

The Business Meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on July 26, 2018, at the HS/MS Media Center, 35 Pioneer Drive, by Board President, Mr. Smith.

Present on roll call were Bernadette Cuccaro, William Dibble, Robert Dinerman, Ira Krauss, Mary Misiukiewicz, Adam Smith and Joseph Walsh. Also present were Dr. David Miceli, Superintendent of Schools; Scott Hough, Assistant Superintendent of Educational Services; James E. Testa, School Business Administrator/Board Secretary; Jay Richter, Director of Curriculum, Instruction and Supervision; and, 29 members of the public.

Mr. Smith led in the salute to the flag.

Mr. Smith 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.

Superintendent's Report

Mr. Smith welcomed everyone and having no comments asked Dr. Miceli to continue with the Superintendent's Report. Dr. Miceli commented on the projected District enrollments at the elementary schools for September, which are as follows:

<u>Grade</u>	<u>Allen W. Roberts</u>	<u>Salt Brook</u>
K	83	76
1st	88	84
2nd	99	78
3rd	106 (Five Sections)	92
4th	94	94
5th	95	98
6th	101	95

Dr. Miceli commented that we have had a successful Extended School Year program. The programs are for special education. They were very successful and Dr. Miceli thanked Mr. Firetto and all of the teachers as well as the instructional aids for all of their work. Dr. Miceli also thanked the parents for getting their children to the school on time so that we can continue to work with them this summer. He appreciates everyone's efforts.

Dr. Miceli further updated the Board on the recommendation that came from the Reading Specialists and Administrators at the elementary level regarding first grade screening. The first grade screening was moved up to June 18th and 19th as opposed to starting it at the beginning of September. It was very effective. A number of students who will be entering the District for the first time in September participated in the screening. Successfully, we were able to identify the students' reading levels and areas of strength and weakness. That information was shared with the administration and the staff to determine placement for this year. For those students below the bench marks, a number of items were shared with those students' families so that they could work with the students over the summer. The Reading Specialists are also aware of the identified areas so that they will be able to work with these students from the first day of school instead of waiting for several weeks to go by before the assessment is conducted. The recommendation was well received and the data supports it so we should continue with this process moving forward.

Another point on which Dr. Miceli updated the Board was the status of the Resource Officers. Chief Buccelli has been interviewing and has engaged the Board in this process as well. A Resource Officer has been hired for the High School/ Middle School. This week, Mrs. Hansen, Chief Buccelli, Captain Gazaway and Dr. Miceli interviewed a Resource Officer candidate for Allen W. Roberts School and they will move forward with that recommendation. Hopefully, the Borough Council will make that appointment in August. There is a plan to interview another candidate for Salt Brook School at the end of August and hopefully he will be appointed in September. He has already been appointed by the Borough as Class 2 Officer so he will be able to start on September 1 and then he will eventually be appointed as a Class 3 Officer. In September, we should have all three officers in place. Dr. Miceli sent out to the Board a first draft from the police department of the job description for Class 3 Officers. The Board can continue to collaborate with the police department on the job description. Mr. Smith asked the Board to review the job description and to call Dr. Miceli with any questions.

Dr. Miceli then asked Mr. Richter to explain the Algebra I PARCC remediation that is currently taking place as well as upcoming changes to testing from the New Jersey Department of Education. Mr. Richter stated that 21 students are taking part in the Algebra I remediation program that started the week before and runs through July 27, 2018. The program is conducted each day from 9-11:30am and uses an online adaptive intervention program as well as one on one instruction between the student and the teacher. Mr. Richter thanked Mrs. Rembetsy and Mrs. Pizzonia who worked extremely hard since the end of the school year to design and implement a program that assists our students. Mr. Richter also thanked Mr. Henry for his organization and supervision of the program for the last two weeks. Mr. Henry has designed a survey to be completed by the participating students. Hopefully, data from the survey and the student results on the PARCC test next week will show the students' success and the success of the intervention program. There will be three days of Algebra I PARCC testing on July 31, August 1, and August 2, 2018 from 9 to 11:30 each morning. The following week there will be three days of makeup testing. There are additionally 15 students who will be part of a similar remediation program starting in the fall. These students will take the test in November. We will offer this program again next summer. So far we see good results from this program and expect to see more good results once the students take the test.

With regard to future of PARCC testing and state assessments, Mr. Richter commented that the

Commissioner of Education has been touring the State over the last few months and has been having discussions and feedback sessions. Recently, on July 12th, the Commissioner made recommendations to the State Board of Education regarding the future of our assessment system. Basically, the first recommendation from the Governor to the Commissioner since he has taken over is that the State will begin the transition away from the PARCC exam to a new system built for just New Jersey students. This transition is starting as we speak. The Commissioner recommended that the testing time be reduced by 25% at all grade levels. This year each grade level tested for about eight hours and that will be reduced to about six hours this coming year. There was a recommendation to revise the graduation requirements. Instead of students taking six tests in high school, they will now take only two tests in high school. The two required tests will be Language Arts 10 and Algebra I assessments. We will be eliminating the other two language arts, the geometry, and the Algebra II tests. The recommendation is that it will still be a requirement to pass Language Arts 10 and Algebra I in order to graduate. Students will have multiple opportunities to pass both of those tests. There will be opportunities similar to what we offered this summer and are offering this fall. There is also a proposal that there be a list of assessments, or pathways, or the portfolio process, whereby a student who did not pass the Algebra I test and/ or the Language Arts 10 test, could possibly use those pathways toward graduation. The other recommendation is that the Science test remain the same in 5th grade, 8th grade and 11th grade. That is a little look into the future of PARCC testing. It will no longer be PARCC testing, it will be New Jersey State Language Arts and New Jersey State Algebra tests.

Mr. Smith commented that it is very unfortunate that our students' assessments have become a political football. Not that we necessarily supported PARCC when it came out but the state mandated it. We went forward with it and it has been in place for several years. This is the first year that he felt we actually got some useful data about how our students are now progressing based on those assessments. Now we are going to go back to something different and it is going to take us three or four years to work our way back to actually figuring out what the new data says and providing useful information about how our students are, or are not, doing. Then, Mr. Smith commented, another administration will come in and change it again. Mr. Smith commented that the District should be allowed to assess our children and make sure they are growing and we would be much better off.

Mr. Dinerman commented that the Board spent two or three hundred thousand dollars on equipment for PARCC. He wanted to know if there was any sense whether the District would need to change technology for the new tests. Mr. Richter responded that the new tests will be online assessments and will be taken with the technology that we have such as iPads, desktop and laptop computers. Some districts may ask to go back to pencil and paper but, based on everything that Mr. Richter has read, the large majority of districts will be able to access everything online.

Mr. Krauss said that as a district we have always relied on standardized testing whether it was compulsory state testing or testing that the Board purchased. Years ago, the purchased tests would be good for about ten years and then new tests would have to be purchased. Mr. Krauss questioned whether there is any thought that we might go back to doing that in order to assess our students because under this system it doesn't look like we will get any information at all.

Dr. Miceli stated that we have been using more of our internal resources and that those are still

the most reliable and valuable measures of student progress that we are getting. We will continue to do assessments internally.

Public Hearing

Mr. Smith declared a Public Hearing on the 2017/2018 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act at 7:37 p.m.

Presentation of the 2017/2018 Self-Assessment Scores and District Average.

Mr. Hough presented the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act.

Mr. Hough commented that the Department of Education is required by law to grade each public school and school district in its efforts to implement the Anti-Bullying Bill of Rights Act. The School Safety Team for each school completed the HIB self-assessment for the 2017/2018 school year. The HIB self-assessment contains eight Core Elements that evaluate our HIB policy, program, training, investigation procedures, and reporting practice.

The minimum points required on the self-assessment to meet the State requirement is 52. The maximum points possible on the self-assessment is 78. The 2017/2018 self-assessment scores are the following:

High School	70	Salt Brook	74
Middle School	72	AWR	74
District Average		72	

In summary, each of our four schools has exceeded the state requirement for implementing all elements of the Anti Bullying Bill of Rights Act. After the Board of Education approves the scores, I will certify the scores with the Department of Education. The DOE will issue a grade for each school as well as an overall district grade. As required, these grades will be posted on the School District's website. That concludes the 2017/2018 HIB self-assessment report.

Mr. Smith declared the public hearing for that topic closed at 7:44 pm.

Mr. Dinerman said the Administration and faculty put a lot of time into things like the assessment and Mr. Dinerman thanked everyone for their time and effort in this regard. He thanked all of the teachers present.

Mr. Smith opened the meeting for public comments on items on the agenda at 7:44 p.m.

Glen Robertson, New Providence High School Teacher

Mr. Robertson addressed his comments to Mr. Krauss concerning Finance Item #3, allocating additional unbudgeted state aid to the 2019/2020 school year. Mr. Robertson inquired whether: this action is a formality; does the Board have to vote to accept the aid; does the Board have to allocate it to a specific school year; and, are there other options besides allocating it to the 2019/2020 school year.

Mr. Krauss stated that we did get additional state aid. We can use it in the current year or we could use it in the following year. Since this year's budget was already passed, by this motion, we will be allocating it to the 2019/2020 school year.

Mr. Robertson asked if there were other options and whether it was an option to accept the money and use it in any future year. Mr. Krauss stated that it was not.

Mr. Smith commented that there were three options presented to the District by the State. The first option was to utilize the money as tax relief for this year's budget. The second was to use the money as tax relief for the next year. The third option was to use the money in the current year for a particular purpose.

There being no further comments, Mr. Smith declared the public portion of the meeting closed at 7:46 pm.

APPROVAL OF MINUTES

Mr. Dinerman moved to approve the Minutes as follows:

Business Meeting	June 28, 2018
Closed Session	June 28, 2018

Seconded by: Mr. Krauss

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

ACTION ITEMS
FINANCE ACTION

Mr. Krauss, Committee Chairperson, moved to approve items 1 through 3 as listed below:

Board Secretary's Report Approved

1. After review, we hereby accept the Board Secretary and Treasurer reports for June 2018. There is no major account or fund which has been overexpended in violation of N.J.A.C. 6:20-2.12a. Sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

Bills List Approved

2. Approve the payment of bills listed for July 2018, in the amount of \$2,249,393.18.

Allocation of Unbudgeted State Aid to 2019/2020 School Year Approved

3. Approve to allocate the additional unbudgeted 2018/2019 State Aid, in the amount of \$282,336.00 to the 2019/2020 school year.

Mr. Krauss commented that, as discussed, the only new item is the unbudgeted state aid that the district will be using in the 2019/2020 school year budget. Mr. Smith commented that with regard to the \$282,000.00, the state told us in April the amount of aid that we would be getting this year and it was supposed to increase from the prior year by approximately one hundred thousand dollars. Then after the whole process in Trenton where they negotiated the final numbers, the District somehow got an extra \$282,000.00. Dr. Miceli stated that a portion of the money is from other districts that were overfunded and then it was reallocated to districts that were underfunded.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

FACILITY ACTION

Mr. Krauss moved to approve Items 1 and 2 as listed below:

Disposal of Classroom Area Rugs Approved

1. Approve the disposal of ten (10) classroom area rugs from Salt Brook School, that are old, worn, and no longer deemed useful for school needs. **(EXHIBIT A)**

Tri-Form Construction, Inc. Change Order Approved

2. Approve the following change orders:

Vendor

Tri-Form Construction, Inc.
119 Liberty Street
Metuchen, N.J. 08840

<u>Change Order #</u>	<u>Description</u>	<u>Amount</u>
37	Lieder Field Entrance	\$ 57,400.00
38	Lieder Field Fencing	<u>\$ 78,110.00</u>
Total:		\$135,510.00

Mr. Krauss commented that the change order is related to Lieder Field and that it was always in our bond to do this work. If you go down there you will see that the fence is almost up and when it is done, it will look very good. Mr. Dibble questioned if a certain plaque would be kept and Mr. Testa stated that the plaque will be moved to the pillar from the building.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

EDUCATION

Mr. Dinerman, Committee Chairperson moved to approve Items 1 through 15 as listed below:

2017/2018 HIB Investigations Approved

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent regarding the following 2017/2018 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	12, 13, and 14
Middle School:	27, 28, 29, 30, 31, 32, and 33
Allen W. Roberts:	4, 5, 6, 7, 8, and 9

Adoption of Textbooks and Other Educational Materials Approved

2. Approve the adoption of textbooks and other educational materials as per attached list. **(EXHIBIT D)**

**New Providence School District annual mentoring program,
"Provisional Teacher Mentoring Plan--2018/2019," Approved**

3. Approve the New Providence School District annual mentoring program, "*Provisional Teacher Mentoring Plan--2018/2019*," prepared in compliance with the New Jersey Mentoring for Quality Induction during the 2018/2019 school year. **(EXHIBIT C)**

**2017/2018 School Year Self-Assessments for Determining
Grades Under the Anti-Bullying Bill of Rights Act Approved**

4. Approve the School and District self-assessments for determining grades under the Anti-Bullying Bill of Rights Act to be submitted to the Department of Education for the 2017/2018 school year.

**Submission and Acceptance of the 2018/2019 Every Student
Succeeds Act Consolidated Grant Application Approved**

5. Approve the submission and acceptance of the Fiscal Year 2018/2019 Every Student Succeeds Act Consolidated Grant Application for Title IA, Title IIA, Title III Immigrant and Title IVA funds totaling \$188,267, for the period 7/1/18 through 6/30/19.

**Submission of 2019 Individuals with Disabilities Education
Act Consolidated Grant Application Approved**

6. Approve the submission of Fiscal Year 2019 Individuals with Disabilities Education Act (IDEA) Consolidated Grant Application, in the amount of \$479,365 (Basic: \$460,689; Preschool: \$18,676), for the period 7/1/18 thru 6/30/19.

**New Providence School District Not Accepting Title III Funds
for the 2018/2019 School Year Approved**

7. Approve that the New Providence School District not accept Title III funds in the amount of \$7,836 for the 2018/2019 school year.

Related Services for Student #11896 at Dickerson Elementary School Approved

8. Approve related services for Student #11896 in the amount of \$1,324 for the ESY Program at Dickerson Elementary School, Chester, NJ.

Enrollment of Student #1240627 at Academy 360- Upper School for the 2018/2019 School Year Approved

9. Approve the enrollment of Student #1240627 at Academy 360--Upper School, at a tuition cost of \$7,927 for the ESY Program, and \$65,940 for the 2018/2019 school year.

Enrollment of Students #1240545 and # 1240546 at Academy 360- Lower School for the ESY Program and the 2018/2019 School Year Approved

10. Approve the enrollment of Student #1240545 and Student #1240546 at Academy 360--Lower School, each at a tuition cost of \$8,083 for the ESY Program, and \$67,240 for the 2018/2019 school year.

One-to-One Aide for Student #1240660 at ECLC Approved

11. Approve a one-to-one aide for Student #1240660 at ECLC for the Extended School Year 2018 and the 2018/2019 school year at \$37,000.

One-to-One Aide for Student #11013 at ECLC Approved

12. Approve a one-to-one aide for Student #11013 at ECLC for the Extended School Year 2018 and the 2018/2019 School Year at \$37,000.

Enrollment of Student #12165 at Cranford Achievement Program for the 2018/2019 School Year Approved

13. Approve the enrollment of Student #12165 at Cranford Achievement Program, Cranford Public Schools, at a tuition cost of \$54,527, for the 2018/2019 school year.

Enrollment of 7th Grade Out-of-District Student for the 2018/2019 School Year on a Tuition Basis Approved

14. Approve the enrollment of the following out-of-district student for the 2018/2019 school year, effective 9/5/18, on a tuition basis of \$13,661.

(1) 7th Grader

Additional Field Trip to the Museum of the American Revolution, Philadelphia, PA Approved

15. Approve the additional field trip destination for the 2018-2019 school year in accordance with N.J.A.C. 6A:23A-5.8:

Museum of the American Revolution, Philadelphia, PA

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

PERSONNEL ACTION

Mrs. Cuccaro, Committee Chairperson, moved to approve Items 1 through 5 as listed below:

2018/2019 School Year Appointments Approved

1. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2018/2019 school year:
 - a. Dana Gottdiener, teacher, \$55,729 *, effective 9/1/18 (subject to criminal history review procedures)
 - b. Amalia Ayluardo, custodian (night/flex), \$48,249 * (base \$52,698 * + \$533 * night differential), effective 8/7/18 (subject to criminal history review procedures)
 - c. Emily Lelah, long term substitute teacher, \$25,682 * (base \$55,229 *), effective 9/1/18 thru 1/18/19 (subject to criminal history review procedures)
 - d. Jennifer McSweeney, teacher, \$57,270 *, effective 9/1/18 (subject to criminal history review procedures)
 - e. Gwen Hermann, teacher for summer IEP meetings, \$54.95/hr *
 - f. Aracely DiGirolamo, Summer Title I Algebra Remediation Proctor, not to exceed 18 hours @ \$54.87/hr *
 - g. Amelia Nagle, Summer Title I Algebra Remediation Proctor, not to exceed 21 hours @ \$54.87/hr *

- h. Sandra Andersen, Summer Title I Algebra Remediation Technology Coordinator, not to exceed 18 hours @ \$54.87/hr *

(*) subject to completion of negotiations for 2018/2019

Resignations Accepted

- 2. Accept the resignations of the following employees:

- a. Kelly Klaif, long-term substitute teacher, effective 7/13/18
- b. Deana Conlon, teacher aide, effective 7/18/18
- c. Jaime Andrews, playground/lunchroom aide, effective 7/20/18
- d. Kathryn Ferris, volleyball first assistant, effective 7/23/18

Revision Approved

- 3. Approve the following revision for the 2018/2019 school year:

- a. Janette Mathews, from custodian (night/flex) to custodian (night), effective 8/6/18 (no change in salary)

**Appointment and Salaries of Teachers, Including
Non-Tenured Teachers, Approved**

- 4. Approve the appointment of the teachers, including non-tenured teachers, with the salaries * as noted on file with the Board Secretary per the recommendation of the Superintendent of Schools for the 2018/2019 school year. **(EXHIBIT B)**

(*) subject to completion of negotiations for 2018/2019

Co-Curricular Appointments and Salaries Approved

- 5. Approve the co-curricular appointments and salaries * upon the recommendation of the Superintendent for the 2018/2019 school year. **(EXHIBIT E)**

(*) subject to completion of negotiations for 2018/2019

Seconded by: Mr. Dinerman

Dr. Miceli commented that we are continuing to go through the hiring process and that there were three new candidates at the meeting. First Dr. Miceli introduced Jennifer McSweeney who is taking a position in the preschool at Allen W. Roberts. Jennifer has been working with us as an aide as well as a maternity leave teacher this past year and now she has gotten the opportunity to have a tenure track position. We are very pleased to have her. Dana Gottdiener is here with us. She is new to the District. She will be filling our new special education position that is shared between Allen W. Roberts and Salt Brook School. She has been working in the

Westfield public schools as well as West Orange. We are fortunate to have her and we are certainly looking forward to her contribution. Dr. Miceli also introduced Amalia Ayuardo who will be here at the high school as one of our custodians. She has been working at Lakewood for the past 16 years as a custodian and as a bus driver. We are happy to have her here.

Mr. Smith questioned if the District is now done hiring. Dr. Miceli commented that we are never really done hiring and that we have a few positions left to fill.

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

BOARD POLICY

Mr. Krauss, Committee Chairperson, moved to approve Items 1 and 2 as listed below:

1. Approve the following Policies and Regulations on second reading:

Bylaws and Policies:

1. Policy 1550 Equal Employment/Anti-Discrimination Practices (Revised)
(Mandated) (Mr. Krauss)
2. Policy 2431 Athletic Competition (Revised)
(Mandated) (Mr. Krauss)
3. Policy 5561 Use of Physical Restraint and Seclusion Techniques for
(Mandated) Students with Disabilities (New)
(Mr. Krauss)

Administrative Regulations:

1. Regulation 1550 Equal Employment/Anti-Discrimination Practices (Revised)
(Mandated) (Mr. Krauss)
2. Regulation 2431.2 Medical Examination Prior to Participation on a School-
(Mandated) Sponsored Interscholastic or Intramural Team or Squad
(Mr. Krauss) (Revised)

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|----|-------------------------------|--|-------|
| 3. | Regulation 5561
(Mandated) | Use of Physical Restraint and Seclusion Techniques for
Students with Disabilities
(Mr. Krauss) | (New) |
|----|-------------------------------|--|-------|

2. Approve the following Policies and Regulations on first reading:

Bylaws and Policies:

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|----|------------------------------|---|-----------|
| 1. | Policy 1613
(Mandated) | Disclosure and Review of Applicant's Employment History
(Mr. Krauss) | (New) |
| 2. | Policy 5350
(Mandated) | Student Suicide Prevention
(Mr. Krauss) | (Revised) |
| 3. | Policy 5533
(Mandated) | Student Smoking
(Mr. Krauss) | (Revised) |
| 4. | Policy 7510
(Recommended) | Use of Facilities
(Mr. Krauss) | (Revised) |
| 5. | Policy 8462
(Mandated) | Reporting Potentially Missing or Abused Children
(Mr. Krauss) | (Revised) |

Administrative Regulations:

- | | | | |
|----|-------------------------------|---|-----------|
| 1. | Regulation 1613
(Mandated) | Disclosure and Review of Applicant's Employment History
(Mr. Krauss) | (New) |
| 2. | Regulation 5350
(Mandated) | Student Suicide Prevention
(Mr. Krauss) | (Revised) |
| 3. | Regulation 5533
(Mandated) | Student Smoking
(Mr. Krauss) | (Revised) |

Mr. Krauss commented that there are some changes to the policies being read for the first time. On the smoking policy, the policy has been changed to include electronic cigarettes. Most changes are to adjust current policy to today's environment. Also, we are addressing the lights at Lieder Field. When the policy was written the lights were not up yet and the Board limited the usage to two night games per week. Based upon that, the request had come to the Board to allow more than two night games. The revised policy complies with the New Providence lighting ordinance. This will allow the lights to be used for more than two night games. Mr. Smith commented that as far as he knows there have not been any complaints from neighbors when the lights are used. He inquired whether the Board thought notice should be given to surrounding homeowners. Mr. Smith felt that the town has gotten accustomed to the lights, the

town ordinance now allows for the lights, and other areas of the town are now lit up in the same way. If other Board members feel we should contact homeowners, we can do so. Also, if someone does have an issue, this is just the first reading and there will a chance to address the issue before the second reading. Mr. Dibble questioned if this request was coming from the Athletic Department and whether they had given a number of times in a week that the lights would be used. Mr. Krauss said that a specific number was not requested and that there are different times at night that the lights need to be turned off. Dr. Miceli commented that the committee met with Mr. Carnagelo. There are a number of different athletic programs that would benefit from this, not just football. But for football, over the last number of years most of the teams in our conference have been playing only Friday games, so having Saturday games at this point in the conference is an anomaly. It has been disadvantageous for the team to have home games on Saturday. This will alleviate this issue. It will also provide more opportunity to the band so that there is less conflict on Saturdays when the band has their tournaments. Also, it will give greater flexibility to soccer and lacrosse to have games starting during the week at a time later than 4pm. It will give those sports more opportunity to play at night as well. Mr. Walsh commented that it also helps the town because now the town can use the field more on Saturdays. Mr. Smith commented that the town has also requested that we be more flexible with use of the field. Dr. Miceli commented that there are multiple organizations and teams who will receive benefit from this change.

Seconded by: Mrs. Cuccaro

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mrs. Smith

Yea Mr. Walsh

Committee Reports

Curriculum, Instruction and Technology

Mr. Dinerman, Committee Chairperson, had nothing new to report at this time. He wanted to thank Jay Richter for all of his work.

Finance, Facilities and Safety/Security

Mr. Krauss, Committee Chairperson, had nothing new to report at this time.

Personnel, Management and Communication

Mrs. Cuccaro, Committee Chairperson, had nothing new to report at this time.

Old Business

2018/2019 Board and Committee Goals

At the last meeting we discussed the goals. The goals will be on the August Board Meeting Agenda for approval. The committees have reviewed and approved their goals and have sent them to Dr. Miceli and Mr. Testa for review. It was decided that each committee chairperson will email the committee goals to Mr. Testa and he will circulate a list of all committee and Board goals to the Board members. There will be one final discussion of the goals at the next meeting.

Construction Project Updates

Mr. Testa commented on the status of the construction projects, both summer projects and bond projects, at each of the four schools.

New Business

Mr. Testa commented that the Board passed the proposal on the additional state aid and we were going to go over the actual numbers under New Business but this topic was covered when Mr. Robertson earlier asked questions. As discussed, the District was given three options for the money and the Board decided to allocate the money to the 2019/2020 school year, which was fiscally responsible to do at this point since the budget was already set for the 2018/2019 school year. Dr. Miceli said that one thing to note is the total number that we now receive is getting closer to the number that we received back in 2008. Mr. Testa pointed out that the District is still not at that number, but we are moving closer. Mr. Smith questioned how far apart we are. Mr. Testa responded that we are probably within one hundred thousand dollars of where we were. If you read the law, there is a seven year phase in. We were one of the Districts that has been underfunded, so we should continue under the formula to receive more money. The amount depends on the funding formula. If it keeps moving the way it has been, we will definitely get an increase. We are not one of the Districts that will have to give money back, we are always going to be on the upswing if they continue with the current formula. As long as the current administration is in Trenton, it will continue. We will see what happens.

PUBLIC COMMENTS

Mr. Smith opened the meeting for public comments at 8:11 p.m.

Jim Vopal, Salt Brook Teacher

Mr. Vopal commented that on June 19, 2018 a mandatory meeting of the entire staff was called by Dr. David Miceli. Mr. Adam Smith, Board President, was at that meeting. Mr. Smith stated at that time that he was surprised by the job actions. Mr. Smith's comments were a clear indication to me and to the entire New Providence teaching staff that there is a misconception by the Board of Education regarding job actions. Mr. Vopal stated that he wanted to set the record straight before the Board of Education and the public. Early in his teaching career, Mr. Vopal participated in job actions such as picketing en mass before school, picketing at board

meetings, picketing at town hall meetings, and mass media blitzes. He commented that what the teachers have done to date is not a job action. He commented that the teachers are merely working their contracted hours and that is not a job action. It is what the teachers are required to do as stipulated in our contract. So then we are fulfilling our contract. Regarding administrators who are upset by the New Providence teaching staff working their contracted hours, coming to and going from work at the time stipulated in our contract, the administrators just successfully negotiated their own contract. We are currently without one. Some administrators are awarded Chapter 78 relief. Do we not have the same right to negotiate our own contract as they have done? If negotiating our contract means we adhere to our work hours and we walk into the building together in solidarity with our fellow colleagues, well we are all grownups in the education field which is a predominantly unionized workforce. This should be business as usual. Here are some questions I would like to leave the Board with this evening. First, do you know how many teachers in our district can't make ends meet financially? They work two or three jobs. He counts himself in that group. He has a total of five jobs providing for his family of four. And doing so to what works out to be a cut in pay for the last four years. Have you had a cut in your pay every year for the last four years? Do you know how many teachers have not had a raise in over five years due to Chapter 78 because the more you make, the more the state takes? According to Dawn Pilsner of NJEA, in addition to increasing employees' pension contributions, Chapter 78 mandated that employees pay a percentage of their health insurance premiums. Depending on plan choices, wealth of coverage, and salary, the employee contribution ranges from 3% to 35% of the premium and is never less than 1.5% of the employee's base salary. When an employee salary increases, the contribution may drop to another level of premium share resulting in any pay raise being reduced, negated, or, even worse, decreased. Whenever there is a premium increase, contribution increases and further reduces take home pay. This is exactly what has happened to me and my family. Has this happened to you and your family? Did our administrators have this happen to them when their contract was re-negotiated before the contract expired? Why should I contribute more to my health benefits just because I make more than another teacher. I am not receiving any extra benefits for paying more. I ask you, how is that fair? Depending on your health plan, we all receive the same benefit within that plan and should all be paying the same amount. What is fair is having the staff pay a flat percentage based on the amount that the Board pays for health care per employee. That is fair. That is what is happening in districts across the state, but not here in New Providence. Before I close my comments this evening, I want to say this. Let's acknowledge the nature of our business field and our union workforce and our right to negotiate and to do so fairly within our contracted hours. Above all, moving forward and across the board, things should be done fairly and equitably. If administrators get raises, so should teachers and other staff members. It might mean everyone gets a little less, but if you're doling out raises, please do so with equity and please stop penalizing the great teachers that you are so blessed to have working here in New Providence. We are in this profession because we love what we do. By making us bear the brunt of pay cuts year after year, after year. If the Board will not negotiate in good faith and in an equitable fashion then we will find ourselves in uncharted territory. Do what is right and in good faith and replenish what was lost when we agreed to help you out in 2011 so that job actions are unnecessary. Thank you.

Mr. Smith commented that while he certainly did not want to engage in a debate at the board meeting he cannot go without addressing some of Mr. Vopal's comments before we close this evening. Whether or not the teachers engaged in job actions at the end of the year probably depends on your definition of job action. While certainly no one has accused any teacher of not

complying with their contractual obligations, under the contract I think it is fair to say that at the end of the year, teachers engaged in conduct that they had not previously in an effort to make a statement about the way they thought negotiations were going between the Board and the Association. That was a job action as it has been defined in this District and in the State for years. Coming in en masse and not doing things like stopping helping students the moment their contractual hours are over, not answering emails at night, things of that nature that yes are not part of the contract but teachers had done for a while and now stopped. It depends on what your definition of a job action is. As to the fact that there have been no raises for years, that is an absolute fallacy. Your last contract provided for raises, it is a public document and those raises are documented in that public document for anyone to view. The fact that the cost of health care has increased for teachers, for taxpayers and everyone on this board is not something that we can control. In all of our jobs, as far as I can tell, the cost to buy health care has not gone down year after year and my take home pay decreases year after year. That is something that I cannot control. That is an issue that is national in scope and I think anybody in the workforce recognizes that premiums are going up and up and up and not just for teachers but for everyone. If you contribute toward the cost of your health care, the cost has increased. I take great issue with any implication that this Board is not negotiating in good faith and in an equitable fashion to pay our teachers fairly. I have looked at the statistics. I think this Board issued a statement about a month ago that the average pay for a teacher in this district is well within the market value in this state for what teachers make. We pay equitably, we pay fairly. We never have a problem recruiting teachers. If we did not pay fairly we would have a problem recruiting teachers. We want teachers to get raises. We want to do it fairly and in accordance with what the market dictates and that is what we will continue to do.

Glen Robertson, New Providence High School Teacher

Mr. Robertson commented that the Board has mentioned public documents during the meeting and he was wondering if going forward if these documents could be made available. Many times the Board is voting on exhibits that they have in their hands that the public does not have. He assumed that those were prepared electronically and he wanted to know if there is any reason that those documents voted on in open meetings cannot be made available on the website with the agenda? He assumes that these are printed out and he did not know how much more work it would be to post all of the documents on the website. For example, today the Board is talking about use of facilities and mentioned that this was the first reading and that there would be a second reading so there is still opportunity for people affected to come out and speak if they want to regarding use of facilities. But if you were just looking at the agenda on the website you would have no idea that this policy deals with keeping the lights on for more than two games. So the opportunity to come out to speak would be limited to a review of the minutes before the next meeting, but the minutes are not published before the next meeting. They are usually not published for two or three months. You have these exhibits, like at the last board meeting you voted on contracts for most of the administrators except the building principals. The Board is voting on those things as a group, but no one in the audience or the community has an opportunity to review them or comment upon them at the meeting. Since they are public items and public documents, he did not know if there was any specific reason that they were not being made available, other than a Freedom of Information request. Mr. Smith said no that one had ever asked and he will take it into consideration. Mr. Smith further commented that the press is usually there and they do a wonderful job covering the topics

discussed at the Board meetings. They get the information out as well. The Board will take your recommendation under consideration. Mr. Robertson thanked the Board.

There being no other public comments, Mr. Smith declared the public portion of the meeting closed at 8:22 p.m.

CLOSED SESSION

Mrs. Cuccaro moved to adopt the following resolution:

This body shall on July 26, 2018 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
- Litigation
- Negotiation

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. Dinerman seconded the motion, which was carried unanimously.

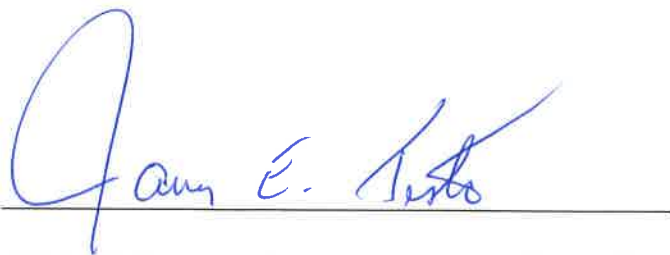
Return to Public Session

The Board reconvened to public session at 9:54 p.m. Mr. Smith called the Board to order.

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

Adjournment

There being no other business before the Board, on a motion by Mrs. Misiukiewicz, seconded by Mr. Walsh, and carried unanimously, Mr. Smith declared the meeting adjourned at 9:55 p.m.



James E. Testa, Business Administrator/Board Secretary
7/26/18 Board Meeting