

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

REGULAR MEETING OF THE UNION TOWNSHIP BOARD OF EDUCATION WILL BEGIN AT **6:45 PM IN THE LIBRARY OF THE UNION TOWNSHIP ELEMENTARY SCHOOL ON MONDAY, JANUARY 24, 2022.**

2019 - 2023 STRATEGIC PLAN

VISION 2023

Goal 1: **College and Career Readiness**

To prepare students for college by providing opportunities for students to engage in learning, while fostering innovation, collaboration and leadership.

Goal 2: **School Experience**

To provide students with a school environment and experiences that will model innovation, collaboration and leadership.

Goal 3: **School Facilities**

To provide a safe and secure learning environment that supports innovation, collaboration and leadership.

BOARD OF EDUCATION OBJECTIVES

Objective 1: Evaluate the Chief School Administrator in a timely and thorough manner.

Objective 2: Align the Board of Education meeting agenda with planned decision points and annual topics.

Objective 3: Provide training for Board of Education members regarding curriculum planning.

**UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022**

MEETING AGENDA

1. CALL TO ORDER

2. OPEN PUBLIC MEETING ANNOUNCEMENT

In compliance with the Open Public Meetings Act of New Jersey, Chapter 231, P.L. 1975, the Union Township Board of Education has provided adequate notice of the date, time and location of the meeting.

Adequate Notice and Electronic Notice of this meeting was given by:

1. Email sent to the Hunterdon Democrat on **January 13, 2022**;
2. Advance written notice to the Union Township Clerk;
3. Advance written notice posted on the bulletin boards of the Union Township Schools;
4. Posting of an electronic notice of this meeting on the district website which provided the time, date and instructions for: (a) access to the Remote Public Meeting, (b) how to provide public comment and (c) how to access the agenda.

3. PLEDGE OF ALLEGIANCE - Mr. Lou Palma, President

4. ROLL CALL - Mrs. Lori Tirone, Board Secretary

<i>Dr. Dan Allen</i> _____	<i>Mr. Lou Palma</i> _____	<i>Dr. Suzanne Wunder</i> _____
<i>Mrs. Kara Cherney</i> _____	<i>Dr. Christine Robitaille</i> _____	<i>Dr. Nicholas Diaz, CSA</i> _____
<i>Mrs. Cortney Dominianni</i> _____	<i>Mrs. Jennifer Sigler</i> _____	<i>Mrs. Lori Tirone, BA/BS</i> _____
<i>Mr. Mike Kokoszka</i> _____	<i>Mr. James Tiepel</i> _____	

5. PRESENTATIONS/REPORTS

- Superintendent’s Report - Dr. Nicholas Diaz
- Business Administrator’s Report - Mrs. Lori Tirone
- Security and Fire Drills 2021 - 2022:

DRILL	DATE
ES - Fire Drill	11/29/21
ES - Fire Drill	12/21/21
ES - Secure Drill	12/22/21
MS - Fire Drill	11/22/21
MS - Bomb Threat Drill	12/15/21
MS - Fire Drill	12/21/21

**UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022**

6. CORRESPONDENCE

7. PUBLIC COMMENTS (agenda items)

All comments should be directed to the board president. Members of the public who desire to provide comment shall submit a written comment via the chat or text message section of the application. Those wishing to share comments during this portion of the meeting are requested to state their name and address in the chat. The Board Secretary or Board President will read the comments in the order in which they were submitted. Public comment shall be concise and to the point and shall not contain abusive, defamatory, or obscene language.

The Board will not respond to complaints from and to school personnel unless the chain of command has been followed, without satisfaction. Furthermore, the Board cannot respond to any complaints from the public directed at any district employee or student, as the Board must protect each employee and each student’s right to privacy.

8. REGULAR & EXECUTIVE SESSION MINUTES

CONSENT AGENDA ITEMS M1 - M2

M1 BE IT RESOLVED that the **Regular Meeting Minutes of November 29, 2021 and Reorganization Meeting Minutes of January 5, 2022** held on the date indicated as transcribed, be approved and filed.

M2 BE IT RESOLVED that the **Executive Session Meeting Minutes of November 29, 2021 and Reorganization Executive Session Meeting Minutes of January 5, 2022** held on the date indicated as transcribed, be approved and filed.

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mrs. Sigler	Mr. Teipel	Dr. Wunder	Mrs. Cherney	Dr. Allen	Mrs. Dominianni	Dr. Robitaille	Mr. Palma	Mr. Kokoszka	TOTAL
									Yes
									No
									Abstain
									Absent

9. EDUCATION / SPECIAL / GIFTED & TALENTED

Chairperson Comments/Committee Report: The Education Committee met on January 20, 2022 at 3:00 pm. Those present were Jim Teipel, Suzanne Wunder, Lou Palma, Laura LoPiccolo, Kerry Foote, Rhonda Pevorus, and Nicholas Diaz.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

CONSENT AGENDA ITEM E1 - E2

E1 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following field placement for North Hunterdon High School student observer:

Student	UTS Teacher	Building	Start Date	Time
Lily Henn	Sean Bobal Paige DiGiambattista (Speech)	UTES and UTMS	January 25, 2022	January 25, 2022 -June 14, 2022

E2 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following field placement for Sterling College student observer:

Student	UTS Teacher	Building	Start Date	Time
Mary Popin	Tina Russoniello, Grade 4	UTES	January 25, 2022	January 25, 2022 -April 24, 2022

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mr. Teipel	Mrs. Cherney	Mrs. Dominianni	Mr. Kokoszka	Dr. Allen	Mrs. Sigler	Dr. Wunder	Mr. Palma	Dr. Robitaille	TOTAL
									Yes
									No
									Abstain
									Absent

10. PERSONNEL

Chairperson Comments/Committee Report: The Personnel Committee met on January 18, 2022 at 9:00 am. Those present were Jennifer Sigler, Lou Palma, Cortney Dominianni-Smith, and Nicholas Diaz.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

CONSENT AGENDA ITEM P1 - P24

P1 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following staff for Teacher Leaders for the 2021-2022 school year. All stipends will be paid out of the ESSER Grant.

Name	Stipend Amount
Nicole Jones	\$1,500.00
Beth Homy	\$1,500.00
Lisa Plumstead	\$1,500.00

P2 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint the following as before and after care employees at a rate of \$30.00 per hour, starting on or after November 29, 2021 through December 23, 2021. District is to be reimbursed by The Work-Family Connection:

Name	Position
Laurie Smythe	Before and After Care Provider
Patricia Hernandez	Before and After Care Provider
Morgan Miller-Simmons	Before and After Care Provider
Jenna Oppedisano	Before and After Care Provider
Karen Schultz	Before and After Care Provider

P3 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following Substitutes for the 2021-2022 school year at the rate of \$95 per day, after 20 days the rate will increase to \$105 per day plus a one time \$200 stipend:

Name	Substitute Position
Lori Kane	Teacher
Karine Ferreira (Barbosa)	Teacher
Michelle Leyesa	Teacher

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

P4 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, amend the start date for Susan Pinto from December 15, 2021 to December 13, 2021 through June 30, 2022, as a Third Grade Teacher at Step 11/MA (prorated).

P5 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, accept, with regret, the resignation of Heather Richards as Winter Supervisor.

P6 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following extra-curricular position for the 2021-2022 school year:

Stipend Position	Name	Stipend Amount
Winter Supervisor	Paige DiGiambattista (replacing Heather Richards)	\$1,145.00

P7 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following staff for PD Academy for the 2021-2022 school year at a rate of \$30.00 per hour, for a total of 2 hours each:

Name	Stipend Amount
Nicole Jones	\$30.00 per hour (2 hours total)
Lauren Folsom	\$30.00 per hour (2 hours total)
Kerry Foote	\$30.00 per hour (2 hours total)
Sheryl Schroeder	\$30.00 per hour (2 hours total)

P8 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, amend Paige DiGiambattista as a Speech Therapist at Step 1/MA (4 days/week), effective January 3, 2022 through June 30, 2022.

P9 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve a Contracted Services Agreement between the Union Township Board of Education and the Franklin Township Board of Education for Speech Therapist for the period January 3, 2022 to June 30, 2022.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

- P10 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve Stuart Smith as a substitute teacher, for the 2021-2022 school year at the rate of \$135 per day. To be reimbursed by Franklin Township Schools.
- P11 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve a Contracted Services Agreement between the Union Township Board of Education and the Franklin Township Board of Education for Substitute Staff for the period January 3, 2022 to June 30, 2022.
- P12 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, Jeffrey Trevaskiss, as a volunteer extracurricular Boys Basketball Coach.
- P13 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve Lisa Perdue to write Spanish lesson plans for the 2021-2022 school year at a rate of \$30.00 per hour, not to exceed 90 hours. To be reimbursed by Franklin Township Schools.
- P14 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, accept, with regret, the resignation of Lauren Folsom, Special Education Teacher and G&T Teacher, effective on or before February 18, 2022.
- P15 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, accept, with regret, the resignation of Elizabeth Schenck, Math Intervention, effective January 17, 2022.
- P16 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint Elizabeth Schenck as a Kindergarten Teacher at Step 6/BA+15 (prorated), effective January 17, 2022 through June 30, 2022.
- P17 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, accept, with regret, the resignation of Karen Schultz, Paraprofessional, effective January 21, 2022.
- P18 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint Karen Schultz, as Middle School Special Education Leave Replacement, at the rate of \$200/day, then Step 1/BA after 60 days effective January 21, 2022 through June 30, 2022.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

- P19 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint Dylan Nace, as a Paraprofessional, at the rate of \$20.00 per hour plus benefits, effective January 11, 2022 through June 30, 2022.
- P20 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, accept, with regret, the resignation of Brianna Creagh, Permanent Substitute, effective January 21, 2022.
- P21 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint Brianna Creagh, as an Elementary School Paraprofessional, at the rate of \$20.00 per hour plus benefits, effective January 21, 2022 through June 30, 2022.
- P22 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following Permanent Substitutes for the 2021-2022 school year at the rate of \$135 per day, for a minimum of 3 days per week:

Name	Substitute Position
Caryn McKay	Teacher (not to exceed 30 hours)
Peggy Shapiro	Teacher (not to exceed 30 hours)

- P23 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following staff for Study Tables for the 2021-2022 school year. All stipends will be paid out of the ESSER Evidence Based Comprehensive Beyond the School Day Grant.

Position	Name	Stipend Amount
Elementary School Study Tables	Paige DiGiambattista	\$30.00 per hour (total program for Elementary School not to exceed 145 hours total)

- P24 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve Kyra Paillex as a full-time Permanent Substitute for the 2021-2022 school year at the rate of \$135 per day, with health benefits only, effective on or after January 18, 2022.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mrs. Sigler	Dr. Robitaille	Dr. Allen	Mr. Kokoszka	Mr. Teipel	Dr. Wunder	Mrs. Cherney	Mr. Palma	Mrs. Dominianni	TOTAL
									Yes
									No
									Abstain
									Absent

11. POLICY

Chairperson Comments/Committee Report: The Personnel Committee met on January 18, 2022 at 9:00 am. Those present were Jennifer Sigler, Lou Palma, Cortney Dominianni-Smith, and Nicholas Diaz.

Note: Revised policies only require a first read. New policies require two readings.

CONSENT AGENDA ITEM PO1

PO1 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following policies on second read:

- P1648.13 School Employee Vaccination Requirements (M) (**new**)
- P1648.14 Safety Plan for Healthcare Settings in School Buildings - COVID-19 (M) (**new**)

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mrs. Sigler	Mr. Kokoszka	Dr. Allen	Mr. Teipel	Dr. Wunder	Mrs. Cherney	Mrs. Dominianni	Mr. Palma	Dr. Robitaille	TOTAL
									Yes
									No
									Abstain
									Absent

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

12. FINANCE / TRANSPORTATION / PHYSICAL PLANT

Chairperson Comments/Committee Report: The Finance Committee met on January 20, 2022 at 1:00 pm. Those present were Kara Cherney, Daniel Allen, Jennifer Sigler, Rhonda Pevorus, Mike Mason, Shannon Albrecht, Nicholas Diaz and Lori Tirone.

CONSENT AGENDA ITEMS F1 - F11

F1 **BE IT RESOLVED** that upon review of the Board Secretary's Report for the month of **November 2021 and December 2021 Report of the Secretary** in consultation with appropriate district officials, the Board of Education certifies that no fund had been over expended in violation of N.J.A.C. 6A:23A-16:10(b); and the Board of Education further certifies, based on the Board Secretary's certification, that the total of encumbrances for each line item account does not exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16:10(a).

F2 **BE IT RESOLVED** that upon review of the Treasurer's Report for the month of **November 2021 and December 2021 Report of the Treasurer** in consultation with appropriate district officials, the Board of Education certifies that no fund had been over expended in violation of N.J.A.C. 6A:23A-16:10(b); and the Board Secretary further certifies, based on the Board Treasurer's Report, that the total of encumbrances for each line item account does not exceed the line appropriation in violation of N.J.A.C. 6A:23A-16:10(a).

F3 The Board Secretary certifies, pursuant to N.J.A.C. 6A:23A-16:10(c)(3), that the total of encumbrances for each line item account does not exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16:10(a).

Lori A. Tirone, Board Secretary

Date

F4 **BE IT RESOLVED** that the Board approve the attached list of budget transfers as presented by the School Business Administrator for **November 2021 and December 2021 Budget Transfers**.

F5 **BE IT RESOLVED** that the Board approve the attached list of district bills for payment as presented by the School Business Administrator for **November 2021 Bills List** in the amount of \$942,900.77 and **December 2021 Bills List** in the amount of \$943,388.44.

F6 **BE IT RESOLVED** that the Board upon the recommendation of the Chief School Administrator, approve the following Facility Usage Requests:

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

Group Name	Purpose	Location	Date	Time	Fee
Union Township Municipality	Reorg. Meeting	MS Cafeteria	Jan. 5, 2022	6:30 - 9:00 pm	N/A
Boy Scout Pack 119	Pinewood Derby	MS Cafeteria	Feb. 12, 2022	12:00 pm - 5:00 pm	N/A
Gian Paul Gonzalez	MS Assembly	MS Gym	TBD	TBD	N/A

F7 **BE IT RESOLVED** that the Board upon the recommendation of the Chief School Administrator, approve the following Professional Development:

Training	Attendee	Date	Cost
TechSpo 2022 Harrah's Resort, Atlantic City, NJ	Sandra Ballance	1/26 - 1/28/22	\$490.00 + mileage
TechSpo 2022 Harrah's Resort, Atlantic City, NJ	Rhonda Pevorus	1/26 - 1/28/22	\$490.00 + mileage
The Briefings: A National School Safety Symposium (virtual)	Rhonda Pevorus	2/10-2/11/22	\$75.00
Promoting Rapid Change for Children with Severe Psychological Disorders, Newark, NJ	Paige DiGiambattista	2/15/22	\$279.00 + mileage
Acquisition Boot Camp (virtual)	Patricia Hernandez	January 10, 2022 (month-long)	\$149.00
NJSBGA Conference, Atlantic City, NJ	Michael Mason	March 20 -23, 2022	\$291.00 Hotel \$99.40 Mileage

F8 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the professional services agreement between Union Township Board of Education and Bureau of Education and Research in the amount of \$3,552.00.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

- F9 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the transportation contract between the Union Township Board of Education and the parents of student attending Cerebral Palsy of North Jersey – Horizon Lower School, Livingston, NJ, effective September 1, 2021 – June 30, 2022, in the amount of \$21,000.00.
- F10 **BE IT RESOLVED** that the Board, upon recommendation of the Chief School Administrator, approve a donation from E Rate Advantage, LLC in the amount of \$1,500.00 for kindergarten class supplies and for needy families in the district.
- F11 **BE IT RESOLVED** that the Board, upon recommendation of the Chief School Administrator, approve the 8th Grade class trip to North Hunterdon High School for the 2021 - 2022 school year and the cost of transportation in the amount of \$562.00.

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mrs. Robitaille	Mrs. Domianni	Mrs. Sigler	Mr. Teipel	Dr. Wunder	Mrs. Robitaille	Dr. Allen	Mr. Palma	Mr. Kokoszka	TOTAL
									Yes
									No
									Abstain
									Absent

13. OTHER BUSINESS

THE FOLLOWING MOTIONS ARE RECOMMENDED BY THE SUPERINTENDENT:

Note: Employment of personnel contained in these resolutions in this section are provisional, contingent upon a criminal record check in compliance with P.L.1986, C.116 and approval of the submission of the “Application for Emergent Hire.”

CONSENT AGENDA ITEMS OB1 - OB10

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

OB1 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, to amend a request for paid and unpaid medical leave of absence (FMLA) for (employee # 431) commencing on January 19, 2022 and terminating on May 16, 2022.

OB2 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following extra-curricular positions for the 2021-2022 school year, effective February 18, 2022:

Gifted and Talented Program Teacher	Elisabetta De Vita (5-6)	\$30.00/ hour per person Total program cost not to exceed \$15,000
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OB3 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator to amend a Contracted Services Agreement between the Union Township Board of Education and the Franklin Township Board of Education for Child Study Team Services to include the ESL services and professionals/ instructional assistants for the period July 1, 2021 to June 30, 2022.

OB4 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve Maura Perry as Instructional Assistant, at the rate of \$20 per hour effective January 3, 2022. To be reimbursed by Franklin Township Schools.

OB5 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following Substitutes for the 2021-2022 school year at the rate of \$95 per day, after 20 days the rate will increase to \$105 per day plus a one time \$200 stipend:

Name	Substitute Position
Monika Tamayo-Arias	Teacher

OB6 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, approve the following resolution regarding Special Education Medicaid Initiative (SEMI) Program;

WHEREAS, NJAC 6A:23A-5.3 provides that a school district may request a waiver of compliance with respect to the district’s participation in the Special Education Medicaid Initiative (SEMI) program for the 2022-2023, and;

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

WHEREAS, the Union Township Board of Education desires to apply for this waiver due to the fact that the district projects having fewer than 40 Medicaid eligible classified students.

NOW, THEREFORE BE IT RESOLVED that the Union Township Board of Education hereby authorizes the Chief School Administrator to submit to the Executive County Superintendent of Schools in the County of Hunterdon an appropriate waiver of the requirements of the NJAC 6A:23A-5.3 for the 2022-2023 school year.

OB7 BE IT RESOLVED that the Board upon recommendation of the Chief School Administrator, approve the Union Township Schools Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act, July 1, 2020 - June 30, 2021:

- Union Township Elementary School - 77/78
- Union Township Middle School - 77/78

OB8 BE IT RESOLVED that the Board upon recommendation of the Chief School Administrator, approve the following field placement for Kean University student observer:

Student	UTS Teacher	Building	Start Date	Time
Lea Apsea	Susan Pence, Grade 2	UTES	January 24, 2022	January 24, 2022 -June 30, 2022
Catherine Tufaro	Patty Hernandez, MS Spanish	UTMS	January 24, 2022	January 24, 2022 -June 30, 2022

OB9 BE IT RESOLVED that the Board upon the recommendation of the Chief School Administrator, approve the following Professional Development:

Training	Attendee	Date	Cost
TechSpo 2022 Harrah's Resort, Atlantic City, NJ	Marybeth Kastrud	1/26 - 1/28/22	\$490.00 + mileage
Winter 2022 NOW Conference - Online	Toni Shramko	2/5/22	\$149.00

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

OB10 **BE IT RESOLVED** that the Board upon recommendation of the Chief School Administrator, appoint Michelle Leyesa, as a Special Education Teacher at Step 10/MA (prorated), on or after February 16, 2022 through June 30, 2022.

Motion by _____, Seconded by _____

Discussion:

Roll Call Vote:

Mrs. Cherney	Dr. Allen	Mr. Kokoszka	Dr. Robitaille	Mr. Palma	Mrs. Sigler	Mr. Teipel	Dr. Wunder	Mrs. Dominianni	TOTAL
									Yes
									No
									Abstain
									Absent

14. PUBLIC COMMENTS - Privilege of the Floor

All comments should be directed to the board president. Members of the public who desire to provide comment shall submit a written comment via the chat or text message section of the application. Those wishing to share comments during this portion of the meeting are requested to state their name and address in the chat. The Board Secretary or Board President will read the comments in the order in which they were submitted. Public comment shall be concise and to the point and shall not contain abusive, defamatory, or obscene language.

The Board will not respond to complaints from and to school personnel unless the chain of command has been followed, without satisfaction. Furthermore, the Board cannot respond to any complaints from the public directed at any district employee or student, as the Board must protect each employee and each student’s right to privacy.

15. NEW BUSINESS

16. OLD BUSINESS

17. EXECUTIVE SESSION

BE IT RESOLVED, by the Union Township Board of Education pursuant to Section 7 of the Open Public Meetings Act N.J.S.A.10:4-12, that said public body enter into Closed Session at this time on **January 24, 2022** to discuss confidential matters pertaining to _____.

UNION TOWNSHIP BOARD OF EDUCATION
Regular Meeting Agenda January 24, 2022

BE IT FURTHER RESOLVED that the matters discussed in Closed Session should be made public as soon as the need for confidentiality no longer exists, but it is not known at this time when that may be. The board expects to reconvene into public session in approximately _____ minutes. Action may be taken.

The Board adjourned to closed session at _____ .

Motion by _____, Seconded by _____ Voice Vote:

Yes	No	Abstain	Absent
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The Board reconvened in open session at _____.

Motion by _____, Seconded by _____ Voice Vote:

Yes	No	Abstain	Absent
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18. ADJOURNMENT

Motion by _____, Seconded by _____ to adjourn the Public Meeting at _____ pm.

Voice Vote:

Yes	No	Abstain	Absent
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