

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

Present on roll call were Bernadette Cuccaro, William Dibble, Robert Dinerman, Ira Krauss, Mary Misiukiewicz and Adam Smith. 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 twenty 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 to the last summer meeting before school starts. He is very excited that we are starting on a high note. He recognized the NJ Monthly rankings for New Providence. Our high school is ranked number nine this year in the State of New Jersey. The Board tries not to put too much stock in rankings because the methodology always changes depending on what you are looking at and the criteria used. He does not honestly think that there is a tremendous amount of difference between the high school ranked number one and the high school ranked number twenty or twenty-five. They are all great schools. But New Providence is number nine and we should celebrate. While it is technically a high school ranking, Mr. Smith commented that the entire staff in our District should very proud of the accomplishment because you cannot have a successful high school with successful students without building that foundation in the elementary schools. So it is really a recognition of the entire school system and it is something that we should be proud of. To the extent that you can put weight in these rankings, the NJ Monthly rankings are the gold standard of rankings in New Jersey. Mr. Smith further commented that he looked further once he got the ranking. New Providence is the number one ranked high school in terms of student performance in Union County. He also compared the cost per pupil in the County and we are the second lowest cost per pupil. It shows how efficiently we are running the District. Mr. Smith took it one step further and looked at the top ten schools in the State and how we compared on the cost per pupil to those schools. We were lower on cost per pupil than every other district in the top ten in the State except Haddonfield. The point is that we are doing things right and it is nice to be recognized once in a while. It is a bit of good news to get started and everyone who works here and sends their child here should be really proud of the District.

Mr. Smith then commented that there was another bit of good news that deserves a presentation. Mr. Smith asked Mr. Krauss to join him in front of the room. Because Mr. Krauss is outlasting everyone here, Mr. Krauss has been recognized by the New Jersey School Boards Association for twenty-five years on the Board. Mr. Smith thought it was fascinating that the School Boards Association gave Mr. Krauss a plaque because we would not be allowed, under the Accountability Rules, to buy a plaque for Mr. Krauss. But we can take the tax dollars and pay our mandatory dues to the NJSBA and they can take the tax dollars and buy the plaque and give it back to us. Mr. Krauss was first elected to the Board in 1992. He has served this community and this district as a president, vice president, and chairman of the finance and facilities committee. His value though really shouldn't be measured by the titles that he has held on this Board because when it comes to municipal finance, school finance, running facilities, board policies, and things like that, no one knows it better. He is a tremendous asset to these Board members and to the community as whole. He acts as our liaison with the Borough and goes to the Borough Council meetings. Ira is there all of the time communicating what is going on in the District. So, for all of those years of service and for all that Mr. Krauss does for this Board and this community, he gets a plaque and a pin.

Mr. Smith also commented that we have been discussing since last June our board goals for the coming year. Mr. Smith wanted to outline for the public what the goals are going to be for the 2018-2019 year. They are as follows:

1. Evaluate World Language curriculum and programs to ensure it remains current and meets the needs of students going forward.
2. Complete the contract negotiation process with the teachers, secretaries, principals/assistant principals, and custodian/maintenance associations.
3. Get through the 2019/2020 budget process.
4. Review and evaluation of internal and state-mandated assessment tools utilized to measure student progress and proficiency.
5. Evaluate community input received from the Superintendent forums scheduled during the 2018/2019 school year and discuss the appropriate inclusion of the input after the Board evaluation process.
6. Review existing special education needs and programs provided to assess opportunities for additional in district programs.
7. Implement and monitor the school resource officers in the schools.
8. Evaluate the middle school schedule, extension of 8th grade language arts, and development of a one to one iPad program at the Middle School.
9. Evaluate mental health services for students K-12 and ensure appropriate services are in place for at risk students.

That accurately reflects what we talked about this summer and we will discuss them more later. Once approved, Dr. Miceli stated that the Board Goals will be placed on the website.

Mr. Smith then turned the meeting over to Dr. Miceli.

SUPERINTENDENT'S REPORT

Dr. Miceli commented that anticipated enrollment as we start the school year is as follows:

High School- 644

Middle School- 415

AWR-

K- 84	4- 94
1- 90	5- 97
2- 100	6- 103
3- 110 (there are 5 sections)	

Salt Brook-

K- 76	4- 94
1- 88	5- 102
2- 82	6- 95
3- 93	

Dr. Miceli thanked everyone who has been working very hard and diligently over the course of the summer. Our staff and administrators have been preparing for the opening of schools. It is good to know when you get to the Friday before Labor Day that we are prepared to open and do not have any issues that prohibit us from having school start on Wednesday for students and Tuesday for staff. Last year there was a little chaos with all of the construction. It feels good to have those projects behind us.

Also, to piggyback onto what Mr. Smith said about NJ Monthly, he wanted to congratulate the entire community and all of our staff members and students for their successes. One criteria used by NJ Monthly is the percentage of students enrolled in college sixteen months after high school. If you take note of the top fifty schools, our percentage was 93.3 % and there was only one other school in the top 50 that was higher, it was 93.4%. If you look at our overarching systemic goals and mission, we are here to prepare our students for the future. It speaks volumes that not only are our students prepared to go to college, but they are staying there. You do not see that as much in other districts. So, congratulations to everyone for the hard work that goes into preparing students for the future.

Dr. Miceli also updated the Board with respect to the School Resource Officer ("SRO") program. The Borough and District have interviewed and identified candidates for all schools. They will be introduced on opening day. Then they will be invited to our September regular Board meeting for their appointments by the Board. The Borough Council will be appointing them in the beginning of September and then we will, but they will start with us on the first day. Most of you already know that Officer Michael Carlino will be here at the High School and Middle School, Dan Lorimor is going to be at Salt Brook, and Michael Delia is going to be at AWR. We are certainly pleased and they are excited to begin in their positions.

With respect to personnel, Dr. Miceli stated that we have been very busy all summer. It never seems to end. At this time, we have two openings. One is a part-time behaviorist position, which we are still looking to fill. The other is the District Communication Coordinator which is new. That posting closes tomorrow and we will begin interviewing for that position as soon as possible. In the meantime, with respect to the part-time behaviorist, Dr. Miceli will be working with Dr. Harvey trying to hire a consultant or some other third-party to help with these services.

Mr. Smith then introduced a presentation of the 2018/2019 Professional Development Plan by Mr. Hough and Mr. Richter. Mr. Richter reviewed some portions of the professional development plan for 2018/2019. This plan is updated every year. Monitoring what has occurred the previous year through surveys and feedback from staff, especially our teachers and our administrators, we try to align professional development with school and district goals and initiatives. The principals work through individual school plans and then we combine and collaborate what becomes our district plan. Mr. Richter outlined the goals for the Board. Each board member was provided the actual plan with more details. The first goal relates to enhancing understanding and knowledge of New Jersey Student Learning Standards through continual update of curriculum in different subject areas and the continual emphasis on teaching to the most updated standards in each of the content areas, 21st century skills, and technology skills. We will continue to look at technology in the classroom and supporting our teachers as they use iPads and Google applications and all of the other technology available to them via the internet. We will also continue to implement our STEM program and the initiatives there. We will work with the teachers, especially in the elementary schools, in coordinating the STEM programs with the science curriculum. Aligning those curricula, we will continue to prepare our students in those two different classrooms.

Mr. Richter continued with goals regarding growth mindset and problem solving skills. We are going to continue to learn about this at all levels and share what has been happening at some of the elementary levels. The Middle School will be looking at and examining their current schedule and looking for possible changes in the future. We will be doing some professional development related to that as well as the implementation of the High School's rotating drop schedule which begins next week. The next goal is related to assessment. We always look at new ways to assess our students and this does include state assessments, but more importantly it includes in class assessments and assessments among grade levels. We continue to look to make sure that our students can challenge themselves and transfer what they have learned into different areas. Finally, the High School will be looking at their exam schedule related to assessments and seeing if those are the most appropriate and updated ways to assess the students in their courses.

Mr. Richter further commented that we will continue to support special education teachers and IEP goals and their objectives. We started last year with a couple of meetings and discussions to look at our language arts programs at the elementary level and special education. We continue to support our teachers in district as well as teachers who went out of district last year for training. We will continue to do work on this both in and out of district. The next goal is geared toward supporting our at risk learners, our ELL students, and our basic skills students, and the programs that we have in place to support them. Many of them are funded through our ESSA grant with professional development funded through either Title I, Title II, Title III, and some Title IV, which was a new title last year. We do use some of those funds for those programs.

Finally, we began the process of welcoming our new teachers last week. We always work hard to support our new teachers and that starts with Mrs. Andersen, Mr. Keaney, and Mr. Tracey as they welcomed the new teachers last week for Essential Elements and the technology workshop. We will have follow up workshops with the new teachers throughout the year. Our new teachers also work with their colleagues in the building to get going right away with their curriculum, their instruction, and their technology integration.

We have nine overarching goals related to professional development. They do encompass everything that was worked through at the various schools. It should be a great year for us to work with and support our teachers as they continue to enhance what is already amazing instruction. Mr. Hough will now speak about some of our state mandated training.

Mr. Hough commented that in addition to what Mr. Richter spoke about outlining our District goals with regard to school professional development and our goals putting the calendar together, we are also responsible for a whole host of topics that need to be addressed as mandated by the State. Mr. Hough put together a list of this years categories. Under educational training are some of the things that need to be touched upon throughout the year. Most of these topics are delivered on the opening day agenda. Some are annual and have to be done every year such as school safety, HIB training, and reading disabilities. Some require two hours of instruction every five years. One such topic is suicide prevention. Many of these are addressed during opening day faculty meetings but there are some that we do schedule on the available professional development days either in October or January. Sometimes we have to bring licensed professionals in to help us with this because that is mandated by the State. There is a lot related to health and safety. Our nurses do a lot of training on their own and they also do a lot of training for our staff. They train a whole host of delegates for Glucagon and EpiPen administration. This is usually delivered during their own personal development work through an online product called Safe School. Mr. Hough assigns Safe School to the nurses and they can go on at their own pace. Their service for the year enables them to update themselves on things such as Anaphylactic Shock, Diabetic Students, how to handle asthma, and other things that they need to be annually updated on. With regard to the custodial and maintenance staff, there are topics that they need to be trained on and for many of them training is required every two years. Hazardous Communication Right to Know Training is about handling hazardous chemicals. Asbestos Awareness training is every two years. We need to bring in a licensed professional to deliver the training on asbestos. We have the training scheduled together for administrators to look at. There is quite a list of topics. The list is about five or six pages long. It is usually an annual process and quite extensive.

Mr. Smith thanked Mr. Richter and Mr. Hough. There were no questions from the Board.

Public Comments

Mr. Smith opened the meeting for public comments on specific agenda items at 7:50 p.m.

Steven Leonard
280 Woodbine Circle

Mr. Leonard stated that he is the husband of teacher Debbie Leonard. He had some questions regarding specific agenda items including, on page three, item one. What are those transfer

items? Were the unused vacation days payment to a person or just a transfer? What is the \$28,932.37 amount? Also, in general a comment about the fact that several times throughout the agenda it says that copies of the documents are in the hands of each Board member. He wondered if, for example on page 6 numbers 1 and 3, page 7 number 4, and page 9 number 4 it says "copies in the hands of each Board member" for the Superintendent's Merit Goals, it would be possible to put these documents online so that the public could see them before the meeting. Therefore, they could be informed as to what those things are. Mr. Leonard was also interested in the merit goals because as the Superintendent is successful so is the district and what are the metrics of measuring the Superintendent's goals and how is that going to be handled. So he was hoping that the public could see those things. Perhaps when the Board gets to that point of the Agenda they could comment on those things. Those are his comments.

Mr. Smith thanked Mr. Leonard and commented that in terms of the transfers that the Board sets a budget every year and the budget is broken down by account, as you see it in the Agenda, and some of the accounts go slightly over or did not use as much money in a particular year and funds are transferred. Whose unused vacation days are referenced he could not specifically address. If Mr. Leonard is interested in those transfers for unused vacation days he could make a request of Mr. Testa and, if that is public information, we would certainly be happy to supply it. Mr. Testa stated that the unused vacation days payment was for two employees that left the District. Mr. Smith stated that the other issues in terms of making things available, we have heard that request before and the Board is considering it. It is not something that has been done before and one of the issues concerns things being changed at the meeting. To put something out there in draft just to get it out there does not make a lot of sense to the Board, but it is something that the Board will consider. As to Dr. Miceli's merit goals, Mr. Smith believes that they are a public document if someone wants them. There are meetings on the goals where they are talked about that are private, but the actual document is probably public. If someone wants to see the actual document they can again make the request to Mr. Testa. We will take it under consideration to put the various exhibits online.

Patti Ramos, 33 Westview Avenue
Teacher, Allen W. Roberts

Thank you for the presentation for Professional Development. I was wondering, since it has been so difficult to obtain a part-time behaviorist, and very expensive to have a consultant come in, if we might consider training for the entire staff which would help reduce the need for the behaviorist and the consultant.

Mr. Smith thanked Mrs. Ramos.

There were no further public comments on the Agenda.

APPROVAL OF MINUTES

Mr. Krauss moved to approve the minutes as follows:

Business Meeting	July 26, 2018
Closed Meeting	July 26, 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
<u>Yea</u> Mr. Dinerman	<u>Yea</u> Mr. Smith
<u>Absent</u> Mr. Walsh	

Mr. Dinerman moved to approve the opening of closed minutes as follows:

September 14, 2017 through May 24, 2018

Seconded by: Mr. Krauss
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>Absent</u> Mr. Walsh	

ACTION ITEMS
FINANCE ACTION

Mr. Krauss moved to approve items 1 through 8 as listed below:

2018/2019 Transfers Approved

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

July 2018

From:		
Account	Description	Amount
11-000-291-260	Workers' Compensation Ins.	\$22,563.46
11-000-291-270	Employee Benefits	6,368.91
		Total: \$28,932.37
To:		
Account	Description	Amount

11-000-218-199	Unused Vacation Days Payment	\$25,119.15
11-000-262-199	Unused Vacation Days Payment	3,813.22
		Total: \$28,932.37

Board Secretary and Treasurer Reports Approved

2. After review, we hereby accept the Board Secretary and Treasurer reports for July 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.

August 2018 Bills list Approved

3. Approve the payment of bills listed for August 2018, in the amount of \$4,259,492.06.

Sale of Surplus Property Through GovDeals Approved

4. Approve the following resolution:

Authorizing Disposal of Surplus Property

WHEREAS, the District is the owner of certain surplus property which is no longer needed for public use; and

WHEREAS, the District is desirous of selling said surplus property in an "as is" condition without express or implied warranties.

NOW THEREFORE, BE IT RESOLVED by the New Providence Board of Education as follows:

The sale of the surplus property shall be conducted through GovDeals pursuant to State Contract A-70967/T2581 in accordance with the terms and conditions of the State Contract.

The sale will be conducted online and the address of the auction site is govdeals.com.

The sale is being conducted pursuant to Local Finance Notice 2008-9.

The surplus property to be sold is as follows:

- Airdale Unit Ventilator & Cabinet Heater
Model CMI24DAMEAAHNA92, 208 Volt 3 Phase
Minimum Bid: \$5,000.00

The surplus property as identified shall be sold in an "as-is" condition without express or implied warranties with the successful bidder required to execute a

Hold Harmless and Indemnification Agreement concerning use of said surplus property.

The District reserves the right to accept or reject any bid submitted.

Bus Companies First Student Inc., Belair Transport, Amaker & Porterfield, Inc., and Passaic Valley Coaches Approved

5. Approve the following bus companies for athletics, extra-curricular, and field trip transportation in the event the Morris-Union Jointure Commission is unable to provide transportation for the 2018/2019 school year:

<u>Company</u>	<u>Town</u>	<u>2018/2019 Rates</u>
First Student Inc.	Chatham	\$400.40/4hrs \$85.00/hr. in excess of 4 hrs.
Belair Transport	Orange	\$75.00/hr. In-state \$85.00/hr. Out-of-state
Amaker & Porterfield, Inc.	Plainfield	\$98.00/hr.
Passaic Valley Coaches	Chatham	\$115/hr. (or \$4.75/mile if higher than hourly rate) 55 Passenger Coach \$105/hr. (or 4.60/mile if higher than hourly rate) 31-34 Passenger Coach \$110.00 Overtime charge \$250.00 Cancellation Fee

Rental Agreement Between NP BOE and the Berkeley Heights YMCA Approved

6. Approve the Rental Agreement between the New Providence Board of Education and the Berkeley Heights YMCA, which the YMCA provides before and after school care, for the 2018/2019 school year.

Voided and Reissued Checks Approved

7. Approve the following voided and reissued checks:

<u>Voided</u>				
<u>Check</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
351723	5/24/18	\$695.25	11-000-270-420-64	Lost Check
		\$464.92	11-000-270-420-67	Lost Check

Reissued

<u>Check #</u>	<u>Date</u>	<u>Amount</u>
10071	8/15/18	\$1,160/17

MUJC Transportation Route and Aide Cost Agreement Approved

8. Approve the Extended (Summer) Morris-Union Jointure Commission Transportation Agreement for the 2018/2019 school year, as stated below:

<u>Route #</u>	<u>Total Route Cost & Aide</u>	<u>Aide Cost Per Diem</u>
903S	\$ 6,233.09	\$125.08
905S	\$ 4,684.31	\$ 84.61
906S	\$ 5,565.23	\$ 53.95
908S	\$ 5,108.04	\$ 55.18
910S	\$ 7,555.87	\$ 0
926S	\$ 8,714.67	\$ 88.29
933S	\$ 4,874.57	\$ 51.50
936S	\$ 6,547.40	\$ 80.93
939S	\$ 2,557.59	\$ 0
940S	\$ 6,420.76	\$ 42.31
948S	\$ 7,567.73	\$ 61.31

Mr. Krauss commented that we already talked about the transfer of unused vacation pay. The District is having a tough time getting bus contractors and that is why we needed to add more bus contractors to help the students get to athletic events and the like.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Absent Mr. Walsh

FACILITIES ACTION

Mr. Krauss, Committee Chairperson, moved to approve Items 1 through 9 as listed below:

Generous Donation from Mr. Senft, through AT&T Employee Giving Campaign, to be used for Allen W. Roberts School Character Education Program Approved

1. Approve the generous donation of \$180.00 total from Mr. Senft, through AT&T Employee Giving Campaign "Your Cause", to be used for Allen W. Roberts School Character Education Program. (EXHIBIT A)

Disposal of Maintenance Van and Mower Approved

2. Approve the disposal of a maintenance van and a 1998 Toro mower that are unrepairable and no longer deemed useful for school needs. (EXHIBIT B)

Disposal of Miscellaneous Damaged, Unrepairable, or Outdated Items from Salt Brook School Approved

3. Approve the disposal of miscellaneous items from Salt Brook School that are either damaged, unrepairable, or outdated, and no longer deemed useful for school needs. (EXHIBIT C)

Disposal of Principal's Desk from Salt Brook School Approved

4. Approve the disposal of one (1) principal's office desk from Salt Brook School that is damaged and worn, and no longer deemed useful for school needs. (EXHIBIT D)

Generous Donation from the Salt Brook PTA of 24 Classroom Fans, hallway seating, and learning stations Approved

5. Approve the generous donation of twenty-four (24) classroom fans, front hallway seating, and collaborative learning stations to Salt Brook School from the Salt Brook PTA, with a total value of \$11,536.66. (EXHIBIT E)

Generous Donation from the AWR PTA of 4 Mobile Cafeteria Tables With Stools Approved

6. Approve the generous donation of four (4) mobile cafeteria tables with stools to Allen W. Roberts School from the Allen W. Roberts PTA, valued at \$5,655.92. (EXHIBIT F)

**Generous Donation from the AWR PTA of 3 Portable
Air Conditioners and 7 fans Approved**

7. Approve the generous donation of three (3) portable air conditioners, five (5) 18" pedestal fans, and two (2) 30" pedestal fans to Allen W. Roberts School from the Allen W. Roberts PTA, valued at \$2,171.13 (EXHIBIT G)

**Disposal of Track Pole Vault Pit and Thirty
Lacrosse Helmets Approved**

8. Approve the disposal of old track pole vault pit and standards, and thirty (30) old model and uncertified lacrosse helmets from the high school Athletics Department that are damaged and worn, and no longer deemed useful for school needs. (EXHIBIT H)

Disposal of Two Computer Carts from AWR Approved

9. Approve the disposal of two (2) computer carts from Allen W. Roberts School that are outdated and no longer deemed useful for school needs. (EXHIBIT I)

Mr. Krauss commented that we have some very generous donations from PTAs and through the AT&T employee giving campaign. We really appreciate everything that the community does for us.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Absent Mr. Walsh

EDUCATION ACTION

Mr. Dinerman, committee chairperson, moved to approve Items 1 through 5 as listed below:

**NPSD Annual Professional Development Plan
for 2018/2019 School Year Approved**

1. Approve the New Providence School District annual Professional Development Plan for 2018/2019, prepared in compliance with the New Jersey Administrative

Code 6A:9C-4.2, inclusive of its funding, copies in the hands of each Board member.

**Enrollment of Student in Lawton C. Johnson
Middle School ESY Program Approved**

- 2. Approve the enrollment of Student #10233 at Lawton C. Johnson Middle School (Summit Public) at a tuition cost of \$2,593 for the ESY program, and \$27,696 for the 2018/2019 school.

Textbook Adoption Approved

- 3. Approve the following textbook adoption as per Superintendent's Memo #2 in the hands of each Board member:
 - a. Java Methods--Third AP Edition
(AP Computer Science--9th to 12th grade)

Curriculum Guides Approved

- 4. Approve the following curriculum guides as per Superintendent's Memo #3 in the hands of each Board member:

Fine and Performing Arts

Art Mod 7, Grade 7	Revised
Music Mod 8, Grade 8	Revised
Painting & Design I & II, Grades 9-12	Revised

Mathematics

AP Calculus AB/BC, Grades 11-12	Revised
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Health

Health, Grade 9	Revised
Health, Grade 10	Revised
Health, Grade 11	Revised

Annual Board of Education Goals Approved

- 5. Approve the 2018/2019 Annual Board of Education goals.

Mr. Dinerman commented that he is happy to see that Java is still being used.

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

Absent Mr. Walsh

PERSONNEL ACTION

Mrs. Cuccaro, Committee Chairperson, moved to approve Items 1 through 6 as listed below:

Appointments for the 2018/2019 School Year 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. Carol Silberfein, teacher aide, \$10,098 (base \$21,173), effective 9/1/18 thru 1/21/19 (subject to criminal history review procedures)
 - b. Ralph Naumovitz, hall monitor (3 hrs/day), (\$12.38/hr, based on 182 days), \$6,566, effective 9/11/18 (subject to criminal history review procedures)
 - c. Sara Khalil, teacher aide, \$21,173, effective 9/1/18
 - d. Julie Spoerl, SB STEM Club Advisor (1st & 2nd grade), \$1,966 *
 - e. Shayna Stemmer, teacher for summer IEP meetings, \$42.68/hr *
 - f. Jennifer McSweeney, teacher for summer IEP meetings, \$39.07/hr *
 - g. Kristina Berrios, volleyball coach (girls), first assistant, \$4,845*
 - h. Substitutes:

Teachers/Teacher Aides

Caitlin Alongi
Marilou Anderson
Jill Arens
Rachel Axt
Krista Baldowski
Denise Barber
Jennifer Barbera
Craig Barclay
Paulette Beck
Mary Beth Bernoskie
Jill Bigham
Roberta Bloom
Barbara Boyd
Albert Bozzo
Marianne Browe

Maria Victoria Cadavid
Janet Calvert
Gina Caprara
Kevin Cassidy
May Lam Chan
Natasha Clerihue
Jeanne Cook
Colleen Cortese
Anna Crisafi
Dolores Crisafi
Mary Davidson
Cynthia de Keyzer
Stacy Dixon
Dawn Doyle
Hala Ebodo
Sally Ebodo

Ellen Evins
Patricia Friscia
Garrett Gallinot
Ana Maria Garcia Walker
Christopher Gawrych
Patricia Gerace
Nicetas Giordano
Mary Jo Griffith
Nicholas Guerriero
Richa Gupta
Ann Marie Hanley
Taryn Hansen
Emily Hart
Maryann Hartonowicz
Marcus Henry
Robert Hoffman

Saltanat Holmes
Abeer (Abi) Hourani
Mary Housel
Jennifer Huebner
Nicholas Iannacone
Andrew Jacobs
Rachel Kane
Nicole Karas
Jessica Keane
Janos (John) Kollonitsch
Deborah Kramer
Matthew Kreder
Kelsie Kreitz
Allisandra Lamhing
Robin Lauber
Arlene Lo
Laura Lopez
Diane MacRitchie
Jennifer Maluso
Natalie Matonis

Evan McFadden
Kelly McHale
Elisabeth McHugh
Carole Mea
Alexander Meyer
Stephen Milano
Ahmed Mohamed
Morgan Mohlmann
Holly Monguso
Brigette Mullins
Jeanne Marie Naclerio
Samantha Narciso
Ibn Nash
Maria Navarro
Jennifer Niederhoffer
Matthew Norfleet
Michael O'Neil
Doris Parmett
Beverly Pepe
Rachele Petronella

Margaret Pfeifer
Christopher Pollard
Laura Puorro
Patricia Reed
Amy Reiling
Thomas Schwartz
Caraline Smith
Gina Snyder
Elizabeth Spiegel
Rhonda Stern
Cindy Sullivan
Eman Toaelp Elmahroukey
Kenneth Turso
Christine Vianello
Margaret Walsh
Louise Wheeler
Richard Williams

Nurses

Kathy Andrews
Linda Balling
Janet Blasi
Ayelet Brenner
Bianca Di Nardo

Elizabeth Geminder
Patricia Glen
Mary Ann Kertes
Suzanne Kruep
Kathleen Maurice
Kate McRoberts

Rebecca Schenker
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Denise Barber
Dolores Crisafi
Patrizia Gerace
Arlene Lo

Natalie Matonis
Elisabeth McHugh
Holly Monguso
Gina Snyder
Elizabeth Spiegel

Cindy Sullivan

Home Instructors

Gwenda Baab
Gina Bellitti
Jessica Beltz
Jill Bigham
Roberta Bloom
Marianne Browe
Maureen Bulger
Scott Butterfield
Maria Victoria Cadavid
Janet Calvert
Nancy Caputo
Adeline Celler
Colleen Cortese
Barbara Denike
Cynthia de Keyzer

Dawn Doyle
Elizabeth Giaime
David Goldstein
Alicia Gregorio
Melissa Halpern
Jacqueline Henriques
William Hodroski
Alexis Jacqueney
Walter Kempner
Janos Kollonitsch
Janet Laciano
Jennifer Limone
Marla Malinauskas
Daniel Mango
Susan Marks
Carole Mea

Holly Mongoso
Denise Moser
Alessandro Pizzo
Margaret Pfeifer
Amy Reiling
Glen Robertson
Molly (Gill) Scholl
Daniel Smith
Sharon Snapp
Christina (Archetti) Suczewski
Patricia Thelander
Susan Truppa
Margaret Walsh

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

Resignation Approved

2. Accept the resignation of the following employee:
 - a. Emily Lelah, long-term substitute, effective 8/13/18

Revisions for the 2018/2019 School Year Approved

3. Approve the following revisions for the 2018/2019 school year:
 - a. Christina Archetti Suczewski, teacher, partial contracts to be issued due to tenure contract/DOH (base \$62,570 *), effective 9/1/18 thru 3/31/19 (\$43,799 *); 4/1/19 thru 6/30/19 (\$18,771 *)
 - b. Edward Barnes, teacher, partial contracts to be issued due to tenure contract/DOH (base \$67,731 *), effective 9/1/18 thru 10/31/18 (\$13,546 *); 11/1/18 thru 6/30/19 (\$54,185 *)
 - c. Lynn Kral, school nurse, partial contracts to be issued due to tenure contract/DOH (base \$70,074 *), effective 9/1/18 thru 11/30/18 (\$21,022 *); 12/1/18 thru 6/30/19 (\$49,052 *)
 - d. Rebecca Madden, teacher, from Step 3, Column V (\$64,737 *), to Step 3, Column VI (\$66,955 *), effective 9/1/18, due to course credits
 - e. Shayna Stemmer, teacher, from Step 3, Column II (\$58,425 *), to Masters, Step 3, Column IV (\$62,570 *), effective 9/1/18, due to course credits
 - f. Heather Maguire, teacher, from .5 time (\$36,385 *--base \$72,770 *), to .6 time (\$43,662 *--base \$72,770 *), effective 9/1/18
 - g. Kristin Salsberry, long-term substitute, from \$28,030 * (base \$70,074 *), to \$32,584 * (base \$70,074 *), due to change in effective date from 9/1/18 thru 12/31/18 to 9/1/18 thru 1/18/19
 - h. Jenna Stickle, teacher from Step 3, Column V (\$64,737*), to Step 3, Column VI (\$66,955*), effective 9/1/18, due to course credits

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

Superintendent's Merit Goals for the 2018/2019 School Year Approved

4. Approve the Superintendent's Merit Goals for the 2018/2019 school year, copies in the hands of each Board member.

Family Medical Leave Approved

5. Approve the request for Family Medical Leave Act (FMLA) for Kathy Karlovich, occupational therapist, for the period commencing 10/4/18 and ending 1/4/19 with continued health benefits pursuant to law.

Rescinding of Maternity Leave Approved

6. Rescind Jaclyn Hamilton's maternity leave request approved at the 3/29/18 Board meeting.

Mrs. Cuccaro commented that we have a number of appointments, including 177 substitutes in various areas, some teachers changing columns, and one resignation.

Dr. Miceli commented that the three new employees were not in attendance to be introduced.

Seconded by: Mr. Dinerman

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>Absent</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 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) |

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

Bylaws and Policies:

- | | | |
|------------------------------|--------------------------------------------------------------|-----------|
| 1. Policy 1523
(Mandated) | Comprehensive Equity Plan
(Mr. Krauss) | (Revised) |
| 2. Policy 2200
(Mandated) | Curriculum Content
(Mr. Krauss) | (Revised) |
| 3. Policy 2260
(Mandated) | Affirmative Action Plan for School Classroom
(Mr. Krauss) | (Revised) |
| 4. Policy 2422 | Health and Physical Education
(Mr. Krauss) | (Revised) |

Mr. Krauss commented that item one was discussed at the last Board meeting. It contains some new policies. Item two is new District regulations and bylaws that are all basically the same. The only change is from the New Jersey common core language to standards language. Since New Jersey is no longer using the common core language, we have to change the wording of the policies.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Absent Mr. Walsh

Committee Reports

Curriculum, Instruction and Technology

Mr. Dinerman commented that the committee is going through the third round of curriculum review. He thanked Mr. Richter for working with the committee and the teachers and reviewing all of the curricula. A curriculum can be 20 pages or 80 pages. It needs to be reviewed to make sure that it makes sense and it contains all necessary items. It is not an easy job. It is a very detailed job. Mr. Dinerman thanked the committee for their review of the curricula.

Finance, Facilities and Safety/Security

Mr. Krauss commented that there is nothing new to report. Mr. Krauss referenced Dr. Miceli's letter to the parents detailing all of the projects that were done and that were almost completed this summer. There were quite a few.

Personnel, Management and Communication

Mrs. Cuccaro commented that there is nothing new to report at this time. She went over her goals the last meeting. Mrs. Cuccaro was happy to be able to sit in yesterday morning with the new teachers for the orientation. She is looking forward to a great year.

OLD BUSINESS

Mr. Smith requested that the Board go over committee goals at this time. He requested that each committee chair walk through the goals, so that we are all on the same page.

Mr. Dinerman commented that the curriculum and instruction and technology is really a continuation of things that are done year after year. The exception is something new that comes up. For example, the technology in schools program and services for mental health needs. There was a request by the public, so the Board took a serious look at mental health needs. Dr. Miceli and the team are going to continue to look at new programs. The other program that Mr. Dinerman feels is always interesting is the iPad program. Now we are looking at a one to one iPad program at the Middle School. Mr. Dinerman is involved with leadership and communications teaching and there are so many school districts around the county, and indeed around the world, that involve technology initiatives where they just become paperweights. They get this technology and do not use it. He cannot express what a good job our District does related to technology and Dr. Miceli does putting together a program that makes sense and that aids the teachers and adds value in the schools. He commented that it is amazing. He further commented that they are reviewing the world language program. We are pressed for time, for teachers, and for classrooms. It is not an easy situation but we are trying to make the program better.

Mr. Krauss addressed Finance and Facilities goals. We want to follow up on the projects done this summer and see how much, if any, money is left. All of the projects were done with bond proceeds. We have to prepare a budget within the cap. Many don't understand the cap. It is

currently 2%. So, for example, if we raised 38 million dollars last year, this year we can raise \$38,760,000. We try, and we have in the past, to prepare our budget within cap. We are going to review the enrollment projections. We usually do that around December. It is after October 15th, which is the official date of enrollment. We sit down and do our projections and see how close we came and what is coming in the future. We still continue to look at shared services. We have to assist in completing the contract negotiations with all of the associations, principals, and teachers. The other big thing, which is a long term thing, is that the Bard property in New Providence is for sale. We do not know what will happen to that property. Currently, we do not even know how the property will be zoned. It is a large piece of property. We will monitor it closely and see how that develops. It is right near Allen W. Roberts school and depending on what goes there it may affect future enrollment of the school.

Dr. Miceli commented regarding the Bard property. Dr. Miceli sent a memo to the Board in early August with some of the basic points with respect to the Borough Council and where they stand with respect to the property. Litigation is still pending and the Borough Council anticipates that litigation should be complete by the end of this calendar year. That should allow for the property to be zoned. In the meantime, Bard is on the market and they are scheduled to vacate the property by May of 2019. We are concerned about what the property could potentially be zoned for. It has implications for the school district and our enrollment. Speaking with Doug Marvin, he indicated that the earliest it could potentially have homes or condos or townhouses or affordable housing, if it is zoned for that, would be three years from the date from which the litigation closes. So, we are talking about 2020- 2021 or 2021- 2022. We would have some time, but we definitely have to monitor how this is zoned and who will potentially purchase the property. Hopefully, it will be another business.

Mr. Dinerman asked whether, out of curiosity, if the school population increased by say 56 to 70 students, how long would it take to build. Because we may have to build. We may get a three year lead time, but not know what the new population will be, just know that we are going to have to build.

Dr. Miceli responded that the first step is determining what the property is zoned for. Then there are experts who can tell us the percentage of the property that likely could be school age students. Then we would go from there. Then we would look at the potential capacity of students and look at how we could reconfigure the existing structures or whether we would have to build something. But part of that plan for this year, and one of our goals, is to look at how we could reconfigure schools with that population growth. It will take time. In terms of the timing of building it would vary based on weather and what type of structure (multiple stories or single story) and where we are building. It could take time.

Mr. Smith commented that with regard to the timing of building, the biggest issue is where we would build. Would it be on existing land that we have or an alternate location. Mrs. Cuccaro commented that the other problem is that just because the property is located by Allen W. Roberts school does not mean that all of the children will be elementary school age. So those

kids coming in could potentially be in the Middle School or High School. There would have to be space made in other buildings. Mr. Smith commented that would be part of the expert review to estimate the number of students in each school. Dr. Miceli commented that we should know more by the holidays.

NEW BUSINESS

There are two pieces of New Business. One is along the same lines as we were just discussing with Bard. Lantern Hill made a proposal to the Borough Council to make what they call a pilot program and to negotiate their taxes with the town. They are looking to purchase the property next to them, the Linde property. They would expand as they are doing so well. They would rather not pay property taxes, they would rather negotiate what they pay. The potential impact to us would be that they would make that payment to the Borough Council and we would be, to a certain extent, at the mercy of the Borough Council as to what we will receive out of that payment. Mr. Krauss was at the Borough Council meeting where the proposal was made and the Council listened and did nothing more than that. They will probably put together a committee to look at the proposal. Because that will affect the School District, Mr. Krauss asked to be on the committee. He has not been contacted yet. Mr. Smith thinks that the Linde property went through a property tax appeal so the numbers may have come down but before the appeal, it was generated for approximately \$600,000.00 per year property tax. So it affects our revenue. We can't just reduce our budget, you cannot just create that whole. So that \$600,000.00 would be distributed to property taxpayers in town who would have to absorb that revenue loss. It is something that we are watching very closely. Mr. Smith has no idea if the Borough Council will be interested in this idea at all, but because of the potential impact to the School District, Mr. Krauss asked to be on any committee formed to review the proposal.

Mr. Dinerman questioned whether there was any case law supporting the Lantern Hill proposal. He further questioned why all companies would not try to do this. Mr. Krauss stated that a lot of companies do this. Mr. Smith said that companies are allowed to do this. It happens most often with charitable and non-profit organizations. There is no law prohibiting the Borough Council from taking the property off of the tax rolls. As far as Mr. Smith knows, there is no law against this and the program is out there.

Mrs. Cuccaro commented that it is her understanding that this has been done in Berkeley Heights, but that New Providence has never done this. Mr. Smith agreed. Mr. Krauss commented that it is generally done with property that needs to be repurposed. In Mr. Smith's opinion, Lantern Hill does not need additional incentive to buy the property and build on it. They make a lot of money off of the initial property and they want this property. We will see what happens.

The second topic Mr. Smith raised concerned the New Jersey School Boards Association conference in Atlantic City to be held in late October. It is Mr. Smith's understanding that all Board members will be present. He would like to schedule a mini retreat for the second day of

the conference for all Board members and discuss issues. Mr. Smith is working with Dr. Miceli on an agenda for the retreat, which would take a couple of hours. Mr. Smith will send something out to the Board once they have more information.

Public Comments

Mr. Smith opened the meeting to the public at 8:14 p.m.

Lynn Kowalskie **AWR Teacher**

Congratulations to Mr. Krauss. Mrs. Kowalskie commented that she taught Mr. Krauss' daughters. Mrs. Kowalskie stated that she hoped his children are well.

Mrs. Kowalskie commented that she feels strongly about these issues and felt that she should be heard.

Good evening. Thank you for the opportunity to speak on behalf of myself and fellow colleagues. My name is Lynn Verducci-Kowalskie. For those of you I have not met, or who have not met me, I've been an educator here in the New Providence since 1990.

Like myself, there is a long history of educators in my family. My mother was a speech therapist and 2nd grade teacher, while my father was a physical education teacher, coach, and athletic director. My aunt was the first female superintendent in Union county and several other aunts and uncles held roles spanning from kindergarten, guidance, and reading specialization. My brother is currently a principal, my sister is a school nurse, and my two nieces are teachers, all of which are in the New Jersey public school system. Last but not least, my daughter will receive her Master's Degree in May and will soon be following in the same footsteps. I mention this not to share my family resume, but to share where our hearts have been and continue to be.

I arrived in New Providence with hopes and dreams of doing one thing and that was to educate the children and change their lives- one day at a time. No one is perfect, but as Vince Lombardi once said, "Perfection is not attainable, but if we chase perfection, we can catch excellence." I can honestly say that I still feel that same passion today as I did in 1990. If you look around the room tonight, many of my colleagues are here as well. Many are here in spirit too as some are missing. They too strive for excellence each and every day and I'm hopeful that the school board and administration recognizes this. I've witnessed great results from our staff over the years here in New Providence; consistent results that have been praised by parents year after year.

Several of the topics that have brought us together tonight are very troublesome to me. I'm hopeful that we can come up with some fair, reasonable solutions very soon because it seems like morale has been declining for the last few years. Of course, I am talking about the contract negotiations. To be completely transparent, I really feel like we've been heading in a direction that will ultimately land us in a place where we are "far less than" what New Providence has been known for- that being, a great school district.

Let me be clear, while I'm with my second family (my faculty and students) in my second home (Allen W. Roberts), I want to be able to focus 100% on what I'm accountable for—the education, guidance, mentoring, and overall classroom success of my students. I do not want to have to worry about how much is being taken out of my paycheck for health care coverage. I would rather not have \$9,000 taken out of my net pay for health care and still incur enormous out of pocket expenses due to subpar coverage. I would like a reasonable increase in pay for the value I provide as an educator here in New Providence. Unfortunately, I have not received this in the last several years. If I take my car to the shop for new brakes, I expect to pay the same price as any other individual seeking the same exact service with the same model car regardless of how much money I make. Similarly, I do not expect to pay more, or less, for medical and dental coverages because the numbers on my paycheck are different than someone else's. Obviously, I'm not an attorney, but in my view, this is totally unethical. Quite frankly, in this day and age where lawsuits sprout up like weeds, it would not surprise me if attorneys already have this in their queue, ready to challenge this unfair practice.

My colleagues and I have faced skyrocketing health costs, subpar coverages, and disproportionate costs for the exact same service. Generally speaking, many teachers have gotten very little increases over the last several years. In many cases, annual pay increases haven't even covered the annual increase in health care costs. Many teachers, including myself, have not one but two part-time jobs to make ends meet. Is this the same profession that I signed up for 25 years ago?

Before I close, I'd like to provide two examples of poor health coverage that hit my home this past year for my family. I won't go into great detail because I realize our situation may only impact a subset of folks, but it is relevant to these discussions. Our out of pocket costs due to lack of coverage was enormous. A member of my family, my son who is 17 years old, needed additional physical therapy visits (beyond the 30 visit cap in a calendar year) due to not one, but two ACL surgeries on the same knee in a two year span. A longer length of physical therapy was deemed medically necessary by his physicians, but after two very long, draining appeals to Aetna, the additional visits (above 30) were not approved. Ultimately we were told by Aetna and the district's plan liaison that due to how the plan was constructed, it would never be approved. Why these folks allowed us to go down this long, painful path is another story. The result was we had to pay \$75.00 out of pocket for each and every visit. On the dental side, I had another family member, my husband, that had issues with two teeth. Unfortunately, both teeth could not be saved and needed to be extracted. Our plan with Delta Dental has "zero", zilch, no coverage for transplant services. This doesn't affect the younger generation but with the elder teachers this is getting to be more and more apparent. These are only two examples of major out of pocket costs that we had to incur because of a lack of quality insurance (over \$11,000.00). It is very hard for me to understand how after having \$9,000.00 come out of my net pay for health insurance, that we still had to incur all of these kinds of exorbitant expenses. Quite frankly, I feel cheated.

I encourage negotiators on both sides to drill down further to review not only my examples of lacking coverage, but other situations that my colleagues have faced as well.

Thank you for your time. I really hope we can make New Providence “great again”.

Mr. Smith thanked Mrs. Kowalskie and commented that the amount that teachers have paid for health care for the last four or five years was mandated by Trenton and state law. They determined that it would be hierarchical and based upon your pay. That was not something that this Board created. It is not something unique to New Providence. This is the first negotiation where that law is no longer effective. To the extent that you have ideas or concerns about it, it should be brought to your negotiating committee and then it can be discussed.

Michelle Hoogerhyde
Salt Brook School Art Teacher

Hello Everyone,

I am Michelle Hoogerhyde, Salt Brook's art teacher. My comments are going to be short. I do understand that it was not our district that created this problem. But we do have a problem. We need to do something. I am going to read a brief statement about my situation. I am going to read as I am not comfortable with public speaking--give me a room full of kids and I can rally, but a room full of adults is a different story. I felt compelled to speak to you so that I could respectfully share my personal experience regarding my income and the effects it has had on my family and me.

By way of background, this will be my seventh year in the district. I was hired in 2012, and I just completed my master's degree in Educational Technology in May. I worked very hard, as many other New Providence teachers do, balancing the workload of graduate school, family, and of course my job. I am eager to continue to raise the bar for our students and implement what I've learned so that our students' lives can be enriched.

Despite my hard work and its benefit to the New Providence students, my compensation has not kept pace with the basic cost of living expenses. I have a daughter in college and a son in graduate school both whom live at home to cut costs but despite that debt, the increase in basic expenses isn't being met. The lack of increased income has placed tremendous stress on my family and me.

What's frustrating is that the numbers on paper don't translate to what I take home every two weeks. Since 2012, my base salary increased about \$8,500, which sounds wonderful. If this were what I actually took home, this would mean a gross of over \$400 per paycheck. However, with all the deductions, the cost of health care being the most devastating, I am netting only \$68 more per paycheck than I did seven years ago! This surely does not even cover the basic cost of living increase from seven years ago. Even with a move on the salary guide for the master's degree under the current contract, 17% of that raise will not be a raise due to increased health care costs.

Clearly, something needs to change. I am not pointing fingers at anyone here nor blaming particular individuals that currently have the ability to make things right. I am not sure what the solution is. I am simply stating that the right thing needs to happen and

now is the time. Being an educator of New Providence's future generations is a professional job that deserves a professional and fair increase in take home pay. I urge the board and the New Providence Education Association to work together to come up with a solution.

Thank you.

Mr. Smith thanked Mrs. Hoogerhyde.

Joan Rykus
Math Teacher, Middle School

This year, like many other Middle School teachers, I have been asked to teach six classes. When we are asked to teach six classes, we get pulled from homeroom and homeroom is a time that I use to give students who are struggling extra help. I also use it to keep my google classroom updated. I post all of my class materials and all assignment forms on google classroom. What worries me is being pulled from homeroom. I believe that is done because according to the contract we can only have a certain amount of contact with the students, so if we are going to teach six classes then homeroom is removed. I will no longer be available to students for extra help during that time. A lot of the students who are involved with chorus or band would come see me then. Something that Ms. Rykus also found is that she always offered help before school. She wasn't paid to do it, but it was just something that she loved to do. She feels with this extra class and the extra amount of work that she is going to have, and also not having the time in homeroom, she is not going to be able to offer help before school. She is going to have to use that time to post things on classroom and keep it up to date. She is worried about those students who struggle the most, who need help in math. Math is very hard for a lot of students and if they cannot get to Ms. Rykus in the study hall, she just does not know how they are going to get help other than the 15 or 20 minutes after school. For a lot of kids, that is just not enough. She hopes that this is something that we can think about going forward. That contact with students is so valuable. Having that time to offer extra help for any student who needs it is important.

Mr. Smith thanked Ms. Rykus.

There being no other public comments, Mr. Smith declared the public portion of the meeting closed at 8:29 p.m.

CLOSED SESSION

Mr. Krauss moved to adopt the following resolution:

This body shall on August 30, 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

- 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.

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

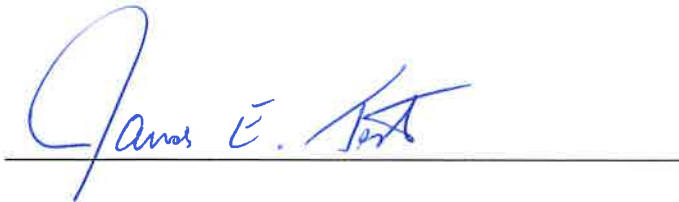
Return to Public Session

The Board reconvened to public session at 9:19 p.m. Mr. Smith called the Board to order.

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

Adjournment

There being no other business before the Board, on a motion by Mrs. Cuccaro, seconded by Mrs. Misiukiewicz, and carried unanimously, Mr. Smith declared the meeting adjourned at 9:20 p.m.



James E. Testa, Business Administrator/Board Secretary
8/30/18 Board Meeting