

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on December 13, 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 forty-six members of the public.

Mr. Smith led in the salute to the flag.

Mr. Smith read the following statement:

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

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

### Superintendent's Report

Dr. Miceli commented on enrollment numbers. As of the end of November: 626 students at the High School, 410 at the Middle School, 697 at AWR, 650 at Salt Brook and 33 students out of district; for a total of 2,416.

Dr. Miceli reviewed the proposed 2019/2020 School Calendar. He commented that the calendar follows the same format as 2018/2019. First professional development day is on October 14th. In November, early dismissal for the elementary schools are from November 4-6 for evening conferences. Schools are closed for teacher's convention Thursday, November 7th and Friday, November 8th. Holiday recess starts on December 20th and school re-opens on Thursday, January 2nd, 2020. The second staff development day is on Monday, January 20th. Winter break is Friday, February 14 through Tuesday, February 18. Dr. Miceli commented that the next break is Good Friday, April 10th, which works out to be the start of spring break, April 13th through April 17th. We are closed on Memorial Day, May 25th. In June, early dismissal for students on Friday, June 19th, and Monday, June 22nd. June 23rd is the last day of school and high school graduation. There are four snow days built into the calendar. In the event we need additional days, we will start pulling days from the February break, then if needed, the April break.

Mr. Smith commented that if any board members have any questions as far as dates, they can contact Dr. Miceli. The calendar will be approved at the January 24, 2019 Board meeting.

Dr. Miceli congratulated NPHS athletic teams for a great fall season. NJSIAA 2018-2019 Fall

standings of the Annual Shop Rite Cup listed New Providence High School as first in Group I standings. Congratulations to all student athletes, coaches, Mr. Carangelo and everyone who participated in our athletic programs.

Dr. Miceli commented on Borough updates with respect to affordable housing. He wanted to update the board on the pending litigation and the determination of any implications to the District. There is a Borough Council meeting this Monday, December 17th, to approve a tentative agreement with respect to the affordable housing litigation. At that meeting, they intend to share what the agreement will look like, so that we would have a better understanding of the zoning.

Dr. Miceli thought that it would be a good idea for a Board representative attend the meeting.

Mr. Dinerman agreed to represent the Board and attend the meeting. Dr. Miceli commented that Mr. Marvin indicated that they will be posting the documents related to the agreement on their website, so that everyone will have access to view it. Subsequent to their approval, on January 23rd, the tentative agreement will go to the Fairness Hearing by the judge, at the Union County Courthouse in Elizabeth. Once this is approved and settled by the court, it will take 120 days for the Borough to revise all the ordinances related to the affordable housing. It is Dr. Miceli's understanding that BARD will be aware of the pending litigation outcome, so that they can market the property accordingly. Once there is a buyer, it will take some time to go through the Borough, for approvals, at earliest scenario, they will break ground in 2020, if everything were to be on schedule. This will take a few years to develop. The District will monitor the progress over the next couple of months.

Dr. Miceli commented that four interviews were set up for demographer services. Recommendations came from the District's architect and attorney. Mr. Doug Marvin wants to join in with us through shared services and complete a study for the Borough as well.

Mr. Smith commented that we will know a lot more within a few weeks.

### **Presentation of Certificate of Excellence- Mr. Dinerman**

Will the drum majors from the marching band, Alex Fischbeck and Mia Fusillo, please come forward.

This year, the 2018 New Providence High School Marching Band had a stellar competitive year. In four competitions the band earned all first place awards. On October 28th at the New Jersey State Championships, held at South Brunswick High School, the band placed first in Group 6A, and received special awards for best visual, overall effect, color guard and percussion. On November 3rd at the A-Class National Championships, held in Allentown, PA, the band also placed first and received special awards for best visual, overall effect, and color guard. This is the third time in four years that our marching band has won at both state and national championships.

We wish to acknowledge the diligent work of three groups, each essential to the success of the program. Thank you to the marching band staff: Color Guard Director - Jay Drake, Percussion Caption Head – Joseph Itkor, Assistant Director – Donald Baker, and Director - Michael Niedziejko. Thank you to the Pioneer Bandwagon, its executive board, and all the parent volunteers who assist the marching band throughout the year. Most importantly, thank you and

congratulations to the 137 student members of the marching band. These students start rehearsing during the last two weeks of the summer, attend a band camp for a weekend retreat, and meet during the school day and after school throughout the fall to prepare for these competitions. Through these experiences our young musicians develop self-discipline, collaboration and problem-solving skills, critical thinking and listening skills, a deep sense of community and a commitment to personal and group excellence.

New Providence is very proud of the marching band's achievement and commends the band for representing our community with pride and class.

**Presentation: Impact Teacher Program- Dr. Miceli**

Dr. Miceli asked Mr. Eli Leader to come up.

In early September, several Salt Brook students requested a meeting with Mrs. Drexinger on an issue that they were concerned about. During the meeting, it was brought to Mrs. Drexinger's attention that one of the trees previously planted on school grounds was no longer there. Apparently, the students "adopted" this tree, named it "Sam", and took care of it by regularly watering the tree even during the summer months. The tree was a meeting place for the students in the morning and again after school. The students were quite upset when they returned to school in September to find their tree missing.

The Salt Brook students put together a well thought out presentation for Mrs. Drexinger containing facts about trees, how trees help us, and their request to raise money to plant another tree in that area. Following this meeting, Mrs. Drexinger contacted Mr. Leader to help the students come up with a solution. Mr. Leader found out what happened to the old tree and shared that information with the students. He then spent time researching new trees that would thrive in the chosen location and shared four options with the students. He allowed the students to become part of the selection process and pick their new tree. Then, when the new tree arrived, Mr. Leader arranged a time for the students to come outside and help him plant the tree.

Many times our maintenance staff are the unsung heroes in our District. They ensure our facilities are up and running and often respond in a moment's notice to unanticipated situations that occur during the day. They don't always have the opportunity to interact with our students. On this particular occasion when the opportunity was presented, Mr. Leader gladly offered his assistance and played a vital role in helping to turn the student's idea into reality. He demonstrated exceptional leadership and commitment to the District and most importantly to the students. Mr. Leader is to be commended on supporting the students in their endeavor. With his help and guidance these students were empowered to respond to what they thought was an immediate need for the Salt Brook community. This was a great lesson for them in service learning. Once that they will remember for years to come.

Dr. Miceli thanked Mr. Leader for his dedication and presented him with the Impact Teacher Award.

**Public Comments**

Mr. Smith opened the meeting for opportunity for the Public to be heard (on specific agenda items) at 7:50 p.m.

There were no public comments.

**Approval of Minutes**

Mr. Dinerman moved to approve the Minutes as follows:

Business Meeting	November 27, 2018
Closed Session	November 27, 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>Yea</u> Mr. Walsh	

**ACTION ITEMS**  
**FINANCE ACTION**

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

**Board Secretary and Treasurer Report Approved**

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

**December 2018 Bill's list Approved**

2. Approve the payment of bills listed for December 2018, in the amount of \$3,986,362.10.

**Generous donations from the New Providence High School Class of 1960  
Walter McCarthy and Edward Lieder Memorial Scholarship Fund Accepted**

3. Accept the generous donations from the New Providence High School Class of 1960 Walter McCarthy and Edward Lieder Memorial Scholarship Fund in the total amount of \$2,313.00.

**Renewal of the Agreement between the Borough of New Providence and the NPBOE for  
Professional Cleaning Services Approved**

4. Approve the renewal of the Agreement between the Borough of New

Providence and the New Providence Board of Education for professional cleaning services and related work for municipally owned buildings, at an annual cost of \$6,341.00, beginning January 1, 2019 through June 30, 2019.

**Voided Checks Approved**

5. Approve the following voided checks:

Voided

<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
352894	11/15/18	\$250.50	11-000-261-422-06	Duplicate Payment
352861	11/15/18	\$600.00	11-000-223-320-12	Wrong Vendor

Re-Issued

<u>Check#</u>	<u>Date</u>	<u>Amount</u>
352938	12/13/18	\$600.00

**Generous Donation Made by the District's Four School PTA's Accepted**

6. Accept the generous total donation of \$1,995.18 made by the district's four school PTA's to provide opening day lunch for staff on 9/4/18.

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

     Yea      Mr. Walsh

**FACILITIES ACTION**

No Facilites Items for Board Approval.

**EDUCATION ACTION**

Mr. Dinerman, Committee Chairperson, moved to approve Items 1 through 3 as listed below:

**2018/2019 HIB Investigations Approved**

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

<u>School</u>	<u>Incident Report Number(s)</u>
Middle School:	5 and 6
Allen W. Roberts:	3, 4, and 5

**Enrollment of Student #12480 at Central Elementary School for the 2018/2019 School Year Approved**

2. Approved the enrollment of Student #12480 at Central Elementary School(Warren Township Public), at a tuition cost of \$39,174. effective 12/3/18, for the 2018/2019 school year.

**Textbook Adoption Approved**

3. Approve the following textbook adoption as per Superintendent’s Memo #9 in the hands of each Board member.
  - a. Poetry 180: A Turning Back to Poetry  
(Creative Writing--9th thru 11th grades)

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>Yea</u> Mr. Walsh	

**PERSONNEL ACTION**

Mrs. Cuccaro, Committee Chairperson, moved to approve Items 1 through 4 as listed below:

**2018/2019 School Year Appointments Approved**

1. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2018/2019 school year:
  - a. Kristina Berrios, home instruction
  - b. Gladis Finny, speech/language specialist, \$36,576\*(base \$64,737\*), effective 1/15/19 (subject to criminal history review procedures)

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

**Resignations Accepted**

- 2. Accept the resignations of the following employees:
  - a. Kathy Karlovich, occupational therapist, effective 1/1/19, due to retirement
  - b. Erika Inzano, elementary counselor, effective 3/9/19

**2018/2019 School Year Revisions Approved**

- 3. Approve the following revisions for the 2018/2019 school year:
  - a. Yefim Perepelitsky, from bus driver/maintenance helper to mail/bus driver/maintenance helper, effective 1/1/19

**Anti-Bullying Bill of Rights Act, the following staff for the 2018/2019 School Year Approved**

- 4. Susan Mead-McGeechan, Anti-Bullying Specialist, NPMS

Seconded by: Mrs. Misiukiewicz

Dr. Miceli congratulated Mrs. Karlovich on her retirement. She has been working with us as an Occupational Therapist for the past seventeen years.

Dr. Miceli recognized Mrs. Inzano who is resigning as one of our counsleors. She has been with us for the past sixteen years. She will be moving full time to continue her private practice. He thanked her for many contributions particularly at Salt Brook School for the Character Ed program.

Dr. Miceli commented that Mrs. Kocot is also retiring. He welcomed Mrs. Gladys Finny, her replacement, who is here tonight. Mrs. Finny comes to us with a number of years of experience and has her Masters in Speech and Language Pathology. We look forward to her contribution to the District. Congratulations!

Roll Call Vote:

    Yea     Mrs. Cuccaro

    Yea     Mr. Krauss

    Yea     Mr. Dibble

    Yea     Mrs. Misiukiewicz

    Yea     Mr. Dinerman

    Yea     Mr. Smith

    Yea     Mr. Walsh

**BOARD POLICY**

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

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

Bylaws and Policies:

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

Administrative Regulations:

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

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

Yea Mr. Walsh

**COMMITTEE REPORTS**

Curriculum, Instruction and Technology

Mr. Dinerman, Committee Chairperson, commented that the committee met this afternoon. It was a good meeting and a lot of it was based on the 2019/2020 school budget.

Dr. Miceli commented that the first round of proposals of courses and programs for next year were reviewed at the meeting.

Finance, Facilities and Safety/Security

Mr. Krauss, Committee Chairperson, commented that there nothing new to report at this time.

Personnel, Management and Communication

Mrs. Cuccaro, Committee Chairperson, will be meeting tomorrow at 8:30 a.m. with respect to communications.

**OLD BUSINESS**

Mr. Smith commented that the Reorganization Meeting is on Thursday, January 3, 2019 at 7:30 p.m.

**NEW BUSINESS**

Mr. Dibble commented that the Principals' and Assisant Principals' negotiations are completed with a tentative agreement reached and will probably be approved at the next meeting.

**PUBLIC COMMENTS**

Mr. Smith opened the meeting to the public for comments at 7:56 p.m.

**Mary Delia, NPHS Student**

Mary is currently a senior at NPHS. She represented the town at the IUM Nationals where she took home the crown and banner. She wants to amplify the academics at NPHS. She did not understand the magnitute of the negotiations and the teachers not having a contract. She suffered a concussion two months ago at cheer practice. She is still making up the work she missed. She is increasingly frustrated because it is taking so long to make up the work due to the teachers taking full advantage of not coming to school early or staying after school. She talked about the French Club. This year, she was named President of the club only to find out three months into her term, the club had to be shut down because of the personal cost to Mrs. Huynh maintaining the club. It was greater than the benefits it provided.

Mary commented:

Fact: While most of the students in the French club, herself included, as well as the Vice-President of the club, are enrolled in French, they have a number of students who also take other languages such as Spanish, Italian or Japanese. This club gave them an opportunity to learn a new language taught by their peers.

Fact: Having an understanding of at least one foreign language is part of the top eight skills required among all occupations.

Fact: Research shows it makes picking up additional languages much easier especially among children because they develop new brain networks that are prime and ready when you learn a third language.

She commented that she has been enrolled in the French club the past four years and the news was devastating to her.

Myth: NPHS teachers are paid for leading all afterschool programs they supervise.

Myth: French is a dying language, it is spoken as a primary, secondary or tertiary language across the world. She wants everyone to understand how important the club is to her and how much she wants to make a difference and wants the club to keep going. She commented that the teachers having a contract is important and wants to bring it up to the Board of Education.

**Sadit Radak, NPHS Student**

Sadit commented that this school board has been mis-managing its finances. It has spent money on superficial improvements. He also pointed out the projection screen on the wall, the microphones, and the colors on the walls. He understands that the funding of the facilities and improvements comes from grants that cannot be applied elsewhere, but it does not warranty the squandering. Taxpayers in New Providence spend nearly \$2,000 less per pupil than state average. This money doesn't come out of the budget for arts, sciences or administrative pay, it comes out of the pocket of our teachers. He commented on Dr. Miceli's salary in 2016. He commented that it ranked 20th out of 548 superintendents, our teachers ranked 157th in the state. If we want the New Providence expenditures lower, it is time for a salary cut. Each and every member of this Board is elected by

the residents of New Providence. These elections are no formality, they are the public's chance to make their opinions heard. This November, New Providence School Board's election had nearly twice the votes cast in the 2016 election. He commented that the results were clear, the first candidate endorsed by the teachers' union won more votes than the encumbered President of the Board. The residents of this town have spoken, and they want change. When contract negotiations fail in a matter of hours, the Board is not representing their constituents, it's acting out of greed. Students in this District is seeing the games the Board is willing to play with contract negotiations. As a result, the teachers continue to work without a contract and his class has suffered. They have been frustrated. In November, 170 of them will gain the right to vote, they will not forget what they have seen. Finally, he commented that the teachers have gone above and beyond for their students. He concluded by asking the Board what they have done to go above and beyond to improve their education.

Mr. Krauss commented that he has served on the board for 26 years. He has spent 26 years of his time to serving the District without pay. He takes exception to the greed comment. The Board represents the voters of this town. They voted for the bond approval and all of the improvements were approved by the voters of the town. The children benefits by the contribution through the real estate taxes of every resident of this town.

Mr. Dibble commented that the State allows us to increase the budget by 2%. If we give every employee a 3% increase, it doesn't leave a lot left for other expenditure increases. No one here is greedy. In negotiations, we are engaged in a conversation, and we are trying hard to resolve this contract. The complaints should be directed to Trenton, the assemblyman's office, or your representatives. Ask why there is a 2% cap on school districts? The last time we voted in this town on a school budget, it was a 0% increase. The year before when we were able to save programs and jobs and the teachers gave back, the town voted it down. Mr. Dibble commented that we respect the teachers in our District, but we have a difficult balance between the taxpayers and the people that work here. To suggest that anyone here is greedy is falsehood.

Mr. Smith commented that the comments on Dr. Miceli's salary is inaccurate. He is the 9th highest paid in Union County, not the State, He has taken a pay cut and his salary is regulated by the State. On comments on his salary, we need to be very clear, he is not paid any more than anyone in the State, he is 9th in the County of Union. If anyone needs to see the documents, he is happy to provide it, it is all a matter of public record.

#### **Lisa Barre-Quick, Resident**

Mrs. Barre-Quick commented that she thinks we celebrate and support seniors getting up and standing up to say something. She was surprised that the Board was defensive. She commented that she appreciates what Dr. Miceli has done for this District, what the Board has done for the District, and all the opportunities they have given our children. She commented that we have a problem. We have kids that are not getting help in the morning because teachers are sticking to their contract. This is something she thinks the Board drove the teachers to doing. We have amazing smart kids that are going to do amazing things that are going to make us all proud. All that is because they are great kids, have great families, but part of that is also that we have great teachers. She commented on the band and how great it is. We have to recognize the great teachers that help our students become good musicians and good people. She comes from a labor management firm, so she understands what is going on as far as contract negotiations. She talked about the time when

the teachers gave up to save programs. She talked about the budget and Chapter 78. She talked about a bill, which will impose on the board with contributions of 3%, 4% or 5% similar to Chapter 78. She suggests the Board find a way to end the contract negotiations. She commented that not only the teachers are being impacted, the children are being impacted. Student emails are getting auto replies when they send emails to their teachers. The teachers are being forced to do this and the board needs to find a way to end this.

**Valerie Kelleher, NP Resident**

Mrs. Kelleher commented that she had kids in the District for 19 years. The teachers have stayed after school to help her child catch up when they were sick. We have to find a way to get the teachers some kind of relief because now the kids are suffering. The teachers are not available and now our kids are suffering. Things have to be said over and over until something is done.

**Deborah Leonard, New Providence Teacher, Resident**

Mrs. Leonard commented that she has had a lot of the board's kids. She commented that she reviewed her old contract and salary guide. She commented that she would have a greater salary if she was still on the 2002 salary guide. On the current salary guide, her gross salary is \$3,000 less today when you include the contribution she is paying.

**Donna Zane, New Providence Resident**

Mrs. Zane commented that the last time the budget went to a vote was in 2011. She commented on the bond referendum vote. She commented that she campaigned for the bond referendum. She commented on what that bond was spent on. She remembered the phone system and the high school track. Had those items been included on the public presentation and this information was talked about, she is not confident that she would have campaigned for the bond.

Mr. Smith commented that any capital projects can be addressed with Mr. Testa. This was discussed at multiple public meetings. He suggested that she talk to Mr. Testa about any items she is questioning.

**Glen Robertson, NPHS Teacher**

Mr. Robertson commented about Martin Luther King day being a professional development day for staff. He would like, in the future, if the Board would consider to look at it as not a workday for staff and recognize this as a holiday.

Mr. Smith commented that this was a community driven decision. The kids are off so this was a day that was decided to be a day for staff development rather than giving another day off for the kids and delaying the last day of school.

**Deena Rubio, Resident**

Mrs. Rubio commented that what the teachers are asking for is within reason and asked the Board to end this. She supports the teachers and asked the board to find a way.

**Matthew Sinning, NPHS Student, Math Club President**

Matthew commented about the clubs. He wants to know if there is some kind of middle ground. The clubs are not meeting after school, so they are meeting during professional period and it is very useful. The drawback is that a lot of kids do not attend because it is also their lunch periods. He asked if this practice can be included on the morning announcements, so that the students will be aware of it. Emails are not working because the kids are getting inundated with emails so it's harder to keep up, and most kids do not look at their emails.

Mr. Smith asked the student to talk to Mrs. Zirpoli.

Matthew commented that the clubs are very important. He commented on taxes in New Providence. He commented that personally he and his parents love this town, it may not be feasible to stay, but they do not mind because it is a great town. There is possible compromises on agreements and his parents really want to see an agreement made between the teachers and the Board.

Mr. Smith commented that a lot of what happens in negotiations we cannot share in public. This Board is working very hard towards that goal. They all recognize the great staff we have in this District. No one on this Board gets any financial reward for coming in at on a smaller salary increase. We are working very hard and hope to get this resolved as soon as we can.

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

**CLOSED SESSION**

Mr. Krauss moved to adopt the following resolution:

This body shall on December 13, 2018 at 8:30 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
- 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.

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

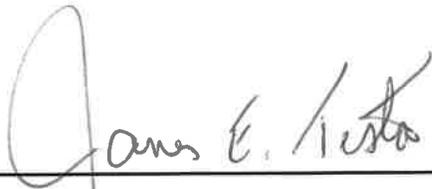
**Return to Public Session**

The Board reconvened to public session at 9:17 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 Mrs. Cuccaro, seconded by Mrs. Misiukiewicz, and carried unanimously, Mr. Smith declared the meeting adjourned at 9:18 p.m.

A handwritten signature in cursive script that reads "James E. Testa". The signature is written in black ink and is positioned above a solid horizontal line.

James E. Testa, School Business Administrator/Board Secretary  
12/13/18 Board Meeting

