

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on May 29, 2025, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Cuccaro, Board President.

Present on the roll call were Laura Castellano, Bernadette Cuccaro, Dr. Kristen Empson Hayden, Stacey Gunderman, Amanda Marano, and Donna Zane. Also present were Dr. Lauren Zirpoli, Superintendent of Schools, Joseph Ugliodoro, Assistant Superintendent of Educational Services, James Testa, School Business Administrator/Board, and twenty-seven (27) members of the public.

Mrs. Cuccaro led in the salute to the flag.

Mrs. Cuccaro read the following statement:

This is a public meeting of the Board of Education of the Borough of New Providence. Adequate notice of this meeting has been given in accordance with PL 1975, Chapter 231, in that 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.

Mrs. Cuccaro then read the following change notice:

The following change notice was posted on May 1, 2025:

The New Providence Board of Education Regular Meeting scheduled for Thursday, May 8, 2025, at 7:00 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, has been canceled.

BOARD PRESIDENT COMMENTS

Mrs. Cuccaro's comments are as follows:

Good Evening! As the year is rapidly coming to a close, our students and teachers are beginning to feel the excitement that comes with the end of every school year. In the past few weeks, we have celebrated our students and faculty at events such as Senior Awards Night, the PTSA Senior Breakfast, the Union County Outstanding Scholars Breakfast, the Union County Teacher Recognition Breakfast, Band concerts, Vocal concerts, the art show, and tonight the New Providence Junior/Senior Prom. As the celebrations continue over the next few weeks, I would like to wish our students and staff a happy and safe end to the school year and a summer full of family, friends, and opportunities to make memories.

Dr. Zirpoli thanked Mrs. Cuccaro and shared that due to the High School prom being held tonight, the student representative, Vince Graziano, will not be presenting the student report.

ENROLLMENT REPORT

Mr. Ugliodoro gave a summary of the current enrollment. Allen W. Roberts School has 626 students, Salt Brook School has 582 students, New Providence High School has 655 students, New Providence Middle School has 394 students, and lastly, 36 out-of-district students, to give us a total of 2,293 students.

SUPERINTENDENT REPORT

Dr. Zirpoli reviewed tonight's presentations. Dr. Zipoli and Mr. Ugialoro will be presenting the 2025-2030 Strategic Plan, and Dr. Harvey will be presenting the new Behavioral Development Program.

Dr. Zirpoli let the Board know that, due to a family emergency, Mr. Keaney would be presenting the Belonging and Community presentation at a later date.

Dr. Zirpoli went on to give an update on the kindergarten enrollment for the 2025-2026 school year and share information regarding students on the exception list.

As of today, there are ninety-six students registered at Salt Brook School and fifty-one students registered at Allen W. Roberts School. In alignment with the redistricting plan and Board of Education Policy 2312, seven students on the exception list, all of whom meet the eligibility criteria, will be permitted to attend kindergarten at Allen W. Roberts and remain there through sixth grade. Tomorrow morning, the board office will be sending out official notification to the seven families via email and regular mail.

With the reassignment of these seven students from Salt Brook to Allen W. Roberts, the updated kindergarten enrollment will be eighty-nine students at Salt Brook and fifty-eight students at Allen W. Roberts. Based on these numbers, the District is moving forward with four sections of kindergarten at Salt Brook and three sections at Allen W. Roberts. Dr. Zirpoli did note that if enrollment at Allen W. Roberts reaches sixty-four students or more before the start of the school year, the District is prepared to open a fourth section.

Enrollment numbers will continue to be monitored closely, and the Board will be notified of any changes. All incoming kindergarten students' families have received a save-the-date for their kindergarten orientation, which will be next Wednesday, June 4th. The seven students who will receive notification tomorrow morning should plan on attending kindergarten orientation at Allen W. Roberts. The families will also receive kindergarten screening letters from each building, respectively. Should any of the families have any questions, I recommend that they reach out to their respective schools.

BOARD MEMBER RECOGNITION- JENNIFER KILLEA

Mrs. Cuccaro invited Mrs. Killea up to present her with her recognition. Mrs. Cuccaro then read the following resolution into the record:

- WHEREAS,** Jennifer Killea has ended her service on the Board of Education of the Borough of New Providence after faithful service over the last five years; and
- WHEREAS,** the members of the Board of Education are cognizant of the fact that Mrs. Killea has greatly contributed toward the welfare of the children of the Borough by her energy and sincere application to all matters which have come before the Board; and
- WHEREAS,** Mrs. Killea has served as Curriculum, Instruction and Technology Committee Member; Finance, Facilities and Safety/Security Committee Member; Personnel, Management, and Communication Committee Member; New Providence Borough Council Board Representative, New Providence Education Foundation Board Representative, Government Relations, and Board Policy.
- NOW, THEREFORE,
BE IT RESOLVED** by the Board of Education of the Borough of New Providence, in the County of Union, that the personal and collective gratitude and appreciation of the members of the Board of Education are hereby extended to Jennifer Killea for her loyal and untiring dedication to the community; and they do hereby

publicly commend her for the excellent example she has thus presented to the present and future members of the Board of Education.

APPROVED THIS 29th DAY of MAY, 2025, and signed by the order of the New Providence Board of Education.

Dr. Empson Hayden moved to approve the resolution and Mrs. Marano seconded the motion and it was carried on the following vote:

<u>Yea</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

2025-2030 NEW PROVIDENCE DISTRICT STRATEGIC PLAN PRESENTATION

The New Providence District Strategic Plan for 2025 through 2030, rooted in purpose, growing together, represents our shared vision for the future, grounded in our commitment to excellence, innovation, and student success. The New Providence School District is a comprehensive pre-kindergarten public school district located right here in Union County.

We have approximately 2,400 students and a student-to-teacher ratio of 12:1. We're very proud to deliver high-quality instruction in a very supportive learning environment across four schools, two elementary schools, a Middle School, and a High School. Our District has been defined by exceptional academic achievement, a dedicated faculty and staff, and a very supportive and engaged community, and we have a deep commitment to the whole child here in New Providence. Our schools, over many years, have earned State and National recognition, reinforcing our mission to provide an outstanding educational experience.

Our mission is to cultivate intellectual growth to promote personal integrity and foster responsible citizenship by providing a nurturing and academically rigorous learning environment for all of our students. Our vision is to empower our learners to achieve excellence, to adapt to change, and to contribute meaningfully to a diverse and dynamic world. This year, as a District, we set out to establish the core values that our community would live by. We are rooted in these core values, which will guide every decision we make. These values were not created in isolation; rather, they are the result of an eight-month district-wide process that brought together students, teachers, administrators, parents, and community leaders, together, we engaged in thoughtful conversations about what defines New Providence and what core values we want to live by, the outcome of that shared journey includes six guiding core values which are captured by the acronym R.O.O.T.E.D, the values are: **R**adiating respect, **O**pening pathways to inclusion, **O**wning our responsibilities, **T**apping into our curiosity, **E**xercising perseverance, and **D**emonstrating citizenship. These values form the foundation of our educational philosophy and reflect the character of our entire school community.

To begin with, our strategic plan is guided by a set of 10 key themes that form the acronym F.O.U.N.D.A.T.I.O.N. These 10 themes emerge directly from the voices of our constituents, students, staff, families, and community members through extensive listening sessions, district-wide surveys. The themes are **F**uture readiness, **O**perational efficiency and accountability, **U**nderstanding through equity and access, **N**urturing mental resilience and emotional intelligence, **D**eveloping leadership, **A**dvancement through innovation and modernization, **T**eaching and workforce development, **I**nclusive community, and stakeholder engagement, **O**ngoing safety and well-being, and **N**avigating sustainability and fiscal responsibility.

Each theme reflects a shared priority and represents the foundational elements necessary to support the success of every student in New Providence. Together, they provide the framework through which we will pursue academic excellence, well-being, innovation, equity, and community engagement

The Board of Education has established seven overarching strategic goals that will guide the district's progress from September 2025 through June 2030. These goals will be implemented through a range of initiatives over the next five years. Each year, the Board committees will develop annual goals that will align with and advance one or more of these strategic goals.

Dr. Zirpoli and Mr. Uglialoro then went on to explain each of the seven strategic goals and how they are structured by the F.O.U.N.D.A.T.I.O.N. key themes.

Dr. Zirpoli explained that to support the successful implementation of the District Strategic Plan over the next five years, the Board of Education will align its annual goals by committee to mirror the priorities of the strategic plan. These guiding goals shape the district's focus and are advanced through the work of the Board's committees: Curriculum, Instruction, and Technology; Personnel, Management, and Communication; Finance, Facilities, and Security. The Board has developed Smart Goals that are specific, measurable, achievable, and time-bound.

The four overarching goals the District has identified are the following:

Goal 1: Implement and monitor the District's Strategic Plan.

Goal 2: Complete the 2025/2026 budget process in a timely and compliant manner, aligned to State statute.

Goal 3: Support the professional growth and capacity of district leadership, teachers, and support staff.

Goal 4: Monitor ongoing housing developments and assess their potential impact on student enrollment.

Dr. Zirpoli then invited Dr. Empson Hayden, Curriculum, Instruction, and Technology committee chairperson, to present the committee's specific goals.

Dr. Empson Hayden discussed Smart Goals 1, 2, and 3, which focus on a balanced classroom technology interaction by grade band, promoting digital wellness, and Middle School- academic behavioral focus. The committee plans to implement Smart Goal 1 in Fall 2026, Smart Goal 2 by March 2026, and Smart Goal 3 in June 2026 with quarterly benchmarks.

Dr. Zirpoli then invited Mrs. Marano, Finance, Facilities, and Security committee member, to present the committee's specific goals.

Mrs. Marano discussed Smart Goals 1 and 2, which focus on developing a fiscally responsible and sustainable school budget and strengthening safety and student well-being. The committee plans to implement Smart Goal 1 on April 30, 2026, and Smart Goal 2 on May 30, 2026.

Dr. Zirpoli then invited Ms. Gunderman, Personnel, Management, and Communications committee chairperson, to present the committee's specific goals.

Ms. Gunderman discussed Smart Goals 1 and 2, which focus on advancing staff development and wellness to support student achievement and enhancing family engagement and communication. The committee plans to implement Smart Goal 1 by June 2026 with key milestones along the way, and Smart Goal 2 by June 2026.

Dr. Ziproli thanked all the board committee members and stated that over the next five years, the District is excited to embark on a transformative journey, guided by the newly adopted Strategic Plan.

NEW BEHAVIORAL DEVELOPMENT PROGRAM PRESENTATION

Dr. Harvey began his presentation by explaining that the behavioral disabilities program is designed to support students with special education needs who are demonstrating behavioral or emotional regulation difficulties, referring to conditions that impact a child's ability to control their emotions and behavior. The District has noted that there has been an increase in the last several years in the number of students who are showing significant struggles in this area. For some students, a lack of emotional regulation can result in a lack of control over behavior and impulsive decision-making that can lead to significant disruption and safety issues.

Dr. Harvey discussed the importance of building a program to serve these students. He stated that a general classroom setting may not be able to provide the specific structure a student may need. With the increase of behavioral disabilities, New Providence has been utilizing other districts or private settings to provide instruction and support. Creating an in-district program will allow the district to provide meaningful education to students in their homeschool environment.

The proposed program will be situated at Salt Brook Elementary School and will begin in August 2025. The program will consist of a small class size, with one teacher and one teacher's aide. There will be an intervention area that will be staffed with a trained teacher aide to help the student regulate if there is an escalated situation. To encourage students to achieve behavioral goals, students will be able to receive points in a token economy for the purchase of items in the school store. Newmark School, a state-approved private school for students with disabilities, will be working alongside the New Providence School District to provide training and consultation.

The goal of the program is to help students overcome behavioral and emotional difficulties by enhancing the following skill areas:

- Problem solving
- Social skills
- Decision making
- Emotion management
- Delayed gratification

Decisions about student placement in this program will be made by a child's IEP team, with consultation from the District's behaviorists, case manager, and director. Similarly, decisions about exiting the behavior program and participation in mainstream settings will also be considered by the IEP team on an ongoing basis.

Dr. Harvey finished his presentation by sharing his excitement about being able to provide this program to the students of New Providence. He hopes that this program will allow the District to provide quality instruction and interventions.

Dr. Harvey thanked the Board of Education, Dr. Zirpoli, and Mr. Testa for their ongoing support.

Dr. Empson Hayden asked Dr. Harvey if, with piloting the program first in Salt Brook, there is consideration for eventually providing two separate programs at each respective elementary school.

Dr. Harvey responded that at this time, the program will be held at Salt Brook only due to there being more appropriate space there: There will only be one program and no plans to provide at both elementary schools at the same time.

2023-2024 HIB SCHOOL SELF-ASSESSMENT PUBLIC HEARING

Mrs. Cuccaro declared a public hearing on the 2023-2024 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act open.

Mr. Ugliarolo informed the Board that in October of each year, he reports the self-assessment grades by the school as per the Anti-Bullying Bill of Rights. At each of our buildings, our school safety teams go through eight core elements:

- Element 1- HIB program
- Element 2- Training, BOE approved HIB policy and procedures
- Element 3- Other staff instructions and training programs
- Element 4- Curriculum and Instruction on HIB and related information and skills
- Element 5- HIB personnel
- Element 6- School-level HIB incident reporting procedure
- Element 7- HIB investigation procedures
- Element 8- HIB reporting
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The District then submits this to the Department of Education, and we await their approval. We have gotten our approval letter; Allen W. Roberts received a score of 72 out of 78 points, Salt Brook received a score of 75 out of 78 points, New Providence Middle School received a score of 73 out of 78 points, and New Providence High School received a score of 70 out of 78 points. Our District average is 73. As per the State, we have posted the results to our website by May 21, 2025. Tonight, we are reviewing the district and school grades at a public board of education meeting as required by the State.

Mrs. Cuccaro declared the public hearing on the 2023-2024 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act closed.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting to the public at 7:54 p.m.

There being no public comments, Mrs. Cuccaro declared the public portion of the meeting closed at 7:55 p.m.

2025/2026 SCHOOL YEAR ANNUAL RESOLUTIONS

Mrs. Marano moved to approve Items 1 through 21 as listed below:

2025/2026 PUBLIC AGENCY COMPLIANCE OFFICER APPROVED

1. Approve the designation of James Testa, School Business Administrator/Board Secretary as the Public Agency Compliance Office (P.A.C.O.) for affirmative action for the \ 2025/2026 school year.

2025/2026 PURCHASING AGENT APPROVED

2. Approve the designation of James Testa, School Business Administrator/Board Secretary as the purchasing agent (N.J.S.A. 18A:18A-2 and 18A:18A-3) for the 2025/2026 school year.

2025/2026 COORDINATOR FOR INTEGRATED PEST MANAGEMENT COORDINATOR APPROVED

3. Approve the designation of Eli Leader, Maintenance Foreman, as Coordinator for Integrated Pest Management services for the 2025/2026 school year.

2025/2026 APPOINTMENTS APPROVED

4. Approve the following appointments in accordance with the N.J. Statutes 18A:18A-5 for the 2025/2026 school year:

- a. Donohue, Gironda, Doria & Tomkins, LLC as school auditors, on a fee basis, not to exceed \$42,000.00
- b. Energy for America as consulting management engineers and monitors, on a fee basis, not to exceed \$33,342.00
- c. Methfessel and Werbel as attorney for the Board of Education, on a fee basis, at a rate of \$175.00 per hour

CITIZENS BANK APPOINTMENT APPROVED

5. Approve Citizens Bank as the official depository for funds, investments, certificates of deposit, and to honor the facsimile signatures of the Superintendent of Schools, President of the Board of Education, and the School Business Administrator/Board Secretary for the 2025/2026 school year.

AFFINITY FEDERAL CREDIT UNION APPOINTMENT APPROVED

6. Approve Affinity Federal Credit Union as an additional depositor for scholarship funds and to honor the facsimile signatures of the Superintendent of Schools, President of the Board of Education, and the School Business Administrator/Board Secretary for the 2025/2026 school year.

2025/2026 BOARD MEETING SCHEDULE APPROVED

7. **BE IT RESOLVED** by the Board of Education of the Borough of New Providence that:

The following schedule of regular session meetings of this public body for the period of July 24, 2025, to June 25, 2026, is adopted:

Please check the District's website at www.npsd.k12.nj.us for any meeting changes throughout the school year.

<u>DATE</u>	<u>TIME</u>	<u>MEETING</u>	<u>LOCATION</u>
July 24, 2025	7:00 p.m.	Regular	MS/HS Media Center
August 25, 2025	7:00 p.m.	Regular	MS/HS Media Center
September 25, 2025	7:00 p.m.	Regular	MS/HS Media Center
October 16, 2025	7:00 p.m.	Regular	MS/HS Media Center
November 20, 2025	7:00 p.m.	Regular	MS/HS Media Center
December 18, 2025	7:00 p.m.	Regular	MS/HS Media Center
January 8, 2026	7:00 p.m.	Regular/ Reorganization	MS/HS Media Center
January 22, 2026	7:00 p.m.	Regular	MS/HS Media Center
February 26, 2026	7:00 p.m.	Regular	MS/HS Media Center
March 12, 2026	7:00 p.m.	Regular	MS/HS Media Center
March 26, 2026	7:00 p.m.	Regular	MS/HS Media Center
April 30, 2026	7:00 p.m.	Regular	MS/HS Media Center

May 7, 2026	7:00 p.m.	Regular	MS/HS Media Center
May 28, 2026	7:00 p.m.	Regular	MS/HS Media Center
June 25, 2026*	7:00 p.m.	Regular	MS/HS Media Center

All above meetings are on a Thursday, with the exception of August 25, 2025.

New Providence High School/Middle School
Allen W. Roberts School
Salt Brook School

35 Pioneer Drive
80 Jones Drive
40 Maple Street

The Regular meetings are public. The public will have an opportunity to speak before and after the Board's business is conducted. The Board will take action at these meetings.

*Pursuant to N.J.S.A. 18A:11-11, Public Notice for hearing with regards to discussions and/or actions of employment contracts. Copies of proposed contracts will be available for review prior to, or at the public hearing.

A copy of the foregoing schedule shall be:

- a. Posted and maintained throughout the year at the following locations which have been reserved for public announcements:

Borough Hall
Board of Education Office
All Public Schools in the Borough of New Providence
Memorial Library
District Website

- b. Sent to the following newspapers:
The Courier News
The Star-Ledger
- c. Filed with the Clerk of the Borough of New Providence.
- d. Sent, at no cost to the Board, to any persons who have requested notices of meetings.

THE STAR-LEDGER AND THE COURIER NEWS APPOINTMENT APPROVED

8. Designate The Star-Ledger and The Courier News as the official newspapers for legal notices for the 2025/2026 school year.

OMNI & TSACG APPOINTMENT APPROVED

9. Approve the agreement between OMNI & TSACG and the New Providence School District, which was established on November 1, 2023 to provide Third Party Administrator Services for the District's voluntary retirement plans for the 2025/2026 school year.

RE-ADOPTION OF MANUALS, PLANS, PROCEDURES, AND PROGRAMS APPROVED

10. Approve the re-adoption of the following manuals, plans, procedures, and programs for the 2025/2026 school year:
 - Chemical Hygiene Plan
 - Food Service Biosecurity Management Plan
 - Indoor Air Quality Plan

- Integrated Pest Management Plan
- Internal Controls and Standard Operating Procedures
- Purchasing Manual
- Written Hazard Communication Program
- Cyber Incident Response Plan

SIGNATORIES DESIGNATED TO ACCOUNTS APPROVED

11. Approve to designate the following as signatories for the accounts listed for the 2025/2026 school year:

<u>Account/Fund</u>	<u>Signatories</u>
General Account	Board President, School Business Administrator/Board Secretary, Superintendent of Schools
Net Payroll Account	School Business Administrator/ Board Secretary, Superintendent of Schools
Payroll Agency Account	School Business Administrator/ Board Secretary, Superintendent of Schools
Food Service Fund Account	School Business Administrator/ Board Secretary, Superintendent of Schools
Unemployment Insurance Fund	School Business Administrator/ Board Secretary, Superintendent of Schools
Capital Reserve Account	School Business Administrator/ Board Secretary, Superintendent of Schools
Referendum Account	School Business Administrator/ Board Secretary, Superintendent of Schools
Bond Proceeds Account	School Business Administrator/ Board Secretary, Superintendent of Schools

Petty Cash Funds

	<u>Amount</u>	<u>Custodian</u>
Allen W. Roberts	\$100.00	School Principal
Central Office	\$350.00	School Business Administrator/ Board Secretary
High School	\$200.00	School Principal
Middle School	\$100.00	School Principal
Salt Brook School	\$100.00	School Principal

School Activity Funds

<u>School</u>	<u>Use</u>	<u>Signatories</u>
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New Providence High School	Student Activity/ Athletics	Any two (2) of the following Principal/HS Treasurer/ Athletic Director
	Student Activity	Any two (2) of the following Principal/HS Treasurer/ Secretary to the Principal
New Providence Middle School	Student Activity	Principal and Secretary to the Principal
Allen W. Roberts School	Student Activity	Principal and Secretary to the Principal
Salt Brook School	Student Activity	Principal and Secretary to the Principal

Scholarship Accounts

Allen W. Roberts
Scholarship Fund
Savings Account
(#816625565)

Dr. Edward W. Kilpatrick Family
Scholarship Fund
Savings Account
(#816625573)

Milton Anderson Family
Scholarship Fund
Savings Account
(#816625606)

Badgley Memorial
Scholarship Fund
Savings Account
(#816625515)

Edward H. Lieder
Scholarship Fund
Savings Account
(#816625557)

NPHS Class of 1960
Scholarship Fund
Savings Account
(#816625523)

The John O'Neill Memorial
Scholarship Fund
Savings Account
(#816625531)

NPHS Class of 1962
Louis DiParisi Jr.
Scholarship Fund

Signatories

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of,
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

Savings Account
(#816625599)

Affinity Federal Credit Union
Membership Eligibility
(#816625458)

School Business Administrator/
Board Secretary, Superintendent of
Schools, Board President

Investment Account

NJ/ARM
Bond Proceeds Account
#335-00

School Business Administrator/Board
Secretary, Superintendent of Schools

TREASURER OF SCHOOL MONEYS RESOLUTION APPROVED

12. Adopt the following Resolution

WHEREAS, Chapter 39, P.L. 2010 makes the position of treasurer of school moneys optional; and

WHEREAS, it was the wish of the New Providence Board of Education to abolish the position of treasurer of school moneys, effective July 1, 2011; and

WHEREAS, the School Business Administrator/Board Secretary possesses the proper certifications and qualifications to assume the duties of the treasurer of school moneys

NOW, THEREFORE, BE IT RESOLVED, BY THE NEW PROVIDENCE BOARD OF EDUCATION, IN THE COUNTY OF UNION, IN THE STATE OF NEW JERSEY, AS FOLLOWS:

- a. The School Business Administrator/Board Secretary and/or designee shall continue to handle the job responsibilities of the treasurer of school moneys for the 2025/2026 school year.
- b. The School Business Administrator/Board Secretary shall be bonded in such amount and with surety as required by the law.
- c. The School Business Administrator/Board Secretary shall comply with all provisions of the law.

TAX SHELTER ANNUITY COMPANIES APPROVED

13. Approve the following companies to provide Tax Shelter Annuity salary reduction agreements during the 2025/2026 school year:

403(b) Plan, 457 Plan, and Roth IRA
Corebridge Financial (AIG Retirement/Valic)
Equitable
Fidelity Investments
Lincoln Investment Planning, Inc.
MetLife
Security Benefit

AMERIFLEX AGREEMENT APPROVED

14. Approve the agreement between Ameriflex and the New Providence School District, which was established on January 1, 2012, to continue providing Third Party Administrator services regarding the Health/Dependent Care Flexible Spending Account Plans for the 2025/2026 school year.

PUBLIC SCHOOL CONTRACTS BID THRESHOLD RESOLUTION APPROVED

15. Adopt the following resolution for the 2025/2026 school year:

WHEREAS, the Public School Contracts Law gave boards of education the ability to increase their bid threshold up to \$44,000.00; and

WHEREAS, N.J.S.A. 18A:18A-3a, permits an increase in the bid threshold if a Qualified Purchasing Agent is appointed as well as granted the authorization to negotiate and award such contract below the bid threshold; and

WHEREAS, N.J.A.C. 5:34-5 et seq. establishes the criteria for qualifying as a Qualified Purchasing Agent; and

WHEREAS, James Testa possesses the designation of Qualified Purchasing Agent as issued by the Director of the Division of Local Government Services in accordance with N.J.A.C. 5:34-5 et seq.; and

WHEREAS, New Providence Board of Education desires to increase the bid threshold as provided in N.J.S.A. 18A:18A-3; and

WHEREAS, New Providence Board of Education authorizes that all contracts that are in the aggregate less than 15% of the bid threshold may awarded by the purchasing agent without soliciting competitive quotations as provided in N.J.S.A 18A:18A-37;

NOW, THEREFORE, BE IT RESOLVED, that the governing body of the New Providence Board of Education, in the County of Union, in the State of New Jersey hereby increases its bid threshold to \$44,000.00 and be it further

RESOLVED, that the governing body of the New Providence Board of Education, in the County of Union, in the State of New Jersey, hereby authorizing the purchasing agent to award contracts that are in the aggregate of less than 15% of the bid threshold without soliciting competitive quotations, as needed; and be it further

RESOLVED, that the governing body of the New Providence Board of Education, in the County of Union, in the State of New Jersey, hereby appoints James Testa as the Qualified Purchasing Agent to exercise the duties of a purchasing agent pursuant to N.J.S.A. 18A:18A-2b, with specific relevance to the authority, responsibility, and accountability of the purchasing activity of the Board of Education; and be it further

RESOLVED, that in accordance with N.J.A.C. 5:34-5.2 the Board of Education Secretary is hereby authorized and directed to forward a certified copy of this resolution and a copy of James Testa's certification to the Director of the Division of Local Government Services.

DIVISION OF PURCHASE AND PROPERTY ITEM APPROVED

16. Approve the following item:

WHEREAS, Title 18A:18-10 provides that "A board of education, without advertising for bids or after having rejected all bids obtained pursuant to advertising therefore, by resolution may

purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property”, and

WHEREAS, the New Providence Board of Education has the need, on a timely basis, to procure goods and services utilizing state contracts, and

WHEREAS, the New Providence Board of Education desires to authorize its purchasing agent for the 2025/2026 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the New Providence Board of Education does hereby authorize the District purchasing agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property utilizing various vendors that have state contracts.

2025/2026 COOPERATIVE AGREEMENT APPROVED

17. Approve the following resolution for the 2025/2026 school year:

WHEREAS, the New Providence Board of Education is authorized to use State and County contracts and New Jersey and National Cooperative Purchasing Agreements, and

WHEREAS, the New Providence Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the School Business Administrator/Board Secretary to use New Jersey and County Purchasing Contracts and New Jersey and National Cooperative Purchasing Agreements whenever it is determined to be in the best interest of the school district, and

NOW, THEREFORE BE IT RESOLVED, the New Providence Board of Education will participate in the following cooperatives

New Jersey Cooperatives

- Bergen County Cooperative # CK04/New Jersey Cooperative Purchasing Alliance
- EdgeMarket Cooperative Pricing System (NJEdge)
- Educational Data Services, Inc.
- Educational Services Commission of New Jersey Cooperative
- Hunterdon Educational Services Commission
- New Jersey Educational Computing Cooperative (NJECC)
- New Jersey School Board Association's TEC Cloud E08801-ACES-CPS

National Cooperatives

- E&I Cooperative Services
- Keystone Purchasing Network
- National Cooperative Purchasing Alliance (NCPA)
- PEPPM Purchasing
- Sourcewell
- State of New Jersey National Association of State Procurement Officials (NJ NASPO)

NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION MEMBERSHIP APPROVED

18. Approve membership in New Jersey State Interscholastic Athletic Association (NJSIAA) in accordance with their Constitution, Bylaws, Rules, and Regulations.

DISTRICT MEMBERSHIP WITH NEW JERSEY COOPERATIVE BIDDING PROGRAM APPROVED

19. Approve District Membership in conjunction with the New Jersey Cooperative Bidding Program using Educational Data Services, Inc. for the 2025/2026 school year. The licensing and maintenance fees for this program will be \$8,980.00.

ASSETWORKS, INC. APPROVED

20. Approve Assetworks, Inc. as a fixed asset appraiser for the 2025/2026 school year, on a fee basis not to exceed, \$1,700.00.

BOOK-IT- DISTRIBUTION APPROVED

21. Approve the use of Educational Data Services, Inc. cooperative purchasing agreement, Textbook Freight Consolidation, awarded to Debjo Sales Limited Liability Company (Book-It-Distribution) for the 2025/2026 school year.

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

Roll call vote:

<u>Yea</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

APPROVAL OF MINUTES

Mrs. Zane moved to approve the minutes for:

Business Meeting:	April 24, 2025
Closed Meeting:	April 24, 2025

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

Roll call vote:

<u>Yea</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

ACTION ITEMS**FINANCE ACTIONS**

Mrs. Marano, the absence of the Finance Chairperson, moved to approve items 1 through 18 as listed below:

BOARD SECRETARY AND TREASURER REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for April 2025. 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 May 2025, in the amount of \$5,199,285.74.

DISTRICT TAX PAYMENT SCHEDULE APPROVED

3. Approve the schedule for payment of District taxes for July 1, 2025, to June 30, 2026.

(EXHIBIT A)**2024/2025 TRANSFERS APPROVED**

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

April 2025

From:		
Account	Description	Amount
11-000-100-562	Tuition- LEA in NJ	\$ 40,000.00
11-000-100-563	Tuition- Vocational	38,000.00
11-000-230-590	Other Purchased Services	300.00
11-000-261-420	Repairs & Maintenance	16,000.00
11-000-262-420	Repairs & Maintenance	5,000.00
11-000-262-621	Utilities- Natural Gas	14,000.00
11-000-270-512	Contracted Services- Trans.	5,000.00
11-000-291-241	Other Retirement Contributions	15,000.00
11-402-100-100	Salaries- Co-curricular Athletic	56,000.00
		Total: \$189,300.00
To:		
Account	Description	Amount
11-000-230-610	General Supplies- Admin.	\$ 200.00
11-000-251-600	General Supplies- Business	100.00
11-000-261-610	General Supplies- Maintenance	18,000.00
11-000-262-490	Utilities- Water	9,000.00
11-000-262-610	General Supplies- Custodial	10,000.00
11-000-270-420	Repairs & Maintenance	8,000.00
11-000-270-615	General Supplies- Trans.	10,000.00
11-150-100-320	Purchased Professional Services	78,000.00
11-402-100-500	Other Purchased Services	56,000.00
		Total: \$189,300.00

VOIDED AND REISSUED CHECKS APPROVED

5. Approve the following voided and reissued checks:

Voided Check #	Date	Amount	Account	Reason
362715	09/28/23	\$ 873.60	11-190-107-610-01 11-190-100-640-01	LOST/OUTDATED
363244	12/14/23	\$ 165.00	11-190-104-610-05	LOST/OUTDATED
363502	01/22/24	\$ 836.43	11-000-230-530-99	LOST/OUTDATED
363555	02/22/24	\$ 280.11	11-000-240-580-01	LOST/OUTDATED
363747	03/21/24	\$ 26.25	11-190-102-610-01	LOST/OUTDATED
363879	04/25/24	\$ 14.10	11-190-100-580-00	LOST/OUTDATED
364215	06/28/24	\$ 416.34	20-270-200-590-00 20-241-100-610-00	LOST/OUTDATED

364227	06/28/24	\$ 50.00	11-000-270-600-00	LOST/OUTDATED
365700	03/27/25	\$ 588.76	11-000-252-600-99	LOST

Re-issued

<u>Check#</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>
10165	05/30/25	\$ 416.34	20-270-200-590-00 20-241-100-610-00
10166	05/30/25	\$ 14.10	11-190-100-580-00
10167	05/30/25	\$ 280.11	11-000-240-580-01
366022	05/29/25	\$ 588.76	11-000-252-600-99

PURCHASE OF IPADS AND ACCESSORIES APPROVED

6. Approve the purchase of five hundred (500) 11-inch iPad Wi-Fi 128GB-Silver and five hundred forty (540) Logitech Rugged Combo 4 Cases through the PEPPM Purchasing Cooperative (PEPM 2023 Apple Bid 535802), in an amount not to exceed \$215,973.00, for the 2025/2026 school year.

SALE OF IPADS AND KEYBOARDS/CASES APPROVED

7. Approve the sale of iPads and keyboards/cases, sold as a set, to the 2025 senior class with a purchase price of \$100.00 for each set.

2025/2026 JAG-ATC AGREEMENT APPROVED

8. Approve the agreement between the New Providence School District and JAG-ATC, LLC for substitute athletic trainer services at a rate of \$85.00 per hour for the 2025/2026 school year.

AMERICAN FAMILY CARE AGREEMENT FOR THE 2025/2026 SCHOOL YEAR APPROVED

9. Approve American Family Care (AFC), to provide services of medical inspector physicals and sports physician, on a fee basis, not to exceed \$38,000.00 for the 2025/2026 school year.

2025/2026 ATLANTIC HEALTH ATHLETIC TRAINER AGREEMENT APPROVED

10. Approve the agreement between the New Providence School District and Atlantic Health for substitute athletic trainer services at a rate of \$65.00 per hour for the 2025/2026 school year.

DONATION APPROVED

11. Approve the generous donation from the Landry family to Salt Brook Elementary School, in the amount of \$25.00, towards the purchase of a new upper playground.

2025/2026 UNION COUNTY EDUCATIONAL SERVICES TRANSPORTATION AGREEMENT

12. Approve the transportation agreement between the Union County Educational Services Commission and the New Providence School District for the 2025/2026 school year.

DONATION APPROVED

13. Approve the generous donation from the New Providence Athletic Booster Club to the New Providence High School Athletic Department Wrestling and Track teams, in the amount of \$2,273.55.

DONATION APPROVED

14. Approve the generous donation from the High School PTSA to install customized digital graphics in the High/Middle School hallways, in the amount of \$25,273.00.

DONATION APPROVED

15. Approve the generous donation from Ms. Jocelyn Cruz-Alfalla from USTA Eastern to the New Providence High School Athletic Department Boys Tennis Team, in the amount of \$500.00.

2025/2026 POMPTONIAN FOOD SERVICE AGREEMENT

16. Approve the Food Service Agreement with Pomptonian Food Service for the 2025/2026 school year. In addition to the costs of operation, a management fee of \$0.0406 for each \$1.00 of sales for administrative and management costs is approved. This fee shall be billed monthly as a cost of operation. The District guarantees the payment of such costs and fees to the Food Service Agreement. The Food Service Agreement guarantees the District a no-cost of operation for the District for the 2025/2026 school year.

SETTEMBRINO ARCHITECTS POST-REFERENDUM SERVICES APPROVED

17. Approve Settembrino Architects for post-referendum architectural services as per N.J.S.A.-18A:18A-5, on a fee basis not to exceed \$110,000.00 plus reimbursable expenses, for the 2025/2026 school year.

2025/2026 LOCAL RECREATION IMPROVEMENT GRANT APPROVED

18. The New Providence Board of Education applied for and will accept the Local Recreation Improvement grant award and agreement, in the amount of \$70,000.00, requirements as per the attached resolution and grant agreement, for the 2025/2026 school year.

(EXHIBIT B)

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

Roll call vote:

<u>Yea</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

FACILITIES ACTION

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

MAY 2025 BUS DRILLS APPROVED

1. Approve the school bus emergency evacuation drills conducted in May 2025 during the 2024/2025 school year in accordance with the New Jersey Administrative Code6A:27-11.2.

School Bus Emergency Evacuation Drills

SCHOOL	SUPERVISOR	DATE OF DRILL	TIME OF DRILL (A.M./P.M)	ROUTE #	LOCATION OF DRILL
NPHS	Eli Leader	5/19/25	7:10 AM	1A	Front Circle
NPHS	Eli Leader	5/19/25	10:32 AM	1B	Front Circle
NPHS	Eli Leader	5/19/25	12:10 PM	1C	Front Circle
AWR	Jay Richter	5/16/25	8:40 AM	3A	Front Circle
AWR	Jay Richter	5/16/25	9:30 AM	3B	Front Circle
Salt Brook	Jean Drexinger	5/16/25	8:43 AM	1	Front Circle
Salt Brook	Jean Drexinger	5/16/25	8:25 AM	2	Front Circle
NPHS	Eli Leader	5/19/25	7:10 AM	CS-216	Front Circle
NPHS	Eli Leader	5/19/25	7:10 AM	CS-306	Front Circle

DISPOSAL OF ITEMS APPROVED

2. Approve the disposal of the following item(s), as they are outdated and no longer deemed necessary for school use:

Asset Number	Site	Room	Asset Description	Manuf.	Model Number	BOE Serial Number
N/A	AWR	STEM	3D Printer	Dremel	3D20-01	104909
N/A	AWR	STEM	3D Printer	Dremel	3D20-01	104911
N/A	SB	Science Room	Science Room Frididaire Refrigerator	Fridgidaire	FFPH44M4LB	KA03370454

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

Roll call vote:

<u>Yea</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

EDUCATION ACTION

Dr. Empson Hayden, the Education Chairperson, moved to approve Items 1 through 9 as listed below:

RECOMMENDATIONS OF THE SUPERINTENDENT OF SCHOOLS REGARDING HIB INVESTIGATIONS APPROVED

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>
Middle School:	6

KEAN UNIVERSITY HOLOCAUST RESOURCE & EDUCATION CENTER AGREEMENT APPROVED

2. Approve the Memorandum of Agreement between Kean University Holocaust Resource & Education Center and the New Providence School District in connection with the Advanced Seminar Teaching the Holocaust/Prejudice Reduction Courses, copies in the hands of each Board member.

2024/2025 NEW CHAPTER YOUTH RECOVERY PROGRAM APPROVED

3. Approve New Chapter Youth Recovery Program, for the 2024/2025 school year, for hospital homebound instruction, at a rate of \$600.00 per week.

DR. MARILYN A. KUBICHEK APPROVED

4. Approve Dr. Marilyn A. Kubichek, for the 2024/2025 school year, for outside CST Evaluations, at a rate of \$725.00-\$1,200.00 depending on the location and the number of students.

ARG EDUCATIONAL SERVICES APPROVED

5. Approve ARG Educational Services, for the 2024/2025 school year, for bilingual evaluations, at a rate of \$600.00-\$895.00 depending on the language and the assessments needed.

ENROLLMENT OF STUDENT #12311 AT THE HUNTERDON PREPARATORY SCHOOL APPROVED

6. Approve the enrollment of Student #12311 at The Hunterdon Preparatory School, for the 2024/2025 school year, at a tuition cost of \$10,873.25, effective 4/30/25.

ENROLLMENT OF STUDENT #12309 AT SHEPARD HIGH SCHOOL APPROVED

7. Approve the enrollment of Student #12309 at Shepard High School, for the 2024/2025 school year, at a tuition cost of \$11,781.00, effective 4/30/25.

NEW PROVIDENCE SCHOOL DISTRICT AFFIRMATIVE ACTION TEAM APPROVED

8. Approve and authorize the New Providence School District Affirmative Action Team (AAT) to conduct a needs assessment and develop a Comprehensive Equity Plan (CEP) for the 2025/2026 through 2027/2028 school years.

2025/2026 COMPREHENSIVE EQUITY PLAN APPROVED

9. Approve the Comprehensive Equity Plan (CEP) for the 2025/2026 through 2027/2028 school years, and authorize submission of the CEP to the Executive County Superintendent.

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

Roll call vote:

<u>Yea</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

PERSONNEL ACTION

Ms. Gunderman, the Personnel Chairperson, moved to approve Items 1 through 20 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. Declan Naughton, substitute teacher, teacher aide, and secretary (subject to issuance of certification)
 - b. Grace Policarpio, substitute teacher, teacher aide, and secretary (subject to issuance of certification)
 - c. Lia Calabrese, substitute teacher, teacher aide, and secretary (subject to issuance of certification)
 - d. Youkyung Kim, substitute teacher, teacher aide, and secretary (subject to issuance of certification)
 - e. Ryan O'Day, substitute teacher, teacher aide, and secretary
 - f. Zaneera Haniff-Romero, substitute teacher, teacher aide, and secretary
 - g. Matthew Anglin, summer custodial work, \$14.60/hr., effective 6/18/25
 - h. Joseph LaRubbio, summer custodial work, \$14.60/hr., effective 6/18/25
 - i. Aiden Lavey, summer custodial work, \$14.60/hr., effective 6/18/25
 - j. Charles Maneely, summer custodial work, \$14.60/hr., effective 6/18/25
 - k. Michael Bannworth, summer technology work, \$14.60/hr., effective 6/18/25
 - l. Mia Francois, summer technology work, \$14.60/hr., effective 6/18/25
 - m. Josef Ruzicka, summer technology work, \$15.50/hr., effective 6/18/25
 - n. Taylor Barrineau, summer technology work, \$14.60/hr., effective 6/18/25
 - o. Nikolas Ruzicka, summer technology work, \$14.60/hr., effective 6/18/25
 - p. Lillian Carty, summer technology work, \$14.60/hr., effective 6/18/25
 - q. Michael Coppola, summer technology work, \$14.60/hr., effective 6/18/25

2025/2026 APPOINTMENTS APPROVED

2. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2025/2026 school year:
 - a. Christopher Calveley, soccer (fall), boys, head coach, \$8,893.00
 - b. Karen Gaeta, long term substitute teacher, \$64,440.00, effective 9/1/25 through 6/30/26
 - c. Kelly Hawkins, teacher, \$63,779.00, effective 9/1/25
 - d. Ayomitunde Adebawale, long term substitute district crisis counselor, \$68,825.00, effective 9/1/25 through 6/30/26 (subject to criminal history review procedures)
 - e. Jenna Stickle, MS Summer Academy, 7th grade program coordinator, not to exceed 10 hours @ \$55.97/hr.

- f. Kim Chrisostomides, MS Summer Academy, 8th grade program coordinator, not to exceed 10 hours @ \$55.97/hr.
- g. Danielle Izbicki, MS Summer Academy, 7th grade, ELA instructor, not to exceed 15 hours @ \$55.97/hr.
- h. Jenna Stickle, MS Summer Academy, 8th grade, ELA instructor, not to exceed 15 hours @ \$55.97/hr.
- i. Holly Pizzonia, MS Summer Academy, 7th grade, math instructor, not to exceed 15 hours @ \$55.97/hr.
- j. Rebecca DeCelestino, MS Summer Academy, 8th grade, math instructor, not to exceed 15 hours @ \$55.97/hr.
- k. Jenna Stickle, MS Summer Academy, 7th grade, executive functioning instructor, not to exceed 15 hours @ \$55.97/hr.
- l. Kim Chrisostomides, MS Summer Academy, 8th grade, executive functioning instructor, not to exceed 15 hours @ \$55.97/hr.
- m. Matthew Anglin, summer custodial work, \$14.60/hr., effective 7/1/25
- n. Joseph LaRubbio, summer custodial work, \$14.60/hr., effective 7/1/25
- o. Aiden Lavey, summer custodial work, \$14.60/hr., effective 7/1/25
- p. Charles Maneely, summer custodial work, \$14.60/hr., effective 7/1/25
- q. Ruth Orozco, school psychologist, \$84,505.00, effective 9/1/25 (subject to criminal history review procedures)
- r. Tania Kelly, assistant principal, 12 months, \$125,000.00, effective 7/1/25 (subject to criminal history review procedures)
- s. Michael Bannworth, summer technology work, \$14.60/hr., effective 7/1/25
- t. Mia Francois, summer technology work, \$14.60/hr., effective 7/1/25
- u. Josef Ruzicka, summer technology work, \$15.50/hr., effective 7/1/25
- v. Taylor Barrineau, summer technology work, \$14.60/hr., effective 7/1/25
- w. Nikolas Ruzicka, summer technology work, \$14.60/hr., effective 7/1/25
- x. Lillian Carty, summer technology work, \$14.60/hr., effective 7/1/25
- y. Michael Coppola, summer technology work, \$14.60/hr., effective 7/1/25
- z. Russell Anderson, department head technology and information services, \$7,145.00, effective 7/1/25

2025/2026 ESSA APPOINTMENTS APPROVED

- 3. 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 2025/2026 school year. These appointments are made under the Every Student Succeeds Act (ESSA).
 - a. Kathleen Joyce, Title I Summer Academy, AWR coordinator, not to exceed 10 hours @ \$55.97/hr.
 - b. Danielle Roglieri, Title I Summer Academy, SB coordinator, not to exceed 10 hours @ \$55.97/hr.
 - c. Kathleen Joyce, Title I Summer Academy, ELA instructor, not to exceed 30 hours @ \$55.97/hr.
 - d. Erin Doherty, Title I Summer Academy, math instructor, not to exceed 30 hours @ \$55.97/hr.
 - e. Danielle Roglieri, Title I Summer Academy, executive functioning instructor, not to exceed 15 hours @ \$55.97/hr.
 - f. Kaitlyn Conlan, Title I Summer Academy, executive functioning instructor, not to exceed 15 hours @ \$55.97/hr.
 - g. Colleen Hasson, Title I Summer Academy, HS program coordinator, not to exceed 20 hours @ \$55.97/hr.
 - h. Colleen Hasson, Title I Summer Academy, HS ELA instructor, 9th grade, not to exceed 15 hours @ \$55.97/hr.

- i. Colleen Hasson, Title I Summer Academy, HS ELA instructor, 11th grade, not to exceed 15 hours @ \$55.97/hr.

RESIGNATIONS APPROVED

- 4. Accept the resignations of the following employees:

- a. Michael Santoro, teacher and department head world language, effective 6/30/25
- b. Kathleen French, teacher, effective 6/30/25
- c. James McGeechan, teacher and department head technology and information services, effective 6/30/25, due to retirement
- d. Danielle McKenna, teacher, effective 6/30/25
- e. Linda Lettera, teacher aide, effective 6/30/25
- f. Peter Schaefer, department head mathematics, grades 7-12, effective 6/30/25

2024/2025 REVISIONS APPROVED

- 5. Approve the following revision for the 2024/2025 school year:

- a. LeAnn Tavtigian, teacher, effective 6/30/25, due to deferred retirement

UNPAID PATERNITY LEAVE APPROVED

- 6. Approve the request for unpaid paternity leave for Richard Cruz, teacher, under the state Family Leave Act for a period of twelve weeks commencing 12/1/25 and ending 3/4/26, with continued health insurance benefits pursuant to law.

UNPAID MATERNITY LEAVE APPROVED

- 7. Approve the request for unpaid maternity leave for Alessandra Finis, teacher, under the state Family Leave Act for a period of twelve weeks commencing 11/17/25 and ending 2/18/26, with continued health insurance benefits pursuant to law. (Based on 10/18/25 due date. Dates subject to adjustment by actual birth.)

UNPAID LEAVE APPROVED

- 8. Approve the request for unpaid leave for Monica Burgos, teacher, under the federal Family Leave Act for a period of six weeks commencing 4/22/25 and ending 6/2/25, with continued health insurance benefits pursuant to law.

2025/2026 HOMELESS LIAISON APPROVED

- 9. Approve the appointment of Joseph G. Ugliadoro as the New Providence School District's Homeless Liaison for the 2025/2026 school year.

2025/2026 AFFIRMATIVE ACTION OFFICER APPROVED

- 10. Approve the appointment of Joseph G. Ugliadoro as the New Providence School District's Affirmative Action Officer for the 2025/2026 school year.

2025/2026 SCHOOL SAFETY SPECIALIST APPROVED

- 11. Approve the appointment of Joseph G. Ugliadoro as the New Providence School District's School Safety Specialist for the 2025/2026 school year.

2025/2026 ANTI-BULLYING COORDINATOR AND SPECIALISTS APPROVED

- 12. Approve, per the Anti-Bullying Bill of Rights Act, the following staff members for the 2025/2026 school year:

Joseph G. Ugialoro, Anti-Bullying Coordinator
Tania Kelly, Anti-Bullying Specialist, NPHS
David Chango, Anti-Bullying Specialist, NPMS
Lyndsay Wittenberg, Anti-Bullying Specialist, AWR
Stephanie Kwiatkowski, Anti-Bullying Specialist, SB

2025/2026 DISABILITY SERVICES RESOURCE FOR PARENTS APPROVED

13. Approve the appointment of Joseph Route as the New Providence School District's Disability Services Resource for Parents for the 2025/2026 school year.

2025/2026 DIVISION OF CHILD PROTECTION AND PERMANENCY (DCPP) LIAISON APPROVED

14. Approve the appointment of Kathleen Shelley as the New Providence School District's Division of Child Protection and Permanency (DCPP) Liaison for the 2025/2026 school year.

NEW PROVIDENCE PRINCIPALS, ASSISTANT PRINCIPALS, AND DIRECTORS ASSOCIATION AGREEMENT APPROVED

15. Approve the ratification of the agreement between the New Providence Board of Education and the New Providence Principals, Assistant Principals, and Directors Association for the duration of July 1, 2025 through June 30, 2028. The Board President and the Board Secretary are authorized to execute the final agreement.

2025/2026 APPOINTMENT OF TEACHERS APPROVED

16. Approve the appointment of the teachers, including non-tenured teachers, with the salaries as noted on file with the Board Secretary per the recommendation of the Superintendent of Schools for the 2025/2026 school year, copies in the hands of each Board member.

2025/2026 IN-DISTRICT HOME INSTRUCTION RATE APPROVED

17. Approve the hourly rate for In-District home instruction for the 2025/2026 school year at \$60.00/hr.

2025/2026 APPOINTMENT OF STAFF APPROVED

18. Approve the appointment of the following, including non-tenured staff, with the salaries as noted on file with the Board Secretary per the recommendation of the Superintendent of Schools for the 2025/2026 school year, copies in the hands of each Board member. This group includes: secretaries, maintenance/custodial, directors, principals, assistant principals, teacher aides, bus drivers, hall monitors, playground/lunch assistants, and co-curricular personnel.

2025/2026 NEW PROVIDENCE GAME WORKER'S FEES APPROVED

19. Approve, upon the recommendation of the Superintendent of Schools, the fees for the New Providence Game Workers for the 2025/2026 school year, copies in the hands of each Board member. (EXHIBIT C)

2025/2026 OFFICIALS COMMITTEE FEE RECOMMENDATION APPROVED

20. Approve, upon the recommendation of the Superintendent of Schools, the UCC Officials Committee Fee Recommendations for the 2025/2026 school year, copies in the hands of each Board member. (EXHIBIT D)

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

Roll call vote:

<u>Yea</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

Dr. Zirpoli introduced all new staff members joining the New Providence School District and the retirement of Mr. McGeechan.

BOARD POLICY

Dr. Empson Hayden, in the absence of the Board Policy Chairperson, moved to approve the following Policies and Regulations on first reading:

POLICIES AND REGULATIONS APPROVED

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

Bylaws and Policies:

Policy 2200 (Mandated)	Curriculum Content (Walsh)	Revised
Policy 2421 (Mandated)	Career and Technical Education (Walsh)	Revised
Policy 2431.4 (Mandated)	Prevention & Treatment of Sports-Related Concussions & Head Injuries (Walsh)	Revised
Policy 5460 (Mandated)	High School Graduation (Walsh)	Revised
Policy 4216	Dress and Grooming (Walsh)	New
Policy 8110	Attendance Areas (Walsh)	New

Administrative Regulations:

Regulation 2200	Curriculum Content (Walsh)	Revised
Regulation 2431.4	Prevention & Treatment of Sports-Related Concussions & Head Injuries (Walsh)	Revised

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

Mr. Ugialoro reviewed the policies and regulations for approval on first reading.

Roll call vote:

<u>Yea</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: None

Personnel, Management, and Communications: None

OLD BUSINESS

Mr. Testa shared a brief updated on the HVAC progress at the schools. At Allen W. Roberts, the power transfer has all been completed, meaning that all the power needed to run all the new equipment is complete. Currently, we are in the start up process of getting the equipment running. H&S is at the school working on the wiring that has been installed, once completed, the HVAC can start running soon. The building is split up into portions, the first portion should be running and move to the next portion.

Moving to the High/Middle School, 100% of the unit ventilators are installed and are operational. JCP&L came in and the pole is installed, transformers are in, and wires are all run to the transformer and the wires from the transformer have been run to the box in the garage at the High/Middle School. In a future weekend in June, the District plans to switch over the power. Once that is complete, the rooftops will be placed on the roof, which will be done after graduation.

Lastly, Salt Brook, 100% of the unit ventilators have been installed. This is great news since we were able to get it done during the school year. The original plan was that all the work was going to be done in the summer. All the work done to install the unit ventilators did not disturb any of the asbestos. The contractor is working on getting a date from JCP&L to put in the pole, this means that the electric upgrade has not been completed. Hoping to get it all done in June or beginning of July.

NEW BUSINESS

None

PUBLIC COMMENTS

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

Students: Alisa Kolokolchikova, 9th grade student, 17 Dogwood Lane and Kayla Fienemann, 9th grade student, 71 Fairview Avenue

Ms. Kolokolchikova and Ms. Fienemann invited the Board to join them for Unity Day on Saturday, June 7th from 4:00 pm to 6:00 pm at the New Providence High School gym. On Unity Day, the Diversity, French, Japanese, and Spanish clubs will be taking part. There will be fun activities planned, including the Zimba Zuru activity held by the Japanese club to create a thousand origami cranes as a symbol of peace and unity. There will also be performances choreographed by Keys 2 Success, which is a New Providence nonprofit dedicated to music education. The students shared that they hope this event brings everyone together as a community that celebrates the oneness of the human family.

Sunil Abrol, 1532 Springfield Avenue

Mr. Abrol thanked the students that came up to invite the Board to Unity Day. He also wanted to introduce Keys 2 Success, the non-profit organization Ms. Kolokolchikova and Ms. Fienemann mentioned. He invited Ms. Jee-Hoon Krska, founder of Keys 2 Success, to talk more about the organization.

Jee-Hoon Krska, 1536 Springfield Avenue

Ms. Krska shared that Keys 2 Success was inspired by the excellent music program in New Providence. She had three children that went through the school system in New Providence who participated in band, marching band, and chorus. She started the organization in 2016 with the help of volunteer moms and students. She is very excited to bring the organization to New Providence for Unity Day on June 7th.

Mrs. Cuccaro declared the public portion of the meeting closed at 8:09 p.m.

CLOSED SESSION

Ms. Gunderman moved to adopt the following resolution:

This body shall on May 29, 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
- Personnel

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.

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

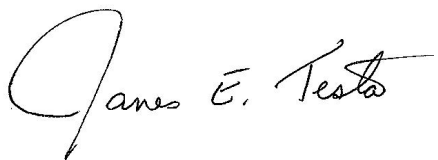
RETURN TO PUBLIC SESSION

The Board reconvened to public session at 9:18 p.m.

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

ADJOURNMENT

There being no other business before the Board, on a motion by Mrs. Marano, seconded by Ms. Gunderman, and carried unanimously, Mrs. Cuccaro declared the meeting adjourned at 9:19 p.m.



James Testa, School Business Administrator/Board Secretary