

The Work Session of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on February 11, 2016, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mr. Hasenkopf.

Present on roll call were Bernadette Cuccaro, William Dibble, Robert Dinerman, David Hasenkopf, Ira Krauss, Mary Misiukiewicz and Adam Smith. Also present were Dr. David Miceli, Superintendent of Educational Services; Mr. Scott Hough, Assistant Superintendent of Educational Services; James E. Testa, School Business Administrator/Board Secretary; Sandra Searing, Director of Curriculum, Instruction and Supervision; and 35 members of the public.

Mr. Hasenkopf led in the salute to the flag.

Mr. Hasenkopf read the following statement:

This is a public meeting of the Board of Education of the Borough of New Providence. Adequate notice of this meeting has been given in accordance with PL 1975, Chapter 231, in that an annual notice was made in conformance with Section 13 of the Act.

Whenever the business of the Board requires it to convene to Closed Session, the session will begin no later than 10:00 p.m. At the conclusion of the need for Closed Session, the Board will reconvene to the public portion of the meeting. At that time the Board will complete any other business that may be before it and the public will then be given an opportunity to be heard before the meeting is adjourned.

### **DISCUSSION ITEM**

#### **2016/2017 Proposed Budget Update**

Mr. Smith commented that the Finance Committee and Administration had their first budget meeting. He commented that at this time, the committee is still working on a draft of the proposed budget. He stated that they are still waiting on a number of things; state aid, debt service aid, estimates on health benefits and pension contribution cost for our employees. He commented that the tax base is projected to increase and will help on the impact to the taxpayers. What we do know is salary and benefits are going up significantly and our enrollments are increasing. We also have a number of curriculum initiatives that we started and will have to continue to fund. He commented that we have a difficult budget to fund, but the Administration provided the committee with a workable framework to start.

#### **Bond Referendum**

Mr. Smith commented that the committee had a number of sessions with the Architects and Administration. He commented that we do not have the ability to do significant capital projects on an annual basis, however, by using the bond referendum process, there is an opportunity to fund some of the big projects that are long overdue if approved.

Dr. Miceli welcomed Kevin and Rita Settembrino, the District's architects. He thanked the Facilities Committee for all the time they have spent working on this project. He commented that during the process, the Administration, Committee, and Board looked at the following:

- Long Range Facilities Plan.
- Strategic planning sessions that were held for the whole community to attend and have an open discussion.
- Security plans, and infrastructure.
- With regards to security, had an on-site visit from the DOE that reviewed our facilities and prepared recommendations.
- County office reviewed our security plans and provided recommendations.
- The Superintendent of Newtown, Connecticut came to visit and shared infrastructure ideas and lessons learned.
- Increase in enrollment, future projections, live birthrate data.
- Architects on-site during the summer, visited and compared current plans in our District and visited other school districts to compare with ours. Also, reviewed all facilities and proposed renovations.

Dr. Miceli commented that the district looked at the following four elements:

1. Programming - input from Strategic Planning Sessions for STEM
2. Enrollment- monitoring and watching bubble coming into MS/HS
3. Long Range Facilities Plan- prioritizing
4. Security- enhance increase in our infrastructure

Mr. Settembrino presented the plans to the public.

#### **Allen W. Roberts**

- Renovate entry to include new secure vestibule
- Renovate existing locker rooms into a Stem classroom and classroom
- Door hardware upgrades for security purposes
- Stage gym curtain replacement

#### **Salt Brook School**

- Renovate existing main entrance to include new enclosed secure vestibule with transaction window, new stairs and ramp
- Renovate existing G&T classroom into STEM classroom
- Renovate existing locker rooms into two small group instruction rooms
- Replace all door hardware for security purposes
- Upgrade elevator
- Roof replacement
- Stage gym curtain replacement
- Boiler replacement, which includes asbestos abatement in the boiler room

#### **HS/MS**

- Replace existing chain link fence and gates at entrance to Lieder Field
- Re-stripe existing track
- MS- replace existing gymnasium flooring, new acoustical wall panels and locker room renovation
- MS- new corridor link to MS gymnasium from classroom wing and new classroom

- Exterior door replacement and replacement of interior door hardware
- Partial roof replacement
- Renovate existing industrial arts room, CAD room, small group instruction room and garage to STEM wing (5 classrooms- IA, Graphics, 2 STEM classrooms and universal science lab)
- Renovate existing storage rooms into small group instruction room
- Media center renovation, which includes a small addition to create an universal science lab

Mr. Testa commented that the roof replacement is not the entire roof, but a partial roof replacement.

Mr. Smith commented that the roof replacement at two locations is a large part of the cost. He commented on the financial perspective. He stated that the State will provide funding, approximately 40% of cost, but not a lump sum grant. The District would receive on an annual basis through debt service aid. He commented that we are hoping to get back 35% from the State to assist with the project, as new construction receives less than the 40%. The State has been consistent in providing us with this amount.

Mr. Smith commented that the estimated cost of the project is \$15,885,000.00. \$10,399,000 is the estimated District's share of the cost. The estimated impact to the average homeowner will be an increase of \$60 per year.

Mr. Testa commented that there is a bond issue that is coming off the books. Factoring in the bond issue that is being paid off, is how the estimated impact will be around \$60/year.

Mr. Smith commented that these are all preliminary figures, the process tonight is to present the preliminary drawings to the Board, and have a Special Meeting next Thursday at 6 p.m. to present to the public, have a discussion, and get a consensus from the Board. He commented that after the meeting, and when we have consensus to the plan, the Architect will prepare detailed plans and send to the DOE for approval. Once approved, it will be presented to the public for a public vote in September.

Mr. Dibble commented what will happen in the event that the bond referendum does not pass.

Mr. Testa commented that if it does not pass; we will have to review all projects and come up with another proposed spending plan.

Mr. Krauss commented that the roof replacements are a significant cost. He added that there are leaks at Salt Brook going on now, so the roof needs to be replaced.

Mr. Smith commented that there is also a significant cost in the security upgrades as well. He commented that based on the outstanding bond issues, it won't be for another ten years that a bond issue will be paid off to allow the District to do another set of capital projects. He added that if we don't do something to address the projected enrollment increase, we will have big problems with space.

Dr. Miceli commented on the enrollment projections. He stated that at the middle school we currently have approximately 360 students. By the year 2019/2020, we are projecting 420

students. Currently at the high school, we have approximately 607 students and by the year 2023/2024 there will be approximately 756 students in the high school. With the respect to the MS/HS facility in the year 2022/2023, we are projecting 1,152 students and currently have 1,036. This is due to large classes in the elementary school eventually making its way into the MS/HS. Based on the live birthrates, we should see at the elementary schools the enrollment numbers level off.

Mr. Smith commented that the live birthrate shows we should see the numbers coming down, but with our community's high rating and Lantern Hill opening up, there are a lot of people in town with young families moving in again. Therefore, there is potential growth to our town.

Dr. Miceli commented that currently we are at full capacity, especially with regards to science lab space.

Mrs. Cuccaro commented that if the bond referendum does go through, the construction will have minimal impact on the education in the schools.

Mr. Settembrino commented on the construction schedule. He commented that the proposed referendum is the fourth Tuesday in September. Most of the work are renovations, as indicated by the Superintendent. He commented that most can be accommodated over the course of the summer. If the referendum is successful in September, it will take a few months to put together the construction documents for public bid. He commented that they would package each construction project, so certain projects can start earlier than others. Smaller projects during the end of school and the larger throughout the summer to finish before school begins. He commented that they package the construction in multiple packages, so that they can control costs as well.

Mr. Dinerman commented that it is the first time he has been part of the process with the committee and it is amazing work. There was a long list of things we needed to do and we are doing maximum work with as minimal impact to the taxpayers as possible.

The Board thanked Mr. Settembrino for his presentation.

### **Ad Hoc Committee**

Dr. Miceli commented that the Ad Hoc Committee was put together as a result of the strategic planning sessions. The members are Mrs. Cuccaro, Mr. Hough, Mr. Krauss, and Mrs. Misiukiewicz as well as himself. He commented that the committee looked at the opportunity for a hockey co-op program with Berkeley Heights, the no cut policy, and the District's athletic policies. As the result of the discussions, the committee recommends that the District pursues the hockey co-op with Berkeley Heights at no cost to the Board. The costs to participate will be covered by the families. With regards to our athletic policies, we would bring many of the policies up to current practices. Looking to have a first draft and first reading in May, second in June to go into effect next year. He commented that there is a strong sentiment to maintain the no cut policy and provide additional coaches so that all students can participate.

Mr. Krauss thanked Mr. Hough for his work and thorough research. It was found that there are over 110 co-ops in various sports though out the State; 30 of them were ice hockey. In reviewing

all the information, the committee is in favor to ask Berkeley Heights if they would like agree to a co-op with us in regards to hockey. The co-op is generally a contract for two years and either party can opt out after the two years. Mr. Hough has put together information and items that should be part of the contract.

Mr. Smith commented that if a student wants to participate and the parents cannot afford it, what will we do.

Mr. Krauss commented that in other towns, they have fundraisers to help fund those who cannot afford it and support the whole team to purchase equipment and rent ice time.

Mr. Dibble commented that he spoke to a couple of ADs in New Jersey and was shocked that the districts do not pay for anything. The participants pay for the whole cost. There are 30 in the state and a majority of the families participating cover most of the costs. Some fund through the assistance of booster clubs.

Dr. Miceli commented that our booster club helps support the students when there is financial need in participating in school activities. He commented that the next step is Board consensus so the District can have a conversation with Berkeley Heights.

Mr. Smith commented that sometimes if you offer too many options, other teams can be impacted.

All Board members agreed to begin the process and meet with Berkeley Heights.

Mr. Hasenkopf thanked the Ad Hoc Committee.

### **February 26, 2015 Agenda Review**

The Board reviewed the February 29, 2016 Agenda.

### **PUBLIC HEARING**

Mr. Hasenkopf opened the meeting to the public at 8:21 p.m. for comments.

#### **Debbie Ibrahim, Resident**

Mrs. Ibrahim commented that the 11th grade PARCC test results were at 50%, partially meeting or not yet meeting requirements. This was supposed to be the last test before they graduated. In 10th grade, we were second, on the lower end. She asked what the District's plan was to address the low scores.

Mr. Hasenkopf commented that the District went through the PARCC test results this fall. The 11th grade students did not have incentives on taking the test because of the criteria given by the DOE that it was not a requirement for graduation.

Dr. Miceli commented that we had the assessment report in December and reviewed all the PARCC results. What we saw across the State was that the scores were depressed. Prior to the test coming out, the DOE provided a number of criteria for graduation requirements. He

commented that knowing these criteria and some meeting it already, taking the test and trying your best was decreased substantially. Across the state, if you look at the scores from grades 3-8 they are significantly higher.

Mrs. Searing agreed with Dr. Miceli. When the memo from DOE came out with the list of graduation requirements, and even with a majority of the students taking the test, not every student tried to be successful. This was primarily in the high school.

Mr. Smith commented that no one was alarmed with the PARCC scores. In the past, our students performed exceedingly well on standardized tests. This was a baseline result because it is the first time this test is being administered. PARCC is here to stay, so we will review and improve in preparation for the test in the future.

Mrs. Ibrahim commented that we need to be alarmed.

**Valarie Keller, Resident**

Mrs. Keller commented on the Ad Hoc Committee and asked if the committee discussed option 2, which allows children to choose not to participate in physical education when they participate in outside activities and have the option to take a study hall instead.

Mr. Krauss commented it was not discussed.

Mrs. Keller commented on the lock down drill, and if there is another plan for student other than to hide in the corners?

Dr. Miceli commented that the plan and drills were reviewed by DOE representatives as well as the county prosecutor's office. We had conversations not only about our facilities and plan, but reviewed other options.

**Jamie Peterson, Resident**

Mrs. Peterson thanked Mrs. Zirpoli, Mr. Carangelo and Mr. Chango for having a dialogue with concerned parents on February 1st about the implementation of the HIB laws in the high school. The community considers this as a good first step toward the improvement of the environment in the high school. As parents, we expect the Administration to follow up what concrete steps will be taken to improve its process with relation to this law. We hope to contribute in changes in the law with the guidance of our Mayor, Al Morgan, and Assemblyman, John Bramnick. We return tonight to follow up on what steps the school district administration is planning to take to address the concerns from the last board meeting and proposals that were made at that meeting. We continue to voice our concerns not only at the high school, but also the middle school. Dr. Miceli we come to you to ask for follow up: 1) What do you understand are the key issues about the implementation of the HIB laws that were addressed at the January 21st BOE board meeting? 2) What actions have been taken to address these concerns?

Mr. Smith commented that the Administration is responsible in carrying out the policy for this Board. He commented that there were requests for changes in the policy. Policy changes comes at the Board level. The Board is comfortable with the current policy in place and the implementation by the school staff. He commented that he was not at the last board meeting, but did review the items she listed. In particular, the parent's involvement in the disciplinary

proceedings at the school, is not something practical and believes the Board is not comfortable in changing board policy. These are not criminal proceedings. They are disciplinary proceedings at a school and the Administration has to have flexibility to undertake disciplinary investigations. Policy is composite to law, the law did not address what conduct is or what is not appropriate in the school. HIB was never condoned in this school district before the law and now. What the law did was heighten the importance of those type of incidents and brought them up to the central office and to the board level. We have been comfortable with the process and the sensitive decision making of the Administration. He commented that he understands that a group of parents met with the Mayor and Assemblyman and are looking to get the law changed. He commented that he has issues with the law, and he doesn't think that changing the appropriateness of certain conduct is one of them. All incidents do not need to be brought up to the level of the Superintendent, but to that end, not every school district has the benefit of an Administration that we have. We do not sweep things under the rug and we address disciplinary investigations. The difference now is that it goes up to the board level. If people are looking to change the law, such as, not everything goes to central office administration and the board level, it is understandable. He appreciates all the concerns of everyone.

Mr. Hasenkopf commented that we are in the 6th year of the HIB law, 171 cases have come to the Board with 66 being substantiated. There have been three appeals. We are comfortable with how the Administration has handled each investigation. This is the first time we have talked about it and discussed it in some time. We had nine strategic planning sessions, which took on a variety of topics where community members and the Board had discussions on and HIB policy and procedure did not come up once. We understand your comments, it's not the law itself, but how it is being implemented. The District has looked at issues and take the time to thoroughly review before changes are made. Class size was one issue that was reviewed and policy was changed. Hockey, which was discussed tonight, was another topic. STEM was a big issue brought up during the strategic planning sessions, which we are now addressing and implementing. The PARCC test implementation is another example. He commented that he brought up these things because our District is about continuous improvement and they take feedback in good faith.

Dr. Miceli commented that everyone was frustrated when this law was approved, particularly the process moving out of the school building to the board level. Parents were concerned about confidentiality, not wanting the Board knowing of their child's involvement or behavior with a particular case. Anytime we are having these conversations the names are not shared, they address each incident as a blank grade male or a blank grade female. The essence of confidentiality is always there, so there should not be a concern about that. The process in itself is taking in a longer period of time for the investigation to be completed at the school, then it gets to his office. For example, the next board meeting might not be for another two weeks, so the families have to sit for two weeks to wait for the outcome. That was the real source of frustration for many families as well as ourselves because we want to be able to provide those answers to the families and we want to be able to resolve the matter, but we are stuck with the process that we are left with in respect to the law. These concerns have been expressed at the Round Tables that he shares with his colleagues across the county as well as the State level. We have sat with legislators and had the conversation, the laws have not changed. The intent behind that was so that Superintendents and Boards of Education would have the opportunity to be exposed to these type of matters that are occurring at the school. There was a sentiment that Superintendents and Boards were not being made aware of that. In a district like ours, because we are small, we are able to have that dialogue, principals call him right away as it is happening. He imagines that with

the larger districts, it is not happening because it is too difficult for that to occur with too many incidents. This was the intent of the law, so people are saying they do not want to change it. There's been a number of unintended consequences of the law, many people do not want to share because they do not want to go through the process.

Dr. Miceli further commented that they talked about this at Round Table for a number of years. The District has seen a decrease in the number of incidents that have been filed after year one. Parents would call his office and after we spent time educating people about the law, they didn't want to get involved because it's cumbersome. Rule of thumb is that if a family, teacher, or student says it's bullying, then you need to investigate. In the past five years, cases come in that don't seem to be bullying, but turn out to be or vice-versa. He would hate to not investigate a case and something happens, so we would rather pursue the investigation. We appreciated the concerns, and they are very thoughtful and meaningful. He comments that we are partners with the community and hear all your concerns. We want to engage in dialogue, and talked about it. There are many constraints with the law, but with prior experiences, we have enough information to know what we need to do here in New Providence. We will continue to review policy and procedure and address all best practices.

Mrs. Peterson commented that if Dr. Miceli has any ideas, she is willing to share it with Assemblyman Bramnick, and is happy to take his suggestions directly to him. She commented that she is happy to make positive changes so that everyone, all the children, do not have to go through the HIB trauma. Our children have not learned about conflict resolution, they have learned that if there's a problem, you get a lawyer, it's a sad thing.

Dr. Miceli commented that our Character Ed program is strong, a unified K-12, not just school based anymore. We preach this all the time. We have expectations that the children will talk to their teachers and tell the truth. We have expectations that this is going to happen. We are not a punitive district, we are not on a witch hunt. This law has obligated us to do this work. To Mr. Smith's point, this did not just start because of the law, these matters were handled before the law, they just didn't go through this entire process. He commented that he appreciates the concerns, always willing to have a dialogue with folks, always looking for us to continue with the best practices and engage in other ways if possible. He thanked Mrs. Peterson for her comments.

### **Resident**

Resident commented that we should have an annual reminder about what is bullying, and using different language would be helpful and to have children understand not to use certain words unless they are sure.

Dr. Miceli can revisit the annual reminder and review the language part with the Administration.

Resident asked if there are any parts where mediation is allowed. It will teach children to have conflict resolution and learn the other side's point of view. Parents can be involved and it reduces the burden on the Administrators to be investigator, judge, and jury.

Dr. Miceli comments that the law does not allow for that. It would be an interesting point to bring up to the legislature. As far as the language, once those comments and statements are made, we need to investigate. 99% of the time, one of the outcomes is counseling.

**Gail Libertucci, Resident**

Mrs. Libertucci commented that Mr. Smith is comfortable with the current policy. She points out the students are uncomfortable with the current policy because of the various techniques that are used that they feel intimidated. Are you taking any steps to change this?

Dr. Miceli commented that we are having conversations about the entire process.

Mrs. Libertucci commented that is there going to be change in policy?

Mr. Smith commented that having viewed these cases for a number of years, we are not putting these students under the hot lights. We do not want to give any impression to the administrative team to take these allegations of bullying lightly because there are kids being bullied.

Dr. Miceli commented that there are policies that the Board establishes that they have discretion with, and there are policies that are driven by statute. There is very little discretion in how much of the language can be tweaked by the Board.

Mr. Krauss commented that the policy must conform to the State, we have to put it on our website and we have to certify that our policy agrees with the state.

**Alexander Perrera, HS Student**

Mr., Perrera commented on our Character Ed theme, "Take a Stand, Lend a Hand". We need to help amend these policies to "Lend a Hand" that governs our educational lives.

**NPHS Student**

Student commented that he is disagreeing with the Board and all the reforms proposed by Mrs. Peterson should be passed. When a student gets taken out of a class, it's stressful and a lot of pressure. He thinks it wouldn't be a lot for the Board to change that. Notice a pattern of blatant consequences, and they all got one sentence over HIB cases. Regardless of past history, all received one sentence, some things should be taken into consideration.

**Resident**

Resident commented that he disagrees with Mr. Smith. His son was on the hot seat and he did not think it was right the way he was treated. Improvements of the execution of the policy would help including having a third person to record the proceedings, there's no record. No protection for our children and none for yourselves. These things have to change. He understands that the law mandates for certain things, but the Board can change the execution to protect all of our children. His understanding was when a child is called into the office, there is a call home to the parent to notify them. Two of his sons were called down to the office and he did not receive the phone call, and this is a problem. The most recent was today and he does not understand after he had expressed his concern at last month's board meeting. He is concerned and is asking for change.

**Tracey Machiaverno, Resident**

Mrs. Machiaverno commented that requests for more information in the initial phone call for HIB cases have now resulted in less information from Mrs. Zirpoli. What is asked is that parents be notified when their child goes from witness to accused in a HIB case. Now the parents are only told that their child is involved in a HIB investigation. How does this help inform the parents?

Dr. Miceli commented that this is one of the topics that we are having in the dialogue, the initial conversations that take place. Over the past five years, unique circumstances where parents have asked for certain information and in attempt to reassure parents about the process, they have shared information. True to the law and true to the process, by providing the information upfront, it is not necessarily in any one's best interest, because until an investigation is conducted and fully appreciate the nature of what has transpired, it could be misleading. This is one of the things that we are considering and discussing right now. The initial conversation needs to happen so that the parents are aware that their child was involved in an incident, but in terms what their status is, whether they are the witness, alleged victim or bully, that information is not to be determined until the conclusion of the investigation when we know much more.

**Resident**

Resident commented that if any of the finding were ever over turned, when appealed?

Dr. Miceli commented that from the confidentiality prospective, he cannot comment.

**Resident**

Resident commented that what happened at the last meeting was great for the District. The Board is elected by the people of New Providence, so there needs to be an open communication and discussion. She commented that Mr. Smith was not here at the last meeting and he didn't see the passion and the concern from the parents. There needs to be communication from the Board to the community. She comments that she hopes that they take into consideration what is said by these parents. There are students that are extremely concerned and there is fear in the school so these things need to be addressed. She had many dealings with the Administration and was stone walled. She commented that the Board are elected by the people of New Providence and she hopes that they really take into consideration what is said.

Mr. Hasenkopf commented that there are work sessions and regular board meetings; we have transparent communications as much as we can. We are committed to doing everything we can to insure that the district runs as well as it can in all aspects. That's the commitment from himself and what he had seen for the past six years on being on the board that is also what the rest of our board is committed to.

**Mrs. Navarro, Resident**

Mrs. Navarro commented that they want the Board to really listen and look at the concerns from the parents.

Dr. Miceli commented that this past year, we opened up the strategic planning process for the entire community, they were not part of the formal Board of Education meetings. There were nine evening sessions that were open dialogue. Some sessions had 50-80 people, some nights you could not get a seat at those sessions, and various topics were discussed. Some of what we are doing now came as a result from that open dialogue in a non formal setting. Prior to last year, for the last nine years, as Superintendent, had been holding Superintendent Forums, those forums were designed outside the formal settings, as well. The issues that were discussed from those forums are directly from the parents. He commented that he meets with the various PTA presidents on a regular basis, and they bring to him the concerns and various issues that were raised. We have had the opportunity for those conversations to occur and had that partnership

over the years where we had the open forums. He commented that he is more than happy to establish a forum with respect to this matter in the future, as well. There is always a large representation of the Board in each of those forums engaged in those dialogues. The communication is there and his door is always open to have a conversation.

Mr. Hasenkopf commented that he has kids in the district and has had been through the process.

Mrs. Misiukiewicz commented that she took offence to the comment that she is not one of them, she is a resident and has a senior and a freshman in the high school.

**Donna Zane, Resident**

Mrs. Zane commented that her son is hesitant to speak about anything and he has had a hard time to speak out. Dr. Harvey was a friend and now he is in middle school so what do I tell him to tell the Administration if he wants his parents there when he is called to the office. Can he request for his parents to be there when he is called down to the office?

Dr. Miceli commented that it is not common practice for students to request their parents to be there. We are trying to instill confidence in our kids, it's part of our program.

**Valarie Keller, Resident**

Mrs. Keller commented that if a child does not want to talk without their parents being there, what is the school suppose to do? They are still minors, what is the procedure, not the policy, not the law?

Dr. Miceli commented that there is nothing in the law that says that a parent has the right to be in the meeting with the child and the Administrator. This is not a criminal matter, you are in a school setting, so the School District Administrator has an obligation to insure the well being and safety of all the kids and staff members in their building, so they have the right to request anyone to come down to their office. If they have a question with respect to coming down to their office, and if they have a question with respect to the matter that's at hand, they have the right to request that information from those children. There's plenty of things that can happen, and there are things that happen every single day that not everyone is not necessarily aware of that gets addressed by the Administration and our crisis management team. We have an obligation, and right to address those issues. He commented that he appreciates the point that they are making in this specific matter, but they have to realize that we have to conduct ourselves in a way that we can manage school operations. There are over 1,000 kids in the high school and over 600 in the each of the other buildings and lots of things are happening, so students will be called down to the office as things happen to address the issues.

Resident commented that she understands other circumstances, but there's got to be a law that when a child says he/she wants to have their parents be present, there should be a procedure where they can be called.

Dr. Miceli commented that it would be impossible to set an expectation that it could occur. He commented about the disciplinary records. He commented that the disciplinary records last until the 12th grade. District does not provide colleges with any of the student's disciplinary records. By law, we are required to provide other school districts when a student transfers. He commented that we do not share with the colleges. Through the college application process,

there might be a question about the students history, there is no one here saying to the students or parents to lie about that at all. It's what you would do as a parent or student to answer that question. He commented that he had conversations with parents about it, it is an opportunity for students to be able to describe and use it as a life lesson and not only answer the question, but write an essay about it.

**Mr. Peterson, Resident**

Mr. Peterson commented that they had that conversation with families, with him, and Mr. Carangelo. In each circumstance, the extent of the conversation is we won't say anything about it. Implying if you don't say anything about it, we won't say anything about it.

Dr. Miceli commented that it is not the case.

Mrs. Peterson commented that it was a conversation with Mrs. Zirpoli and Mr. Carangelo.

Dr. Miceli commented that he cannot answer for Mrs. Zirpoli and Mr. Carangelo.

Mr. Peterson commented that in terms with the training for the Anti-Bullying Specialist, what is being provided. He commented that it feels tone deaf that everything is ok and agrees with policy and like what is being done when there's a room full of people with concerns. He commented that in the law is appointing the Anti-Bullying specialist as an advocate for the children.

Dr. Miceli commented there were dialogues for the District to hire outside to engage in that role. After reviewing with counsel and the DOE, it was acceptable for the assistant principals to have that role. The assistant principals engage in that role because they handle discipline and handle investigations as they currently exist, whether it is a Code of Conduct or HIB, so they were the appropriate people to handle that role. In the middle school we do not have an assistant principal, so the school counselor works closely with the principal. They have attended all the mandatory and required training before they take on that role. Mr. Hough is the Anti- Bullying Coordinator for the entire District.

Mr. Peterson commented it seems like the intent of the law to have that person be in the interest of the children and know the children in a way that is different from the school administrator. It seems like that should be the objective in carrying out the investigation as well.

Dr. Miceli thanked Mr. Peterson.

**Brian Woodby, Resident**

Mr. Woodby, a middle school and elementary parent, commented that in the end, the biggest point of concern is the point that Mr. Peterson brought up. Parents have lost confidence and trust that through the HIB process, that there be someone there as an advocate for their child. If there is someway to address that adequately, many of these issues would be addressed in parents' minds and they would have trust in the process and so would the children. If the Board would find a way to address that adequately, he thinks that is the biggest concern.

Mrs. Peterson handed out Appendix D; which listed HIB totals by county for the 2014-15 school year. She commented that Berkeley Heights has on their website a step by step process when going through a HIB process. She suggests that we can also have something like this.

Mr. Krauss commented on the data she handed out. Berkeley Heights had 40 HIB cases vs. New Providence's 10.

Mrs. Ibrahim commented that we do not have years to wait for the laws to change.

Mr. Krauss commented that the Board are officers of the State and cannot change the law, and the policy is the law, word for word.

Mr. Smith commented that to Mr. Krauss's point, policy complies with the law. Implementation of the law as Dr. Miceli pointed out has been the topic of conversations. For every investigation, another child is a victim and Administration is advocating for the child. No one here is tone deaf, there are approximately 2,300 kids in this district and everyone is looking out for them. He commented that they are not tone deaf to the emotions of this concern.

Mrs. Peterson commented that with new people involved, perhaps training is the issue.

Mr. Hasenkopf thanked everyone.

There being no one from the public wishing to be heard, Mr. Hasenkopf declared this public portion of the meeting closed at 9:44 p.m.

### **CLOSED SESSION**

Mr. Smith moved to adopt the following resolution:

This body shall on February 11, 2016 at 9:45 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Public Meetings Act, specific matters which may generally be described as follows:

- Student matters related to HIB

The minutes of the discussion in closed session of the aforementioned matters may be disclosed to the public after final determination of action has been reached.

Mr. Krauss seconded the motion, which was carried unanimously.

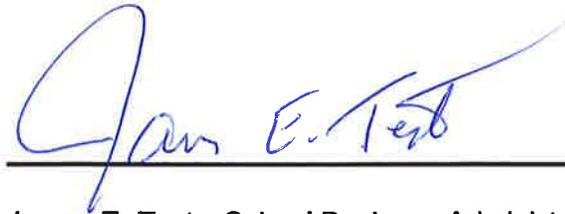
### **Return to Public Session**

The Board reconvened to public session at 10:01 p.m. Mr. Hasenkopf called the Board to order.

Members present were Mrs. Cuccaro, Mr. Dibble, Mr. Dinerman, Mr. Hasenkopf, Mr. Krauss, Mrs. Misiukiewicz and Mr. Smith.

**Adjournment**

There being no other business before the Board, on a motion by Mr. Dibble, seconded by Mrs. Cuccaro, and carried unanimously, Mr. Hasenkopf declared the meeting adjourned at 10:02 p.m.



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James E. Testa, School Business Administrator/Board Secretary  
2/11/16 Work Session Meeting