

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – AUGUST 26, 2025

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 26, 2025 at 5:30 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey pursuant to the notice sent to each member.

Ms. Carbonell called the meeting to order at 5:31 p.m.

PRESENT AT ROLL CALL:

Ms. Dixiana Carbonell, Mr. Michael Cohan, Mrs. Elsie Conteh-Mackey, Mrs. Guida Faria, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. Greg Nasta, Ms. Chastity Santana, Mrs. Kimberly Scott-Hayden

ABSENT AT ROLL CALL:

None

ADMINISTRATORS PRESENT:

Dr. Gerald Benaquista, Ms. Marissa McKenzie, Dr. Jose Rodriguez, Mrs. Yolanda Koon

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Ms. Carbonell led the Board in the Pledge of Allegiance and read the district's mission statement.

Mrs. Koon read the statement required under the "Open Public Meetings Act" that adequate notice was published in The Union County Local Source, The Star Ledger and/or Tap into Union, posted in the Administration Building and the Clerk's Office of the Township; a copy of which is on file in the office of the Board Secretary.

MOTION FOR EXECUTIVE SESSION:

Moved by Mr. Cohan, seconded by Mrs. Faria, that the Board go into Executive Session at 5:33 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, legal update, student matter

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: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 7:09 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board, it was moved by Mrs. Faria, seconded by Ms. Santana, that the Board return to public session at 7:09 p.m.

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Minutes:

Moved by Mrs. Minneci, seconded by Mr. McDowell, that the following minutes be approved:

1. July 14, 2025 – regular meeting
2. July 14, 2025 – executive session
3. July 31, 2025 – special meeting
4. July 31, 2025 – executive session

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: Mrs. Faria, Mrs. Santana

MOTION CARRIED

Communications:

EMPLOYMENT SEPARATION – KLEIN

Employment separation from Peter Klein, school social worker-Union High School, effective July 8, 2024.

LETTER OF RESIGNATION – McGOWN

Letter of resignation from Tony McGown, English Language Arts teacher-Union High School, effective July 26, 2025.

LETTER OF RETIREMENT – KING

Letter of resignation, for the purpose of retirement, from Nancy King, custodian-Union High School, effective January 1, 2026.

LETTER OF RESIGNATION – CALATAYUD

Letter of resignation from Marly Calatayud, World Languages (Spanish) teacher-Union High School, effective September 1, 2025.

LETTER OF RESIGNATION – GOLD

Letter of resignation from Karen Gold, World Languages (Spanish) teacher-Kawameeh Middle School, effective July 1, 2025.

LETTER OF RESIGNATION – LEMAR

Letter of resignation from Angela Lemar, bus aide-Transportation Department, effective July 1, 2025.

LETTER OF RESIGNATION – RAND

Letter of resignation from Tiffany Rand, fourth grade teacher-Washington Elementary School, effective July 7, 2025.

LETTER OF RESIGNATION – SOTO

Letter of resignation from Omar Soto, 2nd shift custodian-Burnet Middle School, effective July 16, 2025.

LETTER OF RESIGNATION – NODARSE

Letter of resignation from Carlina Nodarse, ESL teacher-Washington Elementary School, effective September 26, 2025.

LETTER OF RESIGNATION – BRAVETTE

Letter of resignation from Vittoria Bravette, math teacher-Burnet Middle School, effective September 30, 2025.

LETTER OF RESIGNATION – O'REILLY

Letter of resignation from Thomas O'Reilly, special education teacher-Union High School, effective October 4, 2025.

LETTER OF RESIGNATION – JACKSON

Letter of resignation from Michele Jackson, long-term substitute security officer-Union High School, effective August 21, 2025.

REQUEST FOR INTERMITTENT LEAVE – COCOCCIA

Request for paid intermittent FMLA from Laura Cococcia, science teacher-Burnet Middle School, Jun 26, 2025-June 26, 2026.

REQUEST FOR INTERMITTENT LEAVE – SENKIW

Request for paid intermittent FMLA from Donna Senkiw, secretary-Burnet Middle School, September 2, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – LANG

Request for paid intermittent FMLA from Ann Lang, Pre-K teacher-Battle Hill Elementary School, September 2, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – CAMERON

Request for paid intermittent FMLA from Siddiquah Cameron, Pre-K teacher-districtwide, September 2, 2025-June 30, 2026.

REQUEST FOR LEAVE – D’ANDREA

Request for unpaid FMLA from Christopher D’Andrea, physical education teacher-Union High School, September 15, 2025-September 19, 2025 and December 15, 2025-December 23, 2025.

REQUEST FOR LEAVE – RAIMO

Request for paid FMLA from Lisa Raimo, English teacher-Kawameeh Middle School, September 15, 2025-October 6, 2025.

REQUEST FOR LEAVE EXTENSION – PRATA

Request for extension of unpaid leave from Ashley Prata, special education teacher-Jefferson School, new return date September 1, 2026.

REQUEST FOR LEAVE EXTENSION – SANCHEZ

Request for extension of leave without pay from Nichol Sanchez, third-grade teacher-Hannah Caldwell Elementary School, new return date November 10, 2025.

REQUEST FOR LEAVE UPDATE – ZULUAGA POSADA

Request for leave update from Daniela Zuluaga Posada, paraprofessional-Kawameeh Middle School, new return date December 18, 2025.

REQUEST FOR INTERMITTENT LEAVE – ALAGO

Request for paid intermittent FMLA from Margaret Alago, Confidential Administrative Assistant/Homeless Liaison, Administration Building, August 22, 2025-August 1, 2026.

REQUEST FOR INTERMITTENT LEAVE – BOTROS

Request for paid intermittent FMLA from Joanna Botros, third grade teacher-Livingston Elementary School, September 2, 2025-June 30, 2026.

REQUEST FOR INTERMITTENT LEAVE – COLANDREA

Request for paid intermittent FMLA from Tara Colandrea, counselor-Burnet Middle School, September 2, 2025-June 30, 2026.

[Comments from Public \(on resolutions\):](#)

Lyn Cornacia – head representative at Livingston Elementary School/UTEA – F-19 – too much traffic, no bathroom, ask the town to give us a building – reconsider this agenda item. We don’t want a center, we want them in our schools.

Ann Margaret Shannon – UTEA President – F-22 – excited to read the report – right drug at the right price. Excited on the \$4 million savings on prescription drugs – put \$1.1 million into the proposed salary increase.

Superintendent's Report:

Richard Grip, Statistical Forecasting, gave a demographic study update (report appended to minutes). He provided background information about Statistical Forecasting and himself. A summary of the presentation is below:

Purpose of the study:

- Project grade by grade enrollments for a 5-year period
- Analyze community population trends, demographic characteristics and age structure, birth counts
- Examine historical enrollments districtwide, by grade configuration and by school
- Determine historical birth counts for each elementary attendance
- Research new housing starts and analyze their impact
- Compare school building capacities to current and projected enrollments

Projected Populations:

- 2000 – 54,405
- 2010 – 56,642
- 2020 – 59,728
- 2050 – 68,966 (projected)

Demographic Profile:

- 32.3% Black/African American, 32.1% White, 19.9% Hispanic and 10.8% Asian (2020)
- Median age – 40.8 years
- 36.6% of population is foreign born
- 40.5% - bachelor's degree or higher
- \$116,000 – median household income
- 21,571 housing units – 68% are 1-unit homes
- 28.8% of housing units are rented
- Median value of owner-occupied unit - \$421,000

Historical Enrollment Trends:

- 2024-25 enrollment – 7,838
- 2015-16 enrollment – 7,256
- Enrollment declined through 2018-19
- Increase of 707 students in last 4 years (partially due to expansion of pre-k program)

Historical Enrollments:

- 2015-16 – 7,256
- 2016-17 – 7,185
- 2017-18 – 7,160

- 2018-19 – 7,063
- 2019-20 – 7,174
- 2020-21 – 7,131
- 2021-22 – 7,327
- 2022-23 – 7,577
- 2023-24 – 7,738
- 2024-25 – 7,838

Birth Counts:

- Births are used to project kindergarten students 5 years later
- Analyzed birth data from 2010-2023
- Birth counts slightly lower from 2016-2023
- 533 births in 2023, 78 fewer than in 2010

New Housing:

- 321 units – 8 public school children are projected

Enrollment Projections:

- Enrollments projected from 2025-26 through 2029-30 – 5-year period
- Two sets of projections – CSR 4-year and CSR 5-year
- Enrollments are projected to increase through projection period
- CSR 4-year – 7,968 in 2029-30
- CSR 5-year – 8,059 in 2029-30

Capacity Analysis:

<u>School</u>	<u>Capacity</u>	<u>Current</u>	<u>Projected 2029-30</u>
• Battle Hill	517	415	409
• Connecticut Farms	492	433	436
• Franklin	634	459	483
• Hannah Caldwell	550	662	618
• Livingston	578	486	486
• Washington	605	578	651
• Jefferson	412	564	602
• Burnet	697	970	1,049
• Kawameeh	560	729	805
• UHS	1,867	2,387	2,376

Summary:

- Enrollments are projected to increase for next 5 years
- Enrollment gain is not projected to be uniform across the grade configurations
- Decline is projected in UHS

Ms. Santana requested document from Dr. Benaquista regarding special education students – self-contained, in class support etc. Dr. Benaquista indicated he would email it to all Board members.

Board members asked Dr. Grip questions concerning his presentation.

Dr. Rodriguez presented the 2024-2025 Assessment Summary Results – NJGPA/ACCESS (presentation appended to minutes) – a summary is below:

NJGPA – ELA and Math:

- Overall graduation readiness in ELA is consistently higher than in math
- Asian, White and Multi-racial students outperform Hispanic/Latino and Black/African American students in both ELA and Math
- Proficiency in both ELA and Math by gender is roughly the same
- Students in general education score higher to those in special education and English learner programs in both subjects

ACCESS for MLLs

- Students in grades 3-5 and 9-12 show the highest levels of English proficiency
- Asian and Multi-racial students have highest levels of English proficiency
- Proficiency by gender is roughly the same

SY 24-25 - ELA/Math – Graduation Ready (2025) – Grade 11:

- 43.4% - not yet graduation ready
- 56.6% - graduation ready

Next Steps and Interventions:

- Addition of 2 instruction coaches at UHS
- Common assessments being developed
- 9th and 10th grade PLCs during the day
- Increase access to small group intervention
- New curriculum and program for newcomer ML students
- Instruction of bilingual Spanish ELA 9, ELA 10 and Algebra 1 for Spanish speaking MLs

Board President asked Isabella Scocozza to speak regarding the new competitive grant 21st Century geared for both middle schools. Ms. Socozza indicated that the program will be Monday through Friday starting in October 2025 through May 2026. There is a STEM component and Pomptonian will provide snacks for the students. The program is three hours per day.

Education/Student Discipline Committee Resolutions:

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

E-1. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods June 18, 2025 to July 14, 2025, in accordance with the information appended to the minutes.

E-1A. SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period July 15, 2025 to August 26, 2025 (*no incidents to report*), in accordance with the information appended to the minutes (*no vote required; for reporting purposes only*).

E-2. APPROVE HOME SCHOOLED STUDENTS TO PARTICIPATE IN ATHLETIC PROGRAM

Approve M.S. and A.S., Union High School students, who are home schooled, to participate in high school sports during the winter of 2025-2026 school year.

E-3. APPROVE ATTENDANCE – MUJC MEETINGS

Approve attendance at Instructional Coach Subcommittee meetings at the Morris Union Jointure Commission (MUJC), for the 2025-2026 school year, at no cost to the district, for the following Instructional Coaches: Melissa Glenn, Dana Bobertz, Joanna Glaser, Jessica Barbieri, Lauren Whitford, Erin Sloan and Robert Dally.

E-4. APPROVE ATTENDANCE – MUJC MEETINGS

Approve attendance at Curriculum Council meetings at the Morris Union Jointure Commission (MUJC), for the 2025-2026 school year, at no cost to the district, for the following: Lourdes Garcia, K-12 WL/ESL Supervisor, Ron Rago, K-12 Art/Music/CTE Supervisor, Maureen Corbett, K-5 ELA/SS Supervisor, and Lindsay Conneely, K-5 Math/Science/Computers/G&T Supervisor, Jeremy Cohen, Director of Curriculum and Instruction, Randi Hutchinson, Director of Curriculum and Instruction, and Craig Wojcik, Director of Instructional Technology.

E-5. APPROVE STUDENT ASSEMBLIES – FRANKLIN ELEMENTARY SCHOOL - OCTOBER 2025-JUNE 2026

Approve the following student assemblies for Franklin Elementary School from October 2025-June 2026: (1) K9 Public Safety/New Jersey Department of Corrections - to present to students about safety and educate students about the canine unit and corrections roles - date TBD, at no cost to the district and (2) NED Show - school-wide character education program which focuses on kindness, social-emotional health and anti-bullying topics, October 10, 2025, at no cost to the district.

E-6. APPROVE STUDENT SAFETY DATA SYSTEM REPORT

Approve the Student Safety Data System Report (formerly Violence and Vandalism Report) (SSDS) for period two (January 1-June 30, 2025) of the 2024-2025 school year, in accordance with the information appended to the minutes.

E-7. APPROVE TUPS PROFESSIONAL DEVELOPMENT PLAN – 2025-2026

Approve the TUPS Professional Development Plan for the 2025-2026 school year, in accordance with the information appended to the minutes.

E-8. APPROVE ADDENDUM TO CLINICAL AFFILIATION AGREEMENT – KEAN UNIVERSITY

Approve Addendum No. 1 to Clinical Affiliation Agreement for the Graduate Certificate in School Nursing Program with Kean University, in accordance with the information appended to the minutes.

E-9. APPROVE TITLE I DISTRICT PARENT AND FAMILY ENGAGEMENT POLICIES

Approve the Title I District Parent and Family Engagement Policies – 2415.04 (districtwide), 2415.50 (UHS), 2415.50.1 (BMS), 2415.50.2 (Franklin) and 2415.50.3 (Jefferson) (no changes) for the 2025-2026 school year.

E-10. APPROVE SUBMISSION OF ESEA 2025-2026 APPLICATION

Approve submission of the ESEA 2025-2026 application as follows: (1) Title I - \$1,026,925; (2) Title I SIA - \$82,500, (3) Title II - \$179,848, (4) Title III - \$132,883; (5) Title III Immigrants - \$21,155; (5) Title IV - \$71,322.

E-11. APPROVE ADOPTION OF UPDATED NJDOE TITLE I SCHOOL-PARENT COMPACT

Approve the adoption of the updated New Jersey Department of Education (NJDOE) Title I School-Parent Compact for the 2025-2026 school year for the following schools: (a) Union High School, (b) Jefferson School, (c) Franklin Elementary School, and (d) Burnet Middle School, in accordance with the information appended to the minutes.

E-12. APPROVE APPLICATION TO VARIOUS GRANTS

Approve the application to the following grants: (1) Literacy Initiative for Families and Thriving Communities (LIFT), (2) Reading Intervention for Secondary Engagement (RISE), (3) Cultivating Ongoing Achievement through Coaching in Literacy (COACH), (4) Instructional Materials for Professional Advancement and Coherent Teaching (IMPACT), (5) Securing Our Children's Future Bond Act Water Infrastructure Improvement Grant and Sustainability Plan for Filtration Solutions within the 2025-2026 school year, (6) New Jersey American Water Hydration Station Grant Program, (7) School Based Mental Health Services Grant.

E-13. APPROVE SALARIES PAID THROUGH ESEA GRANT

Approve 2025-2026 salaries paid for through the ESEA Grant, in accordance with the information appended to the minutes.

E-14. APPROVE ACCEPTANCE OF FUNDS – NJDOE NITA M. LOWEY 21ST CENTURY COMMUNITY LEARNING CENTER GRANT

Approve acceptance of funds from the New Jersey Department of Education (NJDOE) Nita M. Lowey 21st Century Community Learning Center Grant (CCLC Grant) in the amount of \$400,000 for the 2025-2026 school year. The 21st CCLC Grant overall total will be \$2 million total for five grant years, in accordance with the information appended to the minutes.

E-15. APPROVE AGREEMENT – LAURUS GRANT EVALUATION SERVICES

Approve Agreement with Laurus Grant Evaluation Services, per the requirements of the New Jersey Department of Education (NJDOE) Nita M. Lowey 21st Century Community Learning Center (CCLC) Grant, for September 2025-August 2026, in the amount of \$15,000.00 [to be paid for using 21st CCLC grant funds], in accordance with the information appended to the minutes.

E-16. APPROVE GRANT APPLICATION

Approve the Township of Union Education Foundation grant application 2025-2026, in accordance with the information appended to the minutes.

E-17. APPROVE KEYNOTE SPEAKER

Approve Jeremy Anderson to serve as a keynote speaker at the Township of Union Public Schools convocation on September 2, 2025, at a rate of \$6,000, to be paid using the School Based Mental Health Grant, in accordance with the information appended to the minutes.

E-18. APPROVE UPDATED SCHOOL CALENDAR

Approve updated 2025-2026 School Calendar, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. McDowell, seconded by Mr. Cohan, for adoption:

F-1. TREASURERS REPORT

That the preliminary Treasurer's Report dated June 30, 2025 be accepted.

F-1a. TREASURERS REPORT

That the Treasurer's Report dated July 31, 2025 be accepted.

F-2. SECRETARY'S REPORT

That the preliminary Secretary's Report dated June 30, 2025 be accepted.

F-2a. SECRETARY'S REPORT

That the Secretary's Report dated July 31, 2025 be accepted.

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

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of June 30, 2025 no budgetary line-item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Yolanda Koon

Yolanda Koon, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of June 30, 2025 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-3a. CERTIFY TREASURER'S AND SECRETARY'S REPORT

Pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of July 31, 2025 no budgetary line-item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

/s/ Yolanda Koon

Yolanda Koon, Board Secretary

Dated

Pursuant to N.J.A.C.6A:23-2.2(h), we certify that as of July 31, 2025 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) in accordance with the information appended to the minutes.

F-4a. APPROVE APPROPRIATION TRANSFERS

Approve appropriation transfers (July) 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 (copyrighted materials and licenses) 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 DISTRICTWIDE TRAVEL AND RELATED EXPENSES

Approve districtwide 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. APPROVE DISTRICTWIDE STUDENT FIELD TRIPS

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 2024-2025 STATE CONTRACT APPROVED VENDORS

Approve the amended list of the 2024-2025 State Contract Approved 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-9A. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY) (*none at this time*)**F-9B. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Garden BBQ	September 26, 2025 (rain date October 3, 2025)	Livingston Elementary School – Livingston Eagles Garden & Outdoors Committee – to raise funds to support the garden and outdoor space

F-9C. ACCEPT DONATIONS

Accept the following donations:

From	For Use By	\$/Item
Welch's Fruit Snacks	Hannah Caldwell Elementary School	40 – 90 count fruit snack boxes
Crayola	Hannah Caldwell Elementary School	72 packs – 24 count "Colors of the World" colored pencils 36 packs – "Colors of the World" fine line markers 48 packs – 12 count dual ended doodle and draw markers 96 packs – 24 count "colors of Kindness" crayons 48 packs – 10 count "Colors of Kindness" fine line markers 48 packs – 14 count sketch & shade doodle & draw colored pencils 48 packs – 16 count pip squeaks markers

		96 packs – 12 count watercolor colored pencils 48 packs – 5 count paint brush pens 48 packs – 16 count watercolors with brush 48 packs – 2 count glue sticks 96 packs – 6 count take note highlighters 96 packs – 4 count take note dry erase markers 96 packs – 10 count bold and bright markers 96 packs – 4 count take note color changing pens 192 packs – 24 count swirl crayons 192 packs – 24 count metallic crayons
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F-10. APPROVE 2025-2026 OUT-OF-DISTRICT STUDENT PLACEMENT LIST

Approval be given to amend the 2025-2026 out-of-district student placement list (168 students-month of August 2025), in accordance with the information appended to the minutes.

F-11a. APPROVE PRESCHOOL CONTRACT – GATEWAY FAMILY YMCA

Approve Preschool Contract with Gateway Family YMCA, in accordance with the information appended to the minutes.

F-11b. APPROVE PRESCHOOL CONTRACT – TOWNLEY PRESCHOOL-WONDER TWIN POWERS

Approve Preschool Contract with Townley Preschool-Wonder Twin Powers, in accordance with the information appended to the minutes.

F-11c. APPROVE PRESCHOOL CONTRACT – YM-YWHA OF UNION COUNTY

Approve Preschool Contract with YM-YWHA of Union County, in accordance with the information appended to the minutes.

F-11d. APPROVE PRESCHOOL CONTRACT – BRAINIAC’S CHILDCARE CENTER

Approve Preschool Contract with Brainiac’s Childcare Center, in accordance with the information appended to the minutes.

F-11e. APPROVE PRESCHOOL CONTRACT – UNION TOWNSHIP COMMUNITY ACTION ORGANIZATION

Approve Preschool Contract with Union Township Community Action Organization, in accordance with the information appended to the minutes.

F-11f. APPROVE PRESCHOOL CONTRACT – KEAN UNIVERSITY

Approve Preschool Contract with Kean University, in accordance with the information appended to the minutes.

F-11g. APPROVE PRESCHOOL CONTRACT – KIDDIE QUARTERS

Approve Preschool Contract with Kiddie Quarters, in accordance with the information appended to the minutes.

F-11h. APPROVE PRESCHOOL CONTRACT – KINDERCARE

Approve Preschool Contract with KinderCare, in accordance with the information appended to the minutes.

F-11i. APPROVE PRESCHOOL CONTRACT – WONDER WORLD

Approve Preschool Contract with Wonder World, in accordance with the information appended to the minutes.

F-12. APPROVE EARLY/AFTERCARE CONTRACTS – YMCA

Approve contracts with the YMCA for (a) early care and (b) aftercare, in accordance with the information appended to the minutes.

F-13. APPROVE TO AMEND LIST OF STUDENT ACTIVITY ACCOUNTS

Approve to amend the list of Student Activity Accounts to include the following: (a) National Music Honor Society.

F-14. APPROVE ACCEPTANCE OF FUNDS – NJDOE STATE AID

Approve acceptance of district-specific additional state aid from the New Jersey Department of Education-Division of Finance and Business Services for the 2025-2026 school year pursuant to the FY26 Appropriations Act, PL. 2025, c.74 in the amount of \$4,275,000 for the purpose of Capital Improvements., in accordance with the information appended to the minutes.

F-15. APPROVE AGREEMENT WITH BOYS & GIRLS CLUB OF UNION COUNTY

Approve agreement with the Boys & Girls Club of Union County for the 2025-2026 winter swim season (\$17,000.00), in accordance with the information appended to the minutes.

F-16. APPROVE TRANSPORTATION SERVICE AGREEMENT CONTRACT - NRESC

Approve Transportation Service Agreement Contract for the 2025-2026 school year with Northern Region Educational Services Commission (NRESC), in accordance with the information appended to the minutes.

F-17. APPROVE TUITION AGREEMENT – UCVTS

Approve Tuition Agreement with the Union County Vocational-Technical Schools (UCVTS) for the 2025-2026 school year, in accordance with the information available to each Board member.

F-18. APPROVE ACCEPTANCE OF IDEA-B GRANT

Approve the acceptance of the SFY 2026 Individuals with Disabilities Education Act-B (IDEA-B) grant for the 2025-2026 school year as follows: (a) Basic - \$2,150,315 and (b) Preschool - \$64,485.

F-19. APPROVE PROPOSAL FOR PROFESSIONAL SERVICES – MORGAN MUNICIPAL ENGINEERING SERVICES

Approve proposal for professional services from Morgan Municipal Engineering Services, as it relates to the survey services for Pre-K Improvements, in accordance with the information appended to the minutes.

F-20. APPROVE APPLICATION TO GRANT – SPECIAL OLYMPICS UNIFIED CHAMPION SCHOOLS GRANT

Approve application to the Special Olympics Unified Champion Schools 2025-2026 Grant for the following schools: (a) Union High School - \$3,900.00, (b) Burnet Middle School - \$2,500.00, (c) Kawameeh Middle School - \$1,700.00, and (d) Washington Elementary School - \$1,000.00, in accordance with the information appended to the minutes.

F-21. APPROVE CBI/WBL - WORK SITES

Approve Community Based Instruction Site (CBI) and Work Based Learning Sites (WBL) for the 2025-2026 school year, in accordance with the information appended to the minutes.

F-22. APPROVE AGREEMENT - REMEDY ANALYTICS

Approve Master Service Agreement with Remedy Analytics for healthcare/prescriptions savings, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations/Technology Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Mr. Nasta, seconded by Mrs. Conteh-Mackey, 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 for July and August and, if applicable, bus evacuation reports for the 2024-2025 school year, in accordance with the non-public information appended to the minutes.

O-2. APPROVE ADVERTISEMENT FOR SALE – VARIOUS ITEMS

Approve advertisement for the sale and disposal of the following items which are deemed no longer serviceable by the district: (a) 2006 – Ford F350 pickup truck with salter and plow, (b) 2006 – Air Flow Salter and (c) 1990 Komatsu Forklift, in accordance with the information appended to the minutes.

O-3. 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 (2025-2026 school year) – for Battle Hill, Connecticut Farms and Franklin Elementary Schools, in accordance with the information appended to the minutes.

O-4. APPROVE SUBMISSION OF ANTICIPATED FACILITY REQUESTS

Approve submission of the Anticipated Facility Requests for the 2025-2026 school year to the New Jersey Department of Education (Union County Office), in accordance with the information appended to the minutes.

O-5. APPROVE USE OF UNION HIGH SCHOOL – HEALTH AND WELLNESS FAIR

Approve the use of the Union High School gymnasium and cafeteria for a joint Health and Wellness Fair between the Township of Union Public Schools, Township of Union and the Greater Union Township Chamber of Commerce on October 23, 2025 from 5:00 p.m.-9:00 p.m.

O-6. APPROVE USE OF UNION HIGH SCHOOL – LINCOLN TECH GRADUATION

Approve the use of the Union High School auditorium and front lobby for Lincoln Tech's graduation on September 17, 2025 from 4:00 p.m.-9:00 p.m..

T-1. APPROVE RECYCLING OF EQUIPMENT

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

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Agenda item P-10 – interim principal for Livingston Elementary School was walked onto the agenda.

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. Santana, 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-2. APPROVE SUBSTITUTE LISTS

Approve Substitute Lists for the 2025-2026 school year.

Name	Position	Rate
Eseoghene Idamarhare	Daily sub	\$140.00/per day
Eileen McCarren	Daily sub	\$140.00/per day
Maryam Yasin	Daily sub	\$140.00 per day
Daniel McDermott	Daily sub	\$140.00/per day (pending approval)
Polack Joseph	Daily sub	\$140.00/per day
Girard Epps	Daily sub	\$140.00/per day

P-3A. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff, with regrets:

Name	Position	Location	Eff. Date	Reason	Years of Service
Peter Klein	School Social Worker	UHS	8/8/2025	Employment separation	
Tony McGown	English language arts teacher	UHS	7/26/2025	Resignation	
Nancy King	Custodian	UHS	1/1/2026	Resignation	25 yrs.
Marly Calatayud	World Languages (Spanish) teacher	UHS	9/1/2025	Resignation	
Karen Gold	World Languages (Spanish) teacher	KMS	7/1/2025	Resignation	
Angela Lemar	Bus aide	Transportation Dept.	7/1/2025	Resignation	
Tiffany Rand	4 th grade teacher	Washington	7/7/2025	Resignation	
Omar Soto	2 nd shift custodian	BMS	7/16/2025	Resignation	

Carolina Nodarse	ESL teacher	Washington	9/26/2025	Resignation	
Vittoria Bravette	Math teacher	BMS	9/30/2025	Resignation	
Thomas O'Reilly	Special Ed teacher	UHS	10/4/2025	Resignation	
Michele Jackson	Long-term substitute security officer	UHS	8/21/2025	Resignation	

P-3B. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type
Laura Cococcia	Science Teacher	BMS	Intermittent 6/26/2025- 6/26/2026	Paid intermittent FMLA
Donna Senkiw	Secretary	BMS	Intermittent 9/2/2025- 6/30/2026	Paid intermittent FMLA
Ann Lang	Pre-K teacher	Battle Hill	Intermittent 9/2/2025- 6/30/2026	Paid intermittent FMLA
Siddiquah Cameron	PreK teacher	Districtwide	Intermittent 9/2/2025- 6/30/2026	Paid intermittent FMLA
Christopher D'Andrea	PE Teacher	UHS	9/15/2025- 9/19/2025 and 12/15/2025- 12/23/2025	Unpaid FMLA
Lisa Raimo	English teacher	KMS	9/15/2025- 10/6/2025	Paid FMLA
Ashley Prata	Special Education Teacher	Jefferson	New return date: 9/1/2026	Extension of unpaid leave
Nichol Sanchez	3 rd grade teacher	Hannah Caldwell	New return date: 11/7/2025	Leave without pay
Daniela Zuluaga Posada	Paraprofessional	KMS	New return date 12/18/2025	Unpaid FMLA
Margaret Alago	Confidential Administrative Assistant/ Homeless Liaison	Administration Building	Intermittent 8/22/2025- 8/1/2026	Paid intermittent FMLA
Joanna Botros	3 rd grade teacher	Livingston	Intermittent 9/2/2025- 6/30/2026	Paid intermittent FMLA
Tara Colandrea	Counselor	BMS	Intermittent 9/2/2025- 6/30/2026	Paid intermittent FMLA

P-4. APPROVE STUDENT TEACHERS AND INTERNSHIPS

Approve student teachers and internships for the 2025-2026 school year, in accordance with the information appended to the minutes.

P-5. APPROVE INCREMENT WITHHOLDING

Approve increment withholding for Employee #12304.

P-6. APPROVE UPDATED CLUB LIST FOR THE 2025-2026 SCHOOL YEAR

Approve the updated list of clubs (Schedules F1-F-2 Extra-Curricular Salary Guide) for the 2025-2026 school year in accordance with the Sidebar Agreement dated February 20, 2024 between the Union Township Board of Education and the Union Township Education Association. Specifically, clause 8.04.4 of the Agreement states the UTEA and district Administration shall meet annually in May to revise, but not expand, the list of clubs to be effective in the following September, in accordance with the information appended to the minutes.

P-7. APPROVE CHANGE OF SALARY CLASS – EFFECTIVE SEPTEMBER 2025

Approve Change of Salary Class (effective September 2025), in accordance with the information appended to the minutes.

P-8. APPROVE DISTRICT DCP&P LIAISON – CONTI

Approve Kim Conti as the district DCP&P liaison for the 2025-2026 school year, at no cost to the district.

P-9. APPROVE ATTENDANCE AT MEETINGS – MUJC

Approve attendance at meetings at the Morris Union Jointure Commission (MUJC), at no cost to the district for the 2025-2026 school year for the following: Marcel Royal and Johnny Desrosiers.

P-10. APPROVE INTERM PRINCIPAL – LIVINGSTON ELEMENTARY SCHOOL

Approve Isabella Scocozza as the Interim Principal of Livingston Elementary School, effective September 1, 2025.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Policy Committee:

Upon recommendation of the Superintendent of Schools and the Policy Committee, the following policy was moved by Mrs. Minneci, seconded by Mrs. Faria, for final reading and adoption:

POL-1. POLICY 9130 – PUBLIC COMPLAINTS AND GRIEVANCES

Approve Policy 9130 – Public Complaints and Grievances, in accordance with the information appended to the minutes.

DISCUSSION:

None

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

Upon recommendation of the Superintendent of Schools, Mrs. Minneci reported on the following residency information:

For informational purposes only (no vote required): The following totals are as of July 14, 2025 Board meeting (2024-2025 school year):

Students Removed:	8
Students Voluntarily Transferred:	30

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Scott-Hayden, and seconded by Ms. Santana, 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: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Ms. Santana, Mrs. Scott-Hayden, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business/New Business:

Mrs. Conteh-Mackey asked how the ESS paraprofessionals were chosen. Was there teacher input? What will this look like since we are only using 50.

Mrs. Minneci thanked all the staff for all their work over the summer. She had heard that the program was wonderful.

Mr. Cohan thanked Dr. Benaquista and team for a wonderful experience at the taping for Mrs. Reguinho (Hannah Caldwell). The staff that traveled to the taping also received a \$100 gift card from the TV network.

Board President Carbonell gave a shout out to Mrs. Reguinho for applying for the grant. They outfitted her entire classroom. She thanked the Board members that showed up to support her.

Mrs. Faria wished everyone a great school year. It is always a huge undertaking. Thank you to the students, teachers, coaches, administration, and parents.

Ms. Santana indicated she always feels inspired when she passes the field and see the students practicing for soccer and football. It is true excitement for the new year.

Comments from Public:

Christine Zurka – paraprofessional at Battle Hill – indicated that the test scores are up and you can agree to give us a raise.

Lyn Cornacchia – concerned about the ESS paraprofessionals. The district should not have transferred the paraprofessionals to ESS. She asked if they were held to the same standards as district employees and asked that the district reconsider and hire our own paraprofessionals.

Christina Birstler – high school counselor – handed a petition of the communities and neighbors signatures collected at a block party. She indicated that they deserve a fair and livable wage; when educators thrive, our students thrive.

Annette Blanco – asked when have we started viewing students as numbers? How are we judging children? We are the ones with children. What is the plan for closing the gaps.

Cathy Jakositz – indicated she was a board member and before we took away staff, we would look at our administration. We have two buildings full of administration. Back in the day, our supervisors were in the building with the students. Teachers don't feel valued. There are so many ways to save money.

Krisanne Scott – UHS presented at the townwide block party. We love all about our school. She read various comments written on a large poster. We hope that the Board will appreciate us as well.

John Zurka – 35-year veteran and serving the 5th graders as a substitute at Jefferson. There are too many students in a small space. We have too many students in classes. What is the compromise?

Tony Manderichio – Hannah Caldwell computer teacher – he is excited about going back into the building. It is not fair that the home instructor was told we were being given one pay rate and another pay rate was posted. I lost approximately \$600.00 over the summer. Please reconsider paying the few members at the rate originally posted.

Ann Margaret Shannon – Is it true that the district will be outsourcing for the landscaping service. As far as supervisors, we hear there are still vacancies. Please take a good look to see if we really need more administration.

Mrs. Koon read the following:

Email from the NJASL (New Jersey Association of School Libraries). The email urged the district to reconsider the district's current approach for elementary school library staffing and indicated to not offer full-time certified library media services to elementary schools is a disservice to the students. NJASL gave comparative data from surrounding districts which showed Union has a disproportionately high number of students per certified school librarian. (A copy of the email is appended to the minutes.)

Email from Susan Lipstein. The email advised the district that it is to everyone's benefit to settle the contract with district staff and that they deserve a competitive salary. She also stated that we need to give our students competitive advantages, and this includes having a full-time teacher librarian in every school. She also stated that we need to make sure our schools are safe. No documentation has been given to parents or staff that the mold remediation project at Hannah Caldwell has been completed and that the school is safe for students and staff to attend. She also stated that Hannah Caldwell's library needs to be fully equipped with appropriate books and a full-time teacher librarian. (A copy of the email is appended to the minutes.)

Email from Luisa Baez. Ms. Baez has concerns about a new contract that would create equity with other districts. She stated that the BOE has refused to negotiate a new contract in good faith. She stated that teachers are leaving Union because we're not keeping up with neighboring districts. We need to have competitive pay to not only hire good teachers but retain highly qualified teachers. She also indicated that the district needs to cut the top-heavy assistant superintendents – two are not needed and we need teachers, aides in kindergarten and intervention teachers to help struggling readers. (A copy of the email is appended to the minutes.)

Email from Michelle Zatta. Mrs. Zatta requested that a Mold Clearance Test by a mold professional be performed to show that it is safe for the students and teachers to be at Hannah Caldwell. She indicated that the only report given to parents is dated December 3, 2024 which shows mold contamination throughout the school. This report states that after remediation is completed, a clearance test needs to be confirm that it is safe for occupancy and Union parents are requesting this clearance before letting students back into the school. (A copy of the email is appended to the minutes.)

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Faria, seconded by Ms. Santana, that the Board go into Executive Session at 10:29 p.m. to discuss matters without the presence of the public in accordance with the provisions of N.J.S.A. 10:4-12b:

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: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 11:33 p.m.

MOTION TO RETURN TO PUBLIC SESSION:

There being no further business before the Board it was moved by Mr. Cohen, seconded by Mrs. Minneci, that the Board return to public session at 11:33 p.m.

AYE: Mr. Cohan, Mrs. Conteh-Mackey, Mrs. Faria, Mr. McDowell,
Mrs. Minneci, Mr. Nasta, Mrs. Scott-Hayden, Ms. Santana, Ms. Carbonell

NAY: None

ABSTAIN: None

MOTION CARRIED

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mr. Nasta, seconded by Mrs. Faria, that the meeting be adjourned at 11:35 p.m.

All present voting YES

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY

