

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on March 27, 2025, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Marano, Board Vice President.

Present on the roll call were Laura Castellano, Dr. Kristen Empson Hayden, Stacey Gunderman, Amanda Marano, and Donna Zane. Also present were Dr. Lauren Zirpoli, Superintendent of Schools, Joseph Ugliarolo, Assistant Superintendent of Educational Services, Jonathan Keaney, Director of Curriculum, Instruction, and Supervision, James Testa, School Business Administrator/Board, and fifty-eight (58) members of the public.

Mrs. Marano led in the salute to the flag.

Mrs. Marano 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 in 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 for 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 VICE PRESIDENT COMMENTS

Mrs. Marano, in the absence of the board president, greeted the public, and her comments are as follows:

I am extremely honored to be leading tonight's meeting as we get to acknowledge and celebrate our 2025 teachers of the year. As the daughter of a teacher, I know firsthand the amount of time and dedication that teachers put into their craft to help each student meet their potential. As a graduate of New Providence High School and now a parent of two sons in the district, I know how fortunate we are as a community to have such dedicated teachers across all of our schools. Congratulations to Ms. Brenda Avila, Mr. Brandon Hilf, Mrs. Bonnie Cabezas, and Mrs. Kristen Salsbary on your achievement.

It's only been two weeks since our last meeting, but we've also had a lot going on in the District. March 18th, Dr. Zirpoli held two forums to answer all questions for the families affected by the redistricting update coming out of our last meeting. On that same evening, the Board and Dr. Zirpoli held another strategic planning session focused on the secondary instruction, curriculum, and programs. This past week, both AWR and Salt Brook schools held their annual science fairs. This Saturday, March 15th, the New Providence girls' varsity basketball team brought home another trophy and banner to hang in our gym, beating Glen Ridge High School, 42 to 36, winning the NJSIA Group 1 state championship. We're looking forward to honoring them at one of our future meetings. Coming up next week on April 1st, Dr. Zirpoli is going to be holding another drop-in coffee and chat held at the board offices, and we will host our final two planning sessions for the board here at the New Providence High/Middle School media center on Monday, April 7th at 7 p.m. focused on athletics, music visual, performing arts and co-curriculars. On Tuesday, April 29th, at 7 p.m., with a focus on finance, facilities, and securities. Our next board meeting will be April 24th, where we'll go over our budget.

Mrs. Marano ended her comments by wishing everyone a happy break.

STUDENT REPRESENTATIVE REPORT

Dr. Zirpoli invited Vince Graziano to present his student report, the report is as follows:

Hello everyone, thank you for having me. It's been a while. I want to thank Bobby for filling in for me the last couple of times. To start, on February 21, our Culinary Arts classes hosted their annual Cake Wars competition, where students showcased their creativity by designing and baking incredible cakes. Teachers served as judges, and the event was a big success! I was a member of Team A, period 4 red heart cheesecake, where we won 1st place! A huge thank you to Ms. DeLuca and the Culinary Arts students for making it such an enjoyable event. On February 22, Ms. Noppenberger was honored with the Bo Cattano Service Award at halftime during the boys' basketball game against Bridgewater-Raritan. Congratulations to her on this well-deserved recognition! From March 6th to 8th, the Spring Musical, Freaky Friday, took the stage with four incredible performances. Congratulations to Mr. Duke, the directors, cast, and crew for delivering such a spectacular show! Each performance had a tremendous turnout, and the hard work and dedication of all involved truly made this year's musical a standout event. On March 11th and 12th, NJGPA Testing took place for 11th-grade students, while the rest of the student body attended assemblies. Students were treated to an inspiring talk from Coach Stroker, a motivational speaker, as well as a performance by Project Trio, who engagingly blended music and storytelling. On March 15th, two NPHS orchestra students auditioned for the All-State Orchestra, a prestigious group recognizing the highest-performing high school musicians in New Jersey. Both students who auditioned were accepted—an incredible accomplishment! Congratulations to Natalie Tom (10th grade) on the viola and Alexander Gigliotti (9th grade) on the bass. On March 19th, seniors interested in our Internship and Capstone programs attended an initial meeting to learn about these incredible opportunities. These programs provide valuable hands-on experience as students prepare for life after high school. Today, March 27th, was SAT School Day, allowing students to take the SAT in a familiar testing environment. Looking ahead, this Saturday, March 29th, is the Tricky Tray Fashion Show, hosted by the PTSA. The event will feature student models, and there will be plenty of exciting prizes and items up for grabs. It should be a fantastic evening for all attendees! In athletics, the Girls' Basketball team had a historic season, winning the County, Conference, State Sectional, and Group 1 State Championships! The Lady Pioneers finished with an incredible 30-2 record, capping off their journey with a state championship victory over Glen Ridge at Rutgers University on March 15th. Congratulations to Coach Pazdera, the coaching staff, and the entire team for an unforgettable, record-breaking season! Boys' basketball came into the state playoffs as the 10th seed. Having all away games, they got to the Central Jersey, Group 1 Section final. The ice hockey team made it to their fourth straight state sectional championship game this year. Congratulations to them on a great season. Wrestling had a good season, with Braeden Valley being a county champion, district champion, and finishing in the top 16 overall in his weight class after two victories in Atlantic City at the state championships. Way to be, Braeden! The winter cheer team came in first place in four of nine showcases this year! The track and field teams had an incredible winter season. Congratulations to Sophia Xenakis and Dan Poretti for winning state sectional titles in the shot put and 55-meter dash! Huge congratulations also to the girls 4x400 meter relay team—Libby Knight, Milone Henry, Sofia Espailat, and Miranda Bournique—not only for winning sectionals but also for becoming state champions and earning a spot in the Meet of Champions! Spring sports are officially underway, and we look forward to another exciting season across all teams. More updates will come as the season progresses! That concludes my report. Thank you!

ENROLLMENT REPORT

Mr. Ugliarolo gave a summary of the current enrollment. Allen W. Roberts School has 637 students, Salt Brook School has 585 students, New Providence High School has 654 students, New Providence Middle School has 397 students, and lastly, 35 out-of-district students to give us a total of 2,308 students.

SUPERINTENDENT REPORT

Dr. Zirpoli stated that she was happy to see the wonderful turnout for the teacher of the year presentation. She then took a moment to honor Ms. Kathy Yanni, who is a counselor who is shared between Allen W. Roberts and Salt Brook School. The District is pleased to announce that Kathy Yanni was selected as the New Jersey School Counselor Association's Union County Counselor of the Year for 2025. This award recognizes individuals who have made major contributions to the counseling profession through outstanding service and achievement. Ms. Yanni was recognized for her many contributions to the counseling profession and the students and staff at both Alan W. Roberts and Salt Brook elementary schools. Ms. Yanni has been a school counselor with the district since September of 2021, and she was celebrated on March 21st, along with other county winners, at the NJSCA professional recognition awards lunch. We are very happy that she has received this well-deserved recognition. Congratulations, Ms. Yanni.

PRESENTATION OF TEACHERS OF THE YEAR**New Providence High School Teacher of the Year: Brenda Avila**

Mr. Henry presented Ms. Avila with his Teacher of the Year award and shared the following speech:

It is both an honor and a privilege to stand before you today to recognize and celebrate New Providence High School Teacher of the Year Brenda Avila. Ms. Avila is a teacher whose dedication, compassion, and drive have had an incredible impact on our students at both the Middle School and High School, as well as our school community. As we gather here to highlight excellence in education, I couldn't be more excited to share Ms. Avila's many contributions and achievements with you. While there are many, her overall commitment to her students stands out above all else. When the administrative team walked into Ms. Avila's classroom to surprise her by announcing that she was the NPHS Teacher of the Year, Ms. Avila's first words to the class were "I do this for you."

As an ELL/ESL teacher, Ms. Avila has truly transformed the way we approach language learning, not just as a subject, but as an essential tool for building bridges and creating a sense of belonging in our school community. Through their tireless efforts, Ms. Avila has cultivated an environment where every student feels supported, understood, and empowered to succeed.

Most recently, Ms. Avila has led the implementation of a student-led tutoring program in collaboration with our Bilingual Honor Society students. This innovative program has created an incredible sense of ownership and leadership among our students while providing invaluable peer support to help our emerging multilingual learners. This has and will continue to foster a culture of mutual respect and collaboration, paving the way for academic success and friendships.

To provide the best support possible for all of her students, Ms. Avila's work goes well beyond the classroom. She has developed and led professional development for our staff through a Teacher Training Workshop on ML Support for Mainstream Teachers during the start-of-year professional development sessions. This workshop equipped our faculty with the knowledge and tools they need to better support our diverse learners, ensuring that all students feel seen, valued, and understood in all of their classes. Additionally, Ms. Avila coordinates and oversees all of the WIDA testing to ensure our multilingual students are receiving the right supports.

Ms. Avila has also worked closely with other multilingual teachers in the district to organize and present at Multilingual Family Nights to support new multilingual families in our community. Through these events, she has created an inclusive space for families to connect with the school and build critical relationships with their child's teachers. The feedback and support provided through these family nights have been

paramount in building community both in and out of the schools.

Ms. Avila is also incredibly innovative. She is always seeking out the best resources for our students. From researching and consulting with educational companies to exploring new curriculum options, Ms. Avila has worked diligently to ensure that our multilingual learners have access to the most effective and engaging materials and resources. Ms. Avila's commitment to trying to continually improving the educational experience of her students has made a tangible difference in their academic success and school experience.

Whether it's collaborating with her colleagues from other departments, translating materials for Spanish-speaking families, or supporting the school nurses in communicating critical health information, Ms. Avila has been there every step of the way for her students and their families. The commitment to communication at all levels of the student's educational experience has been a lifeline for many of our families, particularly for those who face additional challenges, including language or social hurdles. What truly sets Ms. Avila apart, though, is her ability to recognize and respond to the needs of the whole child. From organizing a snack program for multilingual students to collaborating with the Counseling department to help students transition to college, Ms. Avila has always put the well-being and success of her students at the forefront of everything she does.

Ms. Avila's commitment to building connections is seen by all. She is constantly assisting her colleagues to increase her students' opportunities and experiences across all subject areas. Whether it's collaborating with our media center specialists to organize a field trip to the public library or promoting community health services to our multilingual population, Ms. Avila understands and appreciates the importance of fostering a sense of belonging that extends beyond the school walls.

It should also be noted that Ms. Avila is an incredible dancer, and her passion for cultural engagement has shone through, particularly when she worked with Neer Nation during the Winter Semi-Formal to provide Latin dance lessons for our students. While I was there to witness how tired many of the students were after receiving dancing training from Ms. Avila, this was yet another fun, creative way that Ms. Avila engaged students at all levels and brought cultural awareness to light.

Ms. Avila embodies the qualities of a Teacher of the Year in every sense, through compassion, leadership, and a deep commitment to the success of all students. The countless hours she has dedicated to supporting our multilingual learners, collaborating with colleagues, and advocating for our families reflect an unwavering passion for education, enriching the lives of others, and a genuine care for the community she serves.

I would like to share with you some direct quotes from one of Ms. Avila's colleagues who nominated her for this award. "An exemplary teacher and person, Brenda shows unmatched passion and compassion for her ELL student population. I don't think there's a more passionate person in this building. It's abundantly clear that helping these kids is her life mission, and what a noble cause it is to help these young students adjust to living in America. Many of her students come here with nothing, including minimal education, and some leave their families behind, so she takes it upon herself to be one of the most important people (if not the most important person) in their newfound daily lives. She is their beacon and advocate. Ultimately, she humanizes these young students when they might feel lost or neglected in a new and unknown situation.

She is a shining example of everything a teacher should be, and the world needs more people like her."

Also, one of Ms. Avila's students shared a nomination that speaks to her true impact in a concise, but profound way by saying, "She worries about all of her students, and she's nice. She's like our Mom."

Brenda, on behalf of the High School administration and staff, as well as our entire school community, thank you for your tireless work, your compassion, and your extraordinary commitment to making every student feel like they belong. The impact you have on our students and MS/HS is hard to put into words, however, we are all better because of your work. Congratulations, Brenda, on being named New Providence High School Teacher of the Year!

New Providence Middle School Teacher of the Year: Brandon Hilf

Mr. Henry presented Mr. Hilf with his Teacher of the Year award and shared the following speech:

It is with great excitement and admiration that I get to speak about New Providence Middle School Teacher of the Year- Brandon Hilf. Mr. Hilf is one of the most dedicated and passionate educators in our school and district. He is someone who goes above and beyond for his school and district, both in and out of the classroom. What makes Mr. Hilf so special is that he is someone who inspires his students, challenging them to reach their full potential, and connecting with them as people. He truly embodies the qualities one would want in a teacher- compassion, empathy, and an unrelenting desire to see students succeed.

Mr. Hilf received many nominations for this award, including nominations from students, parents/community members, and his colleagues. One colleague indicated, "I am excited to nominate Brandon for Teacher of the Year in recognition of his outstanding contributions to our school community. Brandon consistently cultivates a sense of self-worth and a genuine love of learning in all his students, establishing an inclusive environment where every child feels valued. His positive classroom climate and strong rapport with students not only engage his learners but also foster open communication. Additionally, Brandon is a true team player, generously sharing materials and ideas to keep his colleagues informed about trends in special education. He goes above and beyond to support newer staff members, ensuring they feel welcomed and equipped to succeed. Brandon's involvement in school activities, from coaching to advising clubs, demonstrates his commitment to the overall development of our students. Moreover, he is dedicated to his professional growth and continues to pursue higher education, further enhancing his teaching skills and positively impacting his students."

Mr. Hilf started his teaching career in New Providence, teaching at both the Middle School and High School before moving full-time to the Middle School a couple of years ago. He has not only proven to be an outstanding middle school special education teacher, but has also demonstrated being a leader in our school.

Anytime you walk into a classroom in which Mr. Hilf is teaching, you see positivity and support in all aspects of his teaching. You see the way he connects with his students, the way he motivates them to achieve successful results, while supporting and guiding them on their academic journeys. Mr. Hilf genuinely cares about his students' success and their experience in his class. Through his steadfast support, students feel appreciated, valued, and inspired to perform at the highest levels.

Mr. Hilf's commitment to student success extends far beyond the classroom, though, and into every aspect of our students' lives, including coaching at the High School, advising through a club, or creating opportunities for personal growth for our students.

In prior years, Mr. Hilf assisted as the JV Boys' soccer coach at the High School as he looked to extend his reach to a greater population of student-athletes. This year, Mr. Hilf took on several incredibly demanding roles, each of which reflects his dedication to supporting students in a variety of settings. As the sprint coach for the Track and Field teams in both the winter and spring seasons, he has demonstrated leadership in developing students' athletic skills and understanding everyone's role as a part of a team.

In addition to his role as a coach, Mr. Hilf took on a leadership role in the Model UN program as the advisor. He organizes practice debates, meetings, and materials, and manages all aspects of the Model UN trip to Hershey Park, from hotel bookings to committee assignments. His attention to detail and organization helped ensure that the Model UN conference in Hershey, Pennsylvania, was a success, with our delegation receiving the Outstanding Delegation award and several individual awards.

Mr. Hilf also piloted our new NPMS Esports program, which quickly became a major success. Establishing the infrastructure for this new initiative, from hardware needs to scheduling matches and supervising teams, Mr. Hilf ensured that students had a structured but fun experience. This opportunity allowed our students to develop valuable teamwork and problem-solving skills.

In addition to his roles coaching and advising, Mr. Hilf has been an active participant in school and district committees and initiatives, where he can provide great insight and knowledge. Mr. Hilf was an integral part of the Bell Schedule Committee at the Middle School, where we implemented a new bell schedule two years ago. As a member of the School Climate Team, Mr. Hilf contributes greatly, leading to a positive and supportive school environment for all students. Most recently, Mr. Hilf volunteered to assist as part of the District Evaluation Advisory Committee (DEAC), where the administration and staff will review best instructional practices for teachers.

Outside of school, Mr. Hilf assists as a home instructor. He has demonstrated a commitment to building leadership and life skills as a head counselor of the New Providence Recreation Department Playground Camp. Mr. Hilf is also a participant in the Pedaling Pioneers team for the Cycle for Survival cancer fundraiser, yet another example of him continuously stepping up to meet the needs of our school community and others.

His ability to juggle all of these roles while maintaining such a high level of commitment and care for his students is truly remarkable and worthy of praise in itself.

Brandon, you are a true role model for our students and your colleagues. Your genuine care for others is evident in your daily approach to teaching and helping those around you. You see the potential in every student and work tirelessly to help each student reach their potential.

On behalf of the Middle School administration and staff, I want to thank you for all that you do. Your positive impact on our students and school is truly appreciated by all. Congratulations on being named the 2024-2025 New Providence Middle School Teacher of the Year!

Allen W. Roberts School Teacher of the Year: Bonnie Cabezas

Mr. Richter presented Mrs. Cabezas with her Teacher of the Year award and shared the following speech:

Good evening, ladies and gentlemen, students, Board of Education members, district and school administrators, and New Providence community. It is my privilege to introduce and speak to you about the Allen W. Roberts Teacher of the Year, Bonnie Cabezas.

Mrs. Cabezas has been a dedicated teacher at AWR for more than 17 years. She works hard for her beautiful family, and thrives with the support and love of her husband and two daughters. With the responsibilities of leading a family, she still brings an extreme amount of passion and enthusiasm to school each day. Her students learn all about her family as she shares about their lives and experiences. She loves her daughters dearly and uses her experience as a parent to enhance her work as a teacher, and is an even better parent due to her time in the classroom.

Engaging, creative, and funny are words that you'll hear when people speak about Mrs. Cabezas. Her sense of humor not only helps gain the students' interest during class but also brings positivity to the busy work environment of our school. It's hard not to laugh when speaking to Mrs. Cabezas, as she is always making jokes and even making herself laugh. With that laugh and her energy and enthusiasm, she creates a positive, engaging, and supportive learning environment for her students. She has clear expectations, provides positive reinforcement, and is encouraging and respectful when corrective feedback to students is needed. She models respect, kindness, and fairness. Her positive reinforcement grids and We Are Family puzzle posters bring visibility to the actions and themes that she knows are important for the students in her class. One parent noted, "From the moment you step into her classroom, it's clear that Mrs. Cabezas fosters a space where children feel safe, valued, and empowered to learn. Her warm and inviting demeanor sets the tone for an open environment where students are encouraged to ask questions, explore new ideas, and engage with the lessons in meaningful ways."

Her creativity certainly shows in the learning activities that she integrates each week. For example, she and her colleagues helped students learn about the election and voting process by having students persuade others about the best candy. Through speeches, pictures, slogans, and more, she guided students to vote on and pick the best "candy-date". (See, she's laughing at her joke...)

Students, staff, and parents loved seeing and hearing about "Chef Cabezas," who dressed the part with a big white chef's hat to show the use of math in food preparation and cooking. She really "prepped the kitchen" and brought a lasting academic experience to the students. She's helped to develop and refine the 4th grade living museum each year, where our students research and learn about important historical figures and then write scripts and dress up to then present to parents, teachers, and other students. This is always a highlight of the 4th-grade experience and for Mrs. Cabezas's students.

She uses a "Stars" board to celebrate the kindness, collaboration, and academic success that she instills in her students. Celebrating birthdays is big for her, and her classroom is no different. She makes the day so special and memorable for students, even if the date falls outside of the school week or school year. She continually learns about her students' interests and extracurricular activities and integrates that understanding in keen ways, whether it be as part of a problem or assignment, or just a comment, and one more way to help them feel special.

Parents have continually commented about her effective communication and true partnership with them to support their children. She regularly speaks with and emails with parents to inform them and collaborate about how their children can be supported in school and at home. She also uses her version of a classroom newsletter, the "Cabezas Chronicles," to keep parents informed and updated on everything happening in 4C.

Mrs. Cabezas has been an amazing colleague to so many AWR staff members over the years. She has mentored new teaching staff, welcomed teachers to observe her, and collaborates effectively. She is very willing to share ideas for instruction and projects and is always looking for fun ways to excite her students and help others do the same. She has piloted software and instructional programs, led the STEM Club, attended the STEM Fair, and supported her students during concerts and other events. She is a regular attendee at our PTA's spring fling and the district's retirement dinners, as well as other staff social events. Her positive and engaging demeanor helps to build rapport and camaraderie among our teams.

She is also an avid participant in Character Education and School Spirit events and programs. She is always up for wearing a crazy outfit to celebrate and support whatever is happening at AWR. Her participation always excites her students and gives them more reasons to enjoy and be engaged with

school. She loves our annual door decorating events related to school themes and character education. She can be counted on for something creative and exciting that showcases the students' learning, their cultures, or their families. We know how disappointed she was that we changed the program this year from a competition to more of a celebration.

Mrs. Cabezas always has former students stopping by her classroom after school, or visiting from the middle school or high school. And one of those students stated this, "...she is a spectacular candidate for this award because she leaves an impact on every one of her students inside and outside of the classroom. While being in her class, I was excited to come to school each day. To this day, I can never remember a moment when I was bored or counting the minutes left in class. Her room was always a fun and positive environment. I still use unique strategies to help me in my learning that I was taught in her classroom. Since being in her class, I have established habits that have contributed to me having better grades and scores on important assessments in higher grade levels. Her teaching has left and will continue to leave a positive mark on me and my learning for many years to come."

When a former student says something this special about you, Bonnie, it is clear to all of us that the teacher-of-the-year award is a yearly award, for your students, and one that just isn't always celebrated quite like this year. Congratulations to you, on behalf of everyone at AWR and in New Providence!

Salt Brook School Teacher of the Year: Kristen Salsberry

Mrs. Drexinger presented Ms. Salisbury with her Teacher of the Year award and shared the following speech:

Good evening, everyone, it is a true honor to stand here tonight to celebrate an exceptional Salt Brook educator who has touched the hearts and minds of so many students, Ms. Salsberry. As principal, I have the privilege of witnessing firsthand the dedication and passion that our teachers bring to their classrooms each day, and Ms. Salsberry exemplifies the very best of those qualities.

To help us share just how special she is, we turned to the experts, her students! In secrecy, the students from Class 3S were asked a series of questions about their teacher. From the thoughtful and heartfelt responses they shared, a beautiful poem emerged, one that reflects the joy, care, and creativity that Ms. Salsberry brings to her classroom every day.

Through their words, you will hear how Ms. Salsberry makes learning fun, how she turns challenges into opportunities, and how her kindness leaves a lasting impact on each student. From imagining her as a superhero to sharing their favorite classroom memories, her students paint a vivid picture of a teacher who not only teaches lessons but also touches lives.

One of Ms. Salsberry's students, behind the presentation of the poem, said the following: Tonight, it is our pleasure to present this poem, written from the hearts of Class 3S, as a tribute to an extraordinary educator.

Each student read a part of the poem. The poem is as follows:

A Poem for Mrs. Salsberry, Salt Brook's Teacher of the Year

In a classroom bright, where laughter sings,
Mrs. Salsberry, you bring us wings.
With spoons in hand, you stir up delight,
Turning each lesson into pure light.
You won Teacher of the Year, it's true,
For all of the special things that you do.

With fun activities that spark our minds,
You're the kindest teacher, the best of all kinds.

In math, we solved mysteries on a special day,
Using big whiteboards, we laughed and played.
Learning games make us shout with glee,
Your magic transforms learning, it's plain to see.

If you were a superhero, how grand you'd be,
With powers to save, and make learning easy.
A kind-hearted hero, with a smile so bright,
You have a super mug that brings joy and light.

"Good morning!" you say, as we walk through the door,
With each greeting, we feel loved even more.
You make us feel special, excited, and smart,
With every "Nice work!" you warm our hearts.

The best lessons you teach, like writing and math,
You guide us with kindness along every path.
"Treat others well," is a lesson we'll keep,
In your caring hands, our dreams take a leap.

If we could give you a name that fits just right,
It would be "Peace" or "Mrs. Help," shining bright.
For your creativity and kindness truly shine,
In your classroom of wonders, we feel so divine.

Oh, Mrs. Salsberry, you're more than a teacher,
You're our guiding light, our knowledge preacher.
With colors like purple, so vibrant and true,
You paint our school days with joy anew.

So here's to you, our fabulous guide,
With love from your students, standing with pride.
Thank you for making our learning so fun,
You are our hero, our number one!

Mrs. Drexinger finalized her speech with the following:

What a beautiful and heartfelt tribute from Class 3S! Their words capture the spirit of who Ms. Salsberry is not just as a teacher, but as a role model and a source of kindness, creativity, and inspiration. It is clear that her impact extends far beyond the classroom, shaping her students in ways that will stay with them for years to come.

Ms. Salsberry, on behalf of the entire Salt Brook community, thank you for your dedication, your compassion, and the countless ways you make learning meaningful and joyful. Tonight, we celebrate you not only for the incredible educator you are but for the difference you make in the lives of every child who is fortunate enough to be in your classroom. Congratulations again on this well-deserved honor you truly are our Teacher of the Year!

PUBLIC COMMENTS

Mrs. Marano opened the meeting to the public at 7:52 p.m.

There being no comments. Mrs. Marano declared the public portion of the meeting closed at 7:52 p.m.

APPROVAL OF MINUTES

Ms. Gunderman moved to approve the minutes for:

Business Meeting:	February 20, 2025
Closed Meeting:	February 20, 2025

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

<u>Yea</u>	Mrs. Castellano
<u>Absent</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

ACTION ITEMS
FINANCE ACTIONS

Ms. Gunderman, in the absence of the Finance Chairperson, moved to approve Items 1 through 7 as listed below:

BOARD SECRETARY REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for February 2025. 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 March 2025, in the amount of \$5,870,313.46.

VOIDED AND REISSUED CHECKS APPROVED

3. Approve the following voided and re-issued checks:

<u>Voided</u>				
<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
365340	12/12/24	\$606.35	0359900587	Lost Check
365513	01/23/25	\$690.50	0359900587	Lost Check

<u>Re-issued</u>				
<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	
365828	03/27/25	\$606.35	0359900587	
365828	03/27/25	\$690.50	0359900587	

ACCOUNT TRANSFERS APPROVED

4. Ratify the action of the Superintendent in making the following transfers for the 2024/2025 school year.

<u>February 2025</u>		
From:		
Account	Description	Amount
11-000-262-621	Utilities- Natural Gas	\$13,000.00
11-000-270-512	Contracted Services- Trans.	13,000.00
		Total: \$26,000.00
To:		
Account	Description	Amount
11-000-262-490	Utilities- Water	\$13,000.00
11-000-270-420	Maintenance & Repair- Trans.	7,000.00
11-000-270-615	General Supplies- Trans.	6,000.00
		Total: \$26,000.00

DONATION APPROVED

5. Approve the generous donation from the Allen W. Roberts PTA for the AWR 6th grade Buehler Challenger and Science Center field trip in the amount of \$1,000.00.

DONATION APPROVED

6. Approve the generous donation from the Drive for Autism Foundation to Allen W. Roberts School in the amount of \$1,000.00, to further enrich the education of students on the Autism Spectrum.

DONATION APPROVED

7. Approve the generous donation from the New Jersey State Chess Federation to Salt Brook School, in the amount of \$140.00, for the purchase of four chess sets.

NJ CONTRACT AWARDED TO AME, INC. APPROVED

8. Approve the following under NJ State approved co-op #365MCESCCPS, under the Educational Services Commission of New Jersey purchasing bid number ESCNJ 20/21-50 (RFP):

Building Management System

Vendor: AME, Inc.

Price not to exceed: \$45,780.00

Total: \$45,780.00

MORRIS UNION JOINTURE COMMISSION JOINT TRANSPORTATION AGREEMENTS APPROVED

9. Approve the Joint Transportation Agreements between the Morris Union Jointure Commission and the New Providence School District for the 2024/2025 school year as stated below:

<u>Route</u>	<u>Per Annum</u>
985	\$34,522.00
985-pm	\$ 1,725.78

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

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Absent</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

FACILITIES ACTIONS

Ms. Gunderman, in the absence of the Facilities Chairperson, moved to approve Item 1 as listed below:

1. Approve the disposal of the following items, as they are outdated and no longer deemed necessary for school use:

Asset Number	Site	Room	Asset Description	Manuf	Model Num	Serial Number
105884	MS	MS-PrinLaptop	Laptop	Dell	Latitude 3300	HV50LT2
104523	HS	413	Projector	Epson	696Ui	X3VJ730383L
105964			Laptop	Apple	MacBook Air	
104529	HS	508/509	Projector	Epson	696Ui	
104503	HS	Garage Data Rack	Air Conditioner	Tripp Lite	SR(X)Cool	2642FV0AC884800107
104504	HS	Garage Data Rack	UPS	Tripp Lite	SMART2200 RMXLN	263FY0SM882600047
105420	HS	Media Center	Security Camera	Axis		
105415	HS	Media Center	Security Camera	Axis		
105757	HS	408	Projector	Epson	696Ui	X3VJ860081L
104933	HS	HS-ProjectorLA POTP2	Laptop	Dell	Latitude E5470	76B2R72
105674	HS	HS-PROJLAPT OP1	Laptop	Dell	Latitude 3380	B7DGFL2
105052	HS	BOARDLA PTOP2	Laptop	Dell	Latitude 3380	GGFGMJ2
105285	HS		Projector	Epson	696Ui	X3VJ740796L

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

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Absent</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

EDUCATION ACTIONS

Dr. Empson Hayden, Education Chairperson, moved to approve Items 1 through 3 as listed below:

2024/2025 HARASSMENT, INTIMIDATION, BULLYING RECOMMENDATIONS

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent of Schools regarding the following 2024/2025 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	4
Salt Brook:	4
AWR	5, 6, 7, 8, 9, 10

INNOVATIONS IN MODERN EDUCATION APPROVED

2. Approve Innovations in Modern Education, for hospital homebound instruction, for the 2024/2025 school year, at a rate of \$70.00/hr.

ST. CLARE'S HOSPITAL APPROVED

3. Approve St. Clare's Hospital, for hospital homebound instruction, for the 2024/2025 school year, at a rate of \$55.00/hr.

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

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Absent</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

PERSONNEL ACTIONS

Ms. Gunderman moved to approve Items 1 through 10 as listed below:

2024/2025 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 2024/2025 school year:
 - a. Torrel Dance, long term substitute custodian, \$17,979.00 (base \$53,936.00 (\$53,291.00 + night stipend \$645.00), effective 3/1/25 through 6/30/25
 - b. Jose Vinaixa, substitute teacher, teacher aide, and secretary, subject to issuance of certification
 - c. Abigail Martin, substitute teacher, teacher aide, and secretary, subject to criminal history review procedures
 - d. Sean Dillon, substitute teacher, teacher aide, and secretary, subject to issuance of certification and criminal history review procedures
 - e. Shimaa Desooki, substitute teacher, teacher aide, and secretary
 - f. Judith Mahlstadt, substitute teacher, teacher aide, and secretary, subject to criminal history review procedures
 - g. Mamta Singhal, substitute teacher, teacher aide, and secretary
 - h. Lina Elshamy, substitute teacher, teacher aide, and secretary
 - i. Pranay Doshi, substitute teacher, teacher aide, and secretary
 - j. Peter Creutzberger, substitute teacher, teacher aide, and secretary
 - k. Melissa Baker, substitute teacher, teacher aide, and secretary, subject to issuance of certification and criminal history review procedures
 - l. Gianna Banacki, substitute teacher, teacher aide, and secretary

2025/2026 APPOINTMENT APPROVED

2. Approve the appointment of the following person with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2025/2026 school year:
 - a. Natasha Feliciano-Allen, elementary principal (12-month position), \$126,500.00 (base \$138,000.00), effective 8/1/25

RESIGNATIONS APPROVED

3. Accept the resignations of the following employees:
 - a. Susan Shallcross, teacher, effective 6/30/25, due to retirement
 - b. LeAnn Tavtigian, teacher, effective 6/30/25, due to retirement
 - c. Alicia Barbour, teacher, effective 6/30/25, due to retirement
 - d. David Goldstein, department head, language arts, 7-12, effective 6/30/25

UNPAID MATERNITY LEAVE APPROVED

4. Approve the request for unpaid maternity leave for Grace Kinsella, crisis counselor, under the state Family Leave Act for a period of twelve weeks commencing 8/25/25 and ending 11/14/25, 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 11/17/25 through and including 6/30/26. (Based on 6/8/25 due date. Dates subject to adjustment by actual birth.)

UNPAID LEAVE APPROVED

5. Approve the request for unpaid leave for Maureen Bearnarth, data management specialist, under the federal Family Leave Act, for a period of twelve weeks commencing 3/5/25 and ending 5/28/25 (half day), with continued health insurance benefits pursuant to law.

UNPAID LEAVE APPROVED

6. Approve the request for unpaid leave for Arlen Mase, teacher, under the federal Family Leave Act, for a period of six and a half days, commencing 4/3/25 (half day) and ending 4/11/25, with continued health insurance benefits pursuant to law.

ABOLISHMENT OF POSITIONS APPROVED

7. Approve the abolishment of the following positions, effective 7/1/25:
 - a. High- Middle School Principal
 - b. Assistant Principal- 7-8

ABOLISHMENT OF JOB DESCRIPTIONS APPROVED

8. Approve the abolishment of the following job descriptions, effective 7/1/25:
 - a. High- Middle School Principal, Job Description No. 106A
 - b. Assistant Principal- 7-8, Job Description No. 109A

NEW JOB DESCRIPTIONS APPROVED

9. Approve the following new job descriptions, effective 7/1/25:
 - a. High School Principal, Job Description No. 106
 - b. Middle School Principal, Job Description No. 107

REVISED JOB DESCRIPTIONS APPROVED

10. Approve the following revised job descriptions, effective 7/1/25:
 - a. Student Assistance Coordinator, Job Description No. 119
 - b. Middle School Counselor, Job Description No. 124

Dr. Empson Hayden seconded the motion.

Ms. Gunderman highlighted the appointment of the new Salt Brook School principal, Mrs. Natasha Felciano-Allen. She also discussed the abolishment of positions and job descriptions and the approval of new positions and job descriptions.

Dr. Ziproli spoke about Mrs. Allen's experience and her professionalism. Mrs. Allen came to the District as a teacher several years back in 2014 as a fourth-grade Salt Brook teacher, and for the past three years, she's been the assistant principal at Allen W. Roberts. Mrs. Allen has great expertise in elementary education and instruction, is a phenomenal teacher, and over the past three years, she's honed in on her leadership skills as an assistant principal at Allen W. Roberts with Mr. Richter.

Dr. Zirpoli then briefly discussed the revised job descriptions, abolished job descriptions, and abolished positions.

It was carried on the following vote.

Roll call vote:

<u>Absent</u>	Mrs. Castellano
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

BOARD POLICY

Mrs. Marano, in the absence of the Policy Chairperson, moved to approve Items 1 and 2 as listed below:

BYLAWS, POLICIES, AND REGULATIONS ON FIRST READING APPROVED

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

Bylaws and Policies:

Policy 3351	Healthy Workplace Environment (Teaching Staff) (Walsh)	New
Policy 4351	Healthy Workplace Environment (Support Staff) (Walsh)	New
Policy 5512 (Mandated)	Harassment, Intimidation, and Bullying (Walsh)	Revised
Policy 5533 (Mandated)	Student Smoking (Walsh)	Revised
Policy 7441 (Mandated)	Electronic Surveillance in School Buildings and on School Grounds (Walsh)	Revised

Administrative Regulations:

Regulation 5533	Student Smoking (Walsh)	Revised
Regulation 7441	Electronic Surveillance in School Buildings and on School Grounds (Walsh)	Revised
Regulation 8220	Opening Exercises (Walsh)	Revised

BYLAWS POLICY ON SECOND READING APPROVED

2. Approve the following Policy on second reading:

Bylaws and Policies:

Policy 9163 (Mandated)	Spectator Code of Conduct for Interscholastic Events (Walsh)	New
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Ms. Gunderman seconded the motion.

Mr. Ugliodoro reviewed the policies and regulations being approved.

It was carried on the following vote.

Roll call vote:

<u>Absent</u>	Mrs. Castellano
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

COMMITTEE REPORTS

Curriculum, Instruction, and Technology: None.

Finance, Facilities, and Safety/Security: Mrs. Marano reported that the budget will be presented at the April meeting.

Personnel, Management, and Communications: None.

OLD BUSINESS

No old business.

NEW BUSINESS

Dr. Zirpoli discussed the need for committee meetings to finalize the strategic planning goals. She stated that she will be reaching out to committees for possible meeting dates.

She discussed the possibility of approving the use of the remaining emergency use days to add on to spring break and Memorial Day weekend. The District would give back Monday, April 21st, and Friday, May 23rd.

Dr. Zirpoli then opened the floor for discussion.

Ms. Gunderman asked if this would cause any conflict with testing for students.

Dr. Zirpoli responded that there would be no conflict with student testing.

There was a discussion and creation of a resolution.

Dr. Empson Hayden agreed with the use of the emergency use days and the proposed resolution.

Mrs. Marano motioned to put forward the following resolution:

Revise the 2024/2025 school calendar by giving back two emergency use days on Monday, April 21, 2025, and Friday, May 23, 2025.

Dr. Empson Hayden seconded the motion and it was carried on the following vote.

Roll call vote:

<u>Absent</u>	Mrs. Castellano
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Dr. Empson Hayden
<u>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

PUBLIC COMMENTS

Mrs. Marano opened the meeting to the public at 8:07 p.m.

There being no comments. Mrs. Marano declared the public portion of the meeting closed at 8:08 p.m.

CLOSED SESSION

Dr. Empson Hayden moved to adopt the following resolution:

This body shall on March 27, 2025, 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 the final determination of action has been reached.

Ms. Gunderman seconded the motion, which was carried unanimously.

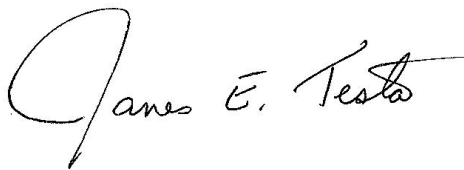
RETURN TO PUBLIC SESSION

The Board reconvened to public session at 8:23 p.m.

Mrs. Marano called the Board to order. Board members present were Mrs. Castellano, Dr. Empson Hayden, Ms. Gunderman, Mrs. Marano, and Mrs. Zane.

ADJOURNMENT

There being no other business before the Board, on a motion by Dr. Empson Hayden, seconded by Ms. Gundeman, and carried unanimously, Mrs. Marano declared the meeting adjourned at 8:24 p.m.



James Testa, School Business Administrator/Board Secretary