

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on August 31, 2023, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Misiukiewicz, Board President.

Present on the roll call were Rebecca Coniglio, Bernadette Cuccaro, Stacey Gunderman, Jennifer Killea, Amand Marano, Mary Misiukiewicz, and Mr. Walsh. Also present were Dr. David Miceli, Superintendent of Schools, James Testa, School Business Administrator/Board Secretary, Lauren Zirpoli, Assistant Superintendent, Jon Keaney, Director of Curriculum, Instruction, and Supervision, and seven 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 a notice was made in conformance with Section 13 of the Act.

Whenever the business of the Board requires it to convene to a Closed session, the session will begin no later than 9:30 p.m. At the conclusion of the need for a 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.

BOARD PRESIDENT COMMENTS

Mrs. Misiukiewicz welcomed everyone to the 2023-2024 school year. Mrs. Misiukiewicz was able to witness several happy smiles and see some new outfits and backpacks today. She visited Salt Brook today to visit our youngest learners in the inaugural full-day Kindergarten program. Even though she saw a few tired little ones, a few yawns, and maybe a head on the desk; Mrs. Misiukiewicz was so thrilled to see the four rooms full of adorable 5-year-olds wearing their first day of school crowns so happy to be in school and to tell the special guest that their favorite part of the day was lunch!

Mrs. Misiukiewicz remarked that the classrooms looked great with the new furniture and the teachers are excited about the new technology as all our rooms have wireless technology, which allows our teachers to teach from any space in the room. Our students here in New Providence are prepared for the college educational setting with our new flexible mobile furniture and technology. Seeing a roomful of Kindergartens, our youngest learners, on iPads, is impressive. She continued to thank the Board for meeting and greeting the newest hires last Friday, as well as, attending Opening Day on Monday for our entire staff. It is always a pleasure to welcome new hires to New Providence School District as well as to our beloved community. It is so impressive to see the energy and talent that they bring. Mrs. Misiukiewicz thanked all of our PTAs for hosting the grab-and-go lunch for the entire staff on Monday. Also mentioned, one of the reasons this is her favorite time of year is because there is nothing better than stepping outside in the early evening and hearing the pride and class of our marching band practicing. You can be anywhere in the 3.5-mile radius of New Providence and hear the band, we are off to a great start!

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

Dr. Miceli thanked Mrs. Misiukiewicz and echoed her comments and thanked the board for their support, parents, teachers, and custodial staff, and welcomed new staff. He then gave Mr. Glen Robertson the opportunity to share some of his thoughts regarding the opening of schools.

Mr. Robertson expressed gratitude for the board's funding and discussed the positive morale among staff on opening day due to successful training and preparation. He also acknowledged Mr. Keaney's leadership in implementing new technology and facilitating collaboration among staff. The staff's dedication and the learners' readiness to learn are highlighted as the District's greatest strengths. The positive atmosphere and well-prepared classrooms greatly benefited the students. Thanked the PTA for the lunch on Opening Day, as it gave the teachers and staff more time to prepare in the new classrooms.

Dr. Miceli thanked Mr. Robertson and then asked Mrs. Zirpoli for her enrollment report.

ENROLLMENT

Mrs. Zirpoli gave the enrollment report for the following schools for kindergarten and 1st grade; Allen W. Roberts has 82 kindergarten students and Salt Brook has 63 kindergarten students for a grand total of 145 kindergarten students. Allen W. Roberts has 69 1st-grade students and Salt Brook has 78 1st-grade students for a grand total of 147 1st-grade students.

HAZARD YOUNG ATTEA ASSOCIATES PRESENTATION

Ms. Caryn Shaw from HYA Associates began her presentation to assist in finding a new Superintendent of Schools. Ms. Shaw gave a brief company history and her association with HYA. They have been in business for 35 years doing executive searches. They have done 1,600 searches in that time. HYA has now over 135 Nationwide Associates. They are a national firm and have contacts throughout the country, but they are a local team which is nice because they know this area. HYA primarily handles New Jersey.

Ms. Shaw shared that she lives in New Jersey and was a former board member and board president from Morristown, New Jersey. After she retired from that Board, she decided to join HYA because Morristown had such a great relationship with HYA when they did their superintendent search. As a national firm, HYI provides us with connections throughout the country and attracts many candidates interested in coming to New Jersey. Community engagement is a crucial aspect of our work as we strive to ensure comprehensive involvement. Research and analytics are integral to our process and we have a dedicated sister company, The Echo Group, handling these tasks. Our full-time back office and IT staff are based in Illinois, while our local team operates in New Jersey. We prioritize responsive and regular communication, being available 24/7, and working on weekends and nights. Our utmost responsibility is understanding stakeholders' desires and finding the best-matched leader for each search. We acknowledge that hiring a superintendent is the board's most important task and strive to alleviate the stress associated with it.

Ms. Shaw then went on to explain the search process as follows: The search process for a district leader is customized based on community engagement. The engagement phase involves meeting with board members, community members, teachers, and students, and conducting up to 32 focus groups. A Leadership Profile Report and Desired Characteristics document are created based on the input, which helps in recruiting suitable candidates, recruitment phase involves reaching out to potential candidates nationwide, focusing on individuals who may not have applied for the job directly. The selection phase typically presents a slate of 8-10 candidates, but other options are open. A confidential interview process is recommended to attract the best candidates, with board members using the Delphi technique to reach a consensus. Ultimately, the board makes the final decision, and a transition process follows. The tentative timeline for the search process is outlined, with the understanding that it typically takes about four months. Getting the dates for interviews early on is crucial to ensure board members' availability.

Three board members asked about HYA pricing model.

Ms. Shaw responded that the fixed price is \$21,900.00, excluding the survey, advertising, and background checks. The fixed fee includes all focus groups and services mentioned in the engagement phase.

Mrs. Killea followed up to ask Ms. Shaw about the costs that are not included and if there was a range of what those additional costs would be.

Ms. Shaw responded that additional costs, such as the survey, are optional but recommended and priced at \$2,000.00. Advertising packages, recommended as package two priced at \$34.50, can be decided on during the planning meeting. Background checks are highly recommended and conducted by a third-party company called Baker Eubanks, costing \$1,950.00 for the preferred candidate.

Mrs. Marano asked what type of questions HYA includes in the focus groups.

Ms. Shaw responded that they all have the same questions for each focus group, community, board member, and staff. What are the strengths of the district? What are the challenges of the district? What are the desired characteristics you would like to see in the next superintendent?

Mrs. Killea then stated that Ms. Shaw mentioned in her presentation that a lot of HYA's national candidates want to come to New Jersey, she then asked Ms. Shaw to explain further.

Ms. Shaw responded that most of the time it is because candidates have family in the area and the great school districts in New Jersey.



RECRUIT PHASE

National Reach, Local Focus = More Recruits, More Inside Knowledge



COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION



SELECT PHASE



TRANSITION PHASE

- ★ Meet with appointed Superintendent and Board
- ★ Support transition
 - Leadership Mentoring and Coaching
 - Board Governance Workshops
 - Superintendent Goal Setting and Evaluation
 - Strategic Planning



SEARCH TEAM

Working *for you and with you* to assure your students, staff, and community have a leader who shares your core values and is the perfect fit for your district's current needs and future aspirations!

- Bill Adams email: billadams@hyasearch.com
- Stacey Adams email: sadams@hyasearch.com
- Caryn Shaw email: carynshaw@hyasearch.com

Tentative Timeline

Task	Timeline
Planning meeting with Board	Week of September 25, 2023 (or as soon after selection of job as possible)
Online survey open/close	October 2 – October 16, 2023
Initial Posting	Week of October 16, 2023
Community Engagement: Leadership profile development interviews/focus groups (Four Consultant Days)	October 16 thru November 6, 2023
Leadership Profile Report presented to board	Week of December 4, 2023
Formal Posting and Advertising	Week of December 11, 2023
Application Deadline	February 5, 2024
Seminar for interviews and the selection stages of the search process. State presented to Board for the initial paper screen and review of applicants	Week of February 26, 2024
Board initial interviews	Saturday, February 24, 2024
Board interviews with finalists	Saturday, March 9, 2024
Board identifies finalist	Saturday, March 9, 2024
Third party background check	Week of March 11, 2024
Negotiations with successful candidate	Week of March 11, 2024
Appointment of Superintendent	Week of March 18, 2024
Superintendent assumes responsibility	June 30, 2024 (or as soon as the Board prefers, and candidate's contractual obligations are met)
Transition meeting with the Board and new superintendent (optional)	To be determined after appointment of new Superintendent

HYA GUARANTEES

Fixed Price

- Throughout the search process the Associates will be available to consult and counsel with the Board about the search. The consultants will assist the Board until the Board determines it has found the appropriate candidate for the position.

Non-Solicitation of Selected Candidate

- The Superintendent appointed with HYA's assistance will not be presented to another Board as a candidate if it would result in the Superintendent leaving the district within three (3) years of employment unless the Board provides written authorization to HYA that they may do so.

Client Satisfaction

- If the Superintendent departs from the position during the first year under any circumstances or within two (2) years if a majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses.

HYA DIFFERENCE

A search process with over three decades of proven results!

- ★ Local Focus and National Reach = Extensive recruiting and insider vetting through our network of Associates
- ★ Commitment to Diversity
- ★ Customized Search Process
- ★ A research-based approach to community engagement. Broad and deep stakeholder inclusion and transparency.
- ★ Exposure and Analytics
- ★ Board has 24/7 Access to the search team and search information. Fully staffed back office and IT staff.

NEW JERSEY SCHOOL BOARDS ASSOCIATION PRESENTATION

Ms. Patty Reese thanked the Board for the opportunity to discuss the New Jersey School Boards Association superintendent search process. She is a field service representative with New Jersey School Boards and handles Union, Middlesex, and Hudson counties. She has been with the association for about

eight years before that she served on her local board of education for twelve years in neighboring Somerset County and as a result of that, we went through the superintendent search process several times during that time frame. Ms. Reese has had the opportunity to sit on both sides of the table, she conducted searches and has been a board member conducting searches so she brings that experience with her. A selection of the new superintendent is the most important decision that a board will make because it is only the board that can appoint the superintendent. No two districts in New Jersey or like our search process is all about your District and is geared towards what your needs are; what your communities your community and your staff want and what the board. Based on the skills and abilities that you the board and the community determine are important, we are here to assist you in selecting your next superintendent. New Jersey School Boards facilitates approximately 75 to 85 percent of the searches in New Jersey, each year our goal is to find is to help you find the best possible fit for your district and your community. Our process is determined by a criteria-driven process that is comprehensive and ensures confidentiality with the decision-making processes consensus driven. We provide assistance and guidance throughout the contract process we are here with you throughout and after the process thereby providing continuity and commitment to the district and what your goals are. All decisions regarding the new superintendent are made based on clearly defined criteria jointly developed by the board staff and community through facilitated discussions presentations focus groups and surveys and we would provide that facilitation as part of the contract. By using a well-rounded criteria development approach, it brings a thorough understanding of your district and your community's culture and values to the table.

Mrs. Reese also mentioned that if NJSBA is selected, they'll send out the applications hold the application files as well as correspond with all applicants, respond to any inquiries, and communicate the same message to all applicants as that is an important part of the process. All published materials will be coordinated by Ms. Reese. In addition, the process must be legally defensible; all materials and the process that we use have been tried and tested and are continually reviewed by our legal department. NJSBA will provide the District with guidance every step of the way and will work with the board to develop the ad with the skills and abilities the Board decides will meet the District's specific needs. Once jointly defined, the ad will be posted on the New Jersey School Board's search website, which gets over 8,000 hits a month. Ads will also be sent to colleges and universities that have superintendent institutes, in addition, NJSBA can announce and post the position as an anticipated opening at their Workshop in October which is attended by over 5,000 educational leaders every year.

Mrs. Misiukiewicz wanted to confirm that on page five of the packet provided to the board, it states that the most comprehensive program provided is \$15,000.00.

Ms. Reese confirmed and stated that everything it includes is checked off on page five including a strategic planning program at the end.

Mrs. Misiukiewicz followed up to ask if New Jersey School Boards also have a candidate pool of eight.

Ms. Reese answered that they base the candidate pool on what the District has selected as criteria of what the District feels a superintendent must have. However many present with that criteria the Board will receive and will also receive access to those candidates who don't meet those criteria just so the Board can see the whole pool that responded to the opening.

Mrs. Cuccaro then asked Ms. Reese to talk more about how NJSBA developed the criteria for the search.

Ms. Reese responded that NJSBA will meet with the board and listen to what it is that they feel is important and then proceed to meet with focus groups, the administration, the staff, the parents, the community, and anybody else that they feel is important in this process. Surveys are conducted online or in person and once the results come in they will be brought back to the Board for review.

Mr. Walsh then asked how long the process takes.

Ms. Reese responded that it depends, it could be done quickly or it could take a little longer. Given that Dr. Miceli is due to retire by the end of the school year, the District is well-positioned to have a thoughtful and in-depth process. We recommend that in the fall we meet with the board and see what your criteria are, work on the focus groups and the surveys, and get an ad together that can be posted as an anticipated opening at our workshop at the end of October. I would recommend starting the interview process in January. It would be ideal to select someone by March, since it will need to go to the County Superintendent which takes thirty days for review. As of right now, the District has enough time to have an in-depth process and still be on time to have a new superintendent in place.

Mrs. Marano asked whether or not the advertising costs are included.

Ms. Reese explained that the cost of print advertising is not included, digital advertisement, however, is included.

Mrs. Marano then followed up to ask for more clarification of what the strategic planning would look like.

Ms. Reese responded that what comes with this is called a 3D strategic plan. They meet with the community and there are three meetings where they talk about the vision of the district, the strengths, and challenges of the district and then progress to the third meeting where they'll talk about goals usually a three to five-year strategic plan. This just helps set the district, the community, the board, and the new superintendent on the same on the same path forward.

The third search firm had not arrived yet so the meeting moved forward with Mr. Keany's presentation.

REPORT ON NJGPA ASSESSMENT

Mr. Keaney greeted everyone and began to present the assessment report part one, which is going to concentrate on the New Jersey Graduate Performance Assessment (NJGPA) and the Access for Multilingual Learners otherwise known as the WIDA test. Starting from 2024, all seniors must pass the NJ GPA in ELA and math. However, there are different pathways for students who don't pass: They have options to demonstrate competency in other assessments (PSAT, SAT, ACT, Accuplacer) or submit a portfolio assessment.

Last year, all Junior students took the NJGPA, which was initially thought to be a live test but later became a field test in which only 39% of students in the state of New Jersey were deemed State ready, while our school had close to 60% readiness. The state was expected to change the criteria to improve readiness percentages. Currently, 97% of our students are graduation-ready in language arts and 91% are proficient in math. Some students who scored low on the NJGPA can still be considered graduation ready based on PSAT, SAT, or ACT scores. Support is provided to students who are not graduation ready in language arts or math. Students can take the PSAT in October, they have to take the NJGPA, and they can also choose to take the SAT, ACT, or Accuplacer assessments to show readiness. If by January students are still not deemed graduation ready, a portfolio process will be initiated with the department heads to specialize on different pieces of evidence which are going to prove to the State that our students are in fact graduation ready. Mr. Keaney stated that he is confident that as we get through this process over the next three to four months we will get that number down and fairly confident that we'll get to 100% by the time graduation occurs later on in June.

The MLs assessment is for multilingual learners and is commonly known as the WIDA assessment and is taken by all MLs annually. There has been a change in vocabulary and nomenclature for ESL students, now referred to as multilingual learners (ML learners). The language instruction educational program (LIEP) is now used to address the needs of ML learners. ML learners are students who require the services of the LIEP. The school district provides an English as a Second Language (ESL) program for ML learners. It is important to differentiate between ML learners and students with limited or interrupted formal education, called "slife" students (Students with Limited or Interrupted Formal Education.) The district offers different programs to meet the needs of these two groups. The annual ACCESS test evaluates ML learners in listening, speaking, reading, and writing. ML learners are classified into six

levels, ranging from entering level 1 to reaching capacity level 6. There are currently 36 ML learners at different proficiency levels. The English proficiency program in our school district focuses on students' abilities, not their grade levels. The program requires individualized instruction due to the discrepancy in students' English proficiency levels in the same class. The district has 36 students in the program this year, a decrease from 48 last year. Some students have graduated from the program and transitioned into general education. The program has made progress, including the addition of a dedicated multilingual learner teacher at each school, updates to the curriculum, and the inclusion of resources for students with interrupted or no formal education. The WIDA test is taken annually by all of our multilingual learners, it evaluates the level of lingual Learners in a variety of listening speaking reading, and writing domains and then gives them proficiency at a particular level and we use those results than to monitor what's going on.

Mr. Keaney mentioned that there are six different levels that students are classified, all the way from entering number one to reaching capacity number six. If you look there you can notice that there are 36 different students who are now multilingual learners but they're all at different levels. The students can be classified in different levels no matter their grade, it is based on their English proficiency. The enrollment of 36 students has gone down from our 48 student enrollment last year. This is due to the hard work over the course of the last couple of years and we've had students graduate from the program and are now in the general education, this is something Mr. Keaney and Mrs. Zirpoli are very proud of.

After Mr. Keaney's presentation, the board meeting went back to the search firm presentation.

New Providence School District Assessment Report 2023

New Providence School District Assessment Report Part 1 2022 - 2023

Presented to the Board of Education
August 31, 2023

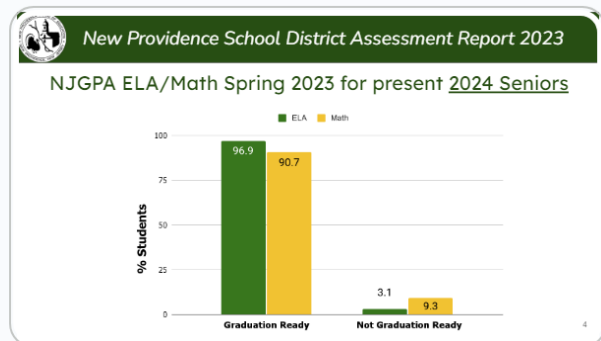
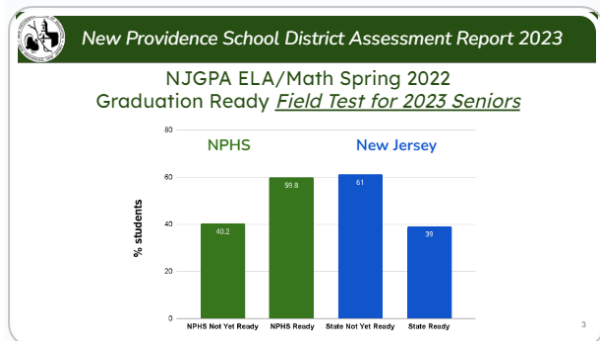
New Providence School District Assessment Report 2023

NJ High School Graduation Requirements

Students must pass the *New Jersey Graduation Proficiency Assessment (NJGPA)* in ELA and Math.

Students who do not pass the NJGPA may demonstrate proficiency in:

- Second Pathway - substitute competency test - PSAT, SAT, ACT or Accuplacer or
- Third pathway - Portfolio Assessment



New Providence School District Assessment Report 2023

Next Steps for those Not Graduation Ready


1. Sit for the PSAT in October (*optional, paid for by the district*)
2. Sit for the NJGPA in October (**required**)
3. Take SAT, ACT, and/or Accuplacer, if desired (*optional, at family's expense*)

If no passing score on above assessments by January 2024

4. Start the Portfolio process with department heads in January 2024

New Providence School District Assessment Report 2023


ACCESS for MLs/WIDA



New Providence School District Assessment Report 2023

Definition of Terms


- **LIEP** - Language Instruction Educational Program
- **MLs** - Multilingual Learners
- **ESL** - English as a Second Language program
- **SLIFE** - Students with Limited or Interrupted Formal Education



New Providence School District Assessment Report 2023

2023 ACCESS for MLs (ELLs)


- ACCESS for MLs is a test taken annually by K-12 students identified as Multilingual Learners (MLs).
- The test monitors students' English language in the four domains of Listening, Speaking, Reading, and Writing.
- The data from the test identifies students' proficiency as Entering, Emerging, Developing, Expanding, Bridging, or Reaching within each domain.
- We are able to monitor student progress by comparing current scores to previous scores.
- The test is used as one of the criteria for exiting the Language Instruction Educational Program - **LIEP** (formally ESL).
- The data from the test informs classroom instruction.



New Providence School District Assessment Report 2023

2023 ACCESS for MLs Composite Scores


Level	Number of Students
1 - Entering	8
2 - Emerging	8
3 - Developing	4
4 - Expanding	12
5 - Bridging	4
6 - Reaching	0
TOTAL	36



New Providence School District Assessment Report 2023

2023 ACCESS for MLs Summary

- The proficiency level and results within each domain help teachers plan for each student's individual language program.
- The district has students in various proficiency levels in various grades, demonstrating the need for instruction specifically tailored to each student.
- The data allows teachers to understand what is needed for students to progress to the next proficiency level within each domain and plan learning activities appropriately.
- Enrollment in ACCESS is at 36 students, down from 48 students last year.



New Providence School District Assessment Report 2023

LIEP Progressions This Year

- Hired an additional MLs Teacher so we have a dedicated MLs teacher at each building
- Updated the 9-12 LIEP Curriculum
- Created a 7-12 SLIFE Curriculum Framework
- Created a K-6 SLIFE Program Outline
- Added additional MLs resources

Recommendations

- We will continue to offer support and PD for teachers of MLs students and explore new program and training opportunities.

LIEP - Language Instruction Educational Program
SLIFE - Students with Limited or Interrupted Formal Education

STRATEGIC EDUCATIONAL ADVANTAGE PRESENTATION

The last search firm consultants consisted of Micheal Kuchar, Frank Auriemma, and Judy Rattner. Mr. Kuchar and Mr. Auriemma started the Strategic Educational Advantage firm 10 years ago. The firm customizes superintendent searches and aims to provide a desirable district for superintendents. Present with Mr. Kuchar and Mr. Auriemma was Mrs. Rattner who would also be assisting in the search. Stability in the district, like the longevity of the current superintendent Dr. Miceli with 17 years of service, is attractive to superintendents. Similar types of superintendents are expected to be attracted to both New Providence and Madison school districts. However, New Providence has more to offer candidates, and aligning the search process correctly will ensure a great fit. The firm members went on to speak about their experience as superintendents.

Mr. Kuchar is the current superintendent of the South Bergen Jointure Commission, specializing in special needs education. He previously served as superintendent in Bergenfield public schools for 12 years.

Mr. Auriemma is a retired superintendent from the Pearl River School District, located on the border between New Jersey and New York. He spent 24 years in his position and enjoyed his job, despite its challenges. In 1981, the district won the prestigious Malcolm Baldrige Award, making it one of the seven school districts to achieve this honor. Winning the award provided Frank with opportunities to travel across the country and speak internationally.

Mrs. Rattner is a retired superintendent from the Berkeley Heights school system and is the Director of Special Projects for the New Jersey Association of School Administrators. Her responsibilities include overseeing women's leadership, the new superintendent's academy, professional development, leadership, and diversity initiatives.

Strategic Educational Advantage will work with the Board to find the next school leader in New Providence. They will use surveys to gain community input on the desired qualities and characteristics of the new superintendent and will involve community members in the process. The firm has experience working with similar communities and understands the importance of education and reaching its full potential. Interviewing key stakeholders, including students, faculty, and board members, to develop a profile of the desired candidate. An open community forum will be held for those not selected to be part of the stakeholder groups. The survey will ask three questions: strengths of the district, challenges faced, and desired characteristics of the next superintendent. The survey will be analyzed quantitatively and qualitatively, and the results will be used to develop a profile for the search. The profile will inform the job advertisement and the candidate screening process. The board will review and approve both the profile and the advertisement and the consultants will also provide feedback on the interview questions. The search committee will then screen all applicants and narrow down the pool to a group of finalists that meet the board's requirements and will present these finalists to the board for further consideration.

Mr. Kuchar stated that the proposal given to the board is very explicit in explaining their process and invited the Board to ask questions.

Mr. Marano wanted to confirm that the \$21,900.00 is the all-in price.

Mr. Kuchar confirmed that was correct and included that there are no hidden fees.

Mr. Walsh asked how many focus groups would they conduct as they have a pretty quick process and expect to be done by November as per the proposal.

Mr. Kuchar responded that what Mr. Walsh sees is a draft proposal. However, they put in an aggressive timeline because Mr. Kuchar believes that running up against a similar district like Madison, which is currently also in the process of finding a new superintendent, warrants some consideration of the need for applicants.

Mr. Walsh followed up to ask if the firm would provide candidates to multiple districts.

Mr. Kuchar confirmed they would provide candidates to multiple districts, but only if they fit the profiled criteria.

Mrs. Killea then commented that it seems that the firm is currently conducting three searches currently, she would like to if New Providence would be the fourth.

Mr. Kuchar stated that he recently finished the Edison search, and two weeks ago finished the Fair Lawn search. Currently, they are working on the Madison search and another in Carmel, New York. Mr. Kuchar also shared that he and Mr. Auriemma also do a good amount of work in Westchester and Long Island, but have been focusing more on New Jersey.

Mr. Killea then asked what is the maximum amount of searches they have conducted at the same time.

Mr. Kuchar responded that with the help of Mr. Auriemma and Mrs. Rattner and two additional associates not previously, they can comfortably conduct three searches at the same time.

Mr. Cuccaro then asked if the three associates present would be assigned to the New Providence search.

Mr. Kuchar confirmed this and also stated that they would have an additional associates assist as well.

Mrs. Marano asked how long the Madison search had been going on.

Mr. Kuchar responded that it had just begun.

Mrs. Rattner then commented that if there is a viable candidate who is a sitting superintendent, you have to take that into account for the fact that they have to give a certain amount of time and it's typically a month for every year of their contract. If they have a five-year contract, currently they'd have to give five months' notice. That is something that you also have to take into account when you come up with your final timeline, 60-day notices have gone away, and typically now when we're placing superintendents some of them have a 90 days notices but now 120 and 150 are becoming the norm.

After Mrs. Rattner's last comment, Mr. Kuchar and Mr. Auriemma thanked the Board for their time.

BOARD OF EDUCATION TOUR OF THE BUILDING TO SEE THE RESULTS OF REFERENDUM PROJECTS

At 8:22 p.m., the meeting was temporarily adjourned to have Mr. Brian Henry take the board members, administrators, and members of the public for a tour of the NPHS/NPMS building to see the results of the summer referendum projects.

The meeting returned to session at 8:53 p.m.

PUBLIC COMMENTS

Mrs. Misiukiewicz opened the meeting to the public at 8:53 p.m.

There being no public comments, Mrs. Misiukiewicz declared the public portion of the meeting closed at 8:53 p.m.

APPROVAL OF MINUTES

Mrs. Gunderman moved to approve the minutes for:

Business Meeting:	July 27, 2023
Closed Session:	July 27, 2023

Mr. Walsh seconded the motion and it was carried on the following vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Abstain</u>	Mrs. Killea
<u>Abstain</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Yea</u>	Mr. Walsh

ACTION ITEMS

FINANCE ACTIONS

Mr. Walsh, Finance Chairperson, moved to approve Items 1 through 9:

BOARD SECRETARY REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for July 2023. No major account or fund has been over expended in violation of financial obligations for the remainder of the fiscal year.

BILL LIST APPROVED

2. Approve the payment of bills for August 2023, in the amount of \$6,153,204.07.

2023/2024 PRESCHOOL TUITION REFUND APPROVED

3. Approve the refund of the 2023/2024 preschool tuition deposit in the amount of \$330.00 to Prasoon Vaishwanar.

VOIDED CHECK APPROVED

4. Approve the following voided check:

Voided				
<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
361810	4/27/23	\$1,950.00	11-401-100-890-01	Lost

CLASS OF 1983 DONATION APPROVED

5. Approve the generous donation from the NPHS Class of 1983 for painting/refurbishing the weight room/fitness center, in the amount of \$1,850.00.

NPHS ATHLETIC BOOSTER CLUB DONATION APPROVED

6. Approve the generous donation from the NPHS Athletic Booster Club for the Boys and Girls Lacrosse Programs, in the amount of \$24,852.00.

OUR LADY OF PEACE NONPUBLIC TECHNOLOGY INITIATIVE PROGRAM APPROVED

7. Approve the Nonpublic Technology Initiative Program spending plan for the participating school located within the District, The Academy of Our Lady of Peace, for the 2023/2024 school year.
(EXHIBIT A)

BERKLEY HEIGHTS YMCA AGREEMENT APPROVED

8. Approve the Rental Agreements between the New Providence Board of Education and the Berkeley Heights YMCA, for before and after school care at Allen W. Roberts School and Salt Brook School, for the 2023/2024 school year.

RESOLUTION TO REJECT ALL HVAC UPGRADES AT DISTRICT SCHOOLS BIDS APPROVED

9. Approve the following resolution:

WHEREAS, on August 23, 2023, the New Providence Board of Education accepted bids for the second time from three (3) contractors for the HVAC Upgrades @ District Schools; Allen W. Roberts School (Contract #1), Salt Brook School (Contract #2) and New Providence High/Middle School (Contract #3) and

WHEREAS, the apparent low base bids were received from H&S Construction and Mechanical, Inc. of Elizabeth, NJ for Allen W. Roberts School (Contract #1), Salt Brook School (Contract #2), and, New Providence High/Middle School (Contract #3) and

WHEREAS, the base bids exceeded both the referendum funds allocated towards the project as well as the cost estimates of the District's architect, and

WHEREAS, it is the recommendation of the School Business Administrator and Settembrino Architects to reject all bids,

NOW THEREFORE BE IT RESOLVED, that the New Providence Board of Education accept the recommendation to reject all HVAC Upgrades @ Allen W. Roberts School (Contract #1), Salt Brook School (Contract #2) and New Providence High/Middle School (Contract #3) bids submitted on August 23, 2023 and

BE IT FURTHER RESOLVED, that the New Providence Board of Education authorizes the School Business Administrator to rebid the project as soon as practicable.

Mrs. Marano seconded the motion and it was carried on the following vote:
Roll call vote:

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

FACILITIES ACTIONS

Mr. Walsh, the Facilities Chairperson, moved to approve Item 1:

DISPOSAL APPROVED

1. Approve the disposal of the following item as it is damaged, unrepairable, and outdated and is no longer deemed useful for school needs:

Quantity	Item Description	Model/ISBN #	BOE #/Ser.#	Reason for Disposal
1	Detecto scale with height measurement (blue) – Nurses Office	N/A	N/A	Scale is old and does not provide accurate readings

Mrs. Marano seconded the motion and it was carried on the following vote:
Roll call vote:

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

EDUCATION ACTIONS

Mrs. Coniglio moved to approve Items 1 through 14:

2023/2024 CURRICULUM RECOMMENDATIONS OF THE SUPERINTENDENT OF SCHOOL

1. Approve the following curriculum guides with the recommendation of the Superintendent of Schools. Each of these curricula has been written by a District teacher and revised by the appropriate Department Head according to the New Jersey Student Learning Standards and District expectations, including UbD format. The Director of Curriculum, Instruction, and Supervision has reviewed and approved each curriculum, and each one has been reviewed and approved by the Board of Education Curriculum Committee.

Art

2023 Grade 7 Visual Arts Elective (Phase II)	Revised
2023 Grade 8 Visual Arts Elective (Phase II)	Revised
2023 Grade 7 Art Elective Painting with Pixels (Phase II)	Revised
2023 Grade 8 Digital Art and Creative Thinking Elective (Phase II)	Revised

ELA

2023 Grade 1 Reading Units 1&2 (Phase II)	Revised
2023 Grades K-3 Word Study (Phase II)	New
2023 Grade 7 Creative Writing Elective (Phase II)	New
2023 Grade 7 Research and Debate Elective (Phase II)	New
2023 Grade 8 Financial Literacy Elective (Phase II)	Revised

Language Instruction Educational Program (LIEP)Formerly Known as ESL

2023 Grades 7-12 LIEP for MLs (Phase I)	Revised
2023 Grades 7-12 LIEP for SLIFE (Phase I)	New

Mathematics

2023 Grade 5 Mathematics (Phase I)	New
2023 Grade 6 Mathematics (Phase I)	New

Physical Education and Health

2023 Grades 11-12 Wellness (Phase I)	New
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Social Studies

2023 Grade 6 Social Studies (Phase I)	Revised
2023 Grade 8 Social Studies (Phase I)	Revised
2023 Grades 9-12 Marketing (Phase I)	New

STEM

2023 Design and Modeling (PLTW) Elective Grade: 7 (Phase II)	Revised
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World Language

2023 Grades 9-12 French 1 (Phase I)	Revised
2023 Grades 11-12 French 4 (Phase II)	New

ADOPTION OF TEXTBOOKS AND OTHER EDUCATIONAL MATERIALS APPROVED

2. Approve the adoption of textbooks and other educational materials for the 2023/2024 school year, as per attached list. **(EXHIBIT B)**

2023/2024 NEW PROVIDENCE SCHOOL DISTRICT COMMUNICATIONS PLANS APPROVED

3. Approve the New Providence School District Communications Plan-2023/2024, copies in the hands of each Board member.

2023/2024 SCHOOL SAFETY AND SECURITY PLAN APPROVED

4. Approve the New Providence Board of Education School Safety and Security Plan for the 2023/2024 school year and approve submission of the School Safety and Security Plan Statement of Assurance for the 2023/2024 school year to the NJDOE.

2023/2024 TRAUMATIC LOSS RESPONSE PLAN APPROVED

5. Approve the New Providence Board of Education Traumatic Loss Response Plan for the 2023/2024 school year.

2023/2024 CRITICAL INCIDENT PLAN APPROVED

6. Approve the New Providence Board of Education School Critical Incident Plan for the 2023/2024 school year.

2023/2024 IDEA CONSOLIDATION GRANT APPLICATION SUBMISSION APPROVED

7. Approve the submission of Fiscal Year 2024 Individuals with Disabilities Education Act (IDEA) Consolidated Grant Application, in the amount of \$577,495.00 (Basic: \$555,581.00; Preschool: \$21,914.00), for the period 7/1/23 through 6/30/24.

SPRINGFIELD SCHOOL DISTRICT TUITION STUDENT APPROVED

8. Approve Springfield School District Student #13382 as a 7th grade tuition student at New Providence MS for the 2023/2024 school year, at a tuition cost of \$24,488.00, effective 8/31/23.

ENROLLMENT OF STUDENT #11912 AT ECLC OF NEW JERSEY APPROVED

9. Approve the enrollment of Student #11912 at ECLC of New Jersey, for the 2023/2024 school year, at a tuition cost of \$108,401.40, effective 9/6/23.

ENROLLMENT OF STUDENT #13285 AT THE SUMMIT SPEECH SCHOOL APPROVED

10. Approve the enrollment of Student #13285 at the Summit Speech School, for the 2023/2024 school year, at a tuition cost of \$56,700.00, effective 9/5/23.

ENROLLMENT OF STUDENT #11093 AT NEW DAWN ACADEMY (SCESC) APPROVED

11. Approve the enrollment of Student #11093 at New Dawn Academy (SCESC), for the 2023/2024 school year, at a tuition cost of \$58,330.00, effective 9/7/23.

HIGH SCHOOL AND MIDDLE SCHOOL COURSE NAME CHANGE APPROVED

12. Approve the HS and MS course name changes as set forth on the memo in the hands of each Board member.

HIGH SCHOOL COURSES ENROLLMENT OF UNDER TEN STUDENTS APPROVED

13. Approve the HS courses with enrollment of under 10 students for the 2023/2024 school year.
(EXHIBIT C)

STUDENT #41012 SETTLEMENT AGREEMENT APPROVED

14. Approve the settlement agreement for Student #41012, copies in the hands of each Board member.

Mrs. Gunderman seconded the motion and it was carried on the following vote:

Roll call vote:

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

PERSONNEL ACTIONS

Mrs. Cuccaro moved to approve Items 1 through 11:

2023/2024 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 2023/2024 school year:
 - a. Cecilia Evelyn Parker-Biney, nursing practicum hours, Salt Brook School, effective 9/1/23 through 12/31/23
 - b. Matt Sossin, teacher, \$58,683.00 (base \$70,279.00), effective 10/23/23 (subject to criminal history review procedures)
 - c. Noelle Vallario, long term substitute teacher, \$56,999.00, effective 9/1/23 through 6/30/24 (subject to criminal history review procedures)
 - d. Noelle Vallario, MS Ensemble Advisor, \$2,064.00 (subject to criminal history review procedures)
 - e. Michelle Browe, early childhood education practicum hours, AWR, effective 9/1/23-12/31/23 (subject to criminal history review procedures)
 - f. Bonnie Platek, teacher aide, \$23,860.00, effective 9/1/23
 - g. Grace Gillott, teacher aide, \$23,860.00, effective 9/1/23
 - h. Danielle Grieco, teacher aide, \$23,860.00, effective 9/1/23
 - i. Bierka Garcia, playground/lunch assistant, \$10,560.00, effective 9/1/23 (subject to criminal history review procedures)
 - j. Alison Gomes, playground/lunch assistant, \$10,560.00, effective 9/1/23 (subject to criminal history review procedures)
 - k. Scott Rahner, MS Student Council Advisor, \$2,064.00
 - l. Sydney Marciano, SB STEM Club, Advisor, 4th Grade, \$2,064.00
 - m. Jaclyn Kaufmann, SB STEM Club, Advisor, 3rd Grade, \$2,064.00
 - n. Michael Santoro, HS, for teaching above three (3) classes as a K-12 department head (four (4) classes total), full year, \$8,000.00
 - o. Aracely DiGirolamo, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - p. Jacqueline Henriques, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - q. Carole Huynh, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - r. Lisa Matrale, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00

- s. Sydney Bleach, HS, for teaching sixteen (16) periods per four (4) day rotation, effective 9/1/23-9/22/23 and 2/5/24-6/30/24, \$2,240.00
- t. Randall Pratt, HS, for teaching sixteen (16) periods per four (4) day rotation, full year, \$4,000.00
- u. Kelly DiGeronimo, HS, for teaching seventeen (17) periods per four (4) day rotation, full year, \$8,000.00
- v. Daniel Dougher, HS, for teaching seventeen (17) periods per four (4) day rotation, full year, \$8,000.00
- w. Charles Carell, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- x. Walter Kempner, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- y. Todd Bennington, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- z. Christian Rizzo, HS/MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- aa. Rebecca DeCelestino, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- bb. Holly Pizzonia, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- cc. Alyssa Machado, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- dd. Brian Cooper, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- ee. Lindsay DiBella, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- ff. Tracey Blanchard, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- gg. Alicia Hennessy, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- hh. Russell Anderson, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- ii. Danielle Izbicki, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$4,000.00
- jj. Leah Russo, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$4,000.00
- kk. Alessandra Finis, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$4,000.00
- ll. Wendi Kane-Millard, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$4,000.00
- mm. Sandra Timmerman, HS/MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- nn. Brenda Avila, HS/MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- oo. Edward Barnes, HS/MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
- pp. Michael Bannworth, summer technology work, \$12.95/hr., effective 8/1/23
- qq. Scott Butterfield, long-term substitute teacher, to teach four (4) classes (80%), effective 9/26/23, to be paid on a per diem basis of \$400.21 (prorated Step 16, Column IV, base of \$100,052.00)
- rr. Patricia Beemer, long-term substitute teacher, effective 8/28/23, to be paid on a per diem basis of \$285.00 (prorated Step 1, Column I, base of \$56,999.00)
- ss. Hailey Hogan, playground/lunch assistant, \$20.00/hr., effective 8/31/23

LIST OF SUBSTITUTES APPROVED

2. Approve the following substitutes: teachers, teacher aides, nurses, secretaries, home instructors, and custodians as listed below:

Substitute Teachers and Teacher Aides:

Abdulla, Nida	Abrams, Michael	Acque, Kelly
Ali, Suzy	Barbagallo, Rebeca	Beemer, Patricia
Bigham, Jill	Bigham, William	Biviano, Helen
Blank, Elizabeth	Bloom, Andrea	Bloom, Roberta
Broedlin, Kelly	Browe, Marianne	Carrozza, Neil
Cavaliere, Amanda	Chan, May	Dowden, Jennifer
DeBay, Madalynn	Doyle, Dawn	Ebedo, Hala
Evins, Ellen	Flanagan, Fiona	Fletcher, Geraldine
Forbes, Katherine	Gangi, Donna	Gendron, Leanna
Gerace, Cristina	Gerace, Patrizia	Hamdalla, Sabah
Hanley, AnneMarie	Harish, Jaylakeshmy	Huber, Heather
Kelly, Christine	Kelly, Michael	Lee, Karen
Looney, Anne	Lourenco, Emma	Martson, Cassidy
Matonis, Natalie	McGurn, Katherine	McKnight, Bethany
Mea, Carole	Miskulin, Sophia	Miyashita, Yuka
Mortola, Nicole	Naranjo, Erica	Nehme ep Fortunate, Aline
Niederhoffer, Jennifer	Parlavecchio, Marc	Patil, Tejaswini
Petrova, Tanya	Pfeifer, Margaret	Pharmakides, George
Pozniak, Caren	Priante, Heather	Reddington, Catherine
Roughley, Matthew	Stern, Rhonda	Sullivan, Cynthia
Trimble, Joanne	Turso, Kenneth	Vardy, Nitsa
Way-Hawkins, Yvette	Windsor Poretti, Wendi	Hogan, Hailey

Substitute Nurses:

Flanagan, Rose	Glen, Patricia	Kruep, Suzanne
Parker-Biney, Cecilia Evelyn		

Home Instructors:

Bloom, Roberta	Doyle, Dawn	Bigham, Jill
Browe, Marianne		

Substitute Custodians:

Mammone, Dominick	Perez, Raymond	Soccodato, Peter
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ASSIGNMENT OF TEACHERS AND LONG-TERM SUBSTITUTES AS HOME INSTRUCTORS APPROVED

3. Approve all New Providence School District teachers and long-term substitute teachers as home instructors in the District as assigned by the Director of Special Services, for the 2023/2024 school year.

2023/2024 RESIGNATIONS APPROVED

4. Accept the resignations of the following employees:
 - a. David M. Miceli, Ed.D., effective 6/30/24, due to retirement
 - b. Jeanne Lawton, effective 6/30/23
 - c. Kathryn Lemerich, math consultant, effective 9/29/23
 - d. Maria Reygadas, playground/lunch assistant, effective 8/25/23
 - e. Meghna Maini, playground/lunch assistant, effective 8/22/23

2023/2024 REVISIONS APPROVED

5. Approve the following revisions for the 2023/2024 school year:
 - a. Kristen Nazzaro, school psychologist, \$61,704.00 (base (67,070.00), effective 9/26/23
 - b. Jennifer Morra, full-time reading specialist, \$24,417.00 (base \$92,141.00), effective 9/1/23-11/17/23, and part-time reading specialist (.48), \$32,508.00 (base \$92,141.00), effective 11/20/23-6/30/24
 - c. Heather Formon, long-term substitute teacher, resignation effective 8/16/23
 - d. Heather Formon, summer curriculum writing for Music Elective 1, not to exceed 5 hours at \$54.87/hr.
 - e. Kathleen Shelley, social worker, from HS/MS to AWR
 - f. Cathy Hodges, teacher aide, from AWR to Salt Brook
 - g. Wendy Zigon, teacher aide, from AWR to Salt Brook
 - h. Sally Trench, teacher aide, from HS to AWR
 - i. Kim Chrisostomides, MS summer school counseling (not to exceed 7 days), \$3,929.45
 - j. Jenna Stickle, MS summer school counseling (not to exceed 7.5 days), \$2,896.28
 - k. Anthony Conzentino, teacher, from Step 7, Column II (\$63,467.00), to Master's, Step 7, Column IV (\$67,936.00), effective 9/1/23, due to course credits and receipt of Master's Degree

2023/2024 RESCINDED APPOINTMENTS APPROVED

6. Rescind the following appointments for the 2023/2024 school year:
 - a. Suzanne Freeman, teacher aide
 - b. Kathryn Lemerich, math 1v1 summer achievement program academic support teacher, 12 hours @ \$54.87/hr.
 - c. Kathryn Lemerich, trainer, new teacher professional development workshop, not to exceed 10 hours @ \$54.87/hr.
 - d. Heather Formon, HS Vocal Music, Director, \$6,640.00

2023/2024 SCHOOL RESOURCE OFFICERS APPROVED

7. Approve the following 2023/2024 School Resource Officers who are employed by the Borough of New Providence and who will be partially funded by the Board of Education:

a.	Dennis Carovillano	New Providence High School/Middle School
b.	Robert Moran	Allen W. Roberts School
c.	Janos Bojtos	Salt Brook School

2023/2024 FLMA APPROVED

8. Approve the request for unpaid maternity leave for Colby Roebuck, behaviorist, under the state Family Leave Act for a period of twelve weeks commencing 1/22/24 and ending 4/22/24 with continued health insurance benefits pursuant to law. (Based on 12/22/23 due date. Dates

subject to adjustment by actual birth.)

2023/2024 FLMA APPROVED

9. Approve the request for unpaid maternity leave for Sarah Carrion, teacher, under the state and federal Family Leave Acts for a period of fourteen weeks commencing 2/5/24 and ending 5/24/24 with continued health insurance benefits pursuant to law. Approve an extended leave pursuant to Article X of the Agreement between the Board and the NPEA, from 5/27/24 through and including 6/30/24. (Based on 1/14/24 due date. Dates subject to adjustment by actual birth.)

2023/2024 FLMA APPROVED

10. Approve the request for unpaid paternity leave for Steven Siracusa, teacher, under the state Family Leave Act for a period of twelve weeks commencing 11/27/23 and ending 2/26/24 with continued health insurance benefits pursuant to law.

2023/2024 FLMA APPROVED

11. Approve the request for unpaid maternity leave for Erin Nowell, teacher, under the state Family Leave Act for a period of twelve weeks commencing 2/2/24 and ending 4/26/24 with continued health insurance benefits pursuant to law. (Based on 1/15/24 due date. Dates subject to adjustment by actual birth.)

Mrs. Coniglio seconded the motion and it was carried on the following vote:

Roll call vote:

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

BOARD POLICY

Mrs. Killea moved to approve Items 1 and 2 as listed below.

FIRST READING APPROVED

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

Bylaws and Policies:

Policy 1642.01 (Recommended)	Sick Leave (Killea)	(New)
Policy 4432 (Recommended)	Sick Leave (Killea)	(Abolish)
Policy 2419 (Mandated)	School Threat Assessment Team (Killea)	(New)
Policy 3213 (Recommended)	Attendance (Killea)	(Abolish)

Policy 4212 (Recommended)	Attendance (Killea)	(Abolish)
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Administrative Regulations:

Regulation 1642.01 (Recommended)	Sick Leave (Killea)	(New)
Regulation 2419 (Mandated)	School Threat Assessment Team (Killea)	(New)
Regulation 4432 (Recommended)	Sick Leave (Killea)	(Abolish)

SECOND READING APPROVED

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

Bylaws and Policies:

Policy 2423 (Mandated)	Bilingual and ESL Education Program (Killea)	(Revised)
Policy 2425 (Mandated)	Emergency Virtual or Remote Instruction Program (Killea)	(New)
Policy 5200 (Mandated)	Attendance (Killea)	(Revised)
Policy 8140 (Mandated)	Student Enrollments (Killea)	(Revised)
Policy 8330 (Mandated)	Enrollment Accounting (Killea)	(Revised)
Policy 1648.11 (Mandated)	The Road Forward COVID-19- Health and Safety (Killea)	(Abolished)
Policy 1648.11 (Mandated)	School Employee Vaccination Requirements (Killea)	(Abolished)
Policy 6115.04 (Mandated)	Federal Funds – Duplication of Benefits (Killea)	(New)

Administrative Regulations:

Regulation 2423 (Mandated)	Bilingual and ESL Education (Killea)	(Revised)
Regulation 2425	Emergency Virtual or Remote	(New)

(Mandated)	Instruction Program (Killea)	
Regulation 8140 (Mandated)	Enrollment Accounting (Killea)	(Revised)
Regulation 8420.2 (Mandated)	Bomb Threats (Killea)	(Revised)
Regulation 8420.7 (Mandated)	Lockdown Procedures (Killea)	(New)
Regulation 8420.10 (Mandated)	Active Shooter (Killea)	(New)

The motion was seconded by Mr. Coniglio.

Mrs. Killea commented that there is a new sick leave law and we are abolishing some of the other policies. She then asked Dr. Miceli provide some insight into that law and what we've done as a result.

Dr. Miceli went on to explain that essentially the new law went into effect back in July, it went into effect immediately. It's for public school educators and what essentially it's doing is offering our employees a broader scope in terms of what they could utilize their sick leave for which is defined in the statute and our policy reflects that exactly. It also broadens the opportunity for those who can utilize their sick leave as well, so we really think that this is advantageous for our staff. We've talked it through with the Association and we talked it through with all of our staff on opening day. They understand that there are some fine balances with the new law too. There's more opportunity for them to take care of themselves and their family, but there should be a right balance in terms of their utilization of sick leave, not only with respect to coverage for our classrooms but also just for themselves down the road too. We're pleased with the implementation, staff seem to have received it very well and will continue to monitor the implementation of it over the course of the next couple of months. If for some reason we need to talk more about it from a contractual perspective down the road, we'll certainly share that with the Board in terms of negotiations.

Mrs. Killea thanked Dr. Miceli for his explanation and went on to speak about the school threat assessment regulation that was on the first reading last month, but was put on again on the first reading due to the newly released guidelines in July.

Roll call vote:

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

COMMITTEE REPORTS

1. Curriculum, Instruction, and Technology:

Mrs. Coniglio commented that the committee reviewed a lot of curricula and are completed for now. She also stated that she had the opportunity to attend the new teacher orientation welcome. The energy and excitement in the room was great and they all really seemed to love the new teacher training.

Mr. Keaney went on to thank the committee for approving the curriculum tonight. He wanted to emphasize the importance of the Board understanding that during the last two days of the professional development, we were able to address every initiative that we've introduced for the teachers this year. We're able to re-emphasize the i-Ready program, the full-day kindergarten program, and the new Middle School schedule and to re-emphasize the SEL component. This was accomplished through short workshops of an hour and 15 minutes and then giving the opportunity for teachers to implement those concepts into their planning for the start of the school year so it was highly successful.

2. Finance, Facilities, and Safety/Security: No comments

3. Personnel, Management, and Communication:

The Committee went over the communication plan for the year. One of the goals for communication is transitioning to a new website platform this year. That's probably the biggest thing that we're going to be doing in migrating all of our information from this website to the new website. It is a monumental task, the Borough just completed it, and it will go on for months and months

OLD BUSINESS

Mr. Testa updated the Board on the HVAC projects. At the beginning of summer, we received only one bid for one school due to contractors being busy with other projects. Feedback from contractors indicated a lack of time and not having separate departments for bidding. The District Rejected all bids and went out again recently. Received bids for all three projects, but they were substantially over budget and cost estimates, around 30%. High demand for HVAC equipment and labor shortages led to contractors naming their own prices, resulting in inflated bids. Many districts are facing similar issues. We plan to go out for a third bid. The base bid are to include air conditioning for classrooms. Separating the auditorium, cafeterias and gymnasiums as ad alternates. If the base bid are within budget, classrooms will be prioritized. Any remaining work may be considered through the annual budget process. If bids continue to be over budget, negotiations with vendors on pricing and design may be conducted. Revised projects within budget will require offering all bidders the opportunity to match or provide better prices.

Dr. Miceli then asked Mr. Testa to talk about the water main break at Allen W. Roberts.

Mr. Testa summarized that the water main break at AWR required the assistance of an outside contractor for excavation and pipe replacement from the street to the parking lot. Multiple areas of the pipe were found to be broken, causing leaks and requiring restoration. Insurance coverage for the repair is uncertain, with a bill of approximately \$48,000 received. Another issue that arose was that the sidewalks at AWR were damaged by a solar company's trucks, causing a large area to be taped off. The solar company quickly responded by removing the damaged sidewalk and plans to pour cement tomorrow.

Dr. Miceli commented that Mr. Richter experienced a chaotic week with tree removal, sidewalk damage, and the water main break.

Mrs. Misiukiewicz had an update on the calendar ad hoc committee. The committee has developed a strategy for the next two meetings and is working on a survey. The staff survey will be sent out in mid-September. The results of the staff survey will be discussed at the next ad hoc committee meeting in late September. After the staff survey results, a parent survey will be sent out. The results of the parent survey will be discussed at the end of October. The plan is to roll out the 2025 plan to the community in the new year, along with a new design for the school calendar.

Mrs. Misiukiewicz asked Mrs. Zirpoli to give an update on the DEI report. The DEI report, which is approximately 500 pages, contains an overview, district themes, a summary of district recommendations, raw data, and individual school reports. From the report, there are ten themes and under each of those themes there are recommendations. Those themes are; classroom culture, family and community engagement, instruction, identity within the curriculum, diversity within the curriculum, justice within the curriculum, action within the curriculum, teacher leadership representation, and then the JEDI experience which is Justice, Equity, Diversity, and Inclusion. The plan is that Mr. Keaney and I with the already established District DEI committee are going to begin to meet in September. We're going to begin to create a framework to unpack the entire report with the committee. We are going to meet with them regularly from now and throughout the holidays and hopeful that post-holidays we will have an initial action plan with some goals and a road map for the following school year. In November we plan to present some of the findings from the report to the Board.

Dr. Miceli suggested the possibility of creating a board committee or creating a separate ad hoc committee of three individuals who are really interested in pursuing this. While the District's community members were unpacking this the Board can work toward that end also.

Mrs. Misiukiewicz asked the Board to think about whether they would like to create and participate in this ad hoc committee. She has also reached out to set up the negotiation committee. What worked well the last go-round was that they met with Mr. Glenn Robertson and Mr. Chris Broder in the year prior to the negotiating. They set out some of their negotiating points.

Dr. Miceli commented that it'll be important for all seven board members to really think about the work ahead and think strategically about where they want to contribute because, with everything that's happening, all seven of the board members are going to have to actively engage to help one another to get through this.

NEW BUSINESS

No new business.

PUBLIC COMMENTS

Mrs. Misiukiewicz opened the meeting to the public at 9:22 p.m. There being no public comments, Mrs. Misiukiewicz declared the public portion of the meeting closed at 9:22 p.m.

CLOSED SESSION

Mr. Walsh moved to adopt the following resolution:

This body shall on August 31, 2023, 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:

- Student matters
- 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.

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

RETURN TO PUBLIC SESSION

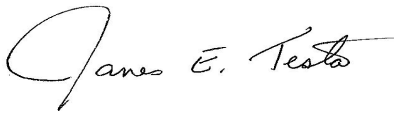
The Board reconvened to public session at 10:17 p.m.

Mrs. Misiukiewicz called the Board to order.

Board members present were Rebecca Coniglio, Bernadette Cuccaro, Stacey Gunderman, Jennifer Killea, Amanda Marano, Mary Misiukiewicz, and Mr. Walsh

ADJOURNMENT

There being no other business before the Board, on a motion by Mr. Walsh, seconded by Mrs. Cuccaro, and carried unanimously, Mrs. Misiukiewicz declared the meeting adjourned at 10:18 p.m.

A handwritten signature in black ink that reads "James E. Testa". The signature is written in a cursive style with a large initial "J" and a long horizontal stroke at the end.

James Testa, School Business Administrator/Board Secretary