

The Business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. September 27, 2018 at the HS/MS Media Center, 35 Pioneer Drive, by Mr. William Dibble.

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

Mr. Dibble led in the salute to the flag.

Mr. Dibble 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.

Comments

Mr. Dibble stated that he would hold his comments, if he decides he has any, until later in the meeting.

SUPERINTENDENT'S REPORT

Dr. Miceli reported on the District's enrollments as of September 27, 2018. At Allen W. Roberts school we have 706 students and at Salt Brook we have 648 students. With regard to kindergarten and first grade, at Allen W. Roberts we have 80 kindergarten students and 90 first grade students. At Salt Brook, we have 77 kindergarten students and 89 first grade students. The District is in good shape from a class size perspective. At the middle school we have 411 students and at the high school, 623 students. Additionally, we have 34 students receiving services outside of the district. The total District enrollment is 2,422 students. In terms of our student representative, hopefully there will be one next month because the senior class has not voted yet.

Dr. Miceli invited Mr. Richter to give the New Jersey State Assessment presentation.

2017/2018 NEW JERSEY STATE ASSESSMENT REPORT

Mr. Richter reported that the District is required within sixty days of receipt of New Jersey State Assessment scores to report on those scores to the Board of Education. Mr. Richter had provided the Board members with a report earlier in the week. Mr. Richter commented that he was presenting information relative to the test results. PARCC tests students in third through eleventh grade in Language Arts Literacy and Mathematics in order to measure the higher order of thinking skills under the New Jersey Student Learning Standards (NJSLS). PARCC established levels one through five. Level four is for meeting expectations and level five is for exceeding expectations. The New Jersey state assessments continue to show the positive results of our students.

With respect to third through sixth grade scores in Language Arts Literacy, 85% of our students met or exceeded expectations. We certainly see improvement in three out of the four grade levels when comparing this year's scores to 2017. Fourth grade is a little higher than the other grades with 92% of our students in that grade level meeting or exceeding expectations. Third grade is a little bit lower than the other grades but is still way above the state average. With regard to the middle school and high school scores for Language Arts, we have 83% of students in grades seven through ten meeting or exceeding expectations. It is worthy of note that grades eight, nine, and ten each had their best performances to date. Tenth grade had 82% percent of students passing, which was a very large increase over last year when 58% of the students in that grade passed the test. The following are a few points concerning Language Arts Literacy and what has been done in the classrooms and what will continue to happen going forward.

- Focus on Informational text- In the classroom, we will continue to work with informational texts at all levels.
- Research simulation tasks-Challenging research and writing activities will continue to be introduced in MS units.
- Reading Specialist/Early Intervention Program- this program at the elementary schools continues to show positive results.
- Updates to 1st, 2nd, 3rd, 7th, and 8th grade curricula in Language Arts Literacy, including units on: fiction, book clubs, character writing, research, and argument, were completed this summer. We should see the fruits of our teachers' hard work as those courses are updated with the new instruction this year.
- iPad integration in MS LA classes- all students started using iPads in middle school language arts classes last year and that has had a positive impact at the middle school level.
- Instructional shift with new HS Schedule- This year we will look forward to shifts in language arts literacy with the new HS bell schedule. Teachers have longer, continuous periods where they can delve deeper into reading analysis of text.
- Basic Skills, PARCC Remediation, and Title I programs- We have a number of support programs that help students at all levels with extra support in language arts literacy.

With regard to math, in third through sixth grade we had 77% of our students who took those tests meet or exceed expectations. Fourth grade performance was high with 80% of the students meeting or exceeding expectations. The overall performance in fourth grade and fifth grade has also improved since the inception of the test in 2015. With regard to the Middle school, in the 8th grade, 78% of those students met or exceeded expectations which was the

highest showing on that test to date. The performance of the eighth grade students is exceptionally noteworthy as the 78% of students does not include eighth grade students who take Algebra I or Geometry. If we in fact add in those students, 86% of the eighth grade students who took any math assessment passed this year. This is the highest that we have seen to date on such a test. Also noteworthy is the 77% of our students that passed the Algebra I test. This is the first group where the Algebra I test is a graduation requirement. This number has certainly improved over the last few years and that score is the highest to date. The percent of students passing the Geometry and Algebra II tests has also improved, although neither of those tests is a graduation requirement at this point. The following are a few points concerning math and what has been done in the classrooms and what will continue to happen going forward.

- Focus on standards for Mathematical Practice- over the last few years with curriculum and instruction there has been a large focus on mathematical practice with the integration of math into science and STEM courses at all levels.
- Workshop-oriented, differentiated approach- offered at the elementary schools.
- Online, adaptive support programs- At all levels, but most recently at the middle school and high school there has been an integration of online, adaptive support programs for students to get extra assistance in math.
- Basic Skills, PARCC Remediation, Title I programs and Summer Algebra I Remediation- A new program was offered this summer for students who took and did not pass the Algebra I test. These students were offered a remediation program over the summer. While we have not yet received the final results for the test administered over the summer, the preliminary results show that it had a very positive impact on the students who attended the program.
- Math Committee- future programs, course offerings, placement, and math opportunities for students. We are beginning to work with teachers at all levels in the area of mathematics. There is a mathematics committee that is reviewing all of our programs, all of our course offerings, placement, and basically making sure that we are providing the most and most appropriate opportunities for our students in mathematics. That work will continue this year offering us suggestions for the future.

In summary, our scores have been well above the state average in all areas and all grade levels and we look forward to getting more information from comparable school districts in addition to comparing our district to the state. Once we are able to do that we will be able to share that information with the Board as well.

Dr. Miceli commented that he looked forward to, possibly in November, having the additional results of all of the AP tests as well as SATs and some of the other data mentioned, such as results from comparable districts. Mr. Krauss questioned why 40% of 11th grade students took the LA PARCC exam. Was that because it was not a requirement? Mr. Richter commented that it was because it was not a requirement and because those students had obtained the graduation requirement via other tests. Mr. Dibble inquired about the work done by the Math Committee. Mr. Richter commented that last year Dr. Miceli, Mr. Richter, and Mrs. Rembetsy had some introductory meetings. At that time, Mrs. Rembetsy brought to their attention some things that she would like to look at relative to data concerning the number of students taking algebra at the middle school and those taking calculus at the high school. Mrs. Rembetsy also addressed feedback she has received over the years from teachers and parents about the need

to continue to look at what we are doing to give the best math opportunities to our students. After the preliminary discussions, we decided to start a committee that met for the first time in February and then had two subsequent meetings in April and May. The committee, comprised of K to 12 teachers, started to look at and discuss research and scholarly articles. The committee was developed to talk about where we would like to see the math program go in the future and to draft a visionary statement that we will eventually finalize and share. We have our next meeting next week. There will be a few meetings each semester and that will inform what we want to do in the future as well as any programming changes that would have budgetary implications.

Public Hearing - Mr. Hough

Mr. Dibble declares a Public Hearing on the Violence, Vandalism, Substance Abuse, Weapons Offense and affirmed cases of HIB Report for incidents that occurred during Reporting Period 2 – January 1, 2018 through June 30, 2018 at 7:43 p.m.

Mr. Hough commented that the Department of Education requires all public schools to report incidents of violence, vandalism, substance abuse, weapons offense and affirmed cases of Harassment, Intimidation and Bullying. The information that he reported is for incidents that occurred from Reporting Period 2, January 1, 2018 to June 30, 2018.

District-wide, we had:

1 Incident of Violence
1 Incident of Vandalism
0 Incidents of Substance Abuse
0 Incidents of Weapons Offense

Regarding Harassment, Intimidation, and Bullying investigations:

- At the high school, Mr. Henry conducted 7 investigations. None of the investigations were affirmed as HIB.
- At the middle school, Mr. Chango conducted 22 investigations. Seven of the investigations were affirmed as HIB.
- At Salt Brook, Mr. Firetto conducted 3 investigations. Two of the investigations were affirmed as HIB.
- At AWR, Ms. Falco conducted 8 investigations. Two of the investigations were affirmed as HIB.

All of the investigations were completed within 10 days as required by law.

The incidents of HIB involved the protected categories of: race; origin; mental, physical, or sensory disability; and, other distinguishing characteristics. The discipline for the offenders included administrative detention, in-school suspension, and out-of-school suspension. Other measures taken to resolve incidents of HIB included: student/parent conferences; individual counseling; child study team intervention; referral to the I&RS committee; and, peer support groups.

Some of the trainings and programs used to promote a positive school climate included:

- The implementation of a mindfulness program
- Training on the appropriate use of social media and cyberbullying
- Health curriculum instruction and activities related to HIB
- The implementation of our district-wide character education program
- Student focus groups designed to help students deal with social and academic pressures
- Student conflict resolution
- Diversity assembly
- Pride message of the day

Mr. Dibble thanked Mr. Hough and opened the hearing for comments from the public. There were no comments.

Mr. Dibble declares the Public Hearing on the Violence, Vandalism, Substance Abuse, Weapons Offense and affirmed cases of HIB Report for Reporting Period 2, closed at 7:46 p.m..

Public Comments

Mr. Dibble opened the meeting for the opportunity for the Public to be heard (on specific agenda items) at 7:46 p.m.

There were no public comments.

APPROVAL OF MINUTES

Mr. Krauss moved to approve the August 30, 2018 Board Meeting Minutes.

Business Meeting
Closed Session

August 30, 2018
August 30, 2018

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Absent Mr. Smith

Absent Mr. Walsh

ACTION ITEMS
FINANCE ACTION

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

Board Secretary and Treasurer Reports Accepted

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

September 2018 Bills List Approved

2. Approve the payment of bills listed for September 2018, in the amount of \$3,883,939.05.

Voided Checks Approved

3. Approve the following voided checks:

<u>Voided</u> <u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
351118	2/22/18	\$878.00	11-000-262-610-01	Lost

<u>Re-issued</u> <u>Check #</u>	<u>Date</u>	<u>Amount</u>
10074	9/5/18	\$878.00

Refund of 2018/2019 Preschool Tuition Deposits Approved

4. Approve the refund of 2018/2019 preschool tuition deposits in the amount of \$295.00, to the following:

Guangru Zhang
Milan Khitiwada
Jordan Jones

MUJC Transportation for Athletics, Extra-Curricular, and Field Trips for the 2018/2019 School Year Approved

5. Approve Morris-Union Jointure Commission for athletics, extra-curricular, and field trip transportation for the 2018/2019 school year:

54 Passenger Bus	\$76.50/hour
Other Vehicles	\$72.42/hour

Sundays/Holidays: 24 Passenger \$87.72/hour
 54 Passenger \$98.94/hour

No Show (No Cancellation) Fee \$100.00

**Joint Transportation Agreement with MUJC for
 the 2018/2019 School Year Approved**

6. Approve the Joint Transportation Agreement in conjunction with Morris-Union Jointure Commission for the 2018/2019 regular school year, as stated below:

<u>Route</u>	<u>Total Route Cost</u>	<u>Aide Per Diem Cost</u>
913	\$37,355.80	\$ 88.29
916	\$18,947.44	\$ 0.00
918	\$88,227.31	\$ 154.51
920	\$34,481.82	\$ 44.00
928	\$30,259.47	\$ 72.03
934	\$50,321.77	\$ 98.10
943	\$53,445.60	\$ 91.97
945	\$57,015.85	\$ 147.15
948	\$42,331.67	\$ 63.76
962	\$35,311.71	\$ 71.12
966	\$56,388.47	\$ 98.10
992	\$59,400.40	\$ 0.00

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Absent Mr. Smith

Absent Mr. Walsh

FACILITIES ACTION

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

**Swimming Pool Usage Agreement with Berkeley Aquatics Club
for the 2018/2019 School Year Approved**

1. Approve the Swimming Pool Usage Agreement between Berkeley Aquatics Club and the New Providence Board of Education for the 2018/2019 school year.

2018/2019 Integrated Pest Management Plan Approved

2. Approve the 2018/2019 Integrated Pest Management Plan for the New Providence School District. (copies in the hands of each Board member)

Change Order for C&M Door Controls, Inc. Approved

3. Approve the following change order:

Vendor: C&M Door Controls, Inc.
20 Markley Street
Port Reading, NJ 07064

<u>Change Order #</u>	<u>Description of Change Order</u>	<u>Amount</u>
2	Door hardware and locks for AWR, HS/MS and Salt Brook	\$58,165.00

**Borough of New Providence's Submission of Safe
Route to Schools Grant Application Approved**

4. Approve the Borough of New Providence's submission of a Safe Route to Schools Grant application to improve certain pedestrian areas along school routes.

**Disposal of Auto Scrubber and Rug Shampooer
From AWR Approved**

5. Approve the disposal of one (1) Clarke Auto Scrubber and one (1) Sanitaire Rug Shampooer at Allen W. Roberts School, which are broken and no longer able to be used. (EXHIBIT A)

**Disposal of Passenger School Bus Van From The
Maintenance Department Approved**

6. Approve the disposal of one (1) 2005 Ford 7 passenger school bus van, from the Maintenance Department, which is no longer deemed useful for school needs. (EXHIBIT B)

**Anonymous Donation of Echo Exercise Bikes
To The High School Approved**

7. Approve the generous anonymous donation of Echo exercise bikes to the high school Athletic Department, valued at \$1,500.00 (EXHIBIT C)

**Disposal of Malfunctioning Workout Bikes And Portable
Volleyball Standards at the High School Approved**

8. Approve the disposal of two (2) malfunctioning workout bikes and six (6) worn down portable volleyball standards at the high school, which are no longer deemed useful for school needs. (EXHIBIT D)

**New Providence Board of Education School Safety
Plan for 2018/2019 School Year Approved**

9. Approve the New Providence Board of Education School Safety Plan for 2018/2019, AS PER Superintendent's Memo #4 in the hands of each Board Member.

Seconded by: Mr. Dinerman

Mr. Krauss commented that we have an anonymous donor for exercise bikes. Mr. Krauss recognized all of the wonderful contributions that we get for our district.

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Absent Mr. Smith

Absent Mr. Walsh

EDUCATION ACTION

Mr. Dinerman, Committee Chairperson, moved to approve Items 1 through 11 as listed below:

**Recommendations of the Superintendent Regarding
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>
Districtwide	1

2018/2019 School Resource Officers Approved

2. Approve the following 2018/2019 School Resource Officers that are employed by the Borough of New Providence, and who will be partially funded by the Board of Education:

Michael Carlino	New Providence High School/Middle School
Michael Delia	Allen W. Roberts School
Dan Lorimor	Salt Brook School

Curriculum Guides Approved

3. Approve the following curriculum guides as per Superintendent's Memo #5 in the hands of each Board member:

STEM

STEM, Grade 1	New
STEM, Grade 2	New
STEM, Grade 3	New
STEM, Grade 4	New
STEM, Grade 5	New
STEM, Grade 6	New
Programming & Innovation, Grades 9-12	New

World Language

Italian 1, Grades 9-10	Revised
Italian 2, Grades 10-11	Revised

Health & Physical Education

Health, Grade 1	Revised
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Social Studies

Social Studies, Grade 1	Revised
Social Studies, Grade 2	Revised

Gifted and Talented

Gifted and Talented, Grade 4	Revised
Gifted and Talented, Grade 5	Revised
Gifted and Talented, Grade 6	Revised

Arts

Tech & Construction, Grades 10-12	Revised
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Curriculum Guide Updates According to QSAC Approved

4. Approve the curriculum guide updates made according to new state regulations (QSAC), including New Jersey Student Learning Standards, Scope and Sequence, and Integrated Accommodations and Modifications for students with IEPs and 504 plans, English Language learners, and Gifted and Talented students as per Superintendent's Memo #6 in the hands of each Board member. (EXHIBIT E)

Educational, Social, Psychological, and Speech and Language Evaluations and Home Instruction by Union County Educational Services Commission Approved

5. Approve educational, social, psychological, and speech and language evaluations by Union County Educational Services Commission @ \$420/evaluation, home instruction @ \$67/hr, and related services (speech, O.T., counseling) @ \$100/session.

Enrollment of Students at Middlesex County Vocational/ Technical High School for the 2018/2019 School Year Approved

6. Approve the enrollment of Students #1281 and #1241074 at Middlesex County Vocational/Tech High School at a tuition cost of \$10,000 each, effective 9/6/18, for the 2018/2019 school year.

Enrollment of Students at Hunterdon County Polytech School for the 2018/2019 School Year Approved

7. Approve the enrollment of Students #10027 and #1240443 at Hunterdon County Polytech School at a tuition cost of \$9,155 each, effective 9/5/18, for the 2018/2019 school year.

Enrollment of Student at Cedar Hill Elementary School for the Extended School Year and for the 2018/2019 School Year Approved

8. Approve the enrollment of Student #11997 at Cedar Hill Elementary School (Bernards Twp Public) for extended school year 2018 (7/9/18 thru 8/9/18) at a tuition cost of \$5,082, and effective 9/6/18, at a tuition cost of \$49,710, for the 2018/2019 school year.

**Enrollment of Student at Somerset County
Vocational/Technical High School for the
2018/2019 School Year Approved**

9. Approve the enrollment of Student #1280 at Somerset County Vocational/Tech High School at a tuition cost of \$11,300, effective 9/6/18, for the 2018/2019 school year.

Settlement Agreement for Student #10607 Approved

10. Approve the settlement agreement for Student #10607, copies in the hands of each Board member.

**Additional Field Trip to Thomas Edison
National Historical Park for the 2018/2019
School Year Approved**

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

Thomas Edison National Historical Park - West Orange, NJ
Ellis Island – New York Harbor

Seconded by: Mr. Krauss

Mr. Dinerman thanked the public and the administration. Last spring we had a public meeting about school security and there were three proposed actions. Hiring the School Resource Officers was the first step taken to ease concerns about student safety. The administration and the Board listen to the public and, while we cannot do everything, we can do some things and this was the first step.

Mr. Dinerman further commented that there is a lot of curriculum being approved. He wanted to thank Mr. Dibble and Mrs. Misiukiewicz on the curriculum committee. Curriculum is what the system does. Teachers write it and it has to be approved by the Board. The Board's process is to read the curriculum. Sometimes a curriculum is ten pages and sometimes it is sixty pages. Sometimes it is first grade material and sometimes it is twelfth grade biology, advanced biology, and calculus. It is a lengthy process and his colleagues put in a lot of time and he thanked them.

Dr. Miceli echoed Mr. Dinerman with respect to his comments concerning students and parents and the school security issues raised last year. Dr. Miceli introduced the three officers present who will be the School Resource Officers. The officers have been in the school since the beginning of September. He thanked Chief Buccelli for all of his assistance in this program and for supporting the schools. Dr. Miceli also thanked the Borough Council because they have significantly contributed to this program by paying for half of the costs for the officers to be here on a daily basis. Dr. Miceli welcomed Officers Carlino, Delia, and Lorimor and thanked them

for contributing to this program and for looking out for the safety of our students and our staff. There has been nothing but positive feedback. Further, Dr. Miceli thanked Mr. Richter, the department heads, and all of the teachers for all of the work that they put in on the curricula. As Mr. Dinerman indicated, quite a lot of work went into the curricula that you see on the agenda.

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>Absent</u> Mr. Smith
<u>Absent</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. Colleen Cortese, long term substitute teacher, \$23,144 * (base \$68,069 *), effective 9/18/18 thru 12/31/18
 - b. Victoria Resnick, long term substitute guidance counselor, \$58,920 * (base \$66,955 *), effective 10/10/18 (subject to criminal history review procedures)
 - c. Kathryn Mangel, District Communications Coordinator, \$50/hr, effective 10/1/18 (subject to criminal history review procedures)
 - d. Leah Russo, home instructor
 - e. Randall Pratt, home instructor
 - f. Ilze Kancans, home instructor
 - g. Wendi Kane-Millard, MS Student Council Co-Advisor, \$983 *
 - h. Leah Russo, MS Student Council Co-Advisor, \$983 *
 - i. Michael Giordano, MS STEM Club Co-Advisor, \$983 *
 - j. Holly Pizzonia, MS STEM Club Co-Advisor, \$983 *
 - k. Michael Giordano, Technology Club Co-Advisor, \$983 *
 - l. Holly Pizzonia, Technology Club Co-Advisor, \$983 *
 - m. Leah Russo, MS Title I Language Arts Teacher, 7th grade, 70 hours @ \$54.87/hr *
 - n. Christina Suczewski, MS Title I Language Arts Teacher, 7th grade, 70 hours @ \$54.87/hr *

- o. Alessandra Finis, MS Title I Language Arts Teacher, 8th grade, 70 hours @ \$54.87/hr *
- p. Alicia Gregorio, MS Title I Language Arts Teacher, 8th grade, 70 hours @ \$54.87/hr *
- q. Jenna Stickle, MS Title I Language Arts Coordinator, 70 hours @ \$54.87/hr *
- r. Marla Malinauskas, MS Title I Mathematics Teacher, 7th grade, 140 hours @ \$54.87/hr *
- s. Gina Bellitti, MS Title I Mathematics Teacher, 8th grade, 70 hours @ \$54.87/hr *
- t. Holly Pizzonia, MS Title I Mathematics Teacher, 8th grade, 70 hours @ \$54.87/hr *
- u. Susan McGeechan, MS Title I Mathematics Coordinator, 70 hours @ \$54.87/hr *
- v. David Goldstein, HS Title I Language Arts Coordinator, 46 hrs @ \$54.87/hr *
- w. David Goldstein, HS Title I Language Arts Teacher, 76 hrs @ \$54.87/hr *
- x. Kathryn Axt, HS Title I Language Arts Teacher, 76 hrs @ \$54.87/hr *
- y. Glen Robertson, HS Title I Language Arts Teacher, 76 hrs @ \$54.87/hr *
- z. Susan Rembetsy, HS Title I Mathematics Coordinator, 47 hrs @ \$54.87/hr*
- aa. Peter Schaefer, HS Title I Mathematics Teacher, 76 hrs @ \$54.87/hr *
- bb. Susan Rembetsy, HS Title I Mathematics Teacher, 76 hrs @ \$54.87/hr *
- cc. Michele Testa, Title I - AWR FastForward Coordinator & Teacher, Oct-April, 55 hrs @ \$54.87/hr *
- dd. Sharon Licari, Title I - AWR FastForward Teacher, Oct-April, 35 hrs @ \$54.87/hr *
- ee. Katherine Blanco, Title I - AWR Lexia Coordinator, Oct-April, 21 hrs @ \$54.87/hr *
- ff. Ilana Zaslavsky, Title I - AWR Lexia Primary Teachers, Oct-April, 27 hrs @ \$54.87/hr *
- gg. Maria Savino, Title I - AWR Lexia Primary Teachers, Oct-April, 27 hrs @ \$54.87/hr*
- hh. Katherine Blanco, Title I – AWR Literacy Intervention Coordinator, Oct-April, 8 hrs @ \$54.87/hr *
- ii. Sharon Licari, Title I - AWR After-School Literacy Intervention Teachers, Oct-April, 6 hrs @ \$54.87/hr *
- jj. Kristin Witte, Title I - AWR After-School Literacy Intervention Teachers, Oct-April, 6 hrs @ \$54.87/hr *
- kk. Brandee Conover, Title I - AWR After-School Literacy Intervention Teachers, Oct-April, 6 hrs @ \$54.87/hr *

- ll. Jennifer Limone, Title I - Reflex Math Coordinator, Oct-April, 15 hrs @ \$54.87/hr *
- mm. Susan Shallcross, Title I - Family Math Night Coordinator, January – February, 15 hrs @ \$54.87/hr *
- nn. Jennifer Limone, Title I - Family Math Night Teacher, February, 6 hrs @ \$54.87/hour *
- oo. Brandee Conover, Title I - Family Math Night Teacher, February, 6 hrs @ \$54.87/hr *
- pp. Lisa Hopkins, Title I - 6th Grade LA After-School PARCC Teacher, January-April, 10 hrs @ \$54.87/hr*
- qq. Sharon Licari, Title I - 6th Grade LA After-School PARCC Teacher, January-April, 10 hrs @ \$54.87/hr *
- rr. Susan Shallcross, Title I - 6th Grade MATH After-School PARCC Teacher, January-April, 10 hrs @ \$54.87/hr *
- ss. Brandee Conover, Title I - AWR Audiobook Coordinator, Oct-April, 10 hrs @ \$54.87/hr *
- tt. Kelley Fahey, Title I - Data Entry, 10 hrs @ \$54.87/hr*
- uu. Sharon Licari, Title I – Substitute Instructor Fast Forward/Lexia/PARCC LA-Math (hours to be take from above positions, no additional costs)
- vv. Ilana Zaslavsky, Title I – Substitute Instructor Fast Forward/Lexia/PARCC LA-Math (hours to be taken from above positions, no additional costs)
- ww. Kristin Witte, Title I – Substitute Instructor Fast Forward/Lexia/PARCC LA-Math (hours to be taken from above positions, no additional costs)
- xx. Samantha Goodstein, Title I – Substitute Instructor Fast Forward/Lexia/PARCC LA-Math (hours to be taken from above positions, no additional costs)
- yy. Brandee Conover, Title I – Substitute Instructor Fast Forward/Lexia/PARCC LA-Math (hours to be taken from above positions, no additional costs)
- zz. Sandra Timmermann, Title III, ESL Teacher, 9 hrs @ \$54.87/hr *
- aaa. Heather Maguire, Title III, ESL Teacher, 9 hrs @ \$54.87/hr *
- bbb. Deborah Leonard, Title III, ESL Teacher, 9 hrs @ \$54.87/hr *
- ccc. Lucy Richards, Title III, ESL Teacher, 8 hrs @ \$54.87/hr *
- ddd. Michael McTernan, substitute teacher
- eee. Helen Gabara, substitute teacher
- fff. Charles Muller, substitute teacher

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

Resignations Approved

2. Accept the resignations of the following employees :

- a. Mary Walker, teacher aide, effective 10/28/18

- b. Peter Soccodato, maintenance, effective 12/31/18, due to retirement
- c. Vanessa Senger, playground/lunchroom aide, effective 6/30/18
- d. Carol McCabe, school nurse, effective 11/19/18 due to deferred retirement

Revisions for the 2018/2019 School Year Approved

- 3. Approve the following revisions for the 2018/2019 school year:
 - a. Heather Maguire, teacher, from .6 time (\$43,662 *--base \$72,770 *), to .67 time (\$48,756 *--base \$72,770 *), effective 9/1/18
 - b. Kristy McCauley, guidance counselor, from Step 10, Column V (\$76,161 *), to Step 10, Column VI (\$79,010 *), effective 9/1/18, due to course credits
 - c. Michelle Hoogerhyde, teacher, from Step 5, Column III (\$62,694 *), to Masters, Step 5, Column IV (\$64,995 *), effective 9/1/18, due to course credits
 - d. Brittany Miller, teacher, from Step 3, Column IV (\$62,570 *), to Step 3, Column V (\$64,737 *), effective 9/1/18, due to course credits
 - e. Nicholas Sommo, teacher, from Step 2, Column III (\$59,145 *), to Masters, Step 2, Column IV (\$61,415 *), effective 9/1/18, due to course credits

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

Ratification of the Agreement Between the Board of Education and The NP Custodian and Maintenance Association for The Period July 1, 2018 through June 30, 2021 Approved

- 4. Approve the ratification of the agreement with the New Providence Custodian and Maintenance Association for the duration of July 1, 2018 through June 30, 2021. The Board President and Board Secretary are authorized to execute the final agreement.

Seconded by: Mr. Dinerman

Mrs. Cuccaro commented that there were fifty-eight appointments, four resignations, and five revisions along with ratifying the agreement between the custodial staff and the Board for the duration of July 1, 2018 through June 30, 2021.

Dr. Miceli commented that we have been in the process of finding a District Communications Coordinator and we have hired Mrs. Katie Mangel. Katie comes to us with a background and professional career in marketing and advertising. She graduated from Penn State with a degree

in marketing and advertising. Katie has also been a large part of our community in voluntary leadership positions. She is very involved with the culture here. Dr. Miceli introduced and welcomed Katie Mangel.

Additionally, Dr. Miceli recognized individuals retiring from the District. First, Mr. Soccodato who has been working in our maintenance department for the past 23 years was recognized. Second, Dr. Miceli recognized Mrs. McCabe who has been a nurse here at the High School/Middle School for the past 17 years. Unfortunately she is leaving us and moving to Florida. Dr. Miceli congratulated them both on their retirement.

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>Absent</u> Mr. Smith
<u>Absent</u> Mr. Walsh	

BOARD POLICY

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

1. Approve the following Policies and Regulations on second 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) |

Seconded by: Mrs. Misiukiewicz

Mr. Krauss commented that these policies were discussed when on the agenda for the first reading. Mr. Krauss further commented that Mr. Hough has given him an updated Policy No. 5512 on Harassment, Intimidation, and Bullying and it is twenty-four pages. The old policy was eighteen pages. The parents have to sign off on this policy stating that they understand it and have read it. To Mr. Krauss, that is like signing off on the Facebook policy. No one reads it, it is

just too long. Mr. Krauss has asked Mr. Hough to work with council to shorten the policy, so that it is really just the policy and is understood by the public. This policy is required by the state. Mr. Dibble questioned whether we are responsible to get all parents to sign off on this policy. Mr. Krauss stated that the parents sign off on a number of agreements. The agreement just states that the parents have read the agreement. That does not necessarily mean that the policy has been read. There were no questions.

Roll Call Vote:

Yea Mrs. Cuccaro

Yea Mr. Krauss

Yea Mr. Dibble

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Absent Mr. Smith

Absent Mr. Walsh

COMMITTEE REPORTS

Curriculum, Instruction and Technology

Mr. Dinerman, Committee Chairperson, reiterated his comments on curriculum.

Finance, Facilities and Safety/Security

Mr. Krauss, Committee Chairperson, commented that he had nothing to report.

Personnel, Management and Communication

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

OLD BUSINESS

Mr. Dibble commented that there was no Old Business to discuss.

NEW BUSINESS

Mr. Dibble commented that there was no New Business to discuss.

PUBLIC COMMENTS

Mr. Dibble opened the meeting to the Public for comments at 7:57 p.m.

Matthew Sinning
72 Madison Avenue

Matthew is a 12th grader at the high school and commented on a few things that he has seen coming into the new year. A lot of work has been done and he is very thankful to the Board for all of that work. He supports the police officers in the school. He knows a few of them from the sociology course that he took. They have a five day workshop where he met some of the officers and it is very nice to have them there. We also have the new partitions in the bathroom and that is a very nice addition. From last year, however, two of the stalls in the boys' bathrooms are still broken. One is in the athletic wing and one is in the social studies wing by the doors. The locks need to be fixed and he would appreciate if they could be fixed. Matthew was also wondering if they finished fixing malfunctions to the audio system because there were problems during the lockdown practice. Some classrooms did not get the second announcement. Mr. Dibble stated that the problem was addressed. Matthew further commented on the lockdown policy. He is personally a 12th grader with an open lunch where he is able to leave the school. The high school principal discussed, during the first meeting with students leaving at lunch time, that if, when returning from lunch, the light at the door of the high school is flashing, then a lock down drill is in progress. The students are to leave the area of the building and find a way to text a student still in the building to determine when the lockdown ends or to be notified when the lockdown ends. Matthew does not feel that system is very helpful. Sometimes he goes to lunch alone and, just like everyone else, maybe he forgets his phone or does not have it charged. Announcements are sent to the students by email every day. Something like that could work since the system is already in place. Currently, the system is if you do not come back from lunch, whether you knew the lockdown was over or not, you will get suspended from open lunch. It is not readily available to all students in all circumstances to contact another student in the building. He understands the fear that some students may skip school for two hours in the event of a lockdown. He wants to make sure that he won't be punished if he doesn't get back because he was not aware the lockdown was over. Mr. Dibble said that it is always good for the school to review policies and procedures from time to time. This policy will be reviewed. Finally, Matthew commented that we have many clubs at the high school. With the new schedule, we start school later. The announcements are now emailed. He knows they are available to all students, but not all students check the emails regularly unless they are looking for something. Matthew is a very responsible student and he does not always check the announcements. If you are a ninth grader you might not check the announcements on your iPad. The students don't always learn about clubs and turnout for clubs is currently low. If we could somehow, during professional period or right before people are leaving, give the announcements through the audio system this would be helpful, especially to new students. Mr. Dibble said that Matthew raises an interesting point. We all rely on technology so much and there are other forms of communication. He will pass on the suggestion. Matthew congratulated the Board on a great year and wishes the best to the school.

Erin Brennan
High School Math Teacher

Mrs. Brennan is a math teacher at the high school with a master's degree in statistics. This is her 26th year teaching in district.

In light of the impasse that we find ourselves in negotiating the teachers contracts, I want to share my personal experiences. She thanked the overwhelming community support that the teachers have tonight with both students and parents coming to the meeting. During the past eight years, I have received on average a \$950.00 per year salary increase. So if it is rounded up and made a \$1,000.00, it amounts to \$100.00 per month, or \$50.00 a paycheck, before taxes, health care contributions, and pension contributions. I am sure that we can all agree that that is well below any cost of living increase over the past eight years. In fact, I am losing money by continuing to work in district. I certainly did not become a teacher to get rich. I do not think that any of us did. But I certainly expected to be able to keep up with the cost of living and to be able to save for my own children's college education. Neither of those things is possible right now and it won't happen in the future unless we have a fairly negotiated contract with an equitable salary increase and chapter 78 relief. That being said, for the past eight years I have continued to come in early and to stay after school to help my kids. I tutor in the morning and after school. I made sure I make myself available for the extended time mandated by state law for 504 and IEP students. I have met the challenges of iPad integration and PARCC assessment which we all know is pretty challenging. I have written over one hundred college recommendations and I maintained a 100% passing rate for the AP Calculus test for the AP class. Most of those students received 4s and 5s on a highly rigorous national exam. I have gone above and beyond my contract obligations throughout my entire career. I think that I have made very positive contributions toward our number 9 ranking this year, which everyone is very proud of. Sadly, I have also watched several friends and colleagues leave the district recently because it is not financially viable to stay here anymore. I cannot understand why the Board of Education will not negotiate for a fair and equitable salary increase with chapter 78 relief when there are resources that can be explored to meet those needs. I cannot understand how the mediation session lasted less than three hours. That is not a negotiation, that is a dictatorship. People have told me in this situation that I should not take things personally. That is not true. I do take it personally. I think it is personal from the newest teacher that was hired this year all the way up to the teacher who is going to retire this year. It is very personal and I hope that we can find the light at the end of this tunnel. Thank you for your time.

James Vopal
Salt Brook Math Teacher

Mr. Vopal thanked the community at large for the support that they have shown everyone here and in all of the buildings. It is very appreciated. We come to school every day looking forward to teaching your children and we really appreciate all of the support.

In my 21 years we have achieved a great deal here in New Providence. We achieved the number one ranking as the top school district in New Jersey, we currently hold the number nine ranking, and we are consistently ranked within the top twenty school districts in New Jersey. We have all played a significant role in that achievement from the superintendent all the way down. Our success is not because of one person, or two or three people. Our success is due to the collaborative efforts of everyone from administrators to teachers to special education staff to aides to secretaries to our custodial staff. Everyone plays a role. Dr. Miceli was rewarded for these efforts and his compensation is the second highest in Union County for his contribution to those efforts. Now, I am a realist and I know that as a teacher we will not be compensated as the second highest in terms of median salary in Union County. I know this. However, there should be some reflection of all of our hard work as we share in that achievement as well. To

put things in perspective, the median staff pay in New Providence is in the bottom half of the State of New Jersey at number 157. Elizabeth is the only district in Union County in the top 50 at number 48. At the July 12th Board meeting, it was stated and I quote, "I think the Board issued a statement about a month ago that the average pay for a teacher in this district is well within the market value in this state for what teachers make. We pay equitably, we pay fairly." Is the bottom half median teachers' salary fair market value? I don't know of anyone in this room who would agree with that statement. I would also like to share with you this evening my personal experience that I began to share with you at the July Board meeting. In keeping with the sheet that was handed out to all of us on September 4th that we had to read. It calculated monthly health and dental insurance contributions. Right now I am in the Managed Choice POS plan that for a family costs \$2,705.67. According to the formula listed on the bottom you multiply that by 12 and that is \$32,466.04 and that is what the Board of Education pays for me personally. We are in year four of our tiers and I have to pay 32% so I pay \$10,389.77 for this year. That is what I will be paying for health insurance. That is divided by 10 months and that is \$1,038.97 per month. We also received an email stating that our health insurance was going to go up 10% from last year yet our salaries are frozen until the end of negotiations. So when taking all of that data into consideration, this year without a raise, I am paying \$10,389.77. Last year in the 2017-2018 school year I received a \$500.00 raise and I paid \$9,819.20 toward health insurance. The year before that, 2016-2017, I also received a \$500.00 raise and again I paid \$9,819.20 toward my health insurance. So in that three year total I received a \$1,000.00 raise and I've contributed to my health insurance \$30,028.17. I ask the Board, how can someone live off of that. Every year I take home less and less. I am not the only one in this district. There are many other staff members in this district in a very similar situation and some who are worse off than I am. I should not have to have five jobs outside of school to make ends meet. As the major breadwinner in my family, I have a responsibility to my family which is why I am here tonight because I think that it is important for you to know where I am coming from and the difficulties that I have with respect to the lack of appropriate salary increments that we should have here in New Providence. Because we are all in this together. We all achieved. There is no one greater being than anyone else. I think that what is really important about everything that I have mentioned is that there is relief and relief has come in certain districts in Union County such as: Westfield, Elizabeth, Plainfield, Linden, and the Vocational Schools have all achieved chapter 78 relief. Now we set the standard in a lot of things across the state here in New Jersey. Why can't we set the standard there? It's disheartening as an educator. We have seen the things on tv about what is going on and it is hard to be an educator. I think you know that. It is not easy. In this district I am going to quote Mr. Niedziejko because what he says is so spot on about what we are here in New Providence. "We have a tradition of excellence here in New Providence. We are the pride and class." So I hope that you get a sense of where I am coming from in terms of my personal financial struggles because it is not just me, it's all of us in one way, shape, or form and I think that it is important that you understand that. I don't think too many people do. The second thing that I want to circle back to is something that I discussed in May with respect to guidance counsellors. I noticed that you have updated policy number 5350 which deals with suicide prevention. I am curious if there has been Board discussion about hiring more guidance counsellors and was this state mandated that this had to be updated. Mr. Krauss stated that the update was state mandated. Mr. Vopal asked whether there has been any discussion of the Board to add some guidance counsellors to the staff.

Mr. Dibble stated that he has had discussions with the new Director. He welcomed her to the District and asked her to take her time to get to know this place because it is a special place.

He told her that the Board has always been very supportive of a lot of efforts in this area. The position was increased from 10 ½ months to 12 months. Mr. Dibble always felt that it was necessary for students going to college. Mr. Dibble asked Mrs. Shadis to think about things and get back to the Board and let us know where she thinks that there are staffing needs. So there was a dialogue. He appreciated Mr. Vopal's comments a few months back and he had discussed them with Mr. Vopal. We expect the administration to look into it. Mr. Vopal commented that he agrees with Mr. Dibble that this is a special place.

Mr. Dibble commented that these meetings are very awkward. He appreciates the comments and he does want to address a few points. The Board are not dictators and they are not trying to squeeze every penny out of anybody's pocket. A lot of what the school systems are dealing with in this state is directly related to what the folks in Trenton have done. We can talk about that later. When Mr. Vopal talks about the ranking of 157, that ranking is out of 691 districts. About 30 of those districts don't have any people in them, so we are out of about 590. So it is 157 out of 590. That is not where Mr. Dibble wants to be but it is not as draconian as suggested. The Board will continue to work on this. The teachers need a fair and equitable contract.

Mr. Vopal commented that he wanted to clear up that he was using K to 12 districts and not K to 8 districts because that is a totally different set of numbers.

Pat Moschetti
50 Sherwood

Mr. Moschetti addressed two topics, one on athletics and one on the salaries. He usually comes during the spring meetings with the same question for the last ten years. Where did the High School Varsity Girls softball team play their home games last spring and who made that decision? Mr. Dibble commented that he believed that the team played at the same place, Allen W. Roberts. The coach and the team decided to play at AWR and the recommendation was accepted by the athletic director. Mr. Moschetti commented that the coach decided to play at Roberts' field, this was not a policy decision. The reason that he has brought this up for the last ten years is because we spent a lot of money for the softball field and we never use it. He wanted to keep this in the public's attention. The second topic he addressed is the teachers' salaries. About seven years ago the starting salary for a new teacher in New Providence with a general ed degree and no experience was \$50,000.00. What is that starting salary today? Mr. Dibble looked at the salary chart and stated that the salary is currently \$55,229.00. Mr. Moschetti commented that he raises this because to most 22 year olds coming out of college with zero work experience, \$55,000.00 is an interesting number. For the last few years there have been debates in the education field that we should not pay people for the years of service but based on their ability and their performance. Do we still have longevity pay in New Providence? Mr. Dibble stated that we do. Mr. Moschetti commented that in the current scheme of negotiations is this an issue? He stated that at one point there was \$40,000.00 in longevity pay. He is suggesting that money be moved from point A to point B and maybe stop the longevity pay and put it toward salaries.

Sarit Radak
140 Maple Street

Sarit is a 12th grader at the high school. He wishes to congratulate the Board and the administration as a whole that the high school is ranked number 9 in New Jersey. Our improvement since 2016 represents a lot of hard work that has been done. Sarit thanked the teachers. To the extent that the SATs, ACTs and AP exams are part of the equation for the rankings, he wanted to point out that he could not have done as well as he did on these exams without the teachers that helped him along the way from first grade through today. We are number 9 in New Jersey but number 157 in pay and he wants to remind the Board that this past spring when teachers took vacation time on scheduled school days the Board elected to hold teachers to their contract and reduce salaries. Teachers continue to do more than the contract requires and put in countless hours for extracurricular activities. The district is breaching the trust of the public and that leaves a bad taste. Additionally, he wanted to remind the Board that the teachers took pay cuts in 2010 and the state money is not going back to the teachers. Who wins or loses in a negotiation doesn't matter, what matters is perception and he has been speaking to a lot of adults about this in town. In the 2017 election the difference was only 136 votes. There are only 40 days to the election here and he urged the Board to consider this and give the teachers what they deserve

Holly Pizzonia
Math/STEM Teacher, Middle School

Holly Pizzonia is a math and STEM teacher in the middle school. This is her 15th year teaching and her 8th year in New Providence.

I have a special outlook on teaching, maybe different than many of my colleagues, because I have a business degree with a minor in economics and a master's degree. I started my career in the business world. I worked with statistics so I understand the numbers and I get it. I understand that the school Board is a business. The teachers are also a business. We all want what is best for us. The Board wants to make money and do what is best for our students and make the outcome of our district great which is what they have done. The teachers would like money for their own lives. I read in one of the articles on Tap In To New Providence a statement from one of the members of the Board that said the mean salary is well within other districts and it is fair. I have been teaching for fifteen years and I am not making that median salary. You can retire after 25 to 30 years so I should be halfway there. The way that we are going and the contracts have been going, I am never going to get to the top step in this district. In the business world I could get promoted for my hard work and for going up the ladder with more knowledge and education. Here I can't do that. People rely on our salaries and our steps. I do not know my exact numbers, but I am making less money than I have been in the last several years. As you will note from the agenda, my name is on there a lot for clubs. This year I am doing five clubs and Title I just to make up for the difference between my salary and paying into my insurance. I also have another job outside of school. The teachers are not standing here with a bunch of sob stories because we are martyrs. We all want to make a difference and we all work hard and do things outside of our contract. That is part of the reason that we should get a raise but it is also because of our skill and our education. In another field we would get that. So I think basically what is going on is that somewhere along the line the teachers and the Board of Education have lost trust in each other and have lost respect for each other. There are

things that you have done that we feel are disrespectful and I am sure that you feel that there are things that we have done that are disrespectful. I want to make it clear that I speak for most people here that what they have done was not done to be disrespectful. We want to show you our worth and who we are because being a teacher, I take it very personally. Being a teacher is probably the only career where it is not what we do but who we are. So we cannot take it as business where it is just another day, just another dollar. I know people in the middle school teaching six classes. That is so incredibly hard with only 3 or 4 preps and they don't get paid for that 6th class. Some teachers in the high school do get paid for the 6th class. That is just how it was negotiated. Other districts teach six classes and get paid for that class and that is something that needs to be addressed. I think that we need a fair and equitable contract. I do not think that it will be easy but I think that we need to find a way to create chapter 78 relief and some other things that we can explore. New Providence has always been a trailblazer and wanting to do more and the Board gets things done. They really do. When the Board wanted a better STEM program they got one and now that I am part of the program I see how wonderful that program is. That is partly because of the Board and partly because of the teachers. We need to work together and to start to build trust and respect for each other because it is broken. No matter what you say, I know you want that trust and respect back too because we do too. The Board has to realize this is who we are. It has been a long time that society has not respected teachers. We feel it. I have now started to see the change in society. Parents in this community are behind us. I am not on the negotiating team but I want to build that bridge and it is not just me, there are other people too. We want it to be fair and we want to take care of our families and our kids. By "our kids" we mean the students and our own kids. I don't want everyone to think that this is some sob story of "woe is me." It is not. We deserve it for our dedication and our hard work and our education.

Mr. Dibble commented that he does not want to be dismissive, but he is on the negotiating team and has the task of leading that so he does talk to Chris and these folks. He commented that sometimes perception is interesting. He has nothing but trust for every single person on that committee. We have had some interesting discussions. We come at things a little differently. In 2010 when we had a problem, this educational community was the only one that opened their contract and took less. Now some will argue that the teachers got benefits from that action. They did. They got an extra year that they did not have to pay insurance right away. But they were the only ones in the State of New Jersey that opened their contract to save jobs. This Board understands that and we remember that. We also have issues with the folks down in Trenton creating some problems for us, but I assure you that we are trying to do everything that we can to get this done so that it is fair and equitable. If other people have issues on trust, and sometimes people do say things about trust, this community, the negotiating community does not mistrust anyone there and we have a nice sharing experience and we will continue to do that. As far as "whining" or however it was described, he does not think that anything said tonight is a whine or a complaint because he thinks it is important for the Board to hear from you and what people think.

Mrs. Pizzonia said she wanted to end on a positive note and point out that these people that she works with, especially in the middle school, are not only my coworkers, but my friends and we really have a special bonds. We are a family. They are the people I pick up the phone to call if I am having a bad day no matter what time it is. Whether it is summer and whether I see them or not. I really think that is part of what makes New Providence great. She wants everybody in her family and in this district to be happy and to succeed and to do what is best for everyone.

Kimberly Brodeur
14 Morehouse Place

Kimberly Brodeur is the spouse of a New Providence High School teacher and she has two children at Salt Brook school.

My children walk through the same hallways that I walked through, that my husband walked through, that my sister walked through, and all of my family walked through. I am a proud pioneer. From the time I entered kindergarten here through my senior year here at New Providence High School, I have always respected my teachers. I have instilled in my children that it is their job to do as the teachers asked. Even if they don't agree with what their teacher is asking them, it is their job to do as they are asked. It shows respect. The teachers in our town, as well as many surrounding towns, are highly educated individuals that should be paid accordingly. This shows respect. My husband happens to be one of the teachers now fighting for a fair contract in the district of New Providence. He is fighting for the respect of the members of the New Providence Board of Education. The same respect that was once had for all of our teachers. I support my husband. I stand beside him and support his efforts with regard to the contract. I respect my husband. Many of you know him. He has worked his entire life in the educational field. He teaches, he guides, he leads not only his own children but many other children down paths that they may not have otherwise taken on their own. He nudges them and pushes them and gets them where they need to go. He gives up so much time for his school children. Sometimes his school children receive more time than his own children at home. He has two sons, ages eleven and eight, who worship and love him. He works all day at the high school and works a few more hours at night chaperoning sports and events such as chorus, art exhibits, and things like that. Not just sports. He spends more time coaching and attending meetings and writing personal college recommendations for all of his students. He helps all of the children become respectable citizens. He deserves, as well as the faculty, respect. I ask you personally to do the right thing for our faculty, our students, and our community to give our teachers a fair contract.

Lisa Barre-Quick
39 Salem Road

Lisa Barre-Quick is the parent of a senior at New Providence High School. In the rest of her life she is a management side, labor employment attorney.

The best testament to the teachers in this district are the students that you heard tonight. I almost did not want to speak after them. They are here instead of out doing other things. I remember 2010 and as parents what we thought when the G&T program and music program and other things that we cared about and that made our school so amazing and makes this district so special were going to go away. I watched districts across the state where that happened. But our teachers stepped up and helped make sure that did not happen. Whether they got something on the other side of it, they stepped up. That is incredibly important and I think the Board needs to find a way to make that work. I came to back to school night and every single teacher that I heard from was engaged, they were excited to teach our kids, and excited about the subject matter that was going to be taught. I did not get any sense that I was getting anything less for my child than 125% as we did every single moment since she walked into Salt

Brook in first grade. We need to recognize that. We need to step back and the Board needs to find a way to come up with a contract that is going to work so we can put this behind us so that this community can return to being the special place that it is and the people can be focused on what we really need to be focused on which is our kids. That is why you are here and why the teachers are here. That is what the parents care about and the kids care about. I know that every teacher that her child has had in this district has given 125%. We need to turn around and do that for them.

Chris Kapp
159 Division Avenue

Christina Kapp has two kids in the high school right now, Emily and Nora, and their teachers have been up here speaking very eloquently about their needs and I have been listening to all of this over the last month or so. I have watched you guys for the twelve years that I have been in the school system and the Board has always been really good about figuring things out when the schools need something. I watched this. I have watched you fix buildings and put on additions and I have watched as all kinds of problems get solved. This is a serious problem that needs solving right now because for all of these buildings and of the stuff we have, the buildings keep the rain off, the teachers are the education and we can't do anything without them. You have to treat them properly. They are really so nice coming up and telling us all about their degrees and I believe them. I think they are fabulous. I don't think that my children have had a bad teacher in all of the years that I have been here. That is amazing. They have guided my kids. I am a little frustrated that we are at this point. As a parent, as a person who is part of this community, I think that it is time to pull this together and to solve this problem once and for all. We should be striving not just to have the best academics and best facility, but the best faculty. Which means we treat them the way teachers really deserve to be treated. So I want to throw that out there. I do not have numbers or a prepared speech. I do stand behind them 110%. I know that you guys will figure this out, hopefully more than equitably, and treat them the way teachers really deserve to be treated. This is the place where we can lead the way in Union County and the State of New Jersey and get past all of the problems that are not going to go away but can be solved.

Tara Murphy
1076 Springfield Avenue

When was the last time you were in a classroom? She worked the book fair a few years ago and she is still in therapy. She is not a kid person so she gives teachers so much credit. She has to apologize that the teachers feel like they have to defend themselves for this little amount of money in a district like this. Someone joked about the cost of microphones. What is the cost of those compared to the increase that Mr. Vopal has gotten? It's so upsetting. She has to discuss again the inflatables used in character ed. If we can afford the inflatables and fancy microphones then there must be money here. I mean we pay \$12 for acai bowls. This town is ridiculous. I am not trying to be funny. If there is money that we need to find or something that we need to do, the Board has to tell us. Maybe the issue isn't just between the Board and the teachers. Let's be honest, the school district determines the value of our houses. That is why she bought a house in this town. The value of her house is not because it is nice but because the Board is doing a fabulous job and you have fabulous teachers. I know that there are 600 schools and 150 is not bad but there is still a big difference between 9 and 150. You need to

talk to the town. With a little bit of a finance background I could definitely squeeze a little more money out around here. This is a great district. You make things work and I don't question what you get paid because you are fabulous and you are the reason why this district is fantastic, as are our principals, but you need to make this work. If you need help from the public and parents then speak up.

Glen Robertson
High School, 35 Pioneer Drive

These are incredibly tough acts to follow. When he came here from another district seven years ago he wandered around the building and he kept asking other teachers, "Is this place real?" The district he came from did not meet quite the standards that this place did and he was just floored by it. He thought the saying "nice place, nice people" was a joke and then he realized that people actually believed that. He acknowledged that this is awkward. This is uncharted territory and there are a lot of things that the teachers are doing for the first time. He wasn't quite certain how to communicate to the community. He understands the responsibility that the Board has. The Board has been tasked with providing, number one, education, which you are doing. The Board are careful stewards managing tax money which people work hard for. He thinks the teachers have done a pretty good job giving individual stories. We are in crisis. We have reached the end with chapter 78 and the state money has disappeared. We really need to work this out. Four years of increases in the cost of insurance. When chapter 78 was enacted it was ingenious because it took place a quarter at a time. So the reaction from teachers was that they were not really sure what they had gotten into. Now they are seeing four to five years later that they are in crisis. During that time, we have added an iPad initiative, we have added STEM classes, and the buildings have improved. The Board has done an amazing job with the resources they have but we are in crisis. It is difficult to admit that. You know my history. I coach two sports, I run the association, I wait tables, and tend bar. I am trying to be a music booster parent in the town that I live in. So he gets it. But five years ago he knew he would wait tables if he wanted to teach and he didn't mind because he loved teaching but he thought the tips would go into his kids' college fund, but they are not getting there anymore. We understand there are certain restrictions in Trenton but he thinks that we have heard time and time again that we can make things happen here when we need to. He thanked all of the parents and students who came out tonight to speak on the teachers' behalf. As a social studies teacher he is thrilled with the increase in participation. It is awesome that you are all here but we need your help. The Board will understand if you continue to be as supportive because they are trying to protect you as well. We need your help. We are committed to continuing to communicate with you and to keep whatever actions take place out of the classroom. He loves teaching. When they have demonstrated, they have kept it out of the classroom so it would not affect the kids at all. That has been our watchword so far and we are hoping to stick with it.

Donna Zane
54 Brookside Drive

She tries to keep an open mind and she realizes that a lot of this has to happen behind the scenes, but she wanted to reiterate what has been said. Parents step up. If there is anything that you can communicate to us, let us know what sacrifices we have to accept. Something has to give. If you can communicate to us what steps need to happen to fix this then I think you will find parents who try very hard to work with you and the administration and the teachers. This

town is known to help. Mr. Dibble said that he would never underestimate this community.

CLOSED SESSION

Mr. Krauss moved to adopt the following resolution:

This body shall on September 27, 2018 at 8:58 p.m. in the HS/MS 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.

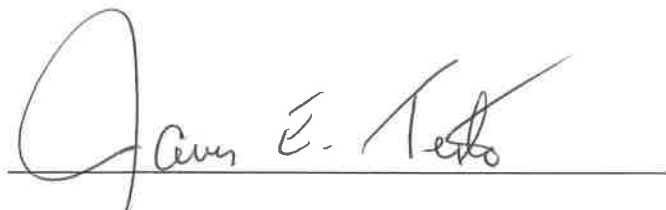
Return to Public Session

The Board reconvened to public session at 9:11 p.m. Mr. Dibble called the Board to order.

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

Adjournment

There being no other business before the Board, on a motion by Mrs. Misiukiewicz, seconded by Mr. Krauss, and carried unanimously, Mr. Dibble declared the meeting adjourned at 9:12 p.m.

A handwritten signature in cursive script, reading "James E. Testa", written over a horizontal line.

James E. Testa, Business Administrator/Board Secretary
9/27/18 Board Meeting