

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – March 22, 2022

NOTICE OF MEETING:

TO ALL BOARD OF EDUCATION MEMBERS:

The regular meeting of the Board of Education of the Township of Union was held on Tuesday, March 22, 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. Via in-person and zoom.

Mrs. Williams called the meeting to order at 7:07 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mrs. Nellis Regis-Darby, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson (7:08 via zoom); Mr. John O’Shea (7:39 p.m.)

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy Esq. and Mr. David Kass, Esq.

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

Mrs. Brens-Watson attending meeting via Zoom (7:08 p.m.)

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.

Ms. McKenzie read the district’s mission statement.

Comments from Public on Resolutions

None

Approval of Minutes:

Moved by Ms. McKenzie, seconded by Mrs. Minneci, that the following minutes be approved:

1. January 6, 2022 – reorganization meeting
2. January 11, 2022 – worksession
3. January 11, 2022 – executive session

4. January 18, 2022 – regular meeting
5. January 18, 2022 – executive session

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Communications:**

**REQUEST FOR LEAVE – BLASI**

Request for paid child rearing leave and unpaid FMLA/NJFLA from Regina Blasi, teacher-Connecticut Farms Elementary School, May 11, 2022-December 7, 2022.

**REQUEST FOR LEAVE EXTENSION – DRIVAS**

Request for extension of unpaid non-FMLA/non-NJFLA from Christine Drivas, teacher-Hannah Caldwell Elementary School, through March 31, 2022.

**REQUEST FOR INTERMITTENT LEAVE – KLEIN**

Request for intermittent FMLA/NJFLA leave from Peter Klein, school social worker-Union High School, February 28, 2022-June 24, 2022.

**REQUEST FOR LEAVE – THOMAS**

Request for paid medical leave from Jenelle Thomas, teacher-Hannah Caldwell Elementary School, February 8, 2022-March 15, 2022.

**REQUEST FOR LEAVE EXTENSION – STROBEL**

Request for extension of unpaid FMLA followed by unpaid non-FMLA from Patricia Strobel, 10-month secretary-Union High School Attendance, through March 31, 2022.

**REQUEST FOR LEAVE EXTENSION – VICIDOMINI**

Request for extension of unpaid FMLA and non-FMLA from Julia Vicidomini, Confidential Administrative Assistant-IT Department/Union High School, through March 31, 2022.

**REQUEST FOR LEAVE EXTENSION – WOJCIK**

Request for extension of paid medical leave from Karen Wojcik, 12-month secretary-Special Services/Hamilton, return date April 15, 2022.

**LETTER OF RESIGNATION – COLABELLA**

Letter of resignation from Micaela Colabella, math teacher-Union High School, effective April 16, 2022.

**LETTER OF RESIGNATION – CRESPO**

Letter of resignation from Marie Crespo, café aide-Hannah Caldwell Elementary School, effective February 11, 2022.

**LETTER OF RETIREMENT – DIMPERIO**

Letter of resignation, for the purpose of retirement, from Diane Dimperio, math and science teacher-Jefferson School, effective July 1, 2022.

**LETTER OF RETIREMENT – GAINEY**

Letter of resignation, for the purpose of retirement, from Karen Gainey, television production teacher-Union High School, effective June 30, 2022.

**LETTER OF RESIGNATION – GILLESPIE**

Letter of resignation from Brian Gillespie, special education teacher-Burnet Middle School, effective April 14, 2022.

**LETTER OF RETIREMENT – GUILFOYLE**

Letter of resignation, for the purpose of retirement, from Maureen Guilfoyle, Director of Instruction and Funded Programs-Central Office, effective September 1, 2022.

**LETTER OF RETIREMENT – HRDINA**

Letter of resignation, for the purpose of retirement, from Sharon Hrdina, library media clerk-Connecticut Farms Elementary School, effective September 1, 2022.

**LETTER OF RETIREMENT – HERNANDEZ**

Letter of resignation, for the purpose of retirement, from Jamie Hernandez, head custodian-Livingston Elementary School, effective August 1, 2022.

**LETTER OF RESIGNATION – MORENO-FAMILIA**

Letter of resignation from Maribel Moreno-Familia, part-time bus driver-Transportation Department, effective March 15, 2022.

**LETTER OF RESIGNATION – ROBERTS**

Letter of resignation from Shareenah Roberts, paraprofessional-Burnet Middle School, effective February 19, 2022.

**LETTER OF RETIREMENT – ROBERTS**

Letter of resignation, for the purpose of retirement, from Susan Roberts, financial literacy teacher-Kawameeh Middle School, effective July 1, 2022.

**LETTER OF RETIREMENT – WACHTER**

Letter of resignation, for the purpose of retirement, from Claire Wachter, paraprofessional-Battle Hill Elementary School, effective July 1, 2022.

**REQUEST FROM TOWNSHIP OF UNION VETERAN'S ALLIANCE**

Request from the Township of Union Veteran's Alliance Parade Committee for the use of Hannah Caldwell Elementary School's auditorium on May 14, 2022 for a fundraiser.

**LETTER OF RESIGNATION – BOYD**

Letter of resignation from Lori-Ann Boyd, 12-month secretary-Union High School, effective March 11, 2022.

**REQUEST FOR INTERMITTENT LEAVE – CIGOL**

Request for intermittent FMLA/NJFLA from Karin Cigol, assistant teacher-pre-k program-Hannah Caldwell Elementary School, February 25, 2022-February 25, 2023.

**REQUEST FOR INTERMITTENT LEAVE EXTENSION – ERICKSON**

Request for extension of current intermittent FMLA/NJFLA (concurrently) from Lisa Erickson, special education teacher-Battle Hill Elementary School, through 12/10/2022.

**REQUEST FOR LEAVE EXTENSION – GREEN**

Request for extension of non-FMLA leave from Ruth Green, paraprofessional-Hannah Caldwell Elementary School, new return date September 1, 2022.

**REQUEST FOR LEAVE – HOFFMANN**

Request for paid medical leave from Patrice Hoffmann, school counselor-Burnet Middle School, March 25, 2022-June 17, 2022.

**REQUEST FOR LEAVE – MEICHOR**

Request for paid medical leave from Julie Melchor, vocal music teacher-Jefferson School, March 14, 2022-April 22, 2022.

**REQUEST FOR LEAVE – REGUINHO**

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Jennifer Reguinho, kindergarten teacher-Hannah Caldwell Elementary School, April 25, 2022-November 30, 2022.

**REQUEST FOR LEAVE – ROOF**

Request for paid medical leave from Laurie Roof, Vice Principal-Union High School, March 4, 2022-April 29, 2022.

**REQUEST FOR LEAVE – GEORGE**

Request for unpaid FMLA from Sheren George, paraprofessional-Burnet Middle School, March 14, 2022-May 13, 2022.

**REQUEST FOR LEAVE – SULCOV**

Request for paid child rearing leave and unpaid FMLA/NJFLA (concurrently) from Stephanie Sulcov, school psychologist-Battle Hill Elementary School, February 22, 2022-May 31, 2022.

**LETTER OF RESIGNATION – JEREZ**

Letter of resignation from Luis Jerez, Maintenance and Grounds-Central Office, effective April 8, 2022.

**Superintendent's Report:**

Dr. Taylor stated that three students are being spotlighted tonight.

Benjamin Duvelson is a junior at Union High school and is the son of Haitian immigrants and has four brothers. Growing up he has always enjoyed politics, reading and public speaking. He has been competing in speech and debate competitions since middle school and has inspired to join The American Legion High School Oratorical Scholarship by his English teacher Ms. Mangarella.

He was also personally drawn to competing in the contest because of his background. As someone who is both black and who has a chronic illness he feels motivated to compete and win, to inspire others who struggle with the same things he does. He wants other students like him to know that they are capable of doing anything they put their mind to. He would like to remind them that setbacks are inevitable but what matters is that you continue to push forward.

The inspiration for his speech “In Memoriam: Our Democracy” comes from the increasing amount of political division he is seeing in the country. The title of the speech is dramatic but for good reason, he believes that our democracy is in a state of decay due to the lack of education on our constitution and government in general. As he states in his speech “we cannot hope to unify with each other when both sides of the aisle are uninformed on the most basic structures of governance and laws found in the Constitution”. He hopes that those who hear his speech will take to heart the message he is trying to convey and that it will inspire and encourage others to educate themselves about our constitution.

Ms. Frazier will come up to join me. Ms. Frazier is a special person educator who has a strategy to improve math skills and has worked with our students and drastically improved their capabilities.

Ms. Frazier stated she has been education for about 12 years. I am a district math supervisor, a university professor at Rutgers University and also a CEO and founder of my own company. We are a math educational consulting company that majors in math education. You might think tutoring but I want you to think more than that. We offer professional development for all educators and parents so we can help students with mathematics. I am here tonight to present Chelsea tonight with an award because we can tutor in mathematics. We had a scholarship program in February where students can apply for up to \$1,500 in tutoring for mathematics if they want to major in a math field in college. Chelsea is our first annual scholarship recipient. Her tutoring would start in April and I want to present her with an award and one of our notebooks. Thank you.

Dr. Taylor stated we have Katherine from Hannah. Ms. McLean (via Zoom) will speak about Katherine. Ms. McLean stated I am the interim principal at Hannah Caldwell and I'm proud to recognize Katherine, a third grader at Hannah, because she never judges and being

different is o.k. It makes others feel special and unique. She is kind and compassionate and is in tune on how others feel. She is quite and shy and she flies under the radar and I thought that was a unique special quality to have at a tender young age.

Ms. Santana stated I was inspired by Ms. Frazier. Thank you for being a representative so little girls of no matter what color, hair texture, whatever they look like, would want to be like you. I did not have that growing up. We see you, we hear you and thank you for all you do to help all our children.

Dr. Taylor stated now we will talk about the budget. A huge shout out to Mrs. Koon, Dr. Perez and Mr. Benaquista. We worked very diligently to get this done. The presentation will be on the district website.

A summary of the Fiscal Year 2023 Budget is below:

**Budget Challenges:** school provides services to 7,306 students in 10 schools. There are 1,078 employees. 150 students with special needs go to other schools. The district needs to be competitive with other districts to retain and attract bus drivers and bus aides. We cannot afford to lose personnel. District reserves have not been effectively replenished for the last several years. The state has underfunded New Jersey school districts for decades. A 2% limit on local taxes is below the rate of salary, health benefit and inflation increases.

**Budget Planning Process:** Superintendent/business administrator meetings with each leader – January 11, 12, 13, 26; Superintendent team meetings: February 11, 16, 22, 25, 28, March 2, 3 and 4. Board fiscal and planning committee meetings: March 7 and 14 and Board review March 22.

**Budget Solutions:** balance the budget without any reductions in force or eliminate of positions by using additional ESSER III funds and “fund balance”. Provide bus drivers and aides salary increase and single coverage benefits using additional state aid. Replenish reserves by using fund balance.

Mr. O’Shea arrived at 7:39 p.m.

Mrs. Koon presented the preliminary budget for 2023 – see presentation attached to minutes. A summary is below:

#### Proposed Operating Expenditures – 2022-2023

- Salaries - \$77,975,596
- Benefits - \$26,475,872
- Contracted services – substitute service, professional development, special education services, etc - \$6,581,685
- Repairs and maintenance for schools - \$1,472,838
- Other purchased services – out of district special education tuition, UCES, MUJC, etc. - \$21,584,705
- Instructional and support supplies - \$5,117,193

- Instructional and support equipment - \$502,247
- Miscellaneous costs – legal, athletic, etc - \$871,611
- Pre-K - \$1,000,000

Proposed Expenditure Summary (5.27% increase from 2021-2022 to 2022-2023):

- Total Operating Expenditures - \$141,581,747
- Total Expenditures (operating plus grant spending, plus fund balance, plus debt) - \$154,388,153

Operating Revenue:

- Total State Aid - \$38,465,618
- Saved Funds (fund balance) - \$3,645,708
- Local Taxes - \$97,442,110

Financial Impact on Residents:

- Total Expenditures General Fund - \$141,581,747
- Tax Levy - \$97,442,109
- Increase for Average Home - \$137.64

Dr. Taylor stated we will not be reducing any forces:

Long-Term Fiscal Health:

- Restructure middle and high school schedules to maximize teaching periods
- Continue scrutinizing every requested purchase
- Streamline transportation services when elementary schools are reorganized
- Leverage special education “audit” to build district programs that keep special needs students in their community

Mrs. Regis-Darby stated she wanted a clarification on the enrollment – an additional 163 that came into the district later – we have \$316,000. Mrs. Koon stated we received an enrollment adjustment of \$346,950.

Mrs. Regis-Darby stated in terms of the 2023 budget lines items – what can that dollar amount be used for – specific buildings? Mrs. Koon stated the \$346,950 is part of our tax levy. It is all inclusive. The 163 increase in students is based on the ASSA – October 15, 2020 to 2021. Students move in and out daily. The State chooses a cutoff and then they do their weighted average on what they will provide.

Mrs. Regis-Darby stated the \$5.7 million - is that ESSER? The additional \$1 million – is that from the State – the pre-k total. Mrs. Koon stated the new moneys for pre-k is \$5.8 million; that does not include general eds contribution of the \$1 million plus any carry over that pre-k did not spend last year. Adding all that up – it will be close to \$7 million. Mrs. Regis-Darby asked are we allowed to carry over? Mrs. Koon stated yes and it is roughly \$729,000.

Dr. Taylor stated we may get a few more dollars in extraordinary aide – that we receive in July for special education costs. We may have people retire sometime mid-year next year and we might get breakage which is the difference between dollars of salaries. We would like to put that money in two places – back in the fund balance and replenishing our reserves. They are below sufficiency. Mrs. Regis-Darby stated and that was a recommendation of the auditors.

Mrs. Guilfoyle presented the ESSER I, II and III Funds – presentation appended to minutes. A summary is below:

Allowable under ESSER I, II and III:

- Anything authorized by ESSA, IDEA, AEFLA, Perkins and McKinney-Vento
- COVID preparedness and response efforts
- Activities for low-income, homeless and foster
- Developing and implementing procedures and systems
- Training and PD on minimizing
- Purchasing supplies to sanitize and clean
- Technology for students and staff
- Mental health services and supports
- Summer learning and supplemental afterschool programs
- Providing principals with resources necessary to address individual needs of schools
- Implementing public health protocols
- Addressing learning loss
- School facility repairs to reduce risk of virus transmission
- Air quality improvements
- Other necessary activities to maintain operation and keep staff employed

Project Period:

- ESSER I, II and III may be used for pre-award costs dating back to March 13, 2022.
- Funds are available through September 30, 2022 for ESSER I; through September 30, 2023 for ESSER II and through September 30, 2024 for ESSER III

Allocations:

- ESSER I - \$762,531 (non-public \$34,834)
- ESSER II - \$3,209,486
- ESSER III - \$7,550,824

ESSER I (Cares Funds):

- Chromebooks to expand 1:1
- Laptops for classroom teachers to use for virtual/hybrid learning
- Supplies to clean and disinfect all school buildings (including St. Michael's)
- Professional development for teachers to enhance remote/virtual learning



ESSER II Funds - \$2,973,652

- Additional funding is to provide direct money to LEAs to assist in safely reopening schools, measuring and effectively addressing significant learning loss and taking other actions to respond to the impact of COVID -19 on educators, students and families.

ESSER II Expenditures:

- Salaries and benefits - \$134,024
- Instruction supplies, software licenses, summer learning supplies, etc. - \$473,502
- Buildings – aluminum window reconstruction, replace/repair HVAC systems - \$2,230,240
- PD for teachers on data analysis and intervention strategies, etc. - \$135,886

Learning Acceleration Grant - \$190,834:

- 75% of funds to be used to support research-based academic enrichment activities
- 25% of funds to be used for activities that support the broader learning ecosystem

Mental Health Supports and Services - \$45,000:

- Funds will support schools in building or enhancing a continuum of school-based mental health services for students

ARP ESSER – Stakeholder Committee Members:

- Maureen Guilfoyle-Chair
- Gerry Benaquista, Jason Malanda, Randi Hutchinson, Sandra Paul, Yolanda Koon, Kim Conti, Deanna Chase, John O’Shea, Rich D’Avanzo and Craig Wojcik

ARP ESSER Sub Grant - \$6,683,092

ESSER PROGRAMS:

- Lobe Learning Virtual STEM Program
- Varsity Tutoring Program
- Summer Bridge to Accelerate Learning

Dr. Taylor stated presentation will be uploaded to website.

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 approval:

E-1. *Agenda item adopted at March 8, 2022 worksession (Affirm Superintendent Report – February 8, 2022-February 15, 2022)*

E-1A. *Agenda item reported at March 8, 2022 worksession (Report HIB February 16, 2022-March 8, 2022)*

**E-1A-1. AFFIRM SUPERINTENDENT’S DETERMINATION OF HIB**

Affirm the Superintendent’s determination of Harassment, Intimidation and Bullying (HIB) for the periods February 16, 2022 to March 8, 2022, in accordance with the information appended to the minutes.

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

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period March 9, 2022 to March 22, 2022, in accordance with the information appended to the minutes (no vote required; for reporting purposes only).

**E-2. APPROVE ELL THREE-YEAR PLAN**

Approve ELL Three-Year Plan for years 2021-2024, in accordance with the information appended to the minutes.

**E-3. APPROVE HOME SCHOOLED STUDENT TO PARTICIPATE IN ATHLETIC PROGRAM**

Approve H.S., a middle school student who is home schooled, to participate in the middle school baseball program.

E-4. *Agenda item removed at March 22, 2022 Board Meeting (updated school calendar-2021-2022)*

**E-5. APPROVE UPDATED SCHOOL CALENDAR – 2022-2023**

Approve updated School Calendar for the 2022-2023 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby asked what were the changes to the 2021-2022 school year calendar and the 2022-2023 school calendar? Dr. Taylor stated we will not be making any changes to the 2021-2022 school calendar so E-4 should be pulled from the agenda and additional PD days were added to the 2022-2023 school calendar.

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**

**Fiscal and Planning Committee Resolutions:**

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

**F-1. TREASURER’S REPORT**

That the Treasurer’s Report dated February 28, 2022 be accepted.

**F-2. SECRETARY'S REPORT**

That the Secretary's Report dated February 28, 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 February 28, 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 February 28, 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. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES**

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

**F-7. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIPS**

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

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

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

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

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

| School            | Account/Department   | Vendor/Description  | Amount     |
|-------------------|----------------------|---|------------|
| Union High School | 2045/Music           | Villani Bus Company – two coach buses for June 4, 2022 Music in the Park Festival | \$3,300.00 |
| Union High School | SAA 2045/Music/UHSPC | Music in the Parks/Festivals of Music – entrance fee for UHSPAC                   | \$7,350.00 |
| Union High School | 2018/Senior Awards   | Policeman’s Benevolent Assoc – Student TBD  | \$1,000.00 |
| Union High School | 2018/Senior Awards   | Khalid Shahid Memorial Scholarship – Student TBD                                  | \$2,000.00 |
| Union High School | 2018/Senior Awards   | Khalid Shahid Memorial Scholarship – Student TBD                                  | \$2,000.00 |
| Union High School | 2018/Senior Awards   | Douglas M. Krueger Memorial Scholarship – Student TBD                             | \$1,000.00 |
| Union High School | 2018/Senior Awards   | Wayne Russo Memorial Scholarship – Student TBD                                    | \$2,500.00 |
| Union High School | 2018/Senior Awards   | Connect One Bank – Student TBD  | \$1,00.00  |
| Union High School | 2018/Senior Awards   | Connecticut Farms Church Heritage Scholarship – Student TBD                       | \$1,000.00 |
| Union High School | 2018/Senior Awards   | Vogel Memorial Prize for Excellence in French – Student TBD                       | \$1,000.00 |
| Union High School | 2018/Senior Awards   | Chamber of Commerce – VoTech Scholarship -Student TBD                             | \$1,000.00 |
| Union High School | 2018/Senior Awards   | Chamber of Commerce – 4-year University Scholarship Student TBD                   | \$1,000.00 |

**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   |
|-------------------------|-------------------------|---|
| Chipotle                | April 4, 2022           | Kawameeh/Music Dept. – raise funds for chorus competition |
| BSN (softball clothing) | March 15-April 15, 2022 | UHS/Softball – raise funds for softball program           |

|   |                        |   |
|---|------------------------|---|
| Old Fashion Candy                                 | March 16-June 22, 2022 | UHS/Boys Volleyball – raise funds for personalized jerseys for team and backpacks for Varsity players |
| Spring Production Concessions                     | April 1-April 9, 2022  | UHS/PAC – sell concessions at spring musical to cover production costs                                |
| Tip Your Cap Classic-Tunnels to Towers Foundation | March 15-June 1, 2022  | UHS/Baseball – to raise funds to be donated to Tunnel to Towers Foundation                            |
| Pretzel Sale                                      | March 18-June 30, 2022 | Washington Elementary School – to raise funds for Washington Wages Incentive                          |
| Flowers for Graduation                            | June 24, 2022          | UHS/Juniors Club – to raise money for Class of 2023   |
| Cookie Sale                                       | March 21-June 16, 2022 | UHS/Club TESSLO/Unified Club – to raise funds for club activities                                     |
| UHS for Ukraine                                   | March 8-April 14, 2022 | UHS/Model UN/NHS – to collect needed products to provide humanitarian relief                          |
| Program Ad Sale                                   | March 23-May 13, 2022  | KMS/Musical – to raise funds for spring musical   |
| Play Costumes                                     | May 23-April 13, 2022  | KMS/Musical – to raise money to cover costs of student costumes for musical                           |
| T-Shirt Sale                                      | March 23-May 13, 2022  | KMS/Musical – to raise funds for spring musical   |
| DVD   | March 23-June 20, 2022 | KMS/Musical – to cover costs of DVD copies for cast members   |
| Dress Down Day (Staff)                            | March 23-June 20, 2022 | KMS/Musical – to raise funds for play   |
| Lemonade Sale                                     | April 4-June 24, 2022  | Burnet Middle School/Club Unify/PBSIS – to raise funds for Ukraine Crisis Relief Fund                 |

#### F-12. ACCEPT DONATIONS

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

| From                          | For Use By                          | \$/Item    |
|-------------------------------|-------------------------------------|------------|
| Joseph Streit (Class of 1965) | Union High School Scholarship Fund  | \$50.00    |
| PepsiCo                       | Union High School                   | \$180.21   |
| Shutterfly, LLC               | Connecticut Farms Elementary School | \$1,248.14 |

#### F-13. APPROVE INCREASE IN P.O. 22-00893 – ASSISTIVE TEK LLC

Approve increase to Purchase Order No. 22-00893 with AssistiveTek LLC to provide the assistive technology evaluations for district students for the 2021-2022 school year (increase from \$3,900.00 to \$10,500.00; additional funds are required to meet district student's needs) [Account #11-000-219-320-01-19].

#### F-14. APPROVE SUBMISSION OF AMENDMENT TO PERKINS GRANT

Approve the submission of an amendment to the FY22 Perkins Grant on February 24th, 2022.

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***Resolutions F-15 Through F-19 Concern the  
Proposed Budget for the 2022-2023 School Year***

**F-15. APPROVE GENERAL FUND TAX LEVY – PRELIMINARY BUDGET**

Approve the General Fund tax levy of \$97,442,109.00 in the 2022-2023 school year, in accordance with the information appended to the minutes.

**F-16. 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-17. APPROVE ESTABLISHING A MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES**

Approve establishing a maximum dollar limit for professional services (\$3,429,791.00), in accordance with the information appended to the minutes.

**F-18. 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.

**F-19. APPROVE USE OF ENROLLMENT ADJUSTMENT**

Approve in the final budget the adjustment for enrollment in the amount of \$346,950.00 in accordance with N.J.A.C. 6A:23A-15.3. The district has fully exhausted all eligible statutory spending authority. The adjustment will be used for instructional supplies and materials and will complete this by June 30, 2023 and acknowledges that it cannot be deferred or incrementally completed over a longer period of time.

\*\*\*\*\*

**F-20. APPROVE DISTRIBUTION OF FUNDS – UHS SENIOR SCHOLARSHIP AWARDS**

Approve distribution of funds from the following Union High School Senior Scholarship Awards: (a) \$100 – Dora D. Feins Achievement Awards Fund, (b) \$90 – Dora D. Feins Achievement Awards Fund (cost of two plaques), (c) \$100 – Myrtle V. Hassey Awards Fund (two awards - \$50 each), (d) \$1,500 – Ellen S. Rever Memorial Scholarship Fund (three awards - \$500 each), (e) \$1,000 - Anna Zofay Slobodanyk Memorial Fund (two awards - \$500 each).

**F-21. APPROVE RESIDENCY VERIFICATION COMPANY**

Approve Clear, a West Publishing Corporation, to provide technology to assist the district with residency verifications.

**F-22. *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-23. APPROVE EDUCATIONAL AUDIOLOGY RESOURCES – EVALUATIONS**

Approve Donna M. Merchant, Educational Audiology Resources, LLC, to provide central auditory processing evaluations with educational based report at the rate of \$700.00 per evaluation and classroom acoustic evaluations (includes onsite visit for sound measures with report) for the 2021-2022 school year (not to exceed \$2,450.00), in accordance with the information appended to the minutes [Account #11-000-219-320-01-19].

**F-24. APPROVE INCREASE IN PURCHASE ORDER – NJ NEUROLOGY INC.**

Approve an increase to P.O. 22-00805 with NJ Neurology Inc. to provide the following neurological and neurodevelopmental evaluations for the 2021-2022 school year (from \$5,400.00 to \$20,400.00); the additional funds are required to meet district student's needs [Account #11-000-219-320-01-19].

**F-25. APPROVE TRANSPORTATION AGREEMENT – MERCER COUNTY SPECIAL SERVICES SCHOOL DISTRICT**

Approve Transportation Agreement between the Board of Education of Mercer County Special Services School District (MCSSSD) and the Township of Union Public Schools for the 2021-2022 school year, 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**

**Operations Committee Resolutions:**

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mrs. Minneci, seconded by Ms. McKenzie 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 CAMP INVENTION – JEFFERSON SCHOOL**

Approve the Summer Programs Camp Invention to be held at Jefferson School: (a) August 1-5, 2022 – 8:30 a.m. to 2:45 p.m. and (b) August 8-12, 2022 – 8:30 a.m. to 2:45 p.m.

**O-3. APPROVE REQUEST FROM TOWNSHIP OF UNION VETERAN'S ALLIANCE**

Request from the Township of Union Veteran's Alliance Parade Committee for the use of Hannah Caldwell Elementary School's auditorium on May 14, 2022 for a fundraiser, 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**

**Personnel Committee Resolutions:**

Dr. Francis stated he had questions on personnel and it would like to table P-1A-10 and P-1C-3 until after executive session.

Moved by Dr. Francis, seconded by Ms. McKenzie that P-1A and P-1C be tabled until after executive 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**

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. McKenzie, seconded by Mr. O’Shea, for adoption:

P-1A. *Agenda item tabled until after executive session (personnel actions-new hires).*

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

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

P-1C. *Agenda item tabled until after executive session (personnel actions-transfers).*

**P-2. APPROVE ATTENDANCE AT ASBO INTERNATIONAL ANNUAL CONFERENCE – KOON**

Approve Yolanda Koon to attend the ASBO International Annual Conference in Atlantic City, New Jersey (June 7-10, 2022) for a total cost not to exceed \$2,000.

**P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT**

Accept letters of resignation/retirement from the following staff:

| Name | Position | Location | Eff. Date | Reason | Notes   |
|------|----------|----------|-----------|--------|---|
|      |          |          |           |        | Resignations/<br>Retirements are<br>subject to contractual<br>notice to be given<br>accordingly |



|                        |  |                           |           |             |                                   |
|------------------------|--|---------------------------|-----------|-------------|-----------------------------------|
| Micaela Colabella      | Math teacher                               | UHS                       | 4/16/2022 | Resignation | Adequate contractual notice given |
| Marie Crespo           | Café aide                                  | Hannah                    | 2/11/2022 | Resignation |                                   |
| Diane Dimperio         | Math and science teacher                   | Jefferson                 | 7/1/2022  | Retirement  | Adequate contractual notice given |
| Karen Gainey           | Television production teacher              | UHS                       | 6/30/2022 | Retirement  | Adequate contractual notice given |
| Brian Gillespie        | Special education teacher                  | BMS                       | 4/14/2022 | Resignation | Adequate contractual notice given |
| Maureen Guilfoyle      | Director of Instruction and Funded Program | Central Office            | 9/1/2022  | Retirement  | Adequate contractual notice given |
| Sharon Hrdina          | Library media clerk                        | Connecticut Farms         | 9/1/2022  | Retirement  | Adequate contractual notice given |
| Jamie Hernandez        | Head custodian                             | Livingston                | 8/1/2022  | Retirement  | Adequate contractual notice given |
| Maribel Moreno-Familia | Part-time bus driver                       | Transportation Department | 3/15/2022 | Resignation |                                   |
| Shareenah Roberts      | Paraprofessional                           | BMS                       | 2/19/2022 | Resignation | Adequate contractual notice given |
| Susan Roberts          | Financial literacy teacher                 | KMS                       | 7/1/2022  | Retirement  | Adequate contractual notice given |
| Claire Wachter         | Paraprofessional                           | Battle Hill               | 7/1/2022  | Retirement  | Adequate contractual notice given |
| Lori-Ann Boyd          | 12-month secretary                         | UHS                       | 3/11/2022 | Resignation |                                   |
| Luis Jerez             | Maintenance and grounds                    | Central Office            | 4/8/2022  | Resignation |                                   |

#### P-4. APPROVE LEAVES

Approve leaves for the following staff:

| Name             | Position             | Location          | Leave Dates                                  | Leave Type                                     | Notes   |
|------------------|----------------------|-------------------|--|--|---|
| Regina Blasi     | Teacher              | Connecticut Farms | 5/11/2022-12/7/2022<br>Return: 12/8/2022     | Paid child rearing leave and unpaid FMLA/NJFLA | FMLA/NJFLA (concurrently) not to exceed 12 weeks                  |
| Christine Drivas | Teacher              | Hannah            | Extension through 3/31/2022; return 4/1/2022 | Extension of unpaid non-FMLA/Non-NJFLA         | FMLA/NJFLA entitlement exhausted; original leave began 12/13/2021 |
| Peter Klein      | School social worker | UHS               | Intermittent 2/28/2022-6/24/2022             | Intermittent FMLA/NJFLA                        | FMLA/NJFLA (concurrently) not to exceed 12 weeks                  |

|                   |                                       |                                |  |   |  |
|-------------------|---------------------------------------|--------------------------------|--|---|--|
| Jenelle Thomas    | Teacher                               | Hannah                         | 2/8/2022-3/15/2022                             | Paid medical leave  |  |
| Patricia Strobel  | 10-month secretary                    | UHS/<br>Attendance             | Extension through 3/31/2022<br>Return 4/1/2022 | Extension of unpaid FMLA followed by unpaid non-FMLA          | FMLA not to exceed 12 weeks<br>Non-FMLA to follow        |
| Julia Vicidomini  | Confidential Administrative Assistant | IT Department/<br>UHS          | Extension through 3/31/2022<br>Return 4/1/2022 | Extension of unpaid FMLA and non-FMLA                         | FMLA not to exceed 12 weeks;<br>non FMLA to follow       |
| Karen Wojcik      | 12-month secretary                    | Special Education/<br>Hamilton | Return 4/15/2022                               | Extension of paid medical leave                               | Org. leave began 6/15/2021                               |
| Karen Cigol       | Assistant Teacher – pre k program     | Hannah                         | 2/25/2022-2/25/2023                            | Intermittent FMLA/NJFLA                                       | FMLA/NJFLA (concurrently) not to exceed 12 weeks         |
| Lisa Erickson     | Special Education Teacher             | Battle Hill                    | Extension through 12/10/2022                   | Extension of current intermittent FMLA/NJFLA (concurrently)   | FMLA/NJFLA (concurrently) not to exceed 12 weeks         |
| Ruth Green        | Paraprofessional                      | Hannah                         | Return 9/1/2022                                | Extension of non FMLA leave                                   | FMLA entitlement exhausted (org. leave began 10/13/2021) |
| Patrice Hoffmann  | School Counselor                      | BMS                            | 3/25/2022-6/17/2022                            | Paid medical leave  |  |
| Julie Melchor     | Vocal Music Teacher                   | Jefferson                      | 3/14/2022-4/22/2022<br>Return 4/25/2022        | Paid medical leave  |  |
| Jennifer Reguinho | Kindergarten Teacher                  | Hannah                         | 4/25/2022-11/30/2022<br>Return 12/1/2022       | Paid child rearing leave and unpaid FMLA/NJFLA (concurrently) | FMLA/NJFLA (concurrently) not to exceed 12 weeks         |
| Laurie Roof       | Vice Principal                        | UHS                            | 3/4/2022-4/29/2022<br>Return 5/2/2022          | Paid medical leave  |  |
| Sheren George     | paraprofessional                      | BMS                            | 3/14/2022-5/13/2022                            | Unpaid FMLA   |  |
| Stephanie Sulcov  | School Psychologist                   | Battle Hill                    | 2/22/2022-5/31/2022<br>Return 6/1/2022         | Paid child rearing leave and unpaid FMLA/NJFLA (concurrently) |  |

P-5. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2021-2022 school year 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

Mrs. Minneci stated congratulations to Ms. Gainey and Mrs. Guilfoyle on their retirement and thank you for your time, energy, and expertise. You are appreciated.

Policy Committee:

Upon recommendation of the Superintendent of Schools and the Policy Committee, the following policies were moved by Ms. Santana, seconded by Ms. McKenzie for adoption:

POL-1. APPROVE POLICY 1648.11

Approve Policy 1648.11 – The Road Forward COVID-19 – Health and Safety, in accordance with the information appended to the minutes.

POL -2. APPROVE POLICY 2415.05

Approve Policy 2415.05 – Student Surveys, Analysis, Evaluations, Examinations, Testing or Treatment, in accordance with the information appended to the minutes.

POL-3. APPROVE POLICY 2431.4

Approve Policy 2431.4 – Prevention and Treatment of Sports-Related Concussions and Head Injuries, in accordance with the information appended to the minutes.

POL-4. APPROVE REGULATION 2431.4

Approve Regulation 2431.4 – Prevention and Treatment of Sports-Related Concussions and Head Injuries, in accordance with the information appended to the minutes.

POL-5. APPROVE POLICY 2451 (NEW)

Approve Policy 2451 – Adult High School, in accordance with the information appended to the minutes.

POL-6. APPROVE REGULATION 2460.30 (NEW)

Approve Regulation 2460.30 – Additional/Compensatory Special Education and Related Services, in accordance with the information appended to the minutes.

**POL-7. APPROVE POLICY 2622**

Approve Policy 2622 – Student Assessment, in accordance with the information appended to the minutes.

**POL-8. APPROVE REGULATION 2622 (NEW)**

Approve Regulation 2622 – Student Assessment, in accordance with the information appended to the minutes.

**POL-9. APPROVE POLICY 5541 (NEW)**

Approve Policy 5541 – Anti Hazing, in accordance with the information appended to the minutes.

**POL-10. APPROVE POLICY 7540 (NEW)**

Approve Policy 7540 – Joint Use of Facilities, in accordance with the information appended to the minutes.

**POL-11. APPROVE POLICY 8465**

Approve Policy 8465 – Bias Crimes and Bias-Related Acts, in accordance with the information appended to the minutes.

**POL-12. APPROVE REGULATION 8465**

Approve Regulation 8465 – Bias Crimes and Bias-Related Acts, 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**

**Residency Committee Resolutions:**

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

**R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS**

Approval be given to amend the list of students removed from the rolls [three (3) students exited the month of February 2022 (4 from elementary school) or a total of twenty-five (25) students for the 2021-2022 school year] who are not domiciled in this school district and two (2) students who will be allowed to complete 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 #340078 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 #328177 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 #280037 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 #328238 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:

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

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mr. O’Shea, seconded by Mrs. Minneci 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, Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

Ms. Santana stated Kawameeh Middle School is having a volleyball game between Burnet Middle School on March 24.

Washington Elementary School is having a spring vendor fair night, April 9<sup>th</sup>, after the Town egg hunt.

We give accolades to all of our students in recognition of all their hard work, dedication, commitment to represent our schools. I would like to send a huge shout out to the Union High School track team for beating records and coming in number two in the nation at the New Balance Indoor Track Meet. Thank you to Coach Stewart for his commitment to our kids. I hope we celebrate track as much as we celebrate football.

I am a St. Peter's peacock so I would like to give a shout out to our friends down the street. Their next game is Friday so please watch and I'm a proud peacock. Peacocks are loud and aggressive. I'm the new Mr. Arminio.

Dr. Francis stated I would like to also congratulate the track team. The boys placed 2<sup>nd</sup> in the 1600 sprint relay and 3<sup>rd</sup> in the in the 440 relays. Also congratulate the girls – they ran a 4:16 in the relays – they earned 12<sup>th</sup> in the nation.

I have a question that involved my son – he was given eight absences (4 excused/4 unexcused) because he was pulled from his Allied Health Class. The attendance office sent an email to my wife and she had to straighten it out. I think it is unfair and can be detrimental because he is being pulled from the class. This needs to be addressed.

#### Comments from the Public:

David Armino stated Kiss Me Kate is coming – don't forget it. Rotary Club of Union is distributing dictionaries to every third grader in the district. I was at Battle Hill today and they are great kids.

The Rotary Club began its speech contest for the high school. The first, second and third place finishers are awarded scholarships and presented at an elegant soiree. The club will also honor different members of our educational community.

The Friends of the Union Public Library – because of the popularity of the museum passes, the Friends has purchased an additional "Imagine That" pass. It is a great place for 3-5 year old's to play and to do. There are other amazing passes including the Newark Museum, the Intrepid, Liberty Hall, Eastern State Penitentiary and others.

Library is being torn down in Union center. It is being rebuilt to better serve the community. The temporary location is on Stuyvesant Avenue. Since it has moved, they had 100 new library cards distributed to residents of the Town.

Union Township Historical Society – last year it collaborated with the UTEA and invited all of the schools to the Caldwell Parsonage on Caldwell Avenue. The students and their family members received a gift from the UTEA. We have had hundreds of students and family members. We thank the principals and teachers. Washington is the last school that needs to come to the Parsonage and they are scheduled for April 3<sup>rd</sup>. The Historical Society is celebrating Hannah Caldwell day on June 5<sup>th</sup>. Everyone is invited.

2026 – it is the 250th anniversary of the country and the country, State and County are preparing for it. The Historical Society is talking with the Town.

The Chamber of Commerce is very active with the school system and has partnered with Staples to collect items for our schools. They have two generous scholarships for our seniors – one for a college business major and one for a student further education at a trade school or culinary school.

The Gala on June 2<sup>nd</sup> will be honoring retired assistant superintendent Annie Moses along with two retired teachers, Joe and Marie Caterelli, who established the Union's Got Talent.

Ann Margaret Shannon stated UTEA President, thank you Mr. Arminio for mentioning the Parsonage project. It has been a wonderful adventure. I did miss last week's meeting but I heard Mr. Benaquista had some kind words for the UTEA so thank you. The UTEA does strive to be a vital partner to this district and community. I want to thank all the UTEA members and all staff in the district. They are the backbone of the district and they make things happen and get the job done.

Luisa Biaz stated I'm here because of safety concerns; lack of environment in the high school, cell phone usage, many fights are the biggest concern. We have to make changes. Our teachers are feeling defeated. They do not have support. I have spoken to Dr. Taylor and Mr. Hoyt. Action speaks louder than words. We need change. Parents are very concerned. There is strength in numbers. We need to do better for our children. They deserve a better education. I am a proud community member for 20 years. I love Union but I'm very disappointed in the high school. We need to make changes. We need some consistency, predictability, children should not be fighting. We need to find different ways to find resolution. I want to help and be part of the change. I will get more parents involved to make these changes.

Nasita stated Dr. Taylor and I spoke a few weeks ago. I have been a proud resident of Union since 2014 and have three children in the district – Washington, Kawameeh and Livingston. I love this Town but I have serious concerns regarding the high school. I don't have a child there but I don't think I should wait until my child is in high school. A lot gets spoken about on the forum and social media. There does appear to be a lack of control of our students in the high school. We have to have more accountability of our students. Our children have been through a lot in the pandemic regarding mental health issues; all of our parents are under a lot of stress, including myself and my husband, we work full time. I know it is hard to get parents involved because of everything on our plates but we have to find a way and there has to be more accountability for our students. It can't just be disciplinary action solely. There has to be other things implemented to make sure our students are accountable. They need to have structure and they have to know if they do x, y or z, there are going to be consequences. Let us work together. Let us know how we can get more parents here so we can work together and make the high school what it needs to be which is top class. We have top class students here and parents. We deserve to have a top class high school. We have professionals – I'm a physician, my husband is a teacher. We don't want to run away from the high school. If you look at the demographics, as students are getting closer to the high school, families move out because they are looking for something different. We have to leverage the resources that we have. We have unbelievable

diversity – not just our students but our parents. How do we keep the wonderful community that we have here to stick through the high school and bring forth the great community members to stick around. Many of our educators are products of the Town. They always talk about the wonderful education that they received here in the 80's and 90's. How do we bring 2022 to mirror what was going on back then? I hope we can talk about this and get more parents involved.

Kathleen Brunsmeyers stated a proud staff member at Livingston Elementary School preschool. Last month we had read across America, we had an officer from the police department come in to read; Dr. Taylor, Miss Emily and lots of different people from the community come into the different classes to read, even the principals and secretaries. Thank you for giving your time. I had a student from a program in the high school, Tomorrow's Teachers, for a day. He was awesome and got right in there with the pre-k kids. I got to meet other students from that program and they were all such respectable, mature students. I was so proud. I believe Mr. Ziezer is part of that program – so a shout out to him and a shout to those students.

Ms. Chase stated my children are at Hannah Caldwell. I know there is a shortage of teachers in the district. It is affecting our regular staff; there is no oversight of the children during their recess and free time; there are third graders getting bullied; there are fights. The district focuses on social emotional learning and by pulling the special area teachers from classes, they kids are lacking the social emotional learning points. What solutions can we put in place to help with this if the internal resources we have implemented are failing due to staff shortage. Dr. Taylor (inaudible) parents were approved to cover lunch duty to help out, an assembly with the police regarding bullying.

Claudia stated my son is a pre-k student at Hannah. Address the emergency repairs that have been happening at Hannah which has uprooted the aftercare with little notice. The shortage is not just in Union it is across the board. My husband and I come out for our students, who covers for us? I received a notice that no one would be in the building after 4:00 p.m.; what is the emergency causing this and what is being done to fix it. Is it even safe to be in the building? Please let us know.

Dr. Taylor stated the building has had issues with the fire alarm system and the fire inspector required us to close the school immediately because we did not have a fire watch individual on our staff. We since corrected the problem so I don't anticipate any issue going forward.

Susan Lipstein stated as president of the Township of Union Education Foundation. The deadline for grants for the 2022-2023 school year was last week. We received many applications. Thank you to Mrs. Guilfoyle because she has worked with us for many years. I want to wish you well on your retirement and we are going to miss her and her support. We will be announcing recipients of the grants in the following weeks. We have always tried to come up with creative and innovative ideas. Thank you to the community members for their donations.

Lilliana Almata stated my children are at both Hannah and Jefferson but tonight I will speak in regards to Hannah. I'm here to back up Mrs. Chase as my child had been one of the



children who have experienced bullying at Hannah. She is only in first grade. I believe that this is something that should be addressed. The lack of staff is actually resulting in this and not being able to address these issues. My child has witnessed her teacher being so overwhelmed by the issues that some of these children have in terms of social and emotional learning. She currently has 7 children in her class with emotional issues and she is the only person in that class. There is no one there to help her. My understanding is that she has asked for help on several occasions and no one has come to help. As a result my child has had days that she has not wanted to go to school. She has gotten physically ill. She is currently seeing doctors because of these physical illnesses. Our teachers and children need help. Please provide this help. Our children should not be bullied in first grade or getting into fights at lunch. There needs to be more supervision. Our students should not go without gym, computers, art, music because those teachers need to go substitute classes where the teacher is not there. I saw the budget, I see that there is money coming in. I understand we need more but we need to do better and figure out more. If you have any questions pertaining to what we are saying here today, please contact us; we are more than happy to help you figure this out. You have parents that are willing to get involved. These issues need to be addressed now.

Miriam stated I have a child at Hannah and a high schooler. We have been loving our time here. My concern is with the high school – the vaping in the bathrooms. We need more than just the professionals, the parents need to be involved. There are a lot of parents that want to be involved. We want to be part of the conversation. If there is any way the Board of Education can include us. We are ready and want to help. Please let us know how we can help. I'm grateful to Union High School for giving my child the options.

Paul Casey stated I want to echo the comments of the other parents regarding the high school. There are many good things happening there. We have a lot to be proud of. As a district, there has been too much mediocrity and (inaudible). As parents, you are hearing tonight, that this is what we want. We should have a higher standard and expecting better from our schools. There are parents here to support and work with this administration. The last school year, the social emotional learning – is more important because of what many children are going through but that doesn't mean we take a step backwards with regards to our standards of academic and behavioral standards. You have parents here ready to support you. If there is any shortage in the district, we can help. Please ask us.

Mrs. Williams stated she appreciates all the parents who came out and we are willing to work with the parents and we encourage you to come out and be active. People sometimes don't get involved because they feel they aren't being listened to or they don't feel it is worth their time or their time is being wasted. That is not the case, this Board is an amazing Board and we have great people and we are willing to work with our parents. Our Superintendent has put things in place. I hope that you do bring more people so we build this up with people that are engaged and care. It doesn't matter if it is positive or negative. We need parents to come out and tell us what they need and we will work together.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Ms. McKenzie, that the Board go into Executive Session at 8:54 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel; litigation update.

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session when the disclosure 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

Mrs. Williams left prior to executive session (8:54 p.m.)

The Board returned to public session at 10:04 p.m.

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Ms. McKenzie, seconded by Mrs. Scott-Hayden that the following resolution be adopted:

P-1A. PERSONNEL ACTIONS – NEW HIRES

Personnel Actions-New Hires be approved in accordance with the information appended to the minutes. (*P-1A-10 – tabled at March 22, 2022 Board meeting*)

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the following resolution was moved by Ms. McKenzie, seconded by Mrs. Scott-Hayden that the following resolution be adopted:

P-1C PERSONNEL ACTIONS – TRANSFERS

Personnel Actions- Transfers be approved in accordance with the information appended to the minutes. (*P-1C-3 – tabled at March 22, 2022 Board meeting*)

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. O'Shea, seconded by Ms. Santana, that the meeting be adjourned at 10:09 p.m.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**RESPECTFULLY SUBMITTED,**

**YOLANDA KOON  
BOARD SECRETARY**

