

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on March 11, 2021, at the High/Middle School Media Center, 35 Pioneer Drive, by the Board Vice President, Mrs. Cuccaro.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Jennifer Killea, Amanda Marano, Mary Misiukiewicz (via Zoom), 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 and John M. Richter, Director of Curriculum, Instruction and Supervision. There was one member of the public present and forty eight members of the public 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 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 9:30 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.

Mrs. Cuccaro, Board Vice-President, welcomed everyone. She commented, as the number of vaccinations throughout the State continues to rise, she asked that everyone continue to follow the health and safety protocol that has allowed us to keep our teachers, staff and students in school the past year. If you plan on travelling during Spring Break or any other time throughout the year, you are required to quarantine after your trip. She thanked Mrs. Misiukiewicz, Board President, for leading by example. Mrs. Misiukiewicz is with us tonight on Zoom, as she quarantines from a recent trip. The Board looks forward to transitioning students back to the classroom for five days from grades K-12, but can only do it with your help. Thank you.

Superintendent's Report

Dr. Miceli discussed the HS/MS transition in terms of the District's next steps. Dr. Miceli commented that we have been working very hard in getting our elementary students back. Since February 3rd, we have had all of our students in Groups A and B in, all five days, and we have seen tremendous growth and academic achievements from all of our students during that time. He commented that the demeanors have changed and the happiness about being back to school has been fantastic to see.

Dr. Miceli commented that we would like to see us work toward that end, at the high school and middle school. He commented that they had developed a plan to do this and that he would like to share that plan this evening. Mr. Henry will be sending out a letter to all the parents at both the middle school and high school tomorrow with the additional details. First and foremost, for us to begin this process, for having our students in school each day, we needed to order plexiglass similar to what we did for the elementary schools, it is still the Department of Health's requirement for us once you enter the inside the six foot barrier. We ordered the plexiglass and they are scheduled to arrive on March 19th. We will continue to have the same schedule at both middle school and high school, but we want to offer each of those grades to come back at a slow and methodical manner, so we can be safe for all of our students and all of our staff.

Dr. Miceli commented that beginning April 19th, at the beginning of the fourth marking period, we will invite all of our seniors to come back on a daily basis. Then, we will evaluate the health of our community as well as the health of the school, the potential cases, and how we are doing with our cases. Beginning May 3rd, we will invite all of our juniors to come back on a daily basis. We will evaluate how that progresses, based on the capacity at the high school. On May 17th, we will invite grades ten and eight to come back for daily instruction. After the memorial weekend, we will invite the last two grades at the building, grade nine and grade seven.

Dr. Miceli commented that we are not changing the schedule, but the students will be able to come in on a daily basis. He commented that this is a tentative schedule. We framed it this way for us to begin the transition. In the event that we continue to see progress, we see more Department of Health guidelines lifted, and we get a better sense of our staff being vaccinated as well as our community, we will re-evaluate those dates. We will continue to look at whether or not we can expedite the time in which we have the students continue to come back, so we may move up some of those timelines depending upon how we are doing in school. Everything is tentative at this point, but we are looking to begin on April 19th. All of the planning has been done over this past month. We are continuing to follow those same principles that we have done since this past summer. We are continuing to follow the methodical approach that we have practiced, which allowed us to see health and safety success. The difference between between the elementary and the high/middle school, the major factor, is that they are travelling classes. There are concerns during the travel in the hallways and during that exchange in classes, that might lead to additional quarantining. If we walk through this over the two weeks per period of time, between each of the grades, we should be able to get to the place that we could see success with all six grades returning back on a daily basis.

Dr. Miceli asked the Board if they had any questions.

The Board had no questions.

Dr. Miceli thanked Mr. Henry and the staff at the high school and middle school for all the planning and preparations.

Dr. Miceli commented on Group C student transition at the elementary schools. Beginning with the third trimester, additional students will be coming back. At Allen W. Roberts, forty two (42) students are coming back and at Salt Brook School, twenty six (26) students

are coming back. He commented that this was great news.

Dr. Miceli commented on the letter from Mr. Richter and Dr. Harvey regarding our next steps in terms of taking a look at student achievement over the course of this past year. We are going to begin to do that over the next four or five weeks by establishing data teams at all four schools and working closely with each of our staff members to identifying all the needs of all of our students in the District. We recognize that a lot of students made tremendous progress this year, but also do not want to be naive that some students throughout the District may still have additional needs that we were not able to address through the course of the year.

Dr. Miceli commented on additional federal funding available to the District and that will be applying for, The Elementary and Secondary School Emergency Refund. The District will be receiving approximately \$285,000 for pandemic costs, additional \$25,000 for academic acceleration and \$45,000 for mental health. We are currently planning to develop some programs in the spring, as well as the summer, to offset some of the potential educational losses that may have occurred for our students over the course of this year. The first step is to gather that data, to do our internal assessments and to evaluate the current situation for each of them. He commented that we will be communicating this over the next several months in terms of specificity of our programs in the spring and summer and into next year. The next four or five weeks we will be collecting individual student data directly from our teachers and begin to develop those programs. Dr. Harvey and Mr. Richter will be working closely on this project, it's inclusive of regular education students and special education students. We look forward to that. Ultimately, our goal is to ensure that all of our students begin next year having mastered those particular skills we've come to expect at each of our grade levels and at each of our courses. We want to ensure there is that success. He commented that while we are working through this process, he asked that our parents join us in a partnership, as we work closely and provide you as much as we can to help their children over the next four or five months.

Public Comments

Mrs. Cuccaro opened the meeting for the opportunity for the Public to be heard (on specific agenda items)

There were no comments

ACTION ITEMS **FINANCE ACTION**

Mr. Walsh, Chairperson, moved to approve items 1 through 7 as listed below:

Purchase of a District-Wide Warehouse and Analytics Software Platform Approved

1. Approve the purchase of a district-wide data warehouse and analytics software platform, including license, set-up, support and training services subscription, at a cost not to exceed \$20,657.67, pursuant to N.J.S.A. 18A:18A-5. **(EXHIBIT A)**

Tentative Budget for the 2021/2022 School Year Using the 2021/2022 State Aid Figures and Authorize the Board Secretary to Submit to the Executive County Superintendent of Schools for Approval Approved

2. Approve the tentative budget for the 2021/2022 School Year using the 2021/2022 state aid figures and authorize the Board Secretary to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

<u>2021/2022 School Year</u>	<u>General Fund</u>	<u>Special Revenues</u>	<u>Debt Service</u>	<u>Total</u>
Total Expenditures	\$44,504,095.00	\$495,503.00	\$2,088,232.00	\$47,087,830.00
Less:				
<u>Anticipated Revenues</u>	<u>\$ 4,786,543.00</u>	<u>\$495,503.00</u>	<u>\$ 859,543.00</u>	<u>\$ 6,141,589.00</u>
Taxes to be Raised	\$39,717,552.00	\$ 0.00	\$ 1,228,689.00	\$40,964,241.00

After approval by the Executive County Superintendent of Schools, advertise said tentative budget in the Courier News in accordance with the form suggested by the State Department of Education and according to law. A public hearing will be held at New Providence High/Middle School Media Center, New Providence, New Jersey, on April 29, 2021 at 7:00 p.m. for the purpose of conducting a public hearing on the budget for the 2021/2022 School Year.

Adjustments Not included in the Tentative 2021/2022 Annual School budget, Submitted to the Executive County Superintendent for Technical Review Approved

3. Approve that the following adjustments are not included in the tentative 2021/2022 annual school budget, which will be submitted to the Executive County Superintendent of Schools for technical review:
 - Adjustment for enrollment: \$0.00
 - Adjustment for health care costs: \$0.00
 - Adjustment for deferred PERS pension contribution: \$0.00
 - Adjustment for responsibility transferred: \$0.00
 - Adjustment for banked cap: \$0.00

School Business Related Travel Reimbursement Procedures Resolution Approved

4. Approve the following resolution:

WHEREAS, the New Providence Board of Education recognizes school staff and

Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, Policy #6471, School District Travel Procedures covers the reimbursement process for travel expenses in accordance with New Jersey Statutes;

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with Policy #6471.

Authorization for the Board Secretary to Publish Said Budget, After Approval of the Board and the Executive County Superintendent Approved

- 5. After Board and Executive County Superintendent of Schools approval of the tentative 2021/2022 budget, authorize the Board Secretary to publish said budget.

Maximum Travel Expenditure Amount Resolution Approved

- 6. Approve the following resolution:

The Board of Education approves establishing a maximum travel expenditure amount of \$69,800.00 for the 2021/2022 school year. The maximum travel expenditure amount for the 2020/2021 school year is \$69,800.00 of which \$20,690.37 has been spent and \$8,497.18 encumbered to date.

Emergency Purchase of Desk Guards, Kits and Clips Approved

- 7. Approve the emergency purchase of desk guards, conversion kits and replacement clips from Sandbox Sign Company in an amount not to exceed \$45,151.81, under Public Schools Contract Law, 18A:18A-7. All requirements under N.J.A.C. 5:34-6.1 shall be followed.

Seconded by: Mrs. Coniglio

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

No facilities items for approval.

EDUCATION ACTION

No education items for approval.

PERSONNEL ACTION

Mrs. Cuccaro, Committee Chairperson, moved to approve items 1 and 2 as listed below:

Resignation Approved

- 1. Accept the resignation of William Hodroski, effective 6/30/2021.

Administrative Leave for and the Separation of Service Agreement for Employee #1919 Approved

- 2. Approve the administrative leave, effective 3/12/21 through 6/30/21 and the Separation of Service Agreement for employee #1919.

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

BOARD POLICY

No Board Policy or Regulations for approval.

Committee Reports

Curriculum, Instruction, and Technology

Nothing new to report at this time.

Finance, Facilities, and Safety/Security

Mr. Walsh, Committee Chairperson, commented that the committee will meet next week to go over the Board goals.

Personnel, Management, and Communication

Mrs. Cuccaro, Committee Chairperson, commented that the committee are also reviewing their goals for this year and starting to talk about next year.

OLD BUSINESS

Dr. Miceli reviewed the Strategic Planning Goals. He commented that they are on our district website so if anyone at home on ZOOM wants to go over them as he reviewed them, they can. He commented that at the beginning of this year, we established a long range strategic planning goals and their specific objectives. We developed eight long range goals and objectives that came through as a result of the Strategic Planning Process with the community as well as the Think Tank 2.0 research that was done within the district with various sub-committees with certificated staff members and administrators. Initially this was somewhat complex to get started and rolled out because right at the point when we were about to complete the process, COVID hit, and we were doing a lot of work behind the scenes while we worked from home on this and then began to wrap up some of the specific objectives as we began the school year and try to provide the community with those presentations last fall. We had initially established a framework of objectives within each of those goals and some timelines. It was somewhat difficult to do that with everything happening with COVID, we certainly had some expectations for this year and next that we are impacted again with COVID. Fortunately we were able to accomplish quite a bit this year. The administration and a review with the board tonight want to establish a more realistic time frame over the next four years and expectations for those goals.

Dr. Miceli reviewed each of the eight Strategic Planning Goals, they are as follows:

Strategic Planning Goals

1) Enhance district wide communication programs focusing on technological distribution of district information and continue to enable improved engagement with the community.

Objectives: 2020/2021 These objectives have been accomplished

- A. Facebook
- B. Twitter
- C. New Dristrict App
- D. Enhanced Website
- E. Increased capacity for the district Communications Coordinator

2) Enhance elementary student programming for early student development and offer more resources and experiences to enhance student achievement.

Objectives:

- A. Consider a policy shift in class size numbers and/or student-to teacher ratios within the elementary setting- ***This has been accomplished***
- B. Consider leveled math programs in order to address advanced math- **2021/2022**
- C. Develop an implementation plan for Math Specialists comparable to our current Reading Specialist Program- **2021/2022**
- D. Develop a Full-Day Kindergarten program of alternative early intervention programs to address any identified skills deficits(i.e. regular education preschool summer programs)- **2022/2023**
- E. Consider more special education programs(i.e. Primary Autistic Program)- **2021/2022**
- F. Consider more opportunities for ESL students and families- **2021/2022**
- G. Consider academic summer programs - **2020/2021**

3) Enhance secondary programming to continue to enable student achievement, while preparing students for career readiness and post high school academics.

Objectives:

- A. Consider additional electives such as public speaking, ethics, data analytics, and business courses(sports marketing, accounting, entrepreneurship)- **2021/2022**
- B. Consider more World Language Exchange/Cultural immersion programs- **2021/2022**
- C. Consider more resources and opportunities for special education students- **2021/2022**
- D. Consider more resources opportunities for ESL students and families- **2021/2022**
- E. Consider more summer programs for students (including SPED)- **2020/2021**
- F. Consider the development of Esports as a club or sport- **2022/2023**
- G. Expand the senior internship program- **2022/2023**

- H. Explore Enhancements to the Middle School STEM program- **2021/2022**
- I. Expand Middle School elective opportunities-**2021/2022**
- J. Consider changing the Middle School schedule- **2021/2022**
- K. Consider an "Activity Fee or "ParticipationFee" for athletics- **2021/2022**
- L. Consider a Middle School sports program- **2022/2023**
- M. Consider more social activities, clubs, or intramural sports for the high school students- **2022/2023**
- N. Consider Fencing as a new sport at the high school- **2022/2023**
- O. Consider video streaming and broadcasting of sporting events-**2020/2021 accomplished**
- P. consider more real-world opportunities as well as more volunteer opportunities for students- **2021/2022**
- Q. Consider adding Chinese to our World Language Department- **2023-2024**

4) Implement a robust Social Emotional Learning curriculum for the district.

Objectives:

- A. Develop and implement a Social/Emotional Learning Resource Guide for students and staff- **2020/2021 (accomplished)**
- B. Develop "Sensory areas" within each elementary school (SEL)- **2021/2022**
- C. Develop a student wellness program at the secondary level- **2021/2022**
 - 1. Formalize a way to measure growth(2021/2022 pending approval of data collection program)- **2021/2022**
 - 2. Implement mandatory Mental Health Curriculum with the Health and PE Department- **2022/2023**
 - 3. Ensure SEL is infused into teaching practices, curriculum, evaluation tools, etc. - **2021/2022**

- D. Develop wellness programs for staff.
 - 1. Staff PD in SEL with emphasis on self-care, mindfulness- **2021/2022**
- E. Consider more counselors throughout the district to meet the social and emotional needs of our students- **2020/2021, accomplished**
- F. Support and encourage students to transition into the 2021/2022 school year with academic social and emotional challenges- **2021/2022**
- G. Consider climate and culture initiatives- **2020/2021, accomplished**
 - 1. Formalize a way to measure student growth(2021/2022 pending approval of data collection program)- **2021/2022**
 - 2. Staff PD in SEL with emphasis on self-care, mindfulness- **20/21 accomplished**
- H. Expand our partnership with community agencies- **2020/2021, accomplished**

5) Continue to monitor community housing development and proactively address the impact on the district from a facilities and instructional perspective.

Objectives:

- A. Work closely with the Borough Council on updates to housing development within the community- **2020/2021, accomplished**
- B. Continue to consult with our demographer in order to establish valid and reliable student growth data- **2021/2022**
- C. Make plans accordingly if expected growth were to exceed capacity within our current school framework- **2021/2022**

6) Enhance the district facilities to develop a modern learning environment, considering collaboration, class size, grade configuration, and extracurricular activities.

Objectives:

- A. Pilot innovative classroom models throughout the district- **2021/2022**
- B. Identify appropriate classroom models, and develop an implementation plan- **2021/2022**

- C. Install Air Conditioning in the remaining areas at all four schools- **2022/2023**
- D. Renovate Miller Field (Baseball) - **2020/2021, accomplished**
- E. Renovate the Culinary Arts room at the high school- **2021/2022 (summer 2021)**
- F. Renovate the Counseling Suite at the high school- **2021/2022 (summer 2021)**
- G. Consider modernizing both elementary gymnasiums and cafeterias- **2023/2024**
- H. Consider additional capacity at both elementary schools for Full-day Kindergarten- **2022/2023**
- I. Consider upgrading the faculty areas at the MS/HS, and add faculty bathrooms throughout the facility- **2023/2024**

Mrs. Zirpoli and Mr. Richter reviewed Goal #7 and #8.

7) Continue to develop an innovative, collaborative and modernized instructional framework focused on higher-level thinking, real-world problem solving, student autonomy, self-pacing, and the development of a student-centered, learner-driven classroom environment.

Objectives:

- A. Create a user-friendly curriculum unit template aligning the essential questions and enduring understanding to transfer tasks and assessments- **2020/2021, accomplished**
- B. Revise the curriculum writing process to provide opportunities for multiple teacher input, the piloting of new programs, and collaboration between content and curriculum specialists- **2020/2022, accomplished**
- C. Provide a structured process to the learning plan component of the curriculum that encourages teacher collaboration and the flexibility to incorporate new pedagogy and ideas as appropriate- **2020/2021, accomplished**
- D. Ensure curriculum emphasizes higher-level thinking, real world problem solving student autonomy, self-pacing, and the development of a student-centered learner driven classroom environment- **2020/2021, accomplished**
- E. Integrate personalised learning, maximizing student interest and discovery to allow students to be challenged- **2021/2022**

- F. Enhance instruction with higher-level questioning in order to facilitate learning, empower inquiry, and monitor metacognition- **2022/2023**
- G. Foster collaborative learning opportunities by all stakeholders- **2023/2024**
- H. Enhance instruction, student achievement and stakeholder collaboration through the use of the most effective learning and communication platform (i.e. Microsoft 365, Google Suite, and Schoology)- **2022/2023**
- I. Utilize enhanced technologies that focus on data analytics, virtual and augmented reality, artificial intelligence, machine learning, and project-based skills- **2022/2023**
- J. Personalize professional learning (develop and implement teacher self-assessment)- **2021/2022**
- K. Create a series of professional learning opportunities to empower staff to meet the expectations of district initiatives- **2021/2022**
- L. Create more opportunity for staff collaboration on curriculum, instruction, programs, data analysis, and individual student's needs- **2021/2022**
- M. Explore opportunities for teacher leadership teams- **2021/2022**

8) Develop and implement data driven decision making for teachers, parents, and students enhancing student achievement K to 12.

Objectives:

- A. Provide a system for teachers and educational leaders to analyze data in a centralized format that is user-friendly (identify a data warehouse/analytics platform)- **2021/2022**
- B. Enhance central office position, which develops and disseminates student data to perform instruction, curriculum and program- **2021/2022**
- C. Create school-based data teams- **2020/2021, accomplished**

Dr. Miceli commented that Mrs. Bearnarth is our Data Analytics Specialist. She is at the board office and is our central point of contact on student data.

Dr. Miceli asked the Board if they had any comments or questions.

Mrs. Misiukiewicz commented that considering COVID, our momentum is going. She

commented that it is good to see the timeline and she is excited about moving forward.

Dr. Miceli commented that we will be posting this on our website for the community to see.

NEW BUSINESS

There is no new business to report.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting to the public for comments at 7:45 p.m.

Jennifer Neiderfoller, NP Resident

Mrs. Niederhoffer asked if the students at the high/middle schools will bring the plexiglas to each class or are they fixed on desks?

Dr. Miceli commented that the plexiglas are fixed on the desks.

There were no other comments from the public.

CLOSED SESSION

Mr. Walsh moved to adopt the following resolution:

This body shall on March 11, 2021 in the New Providence High/Middle School Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Public Meetings Act, specific matters which may generally be described as follows:

- Personnel
- Litigation
- Negotiations
- Student Matters - HIB
- Student Matters

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

Mrs. Marano seconded the motion, which was carried unanimously.

Mrs. Cuccaro declared the meeting closed at 7:47 p.m.

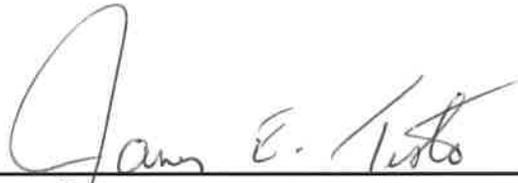
Return to Public Session

The Board reconvened to a public session at 8:30 p.m. Mrs. Cuccaro called the Board to order.

Members present were Mrs. Cuccaro, Mrs. Coniglio, 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. Cuccaro declared the meeting adjourned at 8:31 p.m

A handwritten signature in cursive script, appearing to read "James E. Testa", written in black ink.

James E. Testa, School Business Administrator/Board Secretary
March 11, 2021