

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – September 20, 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, September 20, 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. Minneci called the meeting to order at 7:02 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Mrs. Nellis Regis-Darby, Mrs. Kimberly Scott-Hayden,

ABSENT AT ROLL CALL:

Ms. Chastity Santana (arrived 7:14 p.m.), Mrs. Mary Lynn Williams

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mrs. Scott-Hayden 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. Scott-Hayden read the district’s mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Comments from Public on Resolutions

None

Approval of Minutes:

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

1. July 19, 2022 – regular meeting
2. July 19, 2022 – executive session #1
3. July 19, 2022 – executive session #2

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Scott-Hayden

MOTION CARRIED

Communications:

REQUEST FOR LEAVE UPDATE – ARRIETA

Request update for unpaid FMLA/NJFLA (concurrently) child rearing leave from Tatiana Arrieta, visual and performing arts teacher-Union High School, new return date October 3, 2022.

REQUEST FOR LEAVE – CORTES

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Tatiana Cortes, special education teacher-Connecticut Farms Elementary School, February 3, 2023-May 25, 2023.

REQUEST FOR INTERMITTENT LEAVE – DERING

Request for unpaid intermittent FMLA/NJFLA paternity leave from Steven Dering, physical education teacher-Burnet Middle School, September 1, 2022-June 20, 2023.

REQUEST FOR LEAVE – FASOLINO

Request for unpaid FMLA/NJFLA (concurrently) child rearing leave from Christina Fasolino, paraprofessional-Connecticut Farms Elementary School, September 1, 2022-December 7, 2022.

REQUEST FOR LEAVE EXTENSION – GUNDERSON

Request for extension of unpaid non-FMLA/NJFLA for child rearing leave from Jamie Gunderson, second grade teacher-Connecticut Farms Elementary School, September 1, 2022-January 1, 2023.

REQUEST FOR INTERMITTENT LEAVE – KLAUSNER

Request for intermittent leave FMLA/NJFLA from Jodi Klausner, special education teacher-Battle Hill Elementary School, September 1, 2022-June 30, 2023.

REQUEST FOR LEAVE – LAM

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Christina Lam, technology teacher-Connecticut Farms Elementary School, December 21, 2022-May 3, 2023.

REQUEST FOR LEAVE – MELCHIONNA

Request for paid medical leave from Antonella Melchionna, staff accountant-Central Office, September 2, 2022-October 3, 2022.

REQUEST FOR LEAVE – MENDES

Request for paid child rearing leave/unpaid non-FMLA/NJFMLA from Jessica Mendes, teacher-Franklin Elementary School, September 19, 2022-December 19, 2022.

REQUEST FOR LEAVE – ORDONEZ

Request for paid medical leave from Constanza Ordonez, assistant information technology-districtwide, September 16, 2022-October 14, 2022.

REQUEST FOR LEAVE – PRICE

Request for paid medical leave from Jacquelin Price, science teacher-Union High School, September 22, 2022-September 30, 2022.

REQUEST FOR LEAVE EXTENSION – REGUINHO

Request for extension of unpaid non-FMLA/NJFLA for child rearing from Jennifer Reguinho, kindergarten teacher-Hannah Caldwell Elementary School, December 1, 2022-January 31, 2023.

LETTER OF RESIGNATION – AVINO

Letter of resignation from Steven Avino, cafeteria monitor-Livingston Elementary School, effective August 31, 2022.

LETTER OF RESIGNATION – DIAZ

Letter of resignation from Louis Diaz, paraprofessional-Battle Hill Elementary School, effective September 27, 2022.

LETTER OF RESIGNATION – DOMINGUEZ

Letter of resignation from Jose Dominguez, world language teacher-Union High School, effective October 28, 2022.

LETTER OF RESIGNATION – KELLEY

Letter of resignation from Vernard Kelley, part-time bus driver-Transportation Department, effective September 15, 2022.

LETTER OF RESIGNATION – LOPES

Letter of resignation from Filipa Lopes, clerk-Special Education Department, effective September 29, 2022.

LETTER OF RESIGNATION LUMAS

Letter of resignation from Cherilus Lumas, part-time bus driver-Transportation Department, effective August 31, 2022.

LETTER OF RESIGNATION – MOTT

Letter of resignation from Thomas Mott-special education teacher-Union High School, effective October 24, 2022.

LETTER OF RESIGNATION – MOUNAS

Letter of resignation from Mariam Mounas, paraprofessional-Connecticut Farms Elementary School, effective September 30, 2022.

LETTER OF RESIGNATION – REEVES

Letter of resignation from Keith Reeves, part-time bus driver-Transportation Department, effective August 31, 2022.

LETTER OF RESIGNATION – VEGA

Letter of resignation from Cesar Vega, physical education teacher-Union High School, effective October 28, 2022.

LETTER OF RESIGNATION – VOLTURO

Letter of resignation from Amanda Volturo, paraprofessional-preschool program, effective September 16, 2022.

LETTER OF RETIREMENT – YAWNICK

Letter of resignation, for the purpose of retirement, from Gary Yawnick, custodian-Kawameeh Middle School, effective December 1, 2022.

LETTER OF RESIGNATION – GONCALVES

Letter of resignation from Elizabeth Goncalves, preschool special education teacher-Franklin Elementary School, effective June 30, 2022.

LETTER OF RESIGNATION – LEON

Letter of resignation from Yolanda Leon, English teacher-Kawameeh Middle School, effective July 5, 2022.

LETTER FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Letter from Township of Union Recreation Department requesting the use of Jefferson School's parking lot for the Township's annual trunk or Treat event on October 22, 2022 from 9:00 a.m. to 5:00 p.m. (rain date October 23, 2022).

Superintendent's Report:

Dr. Taylor presented the State of the Schools; a summary is below and appended to the minutes.

Shout out to Union High School for great press coverage in the Star Ledger on the front page, along with the middle school – they NJ.com spent half a day with us.

We now have the Extended Day Program (aka sundown program) – we have four students registered – they receive counseling every day and take CORE classes (PE/Health, a

science, Spanish, English, math and history classes). The Board updated their policies to memorialize how we are using EDP and the Student Handbook at the high school also reflects EDP to work with students to provide therapy and continue academic studies. Students don't stay in EDP for periods of time, not forever. It depends on the severity.

High School Restorative Practices – our coordinator is in the high school. Coordinator discusses harm done by student's actions; coordinator pushes into classes in need of restorative circle talks and creation of special events, including motivational speakers.

High School Re-Registration – 77 students did not re-register; 21-day removal notice provided; 23 students have not appeared at high school.

District Enrollment – 2021-2022 – 7,210; 2022-2023 – 7,521 – increase of 311. Factors for increase – expanded pre-k 3 program (four times more sections); increase in: kindergarten – 49; Connecticut Farms – 51 and Livingston – 53. What we can see is a fluctuation of new students from those areas for which the Town is developing property with new residences. I'm expecting Livingston, Washington and Kawameeh to get the most of the new kids from those developments.

Ms. Santana arrived at 7:14 p.m.

Personnel Update: There is a statewide teacher shortage. Faculty vacancies – 15 – consisting of: special education – 7; Spanish – 2; media specialist, high school math; high school PE; high school chemistry; nurse; pre-k relief teacher.

We are entering into a partnership with Kean University STEM education program so next year we can support STEM student teachers for our high school. We benefit from that pipeline that our network has created, thanks to Dr. Cohen, Director of STEM.

Strategic Plan 2022-2025 Update – Year 1:

- Goal 1 (Academics) – total actions 11; actions completed 0; actions in progress 5
- Goal 2 (Community) – total actions 4; actions completed 0; actions in progress 1
- Goal 3 (Equity) – total actions 9; actions completed 4; actions in progress 1
- Goal 4 (Whole Child) – total actions 6; actions completed 0; actions in progress 0

Goal 3 – Community Partnerships – dual enrollment program with Union County College; tuition waived for qualified juniors and seniors; priority given to low-income students and general program for juniors and seniors.

You can see the Strategic Plan on the district website.

Introduction to Consultants – Equity: Elizabeth William Reilly and Tammy Forman. They are helping the leadership team - 2.5 hours in October, November and December. They started their work here on June 28th.

Elizabeth William Reilly is the CEO of Dash Consulting. She stated they will work with the leadership team to build individual and collective capacity to embrace diversity, equity and inclusion to its fullest and to live up to the promise of equity in schools for administrators, faculty and students. She has worked with a number of school districts across the country and as the National Vice President of Programing for the National Conference for Community and Justice and the former president and CEO for the American Caucus on Diversity in New Jersey – collectively for 27 years. She has worked with early childhood to AARP. Most of the work has been focused on education, training and development particularly through equity, inclusion and human relations. She has also worked with colleges in New Jersey. She is excited to work in Union. I work with my colleague and dear friend Tammy Foreman.

Tammy Foreman stated her consulting practice is called TLB Collective. The focus of her work is dismantling racism through knowledge, dialogue and systemic change. Elizabeth and I have a lot of history and have worked together for 25 years. We both served in the role of vice president of programs for the National Conference for Community and Justice. We have worked in cities and states across the nation. Her passion is working in educational spaces and not-for-profit spaces. She spent 25 years as a trustee and chaired at Muhlenberg College in Pennsylvania and working with leaders at institutions of all types - college, high school and elementary schools. The work we do together is supporting individuals and the work that they do in teams. Not just individual behavior but the policies, practices, the norms, the values of the organization.

Dr. Taylor stated the HIB Report – 0 cases; 0 founded; 0 not founded and a shout out to the JR ROTC program – we have 122 cadets signed up and that is the 2nd biggest group; the norm is about 100 so I am very proud.

Dr. Taylor asked if there were any questions from the Board. There were no questions from the Board.

Education/Student Discipline Committee Resolutions:

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

E-1. *Reported at September 13, 2022 worksession (Superintendent’s Report of HIB for period August 24-September 13, 2022).*

E-1A. *Approved at September 13, 2022 worksession (Affirm Superintendent’s Determination of HIB – July 20-August 23, 2022).*

E-1-1. SUPERINTENDENT’S REPORT OF HIB

Superintendent’s Report of Harassment, Intimidation and Bullying (HIB) for the period September 14, 2022 to September 20, 2022 (*no incidences to report*) (*no vote required; for reporting purposes only*).

E-2. APPROVE ARTICULATION AGREEMENT – KEAN UNIVERSITY

Approve Articulation Agreement between Kean University and Union High School: Curriculum Title: Com 1402: Speech Communication as Critical Citizenship, in accordance with the information appended to the minutes.

E-3. APPROVE GUIDANCE FOR VIRTUAL OR REMOTE INSTRUCTION PLAN ATTESTATION

Approve the Township of Union Public Schools Guidance for Virtual or Remote Instruction Plan Attestation for the 2022-2023 SY, 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

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 Ms. McKenzie, for adoption:

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated August 31, 2022 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated August 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 August 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 August 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. 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. Approved at September 13, 2022 worksession (Student Field Trips).

F-7A. 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 2022-2023 STATE CONTRACT VENDORS

Approve the amended list of the 2022-2023 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. APPROVE ESY TRANSPORTATION AGREEMENT – MUJC

Approve Transportation Agreement with Morris-Union Jointure Commission (MUJC) for the 2022-2023 extended school year (ESY), in accordance with the information appended to the minutes.

F-10. APPROVE 2022-2023 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2022-2023 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
Water/Snacks/Clothing/Snap Fundraiser	September 30, 2022-June 30, 2023	UHS/Girls' Volleyball – to raise funds for senior night, end of season celebrations, tournaments
Water/Snacks/Clothing/Snap Fundraiser	September 30, 2022-June 30, 2023	UHS/Bowling – to raise funds for senior night, end of season celebrations, tournaments
Candy Bar Fundraiser	October 1, 2022-June 30, 2023	UHS/Boys' Basketball – to raise funds for team needs

BSN Clothing Sale	October 1-10, 2022	UHS/Girls' Soccer – to raise funds for equipment and end of year party
Chocolate & Candy Bar Sale	September 27, 2022 – June 16, 2023	UHSPAC and Swing Choir – to raise funds for UHSPAC productions and Swing Choir expenses
Welch's Fruit Rolls Sale	September 27, 2022 – June 16, 2023	UHSPAC and Swing Choir – to raise funds for UHSPAC productions and Swing Choir expenses
Program Ads and Patron Sales	September 27, 2022 – December 5, 2022	UHSPAC – to raise funds for UHSPAC fall production
Production T-Shirt Sale	September 27, 2022 – October 28, 2022	UHSPAC – to raise funds for UHSPAC productions
Donations	October 7, 2022	UHS/Football Club 3240 – to raise funds for a needy family struggling with illness (student-Washington Elementary)
Bottled Water Sales	September 26, 2022 – June 16, 2023	UHS/Play Unified and Club TESSLO – to give students in the program the opportunity to participate in inclusive sports/activities
Staff Dress Down Day \$5	October 4, 2022	UHS/Play Unified and Club TESSLO – to give students in the program the opportunity to participate in inclusive sports/activities

F-12. ACCEPT DONATIONS

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

From	For Use By	\$/Item
Township of Union-Recreation Department	UHS – music department scholarship fund	\$205.00
	UHS/Senior Class Activities fund	\$2,706.00
American Legion Auxiliary Unit #328	Students districtwide	School Supplies

F-13. ACCEPT NONPUBLIC SCHOOL NURSING AID FROM NJDOE

Accept Nonpublic School Nursing Aid from the New Jersey Department of Education for the 2022-2023 school year as follows: (a) St. Michael's School - \$35,280.00 and (b) Mosdos Hatorah DLinden-Girls - \$8,960.00, in accordance with the information appended to the minutes.

F-14. ACCEPT NONPUBLIC SECURITY AID FROM NJDOE

Accept Nonpublic Security Aid from the New Jersey Department of Education for the 2022-2023 school year as follows: (a) St. Michael's School - \$64,575.00 and (b) Mosdos Hatorah DLinden-Girls - \$16,400.00, in accordance with the information appended to the minutes.

F-15. ACCEPT NONPUBLIC TECHNOLOGY AID FROM NJDOE

Accept Nonpublic Technology Aid from the New Jersey Department of Education for the 2022-2023 school year as follows: (a) St. Michael's School - \$13,230.00 and (b) Mosdos Hatorah DLinden-Girls - \$3,360.00, in accordance with the information appended to the minutes.

F-16. ACCEPT NONPUBLIC TEXTBOOK AID FROM NJDOE

Accept Nonpublic Textbook Aid from the New Jersey Department of Education for the 2022-2023 school year as follows: (a) St. Michael's School - \$20,790.00 and (b) Mosdos Hatorah DLinden-Girls - \$5,280.00, in accordance with the information appended to the minutes.

F-17. ACCEPT STATE AID UNDER CHAPTERS 192 AND 193 FROM NJDOE

Accept State Aid from the New Jersey Department of Education for services under (a) Chapter 192, in the amount of \$87,538.00 and (b) Chapter 193, in the amount of \$44,082.00, for the total amount of \$131,620.00, in accordance with the information appended to the minutes.

F-18. APPROVE CONTRACT – COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

Approve Service Contracts with the State of New Jersey, Department of Human Services, Commission for the Blind and Visually Impaired, for educational services for students in the district for the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

F-19. APPROVE NONPUBLIC ESEA/ESSA TITLE I AGREEMENT - UCESC

Approve the Nonpublic ESEA/ESSA Title I Agreement with the Union County Educational Services Commission (UCESC) for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-20. APPROVE ACCEPTANCE OF NJCAP GRANT

Approve acceptance of New Jersey Child Assault Prevention (NJCAP) grant for the 2022-2023 school year as follows: (a) Special Needs - \$450.10; (b) Teen CAP - \$3,042.90; (c) Elementary CAP - \$6,378.40. Total State CAP funding amount: \$9,421.30; district contribution - \$4,230.36, in accordance with previously BOE approved application from August 23, 2022 Board Meeting (F-18), in accordance with the information appended to the minutes.

F-21 *For informational purposes only – vote not required.* List of legal services for the 2022-2023 fiscal 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

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations 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:

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 2022-2023 school year, in accordance with the information appended to the minutes.

O-2. Approved at September 13, 2022 worksession (MOA to Join ARP HCY II Consortium with Essex Regional Educational Services).

O-3. APPROVE REQUEST FROM TOWNSHIP OF UNION RECREATION DEPARTMENT

Approve request from Township of Union Recreation Department requesting the use of Jefferson School’s parking lot for the Township’s annual trunk or Treat event on October 22, 2022 from 9:00 a.m. to 5:00 p.m. (rain date October 23, 2022).

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

Personnel Committee Resolutions:

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

P-1A. Approved at September 13, 2022 worksession (Personnel Actions-New Hires).

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

Approve Personnel Actions – New Hires, in accordance with the information appended to the minutes.

Ms. McKenzie stated that the following would be removed from this agenda item because the persons rescinded their acceptance of those positions:

1. P-1A-22
2. P-1A-23
3. P-1A-27

P-1B Approved at September 13, 2022 worksession (Personnel Actions-Extra Pay)

P-1B-1. APPROVE PERSONNEL – EXTRA PAY

Approve Personnel Actions – Extra Pay, in accordance with the information appended to the minutes.

P-1C *Approved at September 13, 2022 worksession (Personnel Actions-Transfers).*

P-1D PERSONNEL ACTIONS - SALARIES FUNDED THROUGH GRANTS

Personnel Actions - Salaries Funded Through Grants, as reflected below but approved as part of P-1A Grant Funded:

Name	Position	Location	Salary	Grant	Notes
Mary Donohue	Preschool Relief Teacher	Districtwide	\$70,844.00	Preschool Expansion Aid	
Marcus Platt	Preschool Teacher Assistant	Livingston	\$22,096.00 Base Salary	Preschool Expansion Aid	\$1,150 stipend

P-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2022-2023 school year as follows:

Name	Position	Rate
Ilsia Z. Alfaro-Garcia	Sub-Custodian	\$16.00/hr.

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Approvals are subject to contractual notice to be given accordingly.
Steven Avino	Cafeteria monitor	Livingston	08/31/2022	Resignation	
Louis Diaz	Paraprofessional	Battle Hill	09/27/2022	Resignation	
Jose Dominguez	World language teacher	UHS	10/28/2022	Resignation	
Vernard Kelley	Part-time bus driver	Transportation Dept	09/15/2022	Resignation	
Filipa Lopes	Clerk	Special Services Dept	09/29/2022	Resignation	
Cherilus Lumas	Part-time bus driver	Transportation Dept	08/31/2022	Resignation	
Thomas Mott	Special education teacher	UHS	10/24/2022	Resignation	
Mariam Mounas	Paraprofessional	Connecticut Farms	09/30/2022	Resignation	
Keith Reeves	Part-time bus driver	Transportation Dept	08/31/2022	Resignation	

Cesar Vega	Physical education teacher	UHS	10/28/2022	Resignation	
Amanda Volturo	Paraprofessional	Preschool program	09/16/2022	Resignation	
Gary Yawnick	Custodian	Kawameeh	12/01/2022	Retirement	
Yolanda Leon	English teacher	Kawameeh	07/05/2022	Resignation	
Elizabeth Goncalves	Preschool special education teacher	Franklin	06/20/2022	Resignation	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Tatiana Arrieta	Visual and performing arts teacher	UHS	New return date: 10/03/2022	Unpaid FMLA/NJFLA (concurrently) child rearing leave	
Tatiana Cortes	Special education teacher	Connecticut Farms	02/03/2023-05/25/2023	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Steven Dering	Physical education teacher	Burnet	09/01/2022-06/20/2023	Unpaid intermittent FMLA/NJFLA paternity leave	
Christina Fasolino	Paraprofessional	Connecticut Farms	09/01/2022-12/07/2022	Unpaid FMLA/NJFLA (concurrently) child rearing leave	
Jamie Gunderson	2 nd grade teacher	Connecticut Farms	09/01/2022-01/01/2023	Extension unpaid non-FMLA/NJFLA for child rearing	
Jodi Klausner	Special education teacher	Battle Hill	09/01/2022-06/30/2023	Intermittent leave FMLA/NJFLA	
Christina Lam	Technology teacher	Connecticut Farms	12/21/2022-05/03/2023	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	
Antonella Melchionna	Staff accountant	Central Office	09/02/2022-10/03/2022	Paid medical leave	
Jessica Mendes	Teacher	Franklin	09/19/2022-12/19/2022	Paid child rearing leave/ unpaid non-FMLA/NJFMLA	

Constanza Ordonez	Assistant information technology	Districtwide	09/16/2022-10/14/2022	Paid medical leave	
Jacquelin Price	Science teacher	UHS	09/22/2022-09/30/2022	Paid medical leave	
Jennifer Reguinho	Kindergarten teacher	Hannah Caldwell	12/01/2022-01/31/2023	Extension unpaid non-FMLA/NJFLA for child rearing	

P-5. APPROVE I&RS MEMBERS – 2022-2023

Approve I&RS members for the 2022-2023 school year, in accordance with the information appended to the minutes.

P-6. APPROVE SCHOOL IMPROVEMENT PLANNING COMMITTEE – 2022-2023

Approve School Improvement Planning Committee for the 2022-2023 school year, in accordance with the information appended to the minutes.

P-7. APPROVE CRISIS RESPONSE TEAM – 2022-2023

Approve Crisis Response Teams for the 2022-2023 school year, in accordance with the information appended to the minutes.

P-8. APPROVE DESIGNEES – STUDENT ACTIVITIES ACCOUNT - UPDATED

Approve updated designees for the Student Activities Accounts for the 2022-2023 school year 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 and Washington Elementary School, in accordance with the information appended to the minutes.

P-9. Approved at September 13, 2022 worksession (Change of Salary Class #2-Effective September 2022).

P-10. APPROVE VOLUNTEERS

Approve the following volunteers to perform services at Hannah Caldwell Elementary School: (a) Deanna Chase and (b) Eugenio Gonzalez.

P-11. APPROVE INTERIM VICE PRINCIPAL – BURNET MIDDLE SCHOOL

Approve Desmond Stapleton, as Interim Vice Principal at Burnet Middle School at a contractual salary of \$108,000, start date to be determined.

P-12. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2022-2023 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

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

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

POL-1. *Approved at September 13, 2022 worksession (Absolish Policy 1648.14-Safety Plan for healthcare Settings in School Buildings – Covid 19).*

POL-2. *Approved at September 13, 2022 worksession (Policy 7410-Maintenance and Repair).*

POL-3. *Approved at September 13, 2022 worksession (Regulation 7410.01-Facilities Maintenance, Repair Scheduling and Accounting).*

POL-4. *Agenda item tabled at September 13, 2022 worksession for further revision (Regulation 3270 – Instructional Plans and Plan Books)*

POL-5. *Approved at September 13, 2022 worksession (Policy 5722-Student Journalism).*

POL-6. *Approved at September 13, 2022 worksession (Policy 1648.15-Recordkeeping for Healthcare Settings in School Buildings-COVID 19).*

POL-7. *Approved at September 13, 2022 worksession (Policy 8420-Emergency and Crisis Situations).*

POL-8. *Approved at September 13, 2022 worksession (Policy 9320-Cooperation with Law Enforcement Agencies).*

POL-9. *Approved at September 13, 2022 worksession (Regulation 9320-Cooperatoin with Law Enforcement Agencies).*

POL-10. *Approved at September 13, 2022 worksession (Abolish Policy 2432 – School Sponsored Publications).*

POL-11. *Approved at September 13, 2022 worksession (Regulation 5600-Student Discipline/Code of Conduct).*

POL-12. *Approved at September 13, 2022 worksession (Regulation 2624 – Grading System).*

POL-13. BYLAW 0163 – QUORUM

Approve Bylaw 0163 – Quorum, in accordance with the information appended to the minutes. (*final reading*)

POL-14. POLICY 1511 – BOARD OF EDUCATION WEBSITE ACCESSIBILITY

Approve Policy 1511 – Board of Education Website Accessibility, in accordance with the information appended to the minutes. (*final reading*)

POL-15. POLICY 2415 – EVERY STUDENT SUCCEEDS ACT

Approve Policy 2415 – Every Student Succeeds Act, in accordance with the information appended to the minutes. (*final reading*)

POL-16. POLICY 3216 – DRESS AND GROOMING

Approve Policy 3216 – Dress and Grooming, in accordance with the information appended to the minutes. (*final reading*)

POL-17. POLICY 3270 – PROFESSIONAL RESPONSIBILITIES

Approve Policy 3270 – Professional Responsibilities, in accordance with the information appended to the minutes. (*final reading*)

POL-18. POLICY 4216 – DRESS AND GROOMING

Approve Policy 4216 – Dress and Grooming, in accordance with the information appended to the minutes. (*final reading*)

POL-19. POLICY 5517 – SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

Approve Policy 5517 – School District Issued Student Identification Cards, in accordance with the information appended to the minutes. (*final reading*)

POL-20. POLICY 0143.2 – HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

Approve Policy 0143.2 – High School Student Representative to the Board of Education, in accordance with the information appended to the minutes. (*final reading*)

POL-21. POLICY 5513 – CARE OF SCHOOL PROPERTY

Approve Policy 5513 – Care of School Property, in accordance with the information appended to the minutes. (*final reading*)

POL-22. REGULATION 5513 – CARE OF SCHOOL PROPERTY

Approve Regulation 5513 – Care of School Property, in accordance with the information appended to the minutes. (*final reading*)

POL-23. REGULATION 9130 – PUBLIC COMPLAINTS AND GRIEVANCES

Approve Regulation 9130 – Public Complaints and Grievances, in accordance with the information appended to the minutes. (*final reading*)

DISCUSSION:

Mrs. Regis-Darby stated POL-18 – clothing too tight is a personal opinion. Ms. Santana stated religious attire should be exempt. Ms. McKenzie asked to amend the policy and strike out in 2(f) so that no permission is needed and religious and medical should be exempt. Board members agreed.

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

NAY: Mrs. Regis-Darby (POL-18)

ABSTAIN: Mrs. Minneci (POL-17); Mrs. Regis-Darby (POL 13 and 16) **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 [three (3) students exited the month of August 2022 (1 from elementary) or a total of one (1) student for the 2022-2023 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT

Approval to remove student #310796 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

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee:

Upon recommendation of the Superintendent of Schools, the following resolutions was moved by Dr. Francis, seconded by Mrs. Brens-Watson, for adoption:

T-1. APPROVE LIST OF RECYCLED EQUIPMENT

Approve list of recycled equipment, in accordance with the information appended to the minutes.

DISCUSSION:

Mr. O’Shea stated I spoke to Dr. Taylor previously; there should be a program where the students can repair the computers for their use.

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

NAY: Mrs. Scott-Hayden

ABSTAIN: Mr. O’Shea

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Regis-Darby asked about the reading of King Lear in the summer and now in school. Dr. Perez stated the teachers explanation were the initial read and essay analysis is done over the summer and when the students come back to school they have the opportunity for a deeper analysis of the text.

New Business:

Mrs. Brens-Watson stated I’m thankful for the new website. Regarding email addresses she could not see the Board’s email addresses. Mrs. Brens-Watson was told to click on “Board Members” for that information.

Mrs. Brens-Watson stated we need to maintain consistency in the information that is presented at each school. Some schools have robust calendars; while others have very little information. The leadership teams are doing so much work – it should be known who the principal is – you don’t see that on the website for any of the schools.

Thank you to Mrs. Bossard and her team for a very welcoming back-to-school night. They were fantastic. It was nice to walk the hallways, sit in the classrooms and experience what our students experience. Congratulations to everybody and nice to see everyone back. Dr. Taylor stated we will update the information page.

Mrs. Scott-Hayden stated welcome back to the staff and students, wishing you a successful new school year. Appreciate all the educators that come to our schools every day and also to the parents and community stakeholders – we appreciate your continued support. Thank you for all that you do for our students. This is a personnel point of privilege - A shout out to

Ms. Manoyer who reached out to me, she was my grandson's teacher at Battle Hill last year and year before that my other grandson's teacher – special education students and have a lot of behavioral issues. She took a special interest in them and she still follows up on them to make sure they have a successful school year and adjusting to the middle school. I spoke to others in the community that had her teach their children, they also shared the same sentiments. I also want to give due diligence to all our educators this school year. Thank you and we are here to support you to have a successful 2022-2023 school year.

Ms. Santana stated Kawmeeh has an open house on September 22nd and also a PTA meeting. The more involved you are in your child's education, the more success that they have in life. This is the time to be involved. Thank you to our staff, district, everybody – most importantly we have great children in this district of all colors, creed, interests – I wish them well this entire year.

Mrs. Minneci stated the Serenity Garden at Hannah Caldwell – the PTA, parents, the community did a wonderful job. It is a sensory garden for our students. Last week was the ribbon cutting. Thank you to the PTA and community who are involved. Tonight's the open house for Hannah Caldwell and I wish them all the luck this year and a great school year. Thank you to everybody.

The 5K is on Sunday and I signed up.

Comments from the Public:

David Arminio stated I want to thank the Board for allowing the collaboration between the Board of Ed, the Township and the Chamber of Commerce to host the 5K race on Sunday. It helps a family in Union with the funds raised at the 5K. You can read about the family on the website. The collaboration between the three entities is getting better every year and hopefully continue to improve.

He gave a shout out to Kimberly Moreira who sang the National Anthem at last Friday night's game. She is a senior at Union High School. It was one of the best renditions of the National Anthem that he had heard in a long time.

Howard Taplanski stated he is a 1960 graduate from Union High School; attended the University of Michigan and 44 years of teaching in New Jersey public schools. He has two 3-1/2 year old grandsons who will be going to pre-k next year. He stated he had two questions – (1) what is the policy for this district regarding critical race theory and (2) transgender studies in the school?

Dr. Taylor stated we have not updated our policies regarding transgender. Strauss Esmay is the company the district uses. Mr. Taplanski stated this is very controversial so you can send me a written answer. Mr. Buggy stated all the district's policies and regulations are on the website for your review.

Mr. Taplanski stated I know Dr. Taylor and he is an extraordinarily dedicated and remarkable superintendent.

Ms. Santana stated I am the policy chairperson; thank you for that question. I love not knowing things and I will know the answer to that question.

Fatoumata Doukoure stated she had two students graduate from Union High School. Her third child is special education and because of her medical issue, she needs a one-to-one nurse and the district can't find a nurse for my child so she is home. I have been calling but I don't have an answer. I want to know who can help us. Dr. Taylor stated give your name and address to Mrs. Koon and I will follow up.

Jill Hall stated last week the Board in P-1B set a precedence by granting a 6th period stipend to a non-teaching staff member. She is respectfully asking on behalf of CST members, school counselors and nurses, who also do not have a teacher responsibility to also be granted that stipend.

Last week I mentioned that we will be taking initiatives for suicide prevention in October. It is very important. We are seeing some of our kids struggling and trying to provide them with a safe space to talk about the things that are on their minds and put the right people in front of them. We were able to write an application through "to write love under arms" and will be rolling out "between the bells". The initiative is what is going on between the bells; what is happening; who is talking to people; where are you; and what your conversations are going on. These wrist bracelets are for the students and yellow is the color for suicide prevention; the cards have hot line numbers on it. All the school ID badges have the 800 number on the back. For parents and students, they provided resources and safety plans in a booklet that we can make available to all our kids. A pamphlet – it is o.k. to ask for help and that is one of our biggest issues. We are trying to remove that idea that it is not something you can talk about.

Dr. Francis stated regarding what Ms. Hall said about 6th period stipend – let's speak about that in executive session.

Mrs. Brens-Watson stated Ms. Hall stated the new ID cards will have the 800 number; are we replacing all the cards? Ms. Hall stated LifeTouch is giving us new cards with the number on the back. The ones we are creating for new students, I have created stickers that have the information and it can be put on the cards.

Natersia Lopes stated since the pandemic, she stopped coming to the meetings and now I'm back. These meetings need to be back on Zoom because there are a lot of parents that work, cook and do things with their kids so they can't come to meetings but still want to be part of the meeting. She doesn't understand why it was removed because it doesn't cost the district any money. We had 5 minutes and now it is 3 minutes. I do understand everyone wants to be home but if you don't want to be here don't run; stay home and watch it from home. If you don't want to work with the kids and listen to the parents, stay home.

Luisa Bias stated she attended the Union High School open house. The teachers and administration were lovely. They are putting in the work and it shows. I hope they continue on this positivity and consistency. We are sending a message and the kids are getting it through

sports and through everything. The arrows and the administration being out there and following through and making sure the parents act right. We see it and we are happy and glad; but there is still a lot of work to be done – vacancies. She found out that there was a vacancy in her son's 10th grade honors English; he is o.k. with that but she is not. We need to fill that vacancy.

With the Zoom option, it was the Board of Education President, made a decision to eliminate Zoom. I understand there is FaceBook Live and livestream but that is just listening and not participating. She can run over to the meetings but others can't. We need to allow parents to participate and be heard. We need the community to be a part of this. We need Zoom; it is free to districts and she is demanding better.

Rayanna Burse stated she graduated from Union High School in 2013. Her brother was in an incident at this school and just recently found out about the HIB. What is the actual process? A lot of parents don't know these things – are there disciplinary actions and what you can and cannot do? What community involvement like me can get involved? An internship? Through the recreation department?

Dr. Taylor stated with respect to the process, go to the district website – there is a section on HIB and it is thorough and clear about the steps. If you visit the site and still have questions, reach out to Mr. Benaquista. Ms. Burse asked there are other questions, should I go to the principal first? Dr. Taylor stated speak with the principal first.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Ms. McKenzie, that the Board go into Executive Session at 8:25 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: personnel; matters considered attorney client privilege.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 8:42 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Scott-Hayden, seconded by Ms. McKenzie, that the meeting be adjourned at 8:45 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

