

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on January 28, 2021, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Misiukiewicz, Board President.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Jennifer Killea, Amanda Marano, Mary Misiukiewicz, Adam Smith, and Joseph Walsh. Also present were Dr. David Miceli, Superintendent of Schools, Lauren Zirpoli, Assistant Superintendent of Educational Services, James E. Testa, School Business Administrator/Board Secretary, Jay Richter, Director of Curriculum, Instruction and Supervision, ten members of the public and one hundred and one on Zoom.

Mrs. Misiukiewicz led in the salute to the flag.

Mrs. Misiukiewicz read the following statement:

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

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

The following change notice was posted on January 20, 2021:

The New Providence Board of Education will hold the regular Board meeting scheduled Thursday, January 28, 2021 beginning at 7:00 p.m. in the High School/Middle School Media Center and via Zoom.

In accordance with the Open Public Meetings Act, and in consideration of Executive Order No. 196, issued by Governor Murphy, the New Providence Board of Education does hereby notify the public that in order to comply with social distancing guidelines and to protect the health, safety, and welfare of the community while ensuring the continued functioning of the Board, seating for members of the public will be limited to 20 seats.

To join the meeting go to:

<https://npsdnj.zoom.us>

Meeting ID: 947 3997 0684

Password: 247087

To join by phone: (301) 715-8592

Mrs. Misiukiewicz greeted everyone. She commented, I hope everyone is off to a healthy 2021. 2020 was certainly a year like no other, especially in Education. However, as we are rounding out the last week of January 2021, I am optimistic, hopeful and I hear and see lots of promise as the vaccines continue to roll out. As we await for our immediate community to be vaccinated over the next several months, this Board continues to plan for the remainder of the school year. Due to the vigilance of our students and staff over the last several months, in combination with the strength of the community, we have been able to continue with the strength of in this community, we have been able to continue with our in-person instruction during the pandemic. We have continued to plan and we are super excited to be implementing Phase II next week. We appreciate the support from our teachers/students/parents who have stayed the course and have abided by our guiding principles...health and safety being number 1- this principle has allowed us the mobility to tackle our Board goals- one of which is to move away from COVID hybrid model and bring all of our students back to a full day of school.

Mrs. Misiukiewicz commented that on January 13th, she had the opportunity to visit the three District buildings. She commented that she witnessed the extraordinary efforts of our staff. Our teachers are truly dedicated, ensuring our students have the best education that they can possibly get under the current circumstances. She saw teaching techniques that were most certainly created as a result of the COVID environment. She was truly amazed, especially as she reminded herself, there is no COVID curriculum playbook. Their efforts, their ability to be creative, and their willingness to be adaptable is tremendous. She commented that she knows this Board has all the same sentiments. Thank you very much to our teachers. During the same visit at the buildings, she was able to sit-in on a few classrooms that were set up and ready to go with the new plexiglass barriers that we purchased for our Phase II learning. Again, we truly are excited for our students grade K-6 to come into the buildings everyday, five days per week. The HS/MS will also add more in person instruction as they transition from 32 minutes to 43 minutes of in person instruction. This change has added 30 minutes per day for in person instruction while adding only ten minutes per day overall, still well under the normal pre-COVID rotating drop schedule.

Mrs. Misiukiewicz commented that we all know the safeguarding against this virus gets tiring at times, our Administration never fails to take on new challenges. To that end, we want to thank our Administration for their tireless commitment to this district and to all of our children. All of these great changes are happening because our school community continues to be vigilant to the health and safety protocols. Please continue to encourage each other to stay vigilant and stay healthy. This will get us to our ultimate goal of increasing the academic day that allows for learning, academic growth, and emotional well-being of all our students.

Mrs. Misiukiewicz turned the meeting over to Dr. Miceli.

Dr. Miceli welcomed everyone.

### Enrollment Report

Dr. Miceli commented on enrollment numbers. As of the end of December 31st: 639 students at the High School, 397 at the Middle School, 673 at AWR, 639 at Salt Brook and 31 students out of district; for a total of 2,379 students.

**Student Report - Madelyn LaMotta**

The High School Climate Team organized a Wellness Day on December 23rd. Throughout the day in various classes specific SEL components were incorporated for students. Ideas were shared by students that contributed to the day's activities.

Our Senior class has continued with our class fundraising and just concluded our very successful David's cookie sales. Students missed the cafeteria cookies, so this was a great fundraiser! We are continuing the fundraisers with a Valentine's Day cookie sale!

Several of our winter sports teams including boys basketball, girls basketball and competition cheerleading began their seasons on January 11th. Boys basketball opened their season last night against Rahway and are playing their 2nd game against Summit right now! The girl's team has their first game on Saturday at Roselle Catholic. Additionally, ice hockey began their season with outdoor practices before the holiday break. The team has opened up strong, starting the season 4-0.

Our other winter sports will begin in the coming months, with swimming and track set to start on February 1st and Wrestling and Girls Volleyball beginning on March 1st. The athletes are all very excited to kick off their seasons this winter.

Mr. Carangelo sent out an email to the community this week with instructions for live streaming. Although we can't attend the games in person this winter, we're all excited to be able to watch and cheer each other on from our homes.

This week during our afternoon sessions we have had a guest speaker, Christopher Verano, speak to all the students throughout the High School about mental health, stress and mindfulness.

Next week we are having a Pioneer Spirit Week, where students can participate in dressing up for the daily themes! This fun week has been put together by the Peer Leaders.

Thank you and have a wonderful 2021!

Dr. Miceli thanked Maddy for her report.

**Superintendent's Report****Phase II Programming**

Dr. Miceli commented on Phase II programming. He commented that we are excited as a District to continue to progress and move forward. He thanked the Board for all their support over the past couple of months in helping us plan and organize this next phase. We began this discussion back in November, surveying the community, talking to our staff, speaking with students and beginning to get ideas and developing the various models at each of our schools, purchasing the equipment that was necessary to fulfill those particular models and of course waiting for the time to be right in order to ensure that the health of our community can support such models.

Dr. Miceli commented that he believes we have accomplished those goals over the past couple of months and looking at the health today as a community, there are very few cases in our district and so we can begin that process on Monday. Overall, the sentiment and the goal is to increase the in-person instructional time in each of our schools and ultimately the goal to have school in the normal setting by the end of the year. We are continuing to have discussions administratively about different types of activities for all of our students as we progress through the end of the year and working closely at our numbers toward Phase II. For February 1st, at the high school, we have 14 students who are returning to hybrid model from Group C and 3 students transitioning to Group C; at the middle school we have 5 requests to move to the hybrid model from Group C, and no students from the hybrid model to Group C; at Salt Brook, we have 11 students who will be transitioning to the hybrid model from Group C, and 6 students transitioning to Group C; at AWR, we have 24 students transitioning to the hybrid model from Group C, and 3 students from the hybrid model going to Group C. We are very pleased to see there are more students who are transitioning to the hybrid model. We are looking forward to making as many plans as possible toward the end of the year, particularly for high school seniors. We appreciate everyone's help.

#### School Calendars

Dr. Miceli commented on the School Calendars. For the 2021/2022 school year, we are trying to replicate last year's professional development program for our staff as we did this year. This year, we had tremendous value doing it at the beginning of the school year. We will only include two emergency days in the calendar opposed to four, so that the end of the school year will be June 21st. For the year 2022/2023, there will be two similar emergency days and two professional development days at the beginning of the school year. Same as the 2021/2022 school year. Once we have these calendars approved tonight, we will disseminate them to the community.

#### Mrs. Jillian Sadis, 2022 NJ School Counselor of the Year

Dr. Miceli congratulated Mrs. Jillian Shadis, Director of School Counselor, as the 2022 New Jersey School Counselor of the Year. She has helped our students and our staff in so many ways. Congratulations Mrs. Shadis.

#### Presentation: Impact Teacher Program - Dr. Miceli

Mrs. Misiukiewicz commented that Dr. Miceli will present the Impact Teacher Award.

Dr. Miceli commented:

Impact...There are multiple definitions and usage of this term. Tonight, most appropriately, we will define impact as "significant or major effect". The 24 individuals represented here this evening have all had a major effect on every one of our staff members, our students, and our facilities.

Our maintenance and custodial staff have been working tirelessly to provide a sanitized and safe environment in everyone of our District buildings. They make sure that every facility is deeply cleaned every day so that it is in the best possible condition for our staff and students to enter in the morning. They have moved furniture and organized storage so that the teachers are able to still access their materials while keeping their classrooms socially distanced. They have installed plexiglass in all of the elementary schools. They installed signage throughout the building to remind all to socially distance. They continued to maintain our schools so that our classrooms are vibrant learning centers.

They have been in our schools consistently since the onset of the pandemic in March of 2020, never working remotely from their homes. We would not be able to operate without their efforts, and the assurance that their work provides to all of us that our buildings are ready for us to enter to teach, to learn, and to keep the District operating.

Dr. Miceli commented that on behalf of the Board of Education, we thank each of you for all that you have accomplished for the students of New Providence during this unprecedented time in education.

|                    |                      |                  |
|--------------------|----------------------|------------------|
| Donald Aquino      | Ameilia Ayluardo     | Kevin Cruz       |
| Thomas Daley       | Frank Dilonno        | Manuel Gaspar    |
| Gerson Gomes       | Yves Henriquez       | Arthur Kimbrough |
| Elias Leader       | Janette Mathews      | John Parlapiano  |
| Yefim Perepelitsky | Jefferey Pierre      | Francis Riccio   |
| Bideau Saladin     | Peter Soccodato, Jr. | Samol Srey       |
| Richard Tedesco    | James Trench         | Raymond Walker   |
| Michael Wysocki    | Robert Yannotta      | Michael Zindel   |

Dr. Miceli shared a video that was put together by the high school band, students and staff, thanking the custodians and maintenance staff for all that they do to keep the schools safe.

**Presentation of 2019/2020 Audit report by School District Auditor Jason Gironda, of Donohue, Gironda, Doria and Tomkins, LLC**

Mrs. Misiukiewicz introduced Mr. Gironda, the District's Auditor.

Mr. Gironda thanked the Board for allowing them to continue to act as the Board's auditor. Mr. Gironda also thanked Dr. Miceli, Mr. Testa, and their staff. The office staff does a great job and the auditors appreciate their help in providing what is needed to complete their work.

Mr. Gironda commented that this has been a unique year, but the strangest part, missing Mr. Krauss's watchful eyes. He commented that if Mr. Krauss is listening, he said hello and wishes him well. He commented that this year is especially tedious for the staff, getting all the paperwork they need. Mr. Gironda thanked and recognized Bobby Badara for doing a great job on the audit.

Mr. Gironda commented that there are two reports, similar to how it was in the past. The CAFR that deals with the financial report and the Auditor's Manager Report that deals with whether procedures were followed. The CAFR, the financial report has four sections. The Introduction Section, Financial Section, Statistical Section which is an unaudited section, and the Single Audit Section, which audits federal and state aid, an audit within an audit.

Mr. Gironda commented that fortunately, COVID did not have a major financial impact on the District as a whole.

Mr. Gironda focused on the financial section, specifically Schedule C1, that starts on page 61. This summarizes the activity for the year of the General Fund, which is the largest fund. It is the operating fund for the district. It compares the final budget to actual results. This year per the schedule there is an excess of revenue of almost \$1.2 million, with an ending fund balance of \$5,784,000. The State allows 2% of surplus to be kept as unassigned and unrestricted.

Mr. Gironda commented on the Auditor's Management Report. This is a report that reviews whether the District follows procedures. He commented that he is happy to report that there are no comments or recommendations for the District.

Mr. Gironda commented that his company audits many districts, and New Providence District is clean, smooth, not because of the job we did, it's because of the staff, starting from the Board and the Administration.

Mr. Testa thanked Mr. Gironda, recognizing Bobby Bedara, his lead auditor, who does a great job.

Mr. Smith commented that a clean slate, that does not happen. Not every district gets this. This is telling on how the Administrative team does with leadership from Dr. Miceli and Mr. Testa. Thank you for making the Board's job easy.

Mr. Gironda commented that you should all be proud of the work being done in the District.

Dr. Miceli commented that Mr. Testa has done a tremendous job reflected by this audit. His department has worked from home and they did not miss a beat. We really appreciate all of their efforts.

Thank you.

### **2019/2020 Audit Report Approved**

Mrs. Misiukiewicz moved to approve the acceptance of the 2019-2020 Audit Report.

Seconded by: Mr. Walsh  
Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Yea Mr. Walsh

### **Public Comments**

Mrs. Misiukiewicz opened the opportunity for the Public to be heard (on specific agenda items) at 7:40 p.m.

There were none.

### **BOARD MINUTES**

Mr. Smith moved to approve the December 10, 2020 Business meeting minutes.

Business Meeting:

December 10, 2020

Seconded by: Mrs. Cuccaro

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Abstain Mr. Walsh

### **ACTION ITEMS** **FINANCE ACTION**

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

#### **Board Secretary and Treasurer Reports for December 2020 Approved**

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

**Bills List for January 2021 Approved**

2. Approve the payment of bills for January 2021, in the amount of \$5,757,298.18.

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 and reissued checks:

**Voided**

| <u>Check #</u> | <u>Date</u> | <u>Amount</u> | <u>Account</u>                          | <u>Reason</u> |
|----------------|-------------|---------------|---|---------------|
| 356771         | 10/22/20    | \$200.00      | 11-000-270-420-00/<br>11-000-270-890-00 | Lost          |

**Reissued**

| <u>Check #</u> | <u>Date</u> | <u>Amount</u> | <u>Account</u>    | <u>Reason</u> |
|----------------|-------------|---------------|-------------------|---------------|
| 10099          | 12/16/20    | \$150.00      | 11-000-270-420-00 | Replacement   |
| 10098          | 12/16/20    | \$ 50.00      | 11-000-270-890-00 | Replacement   |

**2020/2021 Rental Agreement Between NPSD and Berkeley Aquatic Swim Club Approved**

4. Approve an amendment to the 2020/2021 rental agreement between the New Providence School District and Berkeley Aquatic Swim Club to add four additional swim lanes at an additional cost of \$3,055.00 for a total cost of \$8,295.00.

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

5. Approve the Joint Transportation Agreement between the Morris-Union Jointure Commission and the New Providence School District for the 2020/2021 school year, as stated below:

| <u>Route</u> | <u>Total Route Cost</u> |
|--------------|-------------------------|
| 992          | \$14,470.80             |

**Generous Donation to the NPHS Class of 1960 Scholarship Fund Approved**

6. Approve to accept the generous donation to the New Providence High School Class of 1960 Scholarship Fund in the amount of \$500.00.

**Generous Donation to AWR for Special Education Resources from Cecilia Cardetti Through Blackbaud Giving Fund Approved**

7. Approve to accept the generous donation to Allen W. Roberts School for special education resources from Cecilia Cardetti through Blackbaud Giving Fund in the amount of \$110.00.



**Generous Donation to AWR and SB Schools for Special Education Programs  
from Drive for Autism Foundation Approved**

8. Approve to accept the generous donations to Allen W. Roberts School in the amount of \$2,000.00 and to Salt Brook School in the amount of \$2,000.00 for special education programs from Drive for Autism Foundation.

**Sale of Nine(9) Apple Computers to RA Solutions Approved**

9. Approve the sale of nine (9) Apple computers to RA Solutions for an estimated revenue of \$1,320.00.

**Purchase of Dell Desktops, Laptop Computers Approved**

10. Approve the purchase of Dell desktops, laptop computers, and servers through New Jersey State Contract Number A89967 in an amount not to exceed \$178,085.00.

**Revised Schedule of BOE Regular Session Meeting for the Period of  
February 25, 2021 to June 21, 2021 Approved**

11. **BE IT RESOLVED** by the Board of Education of the Borough of New Providence that:

The following revised schedule of regular session meetings of this public body for the period of February 25, 2021 to June 21, 2021, be adopted:

| <b><u>DATE</u></b> | <b><u>TIME</u></b> | <b><u>MEETING</u></b> | <b><u>LOCATION</u></b>  |
|--------------------|--------------------|-----------------------|-------------------------|
| February 25, 2021  | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| March 11, 2021     | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| March 25, 2021     | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| April 29, 2021     | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| May 6, 2021        | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| May 27, 2021       | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |
| June 21, 2021*     | 7:00 p.m.          | Regular               | MS/HS Media Center/ZOOM |

All above meetings are on a Thursday, except for Monday, June 21, 2021.

**New Providence High School/Middle School  
Allen W. Roberts School  
Salt Brook School**

**35 Pioneer Drive  
80 Jones Drive  
40 Maple Street**

The Regular meetings are public. The public will have an opportunity to speak before and after the Board's business is conducted. The Board will take actions at these meetings.

\*Pursuant to N.J.S.A. 18A:11-11, Public Notice for hearing with regards to discussions and/or actions of employment contracts. Copies of proposed contracts will be available for review prior to, or at the public hearing.

A copy of the foregoing schedule shall be:

- a. Posted and maintained throughout the year at the following locations which have been reserved for public announcements:

Borough Hall  
Board of Education Office  
All Public Schools in the Borough of New Providence  
Memorial Library  
District Website

- b. Sent to the following newspapers:  
The Courier News  
The Star Ledger
- c. Filed with the Clerk of the Borough of New Providence.
- d. Sent, at no cost to the Board, to any persons who have requested notices of meetings.

Please check the District's website, [www.npsd.k12.nj.us](http://www.npsd.k12.nj.us) for any meeting changes throughout the school year.

In order to comply with social distancing guidelines, seating for members of the public will be limited to 20 seats.

A Zoom link will be posted on the Agenda for the corresponding meeting. 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.

Seconded by: Mr. Smith

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Yea Mr. Walsh

### **FACILITIES ACTION**

Mr. Walsh moved to approve Items 1 through 6 as listed below:

#### **Generous Donation of Zeiss Stereo Zoom Microscope to the NPHS Science Department from Barry Cohen, Member of the NP Amateur Radio Club Approved**

1. Approve to accept the generous donation of Zeiss Stereo zoom microscope with fluorescent illuminator, value unknown, to New Providence High School Science Department from Barry Cohen, member of the New Providence Amateur Radio Club.

#### **Generous Donation of a Professional Grade Oscilloscope to the NPHS Science Department from Barry Cohen, Member of the NP Amateur Radio Club Through Don Madson Approved**

2. Approve to accept the generous donation of a professional grade oscilloscope to the New Providence High School Science Department, value unknown, from Barry Cohen, member of the New Providence Amateur Radio Club, through Don Madson.

#### **Generous Donation of Face Masks to NPHS, AWR and SB from the Berkeley Heights Huaxia Chinese School, New Providence Chinese Community, Berkeley Heights Chinese Community and the Summit Free Public Library Chinese Club Approved**

3. Approve the generous donations of one thousand (1,000) disposable face masks and three hundred eighty (380) KN95 face masks to New Providence High School, three hundred (300) disposable face masks and three hundred (300) KN95 face masks to Allen W. Roberts School and three hundred (300) disposable face masks and three hundred (300) KN95 face masks to Salt Brook School from the Berkeley Heights Huaxia Chinese School, New Providence Chinese Community, Berkeley Heights Chinese Community, and the Summit Free Public Library Chinese Club.

#### **Disposal of Personal Computer, Desktops and Laptops Approved**

4. Approve the disposal of personal computers, desktops and laptops which are no longer deemed necessary for school use. (EXHIBIT A)

#### **Disposal of Items No Longer Deemed Necessary for School Use Approved**

5. Approve the disposal of the following items as they are no longer deemed necessary for school use:

| Quantity | Item Description                          | Model/ISBN # | BOE #/Serial # |
|----------|---|--------------|----------------|
| 1        | TV, Zenith                                | H27C46DT     | 10039          |
| 1        | DVD/VCR Player,<br>Panasonic              | PV-D4744S    | None           |
| 1        | Double VCR, Go Video                      | DDV 9650     | 003151         |
| 1        | TV, Zenith                                | H2743DT      | 003151         |
| 1        | JVC Precision, 4 head HQ<br>movie advance | HP-VP6774U   | None           |

**School Bus Emergency Evacuation Drills Conducted in December During the 2020/2021 School Year Approved**

6. Approve the school bus emergency evacuation drills conducted in December 2020 during the 2020/2021 school year in accordance with the New Jersey Administrative Code 6A:27-11.2.

**SCHOOL BUS EMERGENCY EVACUATION DRILL**

| SCHOOL                  | SCHOOL PRINCIPAL  | DATE OF DRILL | TIME OF DRILL | Route # | Location of Drill |
|-------------------------|-------------------|---------------|---------------|---------|-------------------|
| Allen W. Roberts School | Robyn Greenwald   | 12/16/20      | 8:48 AM       | 2       | Front Circle      |
| Allen W. Roberts School | Robyn Greenwald   | 12/16/20      | 9:34 AM       | 3       | Front Circle      |
| Salt Brook School       | Jeannie Drexinger | 12/15/20      | 8:20 AM       | 4       | Lower Playground  |
| Salt Brook School       | Jeannie Drexinger | 12/15/20      | 8:50 AM       | 5       | Lower Playground  |

Seconded by: Mr. Smith

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Yea Mr. Walsh

**EDUCATION ACTION**

Mrs. Coniglio moved to approve Items 1 through 4 as listed below:

**2021/2022 Revised School Calendar and 2022/2023 School Calendar Approved**

1. Approve the following School Calendars:
  - a. Revised 2021/2022 School Calendar
  - b. 2022/2023 School Calendar

**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 investigation:

| <u>School</u>  | <u>Incident Report Number(s)</u> |
|----------------|----------------------------------|
| Middle School: | 2                                |

**Submission and Acceptance of the FY 2020/2021 ESSA Consolidated Grant Application Amendment for the Period 7/1/20 Through 6/30/21 Approved**

3. Approve the submission and acceptance of the Fiscal Year 2020/2021 Every Student Succeeds Act Consolidated Grant Application Amendment for Title IA, Title IIA, Title III, and Title IVA funds totaling \$89,462.00 for the period 7/1/20 through 6/30/21.

**Traumatic Loss Plan, Revised for the 2020/2021 School Year Approved**

4. Approve the Traumatic Loss Response Plan, revised for the 2020/2021 school year, as per Superintendent's Memo #8.

Seconded by: Mrs. Cuccaro

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Yea Mr. Walsh

**PERSONNEL ACTION**

Mrs. Cuccaro moved to approve Items 1 through 6 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. Yu (Lucy) Zheng, long term substitute teacher, \$32,314.00 (base \$64,627.00), effective 2/1/21 thru 6/30/21 (subject to criminal history review procedures) (subject to issuance of certification)
  - b. Rebecca Schenker, long term substitute nurse, \$26,400.00 (base \$56,774.00), effective 2/12/21 thru 6/30/21
  - c. Jennifer Pasuit, home instructor
  - d. Yu (Lucy) Zheng, substitute teacher/teacher aide (subject to criminal history review procedures)
  - e. Gretchen Peters-LaChance, Secretary II, 7.5/hr., 12 months, \$18,010.00 (base \$43,224.00), effective 2/1/21 thru 6/30/21
  - f. Chloe Chan, school psychology practicum student, to work in the district for 1 to 2 days a week, effective 1/29/21 thru 6/30/21 (subject to criminal history review procedures)
  - g. Sophia Miskulin, student teacher at Allen W Roberts School, 5 days, effective 1/4/21 thru 1/29/21
  - h. Farah Elghaziri, part-time student teacher, 2 days per week for 10 weeks, effective 1/25/21 thru 5/7/21

**Monthly Stipends for School Nurses Approved**

2. Approve the monthly stipends for the following school nurses to compensate for hours worked beyond the work day and work week due to procedures implemented as a result of COVID-19, effective 1/1/21 thru 6/30/21
  - a. Anne Berardi, \$1,000.00/per month
  - b. Lynn Kral, \$1,000.00/per month
  - c. Rebecca Schenker, \$1,000.00/per month

**Resignations Accepted**

3. Accept the resignations of the following employees:
  - a. Tina Revollar, School Nurse, effective 2/1/21
  - b. Anita Torsiello, Playground/Lunch Assistant, effective 1/25/21
  - c. Angela Wager, Playground/Lunch Assistant, effective 1/22/21

**Revisions for the 2020/2021 School Year Approved**

4. Approve the following revision for the 2020/2021 school year:
- Amalia Ayluardo, Night Custodian/Bus Driver, \$24,275.00 (base \$58,259.00, effective 2/1/21 thru 6/30/21.)

**Kristen O'Brien Request for Unpaid Maternity Leave Approved**

5. Approve the request for unpaid maternity leave for Kristin O'Brien, teacher, under state Family Leave Act for a period of twelve weeks commencing 4/19/21 and ending 9/15/21 with continued health insurance benefits pursuant to law. (Based on a 3/20/21 due date. Dates subject to adjustment by actual birth.)

**2021/2022 Employee Holiday Schedules Approved**

6. Approve the following 2021/2022 Employee Holiday Schedules:
- 12 Month (EXHIBIT B)
  - 10/10.5 Month (EXHIBIT C)

Seconded by: Mrs. Coniglio

Mrs. Cuccaro thanked the nurses for all that they do in these times. They go above and beyond their responsibilities.

Dr. Miceli commented the same as Mrs. Cuccaro and thanked the nurses for all their hard work during this time.

Roll Call Vote:

|                          |                              |
|--------------------------|------------------------------|
| <u>Yea</u> Mrs. Coniglio | <u>Yea</u> Mrs. Marano       |
| <u>Yea</u> Mrs. Cuccaro  | <u>Yea</u> Mrs. Misiukiewicz |
| <u>Yea</u> Mrs. Killea   | <u>Yea</u> Mr. Smith         |
| <u>Yea</u> Mr. Walsh     |                              |

**BOARD POLICY**

Mr. Smith moved to approve item 1 on Second Reading:

- Approve the following Bylaw and Policy on Second Reading:

Bylaws and Policy:

1. Policy 8870 Student and Staff Memorials  
(Recommended) (Cuccaro)

Seconded by: Mrs. Killea

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Marano

Yea Mrs. Cuccaro

Yea Mrs. Misiukiewicz

Yea Mrs. Killea

Yea Mr. Smith

Yea Mr. Walsh

**COMMITTEE REPORTS**

Curriculum, Instruction, and Technology

Nothing new to report.

Finance, Facilities, and Safety/Security

Nothing new to report.

Personnel, Management, and Communication

Mrs. Cuccaro, Committee Chairperson, commented that the committee is meeting in two weeks to discuss the Teacher of the Year nominations. She can't thank our teachers enough for all they do and if it was up to her, they would all get awards.

**OLD BUSINESS**

Mr. Walsh commented that the finance committee met with Mr. Testa and Dr. Miceli to discuss getting proposals from the Architect to update the District's Five-Year Facilities Plan and ventilation/air conditioning project cost estimate.

**NEW BUSINESS**

There is no new business to discuss at this time.

**PUBLIC COMMENTS**

Mrs. Misiukiewicz opened the meeting to the public for comments at 7:48 p.m.



**Christine Benites, NPHS Student**

Christine commented that her main concern is the HS schedule and the mental health of the students. She commented that there is a petition with 800 signatures. She would like to have more discussions between the students and the Administration and have more access to mental health services for the students. She commented that the students have been going through a lot and are having a hard time with the new schedule that has been put in place, especially now, with COVID getting worse, she commented that she does not think it is possible.

Mr. Henry commented that he realizes that change is hard, but studies show that it is best for the children to be in school. He commented that he knows the importance of mental health, emotional isolation and all these things that the students are going through. Mr. Henry shared a number of steps/resources the school and District have taken to support the students with their social-emotional learning and well-being as well as additional activities planned for the second half of the school year.

Mr. Henry commented that we are continuing to move forward, so we can get back to a normal schedule again. He commented that he values the student's feedback. Mr. Henry commented that midterms have been cancelled to allow for more instructional time for students and staff.

Mr. Smith commented that the number statewide has gone down. This Board has put together a plan to educate students this year. The primary concern of the Board and Administration is the safety and the health of our students, the public should know that. Mr. Henry made a point that the vast majority of the studies you read is that getting the kids in school is the best for their mental health. Nothing in this environment is going to be perfect. We recognize that it is not going to be perfect for every student and if there is ever a student that is not comfortable or this is not working for them, they can go to the teacher, Mrs. Shadis, Mr. Henry, and any principal at any of our schools and get the appropriate support for them to help them through this. Change can be stressful, but we think this is the right time to move forward.

Mrs. Coniglio commented that she understands everyone's concerns. There is always someone the student can go to for support.

Christine Benites commented, I wanted to thank you for allowing me the opportunity to represent the voice of the new Wellness Advisory Board and some of the students at NPHS, regarding the new phase II schedule starting next week.

We realize and thank the Board of Education and all other administrative staff for having the students and teachers best interest when creating the new schedule. With the announcement of the new schedule came backlash from a lot of students as well as a petition with currently over 800 signatures and many comments that explained why students preferred to stick with our current schedule.

We realize that the new schedule will still be implemented, however, we wish for you to understand that students' are most struggling with adapting to all the change that has come

with the pandemic in every aspect, especially with school. There is very little consistency in our lives right now which is why every time a new change occurs it is difficult for us to process and adapt to once again. I would now like to hand off the mic to Allie Cohen.

**Allie Cohen, NPHS Student**

I cannot speak on behalf of every student, but speaking for myself and the opinions of many of my peers, I truly believe that the students don't necessarily have an issue with the Board, principal, or administration. When our schedule was implemented in September, we knew it was going to be a difficult adjustment but we looked forward to having Friday afternoons to catch up on work and meet with teachers, a nice lunch period, a later start time, and even shorter periods. However with this new schedule it is hard to find the positives. We no longer have free Friday afternoons, we have a shorter lunch period, an earlier start time, and an increase in class time. If this had been the schedule since September, I don't think there would be much backlash. But now, every good thing we had in the day is being taken away. We ask you to consider this and give us one good thing we can look forward to. We hope you can consider possible solutions to relieve the stress for high school students. For example, more wellness days or even bringing back no homework weekends. I want to acknowledge the Wellness Advisory Board for helping contribute to this speech. And a big thank you to Mrs. Shadis and Dr. Harvey for allowing us the opportunity to form this board and let us voice our opinions to help the wellbeing of our student body.

Thank you so much for your understanding and your time, I hope you can take our thoughts into consideration.

**Jim Vopal, Salt Brook Teacher**

Mr. Vopal congratulated Mrs. Shadis on her well deserved award. Everything she does for the District is greatly appreciated and he commented that he knows she will continue do the good work she has implemented here in New Providence. He recognized the custodial staff for their tireless efforts in keeping the building operational and clean. He offered a few thoughts. He talked about the impending snow forecast. He suggested that they consider a snow day or go remote. He also suggested maybe going half a day to give the kids an outlet and have fun, they deserve a break. Mr. Vopal asked about Spring break, giving time to quarantine like we did for the winter break. He pointed out a concern when coming back on February 1st, he thought that not all the desks are distanced enough. He is hoping for a positive outcome.

**Carol Leavy, NP Resident**

Mrs. Leavy commented that her concern is about the children's nutrition. She commented that the students should eat approximately every four hours. She commented that there are only

three minutes between classes, not enough time for them to take a food/snack break. She is hoping that the Board takes into consideration how long they will have no food. We have to have a balance on the need for food.

Mr. Henry commented they will be treating the snacks just like they treat you if you were to go to the restrooms. We recognize that 28 minutes is a longer time before going home for lunch, however moving forward and providing the students the flexibility in terms of adding time throughout the school day adds instructional time so we can progress. He shared a slide of the breakdown of the HS/MS new, current and normal schedules.

### Breakdown of HS/MS Schedules

|   | New Schedule               | Current Schedule | Normal Schedule<br>HS- Rotating and Drop<br>MS- Traditional Schedule |
|---|----------------------------|------------------|--|
| Total Minutes (per day, not counting lunch/pp/hr) | 6 h 4 mins<br>(+ 10 mins)  | 5 h 54 mins      | HS- 6 h 12 mins<br>MS- 6 h 18 mins                                   |
| Total Instructional Minutes (per day)             | 5 h 46 mins<br>(+ 30 mins) | 5 h 16 mins      | HS- 6 h<br>MS- 5 h 36 mins   |
| In-Person Instructional Minutes (per day)         | 5 h 1 min<br>(+ 45 mins)   | 4 h 16 mins      | HS- 6 h<br>MS- 5 h 36 mins   |

#### Notable Items

- + 28 minutes that students are in the building
- Normal HS Start Time- 7:44 am, New- 7:45 am
- Normal HS End time- 2:46 pm, New- 2:49 pm

Mrs. Coniglio commented that every decision that was made was made so thoughtfully and carefully. No one wants anyone to be hungry or be stressed out. We are fortunate to have the teachers come in for the students and have the leadership that we have in this District.

#### Tom Culver, NP Resident

Mr. Culver commented that he does not care for the comments from the Board and the principal because he thinks it's too politically correct. He commented that the fact that 800 students signed a petition because they didn't want to change a system that's already failing and make it worse should not be dismissed as everyone has done. He commented that the wellness panel is not doing it's job in his opinion. He commented that too many kids are sick and hurting and it's on both sides. He commented that some teachers are doing their job and some are lumping in homework to try to catch up. He commented that the studies show that kids need to be around kids and kids getting back to a more normal situation, whenever that happens. He commented that Berkeley Heights implemented a homework controlled program. He commented that his daughter has so much work, he does not see her. The whole nation is facing this, but he commented that he is putting it up to the District to change something. He apologized for any feelings he might have hurt, it was not his intention.

Mr. Smith commented that he could not disagree with Mr. Culver more. He commented that the current schedules are not perfect, but the kids are learning. We are doing our best and maintaining our concerns in this situation, so that we can move forward.

Mr. Culver responded to Mr. Smith. He commented that he understands that they do not have to agree, it's ok. He commented that what he got from Mr. Smith's response is that it does not matter what the kids need or what is going on right now, whatever is going to serve you is what is going to happen. By the end of this year, no student in the United States has covered what they normally would cover in any school year.

Mrs. Coniglio commented that Mr. Culver knows her and they can both speak together about this at another time. She commented that she can assure him that we all care about our students and want to end this school year as successfully as possible.

Mr. Culver commented that he is not criticizing or finding fault at the amount of material that has been covered this time of year, but to keep forcing more on the kids in this time, did not sit well with him. He commented that it's not fair for the kids to be overloaded. He appreciates their point of view and hearing his point of view back.

#### **Mary Hassel, NP Resident**

Mrs. Hassel commented that he does not trust COVID. Her concern is that he has not gotten answers regarding moving the kids less than six feet apart from each other, three or less. If the child becomes COVID positive, are you going to shut down the classroom? Are you choosing which kid will go remote? Are you going to monitor this? We have been successful in keeping the kids safe, however, when adding more seating in the classroom and keeping them closer together that puts them in higher risk. She commented that these are her concerns. She is concerned that our classrooms will shut down because of COVID positive cases.

Dr. Miceli commented that prior to moving forward with the elementary program, we did collaborate with the Board of Health. There are risks by having students closer together than six feet apart, but the research shows that there have been very few cases that have been transmitted in schools. Ms. Avalon, from the Department of Health, reported there have only been two cases that have been reported in the communities with this plan in place. There are very few if any communities that have closed.

Dr. Miceli commented that in the event that a student tested positive, we will quarantine the four students that sit around that student that tested positive.

#### **Lucy, NP Resident**

Ms. Lucy commented that if the Board can find a compromise. She commented that they can listen to the students. Not everyone needs the amount of Zoom time. Kids need to go to therapy because they are spending too much time in front of the screen. We want to make sure they learn the information that they need too much time is not good. At this time, change may not be a good idea, even if the intention is a good one. In terms of homework, it is too much, they will learn for the moment, but will not retain the information.

**Alex Munies, NP Student**

Alex commented that she is fully remote. She has friends that tell her that teachers take off their masks in the classroom and she feels that this is very disrespectful. She said she is not there to see it but her friends tell her this happens.

Mrs. Misiukiewicz commented that any and all of our staff in our District and are in the buildings must be masked.

**Rachel Vargas, NP Students**

Rachel commented that we want all the kids to be happy. She hopes that we can expand and have more outlets to mental health. She commented that it is hard to deal with mental health and she is very concerned about her friends and mental health. It is a lot of pressure on the kids with the new schedule and worrying about college.

**Karen Pazdera, NP Resident**

Karen commented that she admires all the students that are speaking tonight. She commented that although the start time and end time of the school day is almost the same, they had lunch time and social time. There is no relief for the kids. Everyone is asking for a compromise. She is all for increased instruction time, but she feels that there should be some kind of things to look forward to. She commented that she does see her kids struggle in the morning. She commented that in the elementary school coming back, teachers don't always stand behind dividers. Teachers walk around the class and she is concerned about the data that we are using that support the idea of dismissing the six foot social distancing. She is concerned about the elementary students and teachers.

Alex Munnies commented that she wanted to advocate for the C Group at the elementary schools. She wanted to draw attention to this because her brother is 8 years old and it is sad to see him all alone, it is their choice, but if the administration can make the C group an inclusive environment.

Dr. Miceli commented that it is a parental decision to be in Group C. They have a choice to bring the kids in Group C back to school. He commented that there are online opportunities that connect with the other students. Dr. Miceli commented that of course if there are any ideas or suggestions that she might have for people in Group C to connect more with other students, he is more than willing to hear them.

**Dianne Pierra, NP Resident**

Mrs. Pierra thanked the teachers and staff, the Board of Education for all the work that they have done. She commented that she has been involved more than others so she has seen the behind the scene work that has been done. She is President of the High School PTSA. We invite everyone to attend their meetings. She commented that they have a student appreciation committee and a senior class committee. They need volunteers and anyone is

welcome. We work intimately with the Board, students and staff. This would be a great situation for your voices to be heard. Thank you.

**Michelle Picarelli, AWR Teacher**

Mrs. Picarelli commented that she is a first grade teacher at AWR. She wanted to address Alex's comments about the Group C students. She commented that they have included the Group C students with everything, they have always been a part of the class. Although more students have come back in-class learning, they are still a part of our class, a part of our family, we will make sure they are with us every step of the way and will never turn off the cameras on them. They are as much part of our class as our in-class students.

**Brian Gardner, NP Resident**

Mr Gardner commented that he was wondering if anyone spoke on the teacher's perspective on the new schedule and the challenges they will face?

Dr. Miceli commented that before Phase II had started to develop back in November, there was a survey that came out. There was tremendous collaboration between the teachers and principals and discussions in what this model was developed. There have been a lot of discussions since that time. There has been planning going on since December. Once we received the plastic shields at the elementary school, once we got a good handle on the health guidance, we were ready for our schools. Principals and teachers worked side by side.

Mr. Gardner commented he hopes that conversations continue because he hears the student's frustration and concerns and he validates those. He hopes all of their concerns are heard, both the students and teachers.

**Jeannie Paines, NP Resident**

Mrs. Paines commented that overall this school has been fabulous, in the elementary, middle school and high school level. She commented that she knows that her kids and a lot of other kids really look forward to snow days. When it is snowing, their focus is going out there and not really on school work. She comments that last snow day she wrote to the teachers saying that they will not be on the afternoon zoom, they were going outside. Afternoon zoom is the only time they can take them out. She commented that she feels that we have three snow days built in, so why not use them. It is one of the happy things kids look forward to, there's not a lot of things they have joy in doing at this time. She commented that she is amazed at the high school students that signed the petition. Eight hundred signatures, it may not be that much really, but even at a half of that, it is a concern that needs to be addressed. She hopes that the Board addresses it. She also reiterated giving the kids a snow day.

Rachel Vargas commented that she really wants to thank the person who mentioned the petition. She just wants the voices to be heard. Her point is just to have a better time in school, even something small to help the students to have a better time in school. We are all struggling with COVID and we all want to succeed. She comments, it reminds her of a saying "Happy Wife, Happy Live" but it's "Happy Students, Happy Performance". Thank you.

**Glen Robertson, NPHS Teacher**

Mr. Robertson commented that he is so proud of his students that spoke out, advocating for themselves, having their voice heard and becoming part of the process. He thinks that we as a community should be incredibly proud of this. He knows it is a complicated situation and there's no perfect schedule. The most positive outcome that he can take away from this evening, was the fact that our students felt like they had a voice, had a mechanism to have that voice heard, and they had the courage to come on tonight and speak.

**Taylor Nadelberg, NPHS Student**

Taylor commented that she was listening to the meeting and hearing about the schedule and she wanted to talk about the schedule. She used to love going to school and was so excited for high school. She commented that now, everyday, she wakes up dreading going to school because she knows it's going to be really stressful and hard. We are in a different time right now, online is so much harder. It is helpful that we are going in, and some schools don't have that. She hopes that someone listens to the students who don't like the schedule because everyone is really stressed and no one is looking forward to going to school anymore.

Mrs. Misiukiewicz commented that she recognized Taylor's concerns and her classmates.

There being no other comments from the public, Mrs. Misiukiewicz closed the meeting at 9:57 p.m.

**CLOSED SESSION**

Mr. Smith moved to adopt the following resolution:

This body shall on January 28, 2021 at 9:12 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Public Meetings Act, specific matters which may generally be described as follows:

- Negotiations
- Personnel

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.

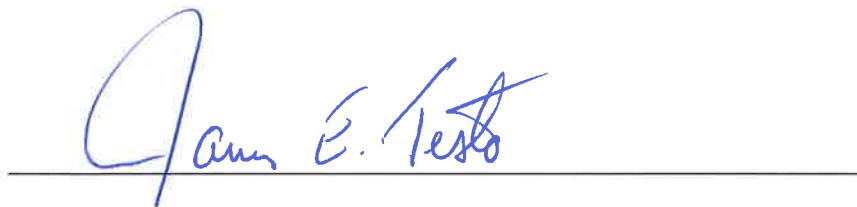
**Return to Public Session**

The Board reconvened to a public session at 9:41 p.m. Mrs. Misiukiewicz called the Board to Order.

Members present were Mrs. Coniglio, Mrs. Cuccaro, Mrs. Killea, Mrs. Marano, 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. Marano, and carried unanimously, Mrs. Misiukiewicz declared the meeting adjourned at 9:42 p.m.



James E. Testa, School Business Administrator/Board Secretary  
1/28/21 Board Meeting