

The regular meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on July 23, 2020, in the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mrs. Cuccaro

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Robert Dinerman, Adam Smith and Joseph Walsh. Also present were Dr. David Miceli, Superintendent of Schools; James Testa, School Business Administrator/Board Secretary; and thirty-two members of the public as well as Zoom participants from the public.

Mrs. Cuccaro led the salute to the flag.

Mrs. Cuccaro 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 actual 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 change notice was posted on June 29, 2020:

The New Providence Board of Education Regular Meeting scheduled for Thursday July 30, 2020 at 7:30 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, has been cancelled and rescheduled for Thursday, July 23, 2020 at 7:30 p.m.

Comments from the Board President

Mrs. Cuccaro welcomed everyone. The end of the year promotion ceremonies and high school graduation seem like distant memories for some of us. She commented that she would like to take a moment to not only congratulate the Class of 2020, but to thank everyone who had a hand in making the day truly memorable for everyone.

As we begin tonight's meeting, I know many people in attendance have questions about sending their kids back to school in a safe manner. Our Restart Committee was comprised of New Providence School District administrators, principals, nurses, counselors, custodial staff, parent representatives, Board of Education members, and the New Providence Police Department. She commented that she would like to thank all for the countless hours spent vetting the best possible scenario for our district to be able to send our students and teachers back to the classroom in a safe manner.

Once we get to the public comment portions of the meeting, those of you who are participating in

the meeting via Zoom will be able to ask questions using the link that was emailed yesterday and can be found on the district website at www.npsd.k12.nj.us on the Board of Education tab. Please note, your questions will be read aloud during the public section of the meeting in the order they were received.

Comments from the Superintendent of Schools

Dr. Miceli welcomed everyone. I'm proud to be a member of this community for the past seventeen years and have experienced the various accolades, achievements, and successes of our students. I am, however, also proud because over the past seventeen years, I've been privileged to be a part of a community that has always come together during times of need and uncertainty. I think we can all agree, the challenges we have before us today, call on us like never before to work together as a caring community for our students.

Dr. Miceli commented that during the past five months, we have established protocol in the community to keep everyone safe. As a result, we have been healthy and continued with many of our programs and traditions while creating new ones.

As we have been directed to reopen our beloved schools in September, we are excited to do so, but at the same time reopening is causing anxiety in many of us due to the current state of affairs. We witness, in many venues, inconsistencies from week to week, and we know that people, friends, and colleagues have vastly different opinions about the uncertainties that we all share.

Dr. Miceli commented that he wants to commend the many individuals that have been working tirelessly on our reopening plans. He commented that we can all agree that the plan is not ideal, but it finds a common ground and balance in many areas considered. He commented that he would never have thought, on March 12th, that we would be developing a plan like this for September. How could we have possibly imagined that. That being said, we have forged ahead with a plan that prioritizes the health and safety of our students and staff, while maintaining the integrity of our educational programs. We recognize and are aware that we are not able to please everyone with the framework presented. Over the past few months, and particularly over the past twenty-four hours, he has heard passionately from many of our stakeholders regarding the full continuum of sentiments; bringing all of our students back with masks each day to remote only, and everything in between. He commented that he is not surprised, as this continuum has been part of our internal dialogue for many months.

Dr. Miceli commented that our plan is guided by the directives from DOH and DOE, of which we now have approval from both entities, and then filters down to the nuances and resources we have available here in New Providence. We are very fortunate with the means available to us, and do not have to address many of the concerns expressed across the State. In addition, our plan allows us to quickly pivot to remote-only instruction in the event we need to do so locally or we are directed to do so by the Commissioner or Governor in the immediate future.

Over the next several weeks, we will continue to provide all of our stakeholders with greater specificity to many essential components of our plan. We ask for your patience during this time. In addition, once we receive additional guidance from the Department of Education on the parent option for remote only, as indicated by Governor Murphy this past Monday, we will issue a request

form to all our families for this proposed opportunity. As of today, we have not yet received any guidance on this matter.

Dr. Miceli commented that he wanted to remind families that there is a real possibility that the Governor may issue an executive order requiring us to be in remote-only instruction in September. He also indicated this during his press conference on Monday that as he watched the evolution of what is transpiring around the county, and now as close as Virginia, we may see that order over the next month. He commented that one thing that helps him through each day is to recognize and reflect on the things that he can control and make a difference with today, and not ponder on the things he can't control tomorrow.

Dr. Miceli thanked everyone for their patience, cooperation, and commitment. He hopes that we can continue to collaborate and be as creative as possible as we navigate through these thought-provoking times. I know that our students and staff have the ability to adapt to our new landscape, and they will do this successfully with everyone's support. New Providence has always been successful as a united front, and he is optimistic that we can continue that success in the Pioneer tradition.

Superintendent's Report

Dr. Miceli reported on enrollment. At the end of June, we had a total of 712 students at AWR School, 657 students at Salt Brook School, 400 students at the middle school, and 642 students at the high school. We had 34 students receiving services outside the district, with a total number of 2,445 students.

Dr. Miceli commented that our final state aid allocation is \$1.694M, a \$185,000 decrease from the District's original allocation. Mr. Testa and he are working with this number to ensure that all of the programs are in place. We are very pleased and thankful that the state aid was not significantly reduced from what we had anticipated.

Dr. Miceli commented on the school calendar. We recognize that our staff members will need a number of elements proposed to them regarding the Professional Development training. The initial calendar included our first staff development day before the students return. Strategically we are moving the October Professional Development day to the first week of September as well, so that our staff members will be presented with three consecutive days of professional development before our students return. There is a lot that we need to communicate and work on, so strategically we have put that in place. There are no implications to our students and the remainder of our community members in terms of the school calendar. We will have the teachers off on Columbus day instead of the Professional Development day. We will approve this tonight and then disseminate the revised calendar to the community and post it on our website.

Dr. Miceli asked Mr. Carrangelo to comment on high school athletics.

Mr. Carrangelo commented that the NJSIAA put out guidance in the middle of the summer on how we can return to play. There are three phases. They had just recently released Phase 2 guidelines, which allows us to start as early as July 13th with very specific guidelines putting kids in no bigger groups of ten. Along with the coaches, he has been working closely to put together their plans to allow those summer practices to happen. He had communicated early in the month that our plan is

to begin the Phase 1 practices on August 3rd. On August 3rd, a schedule was released that half of our fall programs will be getting out there that day, the rest will begin on Tuesday, August 4th. Each program, based on their coaches' decisions on what they felt they needed and what's in the best interest of their programs and their student athletes, will be practicing anywhere between two to four times a week. For those first two weeks, during Phase I, we will have temperature checks and screening daily to make sure that everyone who is reporting is healthy enough to do so. That plan is going to go out to all registered student athletes Monday morning. We had communicated the general guidelines and schedule prior, but now the parents who registered will be getting the actual details with masks, drop off and pickup locations, and windows of time when you have to drop off. This will all go out Monday. Very recently released, the update on the plan for fall athletics. Typically our first fall programs begin August 10th, which are football and tennis and August 17th for the remainder of our fall programs. They pushed the official start date for the fall season to September 14th. What is going to happen is that we are going to go through Phase I for the first two week of August, then Phase 2 the last two weeks of August, then there has to be a no contact period. They want to have a two week period at the start of the school week. The coaches will have no contact with their athletes specifically with their sports, only virtual. We are currently on our plan locally to put together guidelines for when this all begins. The county is in the process of revising our entire schedule. The concept now is to play as locally as possible. We will try and stick to Union County as much as possible.

Mr. Smith asked if the school year changes, how does it affect fall sports?

Mr. Carrangelo commented that the main focus at this time is to get the student athletes out there to be healthy to compete, not so much about winning championships. The end of the season is a little abbreviated, they will still go till Thanksgiving, but there will not be any state level competition, maybe a potential regional competition. They have not given us final guidance on this.

Dr. Miceli commented that before we go any further, he would like to take this opportunity to congratulate his friend and colleague Scott Hough for his appointment as Superintendent of the Summit School District. He has been with us for twelve years, first as an Assistant Principal at the high school, Middle School Principal for four years and five years as Assistant Superintendent. It is a great time to become Superintendent!

Mr. Hough thanked Dr. Miceli. He commented that he valued his time here in New Providence and that this place is very dear to his heart. He hoped that he has given the community half as much as it's given him. Thank you everyone!

Public Comments (on specific agenda items)

Mrs. Cuccaro opened the opportunity for the Public to be heard (on specific agenda items) at 7:47 p.m.

There were none.

Approval of Minutes

Mr. Dinerman moved to approve the Business and Closed meeting Minutes for the following:

Business Meeting: June 25, 2020
Closed Meeting: June 25, 2020

Seconded by: Mrs. Coniglio
Roll Call Vote:

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

Appointment of Open Board Member Seat

Mrs. Cuccaro moved to approve the appointment of Jennifer Killea to fill the open board member seat for the current term ending December 31, 2020.

Seconded by: Mr. Smith
Roll Call Vote:

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

Mrs. Cuccaro commented that Mrs. Killea will be sworn into office at the August meeting due to finalizing a compliance agreement with her employer.

ACTION ITEMS
FINANCE ACTION

Mr. Walsh moved to approve Items 1 through 16 as listed below:

Board Secretary and Treasurer Reports for June 2020 Approved

1. After review, we hereby accept the Board Secretary and Treasurer reports for June 2020. No major account or fund has been overexpended in violation of financial obligations for the remainder of the fiscal year.

July 2020 Bills List Approved

2. Approve the payment of bills for July 2020, in the amount of \$3,377,792.19. Due to the

COVID-19 pandemic, payment to vendors follows P.L. 2020, C.27 (A3904), Payments to Employees & Contractors.

Agreement/Resolution for Nonpublic School Chapter 192-193 Services for the 2020/2021 School Year Adopted

3. Adopt the Agreement/Resolution for Nonpublic School Chapter 192-193 Services authorizing Union County Educational Services Commission to provide the required auxiliary services for the New Providence Board of Education for the 2020/2021 school year.

(EXHIBIT A)

Agreement/Resolution for Nonpublic School Nursing Services for the 2020/2021 School Year Adopted

4. Adopt the Agreement/Resolution for Nonpublic School Nursing Services authorizing Union County Educational Services Commission to provide the required technology services for the New Providence Board of Education for the 2020/2021 school year.

(EXHIBIT B)

Agreement/Resolution for Nonpublic School Security Aid for the 2020/2021 School Year Adopted

5. Adopt the Agreement/Resolution for Nonpublic School Security Aid authorizing Union County Educational Services Commission to administer the Security Aid Program for the New Providence Board of Education for the 2020/2021 school year.

(EXHIBIT C)

Agreement/Resolution for Nonpublic School Technology Services for the 2020/2021 School Year Adopted

6. Adopt the Agreement/Resolution for Nonpublic School Technology Services authorizing Union County Educational Services Commission to provide the required technology services for the New Providence Board of Education for the 2020/2021 school year.

(EXHIBIT D)

Agreement/Resolution for Nonpublic School Textbook Services for the 2020/2021 School Year Adopted

7. Adopt the Agreement/Resolution for Nonpublic School Textbook Services authorizing Union County Educational Services Commission to provide required textbook services for the New Providence Board of Education for the 2020/2021 school year.

(EXHIBIT E)

**Agreement/Resolution for Nonpublic School IDEA-B Initiative Funds for the
2020/2021 School Year Adopted**

8. Adopt the Agreement/Resolution with Union County Educational Services Commission to administer the New Providence School District's Nonpublic School Individuals with Disabilities Education Act-B (IDEA-B) Initiative funds BASIC, pursuant to the requirements of the Individuals with Disabilities Act and Grant Application for the 2020/2021 school year.
(EXHIBIT F)

**Agreement/Resolution for Participation in Coordinated
Transportation Services for the 2020/2021 School Year Adopted**

9. Adopt the Agreement/Resolution for Participation in Coordinated Transportation Services between the Union County Educational Services Commission and the New Providence School District for the 2020/2021 school year.
(EXHIBIT G)

**Generous Donation from Mrs. Virginia Parker to the Class of 1962
Louis DiParisi Jr. Memorial Scholarship Fund Approved**

10. Approve to accept the generous donation to the NPHS Class of 1962 Louis DiParisi Jr. Memorial Scholarship Fund from Mrs. Virginia Packer, in the amount of \$250.00.

**Generous Donation from the Lee Family and Mr. & Mrs. Jeffrey Adolph for New Books on
the Topic of Race, Cultural Diversity and/or Books with Characters of Color
and Varying Entities Accepted**

11. Approve to accept the generous donation from the Lee Family and Mr. and Mrs. Jeffrey Adolph in the amount of \$350.00 to purchase new books (and/or replace any books) for the Salt Brook Media Center on the topic of race, cultural diversity, and/or books with characters of color and varying ethnicities.

Anonymous Donation to the NP Athletic Department Accepted

12. Approve to accept the anonymous donation to the New Providence Athletic Department of five (5) Rogue Butcher v2s (heavy duty push sleds) and five (5) S-25 Fat Boy Sleds (heavy duty pull sleds) valued in the amount of \$2,527.37.

**Resolution for Participation in the NJSBA TEC Cloud Cooperative
Program for the 2020/2021 School Year Approved**

13. Approve the following resolution for the 2020/2021 school year:

The New Providence School District will participate in the New Jersey School Boards Association's (NJSBA) TEC Cloud E08801-ACES-CPS purchasing cooperative program.

Purchase of 160 Apple iPads for the 2020/2021 School Year Approved

14. Approve the purchase of one hundred sixty (160) 10.2-inch Apple iPads, WiFi, 32GB, Silver, in an amount not to exceed \$47,040.00 for the 2020/2021 school year.

Purchase of One(1) Twenty-Five (25) Passenger School Bus Through ESCNJ Co-op Bid#19/20-22 for the 2020/2021 School Year Approved

15. Approve the use of ESCNJ Co-op Bid #19/20-22 to purchase one (1) 2021 GM/Chevy 159" WB Model, twenty-five (25) passenger school bus from Van-Con in an amount not to exceed \$62,720.95 for the 2020/2021 school year.

Purchase of One(1) Fifty-Four (54) Passenger School Bus Through ESCNJ Co-op Bid for the 2020/2021 School Year Approved

16. Approve the use of ESCNJ Co-op Bid #19/20-22 to purchase one (1) 2021 IC Corporation Model -PB 105, fifty-four (54) passenger school bus from Truck King International Sales and Service in an amount not to exceed \$110,793.37 for the 2020/2021 school year.

Seconded by: Mrs. Coniglio

Roll Call Vote:

Yea Mrs. Coniglio

Absent Mrs. Misiukiewicz

Yea Mrs. Cuccaro

Yea Mr. Smith

Yea Mr. Dinerman

Yea Mr. Walsh

FACILITIES ACTION

Mr. Walsh moved to approve Item 1 as listed below:

Disposal of Fifty-Four (54) Macmillan Dictionaries Approved

1. Approve the disposal of fifty-four (54) Macmillan Dictionaries, Macmillan Publishing Company, that are no longer used for classroom instruction.

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Coniglio

Absent Mrs. Misiukiewicz

Yea Mrs. Cuccaro

Yea Mr. Smith

Yea Mr. Dinerman

Yea Mr. Walsh

EDUCATION ACTIONS

Mr. Dinerman moved to approve Items 1 through 15 as listed below:

2020/2021 Revised School Calendar Approved

1. Approve the revised 2020/2021 School Calendar. (EXHIBIT H)

2020 ESY Student #1241128 at Deron I Approved and 2020 ESY for Student #1241128 at Deron II Rescinded

2. Approve the 2020 Extended School Year tuition for student #1241128 in the amount of \$10,379.00 at Deron I and rescind the approval of student #1241128 to attend Deron II for the 2020 Extended School Year, effective 7/1/2020.

One-To-One Aide for Student #1601152 for the ESY 2020 and 2020/2021 School Year at Deron I Approved

3. Approve one-to-one aide for student #1601152 in the amount of \$4,650.00 for the Extended School Year 2020 and \$27,900.00 for 2020/2021 School Year at Deron I, effective 7/1/2020.

Tuition for Students #1240545 and #1240546 for ESY 2020 and 2020/2021 School Year at Academy 360 (Upper School) Approved

4. Approve tuition for students #1240545 and #1240546 in the amount of \$8,556.00 each for Extended School Year 2020, and \$71,172.00 each for the 2020/2021 School Year at Academy 360 (Upper School), effective 7/1/2020.

One-To One and Tuition for Student #11912 for the ESY 2020 and for the 2020/2021 School Year at Academy 360 (Lower School) Approved

5. Approve tuition for student #11912 in the amount of \$8,711.00 and a one-to-one aide in the amount of \$3,850.00 for Extended School Year 2020; and tuition in the amount of \$72,455.00 and a one-to-one aide in the amount of \$32,025.00 for the 2020/2021 School Year at Academy 360 (Lower School), effective 7/1/2020.

ESY 2020 and 2020/2021 School Year Tuition at ECLC for Student #11013 Approved

6. Approve a one-to-one aide for student #11013 in the amount of \$4,700.00 for Extended School Year 2020, and \$42,300.00 for the 2020/2021 School Year at ECLC, effective 7/6/2020.

Tuition for Student #10333 for the 2020/2021 School Year at Windsor School Approved

7. Approve tuition for student #10333 in the amount of \$73,800.00 for the 2020/2021 School Year at Windsor School, effective 9/9/2020.

Submission and Acceptance of the FY 2020/2021 ESSA Consolidated Grant Application Approved

8. Approve the submission and acceptance of the Fiscal Year 2020/2021 Every Student Succeeds Act Consolidated Grant Application for Title IA, Title IIA, Title III, and Title IVA funds totaling \$39,941.00 for the period 7/1/2020 through 6/30/2021.

Title IA, Title III and Title IVA Funds for the 2020/2021 School Year Accepted

9. Approve the acceptance of Title IA funds in the amount of \$513.00; Title IIA funds in the amount of \$23,177.00; Title III funds in the amount of \$6,251.00; and Title IVA funds in the amount of \$10,000.00 for the 2020/2021 school year.

Acceptance Into a Title III Consortium with Springfield BOE for the 2020/2021 School Year Approved

10. Approve acceptance into a Title III Consortium with the Springfield Board of Education in order to receive the amount of \$6,251.00 since federal legislation requires a consortium given that our allocation is below the \$10,000.00 minimum requirement. The Springfield Board of Education will be the lead district in this consortium for the 2020/2021 school year.

Submission of FY 2021 IDEA Consolidated Grant Application Approved

11. Approve the submission of Fiscal Year 2021 Individuals with Disabilities Education Act (IDEA) Consolidated Grant Application, in the amount of \$523,767.00 (Basic: \$504,610.00; Preschool: \$19,157.00), for the period 7/1/2020 thru 6/30/2021.

Adoption of Textbooks and Other Educational Materials Approved

12. Approve the adoption of textbooks and other educational materials as per attached list.
(EXHIBIT I)

NPSD Provisional Teacher Mentoring Plan- 2020/2021 Approved

13. Approve the New Providence School District annual mentoring program, "Provisional Teacher Mentoring Plan- 2020-2021," prepared in compliance with the New Jersey Mentoring for Quality Induction during the 2020-2021 School year.

(EXHIBIT J)**Special Education Tuition Agreement with UCESC for the 2020/2021 School Year Approved**

14. Approve the Special Education Tuition Agreement between the Union County Educational Services Commission and the New Providence School District for the 2020/2021 school year.

(EXHIBIT K)**School Tuition Agreement with UCVT Schools Approved**

15. Approve the School Tuition Rate Schedule Agreement between the Union County Vocational-Technical Schools and the New Providence Board of Education.

(EXHIBIT L)Seconded by: Mrs. Coniglio

Roll Call Vote:

Yea Mrs. ConiglioAbsent Mrs. MisiukiewiczYea Mrs. CuccaroYea Mr. SmithYea Mr. DinermanYea Mr. Walsh**PERSONNEL ACTION**

Mr. Smith, in the absence of Mrs. Misiukiewicz, moved to approve Items 1 through 6 as listed below:

2020/2021 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 2020/2021 school year:
 - a. Jennifer Maurer, Executive Secretary/Personnel (Confidential), (12 month; 8 hrs/day), \$65,769.00 (base \$67,500), effective 7/13/20
 - b. Ilanit Kaplan, teacher, \$77,029.00, effective 9/1/20 (subject to criminal history review procedures)
 - c. Jonathan Firetto, summer Assistant Principal work, not to exceed (5) days,

- \$2,492.50
- d. Susan McGeechan, summer Assistant Principal work not to exceed (5) days, \$2,323.81
 - e. Mitsuru Noguchi, teacher, \$56,774.00, effective 9/1/20
 - f. Brandon Hilf, teacher, \$56,774.00, effective 9/1/20
 - g. Antonio Lam, teacher, \$58,274.00, effective 9/1/20
 - h. Dylan Fox, summer technology work, \$11.50/hr, effective 7/2/20
 - i. Collin O'Leary, summer technology work, \$10.50/hr, effective 7/2/20
 - j. Noah Thompson, summer technology work, \$10.50/hr, effective 7/2/20
 - k. Landon Boller, summer technology work, \$10.50/hr, effective 7/2/20
 - l. Claudia Ralph, head cheerleading coach (subject to criminal history review procedures).
 - m. Rachel Kane, long-term substitute teacher, effective 09/01/20, to be paid on a per diem basis of \$283.87 (prorated Step 1, Column I, base of \$56,774.00).
 - n. Laura De Nicola, World Language Department Head, \$6,784.00, effective 7/24/20
 - o. Michelle Testa, Mathematics, K-6, Department Head, \$4,545.00, effective 7/24/20
 - p. Jennifer Tiongson, Visual and Practical Arts Department Head, \$6,784.00, effective 7/24/20
 - q. Alex Robson, summer technology work, \$10.50/hr., effective 7/24/20

Resignations Accepted

2. Accept the resignations of the following employees:

- a. Elizabeth Fitzsimmons, long-term per diem substitute, effective 9/1/20 thru 12/16/20
- b. William Paris, teacher, effective 8/31/20
- c. Scott Hough, Assistant Superintendent of Educational Services, effective 8/14/20
- d. Kristen Briceno, teacher, effective 9/12/20
- e. Sara Coveley, teacher aide, effective 7/23/20

Revisions for the 2020/2021 School Year Approved

3. Approve the following revision for the 2020/2021 school year:

- a. Alessandro Pizzo, teacher, base from \$68,359.00 to \$70,359.00, effective 9/1/20, due to teaching periods stipend; split contracts will be: 9/1/20 thru 10/31/20 (\$14,072.00); 11/1/20 thru 6/30/21 (\$56,287.00)
- b. Sandra Timmermann, revise teaching periods stipend from \$2,000.00 (base \$110,369.00) to \$4,000.00 (base \$112,369.00), effective 9/1/20
- c. Chelsea Corcoran, long-term substitute teacher, from a per diem basis of \$283.87 (prorated Step 1, Column I, base of \$56,774.00) effective 9/1/20, to

- long term substitute teacher, \$20,155.00 (base \$56,774.00), effective 9/1/20 thru 12/15/20
- d. Ken Hess, from Fine, Performing, and Practical Arts Department Head at \$8,000.00 to Music and Performing Arts Department Head at \$6,784.00
 - e. Susan Rembetsy, from Mathematics Department Head at \$6,784.00 to Mathematics, 7-12, Department Head at \$4,545.00
 - f. Byron Tracey, from World Language and Social Studies Department Head at \$8,000.00 to Social Studies Department Head at \$6,784.00
 - g. Laurie Barletta from Secretary II, 7.5/hrs. at \$39,967.00 to Secretary I, 7.5/hrs. at \$41,072.00 (base \$43,002.00), effective 7/20/20
 - h. Brittany Heaslip, teacher, from Step 4, Column III (\$61,694.00), to Masters, Step 4, Column V (\$66,137.00), effective 9/1/20, due to course credits

2020/2021 School Year Appointment Rescinded

- 4. Rescind the following appointment for the 2020/2021 school year:
 - a. Ilanit Kaplan, as long-term substitute reading specialist, effective 9/1/20 thru 12/23/20

Lauren Zirpoli Appointment as Assistant Superintendent of Educational Services Approved

- 5. Approve the contract agreement for Lauren Zirpoli, as Assistant Superintendent of Educational Services, with the New Providence Board of Education, effective August 17, 2020. Contract is on file in the Board Office.

Coaches, Advisors and Co-Curricular Positions Resolution Approved

- 6. Approve the following Resolution for the 2020/2021 school year:

NEW PROVIDENCE BOARD OF EDUCATION

RESOLUTION FOR COACHES, ADVISORS, and Co-CURRICULAR STAFF FOR
THE 2020-2021 SCHOOL YEAR FALL SPORTS/ACTIVITIES

WHEREAS, the New Providence Board of Education seeks to appoint Co-Curricular staff (including Coaches, Advisors, and any other Co-Curricular positions set forth on **EXHIBIT M** for the 2020-2021 school year fall sports/activities season; and

WHEREAS, the New Providence Board of Education will pay the full stipend associated with the coaching of, advising of, or participation in, a particular sport/activity in the event that the sports/ activities season is conducted in full; and

WHEREAS, the New Providence Board of Education will not pay the amount of the stipend, or pay a prorated amount of the stipend, associated with the coaching of, advising of, or participation in a particular sport/activity in the event that all or a portion of the sport/activity is not conducted due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure or a directive from the appropriate representative of the New Jersey Department of Education or a directive from the Governor or designee or the New Jersey Legislature or designee, or should the New Providence Board of Education adopt a permissible virtual or remote learning platform or that the school year itself might be modified; and

WHEREAS, in the event that a sports/activities season is either cancelled or reduced or modified, the stipend will not be paid or will be prorated to be commensurate with the percentage of the sports/activities season that is actually conducted; and

NOW, BE IT RESOLVED, that the New Providence Board of Education approves the appointments listed in **EXHIBIT M**, contingent on the sports/activities season being conducted, and with the stipend not to be paid if the sports/activity season is cancelled or prorated should the sports season not be completed because of a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure or a directive from the appropriate representative of the New Jersey Department of Education or a directive from the Governor or designee or the New Jersey Legislature or designee, or should the New Providence Board of Education adopt a permissible virtual or remote learning platform or that the school year itself might be modified.

Seconded by: Mr. Walsh

Mr. Smith thanked Mr. Hough for his service to our District. There is nothing but great things to say for all the work Scott has done with a variety of different levels and roles. Scott Hough will definitely be missed. Mr. Smith congratulated Mrs. Zirpoli for the appointment to Assistant Superintendent of Educational Services. He commented that It is great to promote from within. Congratulations!

Mr. Smith commented on item #6, the resolution for all co-curricular staff. This is a topic they discussed as a committee. He commented that we pay stipends to a number of our staff members for clubs, sports and other co-curriculars. In the fall if things get cancelled, and we go completely remote, the Board wants the flexibility for pay for stipends.

Dr. Miceli commented that as Mr. Smith mentioned, it is always a pleasure to promote within. He congratulated Jennifer Maurer, secretary at the high school who will now move to the central office in the HR department. Laurie Barletta is promoted from Secretary II to Secretary I position to the high school.

Dr. Miceli commented that in receipt of our state aid, we will be able to continue with some of our additional positions on this year's budget. We would like to bring back some of our department head

positions that were cut in 2010. Laura De Nicola will be our new World Language Department Head. Michelle Testa will be the new K-6 Mathematics Department Head. Jennifer Tiongson our new Visual and Practical Arts Department Head.

Dr. Miceli commented, last but not least, Mrs. Zirpoli is the District's new Assistant Superintendent of Educational Services. We had forty applicants for the position, eight candidates were chosen to interview, seven from outside the District and one internally. Two finalists came to him for interviews and Mrs. Zirpoli was top. Congratulations for all of her achievements in our district for the past nine years, two of those as Assistant Principal and seven years as Principal. We couldn't be happier for her to join us at the Central office as Assistant Superintendent, Congratulations.

Mrs. Zirpoli thanked Dr. Miceli. She thanked the Board for the support for the last nine years, especially for the last seven years. She thanked all of the teachers, administrators, students and parents who over the years she had developed a deep relationship with that she will always cherish. This is a very special place to her. She is very excited to take this next step in New Providence. Thank you.

Dr. Miceli commented that Mr. Hough will be with us until August 14th, and Mrs. Zirpoli will be at the High school/Middle school and continue to support and put everything in place until we open school.

Roll Call Vote:

Yea Mrs. Coniglio

Absent Mrs. Misiukiewicz

Yea Mrs. Cuccaro

Yea Mr. Smith

Yea Mr. Dinerman

Yea Mr. Walsh

BOARD POLICY

No Board Policy items for approval.

Committee Reports

Curriculum, Instruction, and Technology

Nothing new to report

Finance, Facilities, and Safety/Security

Nothing new to report

Personnel, Management, and Communication

Nothing new to discuss.

OLD BUSINESS

Mrs. Cuccaro reviewed the 2019/2020 Board Goals

1. Continue to discuss the demographic study, potential development and the associated Educational impact to our community. This is an ongoing goal.
2. Complete and identify the District's Strategic Goals for the next five years. We will have a presentation in the September meeting.
3. Complete the fiscal year 2020/2021 budget process in a timely and compliant manner. This has been completed.
4. Evaluate the District's public relations practices within the school community. Katie Mangel has been a tremendous asset to the District for getting all of our information out, starting the Facebook page and re-doing the apps.
5. Monitoring the school resource officers in the schools. This is an ongoing goal.
6. Review the middle school schedule and any proposed changes. We are leaving the schedule as it was this school year and will continue to look at it moving forward.

Committee Goals

Mr. Dinerman reviewed the Curriculum, Instruction and Technology goals.

- Continue to monitor the digital transformation of technology in the classroom while at the same time monitoring the social and emotional impact of technology
- Evaluate the middle school schedule and propose changes for the 2020/2021 school year.
- Monitor the implementation of French and Algebra I (non-honors 8th grade) in the middle school
- Address what the classroom will look like for Generation Z and the 4th Industrial classroom expectations (K-12)
- Monitor the inclusionary program
- Monitor the implementation of new electives offered at the high school as a result of the new drop bell schedule (consider new electives for the 2020/2021 school year)
- Continue to discuss the demographic study as changes occur in the community

Mr. Walsh reviewed the Finance, Facilities, and Safety/Security goals.

- Review enrollment projections and results of the demographic study report related to facilities
- Present the 2020/2021 budget within State mandated cap
- Monitor the Borough's affordable/market housing requirements, specifically with the Bard property
- Review facilities to plan for enhancements, if needed, to align with curriculum needs and extracurricular activities
- Address remaining bond proceeds

Mr. Smith reviewed the Personnel, Management and Communication goals.

- Continue to discuss the demographic study and potential development as it relates to personnel and staffing
- Continue to evaluate methods of communication with the school community
- Evaluate potential new positions within the District

Mrs. Cuccaro commented that Strategic Planning Goals will be discussed at the September Board of Education meeting.

NEW BUSINESS

There was no new business to discuss.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting for public comments at 8:06 p.m.

Courtney Hershey via ZOOM:

Summit announced this morning that all students will return to school five days a week, four hours a day, no lunch, or all remote options for those who want them. They are focusing on incorporating an anti-racism component into their curriculum.

Dr. Miceli commented he cannot speak for what other communities are proposing and what their structure on how their students will do. Our committees at the building level as well as the district committee vetted what we thought we needed to do based on specific directives from the Department of Health. We needed to maintain six foot social distancing, ensure that our students and staff wear masks and, we need to not provide lunch under the traditional format for the risk of transmission within those settings. When we looked at our classrooms, it was difficult to have all of our students in one classroom at six foot distancing measurement.

Martin Family via ZOOM:

If a student needs to quarantine due to travel in one of the 31 states. Will the student remain in the same group or will they be moved to group C?

Mrs. Cuccaro commented that they will return to the same group they were in.

Anindita via ZOOM:

Is the group arrangement for the whole school period or will it be re-evaluated again in a couple of months? Can parents of middle school kids opt to be in Group C? What kind of paperwork or documentation will be needed for this?

Mrs. Cuccaro commented as we progressed into the school year, we will constantly re-evaluating what's going on in our school district. We will have to follow all guidelines set by the State and any executive orders from the Governor.

Dr. Miceli commented that once we receive guidance from the DOE and we will send out correspondence to all the families.

Paul Palschakov via ZOOM:

If enough people opt out of in person learning, is it possible to allow students the opportunity to be in school 5 days a week? Chatham, Summit, and BH are all allowing in-school learning 5 days a week.

Mrs. Cuccaro commented that this depends on how many people will go remote.

Mr. Smith commented that there are a lot of questions and references from Summit, Chatham and Berkeley Heights schools. The guidance that we received from the Department of Education is that we need to have six feet for social distancing. We don't have the space like the larger districts.

Angela, 185 Central Avenue, New Providence

Angela commented that she wanted to understand the proposal. How do you intend to break the kids up in groups? How are specials scheduled during the days?

Mrs. Cuccaro commented that the elementary schools will be broken up in the first half of the alphabet and the bottom of the alphabet. If you have children in elementary school and the middle school, we will try our best to have them on the same schedule.

Dr. Miceli commented that the schedule will come out next Friday, very detailed and specific.

Mrs. Greenwald, AWR Principal, commented that she and Mrs. Drexinger have been working with the Response Team and our school based situation teams. The schedule for the day will be very specific and specials will be included in the daily rotation for students, they will follow their normal schedule.. 8:30 a.m. to 12:30 p.m. students will have Language Arts, Math, Social Studies, Science included along with their specials rotation as well.

Mrs. Zirpoli commented that the middle school is working on the student groups. It is easier at the middle school to split the alphabet. At the high school, it will be impossible. We have taken our first period course rosters, which is about 32 out of 42 classes. This is how we have broken the student up, not alphabetically. MS and the HS will be on the same bell schedule. Each day, we will bring the students down to 50%, 500 students between the MS and HS. New Providence High School and Middle School students will begin reporting to school by 7:35 a.m. beginning on Tuesday, September 8, 2020. Students from each grade level will be assigned a specific arrival time and location - staggered across six entrance door locations across the campus. Students will report to their assigned check-in location for a pre-screening prior to entering the building each day. Each screening will consist of a verbal confirmation in regards to not presenting any potential Covid-19 related symptoms, and will conclude with a non-contact temperature check. Once a student passes the pre-screening, he/she

will report directly to their first period class, which will run as a “homeroom” from 7:35 a.m.- 8:00 a.m. every morning. Students must wear their masks at all times, including throughout this screening process. They will not be in the hallways socializing as they would during normal circumstances. They will start the first period and will run all eight periods of the bell schedule each day, concluding at 12:51. From 12:51 to 1:51, there will be an hour lunch/travel period. Beginning at 1:51 until the end of the school day at 2:46, we will run two mandatory ZOOM sessions. We will be rotating those periods each day. The middle school will eliminate period five, this is lunch.

Angela asked why the decision to do half days in school, opposed staying in school all day? Why not let them stay the whole day?

Dr. Miceli commented that the issue is that they are not able to stay in the building for lunch. So we will send everyone home and then resume online at home.

Mrs. Zirpoli commented that the kids arrive at 8:00 a.m. and don't leave till 12:51 p.m. This is a long day following the executive order requirements.

Resident

Resident asked in Middle School, the day that they are home, are they going to be watching a ZOOM video of instruction?

Dr. Miceli commented that one of the things that were done at the end of this past school year. In May, Mr. Richter spearheaded the Best Practices committee to take a look at what we have done the past four months. We did this intentionally because we thought we might have to go to a remote only plan this year, so we want to make sure we want that in place before anything else. Many of the families that saw what remote learning was the past months will look very differently now on ZOOM. It will have much more structure and much more specificity in terms of the student's daily schedule. In many cases it is going to reflect what their schedule would look like as if they were in school. Particularly in high school and middle school, theoretically, it won't look much different from here in school and home, as far as exposure with their teachers and us here, obviously, it would be much better here.

Mrs. Zirpoli commented that with our overall philosophy at the high school and middle school, we worked with our Pandemic Response Teams. We have a philosophy that we want to maximize as best as possible the on contact teacher time for students because that is naturally what we know how to do as teachers. We realized that what we do in two minutes with the students in front of us, could take ten to twenty minutes in a remote setting. Like Dr. Miceli had mentioned, we worked really hard, and Mr. Richter did, with the technology department, as a way to have the ZOOM feature that would ZOOM directly into each of our classrooms. The idea would be that if I am a language arts teacher, seven students would be in my class and five in ZOOM, those five students would be responsible to follow their schedule. They cannot be late to their ZOOM, they cannot be absent from their ZOOM, unless they are absent from school, and at the high school that would be a class cut. We will be marking them tardy as well. Once they are there in that class, the idea, in the Professional Development, that we are looking to provide for our teachers, is really as best as possible to break

down those walls between the students being in front of you and being home in ZOOM. The autonomy to do that, how they see fit, the examples that we have given is similar to the screens like the one at the media center. In each of our classrooms we have smartboards. The teachers can easily project the students on ZOOM onto the smartboards. The teacher will be engaging the students in front of them as well as the students on ZOOM asking them questions as well. The teachers have been doing this for years using Google as a collaborative platform. We are looking at that if the students are at home or if the student is in their classroom, they will be able to collaborate with each other and their teachers, this is really what our philosophy is. We are providing a very structured schedule for students that they will be held responsible to. There will be a lot of communication that will go out to the students, as well as the parents and their support in this. We need their support. We are not looking to amend our Code of Conduct, we are looking to follow them, as we would if the students are in school on that day, when it comes to coming in late to class or actually being absent and not having a documented absence in our attendance office.

Resident asked if the ZOOM period in the afternoon was optional?

Mrs. Zirpoli commented that no, it is an extension to the class that day. There will be two periods a day in the afternoon that are on ZOOM. We are working with teachers on planning and having use that time each day as an extension to lessons in class. If you are in school that day, you go home, you have lunch and then you go on. If you are a remote student that day, you have class all day, have lunch and then go on again.

Resident asked how it is going to work in 5th and 6th grade?

Mrs. Drexinger commented that it will be the same concept. If you are in school, you will have all of your in person teachers. Periods will be shortened for a 12:30 dismissal day, but you will have all of your subject matter as Mrs. Greenwald has indicated for that day. They will have a longer Language Arts block as well as a Math block because we are taking the lunch and recess out so extended time is being put back into those subject matters. This is almost the equivalent to what they would have with the full day in school. In the afternoon, from 1:30- 2:30 they will be assigned extended times for 5th and 6th grade in each of their subject areas. From 2:45-3:00 p.m., the teachers will be on to have office hours in case any students from group A and group B, to have any questions.

Resident commented that other towns are bringing in trailers so that students can come in all day, is this an option for us?

Dr. Miceli commented that we are not bringing in trailers. We have concerns such as limited space, air flow, and putting everyone in a confined space. There is no perfect solution to this, but we also have to think of our staff and potential exposure. If our staff gets sick, they will not be able to teach. We have to be mindful of the transmission, that is why we have to keep going back to our number one priority, which is the health and safety of all of our staff as well as our students. We want this to last, stay healthy, and we want to continue to provide instruction. If we have everyone on top of each other, as we normally would, and the students get sick, we would have to reach out to the Department of

Health, and we can have a closure. Buildings could close, or quarantine, everyone for fourteen days, so we need to be mindful of the fact we are not in normal circumstances. We still see the risks all over and we want to assure that everyone is protected so that we can continue to provide the most contact time, the most instruction, and continue curriculum over an extended period of time. The last thing we want to see is start to see closure. We might not be able to stop that, and in reality we realize that this is very real, so we want to make sure safety is the number one priority.

Brian Haas, Resident

Mr. Haas commented that the students have the option to stay home. Once the situation for teachers is that they become to feel uncomfortable to come in, what do they need to do?

Dr. Miceli commented that there are a number of circumstances that the Department of Labor Laws are very specific about what opportunities they have for various conditions that they may have, whether they have a compromised immune system and/or they might have other types of care conditions. They have pretty much laid out the guidelines. We are working through that right now and understand on how that will work out with the various contracts and obligations we have here. Our plan is to disseminate within a week or two of that information to all of our staff so that they can put in any special accommodations we might have or address other circumstances because they might not be able to attend in person to care for family members or themselves. We have to take a hard look at that and the implications on how our staff will work in our building. One of the things we have learned over the past months is that as soon as you begin to tackle something, start peeling the layers, there is another question or circumstance. This is why we appreciate everyone's patience with us because we have been trying to evaluate everything. As much as everyone has been working really hard, there are still many questions to be answered and we will continue to work on this next month to ensure again what this looks like in terms of the number of students that will attend as well as teachers.

Mr. Haas commented that if someone gets infected, have you worked out what the plan is?

Dr. Miceli commented that we also have a separate committee on health and safety. Mr. Hough, Mr. Carrangelo and the nurses have worked together. One of the documents we are sending out spells out our Health and Safety Plan.

Mr. Hough commented that one of the things they were struggling with when they formed the committee is what is the protocol for all of that since we have never experienced that. Reaching out to the Department of Health, they have given us pretty strong indication that they will give us that protocol. Any contact tracing and deciding what quarantine of students or staff is needed will come from them. They will give us more guidance as next month comes along so that everyone in Union County is following the same protocol.

Mr. Carrangelo commented that we just need to wait to get guidance. It continues to evolve. The expectations that they've had as far as someone goes home with suspected COVID due to one of the signs or symptoms and maybe COVID that they originally gave us four days ago has changed in the last few days. They have told us to expect to give us much more clarity and specificity by mid August.

Hopefully they can put it all visually in a form of a flow chart to really help ourselves and the community to understand the different types of scenarios and how they might impact quarantine and isolation.

Mr. Hough commented that our plan will be driven directly by the Department of Health and their decisions.

Amanda Morano, Resident

Amanda commented that they talked about the technology. She is concerned about the younger kids. She asked to clarify about the cameras in the classrooms. Are they using the laptops during ZOOM.

Dr. Miceli commented that when we started with this back in March, with respect to our youngest students, we knew that they were the most vulnerable in this situation because we knew they needed instruction and needed to work with their parents. One of the reasons why we took a hard look at kindergarten is that we wanted to make sure that we can come up with a creative way to get them here for their full half day as opposed to breaking them down even further to a quarter of the day, so they will have their entire program. The technology team is working closely with the Principals and utilizing the iPad with the tripods. We are purchasing tripods for all the classrooms, so that they will have access to and utilize the iPad and be able to ZOOM in and capture what is happening in the classroom.

Mr. Richter commented that the ZOOM application is the application that would be used. The technology department has been testing that in order for our students at home to ZOOM into the classrooms. We are continuing to work with our teachers, training on how we can do that. So far, we have used them in different locations. Our teachers are going to learn quickly and are going to give them time and practice to the idea of working with students both in front of them and remotely. Basically the iPad will have the camera, the teacher will have the ability to switch to the smart boards they use in the classroom. There are many applications that they will use for presentation and interactive purposes. They go through the actual computer in the classroom as well. The technology Department will continue to work out how to navigate to allow the teachers to use both if need be. The viewing of the teacher presenting a lesson will be used full in ZOOM. There are other features we are considering using to test, so that the students at home can see what is going on. There will still be tasks that students at home are completing independently, projects and things of that nature and especially for our younger students, we are doing our best to engage them through video conferencing, this is the biggest tool in this environment.

Amanda commented that the survey will go out to the parents of their options whether they want their kids at A, B, C, or D. At what point are you going to be giving the elementary students their class assignments?

Mrs. Drexinger commented that if everyone is to attend in Groups A and B, based on the letters of the alphabet, this is already in process and near completion. Until we know who is in Group C, we cannot finalize the list, until we have the full staffing list, based on our staffing survey, this is hard to determine. With all of these factors going in place, we have to stick to our normal timeline as we

normally sent those letters out, at the third week of August, and cannot anticipate them coming out earlier with all of the data that we have to receive, analyze and then reconfigure all of the class list again within the needs of A and B as well as Group C.

Dr. Miceli commented the team has been working hard everyday meeting for hours to prepare. A lot of details to go through and process.

Resident

Resident asked about Union County Vo-tech bussing.

Mr. Testa comments that at this point we are still waiting for Union County Vo-tech's school attendance plan. As soon as we get guidance from them, we will look at what bussing is available. We use district buses as well as contracted bussing for Union County, when we get their plan we will have to look and see what is available. The social distance per guidelines of six-feet apart is almost impossible. We do have some guidelines that we have set for our buses, but until we know what their schedule and plan will be, we can only plan for our District.

Mary Haas, Resident

Mrs. Haas commented that she came to say, thank you for the beautiful graduation that we did have. She was able to have a happy face for her graduate, she thanked Mrs. Zirpoli. She could not see her daughter because of the masks, and a little craziness with the cords and a huge scramble with the parents but it all worked out. It was beautiful and she had to thank everyone for getting us through this. The experience has been a rollercoaster ride for all of these years, but this is a very special place for her family.

Glenn Robertson, Teacher, President of NPEA

Glen commented that on behalf of the Association, he wanted to thank the Board of Education, the Superintendent, the Administration, for the support we had during the four months when we closed out in the Spring. He commented that he would have been hard pressed to ask for any more support that we had. We are all in the same team. He also wanted to thank Dr. Miceli for acknowledging the anxiety in the community and the anxiety with the staff here exists on various individuals who are worried about their health when they come back and it is nice to hear that this was a big part of the consideration as we move forward. The anxiety is also because the teachers are used to a certain level of excellence on serving our students and how we can continue that. He thanked the parents and the community who dealt with the ZOOM sessions. As Dr. Miceli mentioned, the schedule is going to be disappointing on some level for everyone and will not be perfect, but if we can look at what we were in June versus what we will be in September, we can see that we are making big strides, as opposed to not getting everything that would make our situation perfect. He commented that as we move forward, there is a role we can all play in this, by having our children social distance for the remainder of the summer so that they do not get sick and take this seriously. If everyone participates, it is important. Hopefully this is a temporary thing and thank you for helping us get on the right track.

Dr. Miceli commented that one of the questions on the ZOOM email was if everyone will be required

to wear a mask? He commented that yes, everyone, students and staff will be required to wear a mask throughout the duration of the in-person program.

Dianne Pieirra, Resident

Dianne commented that she is one of the parent representatives on the Pandemic Response Team for high school. They had sent out a survey to the parents. They had a lot of comments and she wanted to share a specific comment because she thought it was very important.

It reads: I will support any decision that this school district makes. Your tireless efforts and dedication is greatly appreciated. I know that you will make the right decision based on all the data that will be analyzed. Regardless of your decision, not everyone will be happy. Please do not get discouraged and I appreciate all of your hard work.

Dianne commented that she wanted to reiterate Glenn Robertson's statements. It has been a huge honor to serve on this committee. Everyone has been very accepting of all comments. The parent comments about structure and engagement especially on the high school level were not even questioned. Everything was considered, there is so much detailed down to the cleaning products, it's amazing. For those of you who are not here and are at home, rest assured that every stone that we can think of will be unturned, and if you really want to have an impact, talk to your PTA, PTSO, we are your representatives.

ZOOM question:

Please describe the other schedules that were considered and why the one chosen is superior?

Mrs. Zirpoli commented that originally when we set out, the administrative team, we thought through what was going to work at the high school. It was important for us to try to be consistent as possible with what our students were currently used to in our traditional setting. We quickly realized that with the Rotating Drop schedule, because we are alternating our students, Group A, B, our teachers will only see our students once every four days. We quickly realized this was something that we are not going to support. We wanted to get the students in front of the teachers as much as possible. We then looked at three other frameworks and ultimately decided on the traditional one through eight period frame work. The reason is that we really were valuing instructional time and since we had this schedule in the back of our minds, we thought this was the best one. This seems to be the best in terms of pivoting so that in the event, similar to In March, when we were told within days that we need to go remote, we will feel the pivot very easily, so on the online plan we will run the traditional period one through eight day. The periods will be extended to forty two minutes because we do not have the passing time, so there will be more time, although it will be exclusively remote for instructional time.

Mrs. Drexinger commented that the first thing we thought of is that we can bring everyone back with masks on, then we received the guidelines. When we went through the guidelines, we saw the six-feet social distancing guidelines. Our second thought was we can bring half the class back so we went to the classrooms and measured six-feet, moved desks. In the elementary schools we have the carpets,

the bookcases, the tables, everything had to come out in order to put the six-feet apart. When we did that, we saw the maximum number of student's desks and the tables that would fit in the room was fourteen, fifteen was pushing it, so we knew we could not bring full classes back, we had to go to half. At the elementary level, a typical classroom has several tables, small instruction tables, student desks, carpets for the children as well as other stand up furniture. All of that had to come out of the classroom. We had to find a place to put all the furniture, all the teacher's book cases that all of the students still need access to. We talked about a storage trailer but if we did a storage trailer, the teachers would still need access to some of the materials. So we mapped out spaces in the gymnasium working with our custodial staff, and figured out how much room we need per class, to bring stuff down. Teachers will have access, students will not have access due to prior restrictions, but the teachers will have access to bring in and out what they need for their classrooms. Physical Education classes will run outside, weather permitting, if we need to bring them in, we will use the cafeteria in some cases, if not we will have to bring them back in the classrooms.

Mrs. Drexinger commented that the original plan was until three o'clock for the elementary schools. Once the Health Department strongly advised against lunch and recess, which was the main concern. We had a difficult time figuring out how we would have children have lunch, could have plexi-glass, we figured out only one at each table, six-feet apart, how many staff would we need? There were a lot of considerations we needed to go through. Once we formed our Pandemic Plan committee, after listening to them, looking at our parent's survey, as well as our staff's comments, and taking the Health Department's strongly advising against lunch and recess, we moved to a half day, to eliminate the lunch and recess option to most of our students. At Salt Brook, the LLD students will be in full day because there are a small number of students in each classroom. We can social distance each day easily and have lunch in their classrooms and give them recess outside as well. This is how we came out with the half day hybrid schedule, ultimately it came down to what was educationally sound for our students and also the safest for our staff and students.

Dr. Miceli commented that in general, any of the health questions or quarantining, or incidents that may be presented to us, there will be direct collaboration between our school nurses and principals. We will walk through what next steps we will have. There is no generic response to anything. It is incident specific, based on circumstances, there could be different responses. Every case will be looked at individually.

ZOOM question:

I would appreciate the acknowledgement that the NPSD under the Discrimination petition has been received and will be considered. I understand that the re-opening is the current priority tonight and do not expect some actions till October. I am hoping that you are all supportive of the intent admission of the petition.

Mrs. Cuccaro commented that they received her email. Thank you for bringing it to their attention and hope they have the time to discuss it at a later date, getting the kids back into our classroom at this time as you said, is our priority.

Mrs. Cuccaro commented that we will continue to evaluate as we receive guidance from the state.

Mrs. Zirpoli commented on the marching band. She commented that she spoke with Mr. Niedziejko about the marching band. He will be putting a plan together for her to review. We decided that what is in the best interest for the one hundred and fifty kids that participate in the Marching band is that they will follow the same protocol that Athletics is following. Mr. Niedziejko is working closely with Mr. Carangelo on what our current practices is going to be, which is a lot governed by NJSIAA, however will keep students safe. We will be starting marching band in August and will also take the break in the beginning of September and then start back up. Our intention with the marching band is to follow the football schedule as best possible and have them be at all of the football games, both home and away and also compete on all of their competitions given the guidelines those sponsors give.

Mr. Carangelo commented that as things constantly evolve, football has entered into a new conference. It is pushing out the new schedule out on Tuesday, and there is possibility as they continue to guidance to potential restrictions to the number of people that maybe able to attend games or not that opposing team's Cheerleaders and Marching Bands may not be able to attend away games, but it is not definitive, but this is something being discussed.

Mrs. Zirpoli commented on co-curricular activities. We have many clubs at the high school as well as the middle school. As best as possible, we are planning to run those clubs, however some clubs may not be able to run given the travel and competition. We are anticipating that those competitions will be cancelled. As best possible, we will continue to monitor those clubs and see how many we can run as we begin school.

Mrs. Drexinger commented that at the elementary schools, the clubs do not start till October so we will evaluate where we are come September into early October. Since our children will be home by three o'clock in the afternoon, we will consider which of these clubs can run remotely.

Mrs. Coniglio commented that there are so many anxieties and some of the questions and conversations about how much fear and uncertainty and in some of the questions, you can hear it coming through. She commented that after tonight, the thoughtful responses and how well this was thought out and planned that there is trust and confidence. As a parent and board member, she wanted to take a break for one second and express unbelievable gratitude for everything and everyone has done. It is really important to say that she hopes everyone feels better with understanding of all the work that has been done. Thank you for everything.

Mrs. Cuccaro thanked Rebecca for her comments.

Dr. Miceli commented on the question on ZOOM, how we are able to run the kindergarten students five days a week as opposed to other students as well as pre-k? He commented that we took a look at this at the beginning and we recognize that our pre-k students and kindergarten students need the most structure. They are in the hardest position at home to work independently. We recognize

that mom and dad would not be able to be with them all day. Most of the things that we are doing come back to the six-foot social distancing.

Mrs. Drexinger commented that at Salt Brook, currently, the largest kindergarten class has 18 students, one class with 17 and one class with 18. In order to social distance 18 five year olds in a room, as one kindergarten class, we will need two teachers in the room, a kindergarten teacher and another staff member, probably one our Reading Specialist, which will be nice. At Salt Brook, the other kindergarten class will run either at the cafeteria or the multi-purpose room. We will make whatever space we use looks like a kindergarten class. They will not be able to use their play areas and other spaces they are used to because of the six-foot guidelines, but we will make it look like their class as best we can. If by change those numbers drop, if some parents choose Option C, the class gets smaller, we may not need to put two teachers in the class.

Mrs. Greenwald commented that at AWR, the kindergarten classrooms are fairly large. We are able to put 20 desks in the kindergarten classrooms and have six-feet apart. In pre-k, the numbers are low enough so we can have everyone in at six-feet apart.

Dr. Miceli asked Dr. Harvey to speak about the Special Services concerns.

Dr. Harvey thanked everyone for coming out. He knows there are a lot of concerns about how Special Services will be provided. Students in Group D include students in Preschool, Kindergarten and our specialized classes, and will be coming in five days a week. Students that are in other programs, such as replacement services, in-class support services or in a co-teaching environment, will continue to receive those services through the Group A/B hybrid model. The regular education teachers and special education teachers are working collaboratively to provide small group instruction and supplemental services that are indicated in the student's IEP. He complimented the Pandemic Response teams that are run by our Principals for creating frameworks in which we can ensure the students are receiving the services mandated in their IEPs. Students receiving Speech, PT, and other related services will have these services delivered in person or in a via remote sessions based on the needs of the students. Every consideration will be given in terms of scheduling to make sure students are not taken out of in person classes, including having students come back in the afternoon to pick up their therapy time. We are making sure that the teachers have any specialized PPE that is necessary. This includes masks that have clear windows so that mouths can be seen for students who need hearing or oratory processing needs.

ZOOM Question:

Since last year's kindergarten's class was short changed with the amount of education they received, will you consider having them five days a week and have them caught up with what they missed out in learning this past year?

Mrs. Drexinger commenced that not just in kindergarten, but in all grades, depending on how the students were able to attend individually in remote learning and realize there might have been some learning gaps. In our elementary school, particularly in first grade, there was a question in our first grade class. We will be adjusting our curriculums accordingly. If we do need to re-teach some

concepts from the Spring, we will certainly do that, based on the student's and class's individual and group needs. We also recognize that with smaller classes, the teachers feel strongly that if there were gaps they will be able to catch rather quickly, so that is not a concern right now.

ZOOM Question:

Parents who choose remote learning will have access to teacher's manuals and curriculum to better help their children.

Mr. Richter commented that our Tech Department is currently working to develop two websites. The first website will provide training for teachers and all the Professional Development materials they will need both before and throughout the school year. The second is for parent training. All of the feedback that was provided to us in our surveys earlier in the spring was to have materials centralized for ease of use for parents. That is something they will be working on throughout the summer and being able to provide as much information as possible to our parents so that they can assist when their children are home. That will have as much materials as we can to support the curriculum and the technology applications.

ZOOM Question:

State testing?

Mr. Richter commented that the State testing will resume in the fall. Last year's State tests were cancelled so those will not resume. As soon as we hear any information, we will provide it to the community. The only information we have are some of the dates that are tentatively set, such as the ACTs and SATs, nothing for State standardized testing at this point.

ZOOM Question:

Can we change our choice in-person to remote only at any time?

Dr. Miceli commented that once we receive the guidance from the Department of Education, we will speak to this more specifically. Early anticipated response to this is that once we put out the guidance information, and when making that selection to remote only, we would likely maintain that position throughout the duration of this period of time. We are not going to be able to make constant shifts of students from remote only to in person during the period of time that we are in this hybrid model.

ZOOM Question:

Physical education and health be inside for the high school?

Mr. Carangelo commented we are going to utilize our outdoor spaces as often as possible. We have a lot of outdoor space, so in days that we have good weather we can get out there, that is our plan. As the schedules come out, we will see how many students are in Group C. The expectation right now, with half our students, the large size of our gymnasium, we will be able to social distance at six-feet, but it will not look like physical education as usual. It will be much more students working

out in a small environment following the guidance of the Physical Education instructor. We are still evaluating.

ZOOM Question:

In the elementary schools, since the gymnasium are being used to store furniture, will they be able to use the community space for additional instruction?

Dr. Miceli commented we are going to utilize non traditional spaces in our schools, we did not consider using the community centers.

ZOOM Question:

Even working from home, we cannot concentrate on our jobs. Are the after care in town and in school available?

Dr. Miceli commented that we are collaborating with the daycare centers in town, they are willing to help us as much as possible.

ZOOM Question:

For the pre-k program, will there be cleaning of classrooms between am and pm sessions? Have there been considering air purification for anti- virus in the classrooms?

Dr. Miceli commented that Mr. Testa has been working collaboratively with our maintenance department and they are looking at all of our facilities. They are checking the various ventilations. We are also working with our Architect who has contracted a Mechanical Engineer. They will be coming in and looking at our facilities and making sure we have proper air flow particularly in our classrooms.

Mr. Testa commented that all the interior rooms throughout the District will be assessed to make sure that there is air flow and we will address what they give us as recommendations as needed.

ZOOM Question:

How will online instruction work for classes with substantial concepts like wood work or visual arts?

Mrs. Zirpoli commented that we are currently still having these conversations with our department heads. When we were in the all remote setting, we still ran these electives. The teachers became very creative with the curriculum in how to do these classes. Moving forward, it will be a creative solution but we will get them done.

ZOOM Question:

There is a lot of instruction in online learning in middle and high school. Will there be in lower grades such as third grade to make sure there is live instruction when the kids are not in the classroom in the afternoon?

Mrs. Greenwald commented that in the afternoon the elementary students will have a structured

schedule and that will be sent out a week in advance to the parents and students so they know what exactly they will be logging on and working on. For example, if a third grade student is working on an extended lesson on Language Arts, a teacher will say, at 1:30 you will log on and we will go over an extension lesson on your reading skill or a specific skill they might be working on. The students will know exactly to log on and they will know if there is a small group that will be taken into account working with the teacher as well on specific skills that we communicated to. The afternoon will be highly structured and communicated to all of our students and parents.

ZOOM Question

What happens if there are internet issues at home?

Dr. Miceli commented that if there are technology issues at home they will have to notify teachers as best they can.

Dr. Miceli commented that it is important to speak about one of the most important topic that we had discussed for many months, the Social Emotional Learning Development. Dr. Harvey will speak about it.

Dr. Harvey commented that we cannot get through this particular unprecedented time in our life time without a significant concern about the Social Emotional Mental Health welfare of our students, families and staff. Everyone has been impacted in a significant way and everyone has likely had some level or degree of trauma. Therefore, In order to try to bring students back into the school routine and have staff be ready to provide rigorous instruction, we have to be prepared to respond to the very real mental health needs experienced by our students. He has worked collaboratively with Mrs. Shadis to spearhead some activities to both the needs of the students as they initially come in and then to continue to work with them throughout the school year, and to build social emotional skills to help students maintain the progress they are making as they progress through the year. We have developed a tiered-approach to student support and are working to make sure that staff have the training needed to be able to provide social emotional learning support throughout the school day. We also have a number of different supports available for families that we are putting together.

Mrs. Shadis commented that we have a speaker named George Scott. He is a Therapist, former Director of Special Services and a former Director of the Traumatic Loss Coalition for the State of New Jersey. He will be on an evening ZOOM presentation for parents on how best prepare their children to come back to school. He will have some practical suggestions and understand some of the attitudes and behaviors that they may be experiencing with their children. Likewise, as we come back for professional development in the beginning of September, he will also be working with our teachers, for the same ideas, concepts and to reassure them that they are also mentally ready to handle what may come their way. We are going through this for the first time. We have a lot of detailed plans and we have a lot of support. We are also ready to pivot, whenever possible to best accommodate the needs of our students as we see them in real time. We will start by disseminating the first week in August so that they will have some general SEL terms and the guidelines on what to expect from the departments collectively. The following week will be the presentation on August 12th at 7:00 p.m. We will follow up

with any materials that he will be providing us and any follow up information. Just before school starts we will make sure that you have the most up to date information for all the mental health staff in the building as well as Policies and procedures and anything that pertain to the like.

Dr. Harvey commented that for the past two years, we have been working to assess and improve on our level of mental health support and social and emotional learning for all students. We have spent a lot of time with staff throughout the District, working collaboratively to make sure that we are integrating Social Emotional Learning at every grade. We have had a committee together full of teachers and mental health staff who have worked collaboratively on how to best help to improve the skills of our students and how to help staff as well, to work through those things themselves and be more comfortable so that they are better able to work with our students. This becomes an important time to roll some of those ideas and strategies out.

ZOOM Question:

What will be drop-off and pick-up procedures at the elementary schools to ensure six-feet apart? How will social distance be maintained while walking between class for 5th and 6th grades?

Mrs. Drexinger commented that at the elementary schools there will be several drop off locations. At Salt Brook there will be tents set up outside. Parents that are driving and dropping off at the front circle, there will be staff members to meet the parents. There will be a sign with all the symptoms. We will ask the parent if they have any of those symptoms. We will take the temperature of the child, if the child has a temperature they will continue in the car back home and will notify our nurses. For the walkers there will be stations at three different locations. At Salt Brook and at AWR they will have different locations for the walkers depending on where they are coming from. Students will come right into the building, they will not be lining up by the playground as we normally do. By staggering arrivals between 8:10 a.m. and 8:40 a.m. that should give the children enough time for temperature checks, they will come right into their classrooms. They will not be lining up in the hallways, they will come into their classrooms, unpack quickly and go right into their seats. Students will not be switching classes in the elementary school. The teachers will be travelling with their carts and will go from room to room, so the elementary students will stay in their class. The only class they will be transitioning for is the Physical Education classes. Only one class transitioning in the hallways at a time. The class going to Physical Education will be traveling one hallway and the class coming from Physical Education class will be travelling on a different hallway, so they should not interchange. Teachers will be switching classrooms, the students will not. Science teachers are looking in different ways to do experiments, students cannot work collaboratively on projects, they have to work individually. We will have teacher aides or administration to cover periods where teachers are travelling. There must be an adult in the class so we will have coverage.

Mrs. Cuccaro declared the public portion of the meeting closed at 9:54 p.m.

CLOSED SESSION

Mr. Smith moved to adopt the following resolution:

This body shall on July 23, 2020 to discuss in closed session, pursuant to Section 7 of the Open Public Meeting Act, specific matters which may generally be described as follows:

- Personnel

The minutes of the discussion in closed session of the aforementioned matter may be disclosed to the public after final determination of action has been reached.

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

Return to Public Session

The Board reconvened to a public session at 10:34 p.m. Mrs. Cuccaro called the Board to order. Members present were Mrs. Coniglio, Mrs. Cuccaro, Mr. Dinerman, Mr. Smith and Mr. Walsh.

Adjournment

There being no other business before the Board, on a motion by Mr. Smith seconded by Mrs. Coniglio, and carried unanimously, Mrs. Cuccaro declared the meeting adjourned at 10:35 p.m.

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

James E. Testa, School Business Administrator/Board Secretary
7/23/20 Board Meeting