

TOWNSHIP OF UNION BOARD OF EDUCATION
REGULAR MEETING MINUTES – April 25, 2023 – 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, April 25, 2023 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.

Ms. McKenzie called the meeting to order at 7:00 p.m.

PRESENT AT ROLL CALL:

Mrs. Yocasta Brens-Watson, Ms. Dixiana Carbonell, Ms. Marissa McKenzie, Mrs. Nancy Minneci, Mrs. Nellis Regis-Darby, Mrs. Kimberly Scott-Hayden, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Ms. Chastity Santana (7:43 p.m.), Mr. John O’Shea

ADMINISTRATORS PRESENT:

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

ALSO PRESENT:

Mr. Christopher Buggy, Esq.

Mrs. Minneci led the Board and audience members in the Pledge of Allegiance.

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.

Mrs. Minneci read the district’s mission statement.

MOTION FOR EXECUTIVE SESSION:

Moved by Mrs. Scott-Hayden, seconded by Mrs. Brens-Watson, that the Board go into Executive Session at 7:03 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, litigation update.

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, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

The Board returned to public session at 8:00 p.m.

COMMENTS FROM PUBLIC ON RESOLUTIONS:

None

Approval of Minutes:

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

- 1. February 16, 2023 – ethics/HIB training
- 2. February 16, 2023 – worksession
- 3. February 16, 2023 – executive session
- 4. February 21, 2023 – regular meeting
- 5. February 21, 2023 – executive session

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Communications:

LETTER OF RETIREMENT – DeBAERE

Letter of resignation, for the purpose of retirement, from Marlene DeBaere, 2nd grade teacher-Livingston Elementary School, effective July 1, 2023.

LETTER OF RETIREMENT – DEVEREUX

Letter of resignation, for the purpose of retirement, from Lisa Devereux, health and physical education teacher-Kawameeh Middle School, effective July 1, 2023.

LETTER OF RETIREMENT – EBERENZ

Letter of resignation, for the purpose of retirement from Daniel Elberenz, career education (woodworking) teacher-Union High School, effective July 1, 2023.

LETTER OF RETIREMENT – NOONAN

Letter of resignation, for the purpose of retirement, from Colleen Noonan, paraprofessional-Battle Hill Elementary School, effective January 1, 2024.

LETTER OF RETIREMENT – SHARP

Letter of resignation, for the purpose of retirement, Catherine Sharp, paraprofessional-Washington Elementary School, effective July 1, 2023.

LETTER OF RESIGNATION – TERZI

Letter of resignation from Hermane Terzi, part-time bus driver-Transportation Department, effective February 17, 2023.

LETTER OF RESIGNATION – POLINGER

Letter of resignation from Ann Marie Polinger, special education teacher-Union High School, effective May 16, 2023.

LETTER OF RESIGNATION – PLATT

Letter of resignation from Marcus Platt, paraprofessional-Livingston Elementary School, effective May 1, 2023.

REQUEST FOR LEAVE EXTENSION – BERNARDES

Request for extension of paid medical leave from Joao Bernardes, English teacher-Burnet Middle School, March 14, 2023-April 16, 2023.

REQUEST FOR LEAVE – SOUSA

Request for paid medical leave from Teresa Sousa, first grade teacher-Franklin Elementary School, March 17, 2023-April 7, 2023.

REQUEST FOR LEAVE EXTENSION – SIDERMAN

Request for extension of unpaid leave from Jason Siderman, resource teacher-Union High School, April 1, 2023-June 20, 2023.

REQUEST FOR LEAVE EXTENSION – McKEE

Request for extension of unpaid leave from April McKee, English teacher-Union High School, September 1, 2023-June 30, 2024.

REQUEST FOR LEAVE – SAAVEDRA

Request for paid medical leave from Angela Saavedra, third grade teacher-Hannah Caldwell Elementary School, June 8, 2023-June 20, 2023.

REQUEST FOR LEAVE EXTENSION – KAMINSKI

Request for extension of leave without pay from Jennifer Kaminski, ESL teacher-Hannah Caldwell Elementary School, September 1, 2023-May 24, 2024.

REQUEST FOR LEAVE – PAPOUTSIS

Request for paid FMLA/FLA leave from Eleni Papoutsis, part-time bus aide-Transportation Department, February 24, 2023-April 30-, 2023.

REQUEST FOR LEAVE – GHAZALI

Request for unpaid FMLA from Sabine Ghazali, math teacher-Union High School, April 3, 2023-June 20, 2023.

REQUEST FOR LEAVE – MANGROO

Request for paid child rearing leave, followed by unpaid FMLA/NJFLA (concurrently) from Christine Mangroo, English teacher-Union High School, May 22, 2023-September 1, 2024.

REQUEST FOR LEAVE – LEWIS

Request for paid medical leave from Katherine Lewis, social studies teacher-Kawameeh Middle School, April 17, 2023-May 31, 2023.

REQUEST FOR LEAVE – SANCHEZ

Request for unpaid FMLA/NJFLA leave from Nichol Sanchez, kindergarten teacher-Hannah Caldwell Elementary School, April 17, 2023-May 30, 2023.

REQUEST FOR EXTENSION OF LEAVE – SOUSA

Request for extension of paid medical leave from Teresa Sousa, first grade teacher-Franklin Elementary School, April 17, 2023-April 24, 2023.

REQUEST FOR EXTENSION OF LEAVE – PERMISON

Request for extension of unpaid FMLA from Diana Permison, Spanish teacher-Union High School, May 5, 2023-November 13, 2023.

REQUEST FOR LEAVE – WALSH

Request for paid medical leave from Douglas Walsh, English teacher-Burnet Middle School, April 19, 2023-May 5, 2023.

REQUEST FOR LEAVE – BEEKS

Request for paid medical leave from Nichelle Beeks, pre-k secretary-Hannah Caldwell Elementary School, April 17, 2023-May 11, 2023.

REQUEST FOR LEAVE – OSBORNE

Request for paid medical leave from Nicole Osborne, special education teacher-Kawameeh Middle School, April 24, 2023-June 20, 2023.

REQUEST FOR LEAVE – WHITLEY

Request for unpaid leave from Suzanne Whitley, social studies teacher-Union High School, April 1, 2023-June 20, 2023.

REQUEST FROM TOWNSHIP OF UNION

Request from the Township of Union to use the Hannah Caldwell Elementary School parking lot Saturday, May 20, 2023 from 7:00 a.m. to 11:00 a.m. for the Annual Bike Rodeo.

Superintendent’s Report:

Dr. Taylor introduced Ms. Bossard who introduced the student spotlight and staff spotlight.

Jason Novoa – was an integral part of the Farmer Fam Spirit Squad, leading the student section during football games. He also participated in several community-building projects through U Matter. He volunteered at Haunted Hall, contributed to U Matter’s Season of Giving by donating to and sorting items for Harvest Food Drive and Giving Tree projects. Jason always goes above and beyond for his school community.

Staff spotlight: Jill Hall – SAC, Ingrid Soares – School Counselor, Michele Menders – Math Teacher, Tara Scaramuzzi – Special Education, Joseph Daly – Math Teacher, Jada Nyarko – English Teacher, Megan Kaplan – English Teacher, Julia Saladino – Math Teacher, Victoria Menjivar – Spanish Teacher.

Dr. Taylor and Mrs. Koon presented the budget; a summary is below and the presentation is appended to the minutes:

Operating Expenditures Snapshot:

- 2023-2024 originally proposed \$164,742,044
- 2023-2024 After proposed reductions \$155,408,671
- Budget 2022-2023 \$141,281,748
- Percentage Change 10.0%

Operating Revenue Snapshot:

| | <u>2023-2024</u> | <u>2022-2023</u> |
|------------------------------|------------------|------------------|
| • Total State Aid | \$45,949,949 | \$38,465,618 |
| • Extraordinary Aid | \$3,500,000 | \$1,700,000 |
| • Saved Funds (fund balance) | \$4,000,000 | \$3,645,708 |
| • Local Taxes | \$101,603,143 | \$97,142,109 |

Financial Impact on Residents (2023-2024):

- Total Expenditures General Fund \$155,408,671
- Tax Levy \$101,603,143
- Estimated Increase-Average Home \$150.92

Dr. Taylor informed the Board and community of grants received and presented the state of the schools as follows:

Federal and State Grants since January 2023:

- \$1,464,700 – NJ Clean Energy Program/Plumbing and Appliance Grant
- \$822,675 – NJ Clean Energy Program/HVAC Grant
- \$181,495 – Emergent and Capital Needs Grant

- \$84,000 – Local Recreation Grant
- \$750 – Mark Schonwetter Holocaust Education Grant
- \$6,660 – School Climate Change Grant
- Total: \$2,560,280

Education Foundation Grant Awards 2023 - \$10,500

- Kawameeh – Aeroponic garden materials
- Hannah Caldwell – Pre-K – materials for mastering self-regulating behaviors
- Connecticut Farms – “Building Math Success”
- Union High School – applications to nationwide contests for screenwriting students

Autism Awareness month is celebrated – students at Burnet signed a puzzle piece to complete the picture that symbolized inclusion and unity.

Union’s Young Scientists – first annual elementary STEAM Fair.

Spring Sports:

- Girls’ softball participated in Suicide Awareness Invitational at Pingry that raised \$14,000 – Union won both games
- Girls and boys’ track relay teams qualified for the Penn Relays
- Girls’ golf will participate in The Union County Conference’s first Girls’ Golf Open on May 10th at Galloping Hill
- Baseball – W-5/L-6
- Volleyball – W-5/L-5
- Softball – W-8/L-3
- Boys’ Tennis – W-2/L-3
- Golf – W-2/L-2

Leadership Team DEI Professional Development – using data to improve foster student social, emotional and academic achievement with Dr. Tracy Severns. Diversity, equity and inclusion with Elizabeth Williams-Riley and Tammy Bormann.

Samantha Pugh – Faculty DEI Professional Development presented to the Board and Community. She is the DEI consultant in residence at Franklin Elementary School for staff and faculty and workshops for all district personnel. She stated that the district needs an Equity Statement – what we believe, who we are and hold people accountable.

Dr. Taylor reported on HIB for period March 14-April 25 – 13 founded/14 unfounded.

Education/Student Discipline Committee Resolutions:

Ms. Carbonell stated she went to Jefferson School and they are doing an amazing job to the community board – you can see the culture of the school in the hallways.

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

E-1. *Agenda item approved at April 18, 2023 worksession (Superintendent's Report of HIB-March 15-April 18, 2023).*

E-1A. *Agenda item approved at April 18, 2023 worksession (Superintendent's Determination of HIB-February 22-March 14, 2023)*

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

Superintendent's Report of Harassment, Intimidation and Bullying (HIB) for the period April 19, 2023 to April 25, 2023, in accordance with the information appended to the minutes *(no vote required; for reporting purposes only).*

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

Affirm the Superintendent's determination of Harassment, Intimidation and Bullying (HIB) for the periods March 15, 2023 to April 18, 2023, in accordance with the information appended to the minutes.

E-2. APPROVE COMPREHENSIVE EQUITY PLAN STATEMENT OF ASSURANCE

Approve Comprehensive Equity Plan Statement of Assurance for the 2023-2024 school year, in accordance with the information appended to the minutes.

E-3. APPROVE COURSE TITLE CHANGE

Approve course title change from "CP African American History" to "African American Studies" (name change only).

E-4. APPROVE NJDOE MANDATED TUITION CONTRACT

Approve the New Jersey Department of Education (NJDOE) mandated Tuition Contract for the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,

Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Fiscal and Planning Committee Resolutions:

Per discussions in executive session, F-62 was walked onto the agenda.

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

F-1. TREASURER'S REPORT

That the Treasurer's Report dated March 31, 2023 be accepted.

F-2. SECRETARY'S REPORT

That the Secretary's Report dated March 31, 2023 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 March 31, 2023 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 March 31, 2023 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. Agenda item approved at April 18, 2023 worksession (districtwide travel).

F-6A. 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. Agenda item approved at April 18, 2023 worksession (student field trips).

F-7A. 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 2022-2023 STATE CONTRACT VENDORS

Approve the amended list of the 2022-2023 State Contract Vendors pursuant to N.J.S.A. 18A:18A-10(a) (purchase through State agency; procedure) to facilitate schools' purchasing, in accordance with the information appended to the minutes.

F-9. APPROVED LIST OF CONTRACTS/PURCHASES (STUDENT ACTIVITY)

Approve the attached list of contracts and/or purchases pursuant to the requirements of N.J.S.A. 18A:18A-5(21) (paid by funds raised by or collected by students), in accordance with the information appended to the minutes:

| School | Account/Department | Vendor/Description | Amount |
|-------------------|--------------------|--|-----------------------------|
| Union High School | 3280/Wrestling | Kutztown University – summer wrestling camp | \$6,000.00 (not to exceed) |
| Union High School | 3340/Athletic | World's Finest Chocolate – sales for girls softball team fundraiser | \$4,000.00 (not to exceed) |
| Union High School | 2018/Senior Awards | Policeman's Benevolent Assoc. – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Khalid Shahid Memorial Scholarship – Student TBD | \$2,000.00 |
| Union High School | 2018/Senior Awards | Khalid Shahid Memorial Scholarship – Student TBD | \$2,000.00 |
| Union High School | 2018/Senior Awards | Douglas M. Krueger Memorial Scholarship – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Wayne Russo Memorial Scholarship – Student TBD | \$2,500.00 |
| Union High School | 2018/Senior Awards | Connect One Bank – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | The Vogel Memorial Prize for the Excellence in French – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Joseph Cryan Scholarship – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Juneteenth Scholarship – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Juneteenth Scholarship – Student TBD | \$1,000.00 |
| Union High School | 2018/Senior Awards | Jason Lopes Scholarship – Student TBD | \$1,000.00 |
| Union High School | 2077/Theatre | Audio Inc. – audio equipment and sound engineer for UHSPAC production of Mamma Mia | \$8,000.00 (not to exceed) |
| Union High School | 2012/Senior Prom | Eggsotic Events – prom décor | \$6,000.00 (not to exceed) |
| Union High School | 2012/Senior Prom | Grand Marquis – prom venue | \$65,000.00 (not to exceed) |
| Union High School | 2012/Senior Prom | E34events – prom DJ | \$6,000.00 (not to exceed) |
| Union High School | 2077/Theatre | 11thourDesign – scenic design/construction; digital/print marketing | \$14,000.00 (not to exceed) |

| | | | |
|------------------------|-----------------------|---|----------------------------|
| Union High School | 2077/Theatre | Cameron Filepas Lighting Design – lighting design/materials | \$2,088.00 |
| Union High School | 2077/Theatre | Cameron Filepas Lighting Design/Eric Cagara – electrician and lighting assistance – Mama Mia production | \$1,562.50 |
| Union High School | Music | Festivals of Music – music in the parks – vocal/instrumental competition | \$7,000.00 (not to exceed) |
| Union High School | 2077/Theatre | Audio Inc. – audio equipment rental and sound engineer – Mamma Mia production | \$8,000.00 (not to exceed) |
| Union High School | 2234/UHS Step Team | Cougar Headquarters/Varsity Central – varsity jackets for UHS Step Team | \$4,500.00 |
| Union High School | 3240/Football | Leading Edge Fundraising-estimate for cookie dough sale fundraiser | \$4,000.00 (not to exceed) |
| Kawameeh Middle School | 41/Musical Production | The Costumer-costume rentals for Shrek, Jr. musical | \$4,000.00 (not to exceed) |
| Kawameeh Middle School | 24/Theatre Club | Medieval Times – field trip for theatre club students | \$2,100.00 (not to exceed) |
| Kawameeh Middle School | 41/Musical Production | Ocean Promotion – two invoices for t-shirts for Shrek Jr. | \$1,792.00 |

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

Approval be given to amend the 2022-2023 out-of-district student placement list, in accordance with the information appended to the minutes.

F-11. APPROVE FUNDRAISERS

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

| Event Name | Date | Purpose |
|-------------------------------|----------------------------|---|
| Clothing Sale | May 1-7, 2023 | UHS/Athletics-Union MS Softball Club – to raise funds for end of year party and equipment |
| St. Patrick's Day Candy Grams | March 17, 2023 | UHS/Junior Class – to raise funds for the Junior Class |
| Family Bingo Night | TBD | UHS/Junior Class – to raise funds for the Junior Class |
| Staff Dress Down Day | April 17, 2023 (tentative) | UHS/Junior Class – to raise funds for the Junior Class |
| Junior Class Movie Night | April 22, 2023 | UHS/Junior Class – to raise funds for the Junior Class |
| Sky Zone | May 4, 2023 | Hannah Caldwell/student council – to raise funds for student council and school spirit with fun family activity |

| | | |
|---|--------------------------------|--|
| Car Wash | May 7, 2023 | UHS/Advanced Musical Theatre – to raise funds for production of “Do You Wanna Dance” |
| Bake Sale | May 26, 2023 | UHS/Advanced Musical Theatre – to raise funds for production of “Do You Wanna Dance” |
| Dress Down Days | April 25, 2023 and May 2, 2023 | UHS – to raise funds for 3 female students to attend the American Legion Auxiliary Jersey Girls’ State event (June 18-23, 2023) |
| Bake Sale; Candy Grams; Snack Sale Car Wash, Pie a Teacher | April 1-June 20, 2023 | UHS/Senior Prom – to raise money for senior prom |
| Canvas/Paint Party | May 1-31, 2023 | UHS/National Art Honor Society – to raise funds for end of year party and scholarships |
| Volleyball Tournament | May 15, 2023 | UHS/National Art Honor Society – to raise funds for operational costs for 2023-2024 (graduation materials, awards, scholarships) |
| Cookie Dough Sale | May 1-18, 2023 | UHS/Varsity Football – to raise funds for team back packs and extra player apparel |
| Online Blast Fundraiser | April 20-May 31, 2023 | UHS/Varsity Football – to raise funds for player apparel and/or extra supplies for the program |
| Districtwide Dress Down Day | April 20, 2023 | UHS/JROTC – to raise funds for Army Nationals expenses |
| Key Chain Sale | April 26-June 1, 2023 | Battle Hill Elementary School– to raise funds for the Battle Hill Garden of Knowledge (i.e. top soil, picnic tables, etc.) |

F-12. ACCEPT DONATIONS

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

| From | For Use By | \$/Item |
|-----------------------------------|--|-------------------------------|
| Shutterfly, LLC | Kawameeh Middle School | \$2,084.33 |
| NJ State Retired Policemen & Fire | UHS – JROTC | \$400.00 |
| PepsiCo Beverage Sales | Union High School | \$456.90 |
| Oluwakuyide Family | Union High School | \$50.00 |
| Michael A Kelly Post #2433 VFW | UHS JROTC | \$500.00 |
| Union Plaza Diner | Special Services - Annual Picnic for students on May 23, 2023 (rain date May 30, 2023) | Donation of Food and Services |

F-13. APPROVE PETTY CASH FUND FOR THE 2023-2024 SCHOOL YEAR

Approve the Board Secretary petty cash fund for the 2023-2024 school year: Fund-Board Secretary, Amount: \$500 per month (not to exceed \$6,000.00); Responsible Party: Board Secretary.

F-14. APPROVE APPLICATION OF 2023 NJSIG SAFETY GRANT - \$18,768.00

Approve application of the 2023 NJSIG Safety Grant in the amount of \$18,768.00.

F-15. APPROVE INCREASE TO P.O. 23-00965 – MOM AND DAD CARE HOME HEALTH

Approve increase to P.O. 23-00965 for Mom and Dad Care Home Health PC to provide nursing services for the 2022-2023 school year, from \$100,000.00 to \$225,000.00.

F-16. APPROVE INCREASE TO P.O. 23-00837 – 123 ABA

Approve increase to P.O. #23-00837 for 123 ABA for behavior technician, supervision program development, functional behavior assessment, behavior intervention plan and behavioral consultation observations/meetings/training and written recommendations for the 2022-2023 school year, from \$900,000.00 to \$2,400,000.00.

F-17. APPROVE DINOSAURS ROCK – SCHOOL ASSEMBLY

Approve Dinosaurs Rock to facilitate a school assembly for the 2nd grade students at Hannah Caldwell Elementary School that focuses on science and character education on May 24, 2023 (at a cost of \$1,836.25 to be paid using Title IV funds, account extension 8434).

F-18. APPROVE PARTICIPATION IN SCHOOL AND SMALL BUSINESS NONCOMPLIANCE PLUMBING FIXTURE AND APPLIANCE PROGRAM AND ACCEPTANCE OF REIMBURSEMENT

Approve participation in the School and Small Business Noncompliant Plumbing Fixture and Appliance Program and accept the total reimbursement funds in the amount of \$1,219,894 (at no more than seventy-five percent of the total project cost) for the 2022-2023 school year. The grant program will allow the district to replace plumbing fixtures and appliances to meet specified Energy Star and water efficiency requirements, in accordance with the information appended to the minutes.

| School/Building | Amount | School/Building | Amount |
|-----------------|--------------|-------------------|--------------|
| BOE Office | \$25,211.82 | Jefferson | \$79,253.85 |
| Hamilton | \$55,301.21 | Union High School | \$217,908.62 |
| Kawameeh MS | \$115,676.88 | Burnet MS | \$118,438.71 |
| Washington | \$85,226.16 | Hannah Caldwell | \$112,042.76 |
| Livingston | \$127,551.84 | Connecticut Farms | \$89,089.76 |
| Battle Hill | \$95,205.63 | Franklin | \$98,986.82 |

F-19. APPROVE NAP VISION ENTERTAINMENT – STUDENT ASSEMBLIES

Approve Nap Vision Entertainment LLC to coordinate student assemblies on May 18, 2023 at Union High School. The SEL based assemblies will focus on the current motivational book by Eugene Napoleon “Reflections 2.0” (at a cost of \$3,000.00 to be paid for with Title IV funds; Account Extension 8500).

F-20. APPROVE SUBMISSION OF ESSER PERFORMANCE REPORT

Approve submission of the ESSER Performance Report in EWEG for the period of July 1, 2021 through June 30, 2022, as mandated by the New Jersey Department of Education (NJDOE), in accordance with the information appended to the minutes.

F-21. APPROVE SUBMISSION OF ARP ESSER SAFE RETURN PLAN

Approve submission of ARP ESSER Safe Return Plan, to be completed by the district every six months in EWEG, to remain compliant in receiving ESSER related funding, in accordance with the information appended to the minutes.

F-22. APPROVE RATE CHANGE – JOB-IN-BLUE

Approve the change in Job-In-Blue rate, effective March 1, 2023, to \$49.50/hr. (\$45.00/hr. plus 10% [\$4.50] administrative fee) with a 4-hour minimum, in accordance with the information appended to the minutes.

F-23. APPROVE IMAGINE LEARNING – PROFESSIONAL DEVELOPMENT

Approve Imagine Learning to facilitate a professional development webinar on May 17, 2023 for parents and guardians (at a cost of \$750.00 to be paid using Title III funds; Account Extension 8331).

F-24. APPROVE ACCEPTANCE OF CLIMATE CHANGE GRANT AWARD APPLICATION

Approve acceptance of the Climate Awareness Education: Implementing the NJSLA for Climate Change Grant Award application in the amount of \$6,660.00 for the district; grant application will utilize the funds to purchase instructional supplies that support climate change within the 2022-2023 school year.

F-25. APPROVE COMMUNITY-BASED INSTRUCTION LOCATIONS

Approve the following locations for community-based instruction (CBI) for the 2022-2023 and the 2023-2024 school years:

| Location | |
|------------------------------|------------------|
| Associated Humane Societies | Newark, NJ |
| Shake-a-Paw | Union, NJ |
| Lil Acre Rescued Animal Farm | Old Bridge, NJ |
| McDonald’s | Hillside, NJ |
| Burger King | Mountainside, NJ |
| Dunkin Donuts | Mountainside, NJ |
| South Mountain Reservation | West Orange, NJ |
| Echo Lake Park | Mountainside, NJ |
| Best Buy | Vauxhall, NJ |
| GameStop | Union, NJ |
| Target | Vauxhall, NJ |
| Brooklyn Pizza | Union, NJ |
| Memorial Park | Maplewood, NJ |
| Briant Park | Springfield, NJ |
| Gateway School | Carteret, NJ |

F-26. APPROVE INCREASE IN CBI PETTY CASH – UNION HIGH SCHOOL

Approve increase in petty cash for costs associated with students' IEP driven Community Based Instruction (CBI) for the 2022-2023 school year to \$8,400.00 at the following school: Union High School (\$1,000.00 increase – previously \$7,400.00).

F-27. APPROVE ESTABLISHMENT OF CBI PETTY CASH ACCOUNT – BATTLE HILL ELEMENTARY SCHOOL/ESY

Approve establishment of petty cash account for costs associated with students' IEP drive Community Based Instruction (CBI) at Battle Hill Elementary School – Extended School Year Program in the amount of \$1,000.00 for the 2023-2024 school year.

F-28. APPROVE ADVANCING OPPORTUNITIES – EVALUATIONS

Approve Advancing Opportunities to conduct assistive technology evaluation (\$1,200.00) and augmentative communication evaluations (\$1,400.00) for district students (cost of travel included in both rates) and not-to exceed \$9,840.00 for the 2023-2024 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-29. APPROVE ASSISTIVE TEK – EVALUATIONS

Approve Assistive Tek to provide assistive technology evaluations at the rate of \$1,600.00 (not to exceed \$4,800.00) for the 2023-2024 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-30. APPROVE INLINGUA – TRANSLATION AND INTERPRETATION SERVICES

Approve Inlingua to provide translation and interpretation services for the 2023-2024 school year (not to exceed \$2,000.00) [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-31. APPROVE THE FAMILY CENTER AT MONTCLAIR – MENTAL HEALTH SCREENINGS

Approve The Family Center at Montclair for mental health screenings at the rate of \$150.00 per screening and \$1,600.00 for full psychiatric evaluation (not to exceed \$47,000.00) for the 2023-2024 school year [Account #11-000-219-320-01-19/7074], in accordance with the information appended to the minutes.

F-32. APPROVE ACES – DEAF AND HARD OF HEARING EVALUATIONS

Approve ACES (Assessments Counseling and Education Services) to provide deaf and hard of hearing evaluations for district students at the rate of \$900.00 per evaluation (not to exceed \$4,320.00) for the 2023-2024 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-33. APPROVE SUMMIT SPEECH – ITINERANT TEACHER OF THE DEAF AND CONSULTATIVE SERVICES

Approve Summit Speech to provide itinerant teacher of the deaf and consultative services at the rate of \$225.00/hour (not to exceed \$2,500.00) for the 2023-2024 school year [Account #11-000-216-320-01-19], in accordance with the information appended to the minutes.

F-34. APPROVE MARILYN KUBICHEK, M.D. – EVALUATIONS

Approve Marilyn Kubichek, MD to provide neurological evaluations and neurodevelopmental evaluations at the rate of \$675.00 per evaluation for the 2023-2024 school year (not to exceed \$12,000.00 [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-35. APPROVE THE ARC OF NEW JERSEY – PLANS FOR ADJULT LIFE CLUB

Approve The Arc of New Jersey to provide Plans for Adult Life Club (MAPS) which includes engaging students in learning about the world of employment, including career exploration, job search strategies, the application and interview process, pre-employment, and orientation at no cost to the district for the 2023-2024 ESY and 2023-2024 School year, in accordance with the information appended to the minutes.

F-36. APPROVE ROMANA KULIKOVA MD – EVALUATIONS

Approve Romana Kulikova MD to provide neurological evaluations and neurodevelopmental evaluations at the rate of \$600.00 per evaluation in the office and \$650.00 for evaluations in school for the 2023-2024 school year (not to exceed \$15,600.00) [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-37. APPROVE COUNSELING CENTERS FOR HUMAN DEVELOPMENT – MENTAL HEALTH SCREENING

Approve Counseling Centers for Human Development for mental health screening (#90791 – initial diagnostic interview) at the rate of \$225.00 per screening (not to exceed \$4,000.00) for the 2023-2024 school year [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-38. APPROVE TECHNOLOGY FOR EDUCATION AND COMMUNICATION CONSULTING - EVALUATIONS

Approve Technology for Education and Communication Consulting Incorporated to provide the following evaluations for district students: (a) assistive technology evaluation - \$850.00 per evaluation and (b) augmentative communication evaluations - \$900.00 per evaluation for the 2023-2024 school year (not to exceed \$20,000.00 [Account #11-000-219-320-01-19], in accordance with the information appended to the minutes.

F-39. APPROVE DISTRIBUTION OF FUNDS – UHS SENIOR SCHOLARSHIP AWARDS

Approve distribution of funds from the following Union High School Senior Scholarship Awards: (a) \$100 – Dora D. Feins Achievement Awards Fund, (b) \$100 – Dora D. Feins Achievement Awards Fund (cost of two plaques), (c) \$100 – Myrtle V. Hassey Awards Fund (two awards - \$50 each), (d) \$1,500 – Ellen S. Rever Memorial Scholarship Fund (three awards - \$500 each), (e) \$850 - Anna Zofay Slobodanyk Memorial Fund (two awards - \$425 each).

F-40. APPROVE ACCEPTANCE OF CONSORTIUM REIMBURSEMENT FUNDS FROM ERESC

Approve acceptance of consortium reimbursement funds in the amount of \$20,000.00 from the Essex Regional Educational Services Commission (ERESC) to support the McKinney-

Vento Homeless students within the district (to be used towards transportation reimbursement for the 2022-2023 school year).

F-41. APPROVE MADCREEK – BRAND MARKETING/PUBLIC RELATIONS

Approve MadCreek, LLC to brand build identity, messaging strategies and cutting-edge technologies for Township of Union Public Schools. Work includes, but is not limited to, design and produce panel cards and pole banners, review student handbook and current social media accounts for the purpose of future PR/creative strategies, in the amount of \$6,250.00 (to be paid through ESSER II funds, extension 19606), in accordance with the information appended to the minutes.

F-42. APPROVE ACCEPTANCE OF GRANT AWARD – 2023 UNION COUNTY KIDS DIG IN

Approve acceptance of the 2023 Union County Kids Dig In! Grant Award of an Earthbox Garden awarded to Kawameeh Middle School (\$850), Franklin Elementary School (\$750), Battle Hill Elementary School (\$500) and Livingston Elementary School (\$750) by the Union County Board of County Commissioners.

F-43. APPROVE APPLICATION AND SUBMISSION OF NJDOE SCHOOL BASED MENTAL HEALTH GRANT

Approve application and submission of the New Jersey Department of Education (NJDOE) School Based Mental Health Grant for the district, in accordance with the information appended to the minutes.

F-44. APPROVE PARENT/PUPIL TRANSPORTATION CONTRACT – 2022-2023

Approve parent/pupil transportation contract for special education student attending Phoenix Center at the rate of \$39.84 per day (not to exceed \$2,510.00) for the remainder of the 2022-2023 school year, in accordance with the non-public information appended to the minutes.

F-45. APPROVE BANKING SERVICES – CONNECT ONE BANK

Approve Connect One Bank for banking services (general fund) for the 2023-2024 school year.

F-46. APPROVE AUDITOR – SUPLEE CLOONEY & CO.

Approve the auditing firm of Suplee Clooney & Co. for the period of July 1, 2023 to June 30, 2024 (not to exceed \$70,000.00).

F-47. APPROVE LEGAL SERVICES – FLORIO, PERRUCCI, STEINHARDT, CAPPELLI, TIPTON & TAYLOR, LLC

Approve the law firm of Florio, Perrucci, Steinhardt, Cappelli, Tipton & Taylor as the Board Attorney at an hourly rate of \$190.00 (paralegals \$100/hr.) for the period of July 1, 2023 to June 30, 2024 (not to exceed \$500,000.00).

F-48. APPROVE SPECIAL LABOR COUNSEL – APRUZZESE, McDERMOTT, MASTRO & MURPHY

Approve a contract with Robert Clark, Esq. of the law firm of Apruzzese, McDermott, Mastro & Murphy as special labor counsel at an hourly rate of \$190.00, on an as needed basis for the period of July 1, 2023 to June 30, 2024 (not to cumulatively exceed a fee of \$50,000.00).

F-49. APPROVE PROPERTY/CASUALTY/WORKERS COMPENSATION BROKERAGE SERVICE - FAIRVIEW INSURANCE AGENCY

Approve Fairview Insurance Agency as the property/casualty/workers' compensation brokerage service for the district for the period July 1, 2023 to June 30, 2024.

F-50. APPROVE HEALTHCARE BROKER

Approve Fairview Insurance Agency, as healthcare brokers, for the period of July 1, 2023 to June 30, 2024.

F-51. *For informational purposes only – vote not required.* List of legal services for the 2022-2023 fiscal year, in accordance with the information appended to the minutes.

*Resolutions F-52 through F-58
Concern the Proposed Tentative Budget for the 2023-2024 School Year*

F-52. APPROVE GENERAL FUND TAX LEVY –BUDGET

Approve the General Fund tax levy of \$101,603,146.02 in the 2023-2024 school year, in accordance with the information appended to the minutes.

F-53. APPROVE TRAVEL EXPENDITURE MAXIMUM

Approve Travel Expenditure Maximum (not to exceed \$85,000.00) for the 2023-2024 school year, in accordance with the information appended to the minutes.

F-54. APPROVE ESTABLISHING A MAXIMUM DOLLAR LIMIT – PROFESSIONAL SERVICES

Approve establishing a maximum dollar limit for professional services \$4,775,918.00 for the 2023-2024 school year, in accordance with the information appended to the minutes.

F-55. APPROVE USE OF EXCESS SURPLUS FUNDS/FUND BALANCE

Approve the Board of Education to include in the General Fund Budget \$4,000,000.00 of the Board of Education's excess surplus funds \$931,022.00 and additional fund balance \$3,068,978.00 (@ 6/30/22 per audit) to help reduce the local tax levy.

F-56. *Agenda item removed prior to worksession meeting per County (Banked Cap)*

F-57 APPROVE USE OF ENROLLMENT ADJUSTMENT

Approve in the final budget the adjustment for enrollment in the amount of \$1,079,064.00 in accordance with N.J.A.C. 6A:23A-15.3. The district has fully exhausted all eligible statutory spending authority. The adjustment will be used for instructional supplies and materials and will

complete this by June 30, 2024 and acknowledges that it cannot be deferred or incrementally completed over a longer period of time.

F-58. APPROVE ADJUSTMENT FOR HEALTH CARE COSTS

Approve in the final budget the adjustment for increased costs of health benefits in the amount of \$1,439,127.00. The additional funds will be used to pay for the additional increases in health benefit premiums.

F-59. APPROVE TRACK TEAM TO ATTEND PENN RELAYS IN PHILADELPHIA

Approve the girls and boys track team to attend the Penn Relays in Philadelphia, Pennsylvania and stay overnight at the Sheraton Downtown Philadelphia on April 26-27, 2023 (girls) and April 28-29, 2023 (boys).

F-60. APPROVE ADDENDUM TO AGREEMENT – ESS NORTHEAST, LLC

Approve Addendum to remove requirement of exclusivity in Section 1 of the Agreement with ESS Northeast, LLC to provide educational staffing services at the request of the district for the 2023-2024 school year, in accordance with the information appended to the minutes.

F-61. APPROVE ADDENDUM TO AGREEMENT – ESS SUPPORT SERVICES, LLC

Approve Addendum to remove requirement of exclusivity in Section 1 of the Agreement with ESS Support Services, LLC to provide educational staffing services at the request of the district for the 2023-2024 school year, in accordance with the information appended to the minutes.

F-62. APPROVE SPECIAL LITIGATION COUNSEL– ARLEO & DONOHUE

Approve a contract with Timothy Donohue, Esq. of the law firm of Arleo & Donohue LLC as special litigation counsel for the matter James Mosser v. Union Township Board of Education, et al., Docket No. UNN-L-370-23, at an hourly rate of \$175.00, on an as needed basis, effective April 25, 2023 through December 31, 2023 (not to cumulatively exceed a fee of \$50,000.00). This contract was awarded in a non-fair and open manner.

DISCUSSION:

None

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: Mrs. Regis-Darby (F-49)

MOTION CARRIED

Grievance/Negotiations Committee:

Due to Board members' questions concerning G-1, it was moved by Ms. McKenzie, seconded by Ms. Carbonell, that the following resolution be tabled until the May Board meeting.

G-1. APPROVE TO GRANT THE RELIEF REQUESTED IN GRIEVANCE NO. 2022-23-2 WHEREAS, the UTEA filed Grievance No. 2022-23-2 alleging certain violations of the Collective Bargaining agreement between the Board of Education and the UTEA; and

WHEREAS, the Board, without admitting any wrongdoing, agrees to grant the relief requested in the grievance as it pertains to the October 28, 2022 memorandum. (*Agenda item tabled at the April 25, 2023 regular meeting*)

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Operations Committee Resolutions:

Upon recommendation of the Superintendent of Schools, the following resolutions were moved by Ms. Santana, seconded by Mrs. Brens-Watson, 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, if applicable, bus evacuation reports for the 2022-2023 school year, in accordance with the information appended to the minutes.

O-2. APPROVE THE USE OF FACILITIES FOR TITLE I SUMMER ENRICHMENT PROGRAMS

Approve the use of facilities for the Title I Summer Enrichment Programs within each Title I funded school, in accordance with the information appended to the minutes.

O-3. APPROVE CO-OP SPORTS PROGRAM BETWEEN TOWNSHIP OF UNION PUBLIC SCHOOLS AND SPRINGFIELD PUBLIC SCHOOLS – GYMNASTICS

Approve a Cooperative Sports Program to combine the Dayton High School (Springfield Public Schools) gymnastics team with the Union High School (Union Public Schools) gymnastic team for the 2023 fall season, in accordance with the information appended to the minutes.

O-4. APPROVE BARN HILL PRESERVE – JEFFERSON SCHOOL

Approve Barn Hill Preserve to present an educational experience in natural wildlife at Jefferson School on April 25, 2023.

O-5. APPROVE SUBMISSION OF APPLICATION FOR USE OF RABKIN PARK

Approve the submission of the application for the use of Rabkin Park on May 23, 2023 (rain date May 30, 2023) to the Union Township Parks and Recreation Department, in accordance with the information appended to the minutes.

O-6. *Agenda item approved at April 18, 2023 worksession (Multicultural Food Truck Event).*

- O-7. **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 (2022-2023 school year), in accordance with the information appended to the minutes.
- O-8. **APPROVE RESOLUTION APPROVING USE OF RFP – SPECIAL SERVICES**
Approve resolution approving the use of a Request for Proposals for certain special education related services, in connection with the information appended to the minutes.
- O-9. **APPROVE REVISED DATES FOR CAMP INVENTION – JEFFERSON SCHOOL**
Approve the revised dates of July 31-August 4, 2023 for Camp Invention to be held at Jefferson School for all enrolled students.
- O-10. **APPROVE RENEWAL OF FOOD SERVICE COMPANY – POMPTONIAN**
Approve renewal of Pomptonian Food Service as company for district food services for the 2023-2024 school year.
- O-11. **APPROVE ARCHITECTS OF RECORD**
Approve Architects of Record for the period July 1, 2023 to June 30, 2024: (a) EI Associates and (b) Parette Somjen Architects LLC.
- O-12. **APPROVE ENGINEERS OF RECORD**
Approve Engineers of Record for the period of July 1, 2023 to June 30, 2024: (a) Consulting & Municipal Engineers, and (b) T&M Associates.
- O-13. **APPROVE REQUEST FROM TOWNSHIP OF UNION**
Approve request from the Township of Union to use Hannah Caldwell Elementary School parking lot, Saturday, May 20, 2023 from 7:00 a.m. to 11:00 a.m. for the Annual Bike Rodeo.

DISCUSSION:
None

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Personnel Committee Resolutions:

Per discussions in executive session, P-1B – extra pay, was tabled until the May Board meeting.

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

P-1A. PERSONNEL ACTIONS – NEW HIRES

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

P-1B PERSONNEL ACTIONS – EXTRA PAY

Personnel Actions-Extra Pay be approved in accordance with the information appended to the minutes. (*Agenda item tabled at the April 25, 2023 regular meeting*)

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 2022-2023 school year.

| Name | Position | Rate |
|--------------------|---------------|-------------|
| Muhamet Avdimetai | Sub-custodian | \$16.00/hr. |
| Richard I. Feacher | Sub-custodian | \$16.00/hr. |
| Kenia M. Ceballos | Sub-custodian | \$16.00/hr. |
| Richard I. Feacher | Sub-custodian | \$16.00/hr. |
| Gina Melkowits | Sub-security | \$15.00/hr. |

P-3. ACCEPT LETTERS OF RESIGNATION/RETIREMENT

Accept letters of resignation/retirement from the following staff:

| Name | Position | Location | Eff. Date | Reason | subject to contractual notice. |
|--------------------|--|---------------------|-----------|-------------|--------------------------------|
| Marlene DeBaere | 2 nd grade teacher | Livingston | 7/1/2023 | Retirement | |
| Lisa Devereux | Health and physical education teacher | Kawameeh | 7/1/2023 | Retirement | |
| Daniel Eberenz | Career education (woodworking) teacher | UHS | 7/1/2023 | Retirement | |
| Colleen Noonan | Paraprofessional | Battle Hill | 1/1/2024 | Retirement | |
| Catherine Sharp | Paraprofessional | Washington | 7/1/2023 | Retirement | |
| Hermane Terzi | Part-time bus driver | Transportation Dept | 2/17/2023 | Resignation | |
| Marcus Platt | Paraprofessional | Livingston | 5/1/2023 | Resignation | |
| Ann Marie Polinger | Special education teacher | UHS | 5/16/2023 | Resignation | |

P-4. APPROVE LEAVES

Approve leaves for the following staff:

| Name | Position | Location | Leave Dates | Leave Type | Notes |
|-------------------|-------------------------------|----------------------|-----------------------|---|-------|
| Joao Bernardes | English teacher | Burnet | 3/14/2023-4/16/2023 | Extension of paid medical leave | |
| Teresa Sousa | 1 st grade teacher | Franklin | 3/17/2023-4/7/2023 | Paid medical leave | |
| Jason Sideman | Resource teacher | UHS | 4/1/2023-6/20/2023 | Extension of unpaid leave | |
| April McKee | English teacher | UHS | 9/1/2023-6/30/2024 | Extension of unpaid leave | |
| Angela Saavedra | 3 rd grade teacher | Hannah Caldwell | 6/8/2023-6/20/2023 | Paid medical leave | |
| Jennifer Kaminski | ESL teacher | Hannah Caldwell | 9/1/2023-May 24, 2024 | Extension of leave without pay | |
| Eleni Papoutsis | Part-time bus aide | Transportation Dept. | 2/24/2023-4/30/2023 | Paid FMLA/FLA | |
| Sabine Ghazali | Math teacher | UHS | 4/3/2023-6/20/2023 | Unpaid FMLA | |
| Christine Mangroo | English teacher | UHS | 5/22/2023-9/1/2024 | Paid child rearing leave followed by unpaid FMLA/NJFLA (concurrently) | |
| Katherine Lewis | Social studies teacher | Kawameeh | 4/17/2023-5/31/2023 | Paid medical leave | |
| Nichol Sanchez | Kindergarten teacher | Hannah Caldwell | 4/17/2023-5/30/2023 | Unpaid FMLA/NJFLA | |
| Teresa Sousa | 1 st grade teacher | Franklin | 4/17/2023-4/24/2023 | Extension of paid medical leave | |
| Diana Permison | Spanish teacher | UHS | 5/5/2023-11/13/2023 | Extension of unpaid FMLA | |
| Douglas Walsh | English teacher | Burnet | 4/19/2023-5/5/2023 | Paid medical leave | |
| Nichelle Beeks | Pre-k secretary | Hannah Caldwell | 4/17/2023-5/11/2023 | Paid medical leave | |
| Nicole Osborne | Special ed teacher | Kawameeh | 4/24/2023-6/20/2023 | Paid medical leave | |
| Suzanne Whitley | Social studies teacher | UHS | 4/1/2023-6/20/2023 | Unpaid leave | |

P-5. APPROVE ATTENDANCE AT NJASBO ANNUAL CONFERENCE - KOON
Approve Yolanda Koon, School Business Administrator/Board Secretary, to attend the NJASBO Annual Conference in Atlantic City, New Jersey (June 6-9, 2023) for a total cost not to exceed \$2,000.00.

P-6. APPROVE EXPERIENTIAL EDUCATION AFFILIATION AGREEMENT – FAIRLEIGH DICKINSON UNIVERSITY
Approve Experiential Education Affiliation Agreement between the Township of Union Board of Education and Fairleigh Dickinson University, in accordance with the information appended to the minutes.

P-7. APPROVE TERMINATION OF EMPLOYEE
Approve termination of Employee #12821, effective May 5, 2023.

DISCUSSION:
None

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Residency Committee Resolutions:

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

R-1. APPROVE LIST OF STUDENTS REMOVED FROM ROLLS
Approval be given to amend the list of students removed from the rolls [one (1) student exited the month of March 2023 (1 from high school) or a total of twenty-six (26) students for the 2022-2023 school year], in accordance with the non-public information appended to the minutes.

R-2. APPROVE TO REMOVE STUDENT
Approval to remove student #266555 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, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Approval of Bills:

Upon recommendation of the Superintendent of Schools and moved by Mrs. Brens-Watson 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

A YE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

Unfinished Business:

Mrs. Regis-Darby stated the sign at Hannah Caldwell stating no dogs allowed is still there. Dr. Taylor stated the signs are in and he would contact the Facility Manager to have them installed.

New Business:

Mrs. Williams stated she attended Pasta Night at Battle Hill with her husband and it was wonderful.

Mrs. Minneci stated she also attended Pasta Night at Battle Hill and it was a great dinner. On May 1st the seniors are working with the Senior Center in a program called Intergeneration Computer Class.

Ms. Santana stated she attended the Kawameeh Middle School PTA meeting and the Shrek performance is May 4-6.

Mrs. Brens-Watson stated the shows at our schools is very collaborative and the hours that the teachers, parents and leadership put in are many. She also attended Pasta Night at Battle Hill with her 13-year-old son. It was great. It is also a fundraiser for Schretchen and Lopes scholarships. She also attended the Steam Fair and the students articulated what they were doing. Thank you to everyone's efforts. Battle Hill is taking part in the New Jersey Positive Behavior Support. Dr. Taylor stated thank you to the administration for putting the Steam Fair together.

Dr. Taylor thanked the administration for putting the Steam Fair together.

Comments from the Public:

Annie Polinger read her resignation letter to the Board. She stated she has been here for 17 years and the new district she is going to values her more than this district.

Ann Margaret Shannon stated it is sad to see Annie Polinger go. I feel lucky to be in this district. So many of my friends have been disrespected by this district.

Susan Lipstein stated the Township of Union Education Foundation met regarding awarding of the grants and she notified the teachers of the grants. She stated the teachers were very happy. All Board members received the list. She also stated that to raise the money is the hardest. The Ed Foundation has a 50/50 raffle for \$20.00 and the spring reception honoring the teachers will be May 18th.

Louisa Bias stated on a positive note – people are getting uncomfortable with the consequences – so thank you. We need to keep moving in the right direction and we will hold you accountable for the changes. She suggested reregistration at Union High School and both middle schools. Diversity is a fact; Inclusion is an Act.

Jill Hall stated she wishes all the retirees well. The woodworking teacher is retiring and to fill that position will be a challenge but you need to get that position filled.

Vania Cerqueira expressed her frustrations and concerns regarding the condition and structure of Burnet Middle School. She states that there are mice and insects in the school and the conditions of that building need to be fixed.

Melissa Diaz stated at Battle Hill Elementary School there are too many students in a class and it is not fair to teachers or students. She stated that the ERI class is grades K-4 and that is not right; it should be made into two classes. She also stated that there are paraprofessionals sitting on their phones, while teachers are in need of help. She asked why a BSBA isn't housed in this school because there are so many special education students.

MOTION TO ADJOURN:

There being no further business before the Board in public session it was moved by Mrs. Regis-Darby, seconded by Ms. Santana, that the meeting be adjourned at 9:45 p.m.

AYE: Mrs. Brens-Watson, Ms. Carbonell, Mrs. Minneci, Mrs. Regis-Darby,
Ms. Santana, Mrs. Scott-Hayden, Mrs. Williams, Ms. McKenzie

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

Yolanda Koon

YOLANDA KOON
BOARD SECRETARY