

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on December 16, 2021, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mrs. Misiukiewicz.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Amanda Marano, Mary Misiukiewicz, and Jennifer Killea. Also present were Dr. David Miceli, Superintendent of Schools; Lauren Zirpoli, Assistant Superintendent of Educational Services; James E. Testa, School Business Administrator/Board Secretary; John Richter, Director of Curriculum, Instruction and Supervision; nine (9) members of the public.

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 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 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. Misiukiewicz welcomed everyone to the meeting and wished them Happy Holidays. She hopes the upcoming break will prove to be peaceful and relaxing. Last night the high/middle school had their holiday concert and last week the elementary schools hosted their winter concert. In the spirit of giving and helping others, the Character Education Club has been busy collecting toys, food and essentials to assist the local food banks. The club also collected winter weather gear for the Salvation Army. The PTAs have brought much holiday cheer into the school buildings with special treats and breakfasts which has been appreciated by the staff and teachers.

Tonight, the Board will hear Dr. Grip's second demographic report. Dr. Grip's first report was rendered on May 20, 2019. Both tonight's presentation and the May 2019 report are on the District's Board of Education web page. The presentation should help the Board understand the enrollment impact, if any, as a result of the development of the Bard property located at 111 Spring Street, as well as a second development on 232 South Street. After tonight's meeting and the presentation, the Finance, Facilities and Security/Safety committee will meet to determine the next steps.

SUPERINTENDENT'S REPORT

Dr. Miceli welcomed everyone and asked the student representative, Kalina Kornacki to share her report.

STUDENT REPORT

Kalina shared that the choir sang on December 3rd at the annual tree lighting ceremony by the recreation center. Last night's holiday concert featured the choir, orchestra and band. The musical performance dates have been released and can be seen on March 11th, 12th, 13th, 18th and 19th. The snow date will be March 20th. On Wednesday, December 22nd, choir, jazz band and swinging strings will be livestreaming their concert to the elementary schools. The cheesecakes have arrived and are a fundraiser for the marching band. Fall sports awards were held on December 9th and all the accomplishments of all the athletes were recognized. Winter sports are in full swing. Day of code was held on December 10th and students were able to expand their knowledge of computer science. Door

decorating has begun and the students are having fun with it. Class of 2023 hosted candy grams and the Class of 2022 had a bake sale. Both classes are teaming up to raise money for prom. Kalina encouraged everyone to check out The Provident to see what students are interested in. She wished everyone a happy holiday season and a New Year.

ENROLLMENT

Mrs. Zirpoli presented the enrollment numbers. Enrollment allocations included 697 at Allen W. Roberts, 606 at Salt Brook School, 375 at New Providence Middle School, 657 at New Providence High School, 33 out of district for a grand total of 2,368 students.

GENERAL INFORMATION

Dr. Miceli discussed the school calendar. The Board was provided with a couple different calendars for the 2022/2023 and 2023/2024 school years. The District prepares the calendars for two years, so the public is aware of the future schedule. The 2022/2023 calendar had been approved, but Dr. Miceli wanted to discuss revising it based on a few changes which have occurred and he would also like to discuss the 2023/2024 calendar. Last year, the District could utilize remote days in the case of inclement weather. The Department of Education is no longer allowing the District to use remote days for inclement weather. That was not the case when the 2022/2023 calendar was developed and the calendar only includes two snow days. Dr. Miceli would like to discuss the possibility of adding an additional two snow days to the 2022/2023 school calendar for a total of four snow days and having four snow days on the 2023/2024 school calendar. The 2022/2023 calendar and the 2023/2024 calendar have the last day of school on a Monday. Dr. Miceli recognizes that having the last day of school on a Monday is not always ideal. There are a couple of options to consider and one is starting before Labor Day. He acknowledged that when the community was surveyed they were not in favor of starting before Labor Day. If the District does not add four snow days and if school starts a day before Labor Day, the school year would end on a Friday. If the District moves to four snow days, school would end on a Wednesday and school would not need to start before Labor Day, although the last day of school would be in late June. Dr. Miceli said he is not looking to make a decision tonight, but would like to get feedback from the Board and from the community in the next couple weeks.

Mrs. Coniglio said she is for adding four snow days but does not want to start before Labor Day. Mrs. Marano would also like to add four snow days and would consider starting before Labor Day. She asked Dr. Miceli to clarify what happens if we did not use all four days. Dr. Miceli said the District keeps at least one snow day until the end of the year, for any unforeseen emergency. The other days would be added on to the Memorial Day weekend. She is ok with starting before Labor Day as long as it is not a week before. Mrs. Killea agreed with adding four snow days and is not opposed to starting school before Labor Day. She would like to look at possibly adding more than one day before Labor Day. Dr. Miceli said the District could look into that. Typically the District provides new teacher orientation and staff development the week before school but that could possibly be pushed back as well. Mrs. Cuccaro said the sentiment in the community has been to finish earlier but to finish earlier, the school year must start earlier. Starting earlier would be more in line with the communities around us. New Providence is usually the last school in session. Mrs. Cuccaro said she believes two snow days could work.

Dr. Miceli said starting earlier and utilizing two snow days could possibly push the last day of school to June 16th which is considerably earlier. The school year typically ends somewhere in the twenties. Mrs. Cuccaro said she feels the District is very strategic with the snow days, using delayed openings or early dismissals so typically we end up with days left at the end of the year. If the District goes this way, for the 2023/2024 school year, the last day would be June 14th.

Mrs. Misiukiewicz said she is in favor of four snow days. She also said she would prefer not to add just one day prior to Labor Day. If the District decides to start before Labor Day, she would like to have students in school for two days, the Thursday and Friday before Labor Day. If two days can't be added before Labor Day, she is in favor of starting after Labor Day. Mrs. Coniglio asked if the teachers would be consulted. Dr. Miceli said he wanted to start

with the Board first and then meet with Mr. Robertson, the NPEA President. Typically, once the calendar is developed it is sent out to all the bargaining units for their feedback. The Board has the discretion to manage the calendar but it is sent to the bargaining units as a courtesy. Mrs. Marano asked Dr. Miceli, if remote snow days may be allowed in the future, once COVID is a thing of the past. Dr. Miceli said he was surprised that Districts were not given the opportunity to have remote learning on snow days this year so he is not sure. He believes the District should be able to utilize the technology it has but there is no way to tell for sure what the Department of Education will do in the future. Mrs. Marano said if that became an option, she would like to revisit the snow day topic. Dr. Miceli thanked the Board for their feedback and will provide draft calendars in the next couple weeks and hopefully put the revised calendars on the January agenda.

Dr. Miceli congratulated the Music Department and the students on the successful winter concerts.

Dr. Miceli remarked that the District is not allowed to have any buffer days before or after the holiday break with respect to COVID, per the Department of Education. Also, there are no remote snow days. The District will continue to notify unvaccinated students if they are deemed close contacts, and will now notify vaccinated students who are deemed closed contacts. He asked families to remain vigilant over the holidays. He wished everyone a happy holiday season.

PRESENTATION – DEMOGRAPHIC STUDY REPORT, DR. RICHARD GRIP

STATISTICAL FORECASTING

- Provide demographic services for school districts in the New York-New Jersey metropolitan area since 1998.
- Performed demographic studies for approximately 175 school districts in NY & NJ.
- Demographic consultant for the NYC Public Schools since 2006.

Dr. Grip provided background on his company, which has performed demographic studies for approximately 175 school districts and has been a consultant for over sixteen years.

RICHARD S. GRIP ED.D.

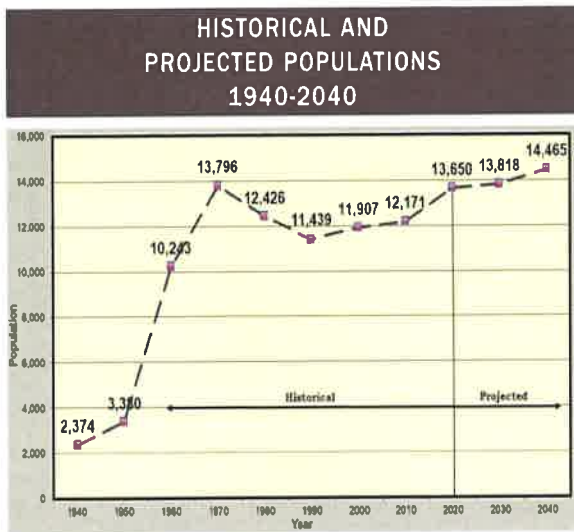
- Executive Director
- Doctorate from Rutgers University Graduate School of Education in Educational Statistics and Measurement
- Numerous publications on school demography and presentations nationally
- Testified as an expert witness in school demography in several Administrative Law court hearings.

Dr. Grip outlined his background and qualifications. Since there are not many school demographers he has had the opportunity to do a lot of presentations around the country.

PURPOSE OF THE STUDY

- ❑ Project grade-by-grade enrollments from 2022-23 through 2026-27, a 5-year period
- ❑ Analyze community population trends, demographic characteristics and age structure, birth counts, and fertility rates
- ❑ Examine historical enrollments districtwide, by grade configuration (PK-6, 7-8, and 9-12), and by school.
- ❑ Compare building capacities to current and projected enrollments
- ❑ Research new housing starts and the impact on school district

A demographic study is not used to just predict enrollments but there is a lot more involved to see why numbers are going up and down. The study uses a five-year period from the 2022-2023 school year through the 2026-2027 school year. Five years is used because all of these children have been born. When you use more than five, those children have not yet been born. It is difficult to use more than five years with a small community like New Providence. The study looks at the population trends, demographic characteristics like socio-economic status, age structure and fertility rates. When comparing the building capacities to current and projected enrollment, the study aims to find out if there is enough seating. The most important part of tonight's presentation is to determine how the new housing will impact the school district.



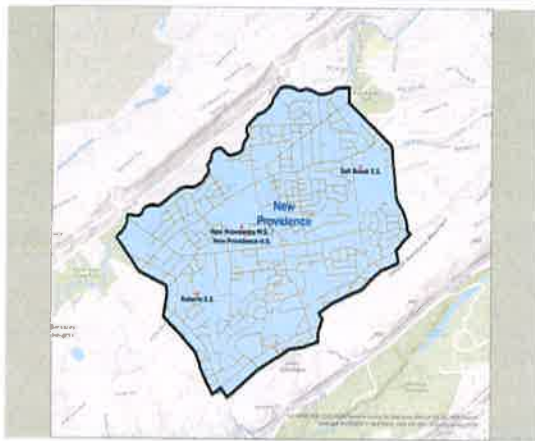
The population count was the only information available from the 2020 census. For most of the past decades there was a slow decline, except for this decade there was about an increase of 1,500 persons from 2011, which is a significant gain for the community. The projected counts are from a third party called the North Jersey Transportation Planning Authority and are based on the 2010 counts and they will not adjust their numbers until another year or so. Dr. Grip expects those numbers to increase for New Providence.

DEMOGRAPHIC PROFILE

- ❑ 69% White and 16% Asian in 2020 (81% White and 10% Asian in 2010)
- ❑ Median age = 40.0 years (NJ = 40.2 years)
- ❑ 17.4% of population is foreign-born (NJ = 23.4%). India and China are largest sources.
- ❑ Bachelor's Degree or Higher = 69% (NJ = 41.2%)
- ❑ Median household income = \$144K (NJ = \$86K)
- ❑ Approximately 4,700 housing units, of which 73% are SF detached or attached (townhouses)
- ❑ 24% of housing units are renter-occupied. (NJ = 36.7%)
- ❑ Median value of owner-occupied unit = \$607K

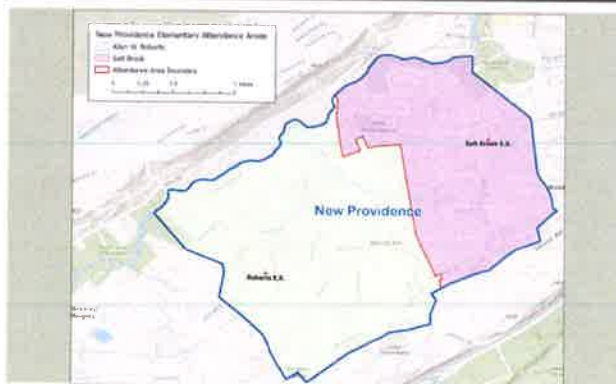
Dr. Grip said the community has become more racially diverse with the Asian population being the fastest growing population. India and China are the largest source of the foreign born population. The community is very well educated with a high number of college graduates and the median income is much higher than the state average. Twenty-four percent of the housing units are renter occupied which is less than the state average. Fifty percent of the homes are above the median home value of \$607,000.00 and fifty percent are below \$607,000.00.

SCHOOL LOCATIONS



Dr. Grip outlined the school locations.

ELEMENTARY ATTENDANCE AREAS



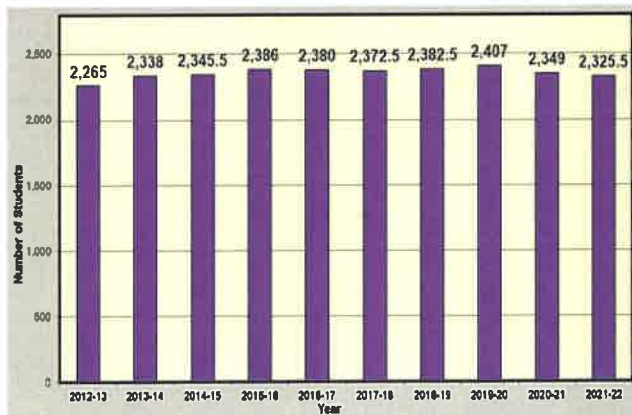
For elementary school, students are assigned to Allen W. Roberts School or Salt Brook School based on the dividing line.

HISTORICAL ENROLLMENT TRENDS

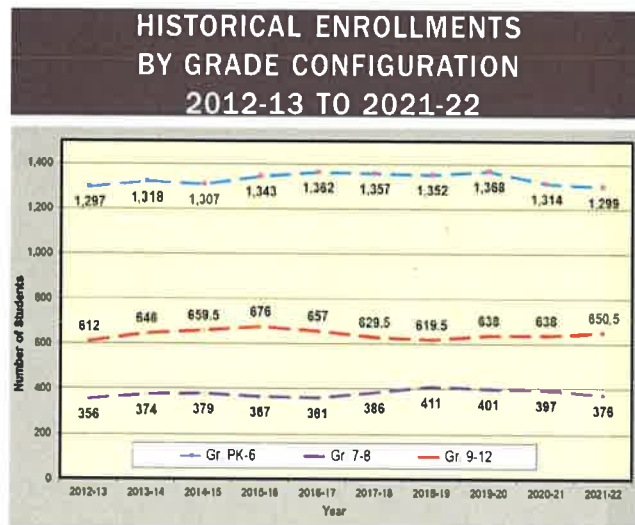
- ❑ District's 2021-22 enrollment (10/15/21) is 2,325.5.
- ❑ 2012-13 enrollment = 2,265 (+60.5)
- ❑ After a period of stability, enrollments declined in last two years (partially due to COVID?).
- ❑ Cohort-Survival Ratio Method (CSR) was used to project enrollments five years into the future.

The 2021-2022 District enrollment is not significantly different from the 2012-2013 enrollment. Enrollment has declined over the last two years but that could be a result of COVID related reasons, i.e. homeschooling or private school attendance. The Cohort- Survival Ratio Method was used to project enrollments.

HISTORICAL ENROLLMENTS (PK-12) 2012-13 TO 2021-22



There was very stable enrollment in the middle of this graph but the last two years enrollment has declined.



The elementary enrollment has declined over the last two years. Most of the research shows that elementary schools had the biggest decline in enrollment over the last two Covid years, particularly from kindergarten to grade three. The middle school shows a slow decline over the last three years. For the high school, the enrollment has remained relatively stable over the last decade.

ENROLLMENT PROJECTION METHOD COHORT SURVIVAL RATIO

- ❑ Ratios are calculated for each grade progression. (Ex. 100 1st graders in 2020-21 become 95 2nd graders in 2021-22 = 0.95)
- ❑ Survival ratios were computed for ten historical years.
- ❑ 8 of 13 average ratios were below 1.000 indicating slight net outward migration.
- ❑ Averages were then computed and used to project future enrollments.

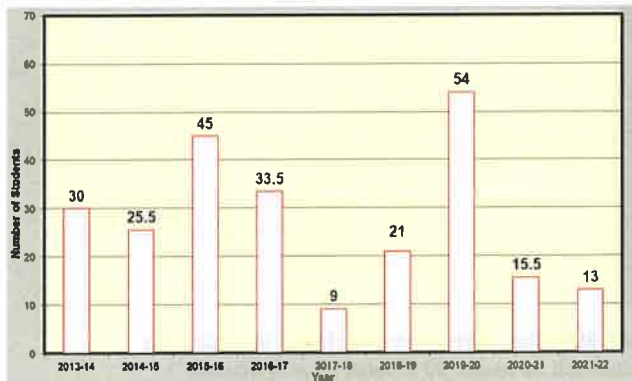
The Cohort Survival Ratio method is approved by the NJDOE. It computes a survival rate of students from one grade to the next. The survival ratios are computed for all the grade progressions, including birth to kindergarten for a ten year historical period. The data indicates a slight net outward migration. If the ratio is below 1, it means there is an outward migration; if the ratio is above 1, it means there is an inward migration. The average ratios are then used to predict future enrollments.

FIRST GRADE REPLACEMENT

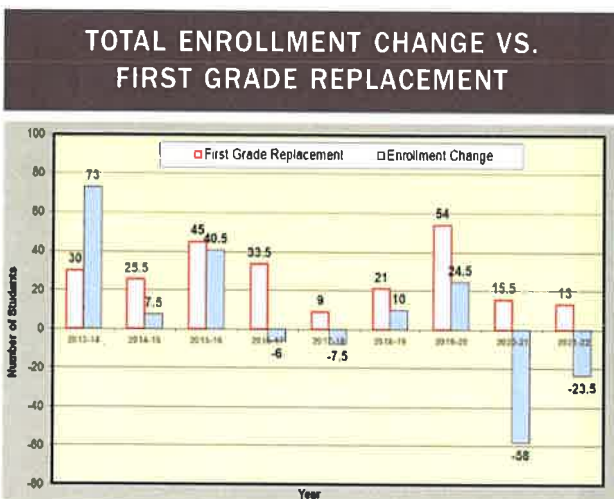
- ❑ Positive first grade replacement (FGR) has occurred in each of last 9 years. Usually compared to kindergarten classes but district has half-day program.
- ❑ Positive FGR- Number of entering first grade students is greater than number of graduating 12th grade students from prior year.
- ❑ District has gained an average of 23 students in last 5 years due to first grade replacement.

The first grade replacement (FGR) looks at the outgoing 12th graders compared to the incoming kindergartners. However, since the District has only half day kindergarten, 1st grade is used. For example, if you have two hundred 12th graders who graduate and two hundred and fifty first graders, you have a positive FGR. Over the last five years, the District has gained an average of twenty-three students due to first grade replacement.

HISTORICAL FIRST GRADE REPLACEMENT



This graph shows the historical FGR.

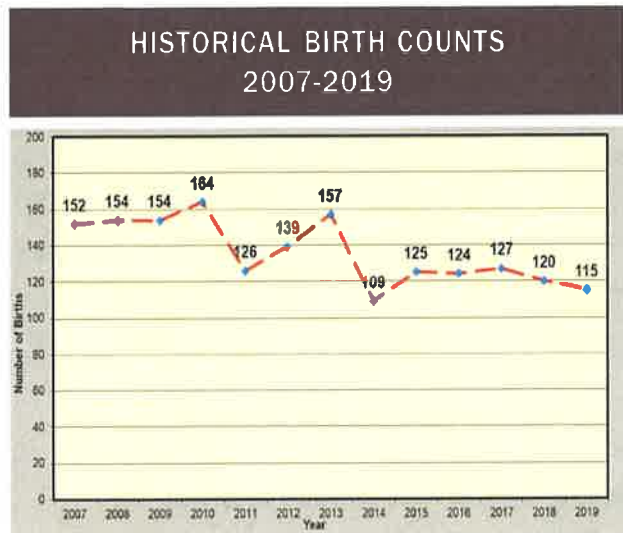


Looking at the right side of the slide, it shows the positive FGR has been offset by negative outward migration, causing a loss in the overall enrollment in the District or perhaps less of a gain due to FGR.

BIRTH COUNTS

- ❑ Births are used to project kindergarten students 5 years later.
- ❑ Birth counts had been trending lower but have appeared to stabilize.
- ❑ 115 births in 2019. Last 5 years, birth count is 115-127.

Data on births is gathered from the New Jersey Center for Health Statistics. Births are a big factor in projecting enrollment. If there is a declining birth rate, it means enrollments will be lower. Birth rates have remained relatively stable.

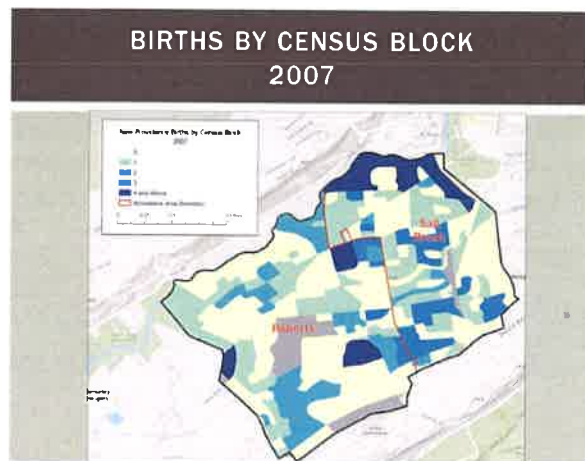


Ten to fifteen years ago the birth rates were in the one hundred and fifties to the one hundred and sixties and over the five years birth rates ranged from one hundred and fifteen to one hundred and twenty five.

**BIRTHS BY ATTENDANCE AREA
2007-2019**

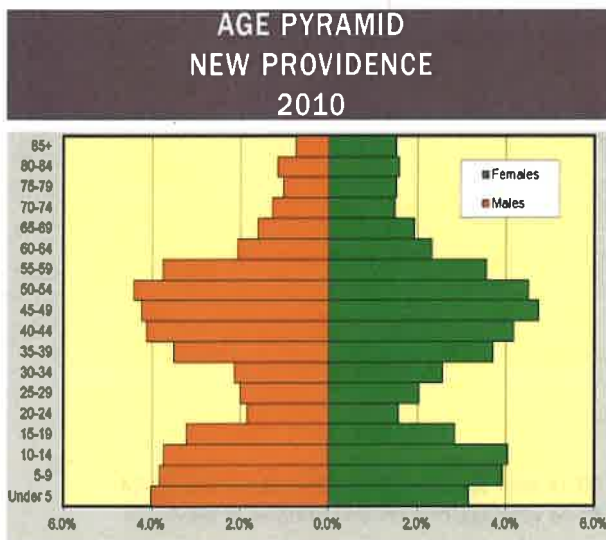
Birth Year	Roberts	Salt Brook	Unknown
2007	82	67	3
2008	71	80	3
2009	66	82	6
2010	78	78	8
2011	70	53	3
2012	71	63	5
2013	90	85	2
2014	80	44	5
2015	64	53	8
2016	74	45	5
2017	65	58	6
2018	74	46	0
2019	58	51	6
Total	923	783	
2007-2019			
Difference			
2007-2019	-24	-16	

The birth data was gathered from the Census Block from the Center for Health Statistics. Mapping software was used to see where in the Borough those births occurred. Roberts has more births over time than Salt Brook. Both schools have lower birth rates in 2019 compared to 2007.

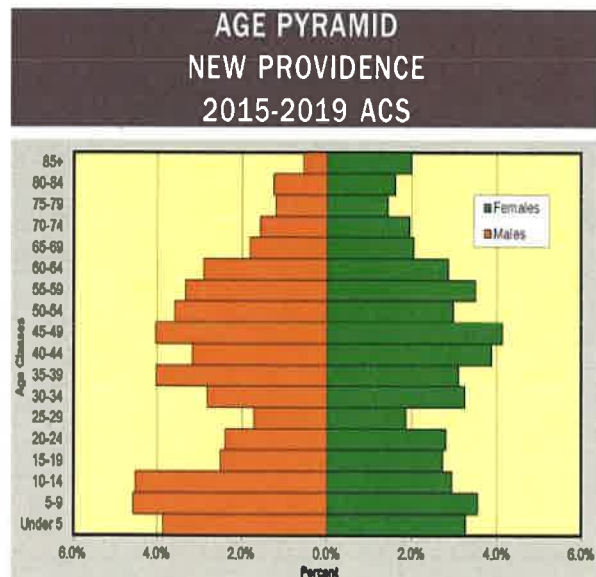


BIRTH COUNTS AND BIRTH-TO-KINDERGARTEN SURVIVAL RATIOS					
Birth Year	Number of Births New Providence	Kindergarten Students 5 Years Later	Birth-to- Kindergarten Survival Ratio	First Grade Students 6 Years Later	Birth-to-First Survival Ratio
2007	152	126	0.829	171	1.125
2008	154	151	0.981	183	1.188
2009	154	131	0.851	187	1.214
2010	164	143	0.872	199	1.213
2011	126	116	0.921	180	1.429
2012	139	120	0.863	179	1.288
2013	157	151	0.962	219	1.395
2014	109	113	1.037	165	1.514
2015	125	132	1.056	157	1.256
2016	124	113	0.911	N/A	N/A
2017	127	N/A	N/A	N/A	N/A
2018	120	N/A	N/A	N/A	N/A
2019	115	N/A	N/A	N/A	N/A

This slide indicates the birth to kindergarten survival ratio is below 1% which means the District is not capturing as many students. This is a result of the half day kindergarten program and that is the reason he used birth to first grade survival ratio. The birth to first grade survival ratio is well above one which means the ratio is capturing students born in New Providence but also students who move into New Providence for the great education that the District offers.



The age pyramid shows the ratio of males to females in each age class. In 2010, males in the 50-54 age group and females in the 45-49 age group made up the largest population.



The 2020 census information was not available for this graph so Dr. Grip used ACS data. Based on the chart, the largest population for males is in the 5-9 age bracket and the largest age population for females is in the 45-49 bracket. He would not put too much stake in this because it is not the 2020 census information.

**CHANGE IN MALES AND FEMALES
2010 TO 2015-2019
NEW PROVIDENCE**

Age Group	Males		Females	
	Numerical Change	Percentage Point Change	Numerical Change	Percentage Point Change
Under 5	+15	-0.2	+42	+0.1
5-9	+133	+0.8	-14	-0.4
10-14	+138	+0.9	-107	-1.1
15-19	-63	-0.7	+11	-0.1
20-24	+88	+0.5	+174	+1.2
25-29	-19	-0.3	-6	-0.2
30-34	+109	+0.7	+112	+0.7
35-39	+101	+0.5	-45	-0.8
40-44	-87	-0.9	-2	-0.3
45-49	+13	-0.2	-36	-0.6
50-54	-68	-0.8	-158	-1.5
55-59	-21	-0.4	+25	0.0
60-64	+129	+0.8	+91	+0.5
65-69	+42	+0.2	+32	+0.1
70-74	+50	+0.3	+73	+0.5
75-79	+31	+0.2	+1	-0.1
80-84	+22	+0.1	+17	0.0
85+	-20	-0.2	+75	+0.5

This slide shows the biggest gains in blue, which are males in the 10-14 year age bracket and females in the 20-24 age bracket. The biggest decline is in red, which are males in the 40-44 year age bracket and females in the 50-54 age bracket.

APPROVED AND PROPOSED NEW HOUSING NEW PROVIDENCE				
Property Location	Attendance Area	Number of Units	Bedrooms	Housing Type
111 Spring Street (A.K.A. State Property)	Roberts	184	Market-Rate (154): 64 2-BR 90 3-BR Affordable (30): 6 1-BR 24 2-BR	Apartment Market Rate and Affordable
41 Spring Street	Roberts	143	N/A	Units: 7 single Market Rate and Affordable
165 Spring Street	Roberts	22	N/A	Units: 7 family Market Rate and Affordable
48 Commerce Drive	Roberts	38	N/A	Units: 7 family Market Rate and Affordable
198 Floral Avenue	Roberts	32	N/A	Units: 7 family Market Rate and Affordable
150 Floral Avenue	Roberts	85	N/A	Units: 7 family Market Rate and Affordable
140 Spring Street	Roberts	48	N/A	Units: 7 family Market Rate and Affordable
700 Central Avenue	Roberts	150	N/A	Units: 7 family Market Rate and Affordable
121 Chandon Road	Roberts	104	N/A	Units: 7 family Market Rate and Affordable
202 South Street	Roberts	11	3-BR	Apartment Market Rate
Total		817		660 Market-rate Units 157 Affordable Units

The first property that has been approved is 111 Spring Street which will have 184 units which will have 154 market rate units and 30 affordable units. 232 South Street has also been approved for development. The other units have not yet been approved and it will take a while for the development to happen in these units. They are not used in the five year projection. All the planned developments will occur on the Roberts side and will therefore have the biggest impact on Roberts.



The GIS analyst took the addresses of all the developments and created a map that shows where all the units are. They are all very close to the train station which means the impact on the District may not be as great. People buying these units may not have kids or could be empty nesters. However, since these units will be two or three bedrooms, families will be moving into them.

STUDENT YIELDS

- Student yields were computed in May 2019 report.

Housing Type	K-12 Student Yield
Detached Single-Family	0.893
Townhouse/Condominium	0.207
Apartment	0.206

This slide shows the number of children you would expect from certain housing units. Townhouses, condominiums and apartments do not generate as many students as detached single family houses.

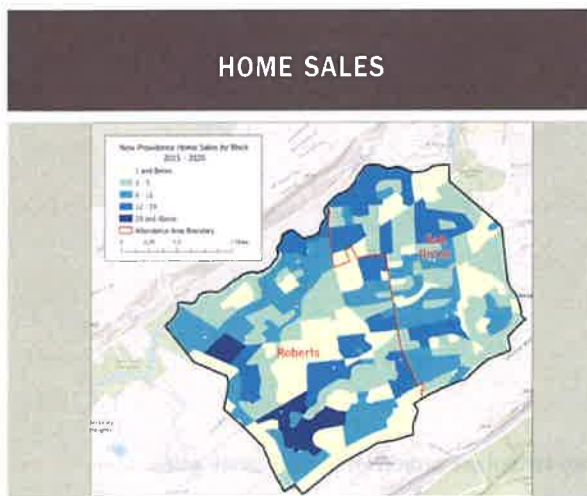
ESTIMATED NUMBER OF STUDENTS

- Estimate of students from approved developments and those under construction only.
- 80 children are projected from new developments.
- 111 Spring Street - 74 (47 K-6, 12 7-8, 15 9-12)
- 232 South Street - 6 (4 K-6, 1 7-8, 1 9-12).
- Enrollment projections were modified to account for additional children from new developments.

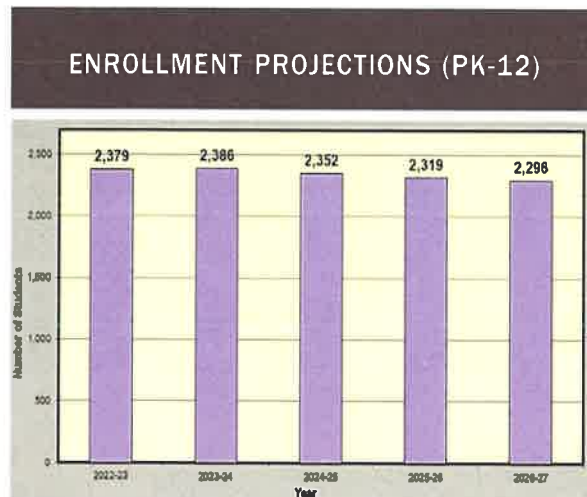
The estimated number of students was based on the approved developments and those under construction because the bedroom distribution or unit types are not available for the other proposed projects. A total of 80 children is projected but that could be slightly lower because they are transit oriented developments.



This chart shows New Providence has a strong resale market and this strong market brings kids into the community.



The greatest number of home sales are in dark blue and have occurred on the Roberts side.



Enrollments are predicted to increase over the next two years due the development that is proposed but to decline thereafter. The decline is projected at the elementary level.

ENROLLMENT PROJECTIONS BY GRADE CONFIGURATION			
Historical	PK-6	7-8	9-12
2021-22	1,299	376	650.5
Projected	PK-6	7-8	9-12
2022-23	1,306	398	675
2023-24	1,307	411	668
2024-25	1,281	393	678
2025-26	1,237	410	672
2026-27	1,224	403	669
5-year Change	-75	+27	+18.5

The decline is projected at the elementary level. The middle and high school are projected to have small gains.

CAPACITY ANALYSIS					
School	Capacity	Current Enrollment 2021-22	Difference	Projected Enrollment 2026-27	Difference
Allen W. Roberts E.S. (PK-6)	689	693	-4	675	+14
Salt Brook E.S. (K-6)	689	606	+83	549	+140
New Providence M.S. (7-8)	1,214	376	+187.5	403	+142
New Providence H.S. (9-12)		650.5		669	

The comparison of the enrollment and building capacities shows if there will be enough seats in the school buildings. Items in blue show a surplus of seats. Capacity is based on how the District uses its buildings. Currently Roberts is at capacity with a minus 4 capacity. Salt Brook and the middle/high school have surpluses. As of 2026-2027 Roberts would also have a surplus. However, if those other proposed projects come to fruition before 2026-2027 that surplus would not hold.

COVID-19	
<ul style="list-style-type: none"> Effects of COVID-19 on enrollment are varied across the country. Vermont has had an increase after years of enrollment decline (15% increase in some towns). Big declines in large school districts- Los Angeles (-11,000), Broward County (-8,500), Orange County (-8,000), Charlotte-Mecklenburg (-5,000). People are leaving large metro areas to live in rural areas, either in 2nd homes or a purchased home. Will they return? Student withdrawals - highly concentrated in lower elementary grades (NJ district: 40 of 124 withdrawals were kindergarten). Most student withdrawals were students going to private school or being homeschooled. 2 working parents likely to place child in a private school. Will they return back to public school? 	

COVID has had varied effects on enrollments around the country. The biggest question is when offices reopen in cities, will people return to the metro areas.

SUMMARY

- **Enrollments (PK-12) are projected to increase for next two years (due to new home construction) before reversing trend.**
- **Enrollments have declined in last two years at ES level and last three in MS.**
- **Slight net outward migration of students present in the district.**
- **If not for new proposed housing, PK-12 enrollments would continue to decline. New housing offsets much of the enrollment decline that would have occurred.**

This slide shows if there was no new housing, enrollments would decline. The new housing is actually offsetting the decline in enrollment.

Dr. Grip asked the Board for any questions. Dr. Miceli thanked Dr. Grip for the presentation. Dr. Miceli said the impetus of the report was to see if there would be a need for construction based on the new housing developments. Based on the presentation, it looks like there is no need for construction over the next five years. Dr. Grip said that was correct. Dr. Miceli also asked at what point would construction be needed, could it be eight to ten years. Dr. Grip said it is almost impossible to answer that question because it is unclear when the other projects will be developed. The projects will happen, it is just a matter of when. It may take a couple of years to find a developer and a couple of years to build that development. It may take four to five years before occupancy. Dr. Grip would suggest taking a look in five to seven years to see the effect on the community.

Dr. Miceli said it is clear that the capacity at Roberts will be impacted far more than at Salt Brook for the 2025-2026 school year. He asked if the boundary line should be moved. He asked Dr. Grip if there could be an equal distribution of students if the line was moved. Dr. Grip said it can be done by using GIS (Geographic Information Systems) mapping. Addresses would be used from the last six years and imported into software. With the software, manipulations can be done to show where the boundary line should be for equal distribution of students. Dr. Miceli also noted that all the proposed developments are on the Roberts side and there would be implications on the enrollment. Dr. Grip said redrawing of the line will almost certainly be needed but it is a matter of how soon the line should be changed. Dr. Miceli said developing a different boundary line would be an addendum to this project. Dr. Grip said the project would provide a simulation of changing the boundary line for equal distribution. The study would take six years of enrollment data and look at what the distribution would have been if the new boundary line was used and use the same line to project into the future to make sure those boundary lines would hold.

Mrs. Marano asked how the birth count is calculated. Dr. Grip said the study looked at the live birth rate and compare it to the number of kindergarten students five years later to get a ratio. However, since New Providence has half day kindergarten, it is important to look at the birth first grade survival ratio as well. The first grade ratio also shows students who move into the District and were not born in New Providence. Mrs. Cuccaro added that the District has always used the live birth rates to project enrollments and has been within one or two students each year. Dr. Grip said he used historical trends to dictate future enrollment.

Mrs. Killea said it was good news that the District does not need to build but bad news that the boundary line may have to be redrawn. She asked if Dr. Grip had any experience with adding a full day kindergarten and redrawing the line at the same time. Dr. Grip said the survival rate of birth to full day kindergarten would look very similar to the birth to first grade survival rate. The bump would be roughly 35% but that means the FGR ratio would be less

because those students would be in the kindergarten numbers. Dr. Grip assumed the inward migration would be around 2%-4%. He suggested balancing the line first and then looking at full day kindergarten.

Mrs. Killea asked Dr. Grip if the percentage could be lower because of the housing developments being built around the train. Dr. Grip said DOT uses .02-.05 children per housing unit. If he used the DOT numbers, the projected number of students would be 19, not 80 which is significantly less. However, it is important to look at the number of bedrooms and more bedrooms lends itself to more school age children. The market rate units are mostly two to three bedrooms and that means more children.

Mrs. Coniglio added an anecdotal comment that townhomes with two to three bedrooms on different floors are not good for families so they may not buy them. It might be important to look at the way bedrooms are configured.

Mrs. Misikiewicz thanked Dr. Grip for his presentation.

PUBLIC HEARING

Mrs. Misiukiewicz declared a Public Hearing on the 2020/2021 School Self- Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act

Mrs. Zirpoli stated that the Anti-Bullying Bill of Rights Act requires each school in the district to complete an annual self-assessment on how well they implemented the various components of the mandate. The Anti-Bullying Specialists at each school convened with the members of their School Safety/Climate Team to complete this year's self-assessment process.

The self-assessment contains the following eight Core Elements:

Core Element #1: HIB Programs, Approaches and Other Initiatives
 Core Element #2: Training on the BOE approved HIB Policy and Procedures
 Core Element #3: Other Staff Instructions and Training Programs
 Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills
 Core Element #5: HIB Personnel
 Core Element #6: School-Level HIB Incident Reporting Procedure
 Core Element #7: HIB Investigation Procedures
 Core Element #8: HIB Reporting

The total possible points each school could earn on the assessment is 78.

The 2020-2021 self-assessment scores for each of our schools and our district average were as follows:

High School	70	Salt Brook	74
Middle School	75	AWR	75
District Average	74		

There being no comments, Mrs. Misiukiewicz declared the Public Hearing closed.

PUBLIC COMMENTS

Mrs. Misiukiewicz said now was the opportunity for the Public to be heard (on specific agenda items).

Mr. Brian Flannagan, 157 Grant Avenue

Mr. Flannagan discussed the school calendar. He is in favor of starting before Labor Day since many high school students are already involved in activities that take place prior to the start of school. He agreed with Mrs. Killea that if days will be added before Labor Day he believes more than one day should be added.

Mr. Flannagan liked the idea of changing the boundary line. He said if the District does anything that requires bonding, this study should be referenced so the District knows what is coming in the future. He also asked about Hillview School. Dr. Miceli said at one point Morris Union Jointure had a decrease in enrollment but they have allocated the space for other things and they are full. Morris Union Jointure owns the property.

Mrs. Misiukiewicz declared the public portion of the meeting closed.

APPROVAL OF MINUTES

Business Meeting:	November 18, 2021
Closed Meeting:	November 18, 2021

Mrs. Coniglio moved to approve the minutes and Mrs. Marano seconded the motion and was carried on the following vote:

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

ACTION ITEMS

FINANCE ACTIONS

Mrs. Killea, in the absence of the finance committee chairperson, moved to approve items 1 through 9.

BOARD SECRETARY AND TREASURER REPORTS APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for November 2021. No major account or fund has been overexpended in violation of financial obligations for the remainder of the fiscal year.

BILL LIST APPROVED

2. Approve the payment of bills for December 2021, in the amount of \$4,478,266.30.

SALE OF TRUCK WITH MEYER PLOW APPROVED THROUGH GOVDEAL

3. Approve the following resolution:

Authorizing Disposal of Surplus Property

WHEREAS, the District is the owner of certain surplus property which is no longer needed 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:

- 2002 Ford F-250 4x4 with Meyer Plow
VIN # 1FTNF21L72EB03480

The surplus property as identified shall be sold in an “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.

PURCHASE OF SECURITY CAMERAS AND ACCESSORIES APPROVED

4. Approve the use of PEPPM 2021 National Coop Contract #5282662-009 to purchase Axis security cameras and accessories from CXtec, in an amount not to exceed \$61,720.12, to be funded by Securing our Children’s Future Bond Act, School Security Grant.

REIMBURSEMENT FOR SERVICES PER PUPIL FEES APPROVED

5. Approve the Reimbursement for Services Per Pupil Fees (New Providence School District tuition rates for members of the MUJC), as a member of the Morris-Union Jointure Commission for the 2021/2022 school year as follows:

Pre-School Disabled (Half Day Program)	\$27,672.00
Pre-School Disabled (Full Day Program)	\$48,909.00
Early Primary LLD-1	\$43,394.00
Primary LLD-2	\$30,986.00
Primary LLD-3	\$30,984.00
LLD-5	\$36,809.00
Middle School Resource Center	\$15,967.00
High School Resource Center	\$18,155.00

SCHOLARSHIP DONATION APPROVED

6. Approve the generous donation in the amount of \$300.00 to the John R. O’Neill Memorial Scholarship Fund from Mrs. Gloria Prunesti.

PRESCHOOL TUITION REFUND

7. Approve the refund to Mr. and Mrs. Schivley for the preschool tuition for the 2021/2022 school in the amount of \$231.10.

DONATION APPROVED AT ALLEN W. ROBERTS SCHOOL AND SALT BROOK SCHOOL

8. Approve the generous donations of \$2,000.00 to Salt Brook Elementary School and \$2,000.00 to Allen W. Roberts School from the Drive for Autism Foundation.

SUBSTITUTE ATHLETIC TRAINING SERVICES APPROVED

9. Approve the use of Premier Sports Medicine for substitute athletic training services at a rate of \$55.00 per hour for the 2021/2022 school year.

Mrs. Coniglio seconded the motion. Mrs. Killea noted the generous donations and Dr. Miceli thanked the Trezza family for their generous donation on behalf of the Drive for Autism. The motion was carried on the following vote:

Yea Mrs. Coniglio
Yea Mrs. Cuccaro
Yea Mrs. Killea
Yea Mrs. Marano
Yea Mrs. Misiukiewicz
Absent Mr. Smith
Absent Mr. Walsh

FACILITIES ACTION

Mrs. Killea, in the absence of the Facilities chairperson, moved to approve Items 1 and 2.

DISPOSAL OF ITEMS APPROVED

1. Approve the disposal of the following items that are outdated or deemed no longer useful for school needs.

Item Description	Model/Serial Number	Location	Reason
Panasonic Television	CT-27D20B MC02220086	Board of Education Office	Outdated
Sony DVD Player	DVP-NS575P 7114633	Board of Education Office	Outdated
Panasonic VHS Player	PV-V4611 E11A94858	Board of Education Office	Outdated
Epson Perfection 2400 Photo Scanner	J111A ESUW017654	Board of Education Office	Outdated

TV Stand		Board of Education Office	No Longer Deemed Necessary
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DISPOSAL OF ITEMS APPROVED

2. Approve the disposal of the following items that are outdated or deemed no longer useful for school needs.

Item Description	Model/Serial Number	Location	Reason
IDP ID Badge Printer 105423	SMART-30S 3SIA000000G90410	Board of Education Office	Outdated
Apple Computer	MacPro (Mid 2010)H013203REUG	HS 118	Outdated
Nimble Storage Array	CS215 AF-124047NIM	HS 210	Outdated
Dell Server 104464	T320 CX27F42	BOEDServerVH01	Outdated
Dell Server 104459	R320 BHR5D42	HSSERVER01	Outdated
Dell Server 104455	P R630 8HJT842	HSServerVH05	Outdated
Exacq Technologies Security Camera Server 104467	IPZ08-20TB-R3-RAID ER1433140311	HS 210	Outdated
Dell Server 104220	R720 J4CWF1	HSServerVH04	Outdated
Dell Server 104507	R630 68J2JH2	HSServerVH06	Outdated

Mrs. Cuccaro seconded the motion. Mrs. Killea mentioned the items to be disposed of were outdated. The motion was carried on the following vote:

Yea Mrs. Coniglio
Yea Mrs. Cuccaro
Yea Mrs. Killea
Yea Mrs. Marano
Yea Mrs. Misiukiewicz
Absent Mr. Smith
Absent Mr. Walsh

EDUCATION

Mrs. Coniglio moved to approve items 1 through 4.

HARASSMENT INTIMIDATION AND BULLYING RECOMMENDATIONS APPROVED

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent of Schools regarding the following 2021/2022 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	3, 4, 5, and 6
Middle School:	2
Salt Brook:	1, 2, and 3

COUNSELING SERVICES APPROVED

2. Approve Kwenyan Professional Health Services to provide counseling services to Spanish-speaking ELL students in an amount not to exceed \$1,175.00. This money was allocated to the District through the Elementary and Secondary School Emergency Relief Fund (ESSER) grant.

OUT OF DISTRICT TUITION APPROVED

3. Approve the enrollment of Student #12216 at Cedar Hill Elementary School for the 2021/2022 school year, at a tuition cost of \$96,479.00, effective 9/7/21.

OUT OF DISTRICT TUITION APPROVED

4. Approve the enrollment of Student #12456 at Cedar Hill Elementary School for the 2021 extended school year, at a tuition cost of \$8,395.00, effective 7/5/21, and for the 2021/2022 school year, at a tuition cost of \$81,421.00, effective 9/7/21.

Mrs. Marano seconded the motion. The motion was carried on the following vote:

Yea Mrs. Coniglio
Yea Mrs. Cuccaro
Yea Mrs. Killea
Yea Mrs. Marano
Yea Mrs. Misiukiewicz
Absent Mr. Smith
Absent Mr. Walsh

PERSONNEL ACTION

Mrs. Cuccaro moved to approve Items 1 through 7.

APPOINTMENTS APPROVED

1. Approve the appointment of the following people with the recommendation of the Superintendent of

Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2021/2022 school year:

- a. Rachel Kane, teacher, \$42,767.00 (base \$59,399.00), effective 11/23/21
- b. Samantha Cram, home instructor
- c. Yuka Miyashima, substitute teacher/teacher aide (subject to criminal history review procedures)
- d. Deborah Bogle, playground/lunch assistant, (3.0 hrs/day), \$4,166.00 (base \$6,943.00), effective 1/3/22 (subject to criminal history review procedures)
- e. Daniel Dougher, teacher, \$42,572.00 (base \$70,954.00) effective 1/1/22 through 6/30/22

ESSER II APPOINTMENTS APPROVED

2. 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 2021/2022 school year. These appointments are made under the Elementary and Secondary School Emergency Relief Fund II (ESSER II).

- a. Christine Noppenberger, morning and after-school counselor, 10 hours @ \$54.87/hr.
- b. Kristy McCauley, morning and after-school counselor, 10 hours @ \$54.87/hr.
- c. Kira Shmuler, morning and after-school counselor, 10 hours @ \$54.87/hr.
- d. Grace Terlizzi, morning and after-school counselor, 10 hours @ \$54.87/hr.
- e. Kathleen Shelley, morning and after-school counselor, 10 hours @ \$54.87/hr.
- f. David Goldstein, academic after-school teacher for language arts, HS, 24 hours @ \$54.87/hr.
- g. Colleen Hasson, academic after-school teacher for language arts, HS, 24 hours @ \$54.87/hr.
- h. Alessandra Finis, academic after-school teacher for language arts, MS, 24 hours @ \$54.87/hr.
- i. Alicia Hennessy, academic after-school teacher for language arts, MS, 24 hours @ \$54.87/hr.
- j. Leah Russo, academic after-school teacher for language arts, MS, 24 hours @ \$54.87/hr.
- k. Jenna Stickle, academic after-school teacher for language arts, MS, 24 hours @ \$54.87/hr.
- l. Scott Rahner, academic after-school teacher for math, MS, 24 hours @ \$54.87/hr.
- m. Gina Bellitti, academic after-school teacher for math, MS, 24 hours @ \$54.87/hr.
- n. Marjorie Constantino, academic after-school teacher for science, MS, 24 hours @ \$54.87/hr.
- o. Jennifer Powers, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- p. Barbara Denike, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- q. Michelle Demich, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- r. Jennifer Minich, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- s. Brittany Heaslip, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- t. Kristen Hubert, academic after-school teacher, Salt Brook, 24 hours @ \$54.87/hr.
- u. Bonnie Cabezas, academic after-school teacher, AWR, 24 hours @ \$54.87/hr.
- v. Sharon Licari, academic after-school teacher, AWR, 48 hours @ \$54.87/hr.
- w. Kathleen Joyce, academic after-school teacher, AWR, 12 hours @ \$54.87/hr.
- x. Kristin Witte, academic after-school teacher, AWR, 12 hours @ \$54.87/hr.
- y. Marla Malinauskas, academic after-school teacher, AWR, 24 hours @ \$54.87/hr.
- z. Rachele Petronella, academic after-school teacher, AWR, 24 hours @ \$54.87/hr.
- aa. Britt Boegershausen, academic after-school teacher, AWR, 24 hours @ \$54.87/hr.

RESIGNATIONS APPROVED

3. Accept the resignations of the following employees:

- a. Barbra Masterbone, playground/lunch assistant, effective 12/22/21, due to retirement
- b. Lina Blank, playground/lunch assistant, effective 12/23/21

REVISIONS APPROVED

4. Approve the following revision for the 2021/2022 school year:
 - a. Yu (Lucy) Zheng, long term substitute teacher, \$65,252.00, effective 9/1/21 through 6/30/22

MATERNITY LEAVE APPROVED

5. Approve the request for unpaid maternity leave for Sujin Lee, teacher, under the federal Family Leave Act for a period of four weeks commencing 5/23/22 and ending 6/21/22, and under the state Family Leave Act for a period of 12 weeks commencing 8/30/22 and ending 11/25/22, with continued health insurance benefits pursuant to law. (Based on 5/20/22 due date. Dates subject to adjustment by actual birth.)

EXTENDED LEAVE APPROVED

6. Approve the request of Christine Hubert, teacher, (currently on maternity leave), for an extended unpaid child-rearing leave for the 2021/2022 school year, effective 2/1/22 through 6/30/22.

SALARY INCREASE APPROVED

7. Approve the increase in salary for playground/lunch assistants and lunch assistants to \$20.00 per hour.

Mrs. Coniglio seconded the motion. Mrs. Cucarro mentioned that there were several appointments, two resignations, one revision, leave requests and a salary increase for the lunch and playground assistants. The motion was carried on the following vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cucarro
<u>Yea</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Absent</u>	Mr. Smith
<u>Absent</u>	Mr. Walsh

Dr. Miceli welcomed Mrs. Kane to the District and said she would be teaching preschool at Allen W. Roberts School. He noted Mr. Dougher received tenure. He also thanked Mr. Richter and the principals for all of their hard work in getting the ESSER II programs staffed.

BOARD POLICY

Mrs. Misiukiewicz, in the absence of the Board Policy Representative, moved to approve Item 1.

1. Approve the following policies on first reading:

Policies

- | | | |
|----|---|---------|
| 1. | Policy 4421.1 Sick Leave and Health Care Benefits
(Mandated) (Smith) | Revised |
| 2. | Policy 4432 Sick Leave
(Mandated) (Smith) | Revised |

The motion was seconded by Mrs. Cucarro and carried on the following vote:

Yea Mrs. Coniglio
Yea Mrs. Cuccaro
Yea Mrs. Killea
Yea Mrs. Marano
Yea Mrs. Misiukiewicz
Absent Mr. Smith
Absent Mr. Walsh

COMMITTEE REPORTS

1. Curriculum, Instruction, and Technology - Mrs. Coniglio stated there was nothing to report.
2. Finance, Facilities, and Safety/Security - Mrs. Killea stated that there was nothing to report.
3. Personnel, Management, and Communication - Mrs. Cuccaro stated that there was nothing to report.

OLD BUSINESS

Mrs. Misiukiewicz mentioned the Reorganization Meeting would be held on Thursday, January 6, 2022. Mrs. Misiukiewicz also thanked Mr. Smith for his twenty-one years of service on the Board of Education. The school community owes him a debt of gratitude for his commitment and leadership. He was a mentor to Mrs. Misiukiewicz and many others. Mr. Smith will be invited back to celebrate his work for the Board and most importantly for all he has done for the students. The Board will celebrate him some time in the New Year.

NEW BUSINESS

Dr. Miceli wanted to circle back with the Board to get a consensus of whether or not to have Dr. Grip do the additional study which looks at redistricting and possibly moving the boundary line. The cost of the report would be approximately \$3,800.00. He wanted to know if the Board was comfortable using South Street as a boundary line or letting the study itself dictate the boundary line. It needs to be one scenario or the other scenario. The line used to be South Street and was moved to Livingston. Mrs. Cuccaro said she was in favor of using South Street as a boundary line because it is a clean line. Mrs. Killea said she was indifferent to using either South Street or having Dr. Grip's study dictate the line. She did think it would be interesting to see where the line would be if Dr. Grip did it. Mrs. Marano said she was interested to hear Dr. Grip's ideal way of where the dividing line should be because it could possibly be further than South Street. Dr. Miceli said he would reach out to Dr. Grip for his fiscal recommendation; either using South Street or leaving it open ended. Mrs. Marano asked about the time frame of getting the study done. Dr. Miceli said he would talk to Dr. Grip to see how soon it can be done, but he thinks it should be fairly quickly. He has all the data but it would depend on whether or not he has a backlog. Mrs. Marano asked when this would be implemented. Dr. Miceli said he was not sure. The District would look at the study and the other information that the District has and defer to the Finance, Facilities and Safety/Security Committee for next steps and build it out from there. Mrs. Misiukiewicz said the Board should circle back once Dr. Miceli gets Dr. Grip's recommendation of either using South Street or an open ended line. Dr. Miceli said he would do that but wanted to confirm that the Board was in favor of doing the study. Mrs. Misiukiewicz agreed. Dr. Miceli confirmed that the Board was in favor of doing the study and will notify Dr. Grip.

OPPORTUNITY FOR THE PUBLIC TO BE HEARD

Mrs. Misiukiewicz, Board President, opened the meeting to public comments at 8:21 p.m. and reminded the public to limit their comments to two minutes and to state their name and address.

Jennifer Niederhoffer, 32 Club Lane

Mrs. Niederhoffer commented that units on South Street are not three bedroom apartments but are three bedroom townhouses and she thinks Dr. Grip's prediction of six students was not accurate and will be a lot higher for eleven three bedroom homes. She also commented that she does not feel that Salt Brook could handle the number of students from the redistricting as well as full day kindergarten. She believes that construction will be needed.

Brian Gardner, 25 Knollwood Drive

Mr. Gardner asked Dr. Miceli if he was aware of the information being posted on social media about tomorrow. Dr. Miceli said he was aware and has been in contact with the police department and communicated with all the building administrators. The police department is on high alert.

Mrs. Misiukiewicz, Board President, declared the public portion of the meeting closed at 8:24 p.m.

MOTION TO RECESS TO CLOSED SESSION

Mrs. Marano moved to adopt the following resolution:

This body shall on December 16, 2021 in the New Providence High/Middle School Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Meetings Act, specific matters which may be generally described as follows:

Student Matters related to Harassment, Intimidation and Bullying

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.

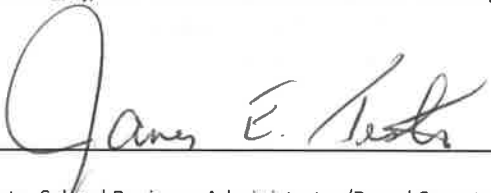
Mrs. Cuccaro seconded the motion, which was carried unanimously.

RETURN TO PUBLIC SESSION

The Board reconvened to a public session at 8:53 p.m. Mrs. Misiukiewicz called the Board to order. Members present were Mrs. Coniglio, Mrs. Cuccaro, Mrs. Killea, Mrs. Marano, and Mrs. Misiukiewicz.

ADJOURNMENT

There being no other business before the Board, on a motion by Mrs Congilio, seconded by Mrs. Marano, and carried unanimously, Mrs. Misiukiewicz declared the meeting adjourned at 8:54 p.m.

A handwritten signature in black ink, reading "James E. Testa", is written over a horizontal line.

James E. Testa, School Business Administrator/Board Secretary
12/16/21 Board Meeting