

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on August 31, 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, Stacey Gunderman, Rupa Kale, Amy Lepre, and Amanda Marano. Also present were Dr. Lauren Zirpoli, Superintendent of Schools, Joseph Ugialoro, Assistant Superintendent of Educational Services, Jonathan Keaney, Director of Curriculum, Instruction, and Supervision, James Testa, School Business Administrator/Board Secretary, and fourteen (14) 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 everyone back and commented that, as any New Providence resident can attest, the official end of summer begins when we hear the marching band starting to play, and they began about two (2) weeks ago. This morning Dr. Zirpoli hosted the full staff at the high school to kickoff the start of the school year. It was wonderful to see all of the energy back in the school buildings. While the students enjoyed the summer off, the administrative team has been hard at work finalizing the HVAC, building and staff updates, working through curriculum approvals, and various technology implementations. One thing that this Board is very proud of is that New Providence has been a true pioneer in our balanced approach and how we utilize technology in our educational approach. Tonight we are really looking forward to hearing the presentation on student data privacy and cloud services. So, on behalf of the whole Board, Mrs. Marano thanked all of the New Providence teachers, administrators, and support staff for working throughout the summer. Additionally, she wished everyone a happy, healthy, and safe school year.

SUPERINTENDENT REPORT

Dr. Zirpoli thanked all of the members of the Board who were able to join the staff in the morning for the opening of school. Dr. Zirpoli commented that it was an amazing morning with the teachers. The District is focusing on the theme of connectedness this year. Dr. Zirpoli discussed with the teachers that we now live in a world where we have never been so connected technologically. We can connect with anyone at any time around the world. We have information at our fingertips and yet we live in a time in which it is so important to think about the value of human connection. So, we are really going to work on that over the next few days and look at the value of taking a step back from technology and understanding the why behind that and look at how does taking that step back build skills for our students that we would like to see them graduate with. We are very excited about this year and about our theme. As Mrs. Marano commented, Mr. Keaney, Mr. Ugialoro, myself, and all of the administrators have worked very hard on the professional development that teachers will receive over the next two (2) days. We will be focusing on Balanced by Design and really talking about the why behind it and giving teachers strategies to use. We will also be digging deep into the Rubric to Guide Effective Teaching so that our teachers can better understand how they will be evaluated during the school year. We feel great about this school year. There was a lot of great energy in the air this morning and we are going to keep that momentum going.

Dr. Zirpoli thanked the PTAs, the PTO, and the PTSA for donating the grab-and-go lunch for all staff on opening day. The staff always appreciates that. Dr. Zirpoli concluded by stating that there would not be an enrollment report tonight, but there would be one at the end of September. Dr. Zirpoli stated that the meeting would continue with the presentation and she asked the Board members to follow along with the updated version of the presentation at each of their tables.

PRESENTATION: STUDENT DATA PRIVACY & CLOUD SERVICES

Dr. Zirpoli began the presentation by explaining to the Board that the focus of the presentation is student data privacy and cloud services. It deals with security around student data in the cloud. This is not something new. This is something that the District has always valued and the District has had a process in place for this since the 2012/2013 school year, when the District started the iPads initiative at the high school. This evening the Board will be shown how the District safeguards student information in an increasingly cloud-based learning environment. Mr. Russell Anderson, department head of technology and Mr. Alex Menard, manager of information systems, will be presenting the information.

Dr. Zirpoli commented that the question that we would like to answer tonight is how does the District protect student data and student records. There are three (3) ways that the District does that. The first way is by law. There are two federal laws, FERPA and COPPA that set the legal floor for how student data must be handled. The second is by a vetting process by which cloud tools are reviewed and providers may sign a data privacy agreement (DPA). Lastly, and this is something new this year, we are working on a retention plan. For this plan we are looking to understand all of the data that these cloud-based services are requiring us to have in order to use their service and how long we need to hold onto that data and when we can release the data and scrub it out of the cloud.

Dr. Zirpoli stated that they would first address the two (2) federal laws. FERPA is the Family Educational Rights and Privacy Act. It protects the privacy of student education records and it limits disclosure of personal identifiable information. FERPA permits approved vendors to receive data only under specific conditions, which is the school exception clause in FERPA, and it requires safeguards governing access, use, and redisclosure. As an example, the Board knows that the District has been using Google workspace, or some form of Google workspace, for years. Over the years, Google has continued to refine workspace and currently it is the Google workspace for education. Within the Google workspace of an individual student are student records. Similar to how a student record could be a piece of paper that was a test or assessment that the student took. COPPA, the Children's Online Privacy Protection Act, is a little different. COPPA does not apply to school districts, it applies to actual vendors. It is enforced by the Federal Trade Commission and it protects children under the age of thirteen (13). COPPA regulates how vendors collect, use, and disclose children's information. It is very specific. Schools under the Federal Trade Commission guidelines may consent on behalf of families for authorized educational purposes. So, the cloud-based service has to be used for educational purposes and it cannot be used for unrelated commercial purposes. It cannot be shared, it cannot be sold, and there cannot be advertisements. Both of these laws govern decisions made by the District.

Mr. Anderson then addressed the term "cloud-based tool." He stated that the first question becomes "What is a cloud-based tool?" He commented that, simply stated, it is a software program that is run over the internet using a web browser. The next question then is "how do our students use these cloud-based tools?" Mr. Anderson stated that there is not one general compatibility for all District services. The District mainly uses two things- Google and Clever. Clever is a platform that is an online education rostering system and service that allows teachers and students to use a single username and a single password to access all of their cloud-based tools with which it is compatible. Think of it as a hub with multiple different cloud-based tools for students to access. Additionally, Clever provides additional levels of student data protection. Under the old District process for acquiring and implementing these cloud-based tools, a teacher would decide that they wanted to use a tool. Then they would make a request of the department head and provide the educational reasoning behind the need. If the request was approved by the department head, then the request would be passed to the department head of technology and he would go through the privacy policies of this cloud-based tool to ensure that the tool's privacy policies were in compliance with FERPA and COPPA. If it was in compliance, the tool would be cleared for student use.

As mentioned, this process began in the 2012/2013 school year. Since that time, the District has accumulated over 700 cloud-based tools, apps, and services. Mr. Anderson commented that it should be noted that the number of 700 plus includes redundancies. For example, Adobe and Microsoft are included multiple times under different products. It should also be noted that the District added services in 2020 to ensure that we were delivering adequate instruction during some very, very difficult times. Mr. Anderson then introduced Mr. Alex Menard, the Manager of Information Systems.

Mr. Menard commented that the District has a new process for acquiring and implementing cloud-based tools and that this process is supported by two (2) organizations. The NJSPA (New Jersey Student Privacy Alliance) and the SDPC (Student Data Privacy Consortium) are helping the District achieve its goals. The NJSPA was formed about a year ago by a handful of Mr. Menard's peers in New Jersey school districts so that all New Jersey districts could join the SDPC. The consortium, which New Providence joined this past June, provides legal and operational support to produce signed Data Privacy Agreements (DPAs) between Districts and cloud-service providers. Every DPA that the District signs establishes common expectations for districts and cloud service providers around student data privacy. It provides data privacy agreement templates with federal and New Jersey specific privacy requirements and establishes data security requirements for the DPA. The consortium additionally provides a New Jersey and a national searchable database of DPAs for technology department staff. The consortium supports the District goals of securing student data transparency and accountability. A DPA lays out a cloud service provider's duties and responsibilities to protect student data. Every agreement that the District signs:

- Establishes the "school official" relationship between the school and the provider.
- Establishes school control over the student data held by the provider.
- Explicitly details the cloud service provider's allowed uses of the student data.
- Details requirements for cybersecurity, a process for data deletion, and data breach notification.
- Specifies pertinent Federal and New Jersey law.

Every DPA guarantees data security and no sharing of that data. Vendors commit to data security best practices. The vendors are legally obligated not to sell or share the student data to third parties and they cannot show advertisements to students.

Mr. Anderson then addressed how teachers will know which cloud-based services they are allowed to use with their students. The District has a process in place where we have an SDPC registry available for teachers. If a teacher decides that, with the new Balanced by Design initiative, they have some transformational or supportive technology that they want to use with their students, they need to check this registry. If the tool is on the registry as approved and active, then the teacher may use it in their classrooms because the District has a DPA for it. If there is a cloud-based tool that is not on the registry, then the teacher would go back to the old process discussed earlier by explaining the educational value of the tool, consulting the department head, and then it goes to Mr. Anderson's desk. Mr. Anderson would go through the SDPC registry and have the alliance and their attorneys look to secure and sign a DPA for the District to be able to use going forward. Only these approved tools are going to be used in our classrooms. Mr. Anderson did comment that there are services that do not sign a DPA, but that does not preclude our ability to use them. For instance, Apple School Manager does not sign a DPA. This is a critical system that we use to manage student iPads. Google Workspace for Education, which is used for everyday workflow, and Adobe, which is used throughout the District and in art classes, do not sign DPAs. But, the education department is constantly looking at their privacy policies, their public-facing privacy agreement for schools, and we are vetting them constantly for DPA fundamentals and FERPA/COPPA compliance.

Mr. Anderson commented on the number of cloud-based services that are requested by teachers on a daily and weekly basis and stated that the number is fluid. At the end of the 2025/2026 school year, we had about 700 web-based and cloud-based services. This number has been reduced to approximately 244. We got to this reduced number by collaborating with our department heads, who contacted teachers to see what was important for their classrooms. We also contact the IT department to pull usage reports to help us consolidate the list. We then took the remaining tools and went through the SDPC list to ensure that they had DPAs. 213 of the 244 cloud-based services had DPAs or other approval agreements. The

remaining 31 are still pending, meaning that they do not yet have a DPA, but the District is hopeful that such an agreement will be negotiated. Mr. Anderson showed a slide illustrating for the Board what the review in SDPC would look like. If a cloud-based tool has a DPA, it says so. If no student data is collected, it will say so. If there is no DPA and the vendor will not sign one, it says so. In the last case, then the District will no longer be using that tool. This is the case with Duolingo.

Mr. Menard then addressed where the District will go from here with this process. The next step is building documentation and process around our stewardship of student data. We are reviewing what student personal information is collected by approved vendors. We are building retention and deletion schedules for student personal information in the cloud. We are reviewing the length of time that we keep longitudinal data for multi-year student growth tracking. And, we are developing a process to request data deletion when a DPA is terminated or before. Our goal is to retain data that serves as an educational purpose for only as long as needed.

Dr. Zirpoli next addressed key takeaways for the Board. The Board should understand that protecting students is always going to be an ongoing commitment. We follow the law. We always have and we will continue to do so. FERPA and COPPA guide every vendor decision that the District makes. We joined a very strong alliance. The SDPC provides vetted DPAs and shared district strength. For an example of how the process works, if Dr. Zirpoli looks up the Curriculum Associates I Ready and looks at their DPA, she will read pages of legal jargon and contract terms. On the bottom, the agreement reads, the "Montville Board of Education." This is because Montville is part of the consortium and they are the first one that required a DPA from Curriculum Associates. Any New Jersey district that is part of the consortium can sign an "Exhibit E." The Exhibit E makes New Providence a party to the DPA for which it is signed. So, in this example, Mr. Menard, as the manager of information systems, would sign an Exhibit E with Curriculum Associates. The more districts to join the consortium, the better it is because more DPAs are produced. If a vendor has not signed a DPA, like Duolingo has not, we can request that the vendor sign one and the consortium's attorneys would work to see that accomplished. Right now, the District will need to find an alternative to Duolingo. That may be something face-to-face which would then support Balanced by Design. Dr. Zirpoli is very proud of this work and told Mr. Anderson, Mr. Menard, and Mr. Zoppi how appreciative she is of their work. Their team reduced 700 plus services to 244, which really is amazing and which aligns with how we are moving forward with Balanced by Design. We are building for the future. It is also very important to understand exactly what data each of these vendors are collecting and only allow them to have the data that is required and no additional data. It is then important to understand our retention and deletion process and which data we need to keep for instructional purposes. To again use IReady as an example, it will most likely be important that we keep that data for at least three (3) years. It is longitudinal data that teachers will look back to. However, there are many other applications that we only use on an annual basis. So, at the end of each year, that data would be scrubbed. Dr. Zirpoli asked the Board members if they had any questions.

Mrs. Castellano thanked the presenters for all of the information and asked for more clarification of the DPAs. Specifically, are they available to us through a SDPC global list or are they specific to New Providence Schools?

Dr. Zirpoli responded that New Providence joined the New Jersey chapter. So all of the DPAs are specific to New Jersey school districts and they ensure that they are New Jersey state law compliant and also ensure that they are FERPA and COPPA compliant. The first district to request a DPA with a vendor, will have their district name on the DPA that is on the SDPC list. That will have the same language that a DPA with New Providence would have. New Providence enters an agreement with that vendor by signing an Exhibit E. It works like an addendum to the original agreement. It will contain an expiration date. When searching the registry, you can also see these expiration dates. SDPC is a national organization comprised of fourteen (14) states. If districts from other states have DPAs with a specific vendor, SDPC will ensure that the DPA is New Jersey compliant in order for a New Jersey school to sign.

Mrs. Castellano then inquired whether New Providence would be notified if one of these DPAs falls out of compliance. Dr. Zirpoli said that we would be. We speak to someone at the SDPC consistently. Mr. Anderson has a relationship with them.

Mrs. Kale asked, since the DPAs have to be FERPA and COPPA compliant, is there some kind of internal or school district audit process that makes sure that the DPA continues to be compliant? Dr. Zirpoli stated that the DPAs are legal documents. When a company signs it, they are legally bound by what is written in the contract. Dr. Zirpoli used the example of personal online banking. As many of us do, we bank on our phone. Our banks must have a Data Privacy Agreement. They secure our banking information. But, there could be a breach. So what we are doing is adding another layer of security to our whole infrastructure in order to secure our student's data. We are hopeful that no one is hacking District information, but they could be. That is another reason that we are looking at the exact student data each of these cloud-based services actually requires and only giving the service that information. So, for example, if the service does not require information on ethnicity, the District is not providing that information. Mrs. Kale commented that it was a tremendous amount of work just to whittle down the number of cloud-based tools. She thanked everyone for their work.

Dr. Empson Hayden, as a follow up to the whittled down number of tools, asked whether the number will go back up again as teachers go through the process to add new cloud-based tools. Dr. Zirpoli responded that the number will not get that high again. She explained to all of the teachers that every new request will be reviewed with a lot of scrutiny because we need to stay true to the core beliefs of Balanced by Design and the number one core belief is human connection. So, we are going to make sure that anything that is requested is not just approved. The teachers understand this and the department heads understand this and they support it.

Dr. Empson Hayden then asked if there was any cost involved in joining the consortium or the other group? Mr. Menard responded that the cost was quite low. It is one dollar per student to join the SPDC and it is \$500.00 per year to join the New Jersey Privacy Alliance.

Dr. Zirpoli thanked Mr. Anderson, Mr. Menard, and Mr. Zoppi for all of their work this summer and going forward.

APPROVAL OF MINUTES

Dr. Empson Hayden moved to approve the minutes for:

Business Meeting:	July 23, 2026
Closed Meeting:	July 23, 2026

Ms. Gunderman 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>Yea</u>	Ms. Gunderman
<u>Yea</u>	Mrs. Kale
<u>Yea</u>	Mrs. Lepre
<u>Yea</u>	Mrs. Marano
<u>Absent</u>	Mrs. Zane

ACTION ITEMS

FINANCE ACTIONS

Ms. Gunderman, the Finance Chairperson, moved to approve items 1 through 9 as listed below:

BOARD SECRETARY AND TREASURER REPORT APPROVED

1. After review, we hereby accept the Board Secretary and Treasurer reports for July 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 August 2026, in the amount of \$3,296,420.26.

SCHOOLS' PTA, PTSA, AND PTO DONATION APPROVED

3. Approve the generous donation by the NPHS PTSA, NPMS PTO, AWR PTA, and Salt Brook PTA, of lunch for all staff on the 8/31/26 District opening day, in the amount of \$2,070.00.

**NONPUBLIC SCHOOL SECURITY AND TECHNOLOGY
PROGRAM SPENDING PLAN APPROVED**

4. Approve the Nonpublic School Security and Technology Program spending plan for the participating school located within the District, The Academy of Our Lady of Peace, for the 2026/2027 school year.

RENTAL AGREEMENT WITH BERKELEY HEIGHTS YMCA APPROVED

5. Approve the Rental Agreements between the New Providence Board of Education and the Berkeley Heights YMCA, for before and after school care at Allen W. Roberts School and Salt Brook School, for the 2026/2027 school year, copies in the hands of each Board member.

**GRANT APPLICATION SUBMISSION UNDER SCHOOL
LEAD FILTERS PROGRAM APPROVED**

6. Approve the grant application submission under the School Lead Filters Program through the New Jersey Department of Education to fund the purchase of filtered bottle-filling stations and filters, in the amount of \$3,321.84.

**GENEROUS DONATION OF WARMUP SHIRTS
BY STRAND TENNIS CENTER APPROVED**

7. Approve the generous donation, by Strand Tennis Center, for 60 warmup shirts provided to the girls' tennis team, in the amount of \$1,200.00.

**GENEROUS DONATION TO PROJECT REBOOT BY
MUNICIPAL ALLIANCE OF NEW PROVIDENCE APPROVED**

8. Approve the generous donation of the Municipal Alliance to the New Providence School District, to be used to partially fund the Project Reboot program, in the amount of \$3,000.00.

**DISTRICT SUMMARY OF BID AWARDS THROUGH
EDUCATIONAL DATA SERVICE, INC. APPROVED**

9. Approve the District Summary of bid awards through Educational Data Service, Inc., for the 2026/2027 school year:

CATEGORY	BID OPENING DATE	AMOUNT
Athletic Supplies	9/25/2025	\$42,407.50

General Classroom Supplies	9/25/2025	\$25,123.10
Audio Visual Supplies	9/25/2025	\$25.19
Custodial Supplies	9/25/2025	\$5,996.82
Fine Art Supplies	9/25/2025	\$8,757.78
Health and Trainer Supplies	9/25/2025	\$7,348.61
Library Supplies	9/25/2025	\$693.47
Math Supplies	9/25/2025	\$156.88
Music Supplies	9/25/2025	\$134.91
Office and Toner Supplies	9/25/2025	\$7,783.03
Photography Supplies	9/25/2025	\$445.98
Physical Education Supplies	9/25/2025	\$4,349.64
Science Supplies	9/25/2025	\$6,677.64
Special Needs	9/25/2025	\$121.98
Teaching Aids	9/25/2025	\$208.04
Technology Supplies	9/25/2025	\$99.70
World Languages	9/25/2025	\$151.77

Mrs. Lepre seconded the motion.

Ms. Gunderman pointed out three Finance donation items for the Board. The first, as mentioned by Dr. Zirpoli, is a donation in the amount of \$2,070.00 from the PTSA, the PTO, and the PTAs at the elementary schools for lunches for all staff on opening day. The District also received a generous donation from the Strand Tennis Center for 60 warm-up shirts for the girls' tennis team. There is also a \$3,000.00 donation from the Municipal Alliance to the District to be used to partially fund the Project Reboot program that we are looking forward to later this year.

The motion was carried on the following vote:

Roll call vote:

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

FACILITIES ACTION

No Facilities Items for approval.

EDUCATION ACTION

Mrs. Castellano, the Education Chairperson, moved to approve Items 1 through 21 as listed below:

CURRICULUM GUIDES APPROVED

1. Approve the following curriculum guides with the recommendation of the Superintendent of Schools. Each of these curricula has been written by a District teacher and revised by the appropriate Department Head according to the New Jersey Student Learning Standards and District expectations. The Director of Curriculum, Instruction, and Supervision has reviewed and approved each curriculum, and each one has been reviewed and approved by the Board of Education Curriculum Committee.

Mathematics

BSI Math Elective (Phase 2) (Grade 7)	Revised
Precalculus & Honors Precalculus (Phase 1) (Grades 10-12)	Revised

Physical Education

Advanced Weight Training (Phase 1) (Grades 10-12)	New
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STEM

Biomedical Engineering (Phase 2) (Grades 11-12)	Revised
STEM (Phase 2) (Grade K)	Revised

Science

AP Chemistry (Phase 1) (Grades 11-12)	Revised
AP Biology (Phase 1) (Grades 10-12)	Revised
Healthcare Organizations, Addendum to Rutgers Curriculum (Grades 10-12)	Revised

Language Arts

Universal Literacy Screening (Grades K-3)	New
Cursive Reading & Writing (Phase 1) (Grades 3-5)	New
BSI Language Arts (Phase 2) (Grade 7)	Revised

Music/Performing Arts

Voice Class (Phase 1) (Grades 9-12)	Revised
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World Language

FLES Spanish (Phase 2) (Grade K)	Revised
AP Spanish Language & Culture (Phase 1) (Grades 11-12)	Revised

Social Studies

World Studies (Phase 1) (Grade 9)	Revised
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TEXTBOOK ADOPTION APPROVED

2. Approve the following textbook/educational material adoption for the 2026/2027 school year, details of which are in the hands of each Board member:
 - a. Biology for the AP Course, Second Edition (Advanced Placement Biology- Grades 10, 11, and 12)

SUPERINTENDENT OF SCHOOLS' GOALS APPROVED

3. Approve the Superintendent of Schools' goals for the 2026/2027 school year.

**2026/2027 NEW PROVIDENCE BOARD OF EDUCATION SCHOOL SAFETY
AND SECURITY PLAN AND SUBMISSION OF SCHOOL SAFETY AND
SECURITY PLAN STATEMENT OF ASSURANCE APPROVED**

4. Approve the New Providence Board of Education School Safety and Security Plan for the 2026/2027 school year and approve submission of the School Safety and Security Plan Statement of Assurance for the 2026/2027 school year to the NJDOE, on file at the Board office.

**2026/2027 NEW PROVIDENCE BOARD OF EDUCATION
SCHOOL TRAUMATIC LOSS RESPONSE PLAN APPROVED**

5. Approve the New Providence Board of Education Traumatic Loss Response Plan for the 2026/2027 school year, on file at the Board office.

**2026/2027 NEW PROVIDENCE BOARD OF EDUCATION
SCHOOL CRITICAL INCIDENT PLAN APPROVED**

6. Approve the New Providence Board of Education School Critical Incident Plan for the 2026/2027 school year, on file at the Board office.

2026/2027 NPHS ATHLETICS EMERGENCY ACTION PLAN APPROVED

7. Approve the NPHS Athletics Emergency Action Plan for the 2026/2027 school year, copies in the hands of each Board member.

**2026/2027 NEW PROVIDENCE HIGH SCHOOL COURSES
WITH ENROLLMENT UNDER 10 APPROVED**

8. Approve the NPHS courses with enrollment of under 10 students for the 2026/2027 school year, copies in the hands of each Board member. **(EXHIBIT A)**

2026/2027 PROFESSIONAL DEVELOPMENT PLAN APPROVED

9. Approve the New Providence School District Annual Professional Development Plan for the 2026/2027 school year, prepared in compliance with the New Jersey Administrative Code 6A:9C-4.2, inclusive of its funding, and approve submission of the plan Statement of Assurance for the 2026/2027 school year to the NJDOE, copies in the hands of each Board member.

2026/2027 PROVISIONAL TEACHER MENTORING PLAN APPROVED

10. Approve the New Providence School District's annual mentoring program, "Provisional Teacher Mentoring Plan- 2026/2027," prepared and updated in accordance with all mentoring program regulations for non-tenured teachers in their first year of employment, as set forth in regulations N.J.A.C. 6A:9C-4.2(b)(6) and N.J.A.C. 6A:9C-5.3, and approve submission of this plan for the 2026/2027 school year to the NJDOE, copies in the hands of each Board member.

2026/2027 IDEA GRANT SUBMISSION APPROVED

11. Approve the submission of Fiscal Year 2027 Individuals with Disabilities Education Improvement Act (IDEA) Consolidated Grant Application, in the amount of \$525,277.00 (Basic: \$504,720.00; Preschool: \$20,557.00), for the period 7/1/26 through 6/30/27.

**2026/2027 EVERY STUDENT SUCCEEDS ACT (ESSA)
CONSOLIDATED GRANT APPLICATION APPROVED**

12. Approve acceptance of the Fiscal Year 2026/2027 Every Student Succeeds Act (ESSA) Consolidated Grant Application for Title IIA (\$22,630.00), Title III Consortium (\$6,590.00), and Title III Immigrant funds (\$25,742.00), totaling \$54,962.00 for the period 7/1/26 through 6/30/27.

**2026/2027 TITLE III CONSORTIUM WITH SPRINGFIELD
BOARD OF EDUCATION APPROVED**

13. Approve for the 2026/2027 school year acceptance into a Title III Consortium with the Springfield Board of Education in order to receive the amount of \$6,590.00, since federal legislation requires a

consortium given that the District's allocation is below the \$10,000.00 minimum requirement. The Springfield Board of Education will be the lead district in this consortium.

**ENROLLMENT OF STUDENT #11882 AT SHEPARD
PREPARATORY HIGH SCHOOL APPROVED**

14. Approve the enrollment of Student #11882 at Shepard Preparatory High School, for the 2026 Extended School Year, at a tuition cost of \$10,503.00, and for the 2026/2027 school year, at a tuition cost of \$64,068.30, effective 7/1/26.

**ENROLLMENT OF STUDENT #12309 AT SHEPARD
PREPARATORY HIGH SCHOOL APPROVED**

15. Approve the enrollment of Student #12309 at Shepard Preparatory High School, for the 2026/2027 school year, at a tuition cost of \$64,068.30, effective 9/1/26.

**CAMDEN COUNTY EDUCATIONAL SERVICES COMMISSION
GENERAL SERVICES CONTRACT APPROVED**

16. Approve the Camden County Educational Services Commission general services contract, for the 2026/2027 school year, effective 7/1/26.

EDUCERE AP ITALIAN LANGUAGE COURSES APPROVED

17. Approve the use of Educere to offer online AP Italian Language & Culture courses to 11th-12th grade students for the 2026/2027 school year. The cost per student is \$549.00. There are two (2) students taking the course, for a total of \$1,098.00, copies in the hands of each Board member.

ENROLLMENT OF OUT-OF-DISTRICT STUDENTS APPROVED

18. Approve the enrollment of the following out-of-district students for the 2026/2027 school year, effective 9/3/26:
- a. 3rd grade student, on a tuition basis of \$20,817.00
 - b. 4th grade student, on a tuition basis of \$20,817.00
 - c. 8th grade student, on a tuition basis of \$19,418.00

STUDENT #13382 TUITION APPROVED

19. Approve Springfield School District student #13382 as a 10th grade tuition student at New Providence High School, for the 2026/2027 school year, at a tuition cost of \$20,743.00, effective 9/3/26.

2026/2027 BOOK LISTS APPROVED

20. Approve the following book lists for the 2026/2027 school year. These lists are available on the District website.
- a. K-6 Expanded Book List
 - b. 7-8 Expanded Book List
 - c. 9-12 Expanded Book List

**2026/2027 DISTRICT SOFTWARE, CLOUD-BASED SERVICES,
AND DATA PRIVACY AGREEMENTS APPROVED**

21. Approve the list of District software, cloud-based services, and data privacy agreements for the

2026/2027 school year, copies in the hands of each Board member.

Dr. Empson Hayden seconded the motion.

Mrs. Castellano commented that the education committee met to discuss the Mahmoud v. Taylor decision and related New Jersey Department of Education guidance on parental religious opt outs. The committee confirmed that the decision does not change New Jersey's required curriculum standards and that districts must continue to teach all mandated standards. We also reviewed the District procedures for parent notification and individual opt out requests based on sincerely held religious beliefs. The committee discussed the efforts to increase curriculum transparency, including posting scope and sequence adopted resources and K-6 and 7-12 ELA book lists on the District website. Tonight, on the agenda, the Board approved the ELA book lists. Over the next few days, staff will receive training on the Mahmoud decision and supplemental materials and opt out procedures.

The motion was carried on the following vote:

Roll call vote:

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

PERSONNEL ACTION

Dr. Empson Hayden, the Personnel Chairperson, moved to approve Items 1 through 9 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. Marissa Glynn, teacher, \$63,469.00, effective 9/1/26 (subject to criminal history review procedures)
 - b. Michelle Pugliese, HS marching band (fall), assistant color guard director, \$1,209.00 (subject to criminal history review procedures)
 - c. Melissa Halpern, HS advisor, freshman class, \$945.00
 - d. Christine Noppenberger, HS advisor, freshman class, \$945.00
 - e. Christine Noppenberger, HS summer college application boot camp, not to exceed 20 hours @ \$57.09/hr.
 - f. Kristy McCauley, HS summer college application boot camp, not to exceed 20 hours @ \$57.09/hr.
 - g. Dr. Colleen Hasson, HS summer college application boot camp, not to exceed 20 hours @ \$57.09/hr.
 - h. Elizabeth Shipley, district communications coordinator, part-time, 20 hrs./week unless approved by the Superintendent of Schools, \$55.00/hr., effective 8/27/26 (subject to criminal history review procedures)
 - i. Gregory Paradis, long-term substitute teacher, \$33,602.00 (base \$67,204.00), effective 9/1/26 through 1/31/27 (subject to criminal history review procedures)
 - j. Gregory Paradis, MS, for teaching eighteen (18) periods per four (4) day rotation, half

- year, \$2,000.00 (base \$4,000.00), effective 9/1/26-1/31/27
- k. Michael Cassu, cross country (fall), girls, head coach, \$7,562.00 (subject to criminal history review procedures)
 - l. Eleanor Ross, playground/lunch assistant, 3.0 hrs./day, \$21.28/hr., based on 176 days, \$11,236.00, effective 9/1/26 (subject to criminal history review procedures)
 - m. Nicole Troncoso, teacher aide, \$26,275.00, effective 9/1/26 (subject to criminal history review procedures)
 - n. Brandon Hilf, cross country (fall), boys, head coach, \$7,562.00
 - o. Morgan Eriksen, HS, for teaching above three (3) classes as a department head (four (4) classes total), full year, \$8,000.00
 - p. Lisa Matrale, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - q. Aracely DiGirolamo, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - r. William Burroughs, HS, for teaching seventeen (17) periods per four (4) day rotation, full year, \$8,000.00
 - s. Sydney Bleach, HS, for teaching sixteen (16) periods per four (4) day rotation, full year, \$4,000.00
 - t. Arlen Mase, HS, for teaching seventeen (17) periods per four (4) day rotation, full year, \$8,000.00
 - u. Dr. Raquel De Cicco, HS, for teaching sixteen (16) periods per four (4) day rotation, full year, \$4,000.00
 - v. Sujin Lee, HS, for teaching sixteen (16) periods per four (4) day rotation, full year, \$4,000.00
 - w. Charles Carell, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - x. Holly Pizzonia, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - y. Cory Arnold, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - z. Walter Kempner, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - aa. Andrew McCulley, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - bb. Samantha Cram, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - cc. Grace Hofheinz, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - dd. Glen Robertson, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - ee. Carine Rubinetti, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - ff. Kaely Maire Sturges, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - gg. Denise Thompson, HS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - hh. Gina Bellitti, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - ii. Todd Bennington, MS, for teaching eighteen (18) periods per four (4) day rotation, full

- year, \$8,000.00
- jj. Rebecca DeCelestino, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - kk. Brandon Hilf, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - ll. Matt Sossin, MS, for teaching eighteen (18) periods per four (4) day rotation, full year, \$8,000.00
 - mm. Tracey Blanchard, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$4,000.00
 - nn. Alyssa Machado, MS, for teaching eighteen (18) periods per four (4) day rotation, half year, \$2,000.00 (base \$4,000.00), effective 2/1/27-6/30/27
 - oo. Sioned Sanders, playground/lunch assistant, 3.0 hrs./day, \$21.28/hr., based on 176 days, \$11,236.00, effective 9/1/26 (subject to criminal history review procedures)
 - pp. Virginia Gifford, playground/lunch assistant, 3.0 hrs./day, \$21.28/hr., based on 176 days, \$11,236.00, effective 9/1/26 (subject to criminal history review procedures)
 - qq. Brenda Debski, long-term substitute teacher aide, effective 9/1/26 through 11/20/26, to be paid on a per diem basis of \$144.37 (prorated base of \$26,275.00)
 - rr. Karen Chun, teacher aide, \$26,275.00, effective 9/1/26 (subject to criminal history review procedures)
 - ss. Marcello Fois, music student intern, for the 2026/2027 school year, effective 9/1/26 through 6/30/27 (subject to criminal history review procedures)
 - tt. Elizabeth Miner, student intern, for the 2026/2027 school year, effective 9/1/26 through 6/30/27 (subject to criminal history review procedures)
 - uu. Kevin Caputo, night custodian, \$60,336.00 (base \$72,071.00 (\$71,385.00 + night stipend \$686.00)), effective 8/31/26 (subject to criminal history review procedures)
 - vv. Gabriella Tundo, playground/lunch assistant, 3.0 hrs./day, \$21.28/hr., based on 176 days, \$10,878.00 (base \$11,236.00), effective 9/14/26 (subject to criminal history review procedures)
 - ww. Sweetie Patel, Director of School Counseling, \$121,438.00 (base \$145,000.00), effective 8/31/26 (subject to criminal history review procedures)
 - xx. Gabriella Martins, counseling student intern, for the 2026/2027 school year, effective 9/3/26 (subject to criminal history review procedures)
 - yy. Jennifer Davison, long term substitute teacher, \$30,914.00 (base \$67,204.00), effective 9/14/26 through 1/31/27 (subject to criminal history review procedures)

2026/2027 SUBSTITUTES APPROVED

2. Approve the following substitutes for the 2026/2027 school year: teachers, teacher aides, secretaries, nurses, custodians, and home instructors as listed below:

Substitute Teacher, Teacher Aide, Secretary

Kelly Acque	Katelynn Huber	Katie McGurn
Julia Alves (pending criminal history review)	Michael Gorman	Bethany McKnight
David Aprill	Patricia Gribbon	Carole Mea
Kelly Broedlin	Richa Gupta	Jaiden Menen
Marianne Browe	Vandana Gupta	Jennifer Niederhoffer
Mitchell Brown	Zaneera Haniff-Romero	Ryan O'Day

Gian Cacioppo	Angela Hawes	Brady O'Day
Chas Cadmus	Megan Huber	Jane Okkinga
Neil Carrozza	Peter Kane	Megan Olsen
Art Cattano	Christine Kelly	Michael Ondrey
May Chan	Randi Kelly	Margaret Pfeifer
Sydney Chan	Alyssa Kickenweitz	George Pharmakides
Patience Conlin	Cathy Killian	Wendi Porretti
Kelly Cook	Youkyung Kim	Catherine Reddington
Anna Darity	Nicole Labombarda	Matt Roughley (pending certification)
Shimaa Desooki	Jess Lasoff-Santos (pending criminal history review)	Mark Shea
Nicholas DiGirolamo	Kyra Licari	Mamta Singal
Tonya Donnelly	Renjun Ma	Gina Snyder
Khaled Elserty	Judith Mahlstadt	Rhonda Stern
Lina Elshamy	Natalie Matonis	Cindy Sullivan
Aaron Engelhardt	Marybeth Matthews	Joanne Trimble
Ryan Glatz	Ryan McDonald	Roberta Bloom

Nurses

Kathy Andrews	Patricia Glen	Suzanne Kruep
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Custodians

Anna Caicedo	Eduardo Lopez Munoz	Elizabeth Rapoano
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Home Instructors

Roberta Bloom	Marianne Browe	
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**SHARED SERVICES AGREEMENT FOR THE PROVISION
OF SPECIAL LAW ENFORCEMENT OFFICERS (SLEOS) WITH
THE BOROUGH OF NEW PROVIDENCE APPROVED**

3. Approve the Shared Services Agreement for the Provision of Special Law Enforcement Officers (SLEOs) between the Borough of New Providence and the New Providence Board of Education, for the 2026/2027 school year, copies in the hands of each Board member.

2026/2027 SCHOOL RESOURCE OFFICERS APPROVED

4. Approve for the 2026/2027 school year the following School Resource Officers who are employed by the Borough of New Providence and who will be partially funded by the Board of Education:
- a. Eduar Cruz New Providence High School/Middle School
 - b. Mark Martin Allen W. Roberts School
 - c. Mario Suarez Salt Brook School

RESIGNATIONS APPROVED

5. Accept the resignations of the following employees:

- a. Lauren Abbatemarco, school nurse, effective 8/5/26
- b. Jillian Shadis, director of school counseling, effective 9/4/26
- c. Amanda Spencer, lunchroom/playground aide, effective 7/28/26
- d. Victoria Hinz, school psychologist, effective 10/6/26
- e. Gianna Del Viscovo, teacher, effective 10/6/26
- f. Mary Jo Sodano, lunchroom/playground aide, effective 8/7/26
- g. Kelly Waldron, lunchroom/playground aide, effective 8/10/26
- h. Tara Garcia, teacher, effective 10/23/26

2026/2027 REVISIONS APPROVED

6. Approve the following revisions for the 2026/2027 school year:

- a. Jennifer McSweeney, teacher, from Step 10, Column III (\$71,230.00), to Master's, Step 10, Column IV (\$74,091.00), effective 9/1/26, due to course credits
- b. Brenda Debski, extended school year PSD program aide, not to exceed 30 half days, \$2,165.52
- c. Brenda Debski, playground/lunch assistant, 3.0 hrs./day, \$21.28/hr., \$8,056.72 (base \$11,236.00), effective 11/23/26 through 6/30/27
- d. Bonnie Platek, secretary and accounts payable, \$25.00/hr., effective 7/9/26
- e. Michael Sudberg, teacher, from Step 10, Column II (\$68,980.00), to Step 10, Column III (\$71,230.00), effective 9/1/26, due to course credits
- f. Sharon Licari, from AWR to AWR and Salt Brook

2026/2027 RESCINDED APPOINTMENTS APPROVED

7. Rescind the following appointments for the 2026/2027 school year:

- a. P.J. Browne, soccer (fall), boys, volunteer
- b. Corey Arnold, cross country (fall), boys, head coach, \$7,562.00
- c. Alexander Meyer, cross country (fall), girls, head coach, \$7,562.00

REVISED JOB DESCRIPTIONS APPROVED

8. Approve the following revised Job Descriptions, copies in the hands of each Board member.

<u>Job No.</u>	<u>Job Title</u>	
113	Director of School Counseling	Revised
119	Student Assistance Coordinator	Revised
123	High School Counselor	Revised
124	Middle School Counselor	Revised
125	Elementary School Counselor (PreK-6)	Revised

ARTICLE X EXTENDED CHILD-REARING LEAVE APPROVED

9. Approve the request of Alyssa Machado, teacher, (currently on maternity leave), for an extended unpaid child-rearing leave for the 2026/2027 school year, pursuant to Article X of the Agreement between the Board and the NPEA, effective 11/21/26 through 1/31/27.

Mrs. Castellano seconded the motion.

Dr. Zirpoli acknowledged several people present at the meeting. She first acknowledged Elizabeth Shipley, who goes by Beth. She is the new District Communications Coordinator, replacing Katie Mangel. Beth comes to us with experience on Long Island. She served as two (2) school districts' communication coordinator and she also has experience in the private sector. She has been spending time with Mrs. Mangel and today is her official first day. We are very excited to have Beth join us and Dr. Zirpoli is sure that the entire Board and the community will get to know Beth as she is in the District taking pictures at all of the events and celebrations.

Dr. Zirpoli also welcomed Virginia Gifford who will be a playground aide and lunch assistant at Salt Brook School. Virginia is an alumni of New Providence High School and she and Dr. Zirpoli had a fun conversation about the changes in the District since Virginia attended school here.

Dr. Zirpoli also welcomed Karen Chun. Karen is going to be a teacher's aide in the RISE program at Salt Brook School. She has been doing a lot of research and study in this area and she is very excited to have this opportunity.

Lastly, Dr. Zirpoli introduced Ms. Sweetie Patel, the new Director of School Counseling. The District had about thirty (30) applicants for this position. We had a panel of eleven (11) administrators, led by Mr. Uglialoro, which yielded two (2) finalists. I met with them and Sweetie definitely showed that she will be a perfect fit for New Providence. She has seven (7) years experience in Carteret. Sweetie understands the needs of our school district and we are all looking forward to having her on our administrative team. Jillian Shadis and Ms. Patel will be working together to transition this role.

Dr. Zirpoli commented that Jillian Shadis is leaving the District as the Director of School Counseling. Jillian did an amazing job for New Providence during her time here. She will be in the District through Friday. We will miss her. We wish her all the best and thank her for all that she has done for us.

The motion was carried on the following vote:

Roll call vote:

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

BOARD POLICY

Mrs. Marano, in place of the Board Policy Chairperson, moved to approve the following Policies and Regulations:

Approve Item 1 as listed below:

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

Bylaws and Policies:

Policy 5460 (Mandated)	High School Graduation	Revised
Policy 5461 (Mandated)	High School Diplomas	New
Policy 5516 (Mandated)	Student Use of Internet-Enabled Devices	Revised
Policy 5561 (Mandated)	Use of Physical Restraint and Seclusion Techniques for Students with Disabilities	Revised Revised
<u>Regulation:</u>		
Regulation 5516 (Mandated)	Student Use of Internet-Enabled Devices	Revised

Ms. Gunderman seconded the motion.

Mr. Ugliarolo stated that there are four (4) policies and one (1) regulation on the agenda for second reading. All of them are mandatory with one of them, regarding high school graduation, being new.

The motion was carried on the following vote:

Roll call vote:

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

COMMITTEE REPORTS

1. Curriculum, Instruction, and Technology: No report.
2. Finance, Facilities, and Safety/Security: No report.
3. Personnel, Management, and Communication: No report.

OLD BUSINESS

None

NEW BUSINESS

None

PUBLIC COMMENTS

Mrs. Marano opened the meeting to the public at 7:39 p.m. There were no public comments. Mrs. Marano declared the public portion of the meeting closed at 7:39 p.m.

ADJOURNMENT

There being no other business before the Board, on a motion by Ms. Gunderman, seconded by Dr. Empson Hayden, and carried unanimously, Mrs. Marano declared the meeting adjourned at 7:40 p.m.

A handwritten signature in blue ink, appearing to read "James Testa", is written over a horizontal line.

James Testa, School Business Administrator/Board Secretary