

This is a special 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.

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

Mr. Smith, Board President, led in the salute to the flag.

Mr. Smith read the following statement:

The following notice was posted on October 30, 2019:

The New Providence Board of Education will hold a **Special Meeting** on Monday, November 4, 2019, beginning at 7:30 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, for the purpose of approving personnel matters. The Board will discuss a proposal to change the current administrative structure at the High/Middle School. No Board action will take place at this meeting.

Mr. Smith had no comments and turned the meeting over to Dr. Miceli, Superintendent of Schools.

Dr. Miceli commented on the school calendar survey. Over four hundred responses were received. The survey will run till next Friday, November 15th.

Dr. Miceli started the discussion on the high/middle school administrative structure. With the resignation of Mrs. Kidd, our current Middle School Principal, he proposed a new administrative structure to address long-standing issues, while maintaining the identity of both schools.

Dr. Miceli commented on many of the long standing issues:

- Lack of continuity of a middle school principal; would be hiring the 5th Principal in ten years.
- Inherent issues with current position:
 - Compensation
 - Lack of administrative support
 - Limited grades (7-8 not 6-8)
 - No responsibility for facility (high school principal manages facility)
 - Perceived/Actual stepping stone to other administrative roles
- Turnover in leadership has implication for staff, goals, outcomes, and ultimately students.
- Differences in leadership styles in the same facility; impacts school goals, outcomes and facility usage.
- Perceived inequities among two schools (Middle School is in the shadow of the High School). Middle School Principal has to negotiate with the High School Administration for facility needs.
- Shared staff inefficiencies.
- Shared classroom inefficiencies.

- Different schedules in same building.
- Middle School HIB cases investigated by school counselor.
- Exposure and knowledge of high school programs and services.

The proposal is to have a new administrative team for the High/Middle School. Mrs. Zirpoli as High/Middle School Principal, Mr. Henry, Assistant Principal for 9-12 grades, Mrs. Shadis, Director of Counseling, Mr. Carangelo, Director of Athletics and a new Assistant Principal 7-8.

Dr. Miceli commented on the advantages of the new structure.

- Continuity of leadership, grades 7-12. Retention in the position.
- Mentoring and preparation of 7-12 administrative team for future candidate pool in the event Principal is promoted or resigns from District.
- One administration of five members, leading and facilitating two schools.
- Leverage team concept to alleviate current issues:
 - Middle School Principal currently addresses discipline, which will be one of the 7-8 Assistant Principal's responsibilities.
 - Assistant Principal 7-8 will address discipline, 504, and I&RS, which currently the middle school counselors have a responsibility.
 - Assistant Principal 7-8 will have the role of Anti-Bullying Specialist. Student Assistance Counselor currently serves as the Middle School Anti-Bullying Specialist.
 - This will allow for our counselors to be more available to address counseling needs of students.
- One leader can harness all building resources to address both schools.
- One vision for successful continuity of programming 7-12, while maintaining the Middle School child concept and structure.
- Better alignment of curriculum and programs. Targeted and collaborative professional development for teachers 7-12.
- Better promotion of programs and services.
- More consistency between both schools. One cohesive building, where all are treated equal by one leader (High/Middle School Principal).
- Budget Neutral.
- Potential for same bell schedule for both schools, which will allow for greater efficiencies among staff and facility. Improved room utilization, and use of new classrooms for all students 7-12.
- Simultaneous implementation of programs, technology and professional development. Cohesive department head meetings to build articulation in curriculum and instruction 7-12.

Dr. Miceli commented that he has full confidence in Mrs. Zirpoli's expertise to lead the team as the High/Middle School Principal.

Mr. Smith commented that with the change of principal, oversight and presence at both schools, will provide have a tremendous amount of benefits.

Mr. Smith asked if Mrs. Zirpoli would attend all events at the middle and high school?

Dr. Miceli commented that she will attend all events at both schools.

Mr. Kruass asked if other school districts have this structure.

Dr. Miceli commented that he did research on similar school districts with the proposed structure and they were:

Glen Ridge has two schools with one integrated facility. They have 850 students. Their administrative structure is one principal, one middle school assistant principal and one high school assistant principal. This has been their structure for 25 years and they have no recruiting/retention issues.

Kenilworth has two schools, one facility, school within a school, but separate. They have 750 students and they are considering a referendum to bring 6th grade over to HS/MS.

Park Ridge has two schools, one facility(Jr. & Sr. High), separation was not successful. They have 550 students and they have no recruitment/retention issues. They have had this structure forever.

Mr. Smith commented that the Board will take no action this evening.

Dr. Miceli commented that he has met with the High School Administration team and reviewed the proposal. Dr. Miceli also commented that he met with the department heads and HS/MS staff to share the proposal. He has also met with the PTA Presidents.

Mr. Dinerman asked, what are the risks?

Dr. Miceli commented that we are very mindful of the challenges. There are no risks. He has full confidence in the team. Mrs. Zirpoli has been with us for nine years. He commented that he is very confident with the team being able to execute this structure successfully.

Mrs. Coniglio asked, will this start in January 2020?

Dr. Miceli commented that full implementation for this new administrative team is proposed for January 1, 2020. Summer 2020, we will assess implementation and identify any changes for the next school year as well as begin to explore and assess student enhancements as well as other structural/school enhancements and then make any recommendations and/or potential changes for the 2020/2021 and 2021/2022 school years.

PUBLIC COMMENTS

Mr. Brian Haas, New Providence Resident

Mr. Haas asked, what is your vision? What is your thinking? How does this change the dynamic?

Dr. Miceli commented that he met with the entire Middle/High School staff last week. We had lots of success in the elementary schools and at the high school. The new role will have lots of responsibility with six grades instead of four, but, he commented that he has a great amount of confidence in the team of administrators lead by Mrs. Zirpoli. One team of administrators under one building over-seeing the same staff and students.

Mr. Smith commented that there will be less disruption and more continuity in the building.

Mr. Haas commented that the teachers may have their own views.

Mrs. Karen Dreitlein, New Providence Resident

Mrs. Dreitlein commented that she does not want her middle school child to be treated like a high school student.

Dr. Miceli commented that the District is mindful of the middle and high school child. Mr. Richter, Director of Curriculum, along with Mrs. Zirpoli through time will learn and will be familiar with the middle school needs and will develop the continuity of the curriculum.

Dr. Miceli commented that he is confident that the administrative team understands the middle school concerns. Their concerns are also in all of our minds.

Mr. Smith commented that he is confident that they understand the differences and at the same time maintaining the middle school child.

Dr. Miceli commented that we have had a lot of changes over the past ten years. We have had an assistant principal position for grades 7-10 and a Dean of Students for grades 7-12. This new structure will have continuity in grades 7-12.

Mr. Dinerman commented that we are not changing the teachers. Structurally not changing, just one person over-seeing the High/Middle School.

Mrs. Maria DeLuca, New Providence Resident

Mrs. DeLuca asked what is the team going to do for the Middle School? Mr. Carangelo will have sports in the Middle School?

Dr. Miceli commented that nothing is changing regarding sports. Mr. Carangelo can collaborate with the administrative team to propose sports for the middle school in the future. Mrs. Shadis, Director of Counseling will now oversee and have a say at the middle school. Now, the middle school counselor reports to the middle school principal. Mrs. Shadis will now be involved, continuing for six years. The new assistant principal with the proposed structure will now do all HIB investigations for the middle school. This will give the middle school counselors more time for counseling students.

Mrs. DeLuca asked about concerns from the staff.

Dr. Miceli commented that we have six months starting January 2020. We will have the same administrative staff and then we will assess how things are, if it can be better and make changes if needed.

There being no other public comments, Mr. Smith declared the public portion of the meeting closed at 8:13 p.m.

CLOSED SESSION

Mr. Krauss moved to adopt the following resolution:

This body shall on November 4, 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:

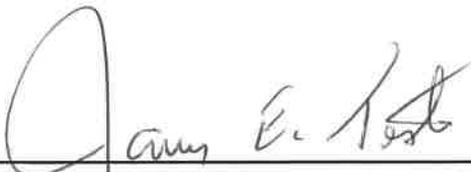
- Personnel Matters

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. Misiukewicz seconded the motion, which was carried unanimously.

Adjournment

There being no other business before the Board, on a motion by Mrs. Cuccaro, seconded by Mrs. Coniglio, Mr. Smith declared the meeting adjourned at 8:45 p.m.



James E. Testa, School Business Administrator/Board Secretary
11/04/19 Special Board Meeting