

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on June 25, 2026, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Marano, Board President.

Present on the roll call were Laura Castellano, Dr. Kristen Empson Hayden, Rupa Kale, Amy Lepre, 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 sixteen (16) members of the public.

Mrs. Marano led in the salute to the flag.

Mrs. Marano read the following statement:

This is a public meeting of the Board of Education of the Borough of New Providence. Adequate notice of this meeting has been given in accordance with PL 1975, Chapter 231, in that a notice was made in conformance with Section 13 of the Act.

Whenever the business of the Board requires it to convene in a Closed Session, the session will begin no later than 9:30 p.m. At the conclusion of the need for a Closed Session, the Board will reconvene for the public portion of the meeting. At that time, the Board will complete any other business that may be before it, and the public will then be given an opportunity to be heard before the meeting is adjourned.

BOARD PRESIDENT COMMENTS

Mrs. Marano welcomed all to the meeting and commented on the District closing out another wonderful school year, including the recent graduations and celebrations. She stated that it is great to see a lot of familiar faces at the meeting. She reminded everyone that there are two (2) public portions of the meeting. The first is to address specific agenda items and the second is at the end of the meeting to address all comments. Mrs. Marano then passed the meeting to Dr. Zirpoli.

Dr. Zirpoli thanked Mr. Henry, Mr. Criscitello, Mr. Richter, Mrs. Allen, and their teams for wonderful end-of-year celebrations. She mentioned that many Board members were able to be at a number of the celebrations and she thanked them for always putting the students first and for celebrating them.

Dr. Zirpoli then turned the meeting over to Mr. Ugliodoro to address the enrollment report.

ENROLLMENT REPORT

Mr. Ugliodoro gave a summary of the current enrollment. Allen W. Roberts School has 606 students, Salt Brook School has 602 students, New Providence Middle School has 386 students, New Providence High School has 657 students, and there are 39 out-of-district students, for a total of 2290 students.

Mr. Ugliodoro also reported an updated kindergarten enrollment for September 2026. Currently, eighty-five (85) students are pre-registered for kindergarten at Salt Brook, and sixty-two (62) students are pre-registered for kindergarten at Allen W. Roberts.

Dr. Zirpoli thanked Mr. Ugliodoro and asked Mr. Testa to give an update on the HVAC project.

UPDATE ON HVAC PROJECT

Mr. Testa reported that with regard to H&S Construction, the overall contractor for the HVAC projects for all schools throughout the District, the punch lists have been completed and have been given to H&S. H&S is currently working on these lists and they hope to complete them by the end of the summer. Also, they are working to implement a solution for the communication issue. Right now, H&S is testing a solution at Salt Brook School. The test has been working, which is good news. If it continues to work to their satisfaction, H&S will implement it district-wide. They would start with the high school, then move to

they are working to implement a solution for the communication issue. Right now, H&S is testing a solution at Salt Brook School. The test has been working, which is good news. If it continues to work to their satisfaction, H&S will implement it district-wide. They would start with the high school, then move to the middle school, and then to the elementary schools. The overall majority of the HVAC systems are working and there is air conditioning in the buildings. We are trying to get the controls to work as designed in a way to allow us to control the temperature in the classrooms. The plan would be for each classroom to be able to raise or lower the temperature by two (2) degrees. For anything more than two (2) degrees, a request would need to be made to the maintenance foreman. Mr. Testa commented that he is 99% sure that we will be done before the end of the summer. There will be a District meeting with all contractors, Mr. Testa, and Dr. Zirpoli to make sure that everyone stays focused on getting a solution for this issue.

The District is also working with AMCO, the contractor who is handling the HVAC of the HS gym and the DOAS unit at Salt Brook. There was a pre-construction meeting on June 12th for both projects. AMCO started working on the HS gym the day after graduation. All of the product for the HS gym has been ordered and is scheduled to be delivered on time. We are scheduled to finish this project by the end of the summer. With regard to the DOAS unit at Salt Brook, we already have that unit on site. AMCO started working at Salt Brook on Monday, June 22nd. We are also scheduled to complete this project by the end of the summer. So, at this point, the good news with regard to the new projects is that they are all on schedule. Mr. Testa asked if the Board had any questions. There were none.

SUPERINTENDENT REPORT

Dr. Zirpoli thanked Mr. Testa and reported the class of 2026 post-secondary statistics.

Graduation and Academic Performance

- Total Graduates: 146 students
- Average GPA (Weighted): 3.74
- Average SAT Score: 1231
- Average ACT Score: 25
- Total Applications Submitted: 1321
 - Average Applications per Student: 9
- Acceptance Rate: 63.5%

College Attendance Breakdown

- Four-Year Colleges: 93.2% of students
- Trade Schools: 2.7% of students
- Workforce: 2.7% of students
- Military: 1.4% of students

Notable College Acceptances- Our students will be attending a variety of prestigious colleges and universities. These include acceptances from the following::

- Auburn (2)
- Boston University
- Bucknell
- Carnegie Mellon
- Clemson (4)
- Coastal Carolina (2)
- The College of NJ
- Cornell (2)
- Fairfield
- Johns Hopkins University
- Lafayette College (2)
- Loyola University Maryland (2)
- Michigan State University

- Northeastern University (2)
- Ohio State (2)
- Penn State University, University Park (6)
- Rutgers University, New Brunswick (6)
- Seton Hall University (4)
- United States Air Force Academy
- University of Alabama (2)
- University of Delaware (5)
- University of Florida (2)
- University of Miami (2)
- University of Michigan
- University of North Carolina, Chapel Hill (2)
- University of Pennsylvania
- University of Scranton (7)
- University of South Carolina (2)
- University of Tennessee (4)
- Villanova University
- Virginia Tech
- Wake Forest

This is just a sampling of the schools. There are many more. As evidenced above, some colleges and universities were very popular with our students this year. Dr. Zirpoli congratulated all of the graduates and their families.

Dr. Zirpoli introduced Mr. Ugliolero to present on Promoting Professional Growth by Enhancing Teacher Evaluation. Dr. Zirpoli also informed the Board that Mrs. Shadis is ill and will not be part of the presentation, but Mr. Ugliolero would address the revised rubric for school counselors.

RUBRIC TO GUIDE EFFECTIVE TEACHING PRESENTATION

Mr. Ugliolero commented that he was excited to present to the Board some very meaningful work that was accomplished over the past few years to redesign three of the evaluation instruments used in the District. The presentation, [linked here](#), addressed the evaluation instruments used to evaluate teachers, school counselors, and school nurses. The instrument for school nurses is brand new and was created during this process. Within the presentation, Mr. Ugliolero discussed for each group the goal of the redesign, the rationale behind the goal, the process used, and the end product or outcome.

The Teaching Rubric

Mr. Ugliolero addressed the process over the past two years to update the Rubric to Guide Effective Teaching, the rubric used in the District to evaluate the teaching staff. For the teaching rubric, the aim was to redesign the rubric and also to enhance the District supervisory practices with one thought in mind- optimizing the professional growth of our teachers and fostering student learning. So the group was not only looking to change the tool, but was also thinking about how the tool can be used to foster the professional growth of our teachers.

There were three north stars that were embraced during this process. Number one was strategic alignment. They wanted to really hone in on the most essential descriptors or elements of the rubric that focused on the most critical instructional practices. They sought to reduce the number of descriptors observed to only the most essential. Also, they wanted to update the rubric so that it reflects our District goals and priorities, such as Balanced by Design, personalized learning, and belonging and community.

The second north star was to refine the language of the rubric so that it was more clear and specific. When working with the teachers and reviewing the rubric, it should be a resource that points toward effective practices. It should be descriptive of the practices that we are looking to observe in the classroom. They should be able to have meaningful discourse around the descriptors.

The third north star was to look at the District supervisory practices. They looked at how the administrators use the instrument when evaluating teachers in pre-conferences, post-conferences, and during the observation so that teachers have a consistent experience during the evaluation process.

Mr. Ugliaro stated that the District tackled this project for the last two years because they wanted to revise the instrument that had been used for many years to reflect current District priorities. They wanted to be able to use it to center on professional discourse around growth and growth oriented feedback.

Mr. Ugliaro also discussed that who was involved was very important and it's one of the things that makes New Providence so strong. The District Evaluation Advisory Committee (DEAC), which is required by statute, worked on this project. There were teachers and administrators from all four schools. All grade levels and subject areas were represented. There were special education teachers and representatives from the teachers' association. The committee participants were divided into subcommittees by domain. Each domain was a chapter of the rubric. Domain one focused on planning and preparation. Domain two focused on presentation or instruction. Domain three focused on classroom environment. Domain four focused on professional responsibilities. Everyone's voice was heard.

The process began in March of 2025. The committee began by looking at the rubrics being used across the state of New Jersey. There are companies that produce these rubrics that are widely used throughout the state, such as Danielson and the Marshall rubric. These rubrics were compared to what was then being used in New Providence. Then the committee identified the most essential components from the existing rubric. If they were to boil down the rubric so that there was a greater focus not only for our teachers, but also for the evaluator, what would those components be and why? Through December 2025, the committee worked on revising the language of the rubric.

Starting in January 2026, DEAC began the second phase of the project, piloting the rubric. In this phase, the purpose was really to gain as much feedback as possible from as many groups as possible so that the new draft rubric could be refined. There were three primary elements of this phase. The first part was to have a group of administrators break into two (2) teams and spend a day going to different classrooms using the new revised rubric to see how it functioned in practice. They would assess the different descriptors and then go into a classroom and see how consistent different administrators were in applying the descriptors. The second part of this phase was for the SCIP committee (school improvement committee) at each school to meet with the building principal to give feedback on the rubric. Mr. Ugliaro and Mr. Keaney also met with the curriculum council to get their feedback on the rubric. The third part of this phase was to use the new rubric to evaluate a volunteer group of teachers for their second evaluation. It did not count as their score, the old rubric was used for the score. It did, however, enable the administrator to use the new rubric and have discussions about it in the post observation conference.

All of this feedback was reviewed on a loop. The resulting rubric now has seventeen (17) descriptors, as opposed to the previous thirty (30) descriptors that a teacher was evaluated on. Now it is seventeen (17) power components that reflect best instructional practices and reflect our District priorities. Each descriptor now has clear focused language at each level of performance that we can use to talk to teachers, and for teachers to talk to administrators, about professional growth. Also, the process aligned the rubric across the three (3) domains of planning, instruction, and classroom environment.

In the planning domain, Domain 1, the District is asking the teachers to really think about the learning objectives of their lesson. What is the outcome? What does the teacher want the students to know or understand or be able to do and how is the teacher going to get the students there? Then, finally, how will the teacher assess the students during that class period? This is referred to as backwards design.

In Domain 2, instruction, one of the biggest shifts is increased student discourse. Students are talking to other students during the lesson about their learning and reflecting on what they have learned. This reflects the District Balance by Design culture.

In Domain 3, classroom environment, we are looking at how the teacher is creating belonging for all of the students. This may be simply through creating consistent routines and expectations and reinforcing them. It may be reinforcing positive behaviors and not just correcting negative ones, but really creating an environment where there is a shared commitment to learning by students and teachers.

In Domain 4, professional responsibilities, the major shift is on the teacher's reflective practice. Does the teacher reflect on their own practices on a regular basis? Is the teacher thinking about feedback that they are getting and acting on that feedback?

What are the next steps to a successful launch? On June 5th, teachers used their half day of professional development looking at their lesson plans in light of Domain 1 and thinking about what adjustments they need to make. The administrators spent part of their retreat training on the new revised rubric. The next step was presenting it to the Board and then, once Board approved, it must be presented to the New Jersey Department of Education in July. In August and September we will move into training and full implementation of the new rubric. We really want the teachers to understand the language of the new rubric. In the first round of evaluations, there must be a pre-conference meeting. This meeting will be looked at as a coaching conference for the new rubric. It will be a time to go over the teacher's plans and what things the teacher might want to think about before they are observed..

The School Counselor Rubric

This rubric went through a very similar process to the teacher rubric. This process, however, was started by Mrs. Shadis in 2022. The counselor's rubric then in use was from 2016. It had three (3) domains- counseling, interpersonal skills, and professional responsibilities. Mrs. Shadis started the process to revise this rubric because the descriptors evaluated in the rubric did not align with the typical school counseling practice. The committee to revise the rubric included all school counselors, the student assistance counselor, and the assistant principals. The committee renamed some of the rubric domains to better categorize the different elements of practice that fall under the domains. They refined the existing descriptor language to reflect District priorities such as SEL and belonging and community and the importance for counselors of collaboration and consultation. They also tried, to the extent possible, to mirror the revised teacher rubric. They added a fourth domain and simplified some of the descriptors. They also reduced the overall number of descriptors to create a greater focus on core practices.

Mr. Ugliarolo then asked Mr. Carangelo, who spearheaded the effort to create a new rubric for school nurses, to present the new rubric to the Board.

The School Nurse Rubric

Mr. Carangelo stated that the nurses went through a very similar process to create the new school nursing rubric. Prior to the creation of this rubric, the nurses were evaluated on the teachers rubric. That might have worked better years ago when nurses had more teaching responsibilities. But, as the state code continues to evolve and more responsibilities are given to school nurses, they are teaching a lot less. So, it no longer works to use the teacher rubric as an evaluative tool for school nurses. It was like a square peg in a round hole. The goal was to establish a framework that would be appropriate for school nurses based on their job description. The first thing they did was look at already established rubrics. Specifically, the nurses looked at the Danielson model to see the content on which nurses are being evaluated in other districts. They also wanted to have strategic alignment with the new teachers' rubric. They concluded with four domains that are very similar in structure to the teachers' rubric. The descriptors within each domain are more specific to nursing, but they remain consistent with terminology. Domain 1 is planning and preparation. Domain 2 is services delivery and health instruction. Domain 3 is the health office environment. Domain 4 is professional responsibilities. The new rubric ensures that when an administrator evaluates a school nurse, they are using a tool that really fits what the District expectations are for the school nurses on a daily and annual basis. If the Board approves the new rubric, then the next step would be to submit it to the NJDOE for approval to start using it for the 2026/2027 school year.

The Board was then asked if they had any questions regarding the presentation.

Mrs. Castellano asked what the benefits are to creating our own proprietary evaluation versus purchasing one.

Mr. Ugliodoro responded that the primary benefit is being able to tailor the rubric to reflect and align with our priorities as a school district. A second advantage is being able to filter the descriptors from 30 to 17. A lot of the rubrics available for purchase are incredibly comprehensive. One might make the case that they are so comprehensive that they are less effective in evaluating a teacher, because of how much you are looking for. Being able to work with members of our own District to really identify descriptors and create language that reflects our priorities and our most essential practices that contribute to student learning and to teachers' professional growth is a benefit. Also, we did all of the above while also aligning the revised and new rubrics to the New Jersey teaching standards for professional practice, which is a statutory requirement.

Mrs. Castellano thanked Mr. Ugliodoro for the nice work.

Mrs. Kale asked if Mr. Ugliodoro and Mr. Carangelo could expand upon or discuss how these rubrics also tie in the District's Balanced by Design initiative.

Mr. Ugliodoro responded that it was very fortuitous how the two converged. Through much discussion by the DEAC committee about the best instructional practices and by looking at other rubrics, we recognized that a central component, especially in the classroom during instruction, is face-to-face student dialogue. It is students making their thinking visible to one another and to their teacher. This is reflective of the Balanced by Design framework and the shift away from engagement being through a device to engagement being with one another. Also, it should be noted that the prior rubric has its own descriptors about integrating technology, which made sense at the time the former rubric was created. Then, technology wasn't easily accessible in the classroom. Not every student had technology and you had to sign out the technology for your class or go to a computer lab. So, the prior rubric made an effort to bring this to teachers' attention. The new rubric is not an elimination of technology. It is the strategic use of technology in transformative ways to really support and enhance learning.

Dr. Empson Hayden commented that the rubric ties in with Balanced by Design and the parent sessions and the Board goals and gives us a really good insight as to what benchmarks we are looking at to make sure that Balanced by Design is effective as well. She also stated that she likes going from thirty (30) to seventeen (17) descriptors. If she thinks about her own reviews that she goes through every year and tries to imagine being evaluated on thirty (30) things, she is probably only doing 10% of each descriptor. She commented that reducing it helps the teachers really hone in on what is most important for our students. Dr. Empson Hayden thanked Mr. Ugliodoro.

Dr. Zirpoli thanked Mr. Ugliodoro and Mr. Carangelo and the entire team that worked on this. They spent an extraordinary amount of time on this project. It was a very thoughtful process and will gain a tremendous amount of success once we start using this in September with our teachers. Dr. Zirpoli is really excited to see this in the fall.

PUBLIC COMMENTS

Mrs. Marano opened the meeting to the public at 7:36 p.m. There were no public comments. Mrs. Marano declared the public portion of the meeting closed at 7:36 p.m.

APPROVAL OF MINUTES

Dr. Empson Hayden moved to approve the minutes for:

Special Meeting:	May 7, 2026
Closed Meeting:	May 7, 2026

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

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Zane

Mrs. Castellano moved to approve the minutes for:

Business Meeting:	May 28, 2026
Closed Meeting:	May 28, 2026

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

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Zane

ACTION ITEMS

FINANCE ACTIONS

Mrs. Zane, in the absence of the finance chairperson, moved to approve items 1 through 19 as listed below:

BOARD SECRETARY AND TREASURER REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for May 2026. 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 June 2026, in the amount of \$6,908,267.92.

2025/2026 TRANSFERS APPROVED

3. Ratify the action of the Superintendent in making the following transfer for the 2025/2026 school year.

May 2026

From:

Account	Description	Amount
11-130-100-101	Salaries- Grades 6-8	\$27,352.00

Total: \$27,352.00

To:

Account	Description	Amount
11-150-100-320	Purchased Professional Services	\$27,352.00
		Total: \$27,352.00

VOIDED AND REISSUED CHECKS APPROVED

4. Approve the voided and reissued checks:

Voided

Check #	Date	Amount	Account	Reason
364579	08/26/24	\$ 236.92	11-000-240-610-01	LOST/OUTDATED
365287	12/12/24	\$ 873.60	11-000-222-600-04	LOST/OUTDATED
365836	03/27/25	\$ 355.26	11-190-100-580-00	LOST/OUTDATED
365848	04/24/25	\$ 185.64	11-402-100-500-01	LOST/OUTDATED
365886	04/24/25	\$ 285.00	11-000-240-615-00	LOST/OUTDATED
365913	04/24/25	\$ 147.31	11-402-100-500-01	LOST/OUTDATED
366061	05/29/25	\$ 65.80	11-401-100-610-01	LOST/OUTDATED
010166	05/29/25	\$ 14.10	11-190-100-580-00	LOST/OUTDATED
366186	06/26/25	\$ 14.15	20-270-200-590-00	LOST/OUTDATED
11460	09/17/24	\$ 100.00	Athletics Account	LOST/OUTDATED
11537	10/04/24	\$ 104.00	Athletics Account	LOST/OUTDATED
11546	10/08/24	\$ 66.00	Athletics Account	LOST/OUTDATED
11703	12/17/24	\$ 102.00	Athletics Account	LOST/OUTDATED
11707	12/18/24	\$ 100.00	Athletics Account	LOST/OUTDATED
11738	01/10/25	\$ 63.00	Athletics Account	LOST/OUTDATED
11781	01/27/25	\$ 464.00	Athletics Account	LOST/OUTDATED
11842	02/21/25	\$ 200.00	Athletics Account	LOST/OUTDATED
11855	03/04/25	\$ 100.00	Athletics Account	LOST/OUTDATED
11924	04/08/25	\$ 120.00	Athletics Account	LOST/OUTDATED
11953	04/22/25	\$ 100.00	Athletics Account	LOST/OUTDATED
12002	05/07/25	\$ 105.00	Athletics Account	LOST/OUTDATED
12065	06/23/25	\$ 2,485.00	Athletics Account	LOST/OUTDATED

Re-issued

Check#	Date	Amount	Account
10174	06/25/26	\$ 236.92	11-000-240-610-01
10175	06/25/26	\$ 355.26	11-190-100-580-00
10176	06/25/26	\$ 185.64	11-402-100-500-01
10177	06/25/26	\$ 147.31	11-402-100-500-01
10178	06/25/26	\$ 65.80	11-401-100-610-01
10179	06/25/26	\$ 14.15	20-270-200-590-00

2026/2027 INSURANCE AGENTS AND PROVIDERS APPROVED

5. Move to approve the following appointments of insurance agents and providers by N.J. Statutes 18A:18A-5a(2) and (10) for the 2026/2027 school year:
- Aetna Health Insurance
 - RPS/Bollinger Specialty Group, as the provider of athletic accident insurance
 - CFC, as the provider of privacy and data breach (cyber) insurance
 - Acrisure, as the Board's agent for health and dental benefits insurance; fee covered by the insurance company

- e. Delta Dental, as provider for dental insurance
- f. New Jersey Insurance Group, as the provider of workers' compensation insurance
- g. New Jersey Unshared Excess Program (NJUEP), as the provider of excess umbrella insurance liability coverage
- h. Clyde Paul Insurance Agency, as the Board's agent for all property, liability, auto, cyber, workers' compensation, and accident insurance, fee covered by insurance companies
- i. Utica National Insurance Group, as the provider of commercial package property insurance (property, liability, auto, umbrella, and legal)
- j. Philadelphia Insurance Company, as the provider for pollution coverage
- k. Wright National Flood Insurance Company, as the provider of flood insurance coverage
- l. Chubb Insurance, as provider of international liability and travel insurance

**APPROVAL NOT TO PARTICIPATE IN THE
NATIONAL SCHOOL LUNCH PROGRAM**

6. Adopt the following resolution:

WHEREAS, the New Providence Board of Education has considered whether to participate in the National School Lunch Program; and

WHEREAS, the New Providence Board of Education has concluded that it was in the best interests of the District to withdraw from participation in the National School Lunch Program effective the 2014/2015 school year.

NOW, THEREFORE BE IT RESOLVED, that the New Providence Board of Education continues to withdraw the District from participation in the National School Lunch Program for the 2026/2027 school year.

**APPROVAL OF BUSINESS ADMINISTRATOR/BOARD
SECRETARY TO DIRECT PREPAYMENT**

7. Adopt the following resolution:

The Business Administrator/Board Secretary has the authority to direct prepayment of claims for debt service, insurance, payroll, petty cash and any other claim or demand which would be in the best interest of the Board to pay promptly. All prepayments shall follow the District's purchasing procedure and be approved by the New Providence Board of Education at the next regular meeting, during the 2026/2027 school year.

SCHOOL TUITION RATE SCHEDULE APPROVED

8. Approve the School Tuition Rate Schedule Agreement between the Union County Vocational-Technical Schools and the New Providence Board of Education for the 2026/2027 school year.

POMPTONIAN LUNCH PRICE LIST APPROVED

9. Approve the Pomptonian lunch price lists for the 2026/2027 school year. (EXHIBIT A)

PURCHASE/RENEWAL OF SOFTWARE APPROVED

10. Approve the purchase/renewal of software, including support and maintenance, for the 2026/2027 school year in accordance with N.J. Statutes 18A:18A-5. (EXHIBIT B)

**USE OF EDUCATIONAL SERVICES COMMISSION OF NJ
CONTRACT AWARDED TO STADIUM SYSTEMS APPROVED**

11. Approve the use of the Educational Services Commission of New Jersey contract and bid Co-Op # ESCNJ 18/19-24 Athletic Equipment Reconditioning and Repair, awarded to Stadium Systems for the 2026/2027 school year.

TRANSFER TO CAPITAL RESERVE APPROVED

12. Approve the following resolution:

WHEREAS, N.J.S.A. 18A:7F-41, N.J.S.A. 18A:7G-31, and N.J.S.A. 18A:21-2 permit a board of education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize a board of education to transfer unanticipated excess current revenue or unexpected appropriations into reserve accounts during the month of June by Board resolution, and

WHEREAS, The New Providence Board of Education wishes to transfer unanticipated unexpended appropriations from the General Fund into the Capital Reserve Account at year end to fund the replacement of turf at Lieder Field when necessary, and

WHEREAS, the New Providence Board of Education has determined that \$60,000.00 is available from revenue account number 10-1980-000 (Prior Year Refunds) for such a transfer;

NOW THEREFORE BE IT RESOLVED by the New Providence Board of Education that it hereby authorizes the District's School Business Administrator/Board Secretary to make this transfer consistent with all applicable laws and regulations.

BUSINESS ADMINISTRATOR APPROVED TO EXECUTE TRANSFERS

13. Approve the following resolution:

The Business Administrator/Board Secretary, with approval of the Superintendent of Schools and the Finance, Facilities, and Security Committee Chairperson, be authorized to execute account transfers that may be needed to close the fiscal year with Board confirmation at the next regular Board meeting.

BUS COMPANIES APPROVED

14. Approve the following bus companies for athletics, extracurricular, and field trip transportation in the event the Morris-Union Jointure Commission is unable to provide transportation for the 2026/2027 school year:

<u>Company</u>	<u>Location</u>	<u>2026/2027 Rates</u>
Belair Transport	Orange	Price to be determined based on trip
Byram Bus, Inc	Stanhope	Price to be determined based on trip
Charter UP	Newark	Price to be determined based on trip
Coach America	New York	Price to be determined based on trip

Durham Charter Services	Roselle	Price to be determined based on trip
First Student	Berkeley Heights	Price to be determined based on trip
US Coachways	New York	Price to be determined based on trip

**AGREEMENT FOR VEHICLE AND BUS
FLEET MAINTENANCE APPROVED**

15. Approve the agreement between the Morris-Union Jointure Commission and the New Providence Board of Education for vehicle and bus fleet maintenance for the 2026/2027 school year.

GENEROUS DONATION FROM AWR PTA APPROVED

16. Approve the generous donation from the AWR PTA for the purchase and installation of the playground equipment for the North Court Playground, in the total amount of \$82,699.00.

SALE OF TECHNOLOGY APPROVED

17. Approve the sale of one hundred (100) Apple iPad Wi-Fi Gen 7, 128GB (Model MW782LL); Thirteen (13) Apple iPad Wi-Fi Gen 7, 32GB (Model MW752LL); one hundred (100) Apple iPad Wi-Fi Gen 8, 128GB (Model MYLE2LL); three (3) Apple iPad Wi-Fi Gen 8, 32GB (Model MYLA2LL); and forty (40) Apple iPad Wi-Fi Gen 9, 64GB (Model MK403LL) to Total Technology, Inc., 100 Century Parkway, Suite 325, Mount. Laurel, NJ 08054, in the amount of \$19,103.00.

**DISSOLUTION AND TRANSFER OF FUNDS FOR THE CLASS OF 1962
LOUIS DIPARISI, Jr. MEMORIAL SCHOLARSHIP APPROVED**

18. Approve the following resolution:

To dissolve the class of 1962 Louis DiParisi, Jr. Memorial Scholarship and transfer remaining funds to the Ed Lieder Scholarship.

WHEREAS, the New Providence Board of Education recognizes the need to appropriately manage and administer scholarship funds established for the benefit of students; and

WHEREAS, the Board has received a formal request to dissolve the Class of 1962 Louis DiParisi, Jr. Memorial Scholarship; and

NOW, THEREFORE, BE IT RESOLVED, that the New Providence Board of Education hereby approves the dissolution of the Class of 1962 Louis DiParisi, Jr. Memorial Scholarship; and that all remaining funds currently held in Class of 1962 Louis DiParisi, Jr. Memorial Scholarship shall be transferred to the Ed Lieder Scholarship, to be administered in accordance with the established purpose and guidelines of said scholarship fund; and

BE IT FURTHER RESOLVED, that the School Business Administrator/Board Secretary is authorized to take all necessary actions to effectuate this transfer and close out the account associated with the Class of 1962 Louis DiParisi, Jr. Memorial Scholarship.

**TECHNOLOGY DEPARTMENT ANNUAL
SOFTWARE RENEWALS APPROVED**

19. Approve the technology department annual software support and maintenance renewals list for the 2026/2027 school year in accordance with N.J. Statutes 18:18A-5 and Educational Services Commission of New Jersey Co-op ESCNJ/AEPA-22G.

Mrs. Castellano seconded the motion.

Mr. Testa commented that action item number 5 is appointing all of the District insurance providers and agents and the Board received a memo with the reasoning behind those appointments. Action item number 12 speaks to capital reserves. At the end of each year, the District transfers \$60,000.00 into the capital reserves which will go toward the turf at Lieder Field when it is needed. Usually the life of the turf is 8 to 10 years. The District has already gone through one cycle with the turf. When the time comes to replace it again, the District will have the money available to do so. Action item number 18 relates to a scholarship fund that had a balance of a few hundred dollars. The owner of that fund requested that the funds be transferred to a different scholarship account. One account will be closed and the funds will be transferred to the other account. Action item number 16 approves the generous donation by the AWR PTA in the amount of \$82,699.00 for the north playground at AWR. This is a tremendous help to the District. In the Board packets, there is information on what this work will entail. It will be completed in more than one phase.

The motion was carried on the following vote:

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Zane

FACILITIES ACTION

Mrs. Marano noted that there are no facilities items for approval.

EDUCATION ACTION

Mrs. Castellano, 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 2024/2026 Harassment, Intimidation, and Bullying investigation:

<u>School</u>	<u>Incident Report Number(s)</u>
Allen W. Roberts:	9, 10, 11, and 12

LIVE STREAMING MEMORANDUM WITH THE BOROUGH OF NEW PROVIDENCE POLICE DEPARTMENT APPROVED

2. Approve the Live Streaming Memorandum of Understanding between the New Providence Board of Education and the Borough of New Providence Police Department, effective 7/1/26 through 6/30/27.

RELATED SERVICES FOR SPECIAL EDUCATION STUDENTS APPROVED

3. Approve the provision of related services for designated special education students, effective 7/1/26 through 6/30/27, as per attached list. (EXHIBIT D)

ESY OUT-OF-DISTRICT PLACEMENT/TUITIONS APPROVED

4. Approve the extended school year program, summer 2026, classified out-of-district placements/tuitions, as per attached list. (EXHIBIT E)

10 MONTH OUT-OF-DISTRICT PLACEMENT/TUITIONS APPROVED

5. Approve the 10-month classified out-of-district placements/tuitions for the 2026/ 2027 school year, as per attached list. (EXHIBIT F)

SPECIAL EDUCATION TUITION AGREEMENT APPROVED

6. Approve the Special Education Tuition Agreement between the Union County Education Services Commission and the New Providence School District for the 2026/2027 school year. (EXHIBIT G)

ADDENDUM TO ECLC TUITION CONTRACT APPROVED

7. Approve the addendum to the ECLC 2025/2026 tuition contract for student #11912, for 1:1 aide services, in the amount of \$114.76.

STAFF EVALUATION INSTRUMENTS APPROVED

8. Approve the following staff evaluation instruments for the 2026/2027 school year. Copies are available in the Board of Education offices.

- | | | |
|----|--|-----------|
| a. | Teacher evaluation instrument | (Revised) |
| b. | School Counselor evaluation instrument | (Revised) |
| c. | School Nurse evaluation instrument | (New) |

STAFF EVALUATION INSTRUMENTS APPROVED

9. Approve all staff evaluation instruments not identified above, for the 2026/2027 school year. Copies are available in the Board of Education offices.

Dr. Empson Hayden seconded the motion.

Mrs. Castellano pointed out action items numbered 8 and 9 approving the staff evaluation instruments for the 2026/2027 school year.

The motion was carried on the following vote:

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano

Yea

Mrs. Zane

PERSONNEL ACTION

Dr. Empson Hayde, Personnel Chairperson, moved to approve Items 1 through 11 as listed below.

2026/2027 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 2026/2027 school year:
 - a. Byron Tracey, trainer, new teacher professional development workshop, not to exceed 28 hours at \$57.09/hr.
 - b. Russell Anderson, new teacher technology training workshop, not to exceed 15 hours at \$57.09/hr.
 - c. Kathleen Joyce, trainer, new teacher professional development workshop, not to exceed 28 hours at \$57.09/hr.
 - d. Dr. Colleen Hasson, teacher, for teaching eighteen (18) periods per four (4) day rotation, 6/3/26-6/17/26, \$440.00 (base \$8,000.00)
 - e. Alexander Meyer, teacher, for teaching eighteen (18) periods per four (4) day rotation, 6/3/26-6/17/26, \$440.00 (base \$8,000.00)
 - f. Rachel Winard, department head, for teaching eighteen (18) periods per four (4) day rotation, 6/3/26-6/17/26, \$440.00 (base \$8,000.00)
 - g. Rayanne Elsherif, long term substitute teacher, \$33,345.00 (base \$66,690.00), effective 9/1/26 through 1/31/27 (subject to criminal history review procedures)
 - h. Frances Spann, school social worker, \$102,415.00, effective 9/1/26 (subject to criminal history review procedures)
 - i. Ilona Lelli, AWR STEM club advisor, 3rd grade, \$2,147.00
 - j. Marc Willemsen, long-term substitute teacher, effective 8/31/26, to be paid on a per diem basis of \$300.77 (prorated Step 1, Column I, base of \$60,154.00)
 - k. Daniel Barletta, tennis (fall), girls, first assistant, \$5,293.00
 - l. Stephen Hughes, basketball (winter), boys, second assistant, \$5,898.00 (subject to criminal history review procedures)
 - m. Jordan Leitner, football (fall), first assistant, \$8,469.00 (subject to criminal history review procedures)
 - n. Dena Di Rocco, part-time secretary to cover the job responsibilities of the accounts payable/receivable specialist, \$35.00/hr., effective 7/1/26-9/1/26
 - o. Stephen Fenton, volleyball (fall), girls, head coach, \$7,562.00 (subject to criminal history review procedures)
 - p. Sharon O'Day, secretary II, 12 months, 7.5 hours/day, \$50,311.00, effective 7/1/26 (subject to criminal history review procedures)
 - q. Craig Burfeindt, teacher, \$99,123.00, effective 9/1/26 (subject to criminal history review procedures)
 - r. Jessica Fiore, SB STEM club, advisor, 2nd grade, \$2,147.00
 - s. Olivia DeLuca, athletic trainer, \$65,848.00, effective 8/15/26 (subject to criminal history review procedures)
 - t. Miranda Hood, teacher, \$73,704.00, effective 9/1/26
 - u. Jenna Stickle, NPMS summer academy, program coordinator, 7th grade, 10 hours @ \$57.09/hr.
 - v. Kim Chrisostomides, NPMS summer academy, program coordinator, 8th grade, 10 hours @ \$57.09/hr.
 - w. Danielle Izbicki, NPMS summer academy, ELA instructor, 7th grade, 15 hours @ \$57.09/hr.
 - x. Angelina Iosso, NPMS summer academy, ELA instructor, 8th grade, 15 hours @ \$57.09/hr.

2026/2027 ESY APPOINTMENT 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 2026/2027 school year. The following person will participate in the Extended School Year (ESY) Program.
 - a. Glenda Debski, extended school year LLD4/5 program aide, not to exceed 20 half days, \$1,443.68 (subject to criminal history review procedures)

2026/2027 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 2026/2027 school year. These appointments are made under the Every Student Succeeds Act (ESSA).
 - a. Brenda Avila, Title III teacher for summer programs, not to exceed 20 hours @ \$57.09/hr.
 - b. Shawna Damon, Title III teacher for summer programs, not to exceed 20 hours @ \$57.09/hr.
 - c. Scott Rahner, Title III teacher for summer programs, not to exceed 20 hours @ \$57.09/hr.
 - d. Brenda Avila, Title III teacher for summer Multilingual Learners Student Profiles, not to exceed 15 hours @ \$57.09/hr.
 - e. Heather Maguire, Title III teacher for summer Multilingual Learners Student Profiles, not to exceed 15 hours @ \$57.09/hr.
 - f. Cristina Jerolimic, Title III teacher for summer Multilingual Learners Student Profiles, not to exceed 15 hours @ \$57.09/hr.

RESIGNATIONS APPROVED

4. Accept the resignations of the following employees:
 - a. Jorden Neilson, athletic trainer, effective 6/30/26
 - b. David Goldstein, teacher, effective 6/30/26, due to retirement
 - c. Joanna Brown, teacher aide, effective 6/30/26
 - d. Yu (Lucy) Zheng, teacher, effective 6/30/26
 - e. Patricia Panzarino-Ramos, teacher, effective 6/30/26
 - f. Kathryn Colon, playground/lunch assistant, effective 6/30/26
 - g. Kathryn Conway, teacher, effective 6/23/26

2026/2027 REVISIONS APPROVED

5. Approve the following revisions for the 2026/2027 school year:
 - a. Anthony Conzentino, teacher, from Salt Brook to HS
 - b. Steven Siracusa, teacher, from HS to Salt Brook
 - c. Marc Willemsen, teacher aide, \$23,233.98 (base \$32,181.00), effective 11/23/26 through 6/30/27
 - d. Nikolas Ruzicka, summer technology work, \$16.25/hr., effective 6/19/26
 - e. Nikolas Ruzicka, summer technology work, \$16.25/hr., effective 7/1/26

2026/2027 RESCINDED APPOINTMENTS APPROVED

6. Rescind the following appointments for the 2026/2027 school year:
- a. Joseph Riggi, football (fall), first assistant, \$8,469.00
 - b. David Goldstein, tennis (fall), girls, first assistant, \$5,293.00
 - c. David Goldstein, tennis (spring), boys, first assistant, \$5,293.00
 - d. Anthony Conzentino, baseball (spring), boys, second assistant, \$5,443.00
 - e. John Giunta, baseball (spring), boys, first assistant, \$6,350.00

**SCHOOL BUSINESS ADMINISTRATOR/BOARD
SECRETARY CONTRACT AGREEMENT APPROVED**

7. Approve the contract agreement for James Testa, as School Business Administrator/Board Secretary, with the New Providence Board of Education, for the 2026/2027 school year. Contract is on file in the Board Office.

**ASSISTANT SUPERINTENDENT OF EDUCATIONAL
SERVICES CONTRACT AGREEMENT APPROVED**

8. Approve the contract agreement for Joseph G. Ugliarolo, as Assistant Superintendent of Educational Services, with the New Providence Board of Education, for the 2026/2027 school year. Contract is on file in the Board Office.

APPOINTMENT OF DCPD LIAISON APPROVED

9. Approve the appointment of Frances Spann as the New Providence School District's Division of Child Protection and Permanency (DCPP) Liaison for the 2026/2027 school year.

2026 CURRICULUM WRITING APPOINTMENTS APPROVED

10. Approve the summer 2026 curriculum writing appointments, not to exceed the hours shown, @ \$57.09/hr. (EXHIBIT H)

12-MONTH EMPLOYEE SUMMER HOURS SCHEDULE APPROVED

11. Approve the 12-month employee summer hours schedule of a 1:00 p.m. office closing time on Fridays only, as long as all necessary work is completed on schedule, effective 6/19/26 through 8/21/26.

Mrs. Castellano seconded the motion.

Dr. Zirpoli welcomed Ms. Sharon O'Day who will be working as a secretary in the AWR school office. She has been a substitute in the District and is a parent in the town and she is very familiar with the school and the District. We are very excited to bring her on board. Dr. Zirpoli also introduced Mr. Craig Burfeindt who will be the high school video and media design teacher. Mr. Burfeindt brings with him 17 years experience as a teacher in Matawan Regional High School. We are very excited for him to join the staff at New Providence High School and we are certain that our students will have an amazing experience. Lastly, Dr. Zirpoli commented that she was excited to introduce Olivia DeLuca. Olivia will be the new athletic trainer at the high school. Olivia comes to us with experience from JAG Physical Therapy and from her time in Montana working as an athletic trainer.

The motion was carried on the following vote:

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Zane

Dr. Zirpoli congratulated all of the new hires and invited them to come to the Board table.

BOARD POLICY

Mrs. Zane, the Board Policy Chairperson, moved to approve the following Policies and Regulations:

FIRST READING OF POLICIES AND REGULATIONS APPROVED

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

Bylaws and Policies:

Policy 0162.01 (Mandated)	Legal Notices	New
Policy 1643 (Mandated)	Family Leave	Revised
Policy 2200 (Mandated)	Curriculum	Revised
Policy 2260 (Mandated)	Equity in School and Classroom Practices	Revised
Policy 3418	Substitute Compensation	Revised

Regulations:

Regulation 2200 (Mandated)	Curriculum Content	Abolished
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SECOND READING OF POLICIES AND REGULATIONS APPROVED

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

Bylaws and Policies:

Policy 0142.1 (Mandated)	Nepotism	Revised
Policy 0174 (Mandated)	Legal Services	Revised
Policy 0177 (Mandated)	Professional Services	Revised

Policy 1220 (Mandated)	Employment of Chief School Administrator	Revised
Policy 1620 (Mandated)	Administrative Employment Contract	Revised
Policy 9320 (Mandated)	Cooperation with Law Enforcement Agencies	Revised

Regulations:

Regulation 9320 (Mandated)	Cooperation with Law Enforcement Agencies	Revised
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Mrs. Lepre seconded the motion.

Mrs. Zane commented that the curriculum regulation on first reading is being abolished.

The motion was carried on the following vote:

Roll call vote:

<u>Yea</u>	Mrs. Castellano
<u>Yea</u>	Dr. Empson Hayden
<u>Absent</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Zane

COMMITTEE REPORTS**Curriculum, Instruction, and Technology**

Mrs. Castellano commented that the committee report will be discussed in connection with the 2026/2027 goals under New Business.

Finance, Facilities, and Safety/Security

Mrs. Zane commented that the committee report will be discussed in connection with the 2026/2027 goals under New Business.

Personnel, Management, and Communications

Dr. Empson Hayden commented that the committee report will be discussed in connection with the 2026/2027 goals under New Business.

OLD BUSINESS

Mrs. Marano commented that the Board will go over the 2025/2026 Board goals. Dr. Zirpoli addressed the Board reminding them of the change in the framework for delivering the completion of the Board goals. From March through May, at each Board meeting Dr. Zirpoli and her colleagues presented on each of the goals. They worked alongside the committees to show the completion of the goals. Dr. Zirpoli asked Mrs. Marano if the current committee chairs would like to go through the 2025/2026 Board goals to discuss the completion of these goals. Then they can introduce to the full Board the goals that are being recommended for the 2026/2027 school year, which will be approved at the next meeting. Each of the

committee chairs confirmed that their goals for the 2025/2026 school year were completed. Mrs. Zane additionally commented that the completed Finance committee goals were presented at the February 26th, March 26, and April 30th Board meetings, if anyone wants to see them.

Mrs. Marano commented that the overall Board goals for the 2025/2026 school year were completed. Specifically, the goals were:

1. To implement and monitor the District strategic plan.
2. To complete the fiscal year 2026/2027 budget process in a timely and compliant manner, aligned to state statute.
3. Support the professional growth and capacity of District leadership, teachers, and support staff.
4. Monitor ongoing housing developments and assess its potential impact on student enrollment.

NEW BUSINESS

Each committee then addressed the goals that they are proposing for the 2026/2027 school year.

Personnel, Management, and Communications, 2026/2027 Committee Goals

Dr. Empson Hayden addressed the proposed personnel committee goals for the 2026/2027 school year, which were in the Board packets on blue paper. The first goal is ParentSquare implementation and communication framework development. By June 2027, The District will establish and implement beginning July 1, 2027 a phased ParentSquare communication framework to centralize and streamline District, school, classroom, and extracurricular communications. Each school will convene a ParentSquare implementation committee composed of administrators, teachers, nurses, secretaries, coaches, and club advisors to help develop building level communication protocols, implementation timelines, and training plans that promote consistency and stakeholder engagement. Implementation will include the phased transition of extracurricular, athletic, health office, and school-based communications to ParentSquare to ensure consistency, stakeholder readiness, and effective use of the platform across all schools. Each school will establish a ParentSquare implementation committee to develop a building-level implementation plan and provide stakeholder training for implementation on July 1, 2027. This will be a phased transition over a two-year time period. This is one of our main communication focuses of the upcoming year.

The second personnel committee goal ties into our Balanced by Design Implementation, which ties into professional learning and professional development for our teachers. It will work through the Balanced by Design framework through targeted professional development, administrative monitoring, and teacher collaboration. This will provide all instructional staff with training on age appropriate technology integration practices that are supportive and transformative and, as Mr. Ugliaro said before, are promoting student discourse, engagement, and well-being. All of that information will help the Board to collect implementation data through classroom observations, staff feedback, and student experiences to inform future refinements and to help in the Board's checks and balances moving forward. .

Mrs. Marano asked if the committee is planning to have different reports throughout the year on how Balanced by Design is working, similar to how we had them this past year?

Dr. Zirpoli responded that there would be reports and that is one of the curriculum committee goals.

Curriculum, Instruction, and Technology, 2026/2027 Committee Goals

Mrs. Castellano set forth the three proposed Curriculum committee 2026/2027 goals. The first goal centers around Balanced by Design and an evaluation of that and continuous improvement of it. By June, 2027, the District will establish and implement a Balanced Technology Monitoring Cycle that includes, but is not limited to, technology usage metrics, classroom observations, student focus groups, staff feedback, and parent feedback. The committee will present findings and recommendations to the Board of

Education to support continuous improvement and future implementation efforts as well as recommendations for refinement in January and May 2027.

Mrs. Castellano stated that the second committee goal is building a District-wide data culture through LinkIt! By June 2027, the District will establish LinkIt! as the District's primary platform for collecting, analyzing, and reporting student achievement, attendance, and behavioral data. The District will develop District-wide and school based dashboards and provide training to administrators and instructional staff to support data literacy and informed decision-making. Each school will participate in at least two structured data review cycles utilizing LinkIt! to analyze student performance, identify trends, and develop instructional responses that support student growth. The goal is to use technology responsibly to support student growth.

Mrs. Castellano then set forth the last goal of the committee, which is one that she is very excited to be working on. The goal is to build a community-based college readiness network. By June 2027, the District will establish a community-based college readiness network that leverages the experiences and expertise of New Providence alumni, families, and community partners to support students and parents throughout the post-secondary planning process. The District will host college connections evenings featuring alumni panels representing a variety of college and career pathways and, in collaboration with local partners and parent volunteers, develop and present a Grade 9-12 parent roadmap for college planning that outlines key milestones, timelines, and resources for families at each grade level. Participant feedback and recommendations will be collected to refine future programming and strengthen ongoing family engagement and communication regarding post-secondary planning.

Finance, Facilities, and Safety/Security, 2026/2027 Committee Goals

Mrs. Zane commented that last year the Finance Committee leaned heavily into 5-year strategic goal number 7. This year the committee is leaning heavily into strategic goals number 5 and number 6, which ensure equitable and sustainable resource allocation to support student success and engagement across the District. The first committee goal is exploring corporate sponsorship and partnership opportunities. The committee is going to revisit something from years past and basically try to get funding to help keep the District going. By June 2027, the committee will research and evaluate corporate sponsorship and partnership models utilized by New Jersey school districts. The committee will review legal considerations, Board policy implications, ethical guidelines, revenue opportunities, and potential impacts on student programs and District facilities. Based on the findings, the committee will develop a recommendation for the Board by June 2027. This goal is also leaning into the objective of transparency and stakeholder understanding of resource allocation.

Mrs. Zane then stated that the second goal is one that we see every year, but slightly rephrased. Last year, the goal was for a fiscally responsible and sustainable budget. This year we are also leaning into data informed budget development and long-term financial planning. By the April budget meeting, the committee will develop and recommend a balanced District budget that remains within the state's 2% tax levy cap, including utilization of allowable tax levy adjustments when needed while supporting the priorities identified in the District strategic plan. The committee will utilize student enrollment trends, program participation data, staffing needs, facility requirements, and resource utilization metrics to inform funding decisions. Additionally, the committee will engage in ongoing review and analysis of the long-term capital, facility, and financial needs, including maintaining awareness of potential referendum and second budget question opportunities.

Overall Board Goals

Mrs. Marano commented that for this coming year the first goal is something that the Board has to anticipate. The goal is to successfully complete collective bargaining negotiations with the union for the teachers, the secretaries, the custodians, and the administrators. That is the Board's, first and foremost priority. The second goal is to provide effective governance and oversight to advance the implementation of the District's strategic plan and monitor progress toward established priorities, which we have just outlined. The third goal is to ensure responsible fiscal stewardship by aligning resources with District

priorities and maintaining long-term financial sustainability. Mrs. Marano also suggested that the Board continue to monitor the ongoing housing development and how that is impacting student enrollment because that is extremely important. Mrs. Marano said that should be added as the fourth goal if all the Board is in agreement.

Dr. Zirpoli addressed the process for these goals. There are about 4 weeks until the next Board meeting. All of the Board members received copies of the committee goals and will also have a copy of the overarching goals. If you have any comments or feedback, the Board can get in touch with the committee chair as well as Dr. Zirpoli. The plan is for the Board to formally approve the goals for the 2026/2027 school year at the July Board meeting.

Dr. Zirpoli commented that all of the goals continue to be SMART goals, so they are Smart, Measurable, Achievable, Relevant, and Timely. It is important that everyone recognize this. It is a good way to hold ourselves accountable.

Mrs. Marano then commented that the Board needed to discuss the report on the 2025/2026 awarded contracts.

2025/2026 Awarded Contracts

Mr. Testa commented that each Board member received, in their packets, a report on all of the contracts that were awarded for the 2025/2026 school year. As per state regulations, the District must report these contracts to the Board members at a Board meeting. These contracts were approved at different Board meetings and the report consolidates all of the contracts in one location. The report is kept on file and the auditors confirm that the report was presented to the Board. If any Board member has a question regarding any of the awarded contracts, please contact Mr. Testa.

PUBLIC COMMENTS

Mrs. Marano opened the meeting to the public at 7:57 p.m. The following members of the public made comments to the Board.

Melanie Katz
101 Woodland Road_
New Providence

Mrs. Katz commented that she is again asking the Board to reconsider the decision that will separate her children between two elementary schools. From the beginning of the redistricting process, it would have been more equitable to grandfather in sibling families. Had that been done from the outset, families would have had clarity and consistency. Older children would not have been uprooted from established school communities and families would not be facing the hardship that my family is experiencing today. It is especially difficult to understand why future families who have not yet established themselves in the school community would be prioritized over current families who are already rooted there and have built routines, relationships, and support systems around the school they were originally assigned to. Instead, the policy was implemented in a way that has created unnecessary disruption for students and families. She stated that her child is now the only one left in this situation. The other families who were initially affected made personal decisions for their children, but those decisions should not determine the outcome for her family. Mrs. Katz commented that she has tried to explain the real life impact that this decision will have on her family. She has spoken at a Board meeting, she has met with administrators, she met with the principal of Allen W. Roberts School, she met with Dr. Zirpoli, and she reached out to District leadership. She also posted on public forums where she received a lot of support from the community. Yet, every response continues to focus on the policy itself rather than the effect that policy is having on her child and her family. This is not simply a matter of attendance zones on a map. This is about the daily lives of my children, their continuity, their routines, and their sense of stability. If this decision stands, my children will attend two different elementary schools. As a working parent, that means managing two separate school schedules, two sets of school events, two pickup and drop off locations, and two different school communities.

Attending classroom events, concerts, assemblies, parent activities, and other school functions become significantly more difficult when they are happening at two different schools. It also affects after school activities. Coordinating timely pickups from two schools while ensuring children arrive at extracurricular activities on time creates an unnecessary logistical challenge every single day. These are burdens that could have been avoided if a sibling grandfathering provision had been considered from the beginning. Most importantly, this decision affects my children emotionally and socially. Siblings should have the opportunity to share the same elementary school experience, especially when a reasonable accommodation is possible. Elementary school is a foundational time in a child's life. Keeping siblings together provides stability, support, and a sense of belonging. It also helps preserve the relationships, routines, and continuity that children depend on during these important years. I understand that policies are important, but policies should serve families, not the other way around. When a policy creates an outcome that is clearly harmful to a family and there is an opportunity to make an exception, I believe that compassion, common sense, and the best interests of children should guide that decision. This is not about asking the Board to undo the entire redistricting plan. It is about making a narrow, reasonable exception that will prevent avoidable harm. I am respectfully asking the Board to reconsider this situation and allow my children to attend the same school. This request is not about special treatment, it is about fairness, family stability, and recognizing the human impact of a decision that could have been handled differently from the beginning through sibling grandfathering. She urged the Board to look beyond the policy and to look at the family standing before them. Ms. Katz thanked the Board for their time and consideration.

Montana Cheal
89 Woodland Road
New Providence

Ms. Cheal commented that she was there on behalf of her neighbor, Melanie, who is facing the possibility of having to send her elementary school aged kids to two different schools. I am familiar with the stress and anxiety that she is facing. Last year, as I am sure many of you remember me, I was before the Board advocating to send my rising kindergartner, Bo, to AWR, where his older brother was then a second grader. Because of the updates to the policy, Bo was able to attend AWR. From the moment that Bo walked into his first day at AWR holding his brother's hand, it is hard to overstate what a positive impact that decision has had on my family and our day-to-day life. Beyond the practicalities of pickups, drop offs, school concerts, and the holidays, having my two kids attend the same elementary school has solidified a sense of structure, safety, and belonging that she is incredibly grateful for. Because they are together, our elementary school experience can be more than just a set of scheduling problems with academic subjects in between. AWR has become the scaffolding of my family's community, creating a space where both of my kids and I invest our hearts and minds and genuinely thrive both separately and together. I know that revising the redistricting plan last year to accommodate siblings of current AWR students was no small matter and that it required a tremendous amount of time, conversation, consideration of the "whatifs", and probably a decent amount of math from all of the people in this room. I also know that it is not reasonable or possible for these decisions to be made on a case-by-case basis. However, I do feel that it is worth pointing out that when the new policy was established there were four sections of kindergarten, meaning the District was prepared to accommodate up to 80 kindergartners at AWR before dividing up siblings. This year that benchmark is 60, in part because the redistricting successfully shifted so many families over to Salt Brook that AWR had to drop to three sections of kindergarten. As you review the sibling exceptions this year, I would ask that the Board and Superintendent consider the conditions under which the policy was set and not move the goalpost on these families. Thank you.

Valerie McAneny
219 Commonwealth Avenue
New Providence

Ms. McAneny asked if the number of students going to AWR kindergarten was still 62. She then commented that she had written to the Board to share her experiences of her older son who is going into 8th grade. That class is part of a "ginormous" class. From first to fourth grade, the class was maxed out at 25 kids per class each year at Salt Brook. Some classes had 26 kids with an aide. There were five

classrooms at Roberts where they put the overflow. Even with that, they still had 22 to 24 per class. Other parents from that class sat before the Board asking to make the class size smaller, to make four classes of 20 students because it would be much more manageable. Those parents were told that 25 students per class was not too many and that the District was not going over max numbers. These kids had 25 students in their class from first grade through fourth grade. When these kids went into fifth grade, the Roberts' families were told that they would have to drop down from five classes to four classes in order to make it work to change classes. The Board said that it was ok because now the max was 27. That is where the classes sat. Every class had 27 to 28 kids. Again, the parents were told that it is not too many kids to put in a classroom and it is not breaking any rules. So, to put Nathan at Roberts, they would have 21 kids in all three of those kindergarten classes. So, he would make it 63, three classes of 21. And Salt Brook would stay at 20. This year, Salt Brook has 20. As you have on your paper, they had 21, 22, 22, and 23 in kindergarten this year. So, I know you will go above when you have kids registered. But to sit here and separate families and separate siblings to have 21 kids in a class- we would have killed to have 21 kids in a class. She commented that she just cannot see separating families, separating siblings when the number would still be so low. Ms. McAneny commented that we are not talking about going beyond 25 kids per class. We are not even close to 25 kids. Even more families move in and go to Roberts, we are going to be at 22 or 23- still manageable classes and still class sizes that we have continued to do. I do not know if it matters but there are people who live in this town that are teachers in other districts and when they hear that our kids were in a classroom of 25 kids they are shocked. So many districts never put 25 kids in a classroom. We are not asking for 25 kids in kindergarten classrooms. If they were close to 25, she would not be sitting before the Board. But she thinks 21 is very doable to keep a family together. Also, in 2022 when they did all of those projections, if you compare the numbers to what they actually were in 2025 and 2026, they are less than they thought they would be. AWR has had less students and Salt Brook has had more students.

Lara Donohue
411 Charnwood Road
New Providence

Ms. Donahue commented that she was reading a statement on behalf of Allison Caravano, 20 Edward Court, a lifelong resident of New Providence, a graduate of New Providence High School, a parent in the District, and a career-long New Jersey public school educator and administrator. Ms. Donohue read that Ms. Caravano supports the Board's decision to proactively adjust District boundaries in anticipation of future enrollment growth resulting from new housing developments. Planning ahead is responsible and necessary. However, those efforts should not come at the expense of families who are already part of our school community when reasonable accommodations can be made. I urge the New Providence Board of Education to reconsider its decision to separate elementary aged siblings and/or require older siblings, currently enrolled students, to leave a school community where they have already established deep roots. These students are not simply assigned to a building. They are connected to a community of classmates, teachers, staff, and families that has shaped their sense of belonging and identity throughout their elementary years. Last year, the Board's willingness to revisit its redistricting procedures benefited several families, including my own. Children impacted by boundary changes were grandfathered into Allen W. Roberts School, allowing them to remain with their siblings and continue their educational experience in a stable and familiar environment. Neighbors of mine who were forced to separate their youngest child from his older sibling the year prior were also given the opportunity to transfer back to AWR. Unfortunately, this year the few families affected in the same way by the redistricting found themselves in nearly identical circumstances. Each requested that their youngest child be permitted to remain at Allen W. Roberts alongside siblings who were already established there. All three requests were denied. As a product of this District, I believe our success has never been defined solely by statistics, but by the way we care for and support our students and families. New Providence is undeniably a high performing, high achieving school district. However, the rankings, test scores, and evaluations that label us as a top school district are not what make us truly exceptional or, from my perspective, the best place for my children to go to school. What makes New Providence exceptional is our commitment to supporting the whole child. We are a community that has long valued doing what is right for the young people growing up here. We recognize that social emotional well-being is just as important as academic achievement. What makes the Board and our Superintendent's current decisions particularly difficult to understand is that they appear

inconsistent with the enrollment realities being cited as justification. Salt Brook's kindergarten enrollment is already larger than that at Allen W. Roberts. It includes four class sections while Allen W. Roberts has only three. If maintaining balanced enrollment is truly the objective, why is it acceptable for Salt Brook's kindergarten classes to begin the year at or beyond the District's stated optimal class size while Allen W. Roberts remains under enrolled by comparison? If additional families move into the District on the Salt Brook side, which is entirely possible, those class sizes will only increase. I am not a Salt Brook parent, however, if I were, I would be alarmed by this reasoning. The redistricting initiative was designed to prepare for future enrollment growth. Yet, Allen W. Roberts continues to have fewer sections due to lower enrollment in the primary grades. While I understand the fiscal challenges New Jersey school Districts faced statewide this year, it seems shortsighted to not plan to add a fourth kindergarten section at Allen W. Roberts now, creating greater flexibility for future enrollment while also allowing these currently enrolled families to remain together. It is unreasonable that the burden of planning should fall on a handful of current taxpaying families who are simply seeking to keep their elementary-aged children together. Many alumni, myself included, and I suspect the members of this Board who I grew up with, chose to return to New Providence because of its strong sense of community and the belief that our schools put children and families first. It is disappointing to see decisions being made that seem inconsistent with those values and that place unnecessary burdens on families during some of their children's most formative years. I would also respectfully remind the Board that its primary responsibility is to represent and serve the residents, students, and families of New Providence. I encourage you to exercise your independent judgment and consider whether this decision truly reflects the values and priorities of the community you were elected to serve. Policies are important, but effective leadership requires thoughtful consideration of individual circumstances. The willingness to work collaboratively with families when circumstances warrant it has been one of the qualities that has made New Providence such a special community and has fostered the strong partnership between our schools and families. I urge the Board and the administration to reconsider their current decision and explore a path forward that prioritizes the best interests of currently enrolled students and their families. Doing so would not only support the families directly impacted today, but would also better position the District to manage future enrollment growth while reaffirming the values that have made New Providence a community that so many of us are proud to call home. Thank you for your time and consideration.

Mrs. Marano asked if there were any more members of the public who wished to speak. There were none. Mrs. Marano thanked the public for their comments.

Mrs. Marano declared the public portion of the meeting closed at 8:17 p.m.

CLOSED SESSION

Dr. Empson Hayden moved to adopt the following resolution:

This body shall, on June 26, 2026, 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
- Negotiations
- 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. Zane seconded the motion, which was carried unanimously by attending Board members.

RETURN TO PUBLIC SESSION

The Board reconvened to public session at 9:48 p.m. Mrs. Marano called the Board to order. Board members present were Mrs. Castellano, Dr. Empson Hayden, Mrs. Kale, Mrs. Lepre, Mrs. Marano, and

Mrs. Zane

ADJOURNMENT

There being no other business before the Board, on a motion by Dr. Empson Haydan, seconded by Mrs. Kale, and carried unanimously by attending Board members, Mrs. Marano declared the meeting adjourned at 9:49 p.m.



James Testa, School Business Administrator/Board Secretary

