

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on **October 22, 2018**, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mr. Smith.

Present on roll call were Bernadette Cuccaro, William Dibble, Ira Krauss, 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 32 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.

Mr. Smith welcomed everyone. He commented on the Borough Council election process. The hot topic is affordable housing. We are keeping a close eye on this and have had conversations with the Borough. We are doing our own study and how it will impact our school district enrollments.

Mr. Smith commented on Character Ed, "Starts with us". Middle school kids are out there tying ribbons on trees. The football team raised money for Lupus. The soccer club spent the whole weekend giving back to the community. It's great to see our student body getting involved in giving back and doing community service work.

Superintendent's Report

Dr. Miceli reported on enrollment numbers as of September 30, 2018. The District enrollments are: 623 students at the high school, 411 at the middle school, 703 at AWR, 650 at Salt Brook and 34 students out of district; for a total of 2,421.

Dr. Miceli commented on Week of Respect (October 1st thru 5th) and School Violence Awareness Week (October 15th thru 19th). These are annual State mandatory events that we honor. All four schools had a number of different program of events within those two weeks. He thanked the teachers, administrators, and many of the collaborate groups in the community like the Municipal Alliance for spearheading these events.

Dr. Miceli commented on Professional Development Day, October 8, 2018. The District was closed and we spent the entire day working on school security initiatives. We worked

collaborately with our police department.

Dr. Miceli thanked Mr. Hough and Mr. Richter for spearheading much of the work that was accomplished that day. He also thanked the building principals and other members of staff who worked dilligently in putting together the plans. He commented that it was a very successful day and we were able to accomplish and practice some things that we have not done before in the district. It was a very worth while exercise and a very effective day.

Dr. Miceli commented that he is looking forward to the next Superintendent's Forum- Mental Health Issues, on Tuesday, October 24, 2018 at 7:00 p.m.

Dr. Miceli introduced Cheney Price, Student Representative, to report on high school events.

Student Report

Cheney reported on HS activities. He thanked the Board of Ed, Mr. Henry and Mrs. Zirpoli for giving him the opportunity to report on high school student activities.

Sports:

- a. Football: Undefeated 7-0. Share of Conference championship. Conference championship game Friday night away at Belvidere.
- b. Boys and girls soccer: both have winning records and play tonight at Linden
- c. Boys and Girls XC: Runner up conference champions on both sides.
- d. Girls Volleyball: 13-5, with the second best record of the fall sports.
- e. Student Attendance and Spirit is at an all-time high, seeing more people in the student sections.

Music highlights:

- a. Band took first place all-around in 2 recent competitions.
- b. Music Dept. planning Disney trip for April.

Drama/Arts Highlights:

- a. Fall play is "The Children's Hour".
- b. Auditions for the winter musical, "Chicago" coming up (Julia and Troy outstanding performances last year).
- c. Tri-M—National Honors Society for Peforming Arts: Inauguration will be on Thursday.

College Admissions Highlights:

- a. Early Action/Decision is very common. Deadline for many is Nov 1. Very stressful time for seniors.
- b. Seniors are ambitious with their college plans: Colleges applying to include Harvard, Princeton, Cornell, Penn, UVa, Carnegie Mellon, Michigan, Northwestern, Duke, and Chicago. Very prestigious universities.

School Events:

- a. Multi-course field trip to Bell Labs and toured the entire lab on campus.
- b. Sprit Week starts on Mon 10/29. Senior class is selling class shirts—proceeds will go to Junior/Senior Prom.
- c. School Clubs: Students are more active than ever.

There were more school clubs created this year. One of the new clubs is the Harry Potter Club.

Drop Bell Schedule:

Students are a fan of the new schedule.

- a. Professional period a success! Very important to most of the students. This period gives students opportunity to meet with their teachers and coaches. For seniors and juniors, they have more time to go home for lunch
- b. Better management of time- tardiness and absences.

Mrs. Misiukiewicz entered the meeting at 7:35 p.m.

Public Hearing

Mr. Smith opened the meeting to the public on specific agenda items at 7:40 p.m.

There were no comments.

APPROVAL OF MINUTES

Mr. Krauss moved to approve the Minutes as follows:

Work Session	September 13, 2018
Closed Session	September 13, 2018

Seconded by: Mrs. Cuccaro

Roll Call Vote:

<u>Yea</u> Mrs. Cuccaro	<u>Yea</u> Mr. Krauss
<u>Yea</u> Mr. Dibble	<u>Yea</u> Mrs. Misiukiewicz
<u>Absent</u> Mr. Dinerman	<u>Yea</u> Mr. Smith
<u>Yea</u> Mr. Walsh	

Mrs. Cuccaro moved to approve the Minutes as follows:

Special Meeting:	September 19, 2018
Closed Session	September 19, 2018

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

<u>Yea</u> Mrs. Cuccaro	<u>Yea</u> Mr. Krauss
<u>Yea</u> Mr. Dibble	<u>Yea</u> Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

Mrs. Misiukiewicz moved to approve the Minutes as follows:

Regular Meeting:	September 27, 2018
Closed Session	September 27, 2018

Seconded by: Mrs. Cuccaro

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Abstain Mr. Smith

Abstain Mr. Walsh

ACTION ITEMS

FINANCE ACTION

Mr. Krauss, Committee Chairperson, moved to approve items 1 through 5 as listed below:

Transfers for the 2018/2019 School Year Approved

1. Ratify the action of the Superintendent in making the following transfers for the 2018/2019 school year:

September 2018

From:

<u>Account</u>	<u>Description</u>	<u>Amount</u>
11-000-100-566	Tuition, Private in NJ	\$44,731.00
11-000-270-512	Trans., Contracted Services	15,700.00
		Total \$60,431.00

To:

<u>Account</u>	<u>Description</u>	<u>Amount</u>
11-000-100-562	Tuition, LEA in NJ	\$44,731.00
11-000-270-420	Trans., Maintenance Services	10,000.00
11-000-270-615	Trans., General Supplies	5,700.00
		Total \$60,431.00

Board Secretary Report Accepted

2. After review, we hereby accept the Board Secretary and Treasurer reports for September, 2018. There is no major account or fund which has been overexpended in violation of financial obligations for the remainder of the fiscal year.

Bills List Approved

3. Approve the payment of bills listed for October 2018, in the amount of \$2,691,905.40.

Five Year Long Range Facility Plan Approved

4. The New Providence School District (LEA 3560) has eighty one (81) projects identified in its Five Year Long Range Facility Plan. The eighty one (81) projects have an estimated total cost over the five-year period of \$24,387,140. Twenty nine (29) projects have been completed, initiated or advanced. Fifty two (52) remaining projects, with a total cost of \$14,672,130.00, are currently identified in the plan for initiation. The local share would be funded from bond proceeds and current expense (based on needs as dictated by the availability of funds). The District may be eligible for state debt service or EDA grant funds for the identified projects in the amount of \$5,868,852.00. The local share amount \$8,803,278.00 for the identified projects represents the maximum amount the New Providence School District may deposit in its capital reserve fund for the 2018-2019 school year. (EXHIBIT A)

Voided Check Approved

5. Approve the following voided check:

Voided				
<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
10074	9/5/18	\$878.00	11-000-262-610-01	Lost

Re-issued		
<u>Check#</u>	<u>Date</u>	<u>Amount</u>
10077	10/10/18	\$878.00

Seconded by: Mr. Walsh

Roll Call Vote:

 Yea Mrs. Cuccaro

 Yea Mr. Krauss

 Yea Mr. Dibble

 Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

FACILITIES ACTION

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

Comprehensive Maintenance Plan 2018/2019 Resolution Adopted

- 1. Adopt the following resolution:

Submission of Comprehensive Maintenance Plan 2018-2019

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the New Providence School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

Now Therefore Be It Resolved, that the New Providence School District hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan for the New Providence School District in compliance with Department of Education requirements.

(EXHIBIT B)

Swimming Pool Usage Agreement between MUJC and the NPBOE for the 2018/2019 School Year Approved

- 2. Approve the the Swimming Pool Usage Agreement between the Morris Union Jointure Commission and the New Providence Board of Education for the 2018/2019 school year.

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

EDUCATION ACTION

Mrs. Misiukiewicz, in the absence of Mr. Dinerman, Committee Chairperson, moved to approve Items 1 through 3 as listed below:

2018/2019 HIB Investigations Approved

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent regarding the following 2018/2019 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	1
Middle School:	1
Allen W. Roberts:	1

Curriculum Guides/Course Outlines Approved

2. Approve the following curriculum guides/course outlines as per Superintendent's Memo #7 in the hands of each Board member:

<u>World Language</u>	
Spanish 1, Grades 9-10	Revised
<u>Health & Physical Education</u>	
Health, Grade 2	Revised
<u>Arts</u>	
Advanced Tech & Construction, Grades 10-12	Revised
<u>Language Arts K-6</u>	
Reading, Grade 1	Revised
Reading, Grade 2	Revised
Writing, Grade 2	Revised
Reading, Grade 3	Revised
<u>Language Arts 7-12</u>	
Language Arts, Grade 7	Revised
Language Arts, Grade 8	Revised
<u>Mathematics</u>	
AP Statistics, Grade 12	Revised
Discrete Math and Statistics, Grade 12	Revised

Curriculum Guide Updates Approved

- 3. Approve the following curriculum guide updates made according to new state regulations (QSAC), including New Jersey Student Learning Standards, Scope and Sequence, and Integrated Accommodations and Modifications for students with IEPs and 504 plans, English Language learners, and Gifted and Talented students as per Superintendent’s Memo #8 in the hands of each Board member.

Science Curricula

Human Physiology--Multi-Level
LLD5 Applied Environmental Science

Mathematics Curricula

LLD5 Mathematics Career Pathways
LLD5 Mathematics for Daily Living Geometry

Social Studies Curricula

2018 Grade 4 Social Studies
Economics
European History

World Language Curricula

Latin 1 (Online)
Latin 2 (Online)
Spanish 2
AP Spanish Literature
AP French

Seconded by: Mr. Krauss

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

PERSONNEL ACTION

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

2018/2019 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. Edward Barnes, teacher, \$54,185* (base \$67,731*), effective 11/1/18
- b. Raven Monarque, behaviorist (.4 time), \$20,186* (base \$63,082*), effective 11/1/18 (subject to criminal history review procedures)
- c. Emily James, long term substitute teacher, \$41,672* (base \$69,453*), effective 1/1/19 (subject to criminal history review procedures)
- d. Anne Berardi, school nurse, \$52,649* (base \$87,748*), effective 1/1/19 (subject to criminal history review procedures)
- e. Janet Calvert, teacher aide, \$17,287 (base \$21,173), effective 10/29/18
- f. Janette Mathews, substitute bus driver
- g. Amalia Ayluardo, substitute bus driver

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

Resignations Accepted

2. Accept the resignations of the following employees:
 - a. Carol Zokalski, playground/lunchroom aide, effective 9/26/18
 - b. Jose Rodriguez, teacher, effective 6/30/19

2018/2019 School Year Revisions Approved

3. Approve the following revision for the 2018/2019 school year:
 - a. Nicholas Sommo, teacher, from Step 2, Column IV (\$61,415*), to Step 2, Column V (\$63,582*), effective 9/1/18, due to course credits

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

2018/2019 School Year Appointments Rescinded

4. Rescind the following appointment for the 2018/2019 school year:
 - a. Lisa Hopkins, Title I - 6th Grade LA After-School PARCC Teacher, January-April

Separation of Service Agreement Between Employee #1319 and the Board Approved

5. Approve the Separation of Service Agreement between Employee #1319 and the Board, effective October 22, 2018.

Seconded by: Mr. Walsh

Dr. Miceli commented that we have been working diligently since the early spring and summer on personnel. We are finally at that point where we had completed the hiring for this year. There are a couple of people who are not here that had prior commitments. Raven Monarque is here and he welcomed and congratulated her. Raven has had a number of positions, but this is her first official job at a school district. We are looking forward to her contribution to our

district.

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

BOARD POLICY

Mr. Krauss, Committee Chairperson, moved to approve item 1 as listed below:

1. Approve the following Bylaws and Policies on first reading:

Bylaws and Policies:

1. Policy 5512 Harassment, Intimidation and Bullying (Revised)
(Mandated) (Mr. Krauss)

Administrative Regulations:

2. Regulation 5512 Harassment, Intimidation or Bullying Investigation (Abolished)
(Mandated) (Mr. Krauss)

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yeá Mr. Dibble

Yea Mrs. Misiukiewicz

Absent Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

COMMITTEE REPORTS

Curriculum, Instruction and Technology

Nothing to report at this time.

Finance, Facilities and Safety/Security

Mr. Krauss, Committee Chairperson, reported that because of changes in State regulations, the audit report does not have to be presented until the December board meeting.

Personnel, Management and Communication

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

OLD BUSINESS

There is no old business to discuss at this time.

NEW BUSINESS

There is no new business to discuss at this time.

PUBLIC COMMENTS

Mr. Smith opened the meeting to the public at 7:50 p.m

Cathy Cirrotti, New Providence Resident

Mrs. Cirrotti commented that she remembered the year when the big budget cuts happened. She commented that she remembered one of the representatives of the teacher's union standing up and saying that they were willing to discuss their contract.

Mr. Smith commented that this was when the State took away the District's state aid. We had to decide what we needed to cut and we all worked together. There was an agreement between the Board and the Association to cut their raise for the last year from 4.1% to 2%. We agreed to extend the contract for a year, which saved them from having to make health benefits contributions under Chapter 78. This happened in 2010.

Mrs. Cirrotti commented this was a win/win for both parties. She commented that she thought to herself that it was amazing that the union was willing to discuss this. As a taxpayer and a parent, she was happy that there was a great relationship between the teachers and the Board. When she heard about what is happening this year, she was wondering what happened to that great relationship. It sounded more adversarial and she was wondering what happened. She would love it if the relationship got back to the way it was in 2010 when both parties worked together and had a better relationship. She was really proud at that time to be a resident of New Providence. She commented that she worked under a no contract term and it was not a healthy situation. The kids are the most important people we must remember it in this scenario.

Mr. Smith commented that they are all working as hard as they can to make it work.

Sadit Radak, Senior, NPHS

Sadit commented on a number of items:

1. District Policy- He would like the media center to have copies that are updated

2. PARCC testing: The students are not taking it seriously, is there a policy that will better student participation on testing such as PARCC?
3. Open house for the high school just like the Magnet school. Should advertise what we have in the high school, maybe more students will stay.
4. Safety drills should happen more when not expected, in between periods or while kids are at lunch, etc.
5. Teachers are being underpaid and holding out between the two parties is not having a positive outcome on the community. He encouraged the board to reach a settlement on the teacher contracts.

Michael Giordano, NPMS Teacher, Resident

Mr. Giordano commented that when he started there were 18 steps on the teachers' guide. First years were extremely difficult, but he kept positive and in mind that he will move to the higher step with a better raise. Since the teachers opened their contract in 2010, there were pay steps freezing and re-arranging pay steps. He commented that he moved two steps in the last nine years on the pay scale. He commented that if steps continued at this rate, it would take additional twenty years to get to the top pay. He commented that he became a teacher not for the pay, because he loved to teach and always puts his students first. We cannot afford to continue on having less take home pay. No one enters the teaching profession for the money, but comments that they are only asking for a comparable contract with raises that keep pace with inflation, cost of living, and cost for insurance as they increase.

Mr. Giordano commented that he and his wife moved to this town because of the town that it is and for the school district. Like other residents and taxpayers in this town, we benefited by the neighborhood we live in and the outstanding school district it offers. These factors had been key contributors to a steady and above average appreciation of property values. The amount of time needed to reach top pay in this district of our ranking is unexcuseable. He wants to make sure the board and the residents of this town realize how long a teacher takes to get to top pay. He thanked the board for the opportunity to speak.

James Vopal, Salt Brook Teacher

Mr. Vopal talked about the PARCC score rankings throughout the State. He commented that we did very well and mentioned the rankings in Language Arts and Math in all the grades. He commented that the point he was trying to make is that they do a heck of a job and are not getting compensated for what they do. They can not keep up with inflation with the contribution toward insurance. He commented that most have difficulty supporting their families and have to take second, third, or fourth job to make ends meet. He commented that he appreciates his colleagues and for the work they do to become an outstanding district. We are leaders in the State when it comes to initiatives and educational projects. He hopes that the Board takes this into consideration. He commented that he is cautiously optimistic because of the climate in the State and other districts. He hopes that the board recognizes the effort and the work they that needs to be done on a day to day basis to become the district that we are in and hopes it does not go unnoticed.

Kareena Kullar, Senior, NPHS

Ms. Kullar commented that she is a senior at NPHS. She commented that school is different because of the situation the teachers are in. She feels bad because during this time, she is still getting the extra help she needs, her teachers are working hard to help her with what she needs, and things are not better. She commented that she came out to support the teachers instead of staying home and studying for her exams. She hopes something changes soon so she doesn't have to feel bad. She would like it to happen before she graduates.

CLOSED SESSION

Mr. Krauss moved to adopt the following resolution:

This body shall, on October 22, 2018 at 8:10 p.m., in the New Providence High/Middle School, 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.

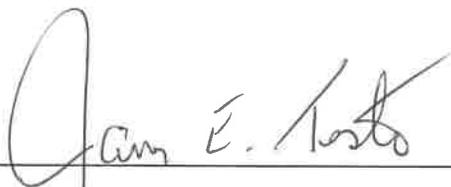
Mrs. Misiukiewicz seconded the motion, which was carried unanimously.

RETURN TO PUBLIC SESSION

The Board reconvened to public session at 8:26 p.m. Mr. Smith called the Board to order.

Members present were Bernadette Cuccaro, William Dibble, Mr. Krauss, Mary Misiukiewicz, Mr. Smith and Mr. Walsh.

There being no other business before the Board, on a motion by Mr. Krauss and seconded by Mr. Walsh, the President declared the meeting adjourned at 8:27 p.m.



James E. Testa
School Business Administrator/Board Secretary
10/22/18

