car. If I have to go to the police station and talk about it I will. I am not shy about this stuff. I don't care about the politics. Everybody should know who I am in this Town by now. We need to get the police out of the cars and do something. My final point, the same kids keep doing the same thing and we keep slapping them on their wrist, get them the hell out of here.

Luisa Bias stated we cannot have a strategic plan until we get safety under control. We have to focus on safety. My son does not feel safe in school. He doesn't want to come here. He is a straight A, honor student. How do we get things safe? We have to work together. It is a village. Parents need to step it up; discipline their kids and we as educators have to educate the kids. These teachers are hardworking. They get no support from the parents. We need to step up our game; we are a village. I do notice a slight improvement with more security guards; however, that is not the end all, be all. We need to figure this out. Tough love, some people don't agree to it, it needs to be a combination but we need a leader that is going to support staff, students and everyone. We have to work on that as well. We need safety, structure, consistency and consequences. Those are the colors of education and that is how we are going to educate our kids. We need specific policies; we have policies, are we implementing them? No, unacceptable. We need a Code of Conduct to be implemented. We are sending a message by now these kids are going to leave; hopefully we won't back up on that and let them back in. We as a village need to ensure that these bad kids that come to school and ruin it for other kids are not coming back. Cell phone policy, how come other schools have a cell phone policy? The recording should not be happening. We need to control of the cell phones. Social media is terrible and we as educators need to do something about this. Start taking phones away. You take phones away, parents are going to start showing up for those phones.

Rich D'Avanzo stated UTEA vice president and co-chair of negotiations. Everything we have been listening to tonight, it also comes from going through this pandemic together for two years. Two plus years ago we were told in March to go home with our computers and figure it out and that is what we did because we care about our students. As educators we do everything above and beyond all the time. Go through the history of this district and being in a deficit and budgets for a number of years, where we faced 200 rift notices for teachers where we had to fight and bring back; next was privatizing our paraprofessionals – some came back but part time without health benefits. I hear a questions about it every day. We have part-time paras – 29.5 hours but for transportation, we are going to give single care coverage to bus drivers and their aides that work 15 hours a week. I understand transportation is needed but who is in direct contact with those students and goes above and beyond – paraprofessionals helping out teachers in the classroom with those students with special needs. A few hours ago I was sitting in the Union County collective bargaining session with other districts and hearing the stories of the increases that they have received in the past year. When we talk about the County average, the lawyers always do, bargain in good faith, that is all the lawyers know, but you don't know what goes on in this district. Your figure heads are supposed to be representing your client, you have no idea. When the County average is 3.3% and this is what you offered the first time around, that is unacceptable and disgusting in this climate. You are looking at free agency for educators this September. Where are you getting these teachers from?

Katherine Lewis stated teacher at Kawameeh Middle School. I told you guys that I only speak at worksessions but I am so deeply offended by so many things that I am here at the public meeting. I'm tired of coming and saying things and nothing happens. One, I would like to address Suzanne Zawalky. We are colleagues, not that close, but if you open that sick bank, I will publicly tell you that I will give her 10 of my sick days. I can't believe how offensive the offer was for the contract. When the board asked us to do this one year thing and we agreed

because it was COVID. Then below average, are you kidding me; how offensive is that. Let's talk about how pathetic the club stipends are. Every other district in the County gets at least double what we get. Look it up. Three, the violence at Union High School. The problem I have and it makes me more angry, I came to you in 2018 when we were having those violent issues at Burnet and it happened for three years. You should all be able to do the math. I came week after week and I invited people to come visit the school and see what is happening and nothing. Finally when three of my colleagues came and they gave specific stories about being hit with a desk, punched in the gut – videos of our kids bleeding in the cafeteria and hallway. We changed administration but than COVID happened. We are all sitting here shocked but we told you three years ago. It didn't go away.

Suehay Monge stated I'm here about the ongoing situation at the high school. I had many conversations with Dr. Taylor about my serious concerns of the ongoing violence that has been happening. I have sent emails expressing that someone is going to get seriously injured which has already happened. It has come to a point where there will be a tragedy. There is no denial that the high school is out of control. Despite your attempt to implement things and try to remediate the situation, it is like putting a band-aid on the situation. I said this to you many times before and I know you are a big proponent of social emotional learning and I believe it is necessary because our kids are in crisis. How can you provide social emotional learning when your house is not in order. Every morning when my son leaves my house I say a little prayer that God protects him throughout the day because I fear for his life. What if something really bad happens today? Every time I get a text message that there is a lockdown, a series of text exchanges between me and my son – my son has autism. I have about 10 of those text messages. My son struggles with anxiety and depression this year and it is not a coincidence. I did research on how school fights effects students and two side effects are depression and anxiety. I am sure he is not the only child going through that. Last night we sat down and had a conversation and that he be honest with me about how he is feeling about school – he stated “Mom, I feel unsafe and I'm scared, especially walking down the hallways; I hear there are gangs in school. Every time I walk down the hallway I grab my bag because I'm afraid somebody is going to grab it. I'm afraid to use the bathrooms anywhere in the building so I use the nurses office.” And that is probably why he got COVID recently because that is where the sick kids go. But it seems like getting COVID might be a little safer to him than using the bathrooms anywhere else in the building. His experience in the bathroom has been kids vaping, kids pushing him around and kids pretending to pee on his feet from adjacent stales with a water bottle and calling him the “N” word. I guess that is not something you forget that easily. There are 38 days left in the school year and he is a senior, but 38 days is a long time for a tragedy to happen. They can't possibly be learning. Please do something.

Cathy Sharpe stated I've sat in this seat many times for over 40 years and you have heard me speak and fight for things in this district. You also had me fight against a lot of things that you wanted to do but I hope you realized that I have always put the kids first. That is why I'm here tonight. This district will go nowhere no matter what you do to improve it if you don't have the best of the best. What you have sitting here behind me, to my left and right, is the best of the best. They have brought the children through their worst school experience and I hope it never happens again. This is what you need; not technology, not new buildings, not fancy equipment – yes we need that but we need people with dedication; this room right now and the teachers and

staff that will be in the rooms tomorrow morning with a smile on their face even though they feel beat down from everything that is going on. They will be there because they are educators, they are putting children of this district before themselves and I hope that everybody sitting here and at home realize that you are beating them down. They want to do the best for the children of this district but they need your help and they cannot do it by themselves and I hope you think hard and strong. You can go out and advertise in the newspaper, you are not getting better than what is standing/sitting behind me.

Mrs. Williams stated our district has a lot of issues and we don't solve issues without input from everybody. State what you have to state; hold us accountable; we need to hear from you. Fill the room. Seeing all these people in the library, it means a lot – that you are willing to work with us and we will get some things done.

Lazara Rivera stated my son is not afraid to come to the high school; he just hates the high school. He just wants to come here and learn; he is not a scholar student. He is either in lockdown or stuck in a room before there is not a teacher in there or you can't go to the bathroom because the doors are lock – there is always something going on. Don't take their phones away; he had his phone and I knew there was a lockdown and I was able to make sure he was o.k. with everything that happened yesterday. You told me the kids will be taken out of the school – good keep them out. They don't need to be here. I know expulsion is not easy and hard to get to. If these kids are repeat offenders, don't let them play football. If the parents aren't going to do it, somewhere down the line something has to be taken from them. They have to learn that there are consequences for their actions. They walk in the hallways and think they can do whatever they want and it is not fair. My kid, to me he is the best kid ever, but I know he is not a scholar student. He just wants to come and be a regular kid. The fact that I have been involved in PTA since he was in preschool and he is coming home and telling me I need a place to go, let's move, I don't want to come to this school anymore – killed me. Just do something; something has to happen. It is not fair. I grew up in Newark. I've been in Union since my son started pre-k and I love Union. Something needs to change.

Robert Silva stated I reached out to Dr. Taylor regarding the initial lockdowns going on in the school year. I work in a major high school in Paterson and I offered my assistance and I was sent an email saying that he would take it under consideration. When I hear everybody say you want parent involvement, I'm offering my expertise. I still have no response. What are we going to do when our kids get killed or hurt? What are we doing? I hear everybody here but there is no resolve. You want parents involved, they are reaching out to help.

Woman in audience stated high school teacher with the information presented today, the email said Union High School staff and teachers are going to be receiving training regarding learning the triggers for students and I feel that is possibly a good idea; however, there has been years of violence going on, all schools should be trained and before we are trained we should know who is training us. I don't want to sit in on a power point meeting with information that was easily Googled. I hope this training will be beneficial because we are here for our kids. Our teachers work really hard. I'm on my fourth year and I'm so tired because I am beyond a teacher. I'm a teacher, a friend, a counselor – these kids come to me when they don't feel good. They sit with me because they find peace with their teacher and I'm not the only one. I work

with amazing people. These people deserve good money for what they do. It is so hard out here. Please when you look at our contract, look at the fact that teachers work extra for free. We go to those soccer, softball, football games. We do everything extra for free. We are also there for the kids beyond the school hours.

Brianna Tamburello stated increasing police presence and adding more security – I think adding a little more security is a great idea but the police presence, the new freshmen coming in will think it is not safe. We want people to feel safe. I agree that it might feel like a prison with the police inside and outside. I understand it is for our safety but I really don't feel that safe. Most of the staff here is a friend to the students and they are amazing. The lockdown yesterday reminded me of my freshman year – before COVID. We had a lockdown with a hammer and all that. We relied on rumors that day. Yesterday felt like another one of those. It still felt unsafe.

Jenn Crane stated a teacher at Washington School for 23 years. After hearing all of this talk, if you are not in a classroom, you have no idea what happening. It is not what it was five years ago. It is a completely different situation. I am an alumni of Union. I was always Union's biggest cheerleader and even with everything happening right now, I still get defensive when someone talks bad about Union. I have gotten to a point after 23 years, I still love what I do. We are not teachers for the salary. We never chose this profession for the big bucks. We chose it because we love children, love what we do, love having an impact on them, love spending six hours a day with them. The teachers are going to do it for the love of the kids so just give them a little more. We are educators and here for the kids. We are being taken advantage of. It has been exhausting mentally, physically and we keep on going because that is what we do.

Natercia Lopes stated my kid doesn't text me when there are lockdowns – I'm informed by Face Book. I do get upset when I have to bring my son for bad weather and parents just stop whenever. This starts with the parents. All this that we are going through starts at home. If you show your kid that it doesn't matter then they learn it doesn't matter. I have a kid at Burnet and that is a complete mess in the morning. The parents stop wherever they want. It's the parents, it is us, it starts at home. As much as we want the kids to be better people, we need to show them, not just tell them. We need these teachers. We need to see how much we can do for them. Nothing is for free. We need to show them that they deserve it and that they are appreciated. We need to show the parents, it's not the parents here, the kids do not cause any troubles. We show and we talk because we care. The ones that aren't here don't really care. I don't think the kids should be thrown aside because if you don't have a good environment, I tell my kids if someone is being mean to you, maybe at home somebody is being mean to them. I always tell my kids not to start trouble. We need to stop those kids from doing that. Talk, don't touch somebody; don't do those things. It starts with the parents at home. Teach your kids at home; be home with them.

Miss Johnson stated teachers do so much for us – in school and after school. If you are going to do something, actually do it. You have a student body who has heard so much talk and seen little to no follow up and that is upsetting. We as a student body are used to the violence, we shouldn't have to worry about guns and knives and coming to school and not knowing what is going to happen. Lockdowns are terrifying. We are students and you are supposed to be our examples – follow through and do your thing.



Miss Garcia stated I'm a sophomore student at UHS. I was told in middle school and elementary that UHS is our protection zone, safer. When the hammer incident happened a few years ago, we were told that nothing was really going on. The things that are supposed to help us, those alarms, isn't doing much. Security guards and teachers are doing their best jobs, I barely speak to most of them but when I see them they are smiling and saying hello and Kawameeh they do the same exact thing. The situation with the sick days, it is cancer and she is fighting for her life and she is showing up to school and being a teacher and she is a model for the students and nobody is helping her or doing anything for her. I think that needs to be fixed.

Ann Margaret Shannon stated thank you to all the teachers, educators, paraprofessionals, parents, students that spoke tonight in support of us.

Susan Lipstein stated president of the Township of Union Education Foundation – the education foundation has always responded to teachers and their needs. Last week we approved six grants for the coming school year. Several of them deal with the social/emotional learning and two with the situation at the high school. Miss Maffie – pre-k teacher at Hannah Caldwell – grant for classroom sensory clay – children learn to handle their emotions. Mary Ellen Pertriccio is getting a grant for (inaudible) continues with the STEM curriculum. Cara Moore and Maria Spadilia – 4<sup>th</sup> grade teachers at Livingston School are getting a subscription for each child – Scholastic Story Book to incorporate daily reading. Ms. Moore, a music teacher at Washington School is going to get a full set of drumming instruments to create music. Ingrid Soares, she requested materials for a new club at the high school. It will help girls set goals and develop relationships with others in a positive way. Patricia Bridges, school trauma counselor, funding for furnishing and other materials to be used in a designated space at the high school for students to use with counselors. We always fund to the needs of the teachers. New teachers in the district sometimes needed extra funding in order to do extra ideas. We see teachers that go above and beyond what they ordinarily do.

Elsie Mackie stated the audio/visual is bad – are you going to do something about it. Speaking tonight about paraprofessionals for students with disabilities. ESS came on board to take care of our special need population. What we have now is a problem; I have been calling and reaching out. The mentality with the current paraprofessionals is that they don't belong to the district and not vested. They are with an agency that comes and don't build a relationship with our children and of what I heard, don't engage in our kids and don't bond. When a paraprofessional worked for the district, there was an empathy and there was a rationale and they also knew what was expected and there was better monitoring. I'm not sure what is going on with the budget. In the past it effected leadership, management and fiscal management. Now we have Ms. Koon and Mr. O'Shea, I'm really impressed with. I'm sure there is money out there. We can't have these people coming in and out. It is a disservice and inhumane. At some point you have to work with the UTEA and figure it out and have them come back. ESS is not vested and they don't care about the children. We have come too far in the district and done an amazing job with special education.

Laura Muller stated I am a proud product of the Union Public Schools and in 2019 I was an educator at Union High School. My mother still works at high school and I'm an

administrator in another school district. I know the constraints everyone is facing. First to commend the actions of the staff members, administrators and security guards that threw themselves in the line of fire yesterday which can only be described to me by colleagues and friends as one of the worst events of violence seen in the school. I would like to applaud those people for their efforts. Second, draw to the concerns from a different angle, on what is going on – the school is understaff. There are at least 8-10 position remain unfilled at the high school. Whenever you look at the board minutes – remove hall duty, add 7<sup>th</sup> period. That indicates that teachers are teach 7 out of 9 or 8 out of 9 periods a day. The hallway culture is established by the teachers on duty who develop a rapport with kids and interact on a daily basis and there is a deficiency in the staffing and it is not being accomplished right now. While I understand is the teacher shortage is pervasive because I am seeing it in my own work environment. A competitive contract is what is going to allow you to overcome some of those insurmountable odds when you are trying to hire staff members. I would ask that the Board of Education consider is these teachers need the support, the contract and they need administrative help to make the village function. They can't do that if they are teaching 8 periods every day. They are exhausted and they have 40 minutes to eat lunch. How do we fix it? I would like to advocate for some very well established practices in hiring to bring in staff members at a competitive rate and to support those staff members and get the staff levels back up to where they need to be to account for 2200 students in a school.

Student stated I have attended UHS for three years and I haven't felt safe most of the time. I don't feel safe in the hallways, bathrooms – I don't use the bathroom during the school day in at least four months. There is no culture of accountability. There is a culture of unaccountability because when the students do something bad and they get caught, what happens? Nothing. Not even a slap on the wrist. You have football players fighting gang members in the hallways. People getting injured. This is a problem that has been happening for a long time. It will take a lot of work and accountability. It will not be fixed by putting more cops in school. Creating a culture of accountability is a must, creating an environment where students can't use violence, creating an environment where your teachers are happy to come to work. Creating a culture where it isn't a slap on the wrist and giving people a chance not to be hurt in school. I'm afraid I'm going to get injured or someone is going to die in the next three years. This is an issue that is going to take a lot of work and effort. If we need to build a new school, we have to do it. You have to do something; I don't feel comfortable being here. A lot of students don't feel comfortable being here and parents don't feel comfortable sending their kids here. It is on you guys. It is not on me or the teachers. You have to pay them. Otherwise we will have a lot more articles about Union High School.

Tom O'Reilly stated at teacher at Union High School and have been in the district since 2017. I was given a 30 day notice in 2018. The Board, along with UTEA leadership, I was lucky enough to be brought back. I take very seriously the responsibility for your students. I hope that the violence in the high school is fixed as soon as possible. I see teachers, nurses, paras and security guards – they all deserve an above-average contract and a livable wage. We come in every day with smiles on our faces, no matter what is going on at home; whether a good day or bad days. Sit down with the UTEA and offer above-average wages and a fair contract. I thank you for your work as volunteers – a lot goes into it. We need to sit down and get this done; it will benefit our students.

Renee Masina stated I have three children in the system. My oldest is autistic/non-verbal and is out of district. My daughter is at Union High School in modified classes and my youngest son is in Burnet and an honor student. I represent a wide spectrum of students in Union. Hearing this term below average, I don't know what it means. But I can say that every single teacher that my children have had has been absolutely amazing. Thank you to them and I have had only positive experiences with them.

Mrs. Williams stated thank you everyone for your comments. I am absolutely pro-teacher. We are trying to do what is right and what is fair. There are people here that are pro-teacher, that understand and we are trying.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Ms. McKenzie, seconded by Mrs. Minneci, that the Board go into Executive Session at 10:03 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: pending litigation - Lowery; personnel

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

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

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

**MOTION CARRIED**

The Board returned to public session at 11:07 p.m.

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

#### P-1A. PERSONNEL ACTIONS – NEW HIRES

Personnel Actions-New Hires 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 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-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Maria Adeclas	Part-time bus driver	Transportation Dept	3/23/2022	Retirement	
Gail Calderone	Manager	Transportation Depart	9/30/2022	Retirement	Adequate contractual notice given
Cindy Corveleyn	Teacher	Washington	7/1/2022	Retirement	Adequate contractual notice given
Courtney Damiano	Health/Phys Ed teacher	Kawameeh	3/23/2022	Resignation	Adequate contractual notice given
Marianne Deczynski	Instrumental music teacher	Kawameeh	7/1/2022	Retirement	Adequate contractual notice given
Kathleen Graul	10-month secretary	Burnet	7/1/2022	Retirement	Adequate contractual notice given
Mary E. Hutchins	Part-time greeter	Jefferson	6/30/2022	Resignation	Adequate contractual notice given
Susan Lisanti	Health/Phys Ed teacher	Battle Hill	7/1/2022	Retirement	Adequate contractual notice given
Danielle Muratschew	Teacher	Hannah Caldwell	6/24/2022	Retirement	Adequate contractual notice given
Kathleen Schulman	Social studies teacher	UHS	6/30/2022	Retirement	Adequate contractual notice given
Susan Tobin	Teacher	Washington	1/1/2023	Retirement	Adequate contractual notice given
Leslie Williams Jenkins	Art teacher	UHS	6/1/2022	Retirement	Adequate contractual notice given
Josephine Palumbo	12-month secretary-Athletics	UHS	7/1/2022	Retirement	Adequate contractual notice given
Sandra Santos	Paraprofessional	Burnet	5/6/2022	Resignation	
Karissa Nardi	Computer/G&T teacher	Franklin	4/26/2022	Resignation	
Gerry Yoselevich	Instrumental music teacher	UHS	6/30/2022	Retirement	

## P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Theresa Brennan	Teacher – special ed	UHS	4/4/2022-6/30/2022	Intermittent leave	FMLA not to exceed 12 weeks
Kristen Carrero	Teacher	Jefferson	2/18/2022-5/30/2022	Unpaid FMLA	FMLA not to exceed 12 weeks
Mark D’Aloia	Teacher-G&T-computer	Hannah Caldwell	3/17/2022-6/30/2022	Paid medical leave	
Erian Ford	Teacher	Hannah Caldwell	Extension through 4/30/2023 Return Date: 5/1/2023	Extension of unpaid non-FMLA non-NJFLA child rearing leave	FMLA/NJFLA entitlement exhausted; org. leave began 4/23/2021
Melissa Glenn	Teacher	Hannah Caldwell	Extension through 6/30/2023 Return Date: 9/1/2023	Extension of unpaid non-FMLA non-NJFLA child rearing leave	FMLA/NJFLA entitlement exhausted; org. leave began 1/22/2021
Siddiquah Haqq	Community and parent involvement specialist	Preschool/Hamilton	3/16/2022-3/16/2023	Intermittent FMLA	FMLA not to exceed 12 weeks
Sharon Hrdina	Library media clerk	Connecticut Farms/Hannah Caldwell	Extension through 6/30/2022	Extension of paid medical leave	Org. leave began 12/14/2021
Kelly Robinson	Teacher	Livingston	Extension through 6/30/2023 Return Date: 9/1/2023	Extension of unpaid non-FMLA/Non-NJFLA child rearing leave	FMLA/NJFLA entitlement exhausted; org. leave began 5/20/2021
Kimberly Osty	Vice Principal	UHS	Extension through 6/30/2022	Extension of paid medical leave	Org. leave began 2/1/2022
Jeffrey Peins	Engineer-IT	IT Depart.	Extension through 4/30/2022 Return Date: May 1, 2022	Extension of FMLA/NJFLA leave (concurrently)	FMLA/NJFLA (concurrently) not to exceed 12 weeks; org. leave began 2/11/2022
Tiffany Reid-Anglin	Teacher	Franklin	2/9/2022-2/9/2022	Intermittent FMLA	FMLA/NJFLA (concurrently) not to exceed 12 weeks
Dianna Ricciardi	Teacher	Hannah Caldwell	9/1/2022-6/30/2023	Unpaid non-FMLA/non-NJFLA leave	Leave does not fall under FMLA/NJFLA

Thomas Scarano	Teacher-special education	Burnet	<i>Employee rescinded</i>	<i>request on 4/26/22</i>	
Jenelle Thomas	Teacher	Hannah Caldwell	Extension through 5/20/2022 Return Date: 5/21/2022	Extension of paid medical leave followed by unpaid FMLA	FMLA not to exceed 12 weeks; org. leave began 2/8/2022
Cindy Valia	Teacher	Livingston	Extension through 6/30/2022 Return Date: 9/1/2022	Extension of unpaid FMLA/NJFLA (concurrently) followed by unpaid non-FMLA/non-NJFLA child rearing leave	FMLA/NJFLA not to exceed 12 weeks; org. leave began 11/17/2021
Karen Wojcik	12-month secretary	Special services/ Hamilton	Extension through 5/14/2022 Return Date: 5/15/2022	Extension of paid medical leave	Org. leave began 6/15/2021
Laura Damato	Principal	Jefferson	Extension through 6/30/2022	Extension of unpaid FMLA and unpaid non-FMLA medical leave	
Laurie Roof	Vice Principal	UHS	Extension through 6/30/2022	Extension of paid medical leave followed by unpaid FMLA	
Adriane Damiano	Health/Phys Ed teacher	UHS	5/16/2022-6/30/2022	Unpaid FMLA/NJFLA (concurrently) for child rearing leave	
John Filgueiras	Paraprofessional Special services	UHS	3/7/2022-4/14/2022	Paid medical leave	
Jamie Gunderson	Teacher	Connecticut Farms	Return 9/1/2022	Extension of leave now under unpaid FMLA	
Nicole Pazdan	Science teacher	Kawameeh	5/31/2022-11/28/2022	Paid child rearing leave and unpaid FMLA/NJFLA (concurrently)	

**P-5. APPROVE UPDATED DESIGNEES – STUDENT ACTIVITIES ACCOUNT**

Approve updated designees for the Student Activities Accounts for Union High School, Kawameeh Middle School, Burnet 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-6. APPROVE DIRECTOR OF PERSONNEL TO ATTEND MEETINGS/EVENTS – HCBU OFFICIALS**

Approve Vincent Retino, Director of Personnel, to attend meetings/events with HCBU officials to establish and facilitate partnerships to benefit future recruitment and hiring for the district.

P-7. *Agenda item approved on April 12, 2022 worksession (substitute list)*

**P-8. APPROVE JOB DESCRIPTION – DEAN OF RESTORATIVE PRACTICES**

Approve Dean of Restorative Practices Job Description, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: Dr. Francis (P-1A-7, P-1C-1), Mrs. Regis-Darby (P-1A-8, P-1A-7)

ABSTAIN: Dr. Francis (P-1A-8, P-8); Mrs. Regis-Darby (P-1A-9; P-1C) **MOTION CARRIED**

Upon the recommendation of the Superintendent of Schools, the following resolution was moved by Ms. McKenzie, seconded by Mrs. Minneci, for adoption:

**P-1B PERSONNEL ACTIONS – EXTRA PAY**

Personnel Actions-Extra Pay and omitting #119-183 and adding as revised in executive session, 23 additional staff members for their missed prep and additional classes, be approved in accordance with the information appended to the minutes.

**DISCUSSION:**

None

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O’Shea, Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

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. Minneci, seconded by Ms. Santana, that the meeting be adjourned at 11:14 p.m.

AYE: Mrs. Brens-Watson, Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON  
BOARD SECRETARY



