

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on November 27, 2018, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mr. Smith, Board President.

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 D. Hough, Assistant Superintendent of Educational Services, James E. Testa, School Business Administrator/Board Secretary; Jay Richter, Director of Curriculum, Instruction and Supervision, and 73 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.

The following Notice was posted on 11/15/18:

The New Providence Board of Education Regular Meeting scheduled for Thursday, November 15, 2018, at 7:30 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, has been cancelled and rescheduled for Monday, November 26, 2018, at 7:30 p.m. due to inclement weather.

The following Notice was posted on 11/19/18:

The New Providence Board of Education Regular Meeting scheduled for Monday, November 26, 2018, at 7:30 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, has been cancelled and rescheduled for Tuesday, November 27, 2018, at 7:30 p.m.

### **Comments**

Mr. Smith commented that this was the first meeting since the Board elections and he recognized the fact that Bill Dibble, one of our current members, will not be with us on the Board come January 1st. Mr. Smith thanked Mr. Dibble for all of his many years of service on the Board. Mr. Smith has worked with Mr. Dibble for about twelve years and he really does not think that people outside of the Board appreciate the amount of time that Mr. Dibble puts in or the work that he does on the Board. Nor do people realize the amount of time that Mr. Dibble puts in when considering decisions to be made by the Board. Mr. Dibble approaches every issue that Mr. Smith has been involved with him on with an open mind. He did not come to this Board with, and he still does not have, an agenda. His only agenda was to look at every issue fairly and to do what was in the best interests of the students and the District. Mr. Smith thanked Mr. Dibble for his twelve years of service on behalf of the Board.

The other issue Mr. Smith addressed is the signs, flyers, and public statements with regard to the teachers' contract. They all say that there is no contract. There is a contract. The teachers are currently working under a contract. The Board members should be aware of that. They are being paid in accordance with that contract.

The Board cannot make decisions unilaterally how to change the contract, but that contract is in place. The teachers are being paid, they are being provided with health care benefits, they are being provided with sick days, they are being provided with all of their personal days, tuition reimbursement, professional development, and all of the benefits that are in the contract are continuing to be provided so no one should be under any misconceptions in that regard. Ultimately, we all want an agreement to be reached. Once the agreement is reached, we are going to have a resolution as to how they are going to be compensated. That compensation will ultimately be determined retroactively, back to when the last contract ended, to make everyone whole. We will get to a resolution at some point in time. He did not want anyone on the Board to have any misconceptions because there are a lot of fliers out there and a lot of things going around about the contract.

Mr. Smith asked Dr. Miceli for the Superintendent's Report.

### **Superintendent's Report**

Dr. Miceli reported on the enrollment numbers. Since the meeting has been rescheduled, the enrollment figures are as of October 31, 2018. The District enrollments are: 626 students at the High School, 411 at the Middle School, 698 at AWR, 649 at Salt Brook and 33 students receiving services out of district; for a total of 2,417 students. Overall we were down three students in district and one student out of district from September 30, 2018. Mr. Krauss will discuss enrollment, in terms of live birth rates, under New Business.

### **Student Report**

Cheney Price, Student Body President, reported on high school activities. He thanked Mrs. Zirpoli for giving him the opportunity to speak. Cheney commented that this is a very interesting time at the high school. Fall sports have just finished and winter sports are just beginning. All of our fall sports went incredibly well. The football team went undefeated in the regular season and won the conference championship and the boys' soccer team won the sectional championship and made a deep run into the group championship.

Winter sports are underway. Winter track and swimming have started. Basketball has also started and there is a lot of buzz around the team because last year they had the best record we have ever posted and all but one starter are returning this year. Even more impressive than all of the above was our band this year. We completed another incredible season and by the end of the season we were deemed national champions. Moving on to the drama and arts highlights, auditions for the winter musical, Chicago, were held last night and call backs will be held this Thursday. Many students are looking forward to this weekend and watching our chorus teacher, Mrs. Kirkland, in her opera at Basking Ridge. Many students look forward to attending and supporting her.

This is a very stressful time for seniors as many students are finishing up college applications while also hearing back from some schools. Many seniors will be finding out where they will end up next year. That can be very stressful for them and their families.

New school events are happening. This Saturday will be the first ever pep rally for winter sports teams. All of the winter sports teams will be attending and many will be in the stands to watch them. The cheer team this year will for the first time attend basketball games. They have been so impressive that they have been granted the opportunity to perform at basketball games as well as football games. Thank you to the Board for letting me speak.

Dr. Miceli thanked Cheney for his report.

Dr. Miceli commented on a couple of items under general information. First, he wanted to make everyone aware that this Thursday we will have a parent information session on Harassment, Intimidation, and Bullying. It will be at 7:00 p.m. in the high school media center. Mr. Hough, our anti-bullying specialist coordinator, will be facilitating that discussion for parents and for staff. This is a follow-up to the parent session that we had on HIB

a number of years ago. We know that we have a number of new families in the community that have been asking for an update of the regulation.

Dr. Miceli also commented on the communication that had gone out the day before regarding the emergency management system and the Borough's code red system. As most are aware, last Thursday our School Messenger system was down. It was a technical issue on their end. It is difficult when you are in the process of trying to send out an emergency message and your system is no longer functioning. It was not a district issue. All schools that use School Messenger were unable to send out messages until School Messenger got up and running again. Fortunately, the Borough does have an emergency system, which we used prior to School Messenger. Dr. Miceli encouraged all families to, if they have not already, update their information on the code red system via the Borough website. We did send out instructions regarding that. In the event that School Messenger should go down again, there is another communication system which is very advantageous. We are fortunate to have both systems.

Dr. Miceli asked Mrs. Sue Rembetsy to join him. As the Board is aware, this year we began a new program different from our teacher of the year program. This is the Impact Teacher program. It will be used to recognize teachers throughout the year and not just at one particular moment in time. Mrs. Rembetsy, our first recipient, was recommended by Mrs. Zirpoli and Mr. Richter. Dr. Miceli shared with everyone the recommendation made on Mrs. Rembetsy's behalf illustrating her efforts and how much it meant to our students:

We respectfully request that Mrs. Susan Rembetsy, Department Head of Mathematics, be recognized as an *Impact Teacher*. Mrs. Rembetsy exemplifies all of the qualities of an outstanding teacher and leader on a daily basis, but it was her work on the Algebra I Summer Remediation Program that truly made an exceptional impact on the lives and achievement of the students in the New Providence School District.

In late June of 2018, during the last full week of school, the district received preliminary PARCC results in the subject of Math and, specifically, Algebra I. Given that the state had recently updated graduation requirements and made passing the PARCC Algebra I necessary, these results were particularly important. The district learned that 36 of the students in the outgoing freshman class did not reach the passing score on the exam. Upon learning the results, collaborative discussions involving administration and Mrs. Rembetsy ensued, which resulted in the decision to create a remediation program that would improve students' Algebra skills and prepare them for the next test administration. Furthermore, the decision was made to implement the program over the summer in preparation for the next testing window during the early part of August.

Dr. Miceli stressed that we got the notification concerning the scores during the last week of school. The testing window was in August. Mrs. Rembetsy could simply have said that it was not possible to get this done in a timely fashion and the district would just have to wait until the fall to address it.

Mrs. Rembetsy immediately began analyzing the test results and consulted with the students' teachers to understand the needs of the students. She then set to work on putting together a plan for the program that would review and enhance the students' Algebra I skills. She set goals for the program that included: high quality instruction and curriculum; individual goal setting; collaborative decision making; communication with students, parents, and administration; and, ultimately, having the students take and pass the Algebra I test.

She also worked to help communicate with the students' parents about the program, including its goals and its instructional plan, and spent considerable time speaking with parents over the phone regarding their questions and concerns. She and administration worked to eventually have 21 out of the 36 students attend the remediation program.

Her work in designing and subsequently implementing the two-week instructional program for our students was nothing short of amazing. She planned out the lessons with specific outcomes for all students as well as a means for individual assessment and differentiation. Students were engaged with benchmark and diagnostic assessments, online intervention activities, teacher-led instruction, small group work, and independent practice.

At the end of the two-week program that she created, the students completed the PARCC Algebra I exam at NPHS. The results were returned to the district shortly thereafter, and, upon receipt, we learned that of the 21 students who participated in the remediation program, 19 of them improved their scores and one of them maintained the same score. Overall, 14 of the 21 students who participated in the remediation program passed the test and attained the graduation requirement.

Helping 66% of the students pass the test in a newly-designed program is truly amazing. Given that she designed the program and did so in a very short amount of time only adds to her achievement and her impact on our students. We are fortunate to work with Mrs. Rembetsy and cannot thank her enough for her work on this endeavor.

Congratulations to Mrs. Rembetsy. Mrs. Rembetsy said that she was embarrassed. She did not expect to get recognized for doing something to help the students. She is honored and flattered to be recognized and to have her principal and administrators recognize her for her efforts. Mrs. Rembetsy commented that, ultimately, she was not alone in the effort. She had a lot of help from fellow teachers. Holly Pizzonia especially helped with the program in the second week. It was not a solo act. Mrs. Rembetsy also recognized the students that participated. She commented that the students put the work in. She could plan everything but, if the students did not buy in, nothing would have happened.

Mr. Smith then turned the meeting over to Mr. Richter for the 2017/2018 District Assessment Report.

**2017/2018 District Assessment Report Presentation-**  
**Mr. Richter, Director of Curriculum, Instruction, and Supervision**

Mr. Richter commented that he appreciates the opportunity to speak to the Board about the Assessment Report. He further commented that the NJ State assessment results for grades 3 through 11 were presented in late September, so this report focuses on the results of the SAT, ACT, AP, National Merit Scholars and, included this year for the first time, Project Lead the Way. Scores continue to provide a clear picture of individual and district performance, showing our students' success and areas for growth.

Starting with the SAT, which we report on every year, we have a comparison of this year to last year with the overall average scores. Scores are consistent between this year and last year. 126 of our students took the SAT. Combined average scores are consistent with past excellence; 1222 this year versus 1225 last year. This combined average score is higher than the state and national average; 1222 in NP vs 1094 in NJ vs 1067 in Nation. The language arts and math scores were also consistent. LA average scores were 607 this year versus 614 last year and math scores were slightly up, 614 in 2018 over 611 last year. Worthy of note is that the SAT was redesigned in 2016, which is why we are focusing on the last two years. Our students continue to score well overall and in both subject areas demonstrating strong readiness for college and continue to outperform students throughout the state and around the country.

93 of our students took the ACT this past spring and their performance was consistent with past excellence on this exam as well. We have an overall average score for 2016 and 2017. The average for New Providence students went up from 25.9 to 26.7. While the New Providence average went up, NJ and national scores went down. We also reported this year on average scores in English and Reading for the past two years. Again, New Providence scores improved while NJ and national scores went down slightly. Mr. Richter commented that the same is true for math and science scores. New Providence scores increased slightly over last year, with NJ and national scores trending down. Our students are performing very well on the ACT and the Subject Matter tests and I think that can be attributed to the test being related to the current curriculum and the current

coursework that our students are engaged in. Regarding ACT benchmarks, the ACT has established college readiness benchmark scores for designated college courses. A benchmark score is the minimum needed on an ACT subject-area section to indicate either a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college courses. 95% of our students met that benchmark in English, 84% met the benchmark in math, 83% met the benchmark in reading, 74% met the benchmark in Science, and 60% met the benchmark in STEM. STEM is not a section on the ACT, the benchmark is derived from the Math and Science sections. While the English score is higher than the rest of the areas, one can see by looking at the state scores, that we are following the same trend as the state. Our students are scoring well as the tests are related to current coursework, with improvements each year.

With regard to SAT and ACT testing trends, the report shares information concerning the percentage of students taking these tests over the last four years. It was noted that in 2018, 58.5% of the total class took the ACT as compared with 33.5% of students taking the test in 2014. For the SAT, this year, 79.2% of the class took the SAT as compared with 2014 when 93% of the students took the SAT. While there is a dip in 2016 in the number of students taking the SAT, participation in the SAT starts to come back up a little this past year. The number of our students taking the ACT has continued to increase significantly over the last few years. The trends in New Providence are consistent with the trends in the state. Traditionally, ACT has been more widely used in the Midwestern, Rocky Mountain, and Southern United States, whereas the SAT has been more popular on the East and West coasts. Recently, however, the ACT is being used more on the East Coast as more colleges and universities are using the results for entrance. Students are interested in that and find success on that test as they realize that it is related to a lot of their course work. We do have a number of students that are taking both tests. Last year we had 64 students who took both tests. We know that our students are working extremely hard on these tests to give themselves the best opportunity to show how ready they are for college. And as reviewed this evening, we know that our students are doing very well and are certainly college ready.

With regard to Advanced Placement (AP) courses, 74% of students enrolled in AP courses took AP exams, demonstrating consistent participation over last 5 years. While there may have been a higher percentage a couple of years ago, it has remained consistent in the mid to high 70s and low 80s for the percentage of students in those courses taking the test. 322 exams were taken this year and 290 of those exams received passing scores. Percentages of students passing exams has also been consistent over last five years, between 88 and 96%. In 2018, 90% of all exams taken received a passing score. We can derive that when students are in the AP courses they are fully prepared, though their work and their teachers. When they sit for those tests, they do extremely well. We like to point out those students who received AP Scholar recognition for their work on those assessments. This year, 46% of tested NPHS students were recognized for their performance on AP exams. That is truly outstanding, especially when taking more than one exam. This shows that strength of our students and our program. The specific honor earned by our students this year is as follows:

- AP Scholars: Earned a score of 3 or higher on three or more exams: 30/155, 19%(12% in 2017)
- AP Scholars w/ Honor: Earned an average score of 3.25 on all AP Exams taken, and scored 3 or higher on four or more of these exams: 16/155, 10% (6% in 2017)
- AP Scholars with Distinction: Earned an average score of 3.5 on all AP exams taken, and scored a 3 or higher on five of these exams: 23/155, 15% (30% in 2017)
- National AP Scholars: Earned an average score of at least 4 on all exams taken, and scored a 4 or higher on eight of these exams: 3/155, 2% (6% in 2017)

Mr. Richter also commented on National Merit Scholars. The students take the PSAT in their sophomore and junior years with some also taking it in their freshman year. The National Merit Scholar program recognizes students for their performance during only the junior year test. The Commended Scholars program recognizes 34,000 of the 50,000 highest scorers (out of 1.6 million entrants) on the PSAT/NMSQT. We had 10 out of 175 students recognized this year. We had 14 in 2017. The Semi-finalist program is the top 16,000 of the 50,000 highest scorers on the PSAT/NMSQT. We had 1 student qualify in 2018, We had 2 students qualify in 2017.

In this school year, we are moving into the third year of Project Lead the Way at the high school. Mr. Richter commented on the last two years' assessment results. Introduction to Engineering (IED) and Principles of Engineering (POE) are in their third year. Aerospace Engineering (AE) and Environmental Sustainability (ES) are in their second year at the high school. All of the courses, except ES, are honors level courses with prerequisites. ES was added last year to give access to a STEM course to all students. Mr. Richter reported on the optional, end-of-course exams for the first two years of the program.

- 89% of students tested in Aerospace Engineering passed in 2018
- 47% of students tested in Environmental Sustainability passed in 2018
- Intro to Engineering Design - 100% of students passed in 2017 and 2018
- Principles of Engineering - 100% of students passed in 2017 and 2018
- 86% of all of the PLTW exams taken in 2017 and 2018 received passing scores

The growth of the entire K to 12 STEM program is contributing to these results. We will review the scores over the course of the next few years and hope to see continuing success due to the growing interest in the STEM and engineering programs.

Overall, the SAT and ACT results show our students' college readiness. The PLTW results certainly show the growth of the STEM program and our students' interest in engineering. We have much individual recognition for our students as AP scholars and National Merit Scholars. Mr. Richter thanked Mrs. Zirpoli and Mrs. Shadis for their work in data analysis and assisting in the presentation of this data. Mr. Richter further thanked all of our teachers from the K to 12 level. While the results show the final outcome for our high school students, the work that is done and the K to 12 experience for our kids is really attributed to many people at all levels. Mr. Richter also thanked the students for everything that they do and all of the time that they put in preparing for ACTs and SATs, getting into the AP level classes, and the work that they do to be recognized.

Mr. Smith asked for comments and questions on the presentation. Mr. Dinerman questioned whether Mr. Richter had any concerns regarding the results. Mr. Richter said that he did not have any concerns. Mr. Richter did stress that every year the testing results are used to look at the curriculum and how things are working. For example, the Language Arts benchmark scores were very high and that causes him to look at why the other scores were not as high. It is not a concern. The AP results are also used to look at the AP curriculum and determine if there is anything additional that needs to be done for instruction.. So these scores are very helpful on the instructional level for our teachers.

Dr. Miceli asked about the trend occurring between the ACT and SAT as far as participation. Mr. Richter responded that the numbers have changed over the past couple of years with more students taking the ACT since colleges are more accepting of those results. Students are actually practicing for ACT and SAT and, as talked about, some students will go to a facility to take a practice test of each to find out which one they will do better on. Then the students are set for a better chance of success and a better chance to get into the college of their choice. Mrs. Zirpoli commented that the ACT is a much different test than the SAT because it is going to focus on content and curriculum that they are learning at the high school level. The SAT is going to be more of an aptitude test based on skills. So a lot of students will sit and take the practice tests to see which one they will be more successful at. We have noted strongly that students are taking the ACT much more.

Mr. Smith asked about a comparison of our results on these tests to other like districts similar to the way we compare the PARCC exam. Is there a way to do that comparison the next time around? Mr. Smith finds that type of comparison more useful than the state and national comparisons.

Mr. Richter said that he does talk to administrators in surrounding districts. Berkeley Heights, for example, will not report on this type of information until some time in the spring. As the other districts become public, that is something that we can look at, but right now it is not public. Mrs. Zirpoli commented that, when it comes to SAT, ACT, and AP, we are really going out to find that information. College Board does not give us this information. We have to go to profiles of other schools and performance reports to gather that information. Mr. Smith said that in the past we could go onto the Department of Education website and find our comparison to the DFG.

Mr. Dinerman asked if the number of students attending the Magnet school impacts our testing results. Mr. Richter responded that there is some type of an impact, but it is hard to quantify what that impact is. The best

we can do is continue to offer an extremely strong program and continue to expand the opportunities for our students. When we continue to have the success for our students that are in front of us, it illustrates an outstanding program.

Mr. Smith thanked Mr. Richter for his presentation.

### **Public Comments**

Mr. Smith opened the meeting to the public at 8:04 p.m.

**James Vopal**  
**Salt Brook School**

Mr. Vopal thanked Mr. Richter for his presentation and commented that he hopes the Board recognizes that the New Providence students thoroughly outperformed statewide and nationally because of the teachers in this district. It is because of the teachers' skill set that they bring to the classroom everyday, the preparation, and the work that they put in, as evidenced by Mrs. Rembetsy receiving her award this evening. It is nice that the staff here gets to see the fruits of our labor. It is a labor of love. He is appreciative that Mr. Richter recognized the staff because without the staff you do not get scores such as that. So, thank you.

**Kim Chrisostomides**  
**346 Victor Street, Scotch Plains**  
**Middle School Guidance Counselor**

Mrs. Chrisostomides commented that she has been here a very long time and has had many of the Board members' kids. She is here 21 years. As a teacher she watched them grow from 7th to 12th grade and she has enjoyed it. When she started teaching she knew that she would not make a lot of money, but that was not why she came to the profession. She was a young, naive teacher and when it came to health insurance and salaries she trusted the Board of Education, hoping that they would not steer her wrong with her future. She has reached longevity before being anywhere near the top of the salary guide. Her question is how is that even possible? She is nowhere near the top of the guide because steps have been frozen. As a teacher, she has taught six classes. During her career she has coached three sports, been a class advisor numerous times, ran several clubs, been a gameworker at night, and left her children at home. She commented that she missed watching her children grow as she watched other children grow. Why did she do that? She enjoys watching the children, but she also needed extra money. Her cost for health insurance is \$800 per month. Because of that, she went back to school. She has a master's degree already, but she went back again to start yet another career at night, again missing her own children. She asked, what if a Board member's son or daughter wanted to teach at New Providence? What would you say to them? Thank you.

Mr. Smith commented that he did not want to interrupt and he knows that people have comments on negotiations, but it is not on tonight's agenda so he asked that they be saved for the later public comment session. Further, Mr. Smith did comment about the salary guides, he appreciates Mrs. Chrisostomides' concerns and recognizes them but the guides are developed in large part by the Association. The Board approves them, but they are developed by the Association after money is allocated to them.

There being no further public comments, Mr. Smith declared the public portion of the meeting closed at 8:09 p.m.

### **APPROVAL OF MINUTES**

Mr. Dinerman moved to approve the Work and Closed Session Minutes as follows:

Work Session

October 22, 2018

Closed Session

October 22, 2018

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. CuccaroYea Mr. KraussYea Mr. DibbleYea Mrs. MisiukiewiczYea Mr. DinermanYea Mr. SmithYea Mr. Walsh

Mr. Dinerman moved to approve the Special Meeting on October 24, 2018.

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. CuccaroYea Mr. KraussYea Mr. DibbleYea Mrs. MisiukiewiczYea Mr. DinermanYea Mr. SmithYea Mr. Walsh**ACTION ITEMS****FINANCE ACTION**

Mr. Krauss, Committee Chairperson, moved to approve items 1 through 6 as listed below:

**Board Secretary Report Approved**

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

**November 2018 Bills list Approved**

2. Approve the payment of bills listed for November 2018, in the amount of \$2,185,229.32.

**Generous Donation from Mr. and Mrs. James Prunesti to the John O'Neill Memorial Scholarship Fund Accepted**

3. Accept the generous donation to the John O'Neill Memorial Scholarship Fund from Mr. and Mrs. James prunesti, in the amount of \$50.00.

**UCESC Nonpublic School Technology Initiative and Nonpublic School Security Aid Program Agreements for the 2018/2019 School Year Approved**

4. Approve the Union County Educational Services Commission Nonpublic School



Technology Initiative Program Agreements and Nonpublic School Security Aid Program Agreements for the participating schools located within this district for the 2018/2019 school year.

**Reimbursement for Services Per Pupil Fees for 2018/2019 Approved**

5. Approve the Reimbursement for Services Per Pupil Fees, (New Providence School District's tuition rates for members of MUJC), as a Member of the Morris-Union Jointure Commission for 2018/2019 as follows:

Pre-School Handicapped (Half Day Program)	\$26,247
Pre-School Handicapped (Full-Day Program)	\$54,867
Early Primary LLD-1	\$16,730
Primary LLD-2	\$16,395
Primary LLD-3	\$37,278
LLD-4	\$20,540
LLD-5	\$61,390
High School Resource Center	\$15,658
Middle School Resource Center	\$14,452
Elementary Resource Center	\$17,686

**Voided Check Approved**

6. Approve the following voided check:

Voided

<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account Number</u>	<u>Reason</u>
352741	10/22/18	\$581.67	60-910-310-890-00	Wrong Vendor
		\$275.30	11-000-261-612-00	Wrong Vendor
		\$694.33	11-000-261-612-01	Wrong Vendor
		\$ 13.00	11-000-261-612-05	Wrong Vendor

Re-issued

<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account Number</u>
10079	11/05/18	\$581.67	60-910-310-890-00
10079	11/05/18	\$275.00	11-000-261-612-00
10079	11/05/18	\$694.33	11-000-261-612-01
10079	11/05/18	\$ 13.00	11-000-261-612-05

Seconded by: Mr. Dinerman

Mr. Krauss stated that these are standard items. Mr. Dinerman questioned whether the expense in item 5 for the high school resource center is for an aide and Mr. Testa responded that the amount is a per pupil cost, the amount that we would charge if someone from another community wanted to attend school in our District.

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

### **FACILITIES ACTION**

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

#### **Indoor Air Quality Plan Approved**

1. Approve the Indoor Air Quality Plan for the New Providence School District. (Copies in the hands of each Board Member)

#### **Disposal of Chairs, TV, Platform Porch Lift from Salt Brook School Approved**

2. Approve the disposal of twenty two (22) chairs (teacher's lounge), one(1) TV, and one(1) vertical platform porch lift from Salt Brook School, that are worn and outdated, and no longer deemed useful for school needs. **(EXHIBIT A)**

#### **Disposal of SnowCo Trailer Approved**

3. Approve the disposal of one(1) 1986 SnowCo Trailer, that is no longer deemed necessary for school use. **(EXHIBIT B)**

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

### **EDUCATION ACTION**

Mr. Dinerman, Committee Chairperson, moved to approve items 1 and 2 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:	2 and 3
Middle School:	2, 3, and 4
Allen W. Roberts:	2

**Plainfield School District Classified Student Partial-Day Enrollment Approved**

2. Approve the enrollment of Student # 1601152 at Deron I School of NJ, at the tuition cost of \$48,785, and a one-to-one aide at a cost of \$19,440, effective 11/6/18, for the 2018/2019 school year.

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>Yea</u> Mr. Dinerman	<u>Yea</u> Mr. Smith
<u>Yea</u> Mr. Walsh	

**PERSONNEL ACTION**

Mrs. Cuccaro, Committee Chairperson, moved to approve items 1 through 4 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. Lynn Kral, school nurse, \$49,052\* (base \$70,074\*), effective 12/1/18
  - b. Barbara Engo, playground/lunchroom aide (2 hrs/day), \$3,428 (base \$4,463), effective 11/12/18 (subject to criminal history review procedures)
  - c. Scott Butterfield, HS STEM Club advisor, \$1,966\*
  - d. Joanna Silva, AWR STEM Club co-advisor (1st & 2nd gr.), \$983\*
  - e. Michele Picarelli, AWR STEM Club co-advisor (1st & 2nd gr.), \$983\*
  - f. Ilona Lelli, AWR Art Club advisor (grades K-6), \$1,966\*
  - g. Anita Baldwin, substitute nurse
  - h. Martha Finch, substitute teacher
  - i. Tamarah Sami, substitute teacher
- (\*) subject to completion of negotiations for 2018/2019

**Resignations Accepted**

2. Accept the resignation of the following employee:
- a. Debra Kocot, speech/language specialist, effective 1/1/19, due to retirement

**Revisions for the 2018/2019 School Year Approved**

3. Approve the following revisions for the 2018/2019 school year:
- a. Kristin Salsberry, long-term substitute, from \$32,584\* (base \$70,074\*), to \$70,074\*, due to change in effective date from 9/1/18 thru 1/18/19 to

9/1/18 thru 6/30/19

- b. Alexis Jacqueney, M.S. Art Club Co-Advisor, from \$1,966 to \$983\*
- c. Morgan Eriksen, M.S. Art Club Co-Advisor, from \$1,966 to \$983\*

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

**Unpaid Maternity Leave for Jaclyn Kaufmann Approved**

- 4. Approve the request for unpaid maternity leave for Jaclyn Kaufmann, teacher, under state and federal Family Leave Acts for the period commencing 5/8/19 and ending 6/21/19 with continued health insurance benefits pursuant to law. (Based on 4/9/19 due date. Dates subject to adjustment by actual birth.)

Seconded by: Mrs. Misiukiewicz

Dr. Miceli commented that Mrs. Kral will be joining us as a tenured teacher and that is why she is on the agenda. She initially was hired mid-year. Also, Dr. Miceli recognized and congratulated Mrs. Kocot who is retiring. Debbie started with us as a consultant and she worked part-time for a period of time and then, for the past ten years, she has been with us full-time. Dr. Miceli saw Debbie today and she plans on travelling and enjoying her family.

Roll Call Vote:

<u>Yea</u> Mrs. Cuccaro	<u>Yea</u> Mr. Krauss
<u>Yea</u> Mr. Dibble	<u>Yea</u> Mrs. Misiukiewicz
<u>Yea</u> Mr. Dinerman	<u>Yea</u> Mr. Smith
<u>Yea</u> 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 5512 Harassment, Intimidation and Bullying (Revised)  
(Mandated) (Mr. Krauss)

**Administrative Regulations:**

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

- 2. Approve the following Bylaws and Policies on first reading:

**Bylaws and Policies:**

- |    |                           |  |
|----|---------------------------|--|
| 1. | Policy 2110<br>(Mandated) | Philosophy of Education/District Mission Statement (Revised)<br>(Mr. Krauss)   |
| 2. | Policy 2418<br>(Mandated) | Section 504 of the Rehabilitation Act of 1973---Students (New)<br>(Mr. Krauss) |

**Administrative Regulations:**

- |    |                               |   |
|----|-------------------------------|---|
| 1. | Regulation 2418<br>(Mandated) | Section 504 of the Rehabilitation Act of 1973--Students (New)<br>(Mr. Krauss) |
|----|-------------------------------|---|

Seconded by: Mr. Dinerman

Mr. Krauss commented that the Harassment, Intimidation, and Bullying policy is now down to 12 pages. There will no longer be a regulation and everything is in the policy.

Roll Call Vote:

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

**COMMITTEE REPORTS****Curriculum, Instruction and Technology**

Mr. Dinerman, Committee Chairperson, had nothing new to report. Dr. Miceli commented that with the beginning of the budget season there will likely be a number of new proposals and he would like to meet with the Education Committee sometime in December to review the proposals before they go to the Finance Committee.

**Finance, Facilities and Safety/Security**

Mr. Krauss, Committee Chairperson, commented on the paperwork that he put together for the Board concerning enrollment. This is based on the concern that the enrollment in the District is increasing. Mr. Krauss commented that enrollment is not increasing. First, Mr. Krauss reviewed the live birth and kindergarten enrollment numbers for the last ten years. Kindergarten enrollment for that ten year period ranges from about 81% to 107% of the live birth numbers. We have been using this formula for the past twenty five years. Mr. Krauss then looked at live birth numbers for 2014, 2015, and 2016 and projected kindergarten enrollment for 2019, 2020, and 2021. 2014 had the lowest number of live births in New Providence in thirty five years. This was followed by 2015 and 2016, which had the 5th and 6th lowest live birth numbers in New Providence in the past thirty five years. With these numbers, we are expecting a kindergarten class in 2019 of about 106 students. The two years after that would be about 118 kindergarten students enrolled each year. Mr. Krauss then compiled an illustration of how effective the projections are. The Board projected 2,328 students for the 2018-2019 school year and we had 2,320 students. So, we were off by eight students. In most grades the numbers were off by 2 or 3. The exception was kindergarten. We figured on 142 kindergarteners and we had 153. That is still under the live birth number of 157. 153 kindergarten students will probably become 200

students once that class enters first grade. We generally add about a 40% increase in first grade because many students do not go to kindergarten in our schools. As we get closer to the time for registration, Dr. Miceli speaks with all local kindergartens to get a better idea of the number of incoming first grade students. We are budgeting nine first grade classes for the 2019-2020 school year. Mr. Krauss also compared projections to actual enrollment for the past five years. He further looked at projections through the 2024-2025 school year. What we are projecting for the next three years is that the elementary schools should actually lose 42 students, the middle school should be down 12 students and the high school should be up 67 students. We projected these numbers a while ago and it is why we did so many improvements in the high school. Finally, Mr. Krauss made projections by grade level for the next six years and first grade is the only anticipated increase. This is done at this time every year because official records for enrolled students are done on October 15th.

Mr. Smith commented that, over the next five to six years, we do not anticipate any type of spike. Mr. Krauss responded that this assumes no new construction. We will review this in January after the town decides about affordable housing. Mr. Krauss commented that over the years we have had new housing added, for example Floral Drive added 75 units in the past 10 years, and the formula has still worked. We will probably have to hire a demographer.

Mr. Smith commented that this was going to be addressed in New Business. One of the Board's goals has been to study this. There has been no public settlement of the affordable housing issue. The Board wants to get a demographer and have that person do the study for us. We need to analyze the potential impact of what the Borough does and how it affects the schools. There is potential for significant impact, we just do not know. Mr. Dibble said, based on the legislation sitting in Trenton, the Board should think of the impact in 2022 if full day kindergarten is approved. We will need more kindergarten classrooms. Dr. Miceli commented that he will start looking for a demographer. He will further set a meeting with Doug Marvin to get a sense as to when the Borough will be rendering a decision.

#### Personnel, Management and Communication

Mrs. Cuccaro, Committee Chairperson, had nothing new to report.

#### **OLD BUSINESS**

Mr. Smith commented that we were going to talk about the impact of affordable housing and that is done.

#### **NEW BUSINESS**

Mr. Testa reported on the official Board Election Results for the election on November 6, 2018. They are:

Rebecca Coniglio	2,713
William Dibble	1,931
Robert Dinerman	2,318
Adam Smith	2,539

#### **PUBLIC COMMENTS**

Mr. Smith opened the meeting to the public at 8:23 p.m.

**Jennifer Limone**  
**1 Farmstead Court East**  
**AWR 4th Grade Teacher**

Mrs. Limone commented that it has been a privilege to work in New Providence for the past 28 years. This is her 29th year. She loves the kids and the parents and this town. She further commented that it saddens her that teachers, parents, and students have to appear at Board meeting after Board meeting. She is saddened to see high school students attending Board meetings instead of staying home to study. She is saddened to see parents jokingly suggest bake sale fundraisers to help teachers. She is saddened to see teachers pour their hearts out at meetings with no end in sight. We would like to think that the Board considers everything said at the meetings since the summer. Hopefully, the Board will hear teachers, students, and parents and do something about it. She knows that she does not need to tell the Board that New Providence is ranked number 9 and teachers pay is ranked 157 in the state. She does not need to tell the Board how well our students perform as evidenced by the presentations. She knows that she does not have to explain how teachers in New Providence go above and beyond on a daily basis. New Providence would not be top ranked without the great teaching practices of our staff. Personally, her husband cannot understand why she works harder than ever now on lesson plans and grading. Teaching responsibilities have increased and she does not feel that the Board has a firm grasp of this. Teachers spend more time than ever communicating with parents and students through email at all hours of the day and night. As the curriculum becomes more challenging, teachers are needing to offer extra help and study sessions on a more frequent basis. Teachers have to write SGOs and lesson planning is much more cumbersome. Teachers are continually learning about new technology and ways to integrate it into their lesson plans. Some of Mrs. Limone's fourth grade science lessons require hours of set up and clean up for a forty minute lesson. But, that is what teachers do, they work hard to deliver the best for their students. Teachers do so much that is above and beyond their contract and she does not feel that it is appreciated by the Board. She feels that a lack of respect has been evident in the last few contracts. Mrs. Limone commented that teachers and secretaries feel that the contracts are becoming more and more unfair. The lack of treating staff in a courteous manner came to a head, in Mrs. Limone's opinion, this last spring when staff members were docked full pay if they had a previously scheduled vacation when the district had to make up snow days due to the extreme weather that we faced last year. Other Boards of Education in surrounding towns, such as Berkeley Heights and Chatham, worked with their teachers in this tough situation. Some Boards were willing to dock teachers sub pay rather than full pay if the teachers had scheduled vacations months prior to the unexpected weather patterns. Some Boards were willing to allow teachers to trade in personal days to use instead of docking them full pay as New Providence did. Mrs. Limone felt that her Board acted punitively as other Boards showed professional courtesy to their hard working staff by working toward a fair solution to this most difficult situation. This seemed to be the last straw. It brought forth upset rarely seen in New Providence. Mrs. Limone felt the breaking point was due to the continued pattern of disrespect. Eight years ago our teachers and secretaries gave part of their negotiated raise back to the Board simply because the group voted to save programs that New Providence loves and has come to depend on. Teachers and secretaries were willing to give back because they felt the Board was in a tough spot and they wanted to help. She feels our New Providence staff did something unprecedented. They were the only district in New Jersey to give part of their negotiated raises back to the Board. Mrs. Limone asked the Board to imagine giving part of their negotiated raise back. This shows how much the teachers care about the town and the school system. Mrs. Limone stated that shortly thereafter, the Board made an agreement with the Superintendent to give him a five year contract, one that would delay his contributions to health care for five years. She questioned if the one year delay given to teachers can be compared to a five year delay. Mrs. Limone said that she next wanted to fast forward to today. The teachers and secretaries are now in a tough spot with Chapter 78 and she said they believe that it is now their time to receive assistance. A teacher who gave one or two thousand dollars back has now made one or two thousand dollars less each year and over time that give back has caused each staff member greatly. This is not only in earnings year after year, but in his or her pension as well. The one year delay in Chapter 78 contributions does not compare to the loss of income over the last eight years and in the future. Mrs. Limone shared how Chapter 78 has impacted her. She commented that she currently pays close to \$1,100 per month for health insurance and that is on top of the \$50 copay that she pays each time she sees most of her doctors. She is bringing home less money as bills and inflation increase. When she discusses health insurance with friends, she knows only one person who pays more than she does and that person is

self-employed. None of her friends have a copay as high as she does. Forcing staff to move to a lesser insurance plan is not relief. Insurance is just that in case something terrible happens. Forcing a switch to the EPO plan would require staff to pay 100% to any out of network doctors and that seems like a gamble that many do not want to take. MDs who work with mental health issues are mostly out of network. To force someone to switch plans so that the Board can save approximately 70% of the decrease in the cost of the plan seems to benefit the Board more than the teachers and the secretaries. For Chapter 78 relief, some Boards have been willing to cap the percentage that teachers pay toward health insurance. Other Boards have rolled back teacher contributions to tier three. While other Boards have frozen the amount that teachers pay so that it won't increase as health care benefits go up in the future. When many teachers and secretaries started their jobs, health care was included. Then the rules of the game changed. The state cut and capped school aid and these reductions left Boards with having to manage a difficult situation. At that point, teachers began making health care contributions leading to significant decreases in personal income. As teachers and secretaries have struggled, Mrs. Limone commented that they have watched New Providence spend large amounts of money on other items. First was the iPad initiative which continues. Monies were found for: state-of-the-art STEM facilities, new flooring, turf fields, new fencing on athletic fields, the purchase of four 3D printers per elementary school, etc. We recognize the importance of good facilities and continued improvement to programming. We just ask that you recognize and reward those of us in the trenches, teachers, secretaries, and custodians who are the backbone of our district. Ratables are up and New Providence received more than an additional \$300,000.00 in state aid this summer. We ask that you look to those who took care of you eight years ago and take care of us now. One parent mentioned in a previous meeting that when the Board wants something done it finds a way. We hope you want to help us get this done. We are the faces of this wonderful district and morale is low. We want to put this behind us, move on, and focus on what is most important- our students. Mrs. Limone thanked the Board for its consideration.

Mr. Smith commented that the Board has sat through a number of meetings and they let people have their say and, out of respect, the Board silently listens. Mr. Smith does not want that silence, however, to in any way be construed as a lack of appreciation for the effort that the teachers put in or a lack of respect. If you have that impression, that is an absolutely wrong impression. Mr. Smith knows that the Board members and Administrators appreciate and respect the teachers and all of the work that the teachers do. The Board is sad that we are in this situation as well. None of us want to be in this situation and we are also looking at finding a fair resolution for everyone. He commented that Mrs. Limone discussed a number of things and talked about how things impact the Board versus the teachers but it is not the Board, it is the taxpayers. It is not just us involved. The Board represents the taxpayers in this negotiation. It is all how one defines fairly. Mr. Smith has heard the number 157 used a lot. A lot can be done with statistics and a median salary just depends on how experienced your staff is. Some of the schools on the high end of that scale have very experienced staff. If our staff is a little less experienced, if for example we had ten year teachers and another district had twenty year teachers, of course that district median salary is going to be higher. It doesn't mean that New Providence teachers are not paid comparably or competitively with that district that may have come in 20th in that survey. We are working very hard and we are available to meet as soon as we can to get to a fair resolution of this. But certainly none of this is meant as disrespect or a lack of appreciation for the work that our teachers do.

Mr. Smith also commented that if people have written comments, they are welcome to submit them to Mr. Testa and he will put them directly into the minutes. People are certainly welcome to read their comments, but we will need to go to closed session. Typically, the Board asks people to keep their comments to three minutes. The Board does not cut people off, but if someone would like to submit a typewritten statement they may give it to Mr. Testa.

**James Vopal**  
**Salt Brook School**

Mr. Vopal commented, regarding Mr. Krauss' presentation concerning class size and enrollment. Mr. Vopal has been teaching here 21 years and the class size, in fifth grade, has increased. When he started, Mr. Vopal's class size was 17 to 18 students. Now his class is close to 25 every year and one year he maxed out at 27 students. That is over the maximum amount of students that he is allowed to have so he had a support person



come in to the class. So, he is not sure how that plays out overall but he just knows that his numbers continue to increase as a classroom teacher. Mr. Vopal further commented regarding the affordable housing. There is land out there to be developed and people want to develop it. He is concerned, especially on the AWR side, what that is going to do to our District. We are going to have to redistrict and we are going to have to add on. He questioned whether the taxpayers are going to be willing to pay for a bond to add massive additions if that is required. Mr. Vopal commented that they are maxed out on room at Salt Brook for classroom space. He does not know what the affordable housing act is going to do. He hopes that the Board is working with the mayor and council to express the district's concerns as well as the teachers' concerns. He does not see the class size going down any time soon. Especially looking at the current 4th grade as they are budgeting for next year. Mr. Vopal further thanked Mr. Dibble for his service on the Board and congratulated Mrs. Coniglio on her victory and soon to be appointment. Mr. Vopal also agreed with something said by Mr. Dinerman at the Board candidates' forum. He found the forum very informative and he thanked Mr. Cook for filming it. Mr. Dinerman had said that he agreed about having an open discussion and how that is part of democracy and should be embraced. Mr. Vopal asked for clarification from the Board regarding the second statement that was put out about negotiations. He thinks that there has been a lot of misconception. He knows that the Association put out a response. Mr. Vopal stated that he felt that all Boards of Education should be transparent. Nothing should be hidden or kept from the public. He further stated that he was curious about the Board's lack of inclusion of the Association's proposal to the Board in the Board's statement. He commented that it seemed from the statement that the Association came with nothing and the district made all of the proposals and nothing was done with them. He wants clarification because the public deserves to know.

Mr. Dibble stated that the Board cannot discuss specifically what goes on in the meeting. The Board cannot address numbers. Your Association is negotiating with the Board. Mr. Dibble does believe that there is transparency. The type of dialogue is a confidential dialogue and those things need to stay in the room. Mr. Smith further stated that the Board is not going to make a public comment about negotiations without first notifying the Association leadership, per the contract. When the Board issued that public statement, they gave the Association advance notice. Further, Mr. Smith is not going to speak personally about what was said in that statement nor speak on behalf of the Board without vetting it with his Board members first. The Board thinks that the statement was very clear and community members were appreciative of it and happy that they received additional information about the status of negotiations as Mr. Smith is sure they were appreciative of the statements made by the Association. Mr. Smith does not think that he can clarify any further tonight.

Mr. Vopal commented that he does see a problem with the Board stating that the Association did not come forward with a proposal. When two sides meet they each make a proposal. It seemed very one sided. Mr. Smith commented that the Board may disagree. Mr. Vopal also mentioned in regard to the contract, that the teachers are working under a contract but the teachers are working under a past contract. Mr. Smith stated that by law, it is a contract. Mr. Vopal also commented regarding the freeze or lack thereof of salaries in terms of what the Board put out. He wanted to make sure everyone is on the same page concerning the teachers' salary guides. Both parties came to an agreement for the contracts from 2012 to 2013 and 2013 to 2014 and he knows that teachers work on a ten month contract from September 1st to June 30th and secretaries run from July 1st to to June 30th. That being said, when the teachers opened up their contract and pushed off contributions to health insurance for a year, the teachers had a 5 month "freeze" from September of 2013 through January 31, 2014. Then the new guide began on February 1, 2014 and ran through June 30, 2015 and no one was able to move, all teachers had to stay on the same step. So for 15 months we were all on the same step.

Mr. Dibble addressed Mr. Vopal's comments. Mr. Dibble stated that the Board gave the Association 2% each year for the three year contract. The Association came back and said they did not want to spend 2% a year, but wanted to spend 3% up front and 3% 18 months from the beginning. The Board accommodated this request. It was difficult to deal with administratively, but the Board accommodated the Association. It is not something that the Board made the teachers do, nor something that the Board wanted to do. The Association elected to do that. Mr. Vopal commented that he wants the public to understand and Mr. Dibble responded that the teachers are making a statement that the "Board froze our salaries twice" and the Board never did that. It was never done. The Association requested it and the Board did it. Mr. Vopal said this is why we are having the open

dialogue. Mr. Smith pointed out that this discussion happens during negotiation and the Board meeting is a time for comments. Mr. Vopal also mentioned about the number 157. He wants to compare apples to apples and not apples to oranges. When looking at what the teachers are comparatively paid, we need to look at K to 12 districts. To say that the teachers' pay is competitive out of 600 districts is not a fact. This is a K to 12 district. The fact remains that when the Board says that teachers are paid equitably and fairly as compared to other teachers in the state, we have to be talking about K to 12 districts. Mr. Dibble said that you cannot keep a numerator but state that the denominator is something different. The numerator is 157 out of 600 districts. In fairness, some of those are charter schools. As a statistician, they should only be compared to K to 12 districts. But teachers don't get paid based on grade. If they are teaching 12th grade or 4th grade, generally speaking, they get paid the same. There is a lot of noise in the data. Mr. Smith stated that if you look at K to 12, if you look at recent studies from K to 12 districts, "I" districts, and we are looking at test scores and similar socioeconomic status, K through 12 districts 6 and 7, there have been a handful of settlements this year. The Board has looked at this and thinks the district is very competitive and very comparable with all of those districts. Mr. Smith thanked Mr. Vopal.

**Colleen Hennessey**  
**Mendham, NJ**  
**Teacher at New Providence HS**

Ms. Hennessey commented that the previous discussion was a little too "mathy" and what it all boils down to for her is the fact that there is a very simple statistic. She referenced a comment of the Board that a reason for the teachers' salaries being competitive is that maybe we have less experienced teachers or we are not doing the averages right. She has been here for twenty years. She is on step 9 of the guide. She understands that the steps go a little crazy sometimes and you cannot really go by that, but there are people who have worked in the district for less time and make as much money as she does. That is not really the issue, but to say that we are out of whack and that the 157 means that the teachers are less experienced and why they are not making as much money she thinks is a little misleading. She thinks that the cause of a lot of the teachers' frustration is that there are a ton of us who have been here for years, twenty years, and have taught many of the Board's children, more than one of them, and she cannot get anywhere. She is stuck in the middle and it feels like she is treading water. So to say that the average is skewed in our district, and the 157 is meaningless because maybe we are comparing ourselves to districts without as much experience and that is why the salaries are not as high, is a little misleading too.

Mr. Smith clarified his earlier comments by stating that: 1) in terms of Ms. Hennessey being stuck in the middle and not getting as much movement as she should, the Board, when it reaches an agreement with the Association, they agree to a pot of money for teachers, secretaries, and custodians for salary money and then the Association leadership develops the guide and distributes it across the guide. Absent something incredibly unreasonable, the Board allows the Association discretion on how to put that money onto their guide. It is the Association that has to go to the membership to get it ratified. So how that money is distributed and people getting stuck on different steps and things like that, a lot of that is a result of how the Association develops their guide. The Board just approves it. 2) As to the number 157, Mr. Smith only raised it because others were raising it. Mr. Dibble has raised this point before. 157 out of over 600 districts puts the teachers in the top quarter, but even that is irrelevant. The 157 is a meaningless statistic because it talks about a median salary and if you have included in those 600 districts a district that is a small shore district with a K through 6 elementary school with teachers that have all been there for 25 and 30 years, all of those teachers, because teachers are paid in lock step as they go year by year, and they get more money, a 30 year teacher will make more than a 10 year teacher in most circumstances. So that can skew our number down as compared to that district. It doesn't mean that a 30 year teacher in our district is paid any less than a 30 year teacher in that district and that is the only point that Mr. Smith was trying to make. Ms. Hennessey questioned how a 20 year teacher in New Providence makes as much as a 7 or 8 year teacher in New Providence? Why is the Board paying that. Mr. Smith commented that without looking at the specifics, he could not answer that. Ms. Hennessey commented that the Association makes the salary guide the way they do because they have to spread out the amount of money that they are given and when they are only given 2% of the entire salary guide, there is not that much of it to go around. Mr. Smith appreciates that and in those years when the amount was

2%, there were districts that were lower than 2%. There were people in this community that lost their jobs and got zero. Mr. Smith recognizes that but it was a different day and age. Ms. Hennessey says that now it is 2018. Mr. Smith commented that the Board is providing competitive proposals, but the teachers' leadership does not agree. That is why we are at the table. The Board is going to keep working. There is a meeting on the 17th and we are going to hope for the best and that we can find a resolution. Ms. Hennessey commented that if the Board honestly thinks that her teaching here for 20 years and being stuck at the same salary for the past 6 or 7 years is fair then they are telling themselves a story to get through this. She started in the final column her first year here. She has gone almost nowhere in 6 or 7 years. Mr. Smith commented that it was not what he said.

**Michelle Hoogerhyde**  
**233 Terrace Avenue, North Haledon**  
**Salt Brook School Art Teacher**

Mrs. Hoogerhyde commented that she read a statement in the summer and discussed her personal salary. She has sat through some meetings and the back and forth of how people feel. She started here 7 years ago. She was excited to be in New Providence and loved it, and still does. She was getting back into working after being home for a number of years and was excited to make a full time salary. Fast forward 7 years later and on paper she is making perhaps more than \$10,000.00 more than she was 7 years ago. She has accumulated credits and a master's degree. But, she is bringing home \$3,200 more spread out over 7 years. She has also been stuck and has not moved. No other profession that requires as much education as we do and as much effort as we do does not give back. So regardless of any statistics and who is right and who is wrong, we need a change and we need it now. We need to be compensated for what we do, taking into consideration what has been going on with health care. The bottom line is that we need change, it is not working.

There being no other comments from the public, Mr. Smith closed the meeting at 8:56 p.m.

#### **CLOSED SESSION**

Mrs. Cuccaro moved to adopt the following resolution:

This body shall on November 27 2018 at 8:56 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
- Negotiations

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.

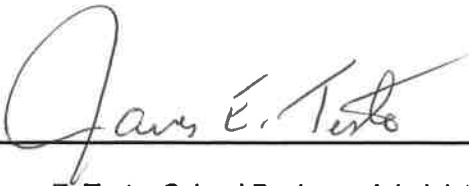
#### **Return to Public Session**

The Board reconvened to public session at 9:39 p.m. Mr. Smith called the Board to order.

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

#### **Adjournment**

There being no other business before the Board, on a motion by Mr. Krauss, seconded by Mr. Walsh, and carried unanimously, Mr. Smith declared the meeting adjourned at 9:40 p.m.

A handwritten signature in black ink, reading "James E. Testa", is positioned above a solid horizontal line.

James E. Testa, School Business Administrator/Board Secretary  
11/27/18 Board Meeting