

The business/reorganization meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on January 4, 2024, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mr. James Testa, School Business Administrator/ Board Secretary.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Kristin Empson Hayden, Stacey Gunderman, Jennifer Killea, Amanda Marano, and Joseph Walsh. Also present were Dr. David Miceli, Superintendent of Schools, Lauren Zirpoli, Assistant Superintendent of Educational Services, James E. Testa, School Business Administrator/Board Secretary, Jon Keaney, Director of Curriculum, Instruction, and Supervision, and thirteen (13) members of the public.

Mr. Testa led in the salute to the flag. Mr. Testa wished everyone a Happy New Year and stated that prior to the new board president being elected, he would be conducting the meeting.

Mr. Testa read the following statement:

This is a public meeting of the Board of Education of the Borough of New Providence. Adequate notice of this meeting has been given in accordance with PL 1975, Chapter 231, in that an annual notice was made in conformance with Section 13 of the Act. Whenever the business of the Board requires it to convene to Closed session, the session will begin no later than 9:30 p.m. At the conclusion of the need for Closed Session, the Board will reconvene to the public portion of the meeting. At that time the Board will complete any other business that may be before it and the public will then be given an opportunity to be heard before the meeting is adjourned.

Mr. Testa then asked Dr. Empson Hayden and Mrs. Marano to come up and be sworn in. The new elected board members then repeated the following oath after Mr. Testa:

"I, state your name, do solemnly swear, that I will support the Constitution of the United States, and the Constitution of the State of New Jersey, and that I will bear true faith and allegiance to the same, and to the Governments established in the United States and this State, under the authority of the people.

I, state your name, do solemnly swear, that I possess the qualifications prescribed by law, for the office of member of a Board of Education, am not disqualified as a voter, am not disqualified due to conviction of a crime or offense as per statute, and that I will faithfully, impartially, and justly, perform all the duties of that office, according to the best of my ability."

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mr. Walsh

Mr. Testa read the official election results of November 7, 2023, members elected for three-year terms, Amanda Betz Marano: 2,411 votes, Kristen Empson-Hayden: 2,243 votes. There were 78 write-in votes.

Mr. Testa opened the nomination for the office of president of the Board of Education.

Mrs. Coniglio nominated Bernadette Cuccaro for the office of president and summarized Mrs. Cuccaro's ten years of service on the board and various committees that she has served in.

Mrs. Killea seconded the nomination.

Seeing no other motions, Mr. Testa closed the nominations and took a roll call vote:

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mr. Walsh

Mr. Testa then congratulated Mrs. Cuccaro.

BOARD PRESIDENT COMMENTS

Mrs. Cuccaro commented that the last time she was board president, schools were closing due to COVID-19, and she hoped this would be a better year.

Mrs. Cuccaro then opened the nomination for the board of education vice president.

Mrs. Marano nominated Joe Walsh as vice president and summarized Mrs. Walsh's three years of service on the board and various committees that she has served in.

Mrs. Gunderman seconded the nomination.

No other nominations were made and Mrs. Cuccaro closed the nominations

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mr. Walsh

SCHOOL CALENDAR AD HOC COMMITTEE PRESENTATION

Mrs. Zirpoli presented data and recommendations for the school calendar by the Board of Education ad hoc committee. The goal of the ad hoc committee is to make informed decisions on modifying, creating, and approving future school calendars, serving the best interest of students, adhering to the 180-day school requirement, and addressing professional development needs for faculty. The committee sent surveys to the community, staff, and students regarding religious, federal holidays, professional development days, and creating a new calendar format.

The staff response rate for the survey was 79%. 61% of parents responded to the survey. Parents: 12% celebrate Rosh Hashana and Yam Kapor, 15% celebrate Diwali, 11% celebrate the Chinese Lunar New Year, 3% celebrate Eid, 63% celebrate Good Friday, and 49% celebrate Easter Monday.

The committee recommends keeping current religious holidays on the school calendar and adding Diwali, Chinese Lunar New Year, and Juneteenth on the third Friday of June.

Mr. Keaney then presented the committees' findings regarding professional development. Staff and parents favor delayed openings for teacher professional development was 82.5%, and a higher percentage favor early dismissal days (91.8%). The goal of the school district is to affect student achievement through a professional development program focused on collaboration, instruction, reflection, and feedback for teachers. A coordinated professional development plan for teachers is believed to positively affect student achievement by making classroom instruction more effective. Personalized learning is the umbrella under which professional development is designed, taking into account various initiatives such as i-Ready Math, Performance Matters, classroom design, and diversity, equity, and inclusion. The concepts behind the professional development plan were developed through a Think Tank and Instructional Strategies committee, leading to a reimagined professional development model with more opportunities for collaboration and implementation. The District is looking to incorporate new models into its professional development plan, targeting the needs of teachers, providing training in various programs, and promoting collaboration and personalized approaches.

Mrs. Zirpoli then presented the updated format of the 2024/2025 and 2025/2026 school calendars.

Mrs. Zirpoli thanked the ad hoc committee for all their hard work and participation.

Mrs. Killea thanked the committee for their thoughtful and logical work. The new calendar format is easy to read.

Mrs. Marano echoed Mrs. Killea's comments and agreed that the new calendar format is very easy to read.

Dr. Miceli stated the next step is to share the calendars with each of the District's associations, so they can review the calendars. If there are no questions concerns or updates the calendars will be on for approval at the January 22, 2024 board meeting, and once approved they will be disseminated to the community.

New Providence BoE Calendar Ad Hoc Committee

Board Members: Mary Misiukiewicz, Bernadette Cuccaro, Stacey Gunderman
District Administrators: Dr. David Miceli, Superintendent, Mrs. Lauren Zirpoli, Assistant Superintendent, & Mr. Jon Keaney, Director of Curriculum, Instruction, & Supervision

The goal of the Board of Education and Administration is to create an annual school calendar that serves the best interest of our students, adheres to the 180-day school requirement and addresses the professional development needs of our faculty. The purpose of the school calendar survey is to understand how the school calendar is working for our families and what adjustments may need to be made to meet our goal. Responses to the school calendar survey will be used to inform the Board of Education and Administration's decisions around modifying, creating, and approving future school calendars. We thank you for your time in completing this survey.

New Providence Board of Education

Calendar Ad Hoc Committee

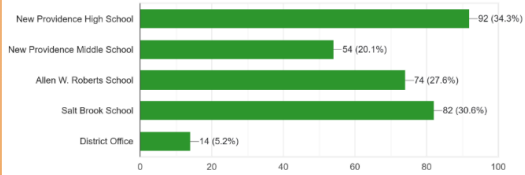
Board Members: Mary Misiukiewicz, Bernadette Cuccaro, Stacey Gunderman
District Administrators: Dr. David Miceli, Superintendent, Mrs. Lauren Zirpoli, Assistant Superintendent, & Mr. Jon Keaney, Director of Curriculum, Instruction, & Supervision

Our Focus...

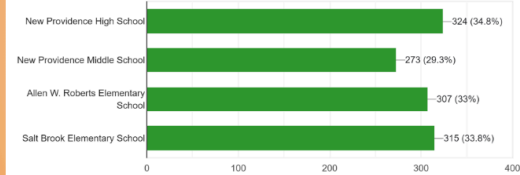
- 1 Disaggregate School Calendar Survey Data
- 2 Religious and Federal Holidays
- 3 Professional Development Days
- 4 New Calendar Format

Staff Response Rate PK-12: 79%

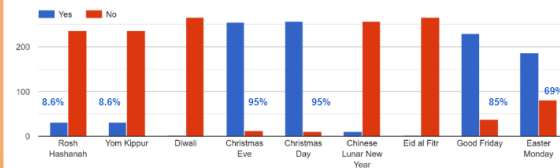
What school do you work in? Please check all that apply.
 268 responses

**Parent Response Rate PK-12: 61%**

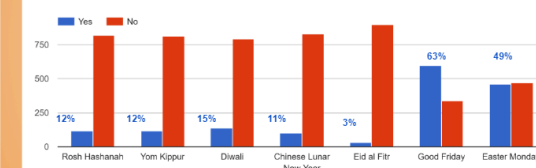
What schools do your children attend? Please check all that apply.
 931 responses

**Observation of Religious Holidays (Staff)**

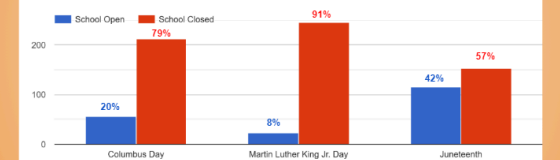
Currently my family and I observe these religious holidays:

**Observation of Religious Holidays (Parents)**

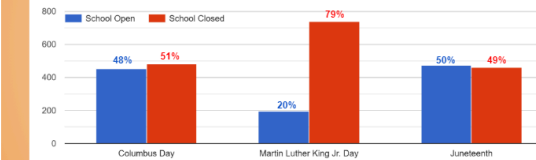
Currently my family observes these religious holidays:

**Preference of Federal Holidays (Staff)**

Please indicate your preference for the following federal holidays:

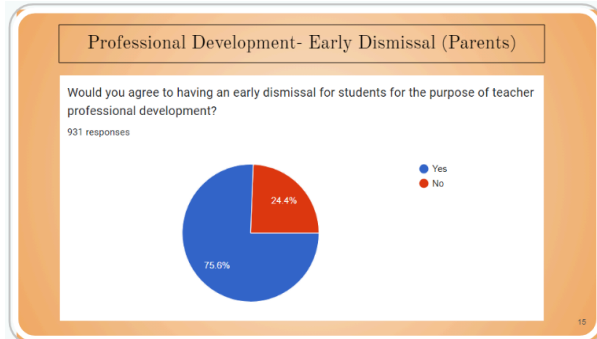
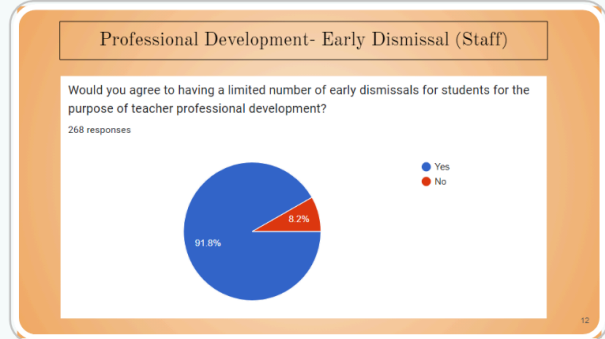
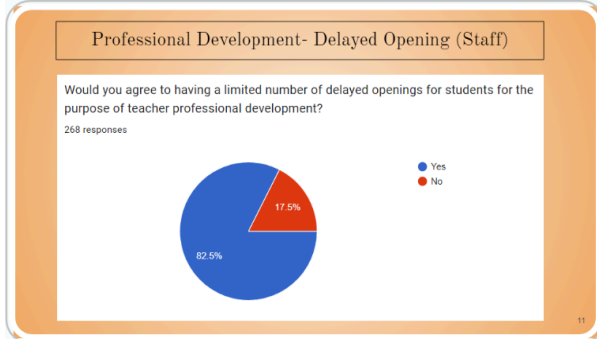
**Preference of Federal Holidays (Parents)**

Please indicate your preference for the following federal holidays:



Recommendations- School Holidays	
Religious Holidays	
Observe current religious holidays in school calendar: Rosh Hashanah, Yom Kippur, Christmas Eve, Christmas Day, & Good Friday	Remain in the School Calendar
Add Diwali and Lunar New Year to our school calendar as observed holidays	Add to the School Calendar (24/25 & 25/26) (24/25) Diwali- Friday, Nov. 1, 2024 Lunar New Year- Wed., Jan. 29, 2025 (25/26) Diwali- Tues., Oct. 21, 2025 Lunar New Year- Tues., Feb. 26, 2026

Recommendations- Federal Holidays	
Federal Holidays	
Observe current included federal holidays in the school calendar: Columbus Day & Martin Luther King Jr. Day	Remain in the School Calendar
Add Juneteenth (observed on the 3rd Friday of June as per State of NJ) to our school calendar as observed holiday	Add to the School Calendar <i>Please note that this will not impact students in the 24/25 & 25/26 calendar, as school will not be in session</i>
- Consistent with the Borough	



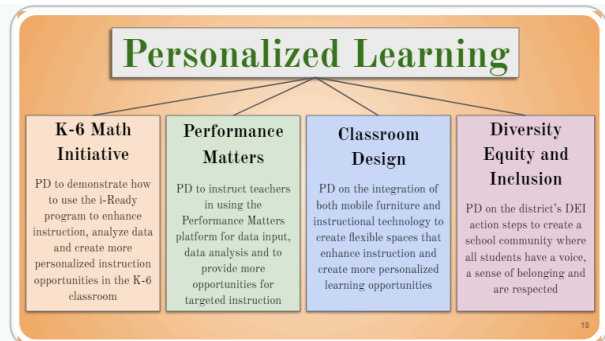
Professional Development- Delayed Opening or Early Dismissal (Parents)

Day	Delayed Opening (% of Yes)	Early Dismissal (% of Yes)
Columbus Day	27%	62%
Martin Luther King Jr.	31%	70%
President's Day Weekend	35%	74%
Day prior to Spring Break	42%	76%

NPSD
Professional Development

Our Belief

An effective, thoughtfully planned and focused professional development program followed by careful implementation with feedback is a contributing factor to improved classroom instruction and student achievement.



Professional Development Proposal

Background
Think Tank 2.0 Instructional Strategies

- Reimagined PD model that would emphasize teacher collaboration and the value of personalizing teacher growth through individualized plans.
- Create opportunities for teachers to have choice.
- Targeted peer-peer observations, videotaping of classes and cooperative unit and lesson planning.
- Targeting PD opportunities with specific instructional strategies.

Accomplishments 2021-2024

- Redesigned PD to include focused workshops and teacher cohorts collaborating on personal PD goals.
- Provided teacher choice in workshops, cohorts and in designing PD during the school year.
- Reintroduced In School Professional Planning Days and promoted the videotaping of teacher lessons.
- Targeted Personalized Learning within the i-Ready program and subject specific instructional strategies.

Professional Development Proposal

Objective

To provide a *continual* and *consistent* professional development program that provides structured opportunities to engage teachers in evaluating and refining their craft through authentic learning that develops their professional practice and *benefits student achievement*.

Professional Development Model

Individual

- Observation feedback
- Outside workshops, conferences, & courses
- (\$100 annual contract)

DOE Mandatory Based Training

- One-time, general (whole-group)
- Examples include: Suicide Prevention, HIB, Bloodborne Pathogens, Paul's Law

Professional Development Proposal

Professional Development Model

ISPP Day (Contract)

Peer Observation

Data Analysis

Collaborative Personalized Approach

Training

Targeted

Modeling

Predicted Professional Development Needs 2025

Performance Matters

NEW

Classroom Environment and Culture

Diversity, Equity, and Inclusion

ONGOING

Personalized Learning

K-6 i-Ready Initiative

K-4 Sondy Initiative

Assessment Data Analysis

2023/2024

2024/2025

2025/2026

DEMOGRAPHIC STUDY UPDATE

Dr. Miceli reviewed the reason for the first initial demographic study. Dr. Gripp was hired as a consultant by the Board to guide projected enrollment with the new housing in town, including an affordable housing project located at the Bard property. The concern at the time was to ensure a stable enrollment number between Allen W. Roberts and Salt Brook School, before

engaging in a referendum to pursue other projects. Dr. Gripp's review provided confidence for the board to pursue projects in the last referendum, rather than just adding capacity. Further studies revealed an inequity in student numbers at the elementary schools, leading to the consideration of redistricting and moving the current boundary line. The proposed move would shift the line from Livingston back to South Street, affecting student distribution on the Roberts and Salt Brook sides of town. The intention was to not disrupt existing students and only affect those entering the school district at specific times. The process began with a potential start date in September 2024, with students from zones A and D moving to Sawbrook Elementary School. In September 2026, the second phase of the redistricting project would take place, with students from zones B and C moving to Allen W. Roberts Elementary School. After realizing higher-than-expected registration numbers for full-day Kindergarten, the decision was made to wait until the official October 15th enrollment count to determine the accuracy of the projected numbers. After reviewing actual enrollment numbers and consideration of additional housing projects and recent developments in town Dr. Gripp was invited to present his recommendations.

Dr. Gripp recommended that a new study be done now that there are actual enrollment numbers and revised potential housing projects. He discussed in detail the reason for an updated study. Board members asked questions that were answered by Dr. Gripp.

The Board was in agreement to move forward with options 1 and 2 in the provided in the proposal given to the Board, to be approved at the next board meeting.

In the meantime, the District will continue with the original plan to begin the process of redistricting in September 2024, beginning with zones A and D. Once the study is done, the Board and District will decide if there will be any adjustments to the redistricting plan.

Mrs. Cuccaro then continued to name the new committee assignments as follows:

Curriculum and Technology:

Chairperson: Mrs. Gunderman

Committee Member: Dr. Empson Hayden

Committee member: Mrs. Coniglio

Finance, Facilities, and Safety/Security:

Chairperson: Mrs. Marano

Committee Member: Mrs. Marano

Committee member: Mrs. Killea

Personnel, Management, and Communication:

Chairperson: Mrs. Coniglio

Committee Member: Mrs. Killea

Committee member: Mr. Gunderman

Union County School Board Association Liaison: Mr. Walsh

Union County Educational Services Commission Liaison: Mrs. Gunderman

New Jersey School Boards Association Liaison: Mrs. Cuccaro

Municipal Alliance Representative: Dr. Empson Hayden

Morris Union Jointure Commission Liaison: Dr. Miceli

New Providence Education Foundation Liaison: Mrs. Marano

New Providence Borough Council Liaison: Mrs. Killea

Board Policy: Mrs. Coniglio

Mrs. Cuccaro opened the meeting to the public at 8:01 p.m.

There being no public comments, Mrs. Cuccaro declared the public portion of the meeting closed at 8:01 p.m.

PUBLIC COMMENTS

There being no public comments, Mrs. Cuccaro declared the public portion of the meeting closed at 8:02 p.m. and asked for a motion to move to closed session to discuss matters related to HIB.

Mrs. Marano motioned and Mrs. Gunderman seconded the motion to adjourn.

CLOSED SESSION

This body shall on January 4, 2024, 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 related to HIB

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

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

RETURN TO PUBLIC SESSION

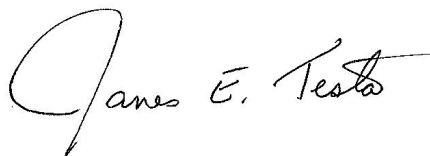
The Board reconvened to a public session at 8:13 p.m.

Mrs. Cuccaro called the Board to order.

Members present were Mrs. Coniglio, Mrs. Cuccaro, Mrs. Gunderman, Dr. Empson Hayden, Mrs. Killea, Mrs. Marano, and Mr. Walsh.

ADJOURNMENT

There being no other business before the Board, on a motion by Mrs. Marano, seconded by Mrs. Walsh, and carried unanimously, Mrs. Cuccaro declared the meeting adjourned at 8:12 p.m.



James Testa, School Business Administrator/Board Secretary