

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on December 18, 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, Joseph Walsh, 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 twenty-eight (28) members of the public.

Mrs. Cuccaro led 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.

BOARD PRESIDENT'S COMMENTS

Mrs. Cuccaro's comments are as follows:

Good evening, everyone, and welcome. Before we move on to tonight's agenda, I would like to take a brief moment to say thank you on behalf of Joe Walsh and myself. Tonight marks our final Board of Education meeting.

We would like to express our sincere gratitude to the community, the administration, and our fellow board members for entrusting us with the opportunity to help guide the district for so many years. It has truly been a privilege to serve alongside such dedicated individuals who care deeply about the success of our students and our schools.

As we close this chapter and approach the holiday season, we wish everyone a happy, healthy, and restful holiday. Thank you again for the opportunity to serve, and we look forward to the continued success of our district in the years ahead.

ENROLLMENT REPORT

Mr. Ugliarolo gave a summary of the current enrollment. Allen W. Roberts School has 595 students, Salt Brook School has 598 students, New Providence High School has 661 students, New Providence Middle School has 392 students, and lastly, 39 out-of-district students, to give us a total of 2,285 students.

STUDENT REPRESENTATIVE REPORT

Mr. Brenner's student report is as follows:

Good evening, and thank you, Dr. Zirpoli and the rest of the Board, for having me tonight.

November

- Fall Play: "It's a Wonderful Life" - Was on Nov 21st and 22nd; Had three amazing performances. Congratulations to Mr. Duke, Ms. Mangel, and the entire cast, crew, and pit for the outstanding shows!
- Senior Class- The Senior Class spelled out "26" on Lieder Field on Wednesday, Nov. 26th, as part of this continuing tradition to be featured in the yearbook for all of the Pioneer Graduating classes.

December

- Fall Sports Awards were held on Tuesday, December 2nd, and offered our Fall Athletes the opportunity to be recognized for their incredible seasons along with their coaches. Congratulations to all of our Fall Student-Athletes and Teams!
- The Marching Bands Awards Ceremony was held on Saturday, December 6th, to celebrate another amazing season by the "Pride and Class" and have one final opportunity to recognize the incredible work of Marching Band Director Mr. N. We thank and congratulate Mr. N on all of his leadership and support of the Marching Band for the past 30 years!
- We were treated to an amazing winter concert from our Chorus, Band, and Orchestra groups on Tuesday, December 9th. The Concert Choir, Select Choir, Jazz Choir, Concert Band, Jazz Band, Orchestra, and Swingin' Strings all showcased their talents through a special evening of performances. Congratulations to all of our music groups!
- Tomorrow evening, on Friday, December 19th, many of our students and alumni will again perform as part of the Music Department Coffee House event. We wish everyone a fun evening!

Club Updates

TSA sent out six teams to the UCNJ bridge building competition. Ram, Trevor, Ankit, Elijah, and Sebastian came in an impressive third in our county for truss bridges out of 36 teams, holding an astounding 167.5 pounds with their bridge. Hannah Vaikath, Kaylin Han, Ana Bankova, Clare McGill, and Maggie Liu won the judge's choice award.

Winter Athletics

- Girls' Basketball- Girls' basketball is hitting the ground running with their first game on Tuesday against Plainfield, decisively winning 64-51, and have a home game tonight against Roselle Catholic. Good luck to the girls!
- Boys' Basketball- Boys' basketball is ready to go with a game against ALJ on Saturday and one against Madison on Sunday to kick off their season.
- Wrestling- Wrestling has kicked off with their first match on Thursday, a tri meet, which is against Ridge and Roselle, and they are competing in a quad again on Saturday. Best of luck to them.
- Ice Hockey- Ice Hockey is off to a tough start, with three very close losses to Livingston, Ramapo, and Westfield; all three opponents are very tough teams. We are confident the team will see great results soon.
- Swimming- Both the girls and boys swim teams started the season with two dominant wins against Union and Elizabeth, and are 2-1 to start their seasons.
- Winter Track- Winter track is up and running, with their first meet tomorrow in Staten Island.

Thank you, and we hope everyone has a relaxing and enjoyable winter break!

SUPERINTENDENT REPORT

Dr. Zirpoli invited students to come up and speak about their experiences in planning and participating in Unity Day.

Students, Audrey Cai, Anjali Yonzon, Fatima Javed, and Lillian Yu, come up to present the following report:

Purpose and Goals of Unity Day

- Breaking Social Barriers: The main aim is to create an inclusive environment where individuals can share their experiences and backgrounds.
- Community Unity: By showcasing various cultures, the event strives to unite people of all ages and backgrounds.

Event Highlights

- Diverse Activities:
 - 20 Cultural Booths: Last year featured booths from multiple clubs, including the Japanese club, the Spanish Honor Society, and the Diversity Club.
 - Food and Arts: Attendees enjoyed a variety of traditional foods and participated in arts and crafts, enhancing their cultural understanding.
 - Music and Performances: A concert emphasized music as a universal language, attracting attendees through engaging performances.

Participation and Engagement

- Successful Attendance: The event saw over 300 attendees, marking significant growth since its inception.
- Hands-On Learning: The Japanese club's origami crane project allowed participants to engage in meaningful activities that symbolize hope and unity.

Future Aspirations

- Annual Tradition: Plans are underway to establish the Unity Fair as an annual event, aiming for increased participation and support from local organizations and the school board.
- Expansion Goals: Organizers seek to broaden community involvement and enhance the event's visibility through media and school announcements.

The student not only highlights the beauty of cultural diversity but also promotes a sense of belonging and connection within the community. Its growth and success reflect the collective effort of students, faculty, and local organizations.

Dr. Zirpoli and Mr. Crisicitello then presented the following students with certificates of excellence: Rachel Zack, Kolina Vales, Kristiana Qirci, Adem Ardolic, Elijah Xie, Ramakrishnan Panchacharam, Elias Lopez Kuri, Anjali Yonzon, Audrey Cai, Fatima Javed, Lillian Yu, Lia Hoang, Kayla Fienemann, and Naomi Lee.

Dr. Zirpoli then extended heartfelt wishes to the entire school community and thanked them for their continued support and partnership.

Dr. Zirpoli went on to share the following thank you to Mrs. Cuccaro and Mr. Walsh:

I want to share my sincere gratitude to two board members for whom tonight marks their final meeting. First, I would like to thank Joe Walsh for his service to our district and our community. Joe, your thoughtful contributions, steady presence, and commitment to doing what is right for students have made a meaningful impact. Your willingness to ask important questions and your support of programs and initiatives that strengthen opportunities for our students have been greatly appreciated.

I would also like to offer a very special thank you to our Board President, Bernadette Cuccaro. Bernadette, you have been my president from the very beginning of my superintendency, and I am deeply grateful for your leadership, guidance, and support. Your steady hand, collaborative approach, and unwavering focus on making decisions rooted in what is best for our students have helped move this district forward in powerful ways. The many programs and initiatives that serve our students today—and will continue to serve them well into the future—are a reflection of that leadership.

On behalf of the administration, staff, and students, I thank you both for your dedication, service, and commitment to this district. I would also like to note that on January 22nd, at our Board of Education meeting, we will formally recognize both Joe and Bernadette for their service and contributions to our school community.

Mrs. Marano echoed Dr. Zipoli's sentiments and shared the following:

I would also like to thank you both for your combined twenty-one years of service on the board, Bernadette with twelve years and Joe with nine. While I've only had the opportunity to serve alongside you for the past five years, which I'm sure were the highlights for you both, I have been truly grateful for your support, guidance, and friendship during that time.

I've been reflecting on some of the truly monumental moments in New Providence school history that you have both been a part of. And, as you know, I'm a big fan of lists, so I thought I'd name just a few, starting with the biggest highlight of all: navigating COVID shutdowns and mask mandates, and deciphering ever-changing guidance and requirements. You both led us through that incredibly challenging time with grace and thoughtfulness.

There were also many true highlights, including the implementation of full-day kindergarten; multiple bond referendums, which I know is one of Joe's favorite topics of conversation that brought new opportunities for STEM education; and, of course, the upgrades we're all enjoying now, including HVAC and air conditioning. Thank you for that.

You were also instrumental in contract negotiations, a superintendent search, and strategic planning. I believe you were part of three of those multiple technology upgrades and careful oversight of demographic studies over the past decade to ensure that not only our schools, but the New Providence community as a whole, were being thoughtfully served.

You both exemplify what it means to be servant leaders. The countless hours you've given—days, nights, weekends, meetings, calls, and texts have provided more for the students and families of New Providence than you'll ever fully be credited for. So, I'll give you that credit now.

Thank you very much, and we'll brace ourselves if we see either of you coming to the podium for open comment at future meetings.

Ms. Gunderman also shared some comments with Mrs. Cuccaro and Mr. Walsh:

I also want to thank you both. Since I stepped onto the board four years ago, Bernadette, you have served as either vice president or president, and you have led us with a calm, steady hand. I am truly grateful for that.

Joe, you may be quiet and calm, but I learned very quickly that when you ask a question, it's important to pay attention because there is always a lot to learn in the few words you choose.

Over the last few years, we've accomplished so much. Amanda already mentioned many of those achievements, but just in the past three years alone, we've worked through a bond referendum, a superintendent search, and strategic visioning and planning.

Thank you both for your patience with me as a new board member who asked a lot of questions, and for your mentorship along the way. I truly hope we can continue to carry on your legacy and lead this school district as you both have done for so many years. Thank you.

AUDIT REPORT PRESENTATION

Mr. Bedera presented the following audit report. The report is summarized as follows:

Mr. Bedera reviewed the Annual Comprehensive Financial Report, focusing on the General Fund. As of June 30, 2025, the district's total fund balance is \$5,942,240.00. Of that amount, approximately \$1.1 million is unassigned and unrestricted, which represents the state-allowed 2% reserve for expenditures. The remaining balance is restricted as follows:

- \$1.6 million designated for the 2025–2026 budget
- \$500,000 also applied to the current 2025–2026 budget
- \$1.44 million designated for the 2026–2027 budget
- \$430,000 reserved for capital reserves
- \$830,000 committed to encumbrances

Mr. Bedera also reviewed the Special Revenue Fund, which includes grants and state aid. The 2024–2025 fiscal year marked the final year for COVID-related grant spending. Over the past five years, the district expended approximately \$1.6 million in COVID grant funds, which are no longer available.

In the Capital Projects Fund, which tracks bond proceeds, the district has expended approximately \$18.7 million as of June 30, 2025, leaving about \$5 million remaining for future bond-related projects.

Finally, the Auditor's Management Report found no findings or recommendations, marking the third consecutive year with a clean audit.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting to the public. There were no public comments. Mrs. Cuccaro declared the public portion of the meeting closed.

APPROVAL OF MINUTES

Mrs. Marano moved to approve the minutes for:

Business Meeting:	November 20, 2025
Closed Meeting:	November 20, 2025

Mrs. Zane seconded the motion.

It was carried out on the following vote:

Roll call vote:

<u>Abstain</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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

ACTION ITEMS
FINANCE ACTIONS

Mr. Walsh, the Finance Chairperson, moved to approve items 1 through 8 as listed below:

BOARD SECRETARY REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for November 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 December 2025, in the amount of \$4,717,437.62.

2024/2025 AUDIT REPORT APPROVED

3. Approve the acceptance of the 2024/2025 Audit Report.

2025/2026 ACCOUNTS TRANSFER APPROVED

4. Ratify the action of the Superintendent in making the following transfers for the 2025/2026 school year.

DONATION APPROVED

5. Approve the generous anonymous donation to the New Providence Athletics for the football program, in the amount of \$500.00.

MATERNITY LEAVE REPLACEMENT AGREEMENT WITH ATLANTIC HEALTH APPROVED

6. Approve the agreement between the New Providence School District and Atlantic Health to cover an athletic trainer maternity leave replacement position, in an amount not to exceed \$20,000.00.

PARTICIPATION IN WELLHUB WELLNESS PROGRAM APPROVED

7. Approve participation in the Wellhub Wellness program through Gympass Us, LLC. This participation will be funded by the District's health insurance provider, Aetna.

DONATION APPROVED

8. Approve the generous donation to the New Providence Class of 1960 Scholarship Fund in the amount \$1,000.00.

Mrs. 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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

FACILITIES ACTION

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

REJECTION OF HVAC BIDS AND RE-BID APPROVED

1. Approve the following resolution:

WHEREAS, on December 11, 2025 the New Providence Board of Education accepted bids from three (3) contractors for the HVAC Upgrades @ District Schools, Allen W. Roberts School, Salt Brook School, and New Providence High/Middle School and

WHEREAS, the apparent lowest qualified base bid was received from the Reiner Group, Inc. of Fair Lawn, NJ and

WHEREAS, the base bid exceeds the referendum funds available for the project as well as the projected budget and

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

NOW THEREFORE BE IT RESOLVED, that the New Providence Board of Education accept the recommendation to reject all HVAC upgrades @ Allen W. Roberts School, Salt Brook School, and New Providence High/Middle School bids submitted on December 11, 2025 and

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

Mr. Testa gave the following update regarding the HVAC bids:

Currently, with respect to the HVAC contracts, we are in the punch list phase of the projects. All three schools have received their punch lists, and we are actively working through them. We are hopeful that these contracts will be closed out within the next month.

As part of the bond referendum, we had forecast that some funds would remain available. As a result, we went out to bid for the remaining projects that were not included in the initial bid process. The base bid included the gymnasiums at the High/Middle School, Salt Brook, and Allen W. Roberts. Alternate No. 1 included the cafeterias at all three buildings, and Alternate No. 2 included the middle school gym.

The bids were received and, quite frankly, were eye-opening. The base bids came in significantly higher than the funds currently available. Therefore, tonight we are recommending that all bids be rejected and that the projects be rebid.

We plan to rebid the projects by school, rather than as one package. This approach will allow the base bids to come in at more manageable amounts, enabling us to review, prioritize, and determine which

projects we can move forward with. While we will not be able to complete all of the projects, this strategy will allow us to proceed with at least some of them.

Once the new bids are received, I will meet with the committee to discuss next steps. At the January meeting, we anticipate bringing forward a resolution to award bids so that we can move ahead. In order to complete this work over the summer, approvals would need to be in place by the end of January. Any delay beyond that would make completing the projects over the summer challenging.

If this is approved tonight, the advertisement is ready to be released tomorrow and will appear in the paper next Tuesday or Wednesday. This will provide sufficient time, in accordance with statute, to distribute plans and receive bids.

As noted in the resolution, we received only three bids this round, which is lower than expected, as approximately thirteen contractors picked up bid packages. We are hopeful that rebidding will generate greater competition.

Mrs. Marano seconded the motion.

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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

EDUCATION ACTION

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

2025/2026 SUPERINTENDENT RECOMMENDATIONS OF HARASSMENT, INTIMIDATION, AND BULLYING APPROVED

- Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent of Schools regarding the following 2025/2026 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
Middle School:	2
Allen W. Roberts:	2

RUTGERS MEMORANDUM OF UNDERSTANDING APPROVED

- Approve the Memorandum of Understanding between New Providence High School and Rutgers School of Health Professions for the Health Science Careers Program, effective for the 2025/2026 school year. Such agreement was Board approved on December 14, 2023 and is to automatically renew for a successive three-year period.

2025/2026 ADDITIONAL FIELD TRIP DESTINATIONS APPROVED

- Approve the following additional field trip destination for the 2025/2026 school year in accordance with N.J.A.C. 6A:23A-5.8:

- a. Hunterdon Health Campus, Flemington, NJ

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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

PERSONNEL ACTION

Ms. Gunderman, the Personnel Chairperson, moved to approve Items 1 through 6 as listed below.

2025/2026 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 2025/2026 school year:
 - a. Margaret Gilroy, long term substitute teacher, \$33,854.00 (base \$67,707.00), effective 2/1/26-6/30/26
 - b. Kristin Cabe, student teacher, for 10 days, effective 1/2/26-5/9/26 (subject to criminal history review procedures)
 - c. Sophie Weaver, student teacher, for 10 days, effective 2/2/26-4/30/26 (subject to criminal history review procedures)
 - d. Ryan Wilkerson, long-term substitute teacher, effective 12/11/25, to be paid on a per diem basis of \$293.77 (prorated Step 1, Column I, base of \$58,754.00)
 - e. Samantha De Souza-Correia, HS/MS SAC intern, effective 1/1/26-5/31/26 (subject to criminal history review procedures)
 - f. Alyssa Natale, HS musical, choreographer, \$3,366.00 (subject to criminal history review procedures)
 - g. Miranda Hood, long term substitute teacher, \$36,844.00 (base \$70,179.00), effective 1/26/26 through 6/30/26 (subject to criminal history review procedures)
 - h. Kathy Yanni, school counselor, \$51,031.00 (base \$85,051.00), effective 1/1/26-6/30/26
 - i. Katelyn Hubert, substitute teacher, teacher aide, and secretary (subject to issuance of certification)
 - j. Daniel Januzzi, substitute teacher, teacher aide, and secretary
 - k. Sydney Chan, substitute teacher, teacher aide, and secretary
 - l. Alexa DeSeta, substitute teacher, teacher aide, and secretary
 - m. Madelyn Fama, substitute teacher, teacher aide, and secretary
 - n. Daniel Moore, substitute teacher, teacher aide, and secretary
 - o. Ana Caicedo, substitute custodian (subject to criminal history review procedures)
 - p. Melissa Muglia, substitute custodian (subject to criminal history review procedures)

RESIGNATIONS APPROVED

2. Accept the resignations of the following employees:
 - a. Peter Schaefer, teacher, effective 1/31/26, due to retirement
 - b. Hailey Hogan, teacher (.5), effective 1/30/26
 - c. Paula Galvin, playground/lunch assistant, effective 1/16/26

2025/2206 REVISIONS APPROVED

3. Approve the following revisions for the 2025/2026 school year:
 - a. Sydney Marciano, cheerleading (winter), advisor, \$7,639.00
 - b. Amanda Sears, cheerleading (winter), first assistant, \$5,347.00
 - c. Jennifer Dowden, long term substitute teacher, \$61,859.00 (base \$62,170.00), effective 9/3/25 through 6/30/26

UNPAID LEAVE APPROVED

4. Approve the request for unpaid leave for Lauren Koppel, teacher, under the federal Family Leave Act for a period of seven weeks commencing 1/12/26 and ending 2/27/26, with continued health insurance benefits pursuant to law.

UNPAID CHILD-REARING LEAVE APPROVED

5. Approve the request of Kimberly Newmark, teacher, (currently on maternity leave), for an extended unpaid child-rearing leave for the 2025/2026 school year, pursuant to Article X of the Agreement between the Board and the NPEA, effective 2/4/26 through 6/30/26.

RESCINDED APPOINTMENT APPROVED

6. Rescind the following appointment for the 2025/2026 school year:
 - a. Eric Martin, baseball (spring), boys, second assistant, \$5,336.00

Dr. Empon Hayden seconded the motion.

Dr. Zirpoli took a moment to recognize Mr. Schaefer for his many years of teaching and wished him a happy retirement.

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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

BOARD POLICY

Mr. Walsh, the Board Policy Chairperson, moved to approve the following Policies and Regulations on second reading:

SECOND READING APPROVED

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

Bylaws and Policies:

Policy 2422 (Mandated)	Statutory Curricular Requirements (Walsh)	Revised
Policy 2530 (Mandated)	Resource Materials (Walsh)	Revised
Policy 2535 (Mandated)	Library Materials (Walsh)	New
Policy 9130 (Mandated)	Public Complaints (Walsh)	Revised

Administrative Regulations:

Regulation 2530 (Mandated)	Resource Materials (Walsh)	Revised
Regulation 2535 (Mandated)	Library Materials (Walsh)	New
Regulation 9130 (Mandated)	Public Complaints (Walsh)	Revised

Mrs. Marano seconded the motion. 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>Yea</u>	Mr. Walsh
<u>Yea</u>	Mrs. Zane

COMMITTEE REPORTS

1. Curriculum, Instruction, and Technology: None.
2. Finance, Facilities, and Safety/Security: None.
3. Personnel, Management, and Communication: None

OLD BUSINESS

Mr. Testa read into the record the Official School Board Election Results and congratulated the election candidates.

The official results of the two seats on the Board are the following:

Amy Lepre- 1,037 write-in votes
Rupa Kale- 1,027 write-in votes

NEW BUSINESS

Dr. Zirpoli shared that in the new year, she will be sending out several calendar requests. She plans on meeting individually with each Board member to take some time to catch up and to discuss how things are progressing with our goals and the strategic plan.

She also plans to meet with each newly established committee following reorganization, the committees have been reestablished, and these meetings will allow committee members to be up to date on the current Board goals. The administrative team at the central office, along with building leaders, has been working very hard on this work and has built strong momentum. She wants to ensure that our new committee members are fully informed and aligned as we move forward.

PUBLIC COMMENTS

Mrs. Cuccaro opened the meeting to the public at 7:34 p.m.

Peter Schaefer, 36 Salem Road

Mr. Schaefer commended the Board on being well organized and asked, under Committee Reports, what does “nothing new” mean?

Dr. Empson Hayden responded that “nothing new” meant that the committee had not yet met since the last board meeting.

Mr. Schaefer asked when the next committee meeting will be.

Dr. Empson Hayden responded that they will meet again in the new year once a new committee has been established.

Mr. Schaefer asked how he would find out about the date of that meeting.

Dr. Empson Hayden responded that it will not be announced to the public since it is only for committee members. Whatever is discussed in that meeting will be relayed to the public at the next board meeting on January 22nd. Dr. Empson Hayden encouraged Mr. Schaefer to reach out to Dr. Zirpoli with any questions.

Mrs. Cuccaro declared the public portion of the meeting closed at 7:38 p.m.

CLOSED SESSION

Dr. Empson Hayden moved to adopt the following resolution:

This body shall, on December 18, 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
- 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.

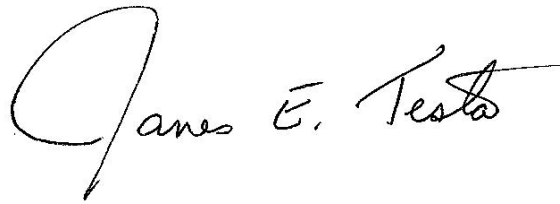
Mr. Walsh seconded the motion, which was carried unanimously.

RETURN TO PUBLIC SESSION

The Board reconvened to public session at 8:24 p.m. Mrs. Cuccaro called the Board to order. Board members present were Mrs. Castellano, Mrs. Cuccaro, Dr. Empson Hayden, Ms. Gunderman, Mrs. Marano, Mr. Walsh, and Mrs. Zane.

ADJOURNMENT

There being no other business before the Board, on a motion by Mr. Walsh, seconded by Mrs. Cuccaro, and carried unanimously, Mrs. Cuccaro declared the meeting adjourned at 8:25 p.m.

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

James Testa, School Business Administrator/Board Secretary