

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES – August 17, 2021

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, August 17, 2021 at 6:00 p.m. at Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to the notice sent to each member. The public attended in person and via Zoom.

Mr. McDowell called the meeting to order at 6:05 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Dr. Kalisha Morgan, Mrs. Nellis Regis-Darby, Mrs. Kim Ruiz

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Mr. John O’Shea (arrived 6:57 p.m.), Mrs. Mary Lynn Williams (arrived 7:11 p.m.)

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mrs. Yolanda Koon, Mrs. Kim Conti, Mr. Craig Wojcik, Mr. Barry Loessel, Mrs. Sandra Paul

ALSO PRESENT:

Mr. Lester Taylor, Esq.

Mr. McDowell led the Board 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.

Dr. Morgan read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Minneci, seconded by Mrs. Ruiz, that the Board go into Executive Session at 6:09 p.m. to discuss the following subject matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b: pending or anticipated litigation, contract negotiation and matters falling under the 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: Dr. Francis, Mrs. Minneci, Dr. Morgan, Mrs. Regis-Darby, Mrs. Ruiz, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:00 p.m.

Comments from Public on Resolutions:

None

Approval of Minutes:

Moved by Mrs. Regis-Darby, seconded by Dr. Morgan, that the following minutes be adopted:

1. June 8, 2021 – worksession
2. June 8, 2021 – executive session
3. June 15, 2021 – regular meeting
4. June 23, 2021 – special meeting/executive session
5. June 30, 2021 – special meeting/executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (#4, #5), Mrs. Ruiz (#3, #5)

MOTION CARRIED

Communications:

LETTER OF RESIGNATION – LEUNG

Letter of resignation from Christina M. Leung, general and vocal music teacher-Washington Elementary School, effective September 1, 2021.

LETTER OF RESIGNATION – KALOLA

Letter of resignation from Vivek Kalola, math teacher-Burnet Middle School, effective August 31, 2021.

LETTER OF RESIGNATION – BOGAR

Letter of resignation from Yvonne Bogar, Café Aide-Franklin Elementary School, effective July 27, 2021.

LETTER OF RESIGNATION – FAUSTINO

Letter of resignation from Fernanda Faustino, Café Aide-Battle Hill Elementary School, effective July 23, 2021.

**LETTER OF RESIGNATION – GALLAGHER**

Letter of resignation from Suzanne Gallagher, business and financial literacy teacher-Burnet Middle School, effective June 30, 2021.

**REQUEST FOR LEAVE – CUCCINIELLO**

Request for intermittent FMLA/NJFLA leave (concurrently) from Theresa Cucciniello, 10-month secretary-Washington Elementary School, September 1, 2021-September 1, 2023.

**REQUEST FOR LEAVE – COHEN**

Request for unpaid FMLA/NJFLA leave (concurrently) from Amanda Cohen, 7<sup>th</sup> grade science teacher-Kawameeh Middle School, October 1, 2021-January 7, 2022.

**REQUEST FOR LEAVE – JOHNSON**

Request for paid medical and unpaid FMLA leave from Ralph Johnson, custodian-Washington Elementary School, September 1, 2021-January 2, 2022.

**REQUEST FOR LEAVE – STANDAL**

Request for intermittent FMLA leave from Laura Standal, special education teacher-Washington Elementary School, September 1, 2021-June 30, 2022.

**REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION**

Request from the Township of Union Education Foundation to use the Walkway of Honor located at Union High School for a short ceremony to honor recent recipients of bricks donated in memory of former employees Janice Hibbard and Marilyn Seneca, former Board President Anthony Manochio and Education Foundation Board member Loretta Lee-Matthews.

**REQUEST FOR EXTENSION OF LEAVE – SANCHEZ**

Request for extension of unpaid child rearing leave under NJFLA followed by unpaid/non-NJFLA child rearing leave from Nichol Sanchez, teacher-Hannah Caldwell Elementary School, September 1, 2021-January 2, 2022.

**REQUEST FOR LEAVE – VENA TOGLIA**

Request for unpaid NJFLA/FMLA (concurrently) followed by unpaid non-FMLA non-NJFLA child rearing leave from Elyse Vena Toglia, speech language specialist-Burnet Middle School, September 1, 2021-January 2, 2022.

**REQUEST FOR LEAVE – VICIDOMINI**

Request for paid medical leave from Julia Vicidomini, Executive Administrative Assistant-Central Office, July 30, 2021-August 31, 2021.

**LETTER OF RETIREMENT UPDATE – ROMEO-ANDRIULLI**

Letter of resignation, for the purpose of retirement from Teresa Romeo-Andriulli, teacher-Battle Hill Elementary School, updated effective September 1, 2021.

LETTER OF RESIGNATION – BATTLES

Letter of resignation from Katie Battles, part-time transportation assistant-Transportation Department, effective August 11, 2021.

LETTER OF RESIGNATION – DAVID

Letter of resignation from Timothy David, social studies teacher-Union High School, effective August 10, 2021.

LETTER OF RESIGNATION – RAMIREZ

Letter of resignation from Jennifer Ramirez, art teacher-Burnet Middle School, effective August 10, 2021.

REQUEST FOR LEAVE – QUINTO

Request for non-FMLA unpaid leave from Erika Quinto, ESL teacher-districtwide, September 1, 2021-June 30, 2022.

REQUEST FOR LEAVE – BURGMEYER

Request for intermittent unpaid FMLA/NJFLA child rearing leave from James Burgmeyer, special education teacher-Kawameeh Middle School, September 1, 2021-June 30, 2022.

REQUEST FOR LEAVE – MENDES-OLIVEIRA

Request for unpaid FMLA/NJFLA child rearing leave from Jessica Mendes-Oliveira, kindergarten teacher-Franklin Elementary School, September 1, 2021-December 7, 2021.

REQUEST FOR LEAVE – WOJCIK

Request for paid medical leave from Karen Wojcik, 12-month secretary-special services/Hamilton, July 15, 2021-September 6, 2021.

LETTER OF RESIGNATION – CARREIRA

Letter of resignation from Anabela Carreira, part-time café aide/greeter-Livingston Elementary School, effective August 16, 2021.

Superintendent's Report:

Dr. Taylor stated I have asked Kim Conti to give two presentations. One now and another in the next two months and asked Mrs. Kim Conti to give an overview of the Department of Special Services.

Mrs. Conti presented the overview of the Department of Special Services (Part I), a summary of the presentation is below and appended to the minutes.

Students # – anticipated increase in the near future due to new referrals. Total number of students as of June 30<sup>th</sup> receiving special education related services is 1,265; total number of students referred is 175; change in total number over the last five years is an increase of approximately 12.34%. 2019-20 – 1239; 2018-19 – 1208; 2017-18 – 1200; 2016-17 – 1126.

Students numbers by classification category, as of June 30<sup>th</sup>: 6 auditory impairment; 178 autism; 44 intellectual disability; 148 communication impairment; 96 emotional regulation impairment; 33 multiple disabilities; 3 orthopedic impairment; 330 other health impairment; 95 preschool child with a disability; 276 specific learning disability; 3 traumatic brain injury; 5 visual impairment; 48 eligible for speech-language services.

Dr. Francis asked if there was an overlap – a student in two categories? Mrs. Conti stated there is no overlap. There are students who have one or more disabling conditions but each of those disabling conditions equally impacts the students' educational performance and there would be a program that addresses all the disabling conditions.

Mrs. Williams arrived at meeting 7:11 p.m.

Student Entry and Exit – total number of students enter – 83 (enter with IEP or referred during school year; totals do not include early intervention); total number of students exit – 41 (totals do not include graduation).

Staff - Department of Special Services Administration – Mrs. Kim Conti, Director of Special Services and Mr. Christopher Carew and Mr. Joseph Seugling, Supervisors of Special Services.

Hamilton Team – accountant, three 12-month secretaries, 1 10-month secretary, 1 10-month educational clerk.

Child Study Team – dispersed throughout the district in school buildings. Also responsible for students attending out-of-district schools: 5 learning disability teacher consultants (LDTCs); 10 – school social workers (1 SW PT transition coordinator); 13 school psychologists (total include vacant positions – in the interview process)

Related Service Providers – 12 speech-language specialists; 2 full-time and 2 part-time occupational therapists; 1 full-time and 1 part-time physical therapists; 2 behaviorists (totals include vacant positions – in the interview process).

Programs – (1) in-district – in-class resource; out of class resource; autism; emotional regulation impairment; mild to moderate learning and/or language disabilities; multiple disabilities; preschool disabilities, (2) out-of-district and (3) home instruction (districtwide).

Special Education Teachers – 95 resource programs (in class and out of class); 8 autism; 6 emotional regulation impairment; 8 mild to moderate learning and/or language disabilities; 4 multiple disabilities; 5 preschool disabilities – 126 total (total include vacant positions – in the interview process – based on ongoing student needs).

Paraprofessionals: Classroom – determined by NJ Special Education Code; to increase group size when permitted; a classroom paraprofessional is required for preschool classroom; two paraprofessionals are required when group size exceeds a designated number for some special class programs.

Paraprofessionals: Personal/shared – determined by IEP team decisions; exs. Prompting, cueing, redirecting, reinforcement of personal, social, behavioral and academic learning goals, organizing and managing materials and activities and implementation of teacher-designed follow-up and practice activities; assist with transition, self-care, etc.

Number of paraprofessionals: classroom paraprofessionals – district 11, ESS 10; personal aides – district 50, ESS 33; shared aides – district 48, ESS 34 – total 186 (totals include vacant positions – in interview process – based on ongoing student needs). All numbers in this presentation are approximate.

I have been talking to some of my colleagues in Union County and we compared notes – we have 186 paraprofessionals and the kids really need them and when we compared numbers of paraprofessionals per the number of students in the department, we were pretty much the same – if not less.

Part II will be expenditures, revenue and considerations that can tackle a department when we go to make placement decisions. Thank you.

Dr. Morgan asked is there anyway we can get the demographics of the students who are in special ed broken down by race, gender, free and reduced lunch. Mrs. Conti stated yes.

Mrs. Regis-Darby stated thank you, I know the Board has been asking for a presentation like this for a while. Thank you for coming tonight. Piggy backing from members of the community, they have been asking a lot of questions about special services and one of the questions that always sticks out is systems in place to support students with IEPs – tier one and tier two services – give us feedback on that and what systems are in place so the public knows what we are doing as a district to support our students with IEPs. Me personally, how many students 2020-2021 school year have met goals in their IEP and we have successfully transitioned them to a GE classroom. I would like to see the progress on that; at least the community knows the support we are giving to our special education students in our district. My last one is, did your numbers also include the 504's? Mrs. Conti stated no.

First, if you can email me the questions, that would be great. I am pleased to present tonight and I have offered in the past. I am happy to talk about the department and proud and we have put a lot of time and effort in this department. Thank you and I will be happy to come back and do part II. 504's are not in our department.

Dr. Taylor stated the next presentation will look at the business side of the special ed program.

Mr. O'Shea stated I noticed you had a figure in the district's special services program of 16.7% - is that for the entire school year? Mrs. Conti stated July 1, 2020-June 30, 2021. Mr. O'Shea asked did you show what the percentages were for the last 5 years? Is it a steady 16.7%. Mrs. Conti stated it fluctuates based on the total population numbers. Mr. O'Shea stated I would like to see that in the next presentation. Mrs. Conti stated you want to see the percentage

classified over the last five years. I will do that for you if I can. We transferred over to IEP direct a few years ago. Can you email me your questions?

Mr. McDowell stated please send us a copy of your presentation to the Board members.

Dr. Taylor presented his State of the Schools; the presentation is appended to the minutes and can also be viewed on the district's website.

Dr. Taylor presented the summary of the results of the survey administered about three weeks ago to get a feel on how the community is looking at reopening of the school year an overview of what our plans are for the reopening.

We do have a group that has been meeting once every other week and another meeting will be Friday – the School Reopening Task Force – comprised of parents, members of the Board, teachers, members of our leadership team, including staff who are responsible for facilities, nursing. Our goal has been to make sure that we are addressing the community concerns and also preparing for the reality that we are coming back to school full time, 5 days a week for about 7 hours each day. This stakeholder group had to work collaboratively with me to make some of the most vital decisions that would impact the reopening of the school.

The survey results will be uploaded to the Superintendent's Corner tomorrow morning. The response rate was o.k. – most researchers will tell you that you are looking for a 25% response rate. The rate of responses from parents and guardians was a little under that average; trump that up to it is summer, not everybody is available. Our personnel responded at a greater rate of 31% - so it hovers around the 25% total response rate.

One of the first questions I asked was how they felt about bringing their kids back – did they want to remain virtual, combination or all in. Most people wanted to be all in. A very small portion of the responses would rather remain in a virtual learning environment. We don't have control over this matter. Governor Murphy is directing all students to be in school and there are no flexible arrangements being made. The State Department of Education has not even any guidelines on how to handle an increase in infection rates at the local level.

The next question was how comfortable people are bringing their kids back in person? The responses I looked at those that were slightly comfortable and not at all comfortable – 23% respondents are not feeling good about coming back in person. Any number of people that are uncomfortable about coming in person is a significant number. I can rally around that 23% and do what I can as the Chief School Administrator to make them and their kids feel more comfortable. The reality is you are coming in but if you are really not comfortable, it is my job to field the questions and concerns as personally as I can or directly to the right people.

Another question I asked was what their biggest concern was now that we are coming back in person. What I was focused on was my need to focus on the regulation coming down from Trenton and our local and county departments of health and that was what people wanted to lock in on – public health regulations. Three responses indicated ventilation. I will talk a little bit about what we have in place.

The last question I asked was how well-informed people are about these next steps. It is an important question because it suggests where I do more or less when it comes to communicating. Fortunately, it looks like we are doing a good job getting the word out – we put out phone messages, as well as email messages from me. Only 4% strongly disagree and 8% disagree – 12% feel they are not well informed.

I asked staff and leadership fewer questions because there were fewer variables to take into consideration. I asked how they feel about coming back in the fall and 30% feel not easy about returning in the fall. Again, this falls back on my shoulders. I will be meeting regularly with representatives of the UTEA and UTASA and interested parties that may not be affiliated with the bargaining unit but work for us – who are concerned about coming back.

The next is what it is we can do to make people more comfortable. This required qualitative responses not quantitative responses:

- Substantial decrease in community infection rate;
- Reduced class sizes and proper ventilation within the classroom environment;
- Protocols being enforced uniformly and with integrity with the supervision and backing of administration; and
- Updated sinks in student bathrooms so they can wash their hands properly; the sinks should be touch free.

There was a general comment area and I received quite a few. I am not sharing all comments I received but I have highlighted a few in my presentation. Mask wearing was the hot button issues before Governor Murphy agreed that everyone in a school building needs to wear a mask. We were appreciative the Governor made a firm decision to something. The stakeholders and I will be responding to the concerns of parents and staff.

What to expect for the school year – pre-pandemic school hours (full days, full weeks), transportation will be provided to students, activities after school, during school, including athletic events, competitions which are on per NJSIAA, providing snack time for elementary schools and lunch for all of our students. I will get back to the community on Monday on where to find all this information with a frequently asked questions document that will address various questions that I have received. The task force is working on lunch plans.

It is my expectation that our teachers will facilitate lessons that will include some small group work – guided reading – that can only happen in small groups; cooperative learning project work that might occur in the upper grades, including science labs will take place; however, with some limitations. We may not have as many students together in a group and it may be shorter time periods. Normalcy is not something we are going to workout on day one. I hope that parents, guardians and the Board recognize that as educators we are now going to be stepping into a whole new dome – now it is post-pandemic teaching – so there will be an adjustment. Balancing the needs of proper physical distances with a focus on returning to some sense of instructional and learning normalcy – it may take a few days, a few weeks.



One thing the Department of Education has provided guidance on is when it comes to what to do if you did need to focus on some virtual learning is how to handle students who may test positive for COVID-19. We will be quarantining the student per CDC guidelines – quarantine for 10 days and of course anybody who is in close contact. I do use the CDC guidelines – a certain measurement of distance, a period of time you have been in contact with somebody, a period of dates between the period somebody tested positive or showed symptoms – I’m pretty versed in that thanks to how I had to handle last year. The students that are quarantined will be provided instruction virtually. We are still working this out – combination of live stream and use of Google Classroom. We are in charge of maintaining continuity. We are not going to have students be home for 10 days and do busy work – give or take a couple of days. The CDC guideline of 10 days are calendar days, not school days.

In terms of safety and health – everyone will have to wear a mask. Some people don’t know how to wear a mask properly or resist wearing a mask properly. I am going to be tasking the principals to enforce the directives that people will have to wear masks and wear them properly. We will be incorporating a mask break during the school day – obviously during snack and lunch. We will maintain physical distancing as best as we can. There will be a lot of people in the buildings and kids traveling from class to class. At this time there is no plan to have students remain in their classrooms and have special subjects come to them. There is still the intent to have classes operate on a pre-pandemic schedule. We will supervise students in the hallway to make sure that they are moving and second that they are not congregating in groups. I refer to physical distancing not social distancing – to me social distancing is that we are distancing our emotions ourselves. We are just talking about physically that they are apart.

Mrs. Ruiz asked at the high school, the hallways become a traffic jam when the students are switching classes – how are we going to manage that? Dr. Taylor stated that is something we will be addressing on Friday. Friday’s task force meeting – we will be talking about lunch, how to maintain physical distancing, also identifying isolation rooms for the kids that we suspect maybe ill or come to us and say I think I have a fever. That is why Monday’s frequently asked questions will become important for everyone to refer to. I will get back to that.

Our little kids will have to learn or relearn proper handwashing technique. We will be reminding our older kids. We will provide sanitizing pumps throughout the building and refreshing our soap dispensers in the bathroom.

Our facilities’ crew will do what they did in the spring – what I refer to as a deep clean because they will be using products that they wouldn’t normally use or they used pre-pandemic but they will now be using to do this deep cleaning and that will happen on a daily basis. All touch points in hallways, classrooms, gymnasium, auditorium, cafeteria.

We have to identify an isolation area and finally, I have to monitor the local infection rate in Union County on a daily basis and I’m already working with the Town’s health officer and speaking regularly to have a system so that I can see all that data on a regular basis. If I notice an uptick in the rates, I might not be able to close school, I will if necessary modify the school schedule – like a half day to reduce the hours that we are all together or go back to a cohort

model – half student body in the a.m. and half student body in the p.m. It is the very least I can do if I see those rates go up.

The rates currently – 7-day average infection rate in Union is 14 – that puts us in the moderate transmission (yellow) range. If we start to hit the orange, especially if we hit the red, my flag is going to go up and I will have to kick in some kind of modified schedule and that is if the Governor hasn't already provided some executive order stating otherwise. We could see around the State in communities isolated instances of big upticks. Union is doing a great job. Being in the yellow is a relatively good place.

If I'm bound to bring our kids back in full time, which I think is a good idea and I'm bound to bring them in masked, can't break them down and offer virtual learning on off days, the very list I can do is to come up with all the protocols I can share with you, including this one and work from there.

The FAQ document and the updated School Reopening Plan will be provided to you on the website on Monday. I am collecting questions almost daily from parents and guardians and teachers as well and compiling them into this FAQ. It will be a document of common questions.

Are there any other questions from the Board? No Board member responded. If you don't ask them tonight, wait until Monday and if you don't see your question answered on the FAQ, then you can reach out to me. I recommend that you reach out to me and not the principals because I'm a fountain of knowledge when it comes to the districtwide protocol that we are using and I rather there be one message going out from the district to the parents and guardians.

The last is HIB – one case and it wasn't founded due to conflicting report about alleged incident and it was an incident that took part in our summer program at one of our middle schools.

#### Education/Student Discipline Committee Resolutions:

Mrs. Ruiz gave an overview of the Education/Student Discipline Committee. She stated and we discussed the National Honor Society – the requirements to be admitted at the high school. Currently students are required to have a 3.5 GPA along with other criteria, clubs, community service, etc. The GPA is what we focused on during our discussion because the national requirement for NHS is 3.0 – so the question was raised why our significantly higher. Dr. Taylor has committed to looking into it and not only finding out the history of the 3.5 but similar size school districts require for their NHS admission. He will get back to us.

The other was the results of this year's AP test – what did our students score, how many got the 4 out of 5 to get them the college credits and also how many sat for the test? The AP test was free for all students this year which was implemented during the pandemic which should in theory meant that more students should have sat for the AP exams. We want to see if that actually happened and if it did, were our students truly prepared to do very well on the test. Again Dr. Taylor will get back to us with that data.

Mrs. Regis-Darby noted on E-2 that it appeared that there was no nurse at Franklin School this school year; Dr. Taylor assured us that there is a nurse to be hired for Franklin School.

Mrs. Ruiz presented the Education/Student Discipline Committee agenda.

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

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period July 21, 2021 to August 17, 2021, in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods June 16, 2021 to July 20, 2021, in accordance with the information appended to the minutes.

**E-2. APPROVE MEDICAL SERVICES HANDBOOK AND SCHOOL HEALTH STANDING ORDERS**

Approve Medical Services Handbook and School Health Standing Orders for the 2021-2022 school year, in accordance with the information appended to the minutes.

**E-3. APPROVE COMPLETED DISTRICT PROFESSIONAL DEVELOPMENT**

Approve the 2020-2021 Completed District Professional Development, in accordance with the information appended to the minutes.

**E-4. APPROVE APPLICATIONS FOR USE BY STUDENTS PER IEP**

Approve the following applications for use per students' IEP: ModMath 2.0 Access; Scanner Pro 7; PDF Expert 7; Number Pieces Virtual; Number Line Virtual and Patterns Shapes Virtual (total cost – not to exceed \$100.00), in accordance with the information appended to the minutes [Account #11-213-100-610-02-19-7905].

**E-5. APPROVE REVISED 2021-2022 SCHOOL CALENDAR**

Approve revised 2021-2022 school calendar, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mr. McDowell asked if \$100 was correct on E-4? The backup reads \$100. Mrs. Ruiz asked for each student? Mrs. Koon stated I believe it is for one particular student.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

## Fiscal and Planning Committee Resolutions:

Mr. O'Shea presented the Fiscal and Planning Committee agenda.

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

## F-1. TREASURER'S REPORT

That the Treasurer's Report dated June 30, 2021 be accepted.

## F-1A. TRESURER'S REPORT

That the Treasurer's Report dated July 31, 2021 be accepted.

## F-2. SECRETARY'S REPORT

That the Secretary's Report dated June 30, 2021 be accepted.

## F-2A. SECRETARY'S REPORT

That the Secretary's Report dated July 31, 2021 be accepted.

## F-3. CERTIFY TREASURER'S AND SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of June 30, 2021 and July 31, 2021 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

*/s/ Yolanda Koon*

\_\_\_\_\_  
Yolanda Koon, Board Secretary

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Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of June 30, 2021 and July 31, 2021 after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.2(d)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the Board to be correct.

## F-4. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers (June 2021), in accordance with the information appended to the minutes.

## F-4A. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers (July 2021), 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	3380/Athletics	UCIAC – estimate of cash taken at door for Union County wrestling tournament held at UHS-January 2022	\$4,000.00 (estimate)
Union High School	3380/Athletics	NJSIAA – estimate of cash taken at door for regions wrestling tournament at UHS – February 2022	\$12,000.00 (estimate)
Union High School	2100/Athletics	NJSIAA - estimate of cash taken at door for State playoff games for football playoffs-UHS December 2021	\$4,000.00 (estimate)
Union High School	2003/Peer Ambassadors	Stitch America – uniform shirts for Peer Ambassadors Program	\$1,712.37

**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 RODRIGUEZ NATIVO LLC –SIGN LANGUAGE INTERPRETER**

Approve Rodriguez Nativo LLC to provide sign language interpreting for parent conferences and school activities at a flat rate of \$175 for two hours (thereafter \$70/hr. day rate

and \$75/hr. after 5 p.m.) not to exceed \$2,750 for the 2021-2022 school year (Account #11-000-240-890-01-54-060).

**F-12. APPROVE GENESIS EDUCATIONAL SERVICES – SCHOOLFI**

Approve Genesis Educational Services-SchoolFi (HR/Personnel, Payroll and Budget/Fund Accounting software), at a cost of \$150,000.00 over three (3) years for effective and efficient administration of business services that will maximize school district resource and support student achievement.

**F-13. APPROVE INTRADO INTERACTIVE SERVICES CORPORATION – SCHOOLMESSENGER – WEBSITE**

Approve Intrado Interactive Services Corporation – SchoolMessenger as the district’s website communication provider for district, schools, parents and students at a total cost not to exceed \$16,000.00.

**F-14. APPROVE LEASE PURCHASE AGREEMENT – ACQUISITION OF TELEPHONES AND NOTIFICATION SYSTEM**

Approve resolution authorizing a Lease Purchase Agreement for the acquisition of telephones and notification system (not to exceed \$550,000.00), in accordance with the information appended to the minutes.

**F-15. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
UHS \$5 Staff Dress Down Day	September 27, 2021	UHS/Play Unified and Club TESSLO – raise funds for clubs to give students opportunities to participate in inclusive activities
Blaze Pizza	October 7, 2021 and May 25, 2022	UHS/Play Unified and Club TESSLO – raise funds for clubs to give students opportunities to participate in inclusive activities
UHS \$5 Staff Dress Down Day	November 24, 2021	UHS/Play Unified and Club TESSLO – raise funds for clubs to give students opportunities to participate in inclusive activities
Bake Sales	September 17, 2021 September 30, 2021 October 21, 2021 November 24, 2021 December 23, 2021 January 3, 2022 January 26, 2022 February 1, 2022 February 24, 2022 March 3, 2022 March 17, 2022 April 11, 2022 May 23, 2022	UHS/Play Unified and Club TESSLO – raise funds for clubs to give students opportunities to participate in inclusive activities

**F-16. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Township of Union	UHSPAC	\$500.00
American Legion Ladies Auxiliary Unit #328	Districtwide	School Supplies

**F-17. APPROVE DEVELOPMENT WORKSHOPS – HOLISTIC LENS OF EQUITY AND INCLUSION**

Approve three staff development workshops on social-emotional learning (SEL) through the Holistic Lens of Equity and Inclusion for the 2021-2022 school year. Each session is \$2,500.00 (not to exceed \$7,500.00).

**F-18. APPROVE OUR HOUSE – EMPLOYMENT SERVICES**

Approve Our House Inc. to provide community based supported employment services to students in district public schools for the 2021-2022 school year not to exceed \$115,000, in accordance with the information appended to the minutes [Account #11-000-216-320-01-19/7043].

**F-19. APPROVE COUNSELING CENTERS FOR HUMAN DEVELOPMENT – MENTAL HEALTH SCREENINGS**

Approve Counseling Centers for Human Development for mental health screening (#90791-initial diagnostic interview) at the rate of \$225.00 per screening (not to exceed \$10,000.00) for the 2021-2022 school year [Account #11-000-219-320-01-19].

**F-20. APPROVE PREFERRED HOME HEALTH CARE & NURSING SERVICES – NURSING SERVICES**

Approve Preferred Home Health Care & Nursing Services to provide nursing services to district students at a rate of \$58.00/hr. for RN and \$53.00/hr. for LPN for the 2021-2022 school year (not to exceed \$84,000), in accordance with the information appended to the minutes [Account #11-000-216-320-01-19/7043].

**F-21. APPROVE UNCOMMON THREAD – BCBA SERVICES**

Approve The Uncommon Thread for BCBA services at a rate of \$130.00 per hour (not to exceed \$12,000.00) for the 2021-2022 school year, in accordance with the information appended to the minutes [Account #11-000-216-320-01-19].

**F-22. APPROVE BURLINGTON COUNTY SPECIAL SERVICES SCHOOL DISTRICT – EVALUATIONS**

Approve the use of Burlington County Special Services School District educational services unit to conduct speech/language evaluation - \$561.00, occupational therapy evaluation - \$485.00 and psychological evaluation - \$505.00 for district students (not to exceed \$2,000.00) for the 2021-2022 school year, in accordance with the information appended to the minutes [Account #11-000-219-320-01-19].

**F-23. APPROVE TECHNOLOGY FOR EDUCATION AND COMMUNICATION CONSULTING – TRAINING**

Approve Technology for Education and Communication Consulting Incorporated to provide assistive technology/AAC general training at the rate of \$150.00 per hour (not to exceed \$1,050.00 for the 2021-2022 school year, in accordance with the information appended to the minutes [Account #11-000-219-320-02-19].

**F-24. APPROVE APPLICATION – PLAY UNIFIED GRANT**

Approve the school-based applications to the Play Unified 2021-2022 Grant, Special Olympics for the following schools: (a) Union High School and (b) Burnet Middle School, in accordance with the non-public information appended to the minutes.

**F-25. APPROVE LEARNWELL – BEDSIDE INSTRUCTION**

Approve teachers employed through LearnWell to provide bedside instruction for district students on an “as needed” basis for the 2021-2022 school year in the amount not to exceed \$10,000.000, in accordance with the information appended to the minutes [Account #7693/11-150-100-320-01-19].

**F-26. APPROVE UCESC – HOME INSTRUCTION**

Approve Union County Educational Services Commission (UCESC) to provide home instruction to students hospitalized at Trinitas for the 2021-2022 school year (on an as needed basis), not to exceed \$15,000.00, in accordance with the information appended to the minutes [Account #7693/11-150-100-320-01-19].

**F-27. APPROVE SERVICE PROPOSAL – OAKRIDGE CONSULTING, LLC**

Approve service proposal from Oakridge Consulting, LLC for consultation for “COVID Reentry Survey: Objective Measurement Analysis” for the period July 24, 2021-July 31, 2021, in connection with the information appended to the minutes.

**F-28. APPROVE SUBMISSION OF SFY 2022 ARP-IDEA GRANT TO NJDOE**

Approve submission of the SFY 2022 American Rescue Plan Act (ARP-IDEA) grant application to the New Jersey Department of Education (NJDOE) by October 1, 2021.

**F-29. APPROVE ACCEPTANCE OF SFY 2022 ARP-IDEA GRANT**

Approve acceptance of the SFY 2022 American Rescue Plan Act (ARP-IDEA) grant for the FY 2021-2022 school year as follows: (a) Basic - \$374,275.00 and (b) Preschool - \$31,822.00.

**F-30. APPROVE ACCEPTANCE OF PLAY UNIFIED/SPECIAL OLYMPICS GRANT**

Approve acceptance of a 2021-2022 grant in the amount of \$3,632 from Play Unified/Special Olympics to create a Unified Fun Space located in Union High School.

F-31. *For informational purposes only – vote not required.* Legal services for the 2020-2021 fiscal year, in accordance with the information appended to the minutes.



**F-32. APPROVE PROGRESSIVE OPTIONS SUPPORT SERVICES – BILINGUAL EVALUATIONS**

Approve Progressive Options Support Services to conduct bilingual educational, social history and psychological evaluations for district students at a cost of \$600 per evaluation (not to exceed \$1,800.00) for the 2021-2022 school year, in accordance with the information appended to the minutes.

**F-33. APPROVE LEGAL SERVICES FOR INDEPENDENT AFFIRMATIVE ACTION/DISCRIMINATION INVESTIGATION – PETER B. FALLON, ESQ.**

Approve Peter B. Fallon, Esq. to provide services for independent investigations of affirmative action complaints at an hourly rate of \$180 per hour (not to exceed \$5,000) for the 2021-2022 school year, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Operations Committee Resolutions:**

Dr. Francis presented the Operations Committee agenda.

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

**O-1. APPROVE SECURITY DRILL/BUS EVACUATION REPORTS**

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

**O-2. APPROVE AGREEMENT WITH BOYS & GIRLS CLUB OF UNION COUNTY**

Approve agreement with the Boys & Girls Club of Union County for the 2021-2022 winter swim season, in accordance with the information appended to the minutes.

**O-3. APPROVE SERVICE PROPOSAL – SAFE SCHOOLS INTEGRATED PEST MANAGEMENT**

Approve Service Renewal Proposal from Safe Schools Integrated Pest Management, a division of Stank Environmental, LLC (pest control and IPM law compliance services) for the period July 1, 2021-June 30, 2022, in accordance with the information appended to the minutes.

**O-4. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS**

Approve submission of Anticipated Facility Request for the 2021-2022 school year to the New Jersey Department of Education (Union County office), in accordance with the information appended to the minutes.

**O-5. APPROVE SUBMISSION OF ALTERNATE METHOD OF COMPLIANCE**

Approve submission of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3 and/or 6.4 for toilet room facilities for early intervention, pre-kindergarten and kindergarten classrooms (2021-2022 school year), in accordance with the information appended to the minutes.

**O-6. APPROVE SCHNEIDER ELECTRIC, LLC – REPLACEMENT OF BMS MAIN CIRCUIT BREAKER**

Approve resolution authorizing Schneider Electric, LLC to design and repair the circuit breaker at Burnet Middle School, in accordance with the information appended to the minutes.

**O-7. APPROVE GATEWAY FAMILY YMCA – PRESCHOOL CONTRACT - 2021-2022**

Approve Preschool Education Program Contract with the Gateway Family YMCA for the 2021-2022 school year, in accordance with the information appended to the minutes.

**O-8. APPROVE REQUEST FROM TOWNSHIP OF UNION EDUCATION FOUNDATION**

Approve request from the Township of Union Education Foundation to use the Walkway of Honor located at Union High School for a short ceremony to honor recent recipients of bricks donated in memory of former employees Janice Hibbard and Marilyn Seneca, former Board President Anthony Manochio and Education Foundation Board member Loretta Lee-Matthews, in accordance with the information appended to the minutes.

**DISCUSSION:**

The request from Township of Union Education Foundation which was a discussion item – the Board agreed to have it added to the agenda as O-8 for vote.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Personnel Committee Resolutions:**

Dr. Francis presented the Personnel Committee agenda.

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

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

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

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

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

**P-1C PERSONNEL ACTIONS – TRANSFERS**

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

**P-2. APPROVE SUBSTITUTE LISTS**

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

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

Accept letters of resignation/retirement from the following staff:

Name	Position	Location	Eff. Date	Reason	Notes
Christina M. Leung	General/vocal music	Washington	9/1/2021	Resignation	
Vivek Kalola	Math teacher	BMS	8/31/2021	Resignation	
Yvonne Bogar	Café Aide	Franklin	7/27/2021	Resignation	Effective date used was date email was sent 7/27/2021
Fernanda Faustino	Café Aide	Battle Hill	7/23/2021	Resignation	Effective date used was date email was sent 7/23/2021
Suzanne Gallagher	Business and financial literacy teacher	BMS	6/30/2021	Resignation	
Teresa Romeo-Andriulli	Speech language specialist	BMS	9/1/2021	Retirement-update to retirement date	Update to previously approved retirement date from 12/1/21 to 9/1/21
Katie Battles	Part-time transportation assistant	Transportation Department	8/11/2021	Resignation	Effective date used is date letter was done/sent
Timothy David	Social studies teacher	UHS	8/10/2021	Resignation	Effective date used is date letter was done/sent
Jennifer Ramirez	Art teacher	BMS	8/10/2021	Resignation	Effective date used is date letter was done/sent
Anabela Carreira	Part-time café aide/greeter	Livingston	8/16/2021	Resignation	

## P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Theresa Cucciniello	10-month secretary	Washington	9/1/2021-9/1/2023	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks
Amanda Cohen	7 <sup>th</sup> grade science teacher	KMS	10/1/2021-1/7/2022	Unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA entitlement not to exceed 12 weeks
Ralph Johnson	Custodian	Washington	9/1/2021-1/2/2022	Paid medical and unpaid FMLA	Paid medical leave followed by unpaid FMLA; FMLA entitlement not to exceed 12 weeks
Laura Standal	Special education teacher	Washington	9/1/2021-6/30/2022	Intermittent FMLA	FMLA entitlement not to exceed 12 weeks
Nichol Sanchez	Teacher	Hannah Caldwell	Update 9/1/2021 – 1/2/2022	Extension of unpaid child rearing leave under NJFL, followed by unpaid non-NJFLA child rearing leave	NJFLA entitlement not to exceed 12 weeks; NJFLA and FMLA did not run concurrently for leave; original leave began 4/12/21
Elyse Vena Toglia	Speech language specialist	BMS	9/1/2021-1/2/2022	Unpaid NJFLA/FMLA (concurrently) followed by unpaid non-FMLA non-NJFLA child rearing leave	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Julia Vicidomini	Executive Administrative Assistant	Central Office	8/30/2021-8/31/2021	Paid medical leave	
Erika Quinto	ESL teacher	Districtwide	9/1/2021-6/30/2022	Non FMLA unpaid leave	Leave does not meet FMLA or NJFLA eligibility requirements
James Burgmeyer	Special education teacher	KMS	9/1/2021-6/30/2022	Intermittent unpaid FMLA/NJFLA child rearing leave	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks

Jessica Mendes-Oliveira	Kindergarten teacher	Franklin	9/1/2021-12/7/2021	Unpaid FMLA/NJFLA child rearing leave	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Karen Wojcik	12-month secretary	Hamilton/Special Services	7/15/2021-9/6/2021	Paid medical leave	

**P-5. APPROVE CITYMD URGENT CARE – EMPLOYEE PHYSICALS**

Approve CityMD Urgent Care to perform employee physicals for the 2021-2022 school year [Account 11-000-213-330-01-54-0060], in accordance with the information appended to the minutes.

**P-6. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2021**

Approve Change of Salary Class (effective September 2021), in accordance with the information appended to the minutes.

**P-7. APPROVE RESIDENCY INVESTIGATORS – 2021-2022**

Approve residency investigators for the 2021-2022 school year, in accordance with the information appended to the minutes.

**P-8. APPROVE ATTENDANCE AT ASBO INTERNATIONAL ANNUAL CONFERENCE – KOON**

Approve Yolanda Koon to attend the ASBO International Annual Conference in Milwaukee, Wisconsin (October 13-16, 2021) for a total cost not to exceed \$2,622.00.

**P-9. APPROVE ATTENDANCE – UCASE**

Approve Kim Conti, Director of Special Services, to attend UCASE meetings for the 2021-2022 school year at a cost of \$50.00 (district membership dues) [Account #11-000-219-890-01-19].

**P-10. APPROVE ATTENDANCE – MUJC**

Approve Marcel Royal and Brian Kaufman, BCBA/Behaviorist, to attend meetings at the Morris Union Jointure Commission (MUJC), at no cost to the district for the 2021-2022 school year.

**P-11. APPROVE ATTENDANCE – MUJC**

Approve Kim Conti, Director of Special Services, Joseph Seugling and Christopher Carew, Supervisors of Special Services to attend meetings at the Morris Union Jointure Commission, at no cost to the district for the 2021-2022 school year.

**P-12. APPROVE ATTENDANCE – TRANSITION MEETINGS**

Approve Sarah McCulloh and Vanessa Tuohy to attend transition meetings for the 2021-2022 school year at various locations, in accordance with the information appended to the minutes.

**P-13. APPROVE ATTENDANCE – NJ CASE**

Approve Kim Conti, Director of Special Services, to attend New Jersey Council of Administrators of Special Education (NJ CASE) meetings at no additional cost to the district other than Council for Exceptional Children (CEC)/CASE membership dues previously paid by the district purchase order.

**P-14. APPROVE STUDENT TEACHERS AND INTERNSHIPS**

Approve student teachers and internships for the 2021-2022 school year, in accordance with the information appended to the minutes.

**P-15. APPROVE ATTENDANCE – EDUCATIONAL/CURRICULUM MEETINGS –MUJC**

Approve attendance for educational/curriculum meetings at Morris Union Jointure Commission: Gerry Benaquista; Assistant Superintendent, Supervisors: Randi Moran, Jeremy Cohen, Nicole Ahern, Robert Ghiretti, Theresa Matthews, Maureen Guilfoyle, and Maureen Corbett, Principals: Mark Hoyt, Jason Malanda, David Shaw, Michelle Warren, Ben Kloc, Tom Matthews, Athea Bossard, Kira Baskerville-Williams, Kathy DiGiovanni, and Laura Damato, Directors Kim Conti, Ann Hart and Sandra Paul and Director of Instructional Technology Craig Wojcik. Attendance at Morris Union Jointure of Commission (at no cost to the district) for 2021-2022 school year.

**DISCUSSION:**

None

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

**NAY:** Dr. Francis (P-1B-3, P-1C-6)

**ABSTAIN:** Dr. Francis P-1A-11

**MOTION CARRIED**

**L. Policy Committee:**

Dr. Morgan stated as we know policy hasn’t been addressed in the past three years I have been on the Board so Dr. Taylor and I did discuss having Strauss Esmay come in and do an audit on how we need to move forward with our policies. Many of our policies are out of date. We will be bringing in Strauss Esmay. Dr. Taylor will be the administrator leading the policy committee and once we get the audit back we will start on those policies.

Mr. McDowell stated we already have a contract with Strauss Esmay. Dr. Morgan stated I also asked Dr. Taylor to find out who gets the alerts of Strauss Esmay. They send alerts at least once a week. The last one was regarding the mask policy that we probably need to look at because we start school September 8<sup>th</sup> and we probably need to have that policy for first reading. I know last year I insisted on implementing the policies on COVID and we did get that done.

Mrs. Koon stated they are coming to the business office and Dr. Taylor and I were supposed to meet on the policies but I also reached out to Strauss Esmay to see where we were with them. They sent a USB plus a hard copy of what was done prior to my arrival and it replicates the policies that exist. Moving forward, the policy committee and I can now start

talking about how we want to start rolling that out. Normally they send out 10 per quarter and maybe we can divide them up and do four each month. Dr. Morgan stated I'm looking forward to working on it.

#### Technology Committee:

Mrs. Regis-Darby gave an overview of the Technology Committee meeting. She stated

#### Old Business

- Upcoming summer technology equipment recycle/online auction bid - GovDeals
  - Update: Attached serial numbers of devices are in the hands of each BOE member of the upcoming meeting.
- Girls Who Code program
  - Update advertising for program monitors will up forthcoming
- PaySchool project
  - POS systems are installed except Burnet
  - Begin training process for Pomptonian staff
- Working on current proposals for district telephone and notification systems.
  - RFP approval on BOE meeting 8/18/21
  - Dr. Taylor planning to formulate a Security and Safety Committee for the district
- Move from Systems 3000 for payroll and personnel to Genesis SchoolFi during the 2021-2022 school year.
  - Update: Kickoff meeting completed. In process of necessary data for transition - Ann Hart
- Security camera systems for middle and elementary schools
  - Update: PO has been completed for Burnet Middle School
- Professional Development - Craig
  - Update: 21-22 instructional technology professional development for staff
- Instructional Technology Leads
  - 10 ITLs throughout the district
  - Improve implementation of technology within each building
- District website
  - Update: A template was decided on - Ann Hart
  - Community survey distributed and completed
  - Working with SchoolMessenger at this time

#### New Business

- District application for ECF funding

Mrs. Paul stated the ECF is the Emergency Connectivity Fund that the FCC has come out with in order to provide families with wi-fi and connectivity access to bridge what is called the "homework and digital divide". They have asked school districts throughout the United States to run surveys in our community asking if parents have personal devices for each child (and this is not school devices) and whether or not you have enough internet access for all your kids to access at the same time. If you have six kids and all are on the internet at the same time, that gets expensive for the family. The FCC cannot figure out how to get to the individual family homes, they have reached out to the school districts and asked the districts to do the survey and to try to figure out how many devices and hotspots each community might need for their

students. We have submitted an application through the FCC for our community. From the survey we got quite a bit of information but my e-rate consultants that reached out to the FCC to get more clarification because they are suggesting that school districts look at the free and reduced numbers. I have met with the Township and talked about how we can have a more sustainable internet access for our students, parents and community because the issue is a hotspot is a band aide for a problem we have throughout the nation. We applied for approximately 2,000 devices. These devices are not for the school. These devices are from FCC for the students at home. When the district collects their school device, the students still have a device at home that they can use. It is actually giving an opportunity to the federal government to provide devices and internet access to all the kids in the community, as necessary. They only gave us 45 days and we are all trying to figure this out and we sent our numbers and we are hoping that we get more clarification. One of the great things is the students will have devices. There is also a survey for teachers so when the teachers come back they will complete the survey.

Mrs. Regis-Darby stated a collaboration with Comcast and Verizon. Mrs. Paul stated I have a Town meeting and the Town is bringing in both Verizon and Comcast so we can come up with a permanent solution to provide internet access to homes other than the hotspots; hotspots are not sustainable.

Mr. McDowell stated the application was sent in. Mrs. Paul stated yes we sent in the original application. We are just waiting to hear back from them about what other details they need from us.

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

**T-1. APPROVE RECYCLING OF DEVICES**

Approve list of devices for recycling/auction with GovDeals.com (online government surplus auctions), in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Approval of Bills:**

Upon recommendation of the Superintendent of Schools and moved by Mrs. Williams, seconded by Mr. O'Shea, 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: Dr. Francis, Mrs. Minneci, Dr. Morgan, Mr. O’Shea, Mrs. Regis-Darby, Mrs. Ruiz,  
Mrs. Williams, Mr. McDowell

NAY: None

ABSTAIN: None

MOTION CARRIED

#### Unfinished Business:

None

#### New Business:

Mrs. Minneci stated I am the liaison to Hannah Caldwell and this past weekend the PTA/Vauxhall Staples and First Watch Cafe had a back to school event and they had supplies and First Watch Café donated meals for all the students that attended. Staples donated backpacks loaded with school supplies. The PTA raffled off spirit wear and they had 50 boxes of school supplies that were donated to the parents. It was well attended and very successful. I want to thank them and I know all our PTAs work extremely hard. We have great PTAs in this Town. Thank you to Hannah Caldwell PTA and everyone who participated. The faculty and staff get a 20% discount and 20% cashback when they buy their supplies. Staples is very invested in our community.

Mrs. Regis-Darby stated on Sunday, Hannah Caldwell is going to ask parents to come out and paint the benches on the playground. If any parents are interested to help the school, that would be wonderful.

#### Comments from the Public:

Lynn Cornaccia stated I’m a Livingston School paraprofessional and UTEA head rep. I’m here tonight to ask you a question – I want to know if you value paraprofessionals in this district? Mrs. Conti presented tonight and she listed paraprofessionals that help students and we do more than help students. We make a connection with students. This past year I worked the summer school program at Hannah Caldwell and students I had when they were in preschool still remember me and come up to me and hug me and thank me and they are in high school and graduating. I had students I didn’t think I made a dent in their lives and they remember who I am. When I was done working summer, we found out we had only 31 paraprofessionals from this district working the summer program – whether the summer bridge, the extended school year or the summer adventure. Most everybody else was from the ESS company and in talking they were telling us how much they got. Most of us don’t come into this career for the money; we do it for the love of the children. But when I’m working along side of someone who doesn’t have any children in the district, who doesn’t know the children in the district and is getting paid more money than I am and I work in this district, my kids came to this district, I live in this district – it is disheartening. We know our kids from the minute they enter this school to the minute they graduate. We may not see them every year as they move on because we don’t move on with them but we know our children. I had the privilege of meeting the new members of the Union School District at the extended school year program – they were 3-4 year olds and never been in the school system before; leaving their parents and coming into a school. I greeted the parents and them – some cried and some threw tantrums but by the end of the program they were sad to leave. It is not just because of what I did it is because of what everybody did, we work

together. In the future I would ask that you consider giving us the same amount or equal rate as ESS has received.

Ann Margaret Shannon stated UTEA president – I'm excited to give you an update on the national community schools initiative program – the UTEA is involved – it is especially special because this is the first time the community members are formally part of our team. We started training yesterday and we finished 2 out of 3 days so the State is going to train us – members, paraprofessionals, teachers, parents – we are doing this together. When we finish the State training tomorrow, in September the national education association will also train us and we will start working with other members of our community. The woman who is the coordinated for the State did live in Union so she knows our town well. I look forward to it.

Chasity Santana stated my child from first grade until now, he came up here and he fought and wrote a speech and if we can pay the people on the bottom of the totem pole what they are supposed to be paid, these are the people that welcome our future. Mrs. Koon, when you came on I did back flips, please get our money together so that we can pay these people what they are supposed to be paid. Pay our paras what they are worth – special education is my heart; not because it is some policy but because it is my children. I have one IEP, two 504s and I don't even know how many in general education but we have to start with our paras. Please pay our paras what they are worth.

Melissa Francis stated thank you Dr. Taylor for your presentation and welcome. I work at a pediatric office. My questions are what will be the process of handling students with COVID-like symptoms? Will it matter if they are vaccinated or unvaccinated? My concern is we are seeing adolescents with breakthrough infections. We had two today and they had mild symptoms. When a student does present those symptoms at school, will the school be equipped with rapid tests or will the students with mild symptoms be requested to get tested elsewhere prior to returning to school? Will you be accepting rapid testing results to return to school? If you accept only PCR tests, the turn around time can take up to 48 hours before a result is available. If they have to stay out for two days it would result in a loss in in-person instruction. There are currently molecular rapid tests which are similar to PCR tests that are available to the public and most organizations are accepting them. I can email my questions to Dr. Taylor and I hope you take my concerns when you continue your reign. Thank you.

Dr. Taylor stated great questions – I will take you up on your offer to email me your questions so that I can address them in the frequently asked questions documents. Would that be acceptable?

Darren Martin stated in terms of going back to school – I have asked this question a few times and I'm hoping someone can help me out. Most of these school buildings, the ventilation system are par and some can open the windows and some are stuck. I need to know if someone can show me some documentation proof of what was done to the ventilation systems in the schools. Who signed off on it? Are there going to be isolation rooms when and if somebody tests positive or has COVID. Rapid tests have not done well – the molecular test is similar to PCR test. The PCR test is more accurate. I know everyone jumps in line behind the Governor, everybody is afraid to use the words virtual learning but I'm going to say virtual learning

because the rate of the Delta variant – let's not act like it is not going on, eventually if it gets bad enough we will be back at virtual learning. We need to be a school district at some point has to think outside the box. I hear a lot about our new superintendent; I'm optimistically cautious because of politics and people get tainted by the politics. I'll see what happens; his resume looks good but we will see what happens. I want documented proof about what was done with the ventilation system in this district. Thank you.

Dr. Taylor stated we will be setting up isolation rooms – if someone comes into school and takes ill, we will put that student in a separate area. I'm sorry you weren't given information you requested on ventilation. Will you be receptive to meeting with me via Zoom or in person so I can show you some information about what we have done? If so, email me so I can reach back out to you and schedule a time sometime next week.

Mr. Taylor stated in response to the speaker, for the Board members, as well as the public's knowledge. On August 6, 2021, Governor Murphy issued Executive Order 251 regarding masks in schools. It is a requirement for all public entity schools to follow that Executive Order as if it were law. The Board has no discretion to relax any condition regarding mask wearing and/or the provision of remote learning. As of now it is not permissible. I wanted to point that out because the Board has no discretion to modify that; whether the Board wants to follow it or not, it has to comply with the law. Members of the public, you can go to Trenton and lobby the State but the Board has no power to not follow this Executive Order without potential penalties.

Mr. McDowell stated thank you Mr. Taylor for your clarification.

Dr. Taylor stated Mr. Martin my email address is [taylor@twpunionschools.org](mailto:taylor@twpunionschools.org).

Mrs. Broderick stated I am a parent of a student in the high school. Welcome Dr. Taylor and thank you for your time Board members. I wonder if the district is headed to class and if so is there a mechanism in place for collecting the vaccination rates for district employees who are working in the building with students and also for students in high school – the students over 12. Is there such a mechanism and how likely would parents have access to those data before the school year begins. Thank you.

Dr. Taylor stated legitimate question – I hate to sound like a bureaucrat but I must – HPPA laws prohibit me from requiring any employee to provide me information about being vaccinated. You may be aware the Governor is trying to enact some kind of Executive Order or legislation in Trenton that would have us require personnel to be vaccinated but as far as I know that has not moved forward. The bottom line answer is no, I can't.

Mr. Taylor stated your answer is appropriate. I would be happy to further address that issue with the Board and Administration in closed session because there are a lot of moving parts and pieces from federal, State and municipal level in that regard.

Vivek Kalola stated thank you for letting me speak. As you saw earlier on the agenda that my resignation was approved. It is bitter sweet that I'm here today. The last time I was at

the Board meeting it was reference to supporting and bringing back the teachers and 14 other individuals in total that were going to be not having a job this coming school year and I also spoke on teacher diversity. I hope that initiative gets pushed forward as I look to move on. Thank you to everyone at Union for the past 13 years working with a lot of the wonderful people at the multiple schools – the high school, Jefferson and most recently Burnet – 8<sup>th</sup> grader teacher of math. My thank you and my goodbyes to all of the wonderful colleagues I have worked for, the parents and the students that I have been able to teach. It has been nothing but positive from a teaching standpoint and I'm grateful for the opportunity to be able to advance through my educational career and background and I hope to still work with the district if you decide to move forward with (inaudible). My new title will be customer success manager so I look forward to supporting any teacher that needs assistant that uses the product. I'm here to support and help out. Although I may not be a teacher in Union, Union will always have a place; it is where I got my start in education. Everyone remembers when they get started in a career that this path never dies there is always a special place in your heart and I always want to be a part of Union in some capacity even if I'm not physical there. The initiatives I put out in front I hope that even that I'm not there that it is overseen by someone and hope that positive changes can happen. One thing that I will miss out on is working under the new leadership of Dr. Taylor. I'm excited for the future of Union and I will be rooting outside looking in. Thank you.

Mr. McDowell stated thank you for your 13 years of service here. We do wish you all the best in the future and maybe down the line we hope to see you again here in one capacity or another.

Elizabeth stated I'm happy to see somebody new in the superintendent position. My concern is the ventilation. I'm looking forward to those answers. I will also be emailing you Dr. Taylor because I want to see those reports myself. My daughter will be attending Kawameeh and the ventilation there is a concern to me. The other things is the surveys go out and according to your website we have over 7,000 students in the district; to only have over a 1,000 reply does not show the overall response from the parents. I know a lot of parents did not respond. What are you doing to get a better feedback from the parents? Are you going to reach out? I know Genesis is there but there has to be a better way to get feedback from everyone in the district not just a group of 1,000 people.

Dr. Taylor stated your point is valid and I have to reflect on how I can get more feedback. Since I have gotten here, I have gotten stakeholders together in small groups like the task force; meeting and greeting – have a coffee combo in a few weeks which will be another opportunity to ask those questions. I do want to reflect on what you said about ventilation. It is clear that I need to do more to communicate to the entire community the status of our air quality work. I am going to work with my facilities' director and administrator in a few days to discern what I can share. I will likely broadcast the information on the website and direct people to the website with one of my phone messages. Thank you.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Dr. Morgan, that the meeting be adjourned at 9:04 p.m.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

YOLANDA KOON  
BOARD SECRETARY

