

TOWNSHIP OF UNION BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
November 16, 2021 - 7:00 p.m.

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, November 16, 2021 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. Public also attended via Zoom.

Mr. McDowell called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Dr. Guy Francis, Mr. Ronnie McDowell, Mrs. Nancy Minneci, Mr. John O'Shea, Mrs. Nellis Regis-Darby

ABSENT AT ROLL CALL:

Dr. Kalisha Morgan, Mrs. Kim Ruiz (arrived 7:02 p.m.), Mrs. Mary Lynn Williams (arrived 7:07 p.m.)

ADMINISTRATORS PRESENT:

Dr. Scott Taylor, Mr. Gerald Benaquista, Mrs. Yolanda Koon, Mr. Craig Wojcik, Mrs. Sandra Paul

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mr. McDowell 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.

Mr. McDowell read the district's mission statement.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

Moved by Mr. O'Shea, seconded by Mrs. Brens-Watson, that the following minutes be adopted:

1. September 14, 2021 – worksession
2. September 14, 2021 – executive session
3. September 21, 2021 – regular meeting

4. September 21, 2021 – executive session

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Minneci (#3, 4), Mrs. Regis-Darby (#3, 4)  
Mr. O’Shea (#1)

MOTION CARRIED

Communications:

LETTER FROM VAUXHALL HISTORICAL SOCIETY

Letter from Vauxhall Historical Society thanking the district for the use of Jefferson School for their participation in the Union County Four Centuries Program on October 16, 2021.

LETTER OF RESIGNATION – AARON

Letter of resignation from Carlene Aaron, part-time transportation assistant-Transportation Department, effective November 3, 2021.

LETTER OF RESIGNATION – CRESPO

Letter of resignation from Marie Crespo, part-time bus driver-Transportation Department, effective November 5, 2021.

LETTER OF RESIGNATION – NARCISSE

Letter of resignation from Johnny Narcisse, part-time bus driver-Transportation Department, effective October 22, 2021.

LETTER OF RESIGNATION – MEJIA

Letter of resignation from Maria Mejia, part-time transportation assistant-Transportation Department, effective October 18, 2021.

LETTER OF RESIGNATION – POPPE

Letter of resignation from Carol Poppe, part-time greeter-Hannah Caldwell Elementary School, effective November 15, 2021.

LETTER OF RETIREMENT – BUSCH

Letter of resignation, for the purpose of retirement, from Margaret Busch, paraprofessional-Hannah Caldwell Elementary School, effective January 1, 2022.

LETTER OF RETIREMENT – CHI

Letter of resignation, for the purpose of retirement, from Virginia Chi, school nurse-Washington Elementary School, effective January 1, 2022.

**LETTER OF RETIREMENT – FEDERER**

Letter of resignation, for the purpose of retirement, from Rosemary Federer, special education teacher-Union High School, effective February 1, 2022.

**LETTER OF RETIREMENT – LANG**

Letter of resignation, for the purpose of retirement, from Phyllis Lang, 10-month secretary-UHS Athletic Department, effective January 1, 2022.

**LETTER OF RETIREMENT – RUTLEDGE**

Letter of resignation, for the purpose of retirement, from Myra Rutledge, paraprofessional/pre-k-Washington Elementary School, effective January 1, 2022.

**REQUEST FOR LEAVE – AINE**

Request for paid medical leave from Duteche Aine, school social worker-Burnet Middle School, November 8, 2021-January 2, 2022.

**REQUEST FOR INTERMITTENT LEAVE – CATANEDA**

Request for intermittent FMLA/NJFLA (concurrently) from David Castaneda, paraprofessional-Burnet Middle School, October 26, 2021-June 30, 2022.

**REQUEST FOR LEAVE – CAULFIELD SLOAN**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Erin Caulfield Sloan, ELA teacher-Burnet Middle School, March 14, 2022-June 30, 2022.

**REQUEST FOR LEAVE – COPPOLA**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Maria Coppola, biology teacher-Union High School, December 20, 2021-April 29, 2022.

**REQUEST FOR LEAVE EXTENSION – CORSENTINO**

Request for extension of paid medical leave from Mary Anne Corsentio, math teacher-Burnet Middle School, through November 14, 2021.

**REQUEST FOR LEAVE – HARDY**

Request for paid medical and unpaid FMLA from Aziza Hardy, math teacher-Burnet Middle School, September 14, 2021-November 8, 2021.

**REQUEST FOR LEAVE – HAQQ-MUHAMMAD**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Anisah Haqq-Muhammad, school librarian/media specialist-Burnet Middle School, March 1, 2022-May 23, 2022.

**REQUEST FOR LEAVE EXTENSION – KORINIS**

Request for extension of unpaid non-FMLA/NJFLA child rearing leave from Christina Korinis, school psychologist-Union High School, through June 30, 2022.

**REQUEST FOR INTERMITTENT LEAVE – LANG**

Request for intermittent FMLA/NJFLA (concurrently) from Ann Michele Lange, pre-k teacher-Battle Hill Elementary School, September 27, 2021-June 30, 2022.

**REQUEST FOR LEAVE UPDATE – OSBORNE**

Update to request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Melissa Osborne, special education teacher-Burnet Middle School, October 6, 2021-December 24, 2021.

**REQUEST FOR LEAVE – PAPEO**

Request for paid medical leave from Gina Papeo, learning disabilities teacher consultant-Kawameeh Middle School, October 15, 2021-November 30, 2021.

**REQUEST FOR LEAVE – PRATA**

Request for paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) from Ashley Prata, special education teacher-Jefferson School, November 19, 2021-May 4, 2022.

**REQUEST FOR LEAVE -STROBEL**

Request for paid medical leave from Patricia Strobel, 10-month secretary-Union High School/Attendance, September 1, 2021-November 5, 2021.

**REQUEST FOR LEAVE – WILLIAMS JENKINS**

Request for paid medical leave from Leslie Williams Jenkins, art teacher-Union High School, September 1, 2021-June 30, 2022.

**REQUEST FOR LEAVE EXTENSION – MENDES-OLIVEIRA**

Request for extension of unpaid non-FMLA/NJFLA child rearing leave from Jessica Mendes-Oliveira, kindergarten teacher-Franklin Elementary School, extended through January 30, 2022.

**REQUEST FOR LEAVE DATE AND EXTENSION – DiGIORGIO**

Request for update and extension of unpaid FMLA and paid medical leave from Ann Marie DiGiorgio, paraprofessional/special services-Hannah Caldwell Elementary School, new return date January 3, 2022.

**REQUEST FOR LEAVE – SIDERMAN**

Request for paid medical and unpaid non-FMLA leave from Jason Siderman, special services teacher-Union High School, September 17, 2021-January 8, 2022 (tentative).

**REQUEST FOR LEAVE EXTENSION – HUTCHINS**

Request for extension of unpaid FMLA and non-FMLA leave from Mark Hutchins, custodian-Union High School, extension through December 23, 2021, tentative return date of January 3, 2022.

**REQUEST FOR INTERMITTENT LEAVE – DOS SANTOS**

Request for unpaid intermittent FMLA/NJFLA child rearing leave from Cassiano Dos Santos, health and physical education teacher-Burnet Middle School, December 1, 2021-June 16, 2022.

**Superintendent's Report:**

Dr. Taylor stated this is the first month we are going to have students from our different schools come and spotlight them. Tonight I have Principal Matthews and students from Washington Elementary School. Every month we will be honoring a student who flies under the radar, and they will be honored by the principal, me and the Board.

Mr. Matthews introduced the students from Washington School who are the "Student Spotlight":

- President: Micaela DeBarros
- Vice President: Kylie Saez
- Secretary: Cayden Brown
- Treasurer: Adam Nazaruk

These four fourth-grade students were elected to the WES Student Council executive offices. He stated he wanted to say something about them and he thought of "courage" – what it takes to decide to run, to campaign, make the posters, write the speech and deliver the speech in a sincere way. What he wanted to focus on was the moment they found out they had won; their reaction was not elation. Their first reaction was empathy. They were more concerned for their classmates who ran against them and how they were feeling than they were for their own accomplishments.

Dr. Taylor stated next month Jefferson School will be in the Student Spotlight. Next, we will have the student liaisons come up and give an update of what is going on in the schools:

Caroline Laverty (Freshman) stated they would like to have water hydration stations since the water fountains are closed and sometimes we forget our water bottles. She also stated the vending machines need exact change or they don't work and they just take your money. Thank you for hearing our concerns; Happy Thanksgiving.

Pedro Torres (Senior) stated college career night was a positive, it focused on college applications. Building issues – lack of bathrooms especially in the morning before school starts and having to go across the school is absurd – bathrooms are a necessity. The senior class, along with the rest of the high school are really distraught over the cancellation of the football game and the handling by the administration. At the walkout, we hope to make our voices loud and clear.

Gabriella Guido (Sophomore) stated the cancelling of the football game was a disappointment, but the musical was a success and went well and we were able to take our masks off for the last few shows.

Dr. Taylor presented the State of Schools Report (same is appended to the minutes). He stated that we are still in the pandemic and that the COVID numbers in the schools are on the rise – the October 19<sup>th</sup> report since September there were 71 cases (60 students/11 employees) and in the November 16<sup>th</sup> report since September there were 123 cases (102 students/21 employees).

Employees as of October 19<sup>th</sup>, 68% were vaccinated and as of November 16<sup>th</sup>, 84% are vaccinated and Mr. Benaquista has been working tirelessly with the weekly COVID-19 testing. Mirimas has been a little less than helpful. As a Township, we are still in the green.

A Superintendent Student Cabinet has been put together. I had Mr. Hoyt and Mrs. Ahern identify four students from each grade level who fly under the radar and are part of the cabinet. He will meet monthly with the students for lunch to listen to students and update students with the intention that the students will relay information to other students.

At his first meeting with the cabinet he asked about how things were playing out during the pandemic – the students stated that they want their teachers to break up the columns and rows and get us in small groups. On November 2<sup>nd</sup>, when I met with all the staff for professional development, to encourage them to get it back to the way of doing things pre-COVID – small group work.

HIB report – total of three cases – one confirmed, one not confirmed and one inconclusive. During this time period for the 2019-2020 school year there were 17 total cases and there are 5 for the 2021-2022 school year.

Moved by Mrs. Williams, seconded by Mr. O’Shea, to move the section of the meetings for “Comments from the Public” to before the Education Committee resolutions.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Mr. McDowell stated before we get started he would like to read a statement:

“As a parent, community member, and Board member, like many of you I was also disappointed that our student athletes, who worked so hard this year to become one of the top football team in the state, had to miss out on the opportunity to continue their season in the playoffs.

While the circumstances are unfortunate, one thing is clear, there is a tremendous amount of pride in the Township of Union, not just about our football team, but about our community as a whole.

In this instance there was a tough decision that had to be made by our superintendent, and out of an abundance of caution, that decision put student safety first.

While that decision has been unpopular, the motivation for it cannot be questioned, i.e.. student and community safety first.

While this fast moving crisis did not allow for enough time for the board to meet, I can say unequivocally that as board president, I was in complete agreement with Dr. Taylor's decision. He did everything he could to have the game played, but in the end it was better to err on the side of caution than to put our team and the opponent's team at risk. And I agreed.

Now if any of our other board members would like to offer their input and reaction, now is the time, before we open the floor for Public Comments."

Mrs. Ruiz stated we didn't have a Board meeting but I do want to say to the students and once upon a time I was a student athlete and I know how much this hurts. I did have an opportunity to speak with Dr. Taylor a few times before the decision was made. Based upon all the information I received, I also agree with Dr. Taylor's decision. I'm really sorry.

Mrs. Regis-Darby stated I have been to many football games this season – you have done a great job. I also spoke with Dr. Taylor a couple of times through this entire event and I have to agree that he did make the right decision.

Mrs. Williams stated after I spoke to Dr. Taylor I did put a post on Facebook that I supported Dr. Taylor. I had COVID. I thought what he had done was the right thing to do. I was looking forward to you playing Eastside but your safety is more important.

Mrs. Brens-Watson stated as a mother of an athlete in this district; really regret not watching someone play who has their full heart in the game. I know how much as a parent that hurts to have something that your child is passionate about and I heard my son express his own disappointment about so much of this. I have to tell you at first I didn't know what that was going on, things were happening so fast, it was difficult to keep track of all of the things being put out. I feel for you; you are winners regardless. I thank Dr. Taylor for his leadership. I know how difficult this decision was for him. It was not a way of robbing you of anything; we know your safety was part of it. I wish you all the best and I know you will have your moment to shine regardless.

Mr. O'Shea stated as a former football player for this school, I feel bad about this but when you look at the situation – it was the right decision – it was a short period of time to make a decision; if there were more time, maybe things would be different. We were put in a bad position. Dr. Taylor did what was right for the students on both side. I support him on this. I would hope that the NJSIAA relaxes some of those rules that they handed us. It was not fair to you guys but unfortunately, it is what it is. It is a disappointment but you have your lives ahead of you; look at this as a bump in the road.

Mrs. Minneci stated I am sorry about this situation. You are champions. I wish you all the best of luck but I'm sorry the way it turned out.

Dr. Francis stated I want to congratulate the team on having a successful season. This is probably one of the best teams I have seen in a long time. I thought if you had played Eastside, Clifton and East Orange, you would have gone the whole way. I was looking forward to you playing the game in the Meadowlands. I have a son who plays football and it is an unfortunate situation. I want you to not lose sight on also the teammates and coach who contracted COVID – you should be looking out for them as well. It was on both sides of the fence – should we play, should we not play. Nothing was said about the players who were sick. I hope that everyone is well, including the coach, and I'm proud of you guys.

Dr. Taylor stated I don't know what any one is thinking but there was no way I wanted to cancel the game. It was ridiculous for you to think I had an agenda to not play this game. You have to understand the superintendents right now, we are dealing with a pandemic we haven't seen in 100 years. There are people dying. Unfortunately, people like me have to make decisions that are life and death. We are not trying to do that but we have to. I had no agenda, there was no reason why I would want to cancel this game other than my top priority, my team, students, staff and the whole community's safety. That is my top job.

I feel compelled to go over the timeline; the way I know it; about what happened so far for the community and for anybody that is not aware of what went down. On Thursday, Mr. Benaquista called me and said we have two students on the football team that tested positive. I came back to the office; I scrambled my leadership team. We had the Board attorney on the phone. We contacted the local health professionals and we also reached out to our district's commission and we said we have to figure out a way to play this game. Somebody on the team said why don't we test all the students and if we come out on top of this we can say we are good. We figured out how to rapid PCR test everybody. You all stepped up and I know I was up most of the night, about 6 a.m. I got a text from Ms. Ionta that we had two more positive cases. There were 26 players, 22 got tested and 2 out of the 22 were positive and that point is an outbreak. But I was still trying to make this thing work. I contacted the local health officials about 8 a.m. and at that point, you were playing and that is why you guys were at school; then I got on the phone with the superintendent of Paterson and we agreed for the health and safety of both teams is to have Paterson health official contact our health official. They talked and around 11:30 a.m. I called our local health officials and I said I want the team on the field and the health official stated he couldn't commit. At that point I was getting a read from the health official that we could not play the game safely. I called back the team and said I need to make an executive decision. I take full responsibility for any thing that would happen on the field. I would say 25 years as principal and superintendent, this was one of the most difficult decisions I had to make.

It is all on me but if you look at the big picture, you are making me the embodiment of our raging in COVID. This pandemic is dragging us down – me as superintendent, you guys because we had to cancel this game. We are not the only ones, pro-sports are also cancelling games here and there as necessary.



I'm not here a long time but I'm learning a lot about the community. I can see that this community is totally all in. There is community identity that I have not seen in large or small communities. I still have a lot to learn and one of the things I surely learned right away was football is important and life. It gives us identity. I learned that and the other thing I learned and I mean this with a thousand percent sincerity, I am extremely proud of the student body, particularly the football team because as angry as you are and as much as I'm stuck in that anger, you have been professional, articulate, smart – I met you guys in my office on Friday some of you guys were debating me like lawyers. You had a walk out yesterday and there were a couple of hundred students outside of my office. I heard everything that was said but the way you handled yourself was beautiful. You were constructive and got your point across and I'm proud of that. I know I will have to rebuild my trust with the football program and community. I'm committed to doing that.

Mr. McDowell stated we are not here to debate; we are here to listen to what you have to say.

Mrs. Ruiz stated young man Davison, you are a leader. I watched you mobilize young men and women. My son is a senior and he was out there with you guys. Any Division I school should want you; not just because you are super talented on the field but because you are a leader and you showed that. I am super proud of you. You young man are a leader and that was exhibited throughout this entire weekend. The way you were able to mobilize your classmates, teammates, you maintained order. Thank you and I am excited to see what you are going to do – you are an amazing young man.

A clarification question, this was a huge point of contention and as a parent it is a legitimate concern. I have two kids at the high school. The students who tested negative were allowed back in the building and they were allowed back in the building because as of Friday morning they were going to play. Dr. Taylor stated correct. Mrs. Ruiz stated and then later on a decision was made. Dr. Taylor stated yes, after I talked to the health officials to discuss the situation and the health officials could not commit that the players would be safe on the field.

#### Comments from the Public:

Ron Zieser stated just to clarify, professional athletes are not sitting out, those athletes are sitting out, games are not being cancelled. Mr. Zieser read the following statement “In Support of the Football Team/2021”:

“My name is Ron Zieser and I have been a teacher and football coach for over 15 years here at Union High School. I have coached in one way or another every one of your sons whether it be in baseball, football or basketball during my tenure in Union.

I am also a resident of Union and my two daughters Allison and Olivia attend UHS and Kawameeh. I am deeply invested in the activities, athletics and the education of the students of Union.

Our student athletes in Union are special. The time and dedication they put into their sports as many of us know is extensive. They show commitment to something that is difficult at times and rewarding at others. We have to understand the passion and love these students have for their sports and their teammates. We have to understand that the last time an athlete walks off the field out there is something they will never forget for the rest of their life. Decisions have been made that have hurt these student athletes and these seniors know they will never walk off that field again. The entire football team will never forget what happened and will have to live with the unknown forever.

We have spent so much well-deserved time and energy on the students' social, emotional well-being and when the decision to cancel the game was made it was disregarded. We have to understand that these athletes are devastated. I don't think you understand the magnitude of your decision and how it has impacted these students. And the town for that matter.

We are being blinded by COVID and the many issues that have arisen with this virus and we have overlooked how our decisions can affect their social emotional well-being. This board and superintendent have focused on social emotional activities and learning during their tenure. We have to be able to include the students' social emotional feelings in decisions that are made. The decision to cancel a football game may have been about COVID but did we really look into the social and emotional well-being of these athletes when this decision was made? Did you really weigh all of the options and look at both the risks and the benefits?

What I ask is that we no longer become blinded by COVID and we figure out a way for education, athletics and regular student activities to exist. We can not be happy nor satisfied because we have had too many students in our district that have lost out because events have been cancelled. They will never be able to get those experiences of those activities back. We must continue to educate our students and provide them with all the resources and activities that will help them become successful in today's world."

Mr. McReynolds stated my son plays on the team. We transferred here from a parochial school in February because they no longer had a football program – the varsity program was cancelled so we came back home. Everything was working out perfect. When I talked to you in your office, we kept going over and I'm not going to beat the dead horse about the game being cancelled. You cancelled the game; we have to live with that but there are some things that you said that we have to hold you to. You said it was the biggest decision of being in this position. If this was the biggest decision you had to make, you still have these kids return to school. You spoke to the medical professionals. They said it wasn't safe and they couldn't sign off. You let them come back to school. I don't understand how you could do that. I know at the moment you said the guys would be playing but when you got that call Thursday, and you got the word that you had two positive cases and you wanted them to play so bad, you didn't contact the medical professions saying these two guys were around all of these other people, are we still going to let

them come to school. You said you wanted them to play; that they got on the field. That was one error. The next error, at twelve you met with these kids. You don't know what football means to some of these kids. These kids are in an emotional state where their lives could be delusional, anything can happen. These kids were dismissed and seniors are not going back to the locker room when you tell them they are not going to play. My son was on the highway speeding and going 85 miles per hour. My wife got an alert on the phone that he wasn't in school. How did he get dismissed, we didn't sign him out. This was the biggest decision you had to make and he's on the highway speeding. What if he gets hurt – you know what is going to happen – you are getting sued. You worried about Paterson Eastside – I will sue you. I'm still going to talk to my lawyer and see what I can do.

Adrian Harris stated Dr. Taylor and I spoke earlier on the phone. I believe you had changed your decision after you made a terrible decision. These kids are hurt. I know these kids will never forget this. My son's season last year was cancelled the same way. He was a state favorite to win a title. This year he transferred and we moved here for a better education because I believe this town will prepare him for college. Where we were before, would not. The light that would have shine on these kids, the difference between my son personally playing D-1 or D-2 or D-3 and I know for sure it is the difference for others as well. I'm hurt and can't explain what this means to these kids. I worry about my son's mental state and the rest of the team's mental state. There were so many other options that could have been made. You could have had them play there without an audience. They were allowed to go to school and not be a part of playing football outside was messed up. It was wrong. Everybody in here can sugar coat it. This is a football town, we are football players, we should have been allowed to play. For the Board, I feel so sorry for you. All those teams that are still in the playoff, they will never be champs, because you have to beat the champ to be a champ.

Mr. Robinson stated thank you for your time and to Dr. Taylor I would like to apologize for any disrespect or comment. I do accept your decision; however, I cannot respect your decision. We put a lot of blood and sweat to play. Having it taken away by people that haven't been in the weight room and (inaudible) on the field, it is hurtful, painful. As young men, to have our future taken away from us is heartbreaking. It takes away part of our character. That game was meant for my mother, father and it was taken away. It is not the sport, it is a business – it a future for most of us. It is a way out for most of us. I came out of state for a chance to play here with my cousins and having to cut it short like that – all the injuries – what was it for. I accept your decision but I cannot respect it. Thank you for your time.

Ann Margaret Shannon stated president of the UTEA. I feel for everybody. I played sports at Union High. Last year, with COVID, we knew kids needed skill sets. The UTEA started field trips for families with the Union Historical Society and this year it started again. This week it is honoring Hannah Caldwell. Please come to the Parsonage and do call and make a reservation. Also the UTEA feel strongly about kids' social, emotional, equity and fun – brand new this year we started the elementary basketball league for 3<sup>rd</sup> and 4<sup>th</sup> grade girls. We planned for 100 girls and we have 250. I'm not sure how we are going to play games but in the end every girl will get a basketball to go home and practice. I just wanted to share a few samples on how the UTEA builds a relationship with the community.

Kathleen Brunsmeyer stated I too feel bad for everyone. I'm a huge football fan. I have had the pleasure on Sunday to going to the high school and seeing the musical that the high school put on. I was blown away by the talent and the amount of work that went in to those kids' performance. As a staff member, I came here to give a huge shoutout to everyone who had anything to do with that production; it was amazing. I don't know if they put the spring musical in place yet but whoever does the decision making, in a year where we could be back to field trips for the elementary schools; a family-kid friendly musical of some sort or bring in the elementary schools into the high school to see what is happening would be a very cost effective, real emotional kick for the kids. It is a big theater with a lot of space and I would love to see the attendance – have the community come out and it is a family-friendly activity going forward.

Chastity Santana stated I can honestly say that I feel every single child in this district are like my own. Dr. Taylor, I feel that you are the king of backpadding and telling your version of the truth. Our town is demoralized by what happened this weekend. You have hurt Union. Gerry, I'm sorry that this Board didn't give you the opportunity to make this decision. Even if it was the same decision, it would have been done with grace. The only thing that I am currently proud of is the boys, who I have no idea who they are. Seeing them on social media and speaking about their hurt and pain. Dr. Taylor all I see you doing is tweeting on social media about yourself, Highland Park and all the things you have done. Can you please come to Union and do things? Can we be what you are proud of? I would love to do that with you. I am hurt for my community, for these children and I'm in pain for them. I am watching my words very carefully because I would love to grow with you. Thank you Ann Margaret Shannon, my daughter is part of that. I'm getting the five minutes back.

Tom Kemps stated what you did is despicable. Have you apologized to these kids? That is a question, I deserve an answer. Are you mute? Answer me. Nobody quits before a championship game. You stole from these kids. You don't deserve to be here. I sent you two emails, you didn't respond. You don't seem to care. Why did you make that decision unilaterally by yourself? If it was so dangerous why were the kids in school on Friday? Can you answer? Do you have an answer? Why were the kids let back into class on Friday? Anything? Mr. McDowell stated this is not a dialogue.

Mr. Kemps stated I want him to explain to everybody. I'm sure people are wondering and that I'm not the only one. Why was the team let back into school on Friday? If it was so damn dangerous that they couldn't play the game but you stuck them back with 2,000 kids. Are you kidding? Are you that stupid? Why are we paying you \$200,000 a year and you are not smart enough to figure out that this was stupid? I'm not nice. I gave my two cents. Mr. Buggy stated please preserve decorum.

Mr. Kemps stated what decorum? You cancelled a football game. Where was decorum then? Did you call an emergency meeting? Why did you unilaterally get to make that decision? And then blame it on everybody else. You are a coward. You should resign as coward.

Mrs. Lala Corgy asked are there any members here today medical professionals? Anyone here with agreement of Dr. Taylor's decision? Any medical credentials? Dr. Taylor you said you were proud of these kids during their walkout demonstration yesterday. So proud that you

had your staff close the blinds, the windows and ignored them the entire time they were there. How do I know that? Because I was there with them. I, along with the entire Union community, believe in these young men. You were advised by health and athletic officials that the game could go on. You ignored those recommendations. You thought by canceling this game, you would be revered as champion of COVID safety. Now two days later you changed your tune. I watched as you lied to the faces of all the athletes and parents in your office and discouraged them from contacting the NJSIAA and now we know why. They advised you that the game could go on. They told you the game could not be postponed and therefore by forcing the team to forfeit, you sealed their fate. You deceived them and their trust was lost. How can you have a superintendent that the kids do not trust. I will also ask Dr. Taylor to hand in his resignation. I supported them through this entire ordeal, and I will stand beside them.

Darren Martin stated I am also feel what some people are saying – how proud I am of the team and the way the community came out to support these students and players. Dr. Taylor, it was an interesting decision that you made. I say that because you and I have had conversations about (inaudible) that Union High School represents. We had an election in the State of New Jersey where people voted in person. These players are more protected with the gear that they have on then anybody else. We wear face coverings, they have one over equipment. I don't understand why you didn't apply common sense. I can't understand how is this possible that the people that tested negative could not play – that makes no sense to me whatsoever and not one Board member can help me understand. We cram 2,000 people in a building every day, no problem with that, but we can't play a football game. For Board members you have to have a backbone. I know you had a kumbaya around the superintendent; I'm not doing that. That is a bunch of crap. Those guys could have played that game and there was no reason to cancel that game.

Jimet Ibrahim stated I want to reiterate what all the other people said. You should be proud of these young men. They conducted themselves with a maturity that is rare among youths in this day and age. You rushed to judgment. You must not have read the NJSIAA 2021 football regulations – go to page 11, you should have postponed it and done more research. Because Friday you canceled, and on Saturday you are tweeting let Union play. Board members I don't know any of you but I'm very disappointed. You as well as Dr. Taylor share the blame for what you have done to these young students. I played high school and college football and if you go into a locker room, you would know how these kids feel. My son plays on that team and fortunately he is underclassman, but I feel for those seniors who you stole from them. They will never forget this moment. They will always remember this moment in their lives, it will never go away.

Woman on Zoom stated Dr. Taylor, on Wednesday night you received an email from me regarding lack of inclusion. You specifically wrote (inaudible) for anybody who possibly had COVID or has been in close contact with someone with COVID-19. You are not giving out students' names, you are not (inaudible) and you should follow the protocol. The very next evening you sent out an email regarding the football team – two players had tested positive for COVID. Your words are very contradictory. There is hypocrisy in what you are saying. I don't understand how you can state to me in an email that given regulations of which you must be mindful and who you informed about employees/student health matters related to COVID-19 and

have put in place a system, in close contact according to the CDC science, but yet sent an email out to the entire district letting us know that two players on the football team have tested positive for COVID. Not only did those two students test positive, and everybody has been saying the same thing to you all night, because clearly your decision was wrong, you let the entire team go back into the school and let them stay there. Where is the HPPA violation? Why are you backing your words on HPPA? That has nothing to do with it. My concern is that there is a lot of communication clearly within the district because you are taking back your word. You are back peddling on everything you said tonight. I have seen the video; I was at the high school with my son who plays baseball to show him that if he is going to do it for football, you could do it again. If you think parents are going to be silent, they are not going to. You are not telling us anything about COVID and all the other teachers. I looked at the website and there are nine teachers at Kawameeh Middle School and two children – how do I know if my child has been exposed. You are not letting us know. What about the families that don't have internet at home? You have total disregard for everybody in this district and it clearly shows your true colors Friday by making a decision clearly on your own regarding those football players. My heart goes out to that community. At the end of the day, you destroyed their mental wellbeing.

Surra Wakefield stated of I'm the captain of the USH cheer team and I have known and grown with everyone sitting here since pre-k. In my four years of cheering at Union, I have been on the field with them and seeing all the hard work they put in for football. Over the summer we had to create over 90 cheers for our teams. Knowing that this game was my last game really hurt – not just me but peers. I honestly don't think you thought how the players would feel. Even my father who played football in 1987 was devastated by the decision you made. These boys behind me became my brothers on and off the field. Screaming at the top of my lungs with my best friend because our team scored a touchdown and it is something I will never feel again. Their passion for football increased my passion for cheer and that is something we will never feel again. On behalf of the cheer and football team, we will never forgive this and would never wish this feeling on other generations to come.

Steven Le stated the public deserves the truth. This Friday, every interview and every statement has posseted that truth. In a November 11<sup>th</sup> letter, Dr. Taylor you said "I will make a determination after I receive the results of the test". In an interview with Central Jersey Spots Radio, Dr. Taylor said it will depend on the health professional providing you the guidance; I think the larger concern was not knowing that additional students would be affected and being in close contact with the opposing team. How is that a concern against playing a game when on the morning of November 12<sup>th</sup> there was confirmed all but two players tested negative or were fully vaccinated of which health officials advised to proceed with the game. In that same interview, Dr. Taylor you said as they gather more information and spoke with other individuals, they felt despite the earlier recommendation, it was not safe to play the game. When asked what was different and what was that additional information, Dr. Taylor you said I don't know. The health professionals said they received more information. I didn't pry at that point. I don't know but if someone came to me with a recommendation and then did a complete one eighty hours later, I would want to know what that additional information was. It makes no sense how a decision earlier in the day was informed with data and then a complete reversal by the end of the day without any. I find that hard to believe. If this information helped determine that it was unsafe to play, why were those players not pulled out of school immediately. This is why this doesn't

make sense. I challenge this Board or the upcoming Board to commission an independent investigation on how this decision was made, who was involved at what point, what was the process, what was the guidance, what was data and what was the true chronology of events? Interviews with the media won't get to the bottom of this, investigations will because that is what the public deserves. It is what the football team deserves. Transparency and accountability in this matter.

Davison Igbinosun stated Superintendent Taylor moved too fast making a decision that directly affected the football team and the narrative of not convening without the coaches. The kids and the parents were lied to and completely kept out of this decision making. As a member of this community and a member of the student body, I feel betrayed by Dr. Taylor. This man sat in the presence of our parents and continued to lie. Playing football, you learn something called accountability. Every man must be held accountable for his own actions. The decision that was made by Dr. Taylor due to COVID, put 2200 hundred young lives in danger by sending the football team, that was deemed unsafe back into the building. I speak on behalf of the entire Union community. Dr. Taylor must answer to his obvious act of negligence. When there was time to standup, nobody stood, I gave my life to this football program and at the end I got treated like I didn't matter. We work on the field and (inaudible) to people that are put in power to protect us. I am embarrassed to be a Union Farmer. My only hope is that the future generation gets treated better than the way we have been treated. What is said to the seniors that relied on a whole season to attend a higher education. The decision that was made by Superintendent Taylor permanently handicapped young men entering adulthood. Thank you.

Mr. McDowell stated it has been suggested that we take a two-minute break.

Moved by Mrs. Regis-Darby, seconded by Mr. O'Shea, that the Board take a two-minute recess.

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

NAY: None

ABSTAIN: None

**MOTION CARRIED**

The Board returned at 8:20 p.m.

#### Education/Student Discipline Committee Resolutions:

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

E-1. *Reported at November 9, 2021 worksession (Report of HIB October 20-November 9, 2021)*

##### E-1.1 SUPERINTENDENT'S REPORT OF HIB

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period November 10, 2021 to November 16, 2021) (*no vote required; for reporting purposes only*), in accordance with the information appended to the minutes.

E-1A. *Approved at November 9, 2021 worksession (Affirm Superintendent's Determination of HIB October 13-19, 2021)*

E-1B. AFFIRM SUPERINTENDENT'S DETERMINATION OF HIB

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods October 20, 2021 to November 9, 2021, in accordance with the information appended to the minutes.

E-2. APPROVE STUDENTS PARTICIPATING IN TOMORROW'S TEACHERS PROGRAM

Approve students participating in the Tomorrow's Teachers program and will be reporting to other schools in the district to meet 50 hours of field work as required by Kean University – dates and locations are as follows: (a) Jefferson School – December 9<sup>th</sup> and 16<sup>th</sup>, 2021; (b) Burnet Middle School – January 11<sup>th</sup>, 13<sup>th</sup>, 18<sup>th</sup> and 20<sup>th</sup>, 2021; (c) Elementary Schools (not yet decided) – February 8<sup>th</sup> and 15<sup>th</sup>, 2021; (d) various schools around the district depending on student – March 8<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup>, 2021.

E-3. APPROVE ANNUAL PRESCHOOL OPERATIONAL PLAN UPDATE

Approve annual preschool operational plan update: Data Summary Tool for 2022-2023 school year, in accordance with the information appended to the minutes.

E-4. APPROVE NJDOE SCHOOL SELF-ASSESSMENT

Approve the New Jersey Department of Education (NJDOE) School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2020- June 30, 2021, in accordance with the information appended to the minutes.

E-5. APPROVE SETTLEMENT AGREEMENT

Approve Settlement Agreement for S.P., in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

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

F-1. TREASURER'S REPORT

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



## F-2. SECRETARY'S REPORT

That the Secretary's Report dated October 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 October 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

\_\_\_\_\_ Dated

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

## F-5. APPROVE LIST OF CONTRACTS/PURCHASE ORDERS

Approve the attached list of contracts and/or purchase orders pursuant to the requirements of N.J.S.A. 18A:18A-5 (bid exceptions to requirement for advertising) and 18A:18A-10(a) (purchase through State agency; procedure), in accordance with the information appended to the minutes.

## F-6. APPROVE DISTRICT WIDE TRAVEL AND RELATED EXPENSES

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

F-7. *Approved at November 9, 2021 Worksession (Student Field Trips)*

## F-7A. APPROVAL OF FIELD TRIPS – UHS JR. ROTC

Approve granting permission for the Superintendent of Schools to approve all field trips for the UHS Jr. ROTC, and to report each approved field trip to the Board of Education at their regularly scheduled monthly meetings. These field trips will include last minute requests for performances at various community events throughout the school year.

## 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
Burnet Middle School	2014/Yearbooks	Jostens – 2020-2021 yearbooks	\$1,933.08
Burnet Middle School	2014/Yearbook	Jostens – 2020-2021 yearbooks	\$2,396.18
Union High School	2033/Music	Piryus Distributions Inc. – Band – NJ State Championship hosted by UHS	\$3,202.10

**F-10. APPROVE 2021-2022 OUT-OF-DISTRICT STUDENT PLACEMENT LIST**

Approval be given to amend the 2021-2022 out-of-district student placement list, in accordance with the information appended to the minutes.

**F-11. APPROVE FUNDRAISERS**

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

Event Name	Date	Purpose
Gertrude Hawk Candy Sale	November 18- December 23, 2021	UHS/Ski Club – to raise funds for transportation costs for the Ski Club trips
Dress Down Day for Staff	February 9, 2022	UHS/Senior Awards – to raise funds for Maureen Baldwin Scholarship Fund
Candy Sale	November 17, 2021- June 2022	UHS/Hiking Club – to raise funds for monthly trips (transportation costs)
Cookie Sale	October 1, 2021- June 24, 2022	UHS/Boys Soccer Club – to raise funds for additional equipment and senior night
Kick & Sticks	November 1- December 31, 2021	UHS/Varsity Gymnastics – to raise funds for team necessities, private gym time, food
Holiday Ornament Sale	November 15- December 22, 2021	UHS/National Art Honor Society – to raise funds for NAHS senior scholarships

**F-12. APPROVE RESOLUTION/AGREEMENT FOR PARTICIPATION IN COORDINATED TRANSPORTATION SERVICES – UCESC**

Approve Resolution/Agreement for Participation in Coordinated Transportation Services with the Union County Educational Services Commission (UCESC) for the 2021-2022 school year, in accordance with the information appended to the minutes.

**F-13. APPROVE SUBMISSION OF FY 2022 IDEA GRANT AMENDMENT 1**

Approve submission of FY 2022 IDEA Grant Amendment 1 to allocate the \$79,811.00 unexpended basic public funds and the \$32,468.00 unexpended basic nonpublic funds from the FY 2021 IDEA Grant.

**F-14. ACCEPT DONATIONS**

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

From	For Use By	\$/Item
ASD.com, Inc.	Washington Elementary School	\$2,907.18

**F-15. APPROVE ELITE HOMECARE – NURSING SERVICES**

Approve Elite Homecare, LLC to provide nursing services to district students at a rate of \$100.00/hr. for RNs and \$90.00/hr. for LPNs (not to exceed \$90,000) for the 2021-2022 school year [Account #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

**F-16. APPROVE KID CLAN SERVICES -VARIOUS SERVICES**

Approve Kid Clan Services, Inc. for the following services and rates for district students (not to exceed \$25,000.00) for the 2021-2022 school year: (a) monolingual psychological - \$400.00; (b) monolingual educational - \$400.00; (c) monolingual social - \$360.00; (d) occupational therapy - \$370.00; (e) bilingual speech - \$425.00; (f) bilingual social - \$400.00; (g) bilingual educational - \$475.00; (h) bilingual psychological - \$475.00 [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

**F-17. APPROVE KID CLAN SERVICES – VARIOUS THERAPIES**

Approve Kid Clan Services, Inc. for the following services and rates for district students (not to exceed \$10,000.00) for the 2021-2022 school year: (a) occupational therapy - \$100.00/60 minutes; (b) physical therapy - \$110.00/60 minutes; (c) speech therapy - \$110.00/60 minutes [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

**F-18. APPROVE ACCEPTED CHILD ASSAULT PREVENT PROGRAM**

Approve accepted Child Assault Prevention Program (CAP) for the 2021-2022 school year. The following amounts reflect State CAP Funding provided to the district for the CAP program: (a) Special Needs - \$450.10; (b) Teen CAP - \$3,310.30; (c) Elementary CAP - \$6,787.90. Total State CAP funding amount: \$10,548.30; district contribution - \$4,520.70, in accordance with previously BOE approved application from July 20, 2021 Board Meeting (F-19).

**F-19. APPROVE IMPLEMENTATION OF RUTGERS PARAPROFESSIONAL BEHAVIORAL SUPPORT COACHING PROJECT**

Approve implementation of Rutgers Paraprofessional Behavioral Support Coaching Project in district schools for the 2021-2022 school year (at no cost to the district), in accordance with the information appended to the minutes.

**F-20. APPROVE VITAL HOME CARE AGENCY LLC – NURSING SERVICES**

Approve Vital Home Care Agency LLC to provide nursing services to district students at a rate of \$60.00/hr. for RN and \$55.00/hr. for LPN (not to exceed \$90,000.00) for the 2021-2022 school year [Account #11-000-216-320-01-19/7043], in accordance with the information appended to the minutes.

**F-21. APPROVE PRELIMINARY BUDGET CALENDAR**

Approve preliminary budget calendar, in accordance with the information appended to the minutes.

F-22. LEGAL SERVICES LIST – 2021-2022

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

F-23. APPROVE ACCEPTANCE OF NJSIG SAFETY GRANT

Approve acceptance of New Jersey Schools Insurance Group (NJSIG) Safety Grant in the amount of \$31,665.00.

DISCUSSION:

None

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

NAY: None

ABSTAIN: Mrs. Brens-Watson (F-19)

MOTION CARRIED

Operations Committee Resolutions:

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 UNIFORM STATE MOA – LAW ENFORCEMENT OFFICIALS

Approve 2019 Revisions to Uniform State Memorandum of Agreement between Education and Law Enforcement Officials, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, 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:

Moved by Dr. Francis, seconded by Mrs. Ruiz, to table P-1A and P-1B until after discussion in executive session:

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Regis-Darby, Mrs. Ruiz, Mr. McDowell

NAY: Mrs. Minneci, Mr. O'Shea, Mrs. Williams

ABSTAIN: None

MOTION CARRIED

Mr. McDowell stated it will be spoken about in executive session and then we will come back out to vote on those items.

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

P-1A. *Approved at November 9, 2021 Worksession (Personnel-New Hires)*

P-1B. *Approved at November 9, 2021 Worksession (Personnel-Extra Pay)*

P-1C. *Approved at November 9, 2021 Worksession (Personnel-Transfers)*

P-2. *Approved at November 9, 2021 Worksession (Substitute Lists)*

*P-1A-1. PERSONNEL ACTIONS – NEW HIRES – tabled to after executive session.*

*P-1B-1. PERSONNEL ACTIONS – EXTRA PAY – tabled to after executive session.*

P-1C-1. PERSONNEL ACTIONS – TRANSFERS

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

P-2A. 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
Charlene Aaron	Part-time transportation assistant	Transportation Department	11/3/2021	Resignation	
Marie Crespo	Part-time bus driver	Transportation Department	11/5/2021	Resignation	
Johnny Narcisse	Part-time bus driver	Transportation Department	10/22/2021	Resignation	
Maria Mejia	Part-time transportation assistant	Transportation Department	10/18/2021	Resignation	
Carol Poppe	Part-time greeter	Hannah Caldwell	11/15/2021	Resignation	

Margaret Busch	Paraprofessional	Hannah Caldwell	1/1/2022	Retirement	
Virginia Chi	School Nurse	Washington	1/1/2022	Retirement	
Rosemary Federer	Special Education teacher	UHS	2/1/2022	Retirement	
Phyllis Lang	10-month Secretary	UHS-Athletic Department	01/01/2022	Retirement	
Myra Rutledge	Paraprofessional – pre-k	Washington	1/1/2022	Retirement	

P-4. APPROVE LEAVES

Approve leaves for the following staff:

Name	Position	Location	Leave Dates	Leave Type	Notes
Duteche Aine	School social worker	BMS	11/8/2021- 1/2/2022 Return 1/3/2022	Paid medical leave	
David Castaneda	Paraprofessional	BMS	10/26/2021- 6/30/2022	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Erin Caulfield Sloan	ELA teacher	BMS	3/14/2022- 6/30/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Maria Coppola	Biology teacher	UHS	12/20/2021- 4/29/2022 return 5/2/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Mary Anne Corsentino	Math teacher	BMS	Through 11/14/2021 Return 11/15/2021	Extension of paid leave	Original leave began 9/1/2021
Aziza Hardy	Math teacher	BMS	9/14/2021- 11/8/2021 Return 11/9/2021	Paid medical and unpaid FMLA	FMLA entitlement not to exceed 12 weeks
Anisah Haqq-Muhammad	School librarian Media specialist	BMS	3/1/2022- 5/23/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Christina Korinis	School Psychologist	UHS	Through 6/30/2022	Extension of unpaid non-FMLA/NJFLA	Original leave began 3/22/2021, FMLA/NJFLA

				child rearing leave	entitlement exhausted
Ann Michele Lang	Pre-k teacher	Battle Hill	9/27/2021-6/30/2022	Intermittent FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Melissa Osborne	Special education teacher	BMS	Update 10/6/2021-12/24/2021	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Gina Papeo	Learning disabilities teacher consultant	KMS	10/15/2021-11/30/2021 Return: 12/1/2021	Paid medical leave	
Ashley Prata	Special education teacher	Jefferson	11/19/2021-5/4/2022 Return 5/5/2022	Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently)	FMLA/NJFLA (concurrently) entitlement not to exceed 12 weeks
Patricia Strobel	10-month secretary	UHS/ Attendance	9/1/2021-11/5/2021	Paid medical leave	
Leslie Williams Jenkins	Art teacher	UHS	9/1/2021-6/30/2022	Paid medical leave	
Jessica Mendes-Oliveira	Kindergarten teacher	Franklin	Extension through 1/30/2022 Return: 2/1/2022	Extension of unpaid non-FMLA/NJFLA child rearing leave	FMLA/NJFLA; exhausted approx. 12/8/2021
Ann Marie DiGiorgio	Paraprofessional special services	Hannah Caldwell	Update and extension of leave Return: 1/3/2022	Extension of unpaid FMLA and paid medical leave	Org. leave began 9/8/2021  FMLA/NJFLA not to exceed 12 weeks/60 working days
Jason Sideman	Special services teacher	UHS	9/17/2021-1/8/2022 (tentative)	Paid medical and unpaid non-FMLA leave	FMLA Hr. requirement not met
Mark Hutchins	Custodian	UHS	Extension through 12/23/2021; tentative return 1/3/2022	Extension of unpaid FMLA and non-FMLA leave	Org. leave began 7/6/2021; FMLA/NJFLA portion of leave not to exceed 12 weeks/60 working days
Cassiano Dos Santos	Health and physical	BMS	Intermittent leave	Unpaid intermittent FMLA/NJFLA	FMLA/NJFLA not to exceed 12

	education teacher		12/1/2021- 6/16/2022	child rearing leave	weeks/60 working days
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**P-5. 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-6. APPROVE JOB DESCRIPTION – DIRECTOR OF CURRICULUM, INSTRUCTION AND ASSESSMENT OF HUMANITIES**

Approve Job Description for Director of Curriculum, Instruction and Assessment of Humanities, in connection with the information appended to the minutes.

**P-7. APPROVE JOB DESCRIPTION – DIRECTOR OF CURRICULUM, INSTRUCTION AND ASSESSMENT OF S.T.E.M.**

Approve Job Description for Director of Curriculum, Instruction and Assessment of S.T.E.M., in accordance with the information appended to the minutes.

**P-8. APPROVE JOB DESCRIPTION – SUPERVISOR**

Approve Job Description for Supervisor, in accordance with the information appended to the minutes.

**P-9. APPROVE DIRECTOR OF PERSONNEL – RETTINO**

Approve Vincent Rettino, as Director of Personnel, at a contractual salary of \$155,758.00, effective December 1, 2021.

**P-10. APPROVE DIRECTOR OF CURRICULUM, INSTRUCTION & ASSESSMENT FOR HUMANITIES – HUTCHINSON**

Approve Randi Hutchinson, as Director of Curriculum, Instruction & Assessment for Humanities, at a contractual salary of \$149,742.00, effective December 1, 2021.

**P-11. APPROVE DIRECTOR OF CURRICULUM, INSTRUCTION & ASSESMENT FOR STEM – COHEN**

Approve Jeremy Cohen, as Director of Curriculum, Instruction & Assessment for STEM, at a contractual salary of \$149,742.00, effective December 1, 2021.

**P-12. APPROVE APPOINTMENT AND EMPLOYMENT CONTRACT - PEREZ**

Approve the appointment and employment contract of Gretel T. Perez, Ed.D., as Assistant Superintendent of Curriculum, Instruction, Assessment and Funded Programs, for the 2021-2022 school year, at a contractual salary of \$168,000.00, subject to the approval of the Executive County Superintendent, in accordance with the information appended to the minutes.

**P-13. APPROVE DISTRICT PHYSICAL THERAPIST TO PROVIDE PHYSICAL THERAPY TO STUDENTS RECEIVING HOME INSTRUCTION**

Approve district Physical Therapist, Dr. Lori Saunders, to provide physical therapy during the school day to students receiving home instruction per their IEP's, at no additional cost to the district, for the 2021-2022 school year.



**DISCUSSION:**

None

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

**NAY:** Dr. Francis (P-9)

**ABSTAIN:** None

**MOTION CARRIED**

**Policy Committee:**

Upon recommendation of the Superintendent of Schools and the Policy Committee, the following policies were moved by Mrs. Regis-Darby, seconded by Mrs. Brens-Watson, for adoption:

**POL-1. POLICY 1648.14 – SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS (NEW).**

Approve Policy 1648.14 – Safety Plan for Healthcare Settings in School Buildings, in accordance with the information appended to the minutes.

**POL-2. POLICY 2425 – EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM (NEW)**

Approve Policy 2425 – Emergency Virtual or Remote Instruction Program, in accordance with the information appended to the minutes.

**POL-3. POLICY 5751 – SEXUAL HARASSMENT OF STUDENTS**

Approve Policy 5751 – Sexual Harassment of Students, in accordance with the information appended to the minutes.

**POL-4. REGULATION 5751 – SEXUAL HARASSMENT OF STUDENTS**

Approve Regulation 5751 – Sexual Harassment of Students, in accordance with the information appended to the minutes.

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** Mrs. Regis-Darby (POL-2)

**MOTION CARRIED**

**Residency Committee Resolutions:**

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS

Approval be given to amend the list of students removed from the rolls [four (4) students exited the month of October 2021 (3 from elementary, 1 from secondary) or a total of eight (8) 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 #268324 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 #321336 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 #341330 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 #301307 from the attendance rolls as the student has been determined to be ineligible to attend the Township of Union Public Schools as a resident student.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Dr. Francis, Mrs. Minneci, 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 Mr. O’Shea, seconded by Mrs. Minneci, that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Ruiz stated I brought up the concern about smoking in the bathrooms and then I learned that all but one bathroom was locked and then two bathrooms were locked the next day.

Mr. Torres, the senior class representative, explained that it is not a privilege to use a bathroom. It is a right, a necessity; in my opinion inhumane to lock bathrooms in a building that we have 2500 students on any given day. I really hope that we can find a better solution than locking the bathrooms. We are punishing an entire student body for the acts of a very small minority.

Mrs. Williams stated to our kids, the Board made a motion to move the public comments because we really wanted to hear their voices and the opportunity to vent and deal with their feelings and let us know what they were feeling. We love them. Nothing we can say will fix this. The decision was to keep our students safe. You have no reason to be embarrassed to be a Farmer.

Mr. McDowell stated a couple of kids made comments about their feelings. I want to ask Mrs. Hall to make counseling available to the kids and let them know you are there willing and able to talk to them.

#### New Business:

Mrs. Brens-Watson stated I want to reiterate the comment about having a family friendly production at the high school. I'm 100% in agreement. It would be exciting for the kids to be able to take the day and experience something. It was a weekend of productions for my family. I want to shoutout to our teachers, Mrs. Lewis at Kawameeh, she is in a production of "1776 – the Women of Congress" which is here locally. She is fantastic and amazing on stage. There is another show this weekend so try to make it.

A few weeks back there was a meeting of CPAC and there was a lot of really good information. I tried to find out if the meeting was being recorded. It would be great for the Board and community to present it by Mrs. Hall and Mrs. Ahern about counseling services, career services. I ask that you let them have them back here. Our families need to hear what you have to offer and there is so much to offer.

Last year, we had a virtual club fair, I don't think that happened this year which left kids wondering what is available to them. I know it is on the website but if it is something we can offer virtually so that more families and kids are aware of the amazing job some of the clubs are doing. It would be great if we could promote the clubs that we have.

#### MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Williams, seconded by Mrs. Regis-Darby, that the Board go into Executive Session at 8:42 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

Please take notice that minutes will be taken of the discussion conducted during the executive session and the Board will disclose the minutes of the executive session when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

Action may be taken when the Board reconvenes in public session.

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

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 9:02 p.m.

Upon the recommendations of the Superintendent of Schools, the following were moved by Dr. Francis, seconded by Mrs. Ruiz, to add P-1A-6 and P-1A-7 (Administrators) handout to the Personnel Actions – New Hires:

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Moved by Dr. Francis, seconded by Mrs. Regis-Darby, to pull P-1B-1 #44 from the agenda.

DISCUSSION:

None

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

NAY: None

ABSTAIN: None

MOTION CARRIED

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Dr. Francis, seconded by Mrs. Regis-Darby, for adoption

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

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

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

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

**DISCUSSION:**

None

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**MOTION TO ADJOURN:**

There being no further business before the Board in public session it was moved by Mrs. Ruiz, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 9:07 p.m.

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

**NAY:** None

**ABSTAIN:** None

**MOTION CARRIED**

**RESPECTFULLY SUBMITTED,**

**YOLANDA KOON  
BOARD SECRETARY**

