

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:30 p.m. on October 22, 2020 at the HS/MS Media Center, 35 Pioneer Drive, by the Board President, Mrs. Bernadette Cuccaro.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Robert Dinerman, Jennifer Killea, Mary Misiukiewicz, Adam Smith and Joe Walsh. Also present were Dr. David Miceli, Superintendent of Schools; Mrs. Lauren Zirpoli, Assistant Superintendent of Educational Services; James E. Testa, School Business Administrator/Board Secretary; Jay Richter, Director of Curriculum, Instruction and Supervision; 8 members of the public and 224 members on Zoom.

Mrs. Cuccaro led in 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 October 7, 2020.

The New Providence Board of Education will hold the regular Board meeting scheduled for Thursday, October 22, 2020 beginning at 7:30 p.m. at the High School/Middle School Center and via ZOOM.

In accordance with the Open Public Meetings Act, and in consideration of Executive Order No. 173, issued by Governor Murphy, the New Providence Board of Education does hereby notify the public that to protect the health, safety, and welfare of the community while ensuring the continued functioning of the Board, this meeting will be held in person and via Zoom. To comply with social distancing guidelines, seating for members of the public will be limited to eleven (11) seats.

To join the meeting go to: <https://npsdnj.zoom.us>

Meeting ID:	989 5693 7318
Password:	793209

To join by phone: (929) 205-6099

When you join the meeting, your microphone will be off (muted). If you are a speaking participant, a moderator will enable your microphone and permit you to enable your video.

Members of the public who wish to speak or ask questions during the public portion of the meeting should use the raise your hand feature on Zoom.

Board President, Mrs. Cuccaro welcomed everyone. She reminded everyone to wear masks, wash your hands and social distance. She turned the meeting over to Dr. Miceli.

SUPERINTENDENT'S REPORT

Dr. Miceli welcomed everyone.

Dr. Miceli reported on the District's enrollment. At Allen W. Roberts School, we have 666 students and at Salt Brook we have 639 students. At the middle school, we have 394 students and at the high school, 647 students. Additionally, we have 30 students receiving services outside of the district. The total District enrollment is 2,376 students.

Student Report- Madelyn LaMotta

This month has been filled with a lot of activities for us students and there are many to look forward to. Looking back, on October 16th we had our Character Education Kick off! This year's motto for our district is "Stronger Together", which is definitely more important than ever.

We also had our week of respect from October 5th to the 9th. We had activities at both the high school and middle school to recognize this week, including a guest speaker that talked to the middle school about tolerance. And this week is School Violence Awareness Week.

Next, she talked a little about the senior class. We have had the privilege of having Senior Days for our fall sports. This has been an honor to represent the hardworking seniors in their last seasons. It is also an exciting time for seniors because deadlines for college applications are approaching.

On the other end, we have the freshmen, which we are hosting a virtual Club Fair. Many of us upperclassmen have not been able to meet the freshmen this year. They will definitely be more involved in their clubs and be more comfortable in school.

On the subject of Athletics and Co-Curriculars, this Saturday evening, our Marching Band will be participating in a Celeberformance event on Lieder Field, as part of a Senior Night, recognizing our Senior Marching Band members.

The football team has had a great start to the season with a record of 3-0 after their latest victory on Friday over Dunellen.

Our tennis team is participating in the Union County Tournament this week as well as our Cross Country Teams who are also competing in the Union County Championships. Just this afternoon, the Boys Cross Country finished second in the County and the Girls Cross Country team won the Conference Championship!

The boys and girls soccer teams as well as the cheer team have had fantastic seasons as well. They are looking to continue their success over the last few weeks of the fall season. Boys and girls soccer will begin the Union County Tournament beginning next weekend.

Good luck to our Pioneer Athletes! Thank you.

Winter Sports - Athletics

Mr. Carangelo commented that we are going forward per the executive order, allowing all winter sports to begin December 3rd. What the guidance says right now is that winter sports can resume on December 3rd, but we need stick to the 25% capacity, with a maximum of 25 unless there are people that are essential for practices or competition to occur and will exceed the limit. This means people, spectators who is not required to be there, would not be able to be there, for games, competitions, or alike. We are still awaiting for more specific guidance. There are a lot of questions. For now, only two teams compete simultaneously in one space at one time. That's ok for sports like basketball, the questions are for sports like indoor track which involves a more teams, all in one indoor bubble. We do not think that will happen. These are the things we are still waiting to hear about what will actually happen.

Another topic is to consider facility rental requests from outside groups. In our Restart and Recovery Plan, we decided that we would not rent an indoor space to any outside groups and we will re-evaluate on January 1, 2021. We need to think about two things. One, would we be open in allowing outside groups in the building for the winter season. Mr. Carangelo commented that he was at a meeting at the Union County Athletic Director's meeting this past Wednesday and most was still in the exploratory phase. Only two towns have decided they will not rent any indoor space at all for the entire season, Cranford and Linden. People are still waiting, buying their time for more guidance. This executive order is only a week and a half old. So, would we consider to allow outside groups in, and if we would, would we consider it on December 3rd, when sports start. This is what we are vetting out.

As far as wrestling, there is nothing specific right now. If we are able to move forward with everything, our basic plan right now is to get them in a larger area. We would use the back gym as practice space every day for the wrestlers. We are trying to have as much open space as we can right now to have safe practices and matches.

For now, the plan would be to try and emulate what we are doing in the fall which are essentially creating many regional tournaments. We are generally competing with the Central East Region. What it does say in the guidance is, things will evolve, the two team concept may change, but may not change until late in the season. Every Friday, more and more detail comes out and we get more information.

The issue for outside groups coming in our facilities is that do we have enough time to clean in between activities and games for our facilities to be offered to outside groups. Also, to complete a thorough cleaning for the next school day.

Dr. Miceli thanked Mr. Carangelo.

Dr. Miceli welcomed Megan Avallone, Director, Westfield Regional Health Department.

Megan Avallone, Director, Westfield Regional Health Department

Megan Avallone commented that this is the second week in a row that New Jersey, the entire State, is considered a moderate level of transmission. This means that we are seeing more and more cases. The good news is that while we are seeing cases increase in the community, we are not seeing school transmission in a classroom in any of the eight school districts that she serves. This speaks to the point that all the work that the school staff, administration and the boards of health and boards of education did over the summer to make sure the classrooms are safe. The one thing that we are continuing to ask parents to help us with is to remind parents to carry on those protective measures in other areas outside of the classroom. If your children are going to be out, you really want to make sure they are wearing their masks at all times. If they are not feeling well, they are not going to a friends house, they shouldn't be going to sports practices, and really making sure they try to keep six foot distance whenever possible, which may not be possible all of the time, but whenever possible, is certainly helpful. Another trend that we are seeing is that we are seeing increase in cases regionally in school age children, particularly teenagers. The one thing in teenagers coming down with COVID-19 is they are not getting very sick, which is a good thing, but it can make it challenging for public health to try and track down the virus. A lot of the symptoms are more feelings of achyness, tiredness, headaches and some diarrhea. If you feel as though your child is just off, do not send them to school or extracurricular activities that day. We are looking forward to Halloween, this year being on a Saturday, a reminder again to the parents that if you or your children are partaking in any Halloween festivities, that to make sure they are wearing masks and are socially distancing themselves. We are seeing transmission outside for individuals being close together.

Dr. Miceli asked board members if they have any questions for Megan.

Mr. Smith asked Ms. Avallone if any of the schools are serving lunch.

Ms. Avallone commented that none are serving lunch, except for some inclusion classrooms.

Mr. Smith commented that if we want to work and move to serving lunch, to a full schedule, what would be the biggest impediment in the department of health's standpoint.

Ms. Avallone commented that it would be the space. She commented that during thousands of investigations over the past eight months, eating together is the biggest risk factor. You don't have masks on, you are chewing, biting, drinking, those droplets can travel pretty far, when you are talking, laughing at the same time. She commented that if any of schools were considering having lunch, she strongly recommended that the children are six feet apart at that time frame.

Mr. Smith commented that would the guideline be as the restaurants have at this time?

Ms. Avallone commented that it is a little different. When you are at a restaurant, you are eating with people that are in your pod. It is important that each individual student is six feet apart, where while dining we are talking about at each party are six feet apart.

Mr. Smith asked is there a bigger risk factor between four hours and seven hours in school?

Ms. Avallone commented that it is a benefit for the kids to be in school all day. It is her understanding that districts are half day because lunch is problematic, they have to serve the children lunch safely.

Mr. Smith commented that from the public health standpoint, until a vaccine is developed, we are not getting back five days a week with the student population. What steps do we take to get to the full days? Is that impossible until there's a vaccine available?

Ms. Avallone commented that the department of health statewide is not saying that a full school day is not encouraged. Each Board of Education has had difficulty statewide on how to serve lunch in the middle of the day. Most districts are taking the masks breaks or snacks are being taken outside. Her understanding is that anyone against the full day, it's just that serving lunch to a full school at once is logistically challenging.

Mr. Dinerman thanked Ms. Avallone for participating in the Board meeting Zoom. He commented that his question is more on the social emotional concerns on the parents and children. Are they keeping track of this issue?

Ms. Avallone comments that these items are mental health services. The Department of Health does not offer these services at this time. We are aware that this time anxiety is up. Many of us are feeling anxious and maybe depressed at this time. What we are hearing from families are "I just want to get back to normal", "I just want my kids back to normal", this has been difficult for residents throughout the state, throughout the nation. When we do interviews, when people test positive, we do mental health inquiries. If we need to make a referral we will.

Mr. Dinerman asked if there is a department for these issues.

Ms. Avallone commented that there is the mental health association in Union County and New Providence has a social worker assigned to them as well.

Ms. Avallone commented to Mrs. Cuccaro's question was if we were to change into a red region. She commented that if the entire State goes into the high risk red region then we will probably go into all remote learning. The region that Union County is lumped with are Camden, Middlesex, Ocean County and Monmouth County. Monmouth and Ocean county has had the highest COVID rate in the State for a number of weeks. It is something in Union County we are looking at. The threshold to reach the red code is when we see a really, really high rate. This is a combination of the rate of transmission, percent of positivity and the number of cases per one hundred thousand residents.

Mr. Smith confirmed that if we wanted to have lunch, we would have to have six feet distances between the kids.

Ms. Avallone commented that this is correct.

Dr. Miceli thanked Ms. Avallone for coming tonight, answering questions and going back to June, when we started this process, for all the guidance and help she has given.

Ms. Avallone commented that the staff, nurses and Dr. Miceli has been so responsive and have been a pleasure to work with.

Dr. Miceli commented on the calendar revision if anyone has any questions.

There were no questions.

Dr. Miceli commented that in the Board packets, there are the Strategic Planning Goals and Annual Objectives. He commented that all of the feedback from the meetings of the community and staff are all in the charts and he asked for feedback once reviewed by the Board.

Think Tank 2.0 Presentations

ThinkTank 2.0: Data Driven Decision Making **Committee Chair:**

Mr. Jay Richter, Jr., Director of Curriculum, Instruction and Supervision

Data driven decision making is not a new concept and has long been part of educational practices in the district. However, as we entered into Think Tank discussions, we knew that it was necessary to review our current practices and develop enhancements related to Generation Z students and the 4th Industrial Revolution. In bringing together our committee which was a cross section of teachers, administrators, and technology staff, we quickly learned about the interest and passion of our colleagues in using data as well as the numerous ways that they were doing so.

We set out to research and learn how data analysis and use can improve teaching and learning, especially related to Generation Z. We found that as Gen Zers are so connected, there is so much more information available about their interests, abilities, their passions, and certainly their performance. Research showed right away that as educators we needed to tap into this data even more. And by using data effectively, in the right ways, teachers can be more purposeful in their work with students, in planning lessons and learning tasks, and helping students individually.

Research showed that Gen Z want information, they want data; they want to understand where they are in their learning and performance; data is personal to them and they desire that ownership. This can be powerful for us as educators as data tells a story, data provides feedback, and gives information to students. Access to data depends on age and grade and specific courses, as well as the types of data and information. For example, an elementary student's understanding of her own

learning styles via inventories can help her make choices about how to demonstrate learning. That same information can help her in future experiences. A middle school student's immediate feedback from an online assessment can direct him to choose relevant practice activities. High school students certainly take ownership of their achievement data as they plan for their future.

Our external research taught us about what our students need, and we then turned our focus on what we are doing and need to do moving forward.

- Current practices
 - Evaluated our current data usage and systems throughout the district.
 - Current data being used included: grades, unit tests, literacy assessments at the elementary level, and standardized assessments such as NJSLA, SAT, ACT, PSAT, AP, PLTW, WIDA.
 - Student surveys, checklists, interviews for learning about students and their learning styles
 - Informal data included the class/student observation and timely feedback for students (some verbal, some written)
 - Found that so much was being done, but not systematically, not formally and data was being used differently throughout the K-12 continuum.
- Staff Survey - Data most frequently used by teachers:
 - Student work: 94%
 - Formative Assessments (teacher observation, class discussion): 94%
 - Summative Assessments (Unit tests, problem-based tasks): 86%
 - Mention other survey questions later in the presentation.

Beliefs & Outcomes

- Data analysis is critical to understanding the needs and interests of the Generation Z students
 - We need to advance our use of data to better service our student's academic, social-emotional, mental, and physical needs.
- Longitudinal data helps to understand the full picture of a student
 - Strong sentiment led us to believe that teachers want more performance data that reflects abilities and progress, where developed and improved.
- Data allows students to personalize their learning
 - Multiple committees, including ours, focused on personalization of learning. This idea that we continue moving toward a learner-centered environment with more learner agency. Agency gives students the power to act, to take initiative, with appropriate guidance from the teacher.
 - Students value immediate feedback and communication; they value independence but want to know exactly where they are in learning and how they are progressing. This information empowers them to have voice and choice in what and how they learn and, when possible, how they demonstrate that learning.
 - We have the tools and resources for personalization. With more available and useful data, students will surely benefit and develop even more ownership.
- We know that data analysis informs instructional decisions, promotes collaboration, and shows progress towards the attainment of educational goals

- This is not new, but empowering teachers with more specific data, immediate class data, and data over a longer period of time is needed.
- The staff survey showed that 91% of teachers were comfortable using data to inform instruction (51% agree, 40% strongly).
- 70% of teachers also noted that they were provided with the data in a useful way to make instructional decisions (46% agree, 24% strongly). The committee was not really satisfied with that percentage. They felt strongly that the responses demonstrated that there is a need to provide data in more useful ways.
- Data analysis informs the development of initiatives, programs, and curriculum
 - We have been doing this at grade levels, departments, schools and districtwide, but there is a need to expand how we do this in a more formal and systematic fashion. We need a more fluid and efficient process, and this leads into the committee's recommendations.

Recommendations:

- Develop a district-wide culture of data analysis and synthesis to enhance teaching and student achievement
 - Assist teachers with actively using data daily in their classrooms
 - 69% of staff want more collaboration around data, so we will assist in having teachers work together using data (27% agree, 42% strongly)
 - Time is critical for teachers to review, analyze, discuss, and take action related to data.
 - Provide time during structures already in place, including PLC, Professional Period, Grade Level, Faculty Meetings, Department Meetings, and PD workshops
- Create school-based data teams to support staff with the use of data driven decisions to effectuate improvement to teaching and student achievement
 - Data teams would consist of teachers who really want to pursue a forward thinking vision for the use of data in their teaching.
 - They will be essential in the effort to create a new culture around the use of data, we would want these teams to be viewed as a valuable resource by their colleagues. The data teams will help address the teacher mindset about using data in a more advanced way.
 - The responsibility of these teams would initially be to analyze and discuss the data that is already available to us. In addition, they would evaluate curriculum, assessments, initiatives, programs to make informed educational recommendations for improvement.
 - And with that, these teams will promote more collaboration among teachers and educational leaders around the common goal of excellence in teaching and learning.
- Expand the role of our Data Management Specialist to include a data analytics component for the district k-12. We already changed the title and job description to advance this position. We believe it is wise to move in this direction with the advancement of technology and the amount of data available to educators.

- This position would work directly with myself, Jay, the Principals and other educational leaders to identify student data points that are predictive of high academic success.
 - Collect and analyze longitudinal student data to predict trends for student achievement, and disseminate that information to instructional leaders in the district.
 - This position will be able to generate individual student data reports for principals and teachers to provide additional support and differentiation as needed.
- The final recommendation from our committee's work is to implement the use of data warehouse analytics and assessment system
 - A data warehouse analytics and assessment system will allow for more focused and enhanced data analysis and would help to build teachers' capacity in analyzing and using data.
 - Through consolidating student data in a centralized system, data analysis will be more timely and easier for teachers and educational leaders.
 - The system will allow the role of the Data Analytics/Management Specialist to add tremendous value to this initiative.
 - As a committee we vetted several products (LinkIT!, Schoology, Schoolzilla) and we ultimately believe that Performance Matters, a PS product best meets our needs.
 - We see this coming into action in year two or three of this initiative because we need time to establish our data teams and create a new culture around the use of data.
 - We would first train the administrative team and the Data Analytics/Management Specialist in year one of getting the system and we would bring the teacher on board with training and PD in year two.

Think Tank 2.0 - Instructional Strategies **Committee Co-chairs**

Mrs. Lauren Zirpoli, Assistant Superintendent of Educational Services
Mrs. Leah Bromley, Department Head, Science K-12

Last school year we met as a team of K-12 educators to begin to reimagine our classroom instruction and how the 4th Industrial Revolution will impact the world that our Generation Z students learn and live in. Our students more so than ever before value flexibility and fluidity in our classrooms and connect with instruction that is organic and allows for real world connections.

Through our research, we found that they need a more personalized learning environment where they can learn and thrive in being proficient in gathering and using data to attack issues specific to their generation such a vaccine for COVID-19 or creating new business models as a result of a global pandemic. It is necessary that our students are learning soft skills such as problem solving and collaboration while balancing these skills with learning about ethical and global issues and concerns. Our students today want input, they want their voices to be heard and overtime this has shifted the role of the teacher to be more of a facilitator of learning.

Students today need to be challenged and assessed in different ways than the traditional pen and paper assessments. Our students want input, they want their interests to be valued and to take responsibility for content discovery and solutions to problems.

The Instructional Strategies committee is proposing to establish a model for teacher collaboration that would focus on one instructional strategy per year in a three year cycle. This would involve providing time or targeted peer-peer observations, videotaping of classes. Cooperative unit and lesson planning and recognition of teachers that become experts in each specific instructional strategy.

Our new reimagined professional development model would emphasize teacher collaboration and value of personalizing their growth through their individualized plan. Our next steps this year include identifying a Professional Development Team to establish a framework for professional development around Personalized Learning.

Professional Development that Meets the Needs of our Current and Future Students

Personalized Learning:

- Students feel empowered and engaged in their learning
 - Meaningful learning experiences
 - Activities and projects based on student interest
- Discover content on their own or in small groups
- Focus on process AND progress versus outcome
 - Lifelong learners who can continually adapt to changes,
 - Changes are happening around them faster and faster
- Embrace struggle when working through challenges
 - Resources
 - Strategies to solve problems
- Personalize learning goals and learning styles for each student
- Utilize technology so students can learn and solve problems in innovative ways

Inquiry Based Classrooms

- Role of the teacher to a coach or a mentor
 - Less modeling and instruction
 - More guided practice, collaborative practice, and independent learning
 - Teacher supports, challenges thought process, pushing students to think critically
- Discover answers to questions themselves
- Empower students to ask the questions to each other
- Metacognitive about their learning,
 - flexible/adaptable lifelong learners
- Providing real world problems to solve and authentic opportunities to use DATA to
 - identify problems
 - analyze potential solutions
 - think critically about the world around them

Collaborative Classrooms

- Modern opportunities for collaboration
 - classrooms/grade levels,
 - schools/states/countries
 - outside groups and organizations.

- Opportunities to develop varying types of collaboration skills
 - interdependence
 - interpersonal skills
 - mutual respect for others and different opinions
- Classrooms that balance independent projects and collaborative projects
- Develop skills in self-monitoring and group/peer monitoring
 - assessing the progress of long term assignments
- Role of teachers--mentor and oversee collaborative work as often as they engage in whole group instruction
 - Challenging students
 - Asking questions to gauge the depth of understanding
 - Modeling and navigating group dynamics
- Classrooms that give everyone a VOICE

Recommendations:

- Restructure teacher PD and collaboration time to allow for more teacher self-direction and personalized learning:
 - Teacher Self-assessment at APR time
 - Strengths
 - Areas of growth
 - Select PD they want
 - Develop and provide time for professional learning communities
 - By grade, subject area, etc.
 - Provide release time for teachers to conduct peer observations related to the goal
 - Video taping of classes to exchange ideas and successes related to the goal
 - Increasing collaboration on modernizing units/lessons
 - Increased collaboration on pedagogy and instructional and assessment methods
 - Provide collaboration time to develop new assessment strategies and modernize previous formative and summative assessments
- District will select one PD Goal per year beginning in the 2021-2022 school year
 - Personalized Learning
 - Inquiry Based Classrooms
 - Collaborative Classrooms
- District and departments will provide PD around the selected goal
 - Mini AND whole group professional development based on needs and desires of teachers

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting for the opportunity for the Public to be heard (on specific agenda items) at 8:37 p.m.

There were no public comments.

APPROVAL OF MINUTES

Mr. Smith moved to approve the September 24, 2020 Board Meeting Minutes.

Business Meeting
Closed Meeting

September 24, 2020
September 24, 2020

Seconded by: Mrs. Misiukiewicz

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

ACTION ITEMS

FINANCE ACTION

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

Board Secretary and Treasurer Reports Accepted

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

October 2020 Bills List Approved

2. Approve the payment of bills for October 2020, in the amount of \$3,945,277.81. Due to the COVID-19 pandemic, payment to vendors follows P.L. 2020, C.27 (A3904), Payments to Employees & Contractors.

Voided and Reissued Checks Approved

3. Approve the following voided check and re-issued checks:

Voided

<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
1369	5/1/20	\$36.00	Salt Brook Activities Account	Lost

<u>Reissued</u>				
<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
1623	10/15/20	\$36.00	Salt Brook Activities Account	Replacement

Generous Donations to the NPHS Class of 1960 Scholarship Fund Accepted

4. Approve to accept the generous donation to the New Providence High School Class of 1960 Scholarship Fund in the amount of \$1,935.00.

**Generous Donation to the John R. O'Neill Memorial Scholarship Fund from
Mr. and Mrs. Prunesti Accepted**

5. Approve to accept the generous donation to the John R. O'Neill Memorial Scholarship Fund from Mr. and Mrs. Prunesti in the amount of \$50.00.

**Rental Agreement Between NPSD and Berkeley Aquatic Club for the 2020/2021 School Year
Approved**

6. Approve the rental agreement between the New Providence School District and Berkeley Aquatic Club for the 2020/2021 school year.

**Swimming Pool Use Agreement Between the NPSD and MUJC for the 2020/2021 School Year
Approved**

7. Approve the Swimming Pool Use Agreement between the New Providence School District and the Morris-Union Jointure Commission for the 2020/2021 school year.

**Joint Transportation Agreement Between the NPSD and MUJC for the 2020/2021 School Year
Approved**

8. Approve the Joint Transportation Agreement between the New Providence School District and the Morris Union Jointure Commission for the 2020/2021 school year.

**Submission and Acceptance of the School Security Grant for the 2020/2021 School Year
Approved**

9. Approve the submission and acceptance of the School Security Grant in the amount of \$134,214.00 for the 2020/2021 school year. Funds will be used to cover a portion of The security vestibules project completed in 2019 and the installation and training of tapapp.

Resolution to Authorize Disposal of Surplus Property Approved

10. Approve the following resolution:

Authorizing Disposal of Surplus Property

WHEREAS, the District is the owner of certain surplus property which is no longer need for public use; and

WHEREAS, the District is desirous of selling said surplus property in an "as is" condition without express or implied warranties.

NOW THEREFORE, BE IT RESOLVED by the New Providence Board of Education as follows:

The sale of surplus property shall be conducted through GovDeals pursuant to Local Finance Notice 2008-9.

The sale will be conducted online and the address of the auction site is www.govdeals.com. Terms and conditions of the agreement with GovDeals are available on GovDeals website.

The surplus property to be sold is as follows:

- 2009 Bluebird 54 passenger bus
VIN # 1BAKFCKA39F260878
- 1997 Toro Workman Cart

The surplus property as identified shall be sold in as "as is" condition without express or implied warranties with the successful bidder required to execute a Hold Harmless and Identification Agreement concerning use of said surplus property:

The District reserves the right to accept or reject any bid submitted.

Capital Reserve Fund Deposit for Identified Five Year Long Range Facility Plan Projects for the 2020/2021 School Year Approved

11. The New Providence School District (LEA 3560) has eighty-one (81) projects identified in its Five Year Long Range Facility Plan. The eighty-one (81) projects have an estimated total cost of \$24,387,140.00. Thirty-two (32) projects have been completed, initiated or advanced. Forty-nine (49) remaining projects, with a total cost of \$14,540,557.00, are currently identified in the plan for initiation. The local share would be funded from bond proceeds and/or annual school budget appropriations (based on needs and dictated by the availability of funds). The District may be eligible for state debt service or EDA grant funds for the identified projects in the amount of \$5,816,223.00. The local share amount of \$8,724,334.00 for the identified projects represents the maximum amount of the New Providence School District may deposit in its capital reserve fund for the 2020/2021 school year.

(EXHIBIT A)

Seconded by: Mr. Smith

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

FACILITIES ACTION

Mr. Walsh, Committee Chairperson, moved to approve item 1 as listed below:

Resolution to Submit the Three-Year Maintenance Plans to the Department of Education Approved

1. Adopt the following resolution:

WHEREAS, the Department of Education requires New Providence School District to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities, and

WHEREAS, the required maintenance activities are listed in the plan for the various school facilities of the New Providence School District are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

NOW THEREFORE, BE IT RESOLVED that the New Providence School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan for the New Providence School District in compliance with the Department of Education requirements.

(EXHIBIT B)

Seconded by: Mr. Smith

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

EDUCATION ACTION

Mr. Dinerman moved to approve Items 1 through 5 as listed below:

Revised 2020/2021 School Calendar Approved

1. Approve the revised 2020/2021 School Calendar.

(EXHIBIT C)

2020/2021 HIB Investigations Approved

2. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent regarding the following 2020/2021 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	3

Curriculum Guides Approved

3. Approve the following curriculum guides as per Superintendent's Memo #4:

Language Arts

Language Arts 7

Revised

Language Arts 8

Revised

Science

AP Biology 11-12

Revised

Social Studies

Social Studies 6

Revised

Social Studies 7

Revised

Social Studies 8

Revised

Tuition for Student #11896 for ESY 2020 and 2020/2021 School Year at Bragg School Approved

4. Approve the tuition for student #11896 in the amount of \$6,362.00 for the Extended School Year 2020, and in the amount of \$60,622.00 for the 2020/2021 school year, at Bragg School, effective 7/6/20.

Tuition for Student #10679 for the 2020/2021 School Year at Center School Approved

5. Approve the enrollment of Student #10679 at the Center School, at a tuition cost of \$63,700.00, for the 2020/2021 school year, effective 10/6/20.

Seconded by: Mrs. Coniglio

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

PERSONNEL ACTION

Mrs. Misiukiewicz moved to approve Items 1 through 10 as listed below:

Appointments for the 2020/2021 School Year 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. Carlene Conlin, Secretary II, 7.5/hr., 12 months, \$28,700.00 (base \$40,702.00), effective 10/19/20
 - b. Jennifer Pasuit, Educational Technology Specialist (.5 time)/teacher (.5 time), effective 10/23/20
 - c. Brandon Hilf, 1:1 personal aide for Co-Curricular athletics, 15.96/hr., effective 9/23/20
 - d. Renee Daniello, for teaching (1) additional period/day, 10/13/20-11/25/20, \$620.00
 - e. Ingrid Kretschmann, for teaching (1) additional period/day, 10/13/20- 11/25/20, \$620.00
 - f. Peter Schaefer, for teaching (1) additional period/day, 10/13/20-11/25/20, \$620.00
 - g. Rebecca De Celestino, for teaching (1) additional period/day, 10/13/20-11/25/20, \$620.00
 - h. Robert Romeo, for teaching (1) additional period/day, 10/13/20-11/25/20, \$620.00
 - i. Laina Magnani, long-term substitute teacher, effective 10/1/20-10/9/20, to be paid on a per diem basis of \$283.87 (prorated Step 1, Column I, base of \$56,774.00)
 - j. Antonio Lam, HS Graphic Design Club Advisor, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - k. Antonio Lam, HS STEM Club Advisor, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - l. Kristina Berrios, HS Model United Nations Advisor, Winter, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - m. Jennifer Tiongson, HS National Art Honor Society Co-Advisor, \$983.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - n. Alessandro Pizzo, HS STEM Club Advisor, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - o. Catherine Flynn, HS Music Club Advisor, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - p. Christine Noppenberger, HS National Honor Society Co-Advisor, \$983.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - q. John Russo, HS Stage Management (Art) Advisor, \$4,424.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - r. Maria Halkias, AWR World Language and Culture Club Advisor, K-6, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - s. Kathryn Press, SB STEM Club Advisor, 5th Grade, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
 - t. Benjamin Ruben-Schnirman, Game Worker

- u. Mitsuru Noguchi, HS Japanese Club Advisor, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
- v. Nhan Ngo, AWR Technology Tools for Students Advisor, Grades 5 and 6, \$1,966.00 (pursuant to the Resolution that was Board approved on 9/24/20)
- w. Jeanne Lawton, substitute teacher/teacher aide (subject to issuance of substitute teacher certification)
- x. Noreen McCarthy, substitute teacher/teacher aide (subject to issuance of substitute teacher certification)
- y. Kimberly Matlock, Volleyball Coach, Second Assistant, \$4,153 (subject to issuance of substitute teacher certification) (pursuant to the Resolution that was Board approved on 9/24/20)
- z. Sydney Marciano, teacher, effective 11/30/20, \$44,387 (base \$62,960.00)
- aa. Rachel Kane, long term substitute teacher, \$34,673.00 (base \$58,274.00), effective 10/23/20 through 4/26/21

FFCRA Request for Michael Giordano Approved

- 2. Approve, per the federal Families First Coronavirus Response Act (FFCRA), the following employee's request for leave during the 2020/2021 school year:
 - a. Michael Giordano, teacher, 2 weeks Emergency Paid Sick Leave, 9/1/20-9/14/20

FFCRA Emergency Childcare Leave Request for Lisa Ball Approved

- 3. Approve, per the federal Families First Coronavirus Response Act (FFCRA) Emergency Childcare Leave, the following employee's request for leave during the 2020/2021 school year:
 - a. Lisa Ball, effective 10/5/20-12/23/20

Resignations Accepted

- 4. Accept the resignations of the following employees:
 - a. Samol Srey, Head Custodian, due to retirement, effective 1/31/21
 - b. Mary Ellen Raiti, teacher, effective 11/24/20

Revisions for the 2020/2021 School Year Approved

- 5. Approve the following revisions for the 2020/2021 school year:
 - a. Tina Bruce, secretary, resignation effective 10/2/20 (changed from 10/10/20)
 - b. Laina Magnani, teacher, effective 10/13/20, \$58,255.00 (base 66,960.00)
 - c. Dina Artale, teacher, from AWR STEM Club Advisor, 2nd Grade, to AWR STEM Club Advisor, 1st Grade
 - d. Joanna Silva, teacher, from AWR STEM Club Advisor, 1st Grade, to AWR STEM Club Advisor, 2nd Grade

- e. Maria Halkias, long term substitute teacher, \$70,829.00, effective 9/1/20 through 6/30/21

Revisions for FFCRA Emergency Childcare Leave for the 2020/2021 School Year

- 6. Approve the revision of the following employee's request for leave during the 2020/2021 school year, as per the federal Families First Coronavirus Response Act (FFCRA) Emergency Childcare Leave:
 - a. Joan Rykus, effective 9/1/20-11/25/20 (original dates of leave as approved on 8/27/20 were 9/1/20-10/9/20)

Resignations Rescinded

- 7. Rescind the following resignation:
 - a. Kristen Schmidt, teacher, originally approved 8/27/20

Appointments for the 2020/2021 School Year Rescinded

- 8. Rescind the following appointments for the 2020/2021 school year:
 - a. Glen Robertson, Winter Track, First Assistant (B/G)
 - b. Glen Robertson, Spring Track, First Assistant (B)
 - c. Rachele Petronella, Cheerleading, First Assistant, Winter
 - d. Stefania Forcella, AWR Student Council/Service Learning Club Co-Advisor
 - e. Carol Worswick, AWR Student Council/Service Learning Club Co-Advisor

Request for Extended Child-Rearing Leave for Allison Tallman for the 2020/2021 School Year
Approved

- 9. Approve the request of Allison Tallman, teacher, (currently on maternity leave), for an extended unpaid child-rearing leave for the 2020/2021 school year, effective 12/24/20 through 6/30/21.

Jackie Melnyk Request for Family Leave Act Approved

- 10. Approve the request for unpaid leave for Jackie Melnyk, Learning Disabilities Teacher/Consultant, under the federal Family Leave Act for a period of twelve weeks commencing 11/17/20 and ending 2/17/21, with continued health insurance benefits pursuant to law.

Seconded by: Mr. Smith

Dr. Miceli congratulated Sammy Srey on his retirement. Sammy has been in the District for 34 years. He has been the head custodian at the high school/middle school. Sammy has been an absolute

asset to us, and he is a man of integrity. He has been able to handle any of the complexities here at the high/middle school and carry on all the daily responsibilities. Anything you asked Sammy to do, he is always and willing especially to support all of the kids activities. We wish him the best of luck in his retirement.

Mrs. Zirpoli echoed Dr. Miceli's sentiments. Sammy has always been there for her as Principal of both schools. She has counted on him on a lot of occasions. He has played a major role on the entire facility and our leadership team. He is a huge asset and will be missed by many of us. Mrs. Zirpoli wishes Sammy the best. He is very excited to spend more time with his family and she is very happy for him.

Mr. Henry commented that he has had a great relationship with Sammy the short time he has worked with him. He starts his day by coming in and reporting on how everything is going on in the building. He will miss him very much and wished Mr. Srey the very best in his retirement.

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

BOARD POLICY

Mrs. Cuccaro, Committee Chairperson, moved to approve items 1 as listed below:

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

Bylaws and Policies

- | | | |
|--------------------------------|---|-----------|
| 1. Policy 1649a
(Mandated) | Employee Return from Travel - COVID-19
(Cuccaro) | (New) |
| 2. Policy 2431.3
(Mandated) | Heat Participation Policy for
Student-Athlete Safety (Cuccaro) | (Revised) |
| 3. Policy 5610
(Mandated) | Suspension
(Cuccaro) | (Revised) |
| 4. Policy 5620
(Mandated) | Expulsion
(Cuccaro) | (Revised) |

Administrative Regulations

- | | | |
|----------------------------------|------------------------------------|-----------|
| 1. Regulation 5610
(Mandated) | Suspension Procedures
(Cuccaro) | (Revised) |
| 2. Regulation 6620
(Mandated) | Petty Cash
(Cuccaro) | (Revised) |

Seconded by: Mr. Dinerman

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mr. Dinerman

Yea Mr. Smith

Yea Mr. Walsh

Committee Reports**Curriculum, Instruction, and Technology**

Mr. Dinerman, Committee Chairperson, commented that the curriculum review is almost done.

Finance, Facilities, and Safety/Security

Mr. Walsh, Committee Chairperson, had nothing new to report.

Personnel, Management, and Communication

Mrs. Misiukiewicz, Committee Chairperson, had nothing new to report.

OLD BUSINESS

Mrs. Misiukiewicz commented that she is the spokesperson of the Ad Hoc Committee that was formed a month ago to discuss Policy No. 7235- Dedication in Naming District Owned Properties. Policy No. 7235 covers a permanent memorial. The Ad Hoc Committee, consists of Mrs. Misiukiewicz, Mrs. Killea, Mrs. Coniglio, Mrs. Zirpoli and Dr. Miceli. We met and reviewed the policy. They decided that they need to create a new policy for student memorials as not permanent. They met and discussed the parameters in this new policy that discusses reaching out to the parents, etc., one memorial per student, the longevity of the memorial, and outlining some guidance prior to taking the memorial down. In regards to the permanent memorial policy, they discussed adding language to the policy, such as in the form of something physical, a bench, scholarship, etc.

Mrs. Coniglio commented that she thinks it is important to have something like this put in place and she appreciated all the work the committee has done. She wants the community to know that this is well thought out.

Mrs. Zirpoli commented that Mrs. Misiukiewicz reviewed this very well and agreed with Mrs. Coniglio's comment that the committee took their time in discussing the importance of this policy. Mrs. Zirpoli commented that in our experience on this the past several months, in the unfortunate passings that we have had, we do have some experience with this. We worked with Dr. Harvey and Mrs. Shadis as well and discussed the preliminary plan in ensuring that we are not being prejudiced against any type of student death, that was really important. Likewise, in Policy No. 7235, we do need to add some language covering permanent memorials. There has been cases, like our Senior Awards, a staff or family in times comes forward and suggests to form a senior scholarship, there was no formal process. This policy will guide the high school principal in creating the memorial, giving the principal a process to follow and will have a criteria whether or not it is appropriate.

Dr. Miceli commented that having a policy to follow and a process in place, will make the creation of the memorial seamlessly.

Mrs. Cuccaro thanked the Board members that made comments regarding this and for those who have not, she asked please take the time to read and comment.

NEW BUSINESS

Mr. Smith commented on Ms. Avallone's on eating at restaurants versus lunch in school. He thinks as a district we need to focus on getting the kids in school. We are doing the best we can, but what is going on right now is not in the best interest of the kids. We need to get the kids in school seven hours a day. This is going to take a lot of planning.

Mrs. Cuccaro commented that she agrees with Mr. Smith. We need to have that conversation, but the most important thing is the health and safety of our staff and students.

Mrs. Coniglio commented that she is grateful for what we have for our students right now. Every parent is concerned about their child and she is grateful for our situation right now.

Dr. Miceli commented that this is a great topic and he is grateful that at this time, we are where we are. He commented that he receives emails everyday about parent's concerns, it is a good time to start this conversation. We need to continue to work together to get to where we want to be, all of the kids in school all day.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting to the public for comments at 9:07 p.m.

Mr. Glen Robertson, NPEA President, Teacher, NPHS

Mr. Robertson commented on the revised calendar. He thanked the Board and Dr. Miceli for the revision of the calendar for the holiday schedule. It gives the school community the opportunity to travel with clarity to keeping safe before we all go back to school. He thanked Dr. Miceli for bringing the Board of Health official on tonight to answer questions and to talk about the current situation. He commented, as we consider what our next steps will be, maybe we can do a survey to students, staff and community at large on concerns as well as a plan on moving forward.

Jeannie Payne, Resident

Mrs. Payne commented that if we were to extend class time, we can start at the lower grades. She commented that she knows all is being considered. She asks why athletics have more flexibility.

Dr. Miceli commented that we are certainly open to it. In athletics, their guidelines are governed by the NJSIAA, which is inconsistent and changing every week. We are still looking for solid guidance for our student athletes.

Mrs. Payned asked if there is any consideration for recess?

Dr. Miceli commented that this can be considered.

Mrs. Drexinger commented that recess is a challenge right now because of the nature of social distancing. The sanitizing of equipment every time a group touches it will be very challenging and time consuming, but it is something we are discussing as we move forward.

Courtney Mellon, Resident

Mrs. Mellon commented in regards to school day for the special ed population. She was very concerned about the eight day forced quarantine in December and January. This will hit our most vulnerable population. She has children with IEPs and with the other challenges that they have, it is very difficult for them. It's not easy to say that they will recoup or they are young, they are very different from the general ed population. She would like to make sure that when decisions are made in the district, they should keep in mind this special education population. When the survey questions are developed, she hopes that they are developed in a factual manner and not so much seeking parents' emotions about what their thoughts are in the school district possibly extending time or going more consistently. We all know that the kids need to be school, that's where they are going to get the best education. She wants to make sure the survey results don't emotionally sway the decisions that the district is going to make about her child's education.

Dr. Miceli commented that the holiday break decision was collectively our concern for the health and safety of the entire community. By getting this out early and planning, we are trying to create a system to allow the teaching to continue.

Christine Vivino, Resident

Mrs. Vivino commented that she is representing the special education population. She commented that she is confused about the survey. She is curious why there was not a survey about the holidays. She finds it difficult for the IEP students when they are not in person. She commented that in sports, she is happy that they are getting creative to having the kids out there. Her real concern is that we are not getting creative to getting out special ed kids in class more.

Dr. Miceli commented that we are starting to have that conversation to get our kids in school more. We appreciate everyone's input in our surveys, we do not survey the entire community for every decision we have to make.

Mara Madden, Resident

Mrs. Madden commented that she has one child in-district in group C. She commented about the survey that came out about extending the day for the current hybrid model and did not mention about having a consistent five day a week plan for any child especially those with IEPs who are not part of the LLD or other self contained classroom. She thinks that consistency is very important for our children, something she addressed with Mrs. Drexinger earlier. She commented that we also heard earlier that the symptoms we are seeing in young children are not as what we are seeing in adults. She wonders if there is any guidance from the Department of Health or the County if we were to increase the number of students per classrooms, what would that look like for these children on a consistent basis to attend five days a week whether half days or a full day until three o'clock.

Mrs. Cuccaro commented that we are constrained in the number of people in a classroom.

Dr. Miceli commented that in each of the scenarios where we had cases come into the District, the reason why we were able to continue instruction and not have to shut down, is because of the masks and social distancing. We appreciate the six-foot protocol in schools so that everyone is not impacted. Once we have a closer proximity, it will certainly create more exposure and therefore will have more number of cases and instruction will shut down.

There being no other public comments, Mrs. Cuccaro declared the public portion of the meeting closed at 9:32 p.m.

CLOSED SESSION

Mr. Dinerman moved to adopt the following resolution:

This body shall on October 22, 2020, at 9:32 p.m., in the HS/MS Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Public Meetings Act, specific matters which may generally be described as follows:

- Student matters related to HIB
-

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

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

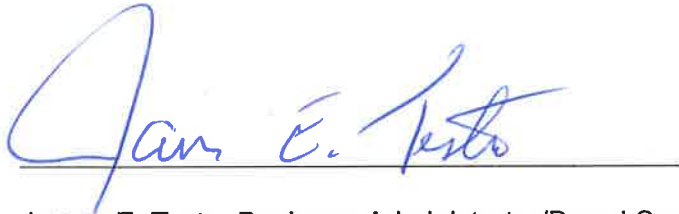
Return to Public Session

The Board reconvened to a public session at 9:50 p.m. Mrs. Cuccaro called the Board to order.

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

Adjournment

There being no other business before the Board, on a motion by Mr. Walsh, seconded by Mrs. Misiukiewicz, and carried unanimously, Mrs. Cuccaro declared the meeting adjourned at 9:51 p.m.



James E. Testa, Business Administrator/Board Secretary
10/22/2020 Board Meeting

