

**UNION COUNTY
EDUCATIONAL SERVICES COMMISSION**

Carrie M. Dattilo
Superintendent
(908) 233-9317 x1002

John Marquet
District Affirmative Action Officer
(908) 233-9366 x3002

Debi LeBrun
*School Business Administrator/Board
Secretary*
(908) 233-9317 x1042

Lamberts Mill Academy

Mr. Reed Leibfried
Principal
(908) 233-7581 x5023

Crossroads School

Mr. Matthew Fernandez
Principal
(908) 232-6655 x2002

Non-Public School Services

Mr. Paul Palozzola
Director
(908) 233-9317 x1025

Westlake School

Mrs. Danielle Cicalese
Principal
(908) 232-4181 x6002

Hillcrest Academy-South

Dr. Jason Balsamello
Principal
(908) 654-8558 x4002

Hillcrest Academy-North

Mr. John Marquet
Principal
(908) 233-9366 x3002

Work Readiness Academy

Mr. Josh Bornstein
Director
(908) 895-8585

**UNION COUNTY
EDUCATIONAL SERVICES
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**AFFIRMATIVE ACTION
INFORMATION GUIDE**

2026 – 2027 School Year



QUESTION What does Affirmative Action Mean?

ANSWER The Union County Educational Services Commission guarantees each student equal educational opportunities regardless of race, color, creed, religion, gender, age, affectional or sexual orientation, ancestry, national origin, disability, marital or economic status and does not discriminate in the admissions, access and/or treatment of its programs, activities and vocational opportunities.

QUESTION Does the UCESC have a policy and regulations regarding Affirmative Action?

ANSWER Yes. Please contact District Affirmative Action/504 Officer Mr. John Marquet at (908) 233-9366 x3002 to obtain copies of the policy and procedures regarding Affirmative Action. The policy can also be obtained in each school and program and/or on the district website at www.ucesc.org.

QUESTION What should my child do if he or she is the victim of bias or discrimination while attending school?

ANSWER A professional staff member in each school is identified as the Affirmative Action Officer. Please immediately contact your child's school to report all concerns of bias.

QUESTION Who is the Affirmative Action Officer for the UCESC?

ANSWER The Affirmative Action/Public 504 Officer for all programs operated by the Commission is Mr. John Marquet. All inquiries and correspondence should be directed to Hillcrest Academy North, 42630 Plainfield Avenue Scotch Plains, New Jersey 07076 or (908) 233-9366 x3002.

QUESTION What do I do to file a complaint?

ANSWER Please contact the Affirmative Action Officer, Mr. John Marquet at (908) 233-9366 x3002 or jmarquet@ucesc.org to obtain a grievance form or file a written complaint.

QUESTION What happens after I file a complaint?

ANSWER There are several steps involved in the investigation of an Affirmative Action complaint:

Step 1: The District Affirmative Action Officer conducts a comprehensive investigation and provides a written notice of resolution.

Step 2: If you feel that your complaint has not been resolved to your satisfaction, you may refer the issue to the Superintendent for further investigation.

Step 3: You may appeal the decision of the Superintendent by submitting written notice to the UCESC Board of Directors.

Step 4: If you are not satisfied with the decision of the UCESC Board of Directors, you may file a formal complaint with the Office of Civil Rights:

**Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue
Washington, DC 20202-1100
(800) 421-3481**

Please be advised that you maintain the right to bypass the above procedures and submit your complaint directly to the Office for Civil Rights.