

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on January 24, 2019, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mr. Smith.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Robert Dinerman, Ira Krauss, Mary Misiukiewicz, Adam Smith and Joe Walsh. Also present were Dr. David M. Miceli, Superintendent of Educational Services; Scott D. Hough, Assistant Superintendent of Educational Services; James E. Testa, School Business Administrator/Board Secretary; John M. Richter, Jr., Director of Curriculum, Instruction and Supervision; and sixty-five members of the public.

Mr. Smith led in the salute to the flag.

Mr. Smith read the following statement:

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

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

The following notice was posted on 10/29/18:

The New Providence Board of Education Regular Meeting scheduled for Thursday, January 31, 2019, at 7:30 P.M. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, has been cancelled and rescheduled for Monday, January 24, 2019 at 7:30 P.M.

Mr. Smith welcomed everyone. He commented that there was good news to report. First, the Board is very pleased that tonight they were voting to approve a three year contract with the Principals and Assistant Principals. They ratified the contract and is now subject for board approval tonight. Also, Mr. Smith is very pleased to report that thirty five minutes ago, the Board's negotiation committee and the teachers'/secretaries' negotiating committee shook hands on a tentative agreement for a new three year contract. We are still working on some details, but hopefully, this ends the long and agonizing process for everyone. Everyone worked hard during the negotiation process and hope that the details will get hammered out, ending with the associations ratifying their contracts. Mr. Smith thanked the negotiating committees, who worked until 2 a.m. this morning and kept it going until thirty five minutes prior to the board meeting.

Mr. Smith handed the meeting over to Dr. Miceli for the Superintendent's report.

Superintendent's Report

- 1) Dr. Miceli reported on the enrollment from December: 627 at the high school, 410 at the middle school, 697 at Allen W. Roberts School, 649 at Salt Brook School, with 34 out of district, totaling 2,417 students.
- 2) Dr. Miceli commented that the Annual Curriculum Report will be presented at the February 28th board meeting. He commented that Mr. Richter will be reporting and plans to discuss the initiatives that were implemented this year as well as the proposed initiatives for the 2019-2020 school year.
- 3) Dr. Miceli commented on the 2019-2020 school calendar. It will be approved this evening. One item came up from the teachers' association. There was a request to consider moving the Professional Staff Development Day from Martin Luther King day to the Tuesday of February break. He commented that he wanted everyone to be aware of this. This change will not effect our students or our community at large.
- 4) Dr. Miceli commented that he, Mr. Krauss and Mr. Testa interviewed four demographers and selected one. The affordable housing litemation has not been settled. The Borough Council has not approved an agreement and nothing has been sent to the court for approval. Once there is an agreement, we will be notified, then we will approve the demographer to complete the enrollment projection report.
- 5) Dr. Miceli commented on Professional Staff Development Day, January 21st. He thanked Mr. Richter for coordinating the day, the building principals, and anyone else who worked to facilitate the various workshops that day. He thanked the Board for their continued support and providing professional development to the staff.

Presentation: Impact Teacher Program- Dr. Miceli

Dr. Miceli asked Mr. Niedziejko to join him. Dr. Miceli commented that Mrs. Zirpoli nominated Mr. Niedziejko as the *Impact Teacher*.

I respectfully request that Mr. Michael Niedziejko, music teacher and band director be recognized as an *Impact Teacher*. Mr. Niedziejko or as his students call him, "Mr. N.," has dedicated many years of service as a music teacher and our band director at New Providence High School. Throughout the years, Mr. Niedziejko's leadership has influenced his students beyond just music. His success as a Band Director is exceptional, winning multiple state and national championships year after year.

During Marching Band season, it could be assumed by many, that Mr. Niedziejko sleeps at New Providence High School! In the wee hours of the morning during pre-season, Mr. Niedziejko can be spotted rolling out pieces of equipment, microphones, speakers and anything else that will ensure the ultimate experience for his students as they prepare to practice for their morning session. Throughout the day, you can pass the student lot and see him high on the scaffolding,

looking over the marching band, as he directs them to perfect their show for their upcoming competitions and the football season. And then--even after a full day's worth of practice, you know that Mr. Niedziejko must still be on campus, as in the late hours of the evening, you can hear our award winning marching band through the hills of New Providence playing from Lieder field.

This fall, unbeknownst to Mr. Niedziejko, a group of students and parents came together and nominated him for the Sanford Teacher Award. The Sanford Teacher award program awards 51 educators representing each state with \$10,000 as a part of a national effort to recognize inspirational teaching through the National University system. Throughout the process of selection, a committee of educators assess teacher nominations to see how closely the nominated teacher represents the following characteristics: enthusiasm for teaching, empathy and warmth towards all students, fostering positive relationships with all students, creating a positive learning environment, and recognizing student strengths. I am honored to announce that Mr. Niedziejko was recognized as New Jersey's Sanford Teacher of the year and as such, has automatically been entered to win the grand prize of \$50,000, which will be awarded to one inspiring educator in the United States!

One of Mr. Niedziejko's colleagues shared:

"Mike is the most selfless, kind and helpful colleague and teacher one could ask for. He is always willing to lend a hand, even if he already has a tremendous amount of work on his plate, and he always takes time to make sure that he asks about the personal well-being of the staff and their families as well as the students and their families. He never complains and has taught me to handle every situation with the utmost professionalism and the highest standards. The students, staff and district are lucky to have such a special person working in this community."

Therein lies something very special about Mr. Niedziejko - at his very core, he embodies humility, integrity, compassion and loyalty, and each one of these characteristics have been modeled time after time for his students and his colleagues. We are extremely fortunate at New Providence High School to have such a selfless leader, colleague, and friend that has touched our lives and the lives of each one of his students.

Congratulations to Mr. N. on his amazing award of being named New Jersey's Sanford Teacher of the Year! We are so proud of him!

Mr. Niedziejko thanked Dr. Miceli and Mrs. Zirpoli for their kind words. He commented that he is very fortunate to be a member of the New Providence School district.

Public Comments

Mr. Smith opened the meeting for public comments on specific agenda items at 7:53 p.m.

To:

Account	Description	Amount
11-000-261-199	Unused Vacation Day Payments	\$1,240.80
11-000-261-610	General Supplies- Maintenance	5,000.00
11-000-262-610	General Supplies- Custodial	1,750.00
11-000-270-199	Unused Vacation Day Payments	1,240.80
11-000-270-615	General Supplies- Trans.	4,000.00
11-000-270-800	Other Expenses- Trans.	400.00
11-000-290-241	Other Retirement Contributions	4,860.00
11-150-100-320	Purchased Prof. Services	700.00

Total: \$19,191.60

Board Secretary/Treasurer Report Approved

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

Bills List Approved

- Approve the payment of bills listed for January 2019, in the amount of \$6,531,288.30.

NPHS Class of 1960 Walter McCarthy and Edward Eieder Memorial Scholarship Fund Accepted

- Accept the generous donations to the New Providence High School Class of 1960 Walter McCarthy and Edward Lieder Memorial Scholarship Fund in the total amount of \$1,325.00.

Mr. Trezza, of the Drive for Autism Grant Foundation to Salt Brook Approved

- Approve the acceptance of a grant from Mr. Trezza, of the Drive for Autism

Foundation, in the amount of \$2,500.00 to be used to purchase a variety of sensory tools for the special education students at Salt Brook School.

(EXHIBIT A)

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mr. Krauss

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

FACILITIES ACTION

Mr. Krauss, Committee Chairperson, approve Items 1 and 2 as listed below:

Change Order Approved

1. Approve the following Change Order:

Vendor

Mark Construction
81 Lester Street, Suite 2
Wallington, N.J. 07057

<u>Change Order #</u>	<u>Amount</u>
38	<u>\$52,428.95</u>
Total	<u>\$52,428.95</u>

Generous Donation of (3) Three Water Filling Stations from NPHS PTSA Approved

2. Approve the generous donation of (3) three water filling stations from the New Providence High School PTSA, for use at the high/middle schools, valued at \$2,830.00

(EXHIBIT B)

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

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

EDUCATION ACTION

Mrs. Misiukiewicz, Committee Chairperson, approve Items 1 through 4 as listed below:

Uniform State Memorandum of Agreement--2019 Revisions Adopted

1. Adopt the Uniform State Memorandum of Agreement--2019 revisions.

P.G. Chambers School Approved

2. Approve P.G. Chambers School for Assistive Technology/Alternative Augmentative Communication (AT/AAC) Evaluations @ \$995/evaluation, and AT/ACC Evaluation follow-up sessions @ \$89/hr per consultant.

2018/2019 ESSA Consolidated Grant Application Approved

3. Approve the submission and acceptance of the Fiscal Year 2018/2019 Every Student Succeeds Act Consolidated Grant Application Amendment for Title IA, Title IIA, Title III Immigrant, and Title IVA funds totaling \$208,505, for the period 7/1/18 through 6/30/19.

2019/2020 School Calendar Approved

4. Approve the 2019/2020 School Calendar.

(EXHIBIT C)

Seconded by: Mr. Krauss

Roll Call Vote:

<u>Yea</u> Mrs. Coniglio	<u>Yea</u> Mr. Krauss
<u>Yea</u> Mrs. Cuccaro	<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, approve Items 1 through 7 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. Jill Lepre, teacher aide, \$11,517 (base \$21,173), effective 1/22/19
 - b. Frank Dilonno, bus driver/maintenance helper, \$22,659 (base \$54,658 + \$1,097 bus driver stipend), effective 2/4/19 (subject to criminal history review procedures)
 - c. Emily James, teacher, \$41,672 * (base \$69,453 *), effective 1/2/19
 - d. Danielle Evans, school counselor, \$21,385 * (base \$65,800 *), effective 3/25/19 (subject to criminal history review procedures)
 - e. Patricia Reed, teacher aide, \$11,168 (base \$21,173), effective 1/25/19
 - f. Nicole Belisario, substitute teacher
 - g. Deborah Munies, substitute teacher
 - h. Stephanie Principe, substitute teacher
 - i. Ashly Roy, substitute teacher
 - j. Nitsa Vardy, substitute teacher
 - k. Robert Giannotti, substitute teacher
 - l. Jennifer Limone, Title I, 6th grade LA, after school PARCC teacher, Jan thru Apr, 10 hours @ \$54.87/hr *
 - m. Janet Calvert, 4th Grade, PARCC remediation class instructor: March thru April (after school), 10 hours, @ \$54.87/hr *
 - n. Joanne Catlett, 5th Grade, PARCC remediation class instructor: March thru April (after school), 10 hours, @ \$54.87/hr *
 - o. Barbara Denike, 4th Grade, PARCC remediation class instructor: March thru April (after school), 10 hours, @ \$54.87/hr *
 - p. James Vopal, 5th Grade, PARCC remediation class instructor: March thru April (after school), 10 hours, @ \$54.87/hr *
 - q. Diana Efros, 3rd grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *
 - r. Brittany Miller, 3rd grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *
 - s. Jennifer Limone, 4th grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *
 - t. Kathleen Joyce, 4th grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *

- u. Tracy Aroneo, 5th grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *
- v. Michelle Testa, 5th grade PARCC remediation teacher, Jan thru Apr, 10 hrs @ \$54.87 *
- (* subject to completion of negotiations for 2018/2019

Rodriguez Resignation Approved

2. Accept the resignation of the following employee:

- a. Jose Rodriguez, teacher, effective 1/2/19

2018/2019 Revision Approved

3. Approve the following revision for the 2018/2019 school year:

- a. Carol Silberfein, teacher aide, from \$10,098 (base \$21,173) to \$21,173, due to change in effective date from 9/1/18 thru 1/21/19 to 9/1/18 thru 6/30/19

Appointments Recinded

4. Rescind the following appointments for the 2018/2019 school year:

- a. James Siracusa, lacrosse coach (boys), second assistant
- b. Daniel Barletta, spring track coach (girls), first assistant

Request for FMLA for Rosalie Mesinger Approved

5. Approve the request for unpaid maternity leave for Rosalie Mersinger, teacher, under state and federal Family Leave Acts for a period of twelve weeks commencing 5/27/19 and ending 10/25/19 with continued health insurance benefits pursuant to law. Approve an extended leave pursuant to Article X of the Agreement between the Board and the NPEA, from 10/28/19 through and including 6/30/20. (Based on 4/26/19 due date. Dates subject to adjustment by actual birth.)

Request for FMLA for Amy Kautzmann Approved

6. Approve the request for unpaid maternity leave for Amy Kautzmann, teacher, under state and federal Family Leave Acts for a period of twelve weeks commencing

5/29/19 and ending 10/29/19 with continued health insurance benefits pursuant to law. (Based on 4/30/19 due date. Dates subject to adjustment by actual birth.)

Ratification of the Agreement with the NP Principals and Assistant Principals Approved

- 7. Approve the ratification of the agreement with the New Providence Principals and Assistant Principals for the duration of July 1, 2019 through June 20, 2022. The Board President and Board Secretary are authorized to execute the final agreement.

Seconded by: Mr. Walsh

Dr. Miceli welcomed two new staff to the District. Emily James, the new strings teacher, and Danielle Evans, our new school counselor. He looks forward to their contributions to our District. Congratulations.

Roll Call Vote:

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

BOARD POLICY

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

- 1. Approve the following Policies and Regulations on first reading:

Bylaws and Policies:

- | | | | |
|----|----------------------------------|--|-----------|
| 1. | Policy No. 0140
(Recommended) | Membership
(Mr. Krauss) | (Revised) |
| 2. | Policy No. 0150
(Recommended) | Organization
(Mr. Krauss) | (Revised) |
| 3. | Policy No. 2431.8
(Mandated) | Varsity Letters for Interscholastic Extracurricular Activities
(Mr. Krauss) | (New) |

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mr. Krauss

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

Committee Reports

Curriculum, Instruction and Technology

Mrs. Misiukiewicz, Committee Chairperson, commented that she had updates for the Board, but first she recognized the building principals, department heads, Mr. Richter and Dr. Miceli for their work to present the committee with the course offerings for the 2019/2020 school year.

The Committee recently reviewed several proposed programs grades K-12 for the 2019/2020 school year. The highlights are:

1. In World Language, French as well as Spanish will be offered to middle school students. Upon its implementation, it will be offered to the 7th graders. At the high school level, we will be adding Honors Spanish 5 to the curriculum.
2. In Language Arts, a new elective, Investigative Journalism will be offered at the high school.
3. In Math, Multivariable calculus (multivariable calculus is a level above Calculus BC, which is currently the highest level math) will be offered at the high school.
4. We are continuing to enhance our Science and STEM programs. Offering as semester courses are Oceanography, Marine Biology, Animal Behavior, Forensics, Dynamics of Healthcare in Society, and Medical Terminology. These semester only courses allow more flexibility for our students as well as expose them to different curricula.
5. Also, two Science electives for a full year offering, Research 1/Research 2 and Electrical Circuits. Research 1 and Research 2 will be offered full year electives and will allow the students to be involved in authentic research of their own choice.

Finance, Facilities and Safety/Security

Nothing to report

Personnel, Management and Communication

Mrs. Cuccaro, Committee Chairperson, commented that the committee met on January 9th to discuss the personnel that will go along with the new curriculum.

The following additions will be considered, pending budget approval:

- 2 special education teachers
- 2 high school teachers; 1 science, 1 physical education
- Crisis Intervention Counselor
- 1st grade teacher, which is enrollment driven

Mrs. Cuccaro wanted to remind everyone that Saturday, January 26th, the NPEF Touchdown for Education is taking place. This is their biggest fundraising event of the year. All the money goes back into the classroom in forms of grants. She urges everyone to attend.

OLD BUSINESS

There is no Old Business to discuss.

NEW BUSINESS

Mr. Testa commented that a tentative budget timeline was in the board packets and on our District website. The finance committee will finalize a budget draft and will go to the full board for review before the board meeting February 28th. The proposed budget will be discussed at that board meeting. March 15th is the due date to submit the tentative budget to the county, so on March 14th, the board will approve the tentative budget. Once approved by County, there will be a public hearing at the April 25th board meeting after a budget presentation.

Mr. Testa commented that the plan is to get the tentative spending plan in place, so that when the state aid numbers are received around March 7th, it can be inserted into the budget.

Mr. Smith asked about the timing on the audit.

Mr. Testa commented that the State changed the requirements related to reporting within the audit document. The numbers were just released, so the auditors can finally finish and finalize the audit. The District's auditor will come in and present the audit at the February 28th board meeting.

PUBLIC COMMENTS

Mr. Smith opened the meeting to the public at 7:57p.m.

Elizabeth Ertman, NP Resident

Mrs. Ertman submitted two (2) items to Mr. Testa for the public record.

Mrs. Ertman commented that the first item was a petition by 300 parents requesting that there be an equitable settlement to the contract. She commented that she feels like the Board dodged the bullet on this one.

1- Petition:

Petition for Immediate and Equitable Settlement of Contract for NPSD Educators			
"I support the educators of our children and demand that the Board of Education engage in meaningful negotiations and immediately settle this matter EQUITABLY for the teachers."			
Amanda Betz Marano	Cheryl Kamiya	Michael Zambrotta	Monica Makarenko Macauley
Tracy Fuschetto-Sheeran	Kate McElroy Ondrejko	Kristen Risley Klein	Stacy Lynn Macauley Ryan
Jennifer Killea	Maria Cristine	Tara Finegan Martin	Anne Marino Looney
KayLee Kay	Emily Mannion	Rupa Kale	Isabel Ilmprondt
Julle Ann	Samuel K. Moore	Molly O'Hale Stassfurth	Anita Choubey Sternberg
Katie Conlon Horan	Tara Hartman Felt	Susan McDougall Dackow	Diana Dahye Lee
Jama Podell-Vitale	Linda Taras Littlejohn	Emily Mellow	Angela Paino Wager
Lauren Riker Synhorst	Ilyse Sackel-Rogozenski	Shami Rao	Sravana Malladi
Tara Anne Murphy	Jennifer Mahon Orband	Ranjini Janakiraman-Venkatesan	Kim Pallant
Bhuma Patel	Devi Sagamamesmaran	Alice Hollendsed Palmer	David Pallant
Kinga Etek	Stacie Anestis DeSeta	Jennifer Uy	Sharon O'Day
Monica Funigjello Matlosz	Madlyn Dal Monte	Sophie Ferretti Ferrara	Ranja Bhattacharaya
Chrissy Morris Munn	Kate Barbera McShane	Maria Mannino Deluca	Natalie Espallat
Ashley Tracey	Andrea Kasper Pazinko	Michael Deluca	Jennifer Senft
Suzanne Kaneally	Lise Mosher Bronner	Ateka Niazi	Vladia Cabrova
Lea Alois-Monaco	Matthew Bronner	Nainez Tarachend	Anita Baldwin
Christine Vivino	Stacey Gunderman	Laura Stern Burton	Colleen O'Brien Kas
Dana Minicozzi	Amy Miller Mascarina	Kathleen Keenan	Lisa Kudo
Julia Morales	Michael Mascarina	Sujatha Sivakumaran	Susie Kang
Kelly Carmichael Broedlin	Korin Markel	Diana Ettinger	Manny Bickel
Priya Rajbhandari	Tonya Yandrisevitz Donnelly	Toni Banacki	Gauri Bidvai
Angelina Zambrotta	Martyne Anytram	Mitala Deb	Elizabeth Weber Cahill
Heather Hammer	Shannon Kall	Swati Daga Choudhary	Carin Mishkind
Kathryn Biber	Amy Baird Maurtzi	Mary B. Housel	<i>(cont'd on page 2)</i>

Petition for Immediate and Equitable Settlement of Contract for NPSD Educators (cont'd)

Anjali Tennekoon	Jamie Peterson	Pam Venturella	Christine Pitaressi
Christine Stramandinoli	Claudia Torres	Barbara Roberts	Gioia Ann Tripicchio
Amber Karol Davret	Gerl Fletcher	Robbie Epstein Bloom	Molly Strassfurth
Elyse Robertson	McKay Hyde	Rema Vasan	Damien Strassfurth
Kieran O'Brien Kern	Marie Hyde	Smita Deshpande	Edward Ettinger
Patrizia Gerace	Christina Kapp	Natalie McPoland	Diana Ettinger
Umi Mukerjee	Jim Kapp	Kurt McPoland	Julie Spoerl
Sean Newcombe	Brian Haas	Melissa Lutz Ginius	Kathleen Keenan
Katalin Sarkadel	Mary Haas	Wes Ginius	Maureen Dalessio
Kimberley Blanchard- Brodeur	Gail Libertucci	Katie Pizzi Travia	John Dalessio
Chris Brodeur	Mandy Choi	Jennifer Van Bramer	Allison Courtney Fitch
Maureen Rapuano	Courtney Mellinkoff	Heffernan	Michael Della
Sharon Bschorr Mayer	Robert Mellinkoff	Michelle Cruz	Catherine Della
Anupama Pershad Bhatia	Molly Springer	Wendi Windsor Porretti	Rebecca Nichols
Catherine Capuzzi Feuer- stein	Peter Springer	Shelly Kalra	Jason Nichols
Michael Feuerstein	Heather Landsittel	Trinh Tran	Eric Benites
Betul Ayvedix	Geri Fletcher	Kristina Yadlon	Diana Benites
Jennifer Gordon Dwyer	Nikki Agrawal	Katie Moran Lippman	David Johnson
Charu Mehta	Nikki Agrawal	Candee Scognamillo	Ella Johnson
Wendy Grade	Elizabeth Ertman	McAloon	Angela Sorumo
Lori Guirard	John Charles Ertman	May Lam Chan	John Giunta
J.P. Guirard	John Alexander Ertman	Jennifer Aranda	Olivia Giunta
Nella Schmidt	Barbara Haney Betz	Daniel Aranda	Doreen Peritore
Steven Quick	M J Hanson	Steve Wachtel	Marc Peritore
Lisa Barré-Quick	Jonathan Hanson	Mary Wachtel	Marci Carovillano
Lisa Fama	Revathy Pabmanabhan	Tom Giedraitis	Steven Carovillano
	Michelle Rodrigues	Jody Giedraitis	(cont'd on page 3)
	The Jin Family	John Pitaressi	

Petition for Immediate and Equitable Settlement of Contract for NPSD Educators (cont'd)	
Nicholas Mueller-Scrend	Bruna Maltoni
Lauren Mueller-Scrend	Matthew Dougherty
Casey Rust	Kimberley Green
Allisa Rust	Ruchi Maliya
Laura Burton	Victoria Resnick
Rachael Wood	Joette Nigro
Grant Wood	Shafni Madan
Cari Muir	Anne Marie Bress
Jeff Muir	Henry Lee
Jason Killian	Jessica Foley
Cathy Killian	Mridula Singh
Stewart Sheeran	Meg Arcadia
Tracey Sheeran	Alison Marie
Charles Blanchard	Gina Tenaglia Michal
Jodi Blanchard	Mary Wachtel
Nella Schmidt	Ping Voss
Ernie Schmidt	Yasmin Ofek
Meg Acadia	Don Carriero
Chris Acadia	
Steven Siracusa	
Laura Burton	
Nancy Siracusa	
Mridulah Singh	
Jessica Foley	
Jasmin Navarro	
Gerry Navarro	
Denise Torsiello	

She commented that everyone was up in arms that it took so long to settle.

Mr. Smith commented that the Board feels the same way.

Mrs. Ertman requested that Mr. Smith not interrupt her. She commented that it showed that they can get the principals contract done ahead of time is really disappointing to her and that they put all the parents and teachers through all of that. She submitted the items to the Board, so they can

take a look at it. She and the parent names on the list are looking at the process as it continues, to ensure that the teachers are treated equitably, and that the guide that will be issued is be followed equitably for them.

Mrs. Ertman commented on the second item she gave Mr. Testa, the 2013 NJ Revised Statute, Title 18A:12-24.1, Education Code of Ethics for School Board Members. She highlighted and quoted item B. and read the statute to the Board.

1- Code of Ethics for School Board Members from the NJDOE website:

1/23/2019

Code of Ethics for School Board Members



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DEPARTMENT OF EDUCATION

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18A:12-24.1 Code of Ethics for School Board Members

A school board member shall abide by the following Code of Ethics for School Board Members:

- a. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.
- b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- c. I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
- d. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
- e. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.
- f. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.
- h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i. I will support and protect school personnel in proper performance of their duties.
- j. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

L.2001,c.178,s.5.

She commented that the negotiation process has hurt the children, and she feels that the Board did not follow the ethics guide.

Mr. Smith asked if she had any knowledge of what was negotiated.

Mrs. Ertman commented no, because it was private.

Mr. Smith does not understand how she knew if they treated the teachers' association equitable or not throughout the process. He asked how she would know what happened during the process.

Mrs. Ertman commented that there were things that went on during negotiations. Charges were filed on Mr. Smith. She commented that last spring there were some merit to Mr. Smith calling in the teachers and threatening them.

Mr. Smith commented that this is not the first frivolous lawsuits that has been filed against this Board. He commented that nothing inappropriate was done at that meeting.

Mrs. Ertman asked how would he know.

Mr. Smith commented that he was at the meeting.

Mrs. Ertman commented that there were other people there too and you threatened them.

Mrs. Ertman continued reading the Code of Ethics for School Board Members. She commented, in her opinion, this was not followed during this negotiations, and she was disappointed. She wanted to leave with a quote from Jackie Kennedy.

She quoted Jackie Kennedy, *If you bungle raising your children, I don't think whatever else you do matters very much.*

Mrs. Ertman commented that she felt that this happened here, the power to raise their children was taken away from them because the teachers were not given the support they needed to get this problem solved.

Mr. Smith commented that he was sorry she felt this way.

Brian Haas, NP Resident

Mr. Haas commented that he was happy that they had reached an agreement and hopes that everything goes well as planned and that there will be no more hiccups in the process. He feels that this negotiation process was not handled well at all. He feels the Board took a lot of risks. He was not happy the way it happened and many people feel the same way he does.

Mr. Smith commented that he was sorry he felt that way.

AnnMarie Zoufaly, NP Resident

Mrs. Zoufaly had questions about the scheduling process at the high school. Her son had gone to see one of the teachers last week to ask a question and when he went to his room during professional period, there was a note at the door that the teacher was at a meeting. He thought that during professional period they were suppose to be available to students. Since the teachers were not available to the students before and after school, she thought this was the time for the students to ask questions. He sent an email to the teacher, but there was no response from the teacher, she was very upset about that.

Mr. Smith asked if Mrs. Zoufaly brought it up to the teacher.

Mrs. Zoufaly commented that she did not because she didn't want any issues with the teacher, especially that her son will have that teacher the next year. She would not want her son in that position.

Mrs. Zoufaly commented that the teachers should be available during professional period for the students when they have questions. Wasn't that the purpose of the professional period? Not to have a note at the door that they have a meeting.

Dr. Micel commented that he didn't know what the situation is with that teacher, but yes, that was the purpose of professional period.

Mrs. Zoufaly commented that she wanted a heads up on the timeline for scheduling the students, just so she can be aware of what is going on. She is very happy about all the new classes. She would like a notice of a timeline to consider the additional new classes and give extra time to schedule.

Dr. Miceli commented that for the budget process, as we entered into October and November, recommendations of proposals come through from all the departments, to the building principals, then to the central office. A meeting with the board committee takes place. Typically the program of studies go out in the month of December for students to begin scheduling in January. We are unable to package all of the new electives at the same time that the original programs of study were done. We would like to have had everything included as we normally do but because of the number of proposals this year, it wasn't possible to do it on a timely fashion. Mrs. Zirpoli felt that it was important to get them out so that we can begin the scheduling process and if we got to a point when the board were comfortable with the new electives and approve them, we would be okay, then from a financial perspective, we would send out an adendum with those additional electives. We were very optomistic in trying to get this out so that we can implement it for the 2019-2020 school year. That was the delay.

Mr. Smith commented that the delay was to try to get these opportunities for the student for next year and not to cause any inconvenience for anyone.

Alexander Pereira, Senior, NPHS

Alexander commented that personally he was glad so many people are at tonight's meeting. His statement read: I have to say it's unfortunate that its taken this situation for people to get involved. For my freshman, sophomore, and junior years here at NPHS i went to nearly every meeting of the Board of Education. Except for the debacle my freshman year surrounding Policy and Regulation 5512, regarding bullying, where I spoke very publicly and critically against the Board, I have never seen more than 15-20 people at a regular business meeting. In fact, at five of these such meetings, I was the only member of the public present. While I appreciate and understand the importance of this situation and people's sentiments thereof, if people had complaints or were not satisfied with how the board was allocating its funds, they should have been coming in and asking questions and declaring their opposition to such for the last three years. Yet in that time I heard no such objections, and no one stepped forward to speak about how to better manage the Board's ledgers.

I believe our teachers deserve a fair contract. I'd be hard pressed to believe that anyone in this room doesn't want that. I guarantee you every member of this board wants our teachers to be fairly treated and compensated for their work here just as much as every other student, parent, and teacher. Contrary to the narrative that's been put out, the Board of Education is not some demonic cabal seeking only to oppress and keep down the teachers from their perch high atop an ivory tower built from funds they refuse to bequeath. These unpaid men and women are parents and members of our community. Does anyone honestly believe these seven people want to sit here month after month being yelled at?

What benefit is it to the Board to not have a teacher's contract? What benefit is there? None.

In fact the members of the board have to work significantly more hours trying to resolve this situation as long as it is ongoing. Negotiations involve two sides. In fair negotiations, neither side can get exactly what they want. This has been the case throughout history. Our teachers deserve a fair contract, and all of the citizens of this borough deserve to be represented fairly. Contrary to what's been said on social media, I find it difficult to believe that the just one of these parties is wholly at fault for the stalemate in negotiations thus far.

I have heard that the NJEA has unofficially recommended the teachers do only that which specifically stipulated in the contract they are currently working under. I've seen and had to deal with the results of this firsthand. Clubs have been cut, students have less opportunity for extra help outside of normal class, and email response have been slow, at best. All this recommendation from the union has done is negatively impact the students.

Has this form of disregard for the educational experience of the students ever impacted negotiations in a positive way?

Why would cutting out activities and restricting the exceptional work ethic of our teachers, things that are specifically not within the contract, have any effect upon negotiations about those contracts? All this is doing is negatively impacting me and my fellow students, and as it is

unrelated to the contracts themselves, should have no bearings on the contract negotiations. So one might wonder why the union would act with such a blatant disregard for the students.

I am well aware my not taking a side, and only presenting facts and questions, is not a popular stance. It's unfortunate to me that in many dialogues, in all arenas, people applaud and celebrate crass divisiveness, while calm discussion is shunned. It is my most sincere hope that this continuing discourse, as well as any other future ones, will not dwell down that unproductive path.

I would like to personally thank many of the teachers I have been taught by and worked alongside for their exemplary ethics, love for learning, and love for their students above all else. These teachers have been an incredible driving and positively forming force for me and I am eternally grateful for that. I would also like to thank the board for providing this forum tonight and for their work and giving me the opportunity to speak. Thank you.

Mr. Smith thanked Alexander for his comments.

There being no other comments from the public, Mr. Smith, Board President, declared the public portion of the meeting closed at 8:16 p.m.

CLOSED SESSION

Mrs. Cuccaro moved to adopt the following resolution:

This body shall on January 24, 2019, 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 Matter 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.

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

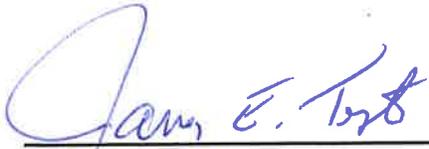
RETURN TO PUBLIC SESSION

The Board reconvened to public session at 9:04 p.m. Mr. Smith called the Board to order.

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

There being no other business before the Board, on a motion by Mr. Walsh, seconded by

Mr. Krauss, and carried unanimously, Mr. Smith declared the meeting adjourned at 9:05 p.m.



James E. Testa
School Business Administrator/Board Secretary
1/24/19

