

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES– July 19, 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, July 19, 2022 at 7:00 p.m. at the Union High School Library, 2350 North Third Street, Union, New Jersey pursuant to notice sent to each member.

Mrs. Williams called the meeting to order at 7:03 p.m.

PRESENT AT ROLL CALL:

Dr. Guy Francis, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mr. John O’Shea, Mrs. Nellis Regis-Darby, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Ms. Chastity Santana

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Lester Taylor, Esq.; 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.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Ms. McKenzie, that the Board go into Executive Session at 7:07 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 concerning attorney-client privilege, litigation updates.

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, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:57 p.m.

Mrs. Williams asked for a moment of silence for Matthew Becerra, a student at Jefferson School, who passed away.

Comments from Public on Resolutions:

None

Approval of Minutes:

Moved by Mrs. Minneci, seconded by Dr. Francis, that the following minutes be adopted:

1. May 10, 2022 – worksession
2. May 10, 2022 – executive session
3. May 17, 2022 – regular meeting
4. May 17, 2022 – executive session
5. May 23, 2022 – special meeting
6. May 23, 2022 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

**REQUEST FROM UNITED CLERGY – JEFFERSON SCHOOL PARKING LOT**

Letter from United Clergy President requesting the use of Jefferson School parking lot on a Friday evening in late August or early September.

**REQUEST FOR LEAVE – CERCIELLO**

Request for unpaid non-FMLA medical leave from Michele Cerciello, health/physical education teacher-districtwide, February 1, 2022-December 22, 2022.

**REQUEST FOR LEAVE – HUTTER**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Lisa Hutter, teacher-Franklin Elementary School, September 1, 2022-January 18, 2023.

**REQUEST FOR LEAVE EXTENSION – McKEE**

Request for extension of unpaid non-FMLA/non-NJFLA child rearing leave from April McKee, English teacher-Union High School, through June 30, 2023.

**REQUEST FOR LEAVE – PETROU**

Request for unpaid FMLA/NJFLA from Laura Petrou, ESL teacher-Jefferson School, September 1, 2022-December 8, 2022.

**REQUEST FOR LEAVE EXTENSION – PATRICCO**

Request for extension of unpaid FMLA/NJFLA from Elena Patricco, teacher-Livingston Elementary School, new return date November 1, 2022.

**REQUEST FOR LEAVE EXTENSION – WOJCIK**

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

**LETTER OF RESIGNATION – BERRY**

Letter of resignation from Margaret Berry, Vice Principal-Union High School, effective July 15, 2022.

**LETTER OF RESIGNATION – GUTIERREZ**

Letter of resignation from Emily Gutierrez, English teacher-Union High School, effective August 19, 2022.

**LETTER OF RETIREMENT – JACKSON**

Letter of resignation, for the purpose of retirement, from Tim Jackson, electrician-Maintenance Department, effective January 1, 2023.

**LETTER OF RESIGNATION – METTA**

Letter of resignation from Gina Metta, math teacher-Kawameeh Middle School, effective June 24, 2022.

**LETTER OF RESIGNATION – MULVANEY**

Letter of resignation from Elizabeth Mulvaney-special education teacher-Union High School, effective August 31, 2022.

**LETTER OF RESIGNATION UPDATE – NAVITSKI**

Letter of resignation update from Patricia Navitski, cafeteria aide-Hannah Caldwell Elementary School, effective June 22, 2022.

**LETTER OF RETIREMENT – OSTY**

Letter of resignation, for the purpose of retirement, from Kimberly Osty, Vice Principal-Union High School, effective September 1, 2022.

**LETTER OF RESIGNATION – SAJOUSTE**

Letter of resignation from Ronel Sajouste, bus driver-Transportation Department, effective June 20, 2022.

**REQUEST FOR INTERMITTENT LEAVE – GIANCASPRO**

Request for intermittent FMLA leave from Denise Giancaspro, 10-month secretary-Special Services Department, September 1, 2022-June 30, 2023.

**REQUEST FOR LEAVE EXTENSION – OSTY**

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

**LETTER OF RESIGNATION – CESPEDES**

Letter of resignation from Yosvani Cespedes, Spanish Teacher-Union High School, effective July 1, 2022.

**LETTER OF RESIGNATION – BURKE**

Letter of resignation from Bernadette Burke, vocal/general music teacher-Hannah Caldwell Elementary School, effective July 1, 2022.

**REQUEST FOR LEAVE EXTENSION – DAMATO**

Request for extension of unpaid non-FMLA medical leave from Laura Damato, Principal-Jefferson School, through June 30, 2023.

**LETTER OF RESIGNATION – VICIDOMINI**

Letter of resignation from Julia Vicidomini, 12-month secretary-UHS Attendance, effective July 1, 2022.

**Superintendent's Report:**

Dr. Taylor announced and introduced the 2021-2022 Educational Support Professionals of the Year:

- Battle Hill – Colleen Noonan – 21 years
- Burnet Middle School – Sharon Holmes – 14 years
- Connecticut Farms – Maryann Purcell – 27 years as a preschool paraprofessional
- Franklin – Raven Aponte – 4 years as a preschool paraprofessional
- Hamilton – Kathy Gilmartin – 21 years – 12-month secretary for special services
- Hannah Caldwell – Sandra Marques-Albano – 6 years – preschool disabled paraprofessional
- Jefferson – Nicole Signorelli – 12 years
- Kawameeh Middle School – Elizabeth Craco – 5 years
- Livingston – Lyn Cornacchio – 18 years – preschool disabled paraprofessional
- Gwen Johnson – 12 years – counseling services – 12-month secretary
- Washington – Sandra Delli Santi – 22 years – paraprofessional (includes time as a lunch aide)

### State of the Schools:

#### High School Update – five-prong plan:

- Prong 1 – principal team complete for September; interim principal until June 30; four vice principals in place
- Prong 2 – August 1-31, 2022 re-registration for high school students; week of August 1<sup>st</sup> – Genesis registration option; week of August 22<sup>nd</sup> – in person registration option
- Prong 3 – bring back the Extended Day Program (EDP) starting September
- Prong 4 – student discipline policy changes, including “two strikes” to Extended Day Program
- Prong 5 – safety and security evaluation by Stonegate Associates – full report due September; report used for state and federal grants; critical needs recommendations by August 16th

Strategic Plan 2022-2025 update: (a) Goal 3 equity; Elizabeth Riley-Williams – to work with leadership team; Samantha Pugh – to work with school staff and faculty; Edward Fergus – data collection and analysis and we will be meeting with them on a regular basis; (b) Goal 4 – whole child – responsive classroom for grades K-5.

#### Dr. Perez, Dr. Cohen and Mrs. Hutchinson presented Goal 1 – Learning Growth:

- The Process – “the hourglass” – broadest point necessary to understand the topic; three goals – narrowing focus – needs assessments, other districts, experts/research, past/current programs, strategic plan; specific topic at hand; sharing/generalizing to the broader community – sharing throughout entire process, informed community.
- Need for a coherent curriculum that connects standards, student learning and assessment – Goal 1 – adopt Connected Action Roadmap (CAR) process to enhance curriculum writing, instructional planning and assessment.
- A districtwide, systematic approach to meeting the needs of all students, whether support or enrichment – Goal 2 – Implement the NJ Tiered System of Supports (NJTSS) consistently districtwide.
- Analysis of and reflection on district systems for access to programs and representation of the school community in curriculum and programs – Goal 3 – develop/revise systems to increase equity related to the academic experiences of students.

See presentation appended to minutes.

#### Mr. Benaquista presented the Personnel Update:

##### Initial 2022-2023 faculty vacancies – 91:

- Director of Athletics
- Principal
- Facilities Manager of B&G
- Social Studies
- Vice Principal
- Director of Instruction and Funded Programs

- Special Education
- Dean of Restorative Practices
- Athletic Trainer
- School Counselor
- Elementary Teacher
- Physical Educatoin
- Art
- Music
- Science
- Math
- English
- Chemistry
- Nurse
- Dance
- Media Specialist
- LDTC
- School Psychologist
- Secretary

Current 2022-2023 faculty vacancies – 25:

- Spanish (2)
- Art Teacher
- Secretary (3)
- Financial Literacy
- Media Specialists
- Middle School Math
- Nurse
- PreK Teacher
- Physics Teacher
- Special Education (8)
- Chemistry
- Interim Principal
- High School Social Studies
- High School Math
- School Psychologist

Dr. Taylor stated that he reviewed the final round and that we did a good job of reaching out to a diverse group.

Student Safety Data System Report (SSDS) – Period 2 – 2021-2022, see agenda item E-2.

Harassment, Intimidation and Bullying Report (HIB) – Period 2 – 2021-2022, see agenda item E-3. Total Cases 46 – 18 not founded; 28 founded.

Mrs. Regis-Darby stated the Board hired a company to do re-registration at the beginning, middle and end of year. Why are we doing re-registration when we are paying a company? Mr. Benaquista stated it is to check residency. Dr. Taylor stated I'm not confident that it will be up and running this summer. This program may be able to keep us from doing the re-registration process for middle and elementary school. Mr. Benaquista stated since we have had it, it has confirmed some cases.

Mrs. Regis-Darby stated we have until October. I don't see the rationale for paying this money to do this and having parents come in the middle of August to do this. I am for re-registration but we purchased a program to do this job. Dr. Taylor stated re-registration is online but we will make it available for parents to come in August to register.

Mrs. Minneci stated the first three weeks of re-registration they can upload to Genesis. Mrs. Williams stated Clear would be responsible for finding children that don't belong in the district and the re-registration will prevent kids from coming into the district.

Mrs. Regis-Darby stated thank you to Ms. Moran and Dr. Cohen – they said they would look at data building wide and my suggestion is that they look both horizontal and vertical at the same time.

#### Education/Student Discipline Committee Resolutions:

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

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period June 22, 2022 to July 19, 2022 (no incidences to report) (*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 14, 2022 to June 21, 2022, in accordance with the information appended to the minutes.

#### E-2. APPROVE STUDENT SAFETY DATA SYSTEM REPORT (SSDS)

Accept the Student Safety Data System Report (formerly Vandalism and Violence Report) for period two of the 2021-2022 school year, in accordance with the information appended to the minutes.

#### E-3. APPROVE JUNE REPORT – NJDOE – HIB)

Approve the Township of Union Public Schools June report presented by Superintendent as required by the New Jersey Department of Education (NJDOE) of Harassment, Intimidation and Bullying (HIB). The report provides the public with the information collection from January 2022 through June 2022, as well as the number of incidents per school building, status of investigations, HIB investigators, nature of the HIB reports and the discipline resulting from the report findings. The HIB report also includes all training of school district personnel, building

programs and assemblies during the time period, in accordance with the information appended to the minutes.

E-4. APPROVE INCREASE IN CURRICULUM WRITER STIPEND RATE

Approve increase in curriculum writer stipend rate as follows: (a) full-year curriculum course stipend increase from \$300.00 to \$450.00; (b) semester course curriculum stipend increase from \$150.00 to \$225.00.

E-5. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement for V.H. and H.H. o/b/o H.H. v Township of Union Board of Education, Docket No. EDS 7232-21, in accordance with the non-public information appended to the minutes.

E-6. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement for M.R. o/b/o M.M. v Township of Union Board of Education, Docket No. 02682-22, in accordance with the non-public information appended to the minutes.

DISCUSSION:

Mrs. Regis-Darby stated E-4 – there is a difference between a curriculum writer and someone who makes adjustments. Why are we approving curriculum writers? Dr. Perez stated it is an existing curriculum and they make revisions to it.

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

NAY: Mrs. Regis-Darby (E-4)

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER’S REPORT

That the Treasurer’s Report dated June 30, 2022 be accepted.

F-2. SECRETARY’S REPORT

That the Secretary’s Report dated June 30, 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 June 30, 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

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Dated



Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of June 30, 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 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	2033/Music	BSN Sports – purchase hats for UHS marching band and instrumental music classes	\$2,000.00 (not to exceed)

**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. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
Shutterfly LLC	Livingston Elementary School	\$807.59
Shutterfly LLC	Hannah Caldwell Elementary School	\$894.06

**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
Online Apparel	September 1, 2022- August 31, 2023	UHS/Esports – raise funds for equipment, games, uniforms
Streaming	September 1, 2022- August 31, 2023	UHS/Esports – raise funds for equipment, games, uniforms, etc.
Rita's Italian Ice	August 8-September 2, 2022	UHS/cheerleading – raise funds to purchase uniforms, future competitions, future cheer camps and stunt clinics
Krispy Kreme	September 12- October 7, 2022	UHS/cheerleading – raise funds to purchase uniforms, future competitions, future cheer camps and stunt clinics
Bake Sale	October 10- November 4, 2022	UHS/Cheerleading – raise funds to purchase uniforms, future competitions, future cheer camps and stunt clinics

**F-12. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2022-2023**

Approve parent/pupil transportation contract for special education student attending NJEDDA High School at the rate of \$47.62 per day (not to exceed \$10,000.00) for the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

**F-13. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2022-2023**

Approve parent/pupil transportation contract for special education student attending Shepard School at the rate of \$40.01 per day (not to exceed \$8,402.00) for the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

**F-14. APPROVE SUBMISSION OF SFY 2023 IDEA-B GRANT APPLICATION**

Approve the submission of the SFY 2023 Individuals with Disabilities Education Act-B (IDEA-B) grant application to the New Jersey Department of Education (NJDOE) by July 29, 2022.

**F-15. APPROVE ACCEPTANCE OF SFY 2023 IDEA-B GRANT**

Approve acceptance of the SFY 2023 Individuals with Disabilities Education Act-B (IDEA-B) grant for the FY 22-23 school year as follows: (a) Basic - \$1,988,993 and (b) preschool - \$66,705.

F-16. APPROVE AGREEMENT FOR NONPUBLIC CHAPTERS 192-193 SERVICES – UCESC

Approve Resolution and Agreement for Nonpublic – Public Law 1977 Chapters 192-193 Services with the Union County Education Services Commission (UCESC) for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-17. APPROVE AGREEMENT FOR NONPUBLIC EQUITABLE IDEA SERVICES – UCESC

Approve Resolution and Agreement for Nonpublic School Equitable IDEA Services with the Union County Education Services Commission (UCESC) for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-18. APPROVE AGREEMENT FOR NONPUBLIC CHAPTER 226 NURSING SERVICES – UCESC

Approve Resolution and Agreement for Chapter 226 Nonpublic School Nursing Services with the Union County Educational Services Commission (UCESC) for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-19. APPROVE AGREEMENT FOR NONPUBLIC SECURITY AID PROGRAM – UCESC

Approve Resolution and Agreement for the New Jersey Nonpublic Security Aid Program 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 AGREEMENT FOR NONPUBLIC SCHOOL TEXTBOOKS – UCESC

Approve Resolution and Agreement for the New Jersey Nonpublic School Textbooks with the Union County Educational Services commission for the 2021-2022 school year, in accordance with the information appended to the minutes.

F-21. APPROVE AGREEMENT FOR NONPUBLIC TECHNOLOGY INITIATIVE PROGRAM – UCESC

Approve Resolution and Agreement for New Jersey Nonpublic Technology Initiative Program with the Union County Educational Services for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-22. APPROVE AGREEMENT FOR PROFESSIONAL SERVICES – UCESC

Approve Agreement for Professional Services with the Union County Educational Services Commission for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-23. APPROVE UHS SENIOR SCHOLARSHIP AWARD – MARGARET FEKETE FUND

Approve the Senior Scholarship Award amounts for the Union High School graduates from the Margaret Fekete Fund, in accordance with the information appended to the minutes.

F-24. APPROVE VOIDED CHECKS

Approve voided checks (old outstanding checks) for all accounts for the 2021-2022 school year, in accordance with the information appended to the minutes.

**F-25. APPROVE GREAT BEGINNINGS – EVALUATIONS**

Approve Great Beginnings for the following evaluations: (a) dyslexia - \$1,300.00; (b) dysgraphia - \$1,300.00; (c) dyscalculia - \$1,300.00; (d) psychological (social emotional only) - \$800.00; (e) cognitive assessment (IQ only) - \$500.00; and (f) complete neuropsychological - \$3,000.00, in accordance with the information appended to the minutes.

**F-26. APPROVE CHRISTOPHER TRIGANI – LARGE PRINT PSYCHOLOGICAL EVALUATIONS**

Approve Christopher Trigani for large print psychological evaluations at the rate of \$400.00/hr. (not to exceed \$4,800.00) for the 2022-2023 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-27. APPROVE DR. LLYSE O’DESKY – NEUROPSYCHOLOGICAL EVALUATION**

Approve Dr. Llyse O’Desky (Neuropsychological Testing Center) for neuropsychological evaluation at the rate of \$600.00 for the initial consultation with the parent and \$3,400.00 per evaluation for the 2022-2023 school year (not to exceed \$4,000.00) [Account #11-000-219-320-01-19].

**F-28. APPROVE ATTENDANCE AT TRANSITION MEETINGS**

Approve attendance at transition meetings for Sarah McCulloh and Vanessa Tuohy at various locations for the 2022-2023 school year, in accordance with the information appended to the minutes.

**F-29. APPROVE ACCEPTANCE OF NJIETA PROJECT AND PARTICIPATION**

Approve acceptance of the NJ Inclusive Education Technical Assistance (NJIETA) project and participation into the program for the pre-k technical assistance package at all pre-k elementary schools, for the 2022-2023 school year, at no cost to the district, in accordance with the information appended to the minutes.

**F-30. APPROVE ADDENDUM TO EXTEND AGREEMENT – ESS NORTHEAST, LLC**

Approve Addendum to Extend Agreement with ESS Northeast, LLC to provide substitute staffing at the request of the district for the 2022-2023 school year, in accordance with the information appended to the minutes.

F-31. *For informational purposes only – vote not required.* List of legal services for the 2021-2022 fiscal year, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

Grievance/Negotiations Committee:

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

**G-1. APPROVE MEMORANDUM OF UNDERSTANDING – ACMTE**

Approve resolution approving Memorandum of Understanding (MOU) between the Association of Custodial Maintenance and Transportation Employees and the Township of Union Board of Education for the contract term of July 1, 2022 through June 30, 2026, in accordance with the information appended to the minutes.

**G-2. APPROVE COLLECTIVE BARGAINING AGREEMENT – UTASA**

Approve the Collective Bargaining Agreement (CBA) between the Township of Union Board of Education and the Township of Union Association of School Administrators (UTASA) for the contract term of September 1, 2021 through June 30, 2024, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** Dr. Francis, Mrs. Minneci (G-2), Mrs. Regis-Darby (G-2)      **MOTION CARRIED**

Mr. Taylor stated it passed.

Operations Committee Resolutions:

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

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

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

**O-2. APPROVE SCHOOL SECURITY DRILL STATEMENT OF ASSURANCE**

Approve School Security Drill Statement of Assurance for the 2021-2022 school year, in accordance with the information appended to the minutes.

**O-3. APPROVE AGREEMENT WITH BOYS & GIRLS CLUB OF UNION COUNTY**

Approve agreement with the Boys & Girls Club of Union County for the 2022-2023 winter swim season, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Discussion item will be moved to O-4.

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

**O-4. APPROVE REQUEST FROM UNITED CLERGY – JEFFERSON SCHOOL PARKING LOT**

Approve request from United Clergy President requesting the use of Jefferson School parking lot on a Friday evening in late August or early September, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Minneci stated they are asking for a podium. Mrs. Koon stated she would look into it.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

**Personnel Committee Resolutions:**

Ms. McKenzie stated per the Superintendent – P-1A-32 and P-1E (Lisette Campos) will be removed from agenda.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. McKenzie, seconded by Mrs. Scott-Hayden, 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-1D PERSONNEL ACTIONS – ADMINISTRATIVE TRANSFERS**

Personnel Actions – Administrative Transfers be approved in accordance with the following information:

Name	Position	Transfer From	Transfere To	Effective Date
Hoyt, Mark	Principal	UHS	HCES	7/1/2022
McLean, Delia	Vice Principal	FES	FES/HCES (50% each)	7/20/2022
Roof, Laurie	Vice Principal	UHS	JES	7/20/2022

**P-1E PERSONNEL ACTIONS - SALARIES FUNDED THROUGH GRANTS**

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

Names	Positions	Locations	Salary	Grants	Notes
Bush, Tarinesha	Preschool Intervention and Referral Specialist	Districtwide	\$78,141	Preschool Expansion Aid	
Smith, Kya	Preschool Teacher	HCES	\$66,038 base salary	Preschool Expansion Aid	\$425 elementary conference stipend
Doherty, Kristina	Leave replacement Preschool Teachere	HCES	\$66,038	Preschool Expansion Aid	
Silva, Cristina	Preschool Teachere	FES	\$73,922 base salary	Preschool Expansion Aid	\$425 elementary conference stipend

**P-2. APPROVE SUBSTITUTE LISTS**

Approve Substitute Lists for the 2022-2023 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	<b>Resignations/Retirements approvals are subject to contractual notice to be given accordingly.</b>
Margaret Berry	Vice Principal	UHS	7/15/22	Resignation	Adequate notice given
Emily Gutierrez	English teacher	UHS	8/19/2022	Resignation	Adequate notice given
Tim Jackson	Electrician	Maintenance dept.	1/1/2023	Retirement	Adequate notice given

Gina Metta	Math teacher	KMS	6/24/2022	Resignation	Adequate notice given
Elizabeth Mulvaney	Special education teacher	UHS	8/31/2022	Resignation	Adequate notice given
Patricia Navitsi	Cafeteria aide	Hannah Caldwell	6/22/2022	Resignation	Updated resignation date
Kimberly Osty	Vice Principal	UHS	9/1/2022	Retirement	Adequate notice given
Ronel Sajouste	Bus driver	Transportation Dept	6/20/2022	Resignation	Adequate notice given
Yosvani Cespedes	Spanish teacher	UHS	7/1/2022	Resignation	
Bernadette Burke	Vocal/General Music teacher	Hannah Caldwell	7/1/2022	Resignation	
Julia Vicidomini	12-month secretary	UHS Attendance	7/1/2022	Resignation	

#### P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Michele Cerciello	Health, physical ed teacher	districtwide	2/1/2022-12/22/2022	Unpaid non-FMLA medical leave	FMLA entitlement has been exhausted
Lisa Hutter	Teacher	Franklin	9/1/2022-1/18/2023 Return date: 1/19/2023	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) not to exceed 12 weeks
April McKee	English teacher	UHS	Extension through 6/30/2023	Extension of unpaid non-FMLA/non-NJFLA child rearing leave	FMLA/NJFLA entitlement has been exhausted
Laura Petrou	ESL teacher	Jefferson	9/1/2022-12/8/2022	Unpaid FMLA/NJFLA	FMLA/NJFLA (concurrently) not to exceed 12 weeks
Elena Patricco	Teacher	Livingston	New return date 11/1/2022	Extension of unpaid FMLA/NJFLA	FMLA/NJFLA (concurrently) not to exceed 12 weeks
Karen Wojcik	12-month secretary	Special services/Hamilton	New return date 9/15/2022	Extension of paid medical leave	Org. leave began 6/15/2021
Denise Giancaspro	10-month secretary	Special Services Dept.	Intermittent 9/1/2022-6/30/2023	Intermittent FMLA leave	



Kimberly Osty	Vice Principal	UHS	Extension through 8/30/2022	Extension of paid medical leave	
Laura Damato	Principal	Jefferson School	Extension through 6/30/2023	Extension of unpaid non-FMLA medical leave	

**P-5. APPROVE UHS ATHLETIC EVENT STAFF ASSIGNMENTS**

Approve Union High School Athletic Event Staff Assignments for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-6. APPROVE ATHLETIC EVENT STAFF FEES**

Approve Athletic Event Staff Fees for the 2022-2023 school year, in accordance with the information appended to the minutes.

**P-7. APPROVE CARE STATION – EMPLOYEE PHYSICALS**

Approve Care Station to perform employee physicals for the 2022-2023 school year [Acct. #11-000-213-330-01-54-0060].

**P-8. APPROVE CITYMD URGENT CARE – EMPLOYEE PHYSICALS**

Approve CityMD Urgent Care to perform employee physicals for the 2022-2023 school year [Account 11-000-213-330-01-54-0060].

**P-9. APPROVE JOB DESCRIPTION – MANAGER OF TRANSPORTATION**

Approve Job Description – Manager of Transportation, in accordance with the information appended to the minutes.

**P-10. APPROVE JOB DESCRIPTION – INSTRUCTIONAL COACH**

Approve Job Description – Instructional Coach, in accordance with the information appended to the minutes.

**P-11. APPROVE UPDATED CENTRAL OFFICE RESOLUTION**

Approve updated Central Office Resolution providing salary and benefits for all staff in Central Office for the period from July 1, 2022 to June 30, 2023, in accordance with the information appended to the minutes.

**P-12. APPROVE INTERIM PRINCIPAL – UHS**

Approve Althea Bossard, as Interim Principal at Union High School at a contractual salary of \$145,482 and promotion of \$9,000 (both pending ratification of UTASA Agreement), start date is July 20, 2022.

**P-13. APPROVE VICE PRINCIPAL – UHS**

Approve Donovan Smalls, as Vice Principal at Union High School at a contractual salary of \$108,000, latest start date is September 19, 2022.

**P-14. APPROVE VICE PRINCIPAL – UHS**

Approve Delfin Santiago, as Vice Principal at Union High School at a contractual salary of \$108,000, latest start date is September 19, 2022.

**P-15. APPROVE VICE PRINCIPAL – UHS**

Approve Cheryl Fiske, as Vice Principal at Union High School at a contractual salary of \$108,000, latest start date is September 1, 2022.

**P-16. APPROVE INTERIM PRINCIPAL – JEFFERSON SCHOOL**

Approve Kelly Piano, as Interim Principal at Jefferson School at a contractual salary of \$116,000, start date is July 20, 2022.

**P-17. APPROVE DIRECTOR OF ATHLETICS**

Approve Ron Zieser, as Director of Athletics, Physical Education, Nurses, Allied Health and JROTC, at a contractual salary of \$135,000, latest start date is August 1, 2022.

**P-18. APPROVE DIRECTOR OF INSTRUCTION AND FUNDED PROGRAMS**

Approve Isabella Scocozza, as Director of Instruction and Funded Programs at a contractual salary of \$160,925, latest start date is September 19, 2022.

**P-19. APPROVE FACILITY MANAGER**

Approve Kelvin White, as Facility Manager at a contractual salary of \$130,000, latest start date is September 1, 2022.

**DISCUSSION:**

Mrs. Regis-Darby stated P-10 – the instructional coach job description should be updated; it is very vague and we should add those credentials to the job description. Dr. Taylor stated I would like it approved tonight and it can be updated for the August meeting. Mr. Taylor stated it only needs to be brought back for vote if the changes are not consistent with the Board’s recommendations.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**Policy Committee:**

Upon recommendation of the Superintendent of Schools, Ms. McKenzie presented the following policies for first reading:

**POL-1. 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.

**POL-2. POLICY 5560 – DISRUPTIVE STUDENTS**

Approve Policy 5560 – Disruptive Students, in accordance with the information appended to the minutes.

**POL-3. POLICY 5600 – STUDENT DISCIPLINE/CODE OF CONDUCT**

Approve Policy 5600 – Student Discipline/Code of Conduct, in accordance with the information appended to the minutes.

**DISCUSSION:**

Mrs. Regis-Darby stated in POL-2 – it uses the term “good relationship” that is very subjective; how will the policy be used? Mr. Taylor stated that policies are guidelines. It may be good to have some broad discretion. Where necessary there can be a regulation adopted to give the administration and staff more direction to how to interpret that term. This is first reading. It can go back to committee and if you have any specific additions or modifications, you should state for the record so they can be reviewed/incorporated into the policy. Mrs. Regis-Darby stated the policy also references RTI which is more academic and it doesn’t mention MTSS which will give that good relationship the emotional/behavioral piece. I suggest that the policy should refer to RTI and MTSS.

Ms. McKenzie stated to send your changes to the Chair of the Policy Committee.

**Residency Committee Resolutions:**

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

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

Approval be given to amend the list of students removed from the rolls [twelve (12) students exited the month of June 2022 (7 from elementary, 1 from secondary and 4 from high school) or a total of forty-five (45) students for the 2021-2022 school year] who are not domiciled in this school district, in accordance with the non-public information appended to the minutes.

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

Approval to remove student #361007 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

**R-3. APPROVE TO REMOVE STUDENT**

Approval to remove student #231020 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

**R-4. APPROVE TO REMOVE STUDENT**

Approval to remove student #268034 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-5. APPROVE TO REMOVE STUDENT

Approval to remove student #310338 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-6. APPROVE TO REMOVE STUDENT

Approval to remove student #300343 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-7. APPROVE TO REMOVE STUDENT

Approval to remove student #369014 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-8. APPROVE TO REMOVE STUDENT

Approval to remove student #301344 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-9. APPROVE TO REMOVE STUDENT

Approval to remove student #321321 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-10. APPROVE TO REMOVE STUDENT

Approval to remove student #301355 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-11. APPROVE TO REMOVE STUDENT

Approval to remove student #246545 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-12. APPROVE TO REMOVE STUDENT

Approval to remove student #236534 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

R-13. APPROVE TO REMOVE STUDENT

Approval to remove student #278281 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: Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Technology Committee:

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

T-1. APPROVE LIST OF DEVICES FOR RECYCLING

Approve list of devices for recycling, in accordance with the information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools, and moved by 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: Dr. Francis, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

None

New Business:

Mrs. Minneci asked if the Board would consider going back to having their committee meetings before the worksession, instead of a Zoom on Monday night.

Dr. Taylor stated a shout out to Christina Lam, coordinator to our summer program, the Star Ledger featured the program and NJ Spotlight did a video piece.

Mrs. Regis-Darby asked if there was a rationale for why summer assignments are mandated for our AP/Honor students and not mandated for our general education students? Dr. Perez stated this has been a topic – having mandatory assignments. The committee took everything under consideration and what we were pushing forward and it is no different from our neighboring school districts. We do understand the concerns. We will be looking at what we will do for next year. Mrs. Regis-Darby stated we put a lot of effort into our students of

AP/Honors and our general education students they need to continue that work over the summer. Dr. Francis stated that is not equity; you need to revisit that.

Mrs. Williams stated this will be the last Zoom meeting.

Mrs. Scott-Hayden stated ESPs that were here this evening. Congratulations to each of you. You are essential in the education process. I hope next year we have more ESPs to honor.

#### Comments from the Public:

James Frazier stated 25-year security officer in Union High School and the incoming County president of NJEA. Congratulations to those that were honored this evening. Hopefully the Board will work with the County and the UTEA so that we have a true representation of what the ESPs mean to this district. Dr. Taylor, I appreciate you meeting with the committee but I have to point out one thing. We talk about restorative justice and the connotations of strikes, it unnerved me. For black men in America, to hear the words three strikes, we know what that connotation coincides with the prison system. We should be aware of words that we use when referring to our students.

Ann Margaret Shannon (via Zoom) stated UTEA president. I want to congratulate our ESPs. The County has a teacher program of the year but they do not have one for the ESP. The UTEA has taken it upon themselves to have our very own ESP program of the year and I thank the Board of Education for acknowledging this program. As Mr. Frazier mentioned the UTEA and the NJEA leadership has met with Dr. Taylor and Dr. Perez to discuss future initiatives and am excited that the UTEA will be a partner.

Paul Casey stated if we are speaking about equity, it needs to be available for our community. To hear this evening that Zoom meetings are no longer going to be an option is not living what we are preaching. There are parents that obviously can't make it here. Zoom meetings have created opportunities for us to be more equitable over the last 2-3 years. The decision to now remove that seems to be disengaging the community as opposed to further engaging. If we want additional community representation and involvement, I would strongly recommend not eliminating the Zoom access and revisit that decision.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Regis-Darby, seconded by Mrs. Minneci, that the Board go into Executive Session at 9:12 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: matters concerning attorney-client privilege matters, litigation updates.

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, Ms. McKenzie, Mrs. Minneci, Mr. O'Shea,  
Mrs. Regis-Darby, Mrs. Scott-Hayden, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:56 p.m.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Minneci, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 9:57 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

*Yolanda Koon*

YOLANDA KOON  
BOARD SECRETARY

