

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on November 17, 2022, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by Mrs. Misiukiewicz, Board President.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Stacey Gunderman, Jennifer Killea, Amanda Marano, and Mary Misiukiewicz. Also present were Dr. David Miceli, Superintendent of Schools, Lauren Zirpoli, Assistant Superintendent of Educational Services, James E. Testa, School Business Administrator/Board Secretary, Jon Keane, Director of Curriculum, Instruction and Supervision, and 28 members of the public.

Mrs. Misiukiewicz led in the salute to the flag.

Mrs. Misiukiewicz 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 an annual notice was made in conformance with Section 13 of the Act.

Whenever the business of the Board requires it to convene to Closed session, the session will begin no later than 9:30 p.m. At the conclusion of the need for Closed Session, the Board will reconvene to 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.

### **Comments**

Mrs. Misiukiewicz commented that many great things have been happening in New Providence. First and foremost, Mrs. Misiukiewicz thanked New Providence for passing the 2022 Bond Referendum. While the election results have not yet been certified, as of November 15, 2022 the Bond Referendum had 72% community support. Mrs. Misiukiewicz also thanked the Board members, Dr. Miceli, Mr. Testa, and Katie Mangel for the extra time and commitment that they each expended to reach the community with all of the facts, figures, and scope of the project. As a result of the successful bond referendum, New Providence students will learn and thrive in the best environment possible. Speaking on behalf of the entire Board, Mrs. Misiukiewicz shared that they are all excited for the current and future Pioneers to reap all of the benefits of the capital improvements, upgrades in all of our buildings, and, most importantly, in our instructional spaces. The goal is to complete the majority of this work before the start of the new school year. The Board will continue to give updates throughout the year.

Mrs. Misiukiewicz also mentioned how wonderful the Senior Citizen Recital was this afternoon and how impressed she was with the fall play, *You Can't Take it With You*, and with the many musical groups and singers within the high school who performed. You cannot miss this play! Mrs. Misiukiewicz also thanked the high school culinary arts students for preparing a lunch for the senior guests and the Salt Brook students who made placemats and goody bags for the guests to take home. Further, Mrs. Misiukiewicz congratulated Mr. Neidziejko and all involved with the Marching Band on being minted State and National Champions. If community members have not heard this band play, they should take the time to hear them during the New Providence Annual Holiday Walk on Friday, November 25, 2022. It is an awesome way to kickoff the holiday season.

### **Impact Teacher Award**

Mrs. Misiukiewicz turned the meeting over to Dr. Miceli. Dr. Miceli thanked Mrs. Misiukiewicz and stated that he would like to start with the awarding of the Impact Teacher Award to Ms. Chirtine Noppenbrger. The Impact Teacher Award was started in the District about four years ago to recognize teachers for things that they do

behind the scenes. Ms. Noppenberger was called to the front of the room with Ms. Jillian Shadis, the Director of School Counseling, and Mr. Brian Henry, the New Providence High School/Middle School Principal. Ms. Shadis made the following recommendation on behalf of Ms. Noppenberger:

*The Impact Award goes to staff members for actions, efforts, and accomplishments that have made a significant impact on the lives of our students. Ms. Christine Noppenberger, high school counselor, has truly been doing this for years. I may be biased, but I personally think all school counselors have a significant impact on their students. However, Ms. Noppenberger goes above and beyond to make sure all NPHS students are cared for individually and as a whole, as well as our staff.*

*On any given day outside of school hours, Ms. Noppenberger takes on the role of the advisor of the Character Education program and Diversity Clubs at the high school. You'll see her cheering on the Pioneers as a game worker at many athletic events, and she is the Class of 2024 Advisor. She is one of the most visible staff members in and out of the building. Students actively seek her out on a regular basis. Many of the charitable events or activities at the high school, such as today's blood drive and the food pantry, can be traced back to Ms. Noppenberger.*

*In fact, at the beginning of the school year, amidst all the craziness, Ms. Noppenberger asked to leave a few minutes early so she could beat the traffic and drop off some collected canned goods. I said "sure," paused, and asked where she got them, knowing that we hadn't started any drives at the beginning of September. She said she brought them in for the food pantry. I paused again. Food pantry? "Yeah, I started a food pantry for some of our families." Totally casual, like it was no big deal and she had all the time in the world. Later, I said to Mr. Henry, "Did you know Christine started a food pantry?" His facial expression clearly indicated he did not. "When did she do that?" he asked. We were both so incredulous that Ms. Noppenberger just identified a significant need, found a solution, and implemented it, let alone at that time of year. That's just what she does, and that's just one example of many like it.*

Mr. Henry made the following recommendation on behalf of Ms. Noppenberger:

*Ms. Noppenberger's reach goes beyond the high school, as well. An example: during our hybrid year, Ms. Noppenberger facilitated an evening program with some of her students in the Character Ed club. They were going to lead some of our elementary students through a crafting session to help build a sense of togetherness while many students were learning virtually. Ms. Noppenberger did the work on the back end to coordinate with the Principals, and though the high school students were the ones teaching the craft, Mrs. Drexinger called me afterwards to tell me how impressed she was with Ms. Noppenberger overall, and especially how she worked with the little ones. She got great feedback from parents and a lot of praise overall for her coordination efforts and for the idea to bridge the gap between elementary and high school, especially when so many were still isolated.*

*Ms. Noppenberger co-advises the Sunshine Club for the faculty and staff in the building, and she herself is a ray of sunshine. If you've been to the high school counseling office this year, you'll see we have a bulletin board with the characters from the Disney/Pixar movie Inside Out. Mr. Criscitello stopped by when we were first putting it up and we were joking, figuring out which counseling staff member embodied which feeling. Almost immediately and simultaneously, we said "Christine is Joy." No brainer. Always with a positive outlook and a smile on her face, Ms. Noppenberger brings warmth and comfort to all she encounters. She goes out of her way to help students and staff alike, and makes a true impact on the New Providence culture, climate, and community on a daily basis. For her tremendous efforts in her role as school counselor, as the advisor of numerous clubs and committees, and as a person with a heart of gold, it is my pleasure to nominate Ms. Christine Noppenberger for this award.*

Ms. Noppenberger thanked everyone for the award and stated that she sought to only bring to fruition the amazing ideas that are brought to her by her students. She further said that she could not have accomplished what she has without the help of her students and fellow staff members.

Dr. Miceli then asked the student representative, Reese Marzynski, to present her report to the Board.

### **Student Report**

Ms. Marzynski started her report by expressing how happy she was that Ms. Noppenberger received the Impact Teacher Award as the students feel that Ms. Noppenberger is more than deserving of such recognition. Reese then went on to report on current events at the high school, including the first ever pep rally that was held on October 21, 2022. It was very fun with activities such as wrap your teacher up as a mummy. It was a great time to cheer on your classmates and watch them participate in events. Everyone realized how important the band is and it was great to see them play. Senior Alex Robson performed his drum solo blind-folded which was really impressive. It was nice to support our sports teams. On October 29, 2022, the band won the US Bands State Championship and then a few weeks later they won the Group 5A National Championship. Sadly fall sports have ended so there is not a lot of new news, but there still is some very exciting news. The girls' volleyball team beat Hoboken to go on to the sectional final. Reese noted that over the past two years the school started busing students to away playoff games. Two buses with 75 students attended, which is amazing. Girls and boys cross county had events this past weekend. The girls placed third overall and Hayden Singer on the boys team individually placed second overall and he will move on to the Meet of Champions, so he had a great race. Last month, girls tennis won the state championship and a few weeks ago they released individual rankings. Our first team doubles team, senior Tanvi Silvester and sophomore Gianna Culver, was announced as group one first team. So we have the best doubles team in Group one so congratulations to them. The students are sad that the last football game is over. The Neer Nation group has made a positive change in the student section. We are very excited for winter sports like basketball and hockey. As mentioned, the school play is this weekend with several shows. The show is "your Can't Take it With You". The Pumpkin Pioneers team, run by Mr. Barletta and Ms. Fintz from the STEM and Industrial Arts Club, went to a competition a few weeks ago to launch pumpkins. They received first place in the safety category and third place overall. Reese is in class with Mr. Barletta and she knows how seriously he took making the trebuchet and she is glad that they did well. She hopes that next year they win the gold. Mr. Klein has been doing a lot of work with the seniors getting the yearbook ready and next week the seniors will take their senior photo as a group shaped like a 23. He is busy with superlatives and baby pictures and a big thank you to him. As mentioned, there was a blood drive in the school today thanks to Ms. Noppenberger and it was a great way for students to help donate blood. Today was senior citizen day so musical groups performed and the culinary arts club cooked for the seniors. It is a great way to give back to our community. Reese knows that students are always looking for ways to give back to the community, especially to those who have created this great community over the years and helped us have what we have now. So, thank you to them. Good way to spread musical and Thanksgiving joy. Reese wished everyone a good holiday and thanked the Board.

Dr. Miceli thanked Reese for her report.

### **Superintendent's Report**

Dr. Miceli started by asking Mrs. Zirpoli to report on the enrollment numbers. Mrs. Zirpoli reported that from the end of October, the District enrollments are: 665 students at the High School, 400 students at the Middle

School, 679 students at AWR, 605 students at Salt Brook and 35 students receiving services out of district; for a total of 2,384 students.

Dr. Miceli thanked Mrs. Zirpoli and then discussed the items under the Bond Referendum. Dr. Miceli thanked everyone for the passing of the bond and expressed how excited the District is to begin this work. There is a great sense of pride that the community supported this initiative. Right after the Tuesday, November 8, 2022 vote, Dr. Miceli and Mr. Testa met with the architect and furniture consultants on November 9, 2022 to discuss next steps. The architect and mechanical engineers were in the District on November 10 and 11, 2022. For the HVAC system, it will be put out to bid and three contractors will be chosen, one at each school building. The rest of the projects will be handled through a Co-op or State Contract. This encompasses the roof, flooring, track, toilets at the high school, bleachers, and furniture. For the roofing project, the District is seeking to join the Bergen County Consortium to work with a vendor there. Additionally, Mr. Testa has reached out to establish contracts with our auditor, bond counsel, and architect. We look forward to receiving those contracts and reviewing them and sending them to the Board over the next few weeks. There is a Finance and Facilities Committee meeting on November 30, 2022 to discuss the projects and plans as well as some other initiatives that Mr. Testa will address later in the meeting. Dr. Miceli asked the Board if there were any questions regarding next steps. There were none.

Dr. Miceli also discussed the consortium that New Providence belongs to with Summit, Berkeley Heights, Chatham, and Milburn. The consortium offers workshops for parents and students. The last one was held at Summit High School and was entitled *Raising Resilient Teens in Challenging Times*. A number of New Providence families attended and Dr. Miceli encouraged parents to consider attending these very valuable workshops. We appreciate the relationship that we have with those other communities.

### **DEI Proposal**

Finally, Dr. Miceli discussed the Diversity, Equity, and Inclusion (DEI) proposal to conduct an Equity Landscape in the District. He stated that the District is taking next steps and to that end is providing a Zoom presentation with US<sup>2</sup>, one of the vendors considered by the District for this initiative. Dr. Miceli asked Mrs. Zirpoli to discuss the DEI proposal and to introduce Megan Fuciarelli, the representative of US<sup>2</sup>. Mrs. Zirpoli commented that US<sup>2</sup> is one of the companies that was considered to conduct the Equity Landscape. Mrs. Zirpoli, as the Equity Director, reminded the Board of the discussion at the October Board meeting in which Mr. Keaney and she gave an overview of DEI and where New Providence has been, where we are, and where we would like to go in the future. The place that we would like to go is to conduct an Equity Landscape of the entire District. To this end, Mrs. Zirpoli and Mr. Keaney interviewed three firms to determine if one would be a good fit for New Providence. They then recommended US<sup>2</sup> to the Board Education Committee. Tonight they invited Megan Fuciarelli, the CEO and founder of US<sup>2</sup>, to attend the Board meeting to meet the entire Board, give an overview of her company, and discuss exactly what the Equity Landscape is and what it means for New Providence and what work it will entail. US<sup>2</sup> is the firm that Mrs. Zirpoli and Mr. Keaney would like to recommend to the Board. Megan joined the meeting via Zoom to discuss their services and to explain what an Equity Landscape is and the steps that would be necessary to continue with such a landscape.

Megan Fuciarelli was a superintendent before she founded US<sup>2</sup>. She feels this gives her a unique perspective on DEI in education. Her team, located both nationally and internationally, is currently 47 diverse individuals. They come from a wide variety of experiences, both life and work. They bring a unique perspective to the work. They consider themselves “JEDI Trailblazers.” They focus on:

- J-Social Justice
- E-Equity
- D-Diversity
- I-Inclusion

US<sup>2</sup> looks for diversity within the work they do for their clients and within the team assigned to do the work. The firm has over 1,400 years of collective experience. They have worked in 6 countries and 29 states and have

worked with over 1.6 million people. They would love to add New Providence to their growing list of clients. They have worked with many districts in New Jersey.

Their core principles tell a lot about the company. There are seven core principles at US<sup>2</sup>. They are:

1. No guilt or shame
2. Intentions do not equal Impact
3. Intentionally include everyone so that you do not unintentionally exclude anyone
4. Heart focused
5. Every issue and voice counts
6. Growth occurs in discomfort
7. Once we know better, we must do better

Guilt or shame actually perpetuates the problem. They have open conversations. They believe everyone comes with the best of intentions based on their experiences and what they believe to be true in the world. They focus on harm that could be caused and how to resolve. They will intentionally include all groups so as to not exclude anyone when reviewing concerns and successes in New Providence. US<sup>2</sup> believes their work is very heart focused and they seek to impact someone's heart which will ultimately change their mind. There is a lot of social and emotional impact. Every issue and voice counts. Megan stated that they must "reveal so that they can heal." They will need to find the issues that need to be addressed so that they can be addressed. She believes, after reviewing the New Providence Board of Education mission statement, that US<sup>2</sup> can help the District get closer to accomplishing our mission statement.

US<sup>2</sup> uses a three step approach:

1. Reflect- Assess the current reality amongst multiple stakeholders (part of landscape)
2. Respond- Training based on the Equity Landscape that is conducted to deepen understanding and to bridge the gap between current reality and desired environment (extra to landscape)
3. Results- Sustaining an equitable and inclusive environment for all stakeholders. This could be a life-long partnership (extra to landscape)

How many of the US<sup>2</sup> services the District chooses to use is up to the District. US<sup>2</sup> will provide a gradual release of responsibilities to the District. They lead the work and then prepare New Providence to continue it.

Megan did note that any sustainable change takes three to five years. The first stage of the Equity Landscape will take three to eight months, but the sustainable change will take three to five years.

The Equity Landscape involves many facets. Depending on the package that may be chosen by the District, it can involve some or all of the following items. There could be a review of pedagogy (how we teach), curriculum (what we teach), the policies and procedures that we follow (disproportionality among programming, personnel, and discipline), and culture/climate (how people feel). This could utilize interviews of many groups of people including staff, students, parents, and community members. To determine who would be interviewed, a survey would be created that is sent to all of the community through the District. A District email will be created and surveys can be sent there. All are free to respond to the survey. Based on the survey results and the review of the other items by the team, interviews would be set up. If there are too many responses, there will be a representative selection chosen. In addition to the survey and interviews, there could be observations of various classrooms. They are not observing to evaluate teachers. Rather, the observation would be to look at the surroundings and how people engage in the classroom. Depending on the package chosen, there could also be a review of the District curriculum and the District and Board policies and student code of conduct. No matter what package is chosen, it includes a full report that can be anywhere from 400 to 1,000 pages in length. The report will include raw data and will have a table of contents and include findings and recommendations. Travel and lodging cost for the US<sup>2</sup> team is not included in the price of the package.

There are three options for packages. They are based on the amount of information collected and the number

of team members assigned. They are the Good (\$18,000.00), Better (\$35,000.00), and Best (\$50,000.00) options. The “Good” option is a district assessment that takes 3-4 months. It includes two days with two team members and a district level listening tour and surveys. The “Better” option is a district and schools assessment that takes 4-5 months. It includes three days with three team members and district and school level interviews, a listening tour, classroom observations, curriculum reviews, and surveys. The “Best” option includes four days with four US<sup>2</sup> team members, District and school level interviews and listening tour, classroom observations, curriculum reviews, and surveys. An Equity Road Map can be added to any of these options for \$5,000.00. This would be a meeting with administration and team members to determine action based on the Equity Landscape. Then the team would create a roadmap. The District could also add the District Committee as Partners option which would be a ten person committee from the District that would be certified by US<sup>2</sup> and they would work with the US<sup>2</sup> team to create a roadmap. This option takes about 4 months and costs and additional \$20,000.00.

US<sup>2</sup> has done some preliminary work to look at New Providence and feels this work is important for many reasons. New Providence has committed to Vision 2025 with eight goals to be completed by the end of the 2024/2025 school year. There is a strong emphasis on community engagement, social-emotional learning, collaboration, and achievement. There has been an influx of ESL students and shifting demographics within the District and there is a need for stronger understanding regarding cultural competency within the District. Megan was listening during the beginning of the meeting and she can already see how proud New Providence is of so many groups and it is about continuing some of the things the District is already working toward.

The US<sup>2</sup> team that is assigned to the District will only work with New Providence during the Equity Landscape. A Client Engagement Specialist and a dedicated Equity Audit Team will support the District through the process. Each team works with only one district at a time. The team is selected after the first visits to the community by US<sup>2</sup> picking a pool of possible members and then asking any of those team members who are interested in working with the District to apply to US<sup>2</sup>. All teams are comprised of diverse members. The teams work under the CHANGE philosophy.

- C- Commitment
- H- Heart Focused
- A- Accountable
- N- Network
- G- Genuine
- E- Empower

“Be the change you wish to see.”

At this point, Mrs. Misiukiewicz opened the meeting to Board questions for Megan.

Mrs. Marano asked what contact there would be between New Providence and US<sup>2</sup> after the Equity Landscape was concluded in light of the fact that the sustainable change will take two to three additional years to accomplish. Megan stated that there is always an annual check-in and, for an additional cost, US<sup>2</sup> could continue to work with the District. The cost is in the area of \$10,000.00. Megan did note that the process is structured so that the District can continue the necessary work after the landscape on their own if they choose to.

Mrs. Killea questioned the annual cost for the next three to five years. It is \$50,000.00 for the landscape and then it could be as little as \$10,000.00 per year.

Mrs. Gunderman questioned what the US<sup>2</sup> team brings to the District in terms of diversity and how their lived experiences bring something to the team. Megan stated that the potential pool of team members are diverse in every way (racially, through sexual orientation and gender identity, through religion, and in how they identify themselves). Team members fall into multiple categories at once. So their lived experiences provide diversity. There is no group not represented. They must apply to be part of the New Providence team. Mrs. Gunderman

additionally asked how the contact with students, parents, and stakeholders will occur and how these groups can become involved. Megan stated that they will start with town hall or community forum and compile questions. Then they will create a survey with these specific questions and some national norm questions. These surveys, as well as the school self assessments, will determine interview questions. Groups that they meet with will be no more than fifteen adults and will be based on the interest forms that are completed. Megan stated that such contact with students will most likely occur when US<sup>2</sup> visits classrooms. Students can also come to their attention through groups to which they belong and may be interviewed that way. Such interviews would only encompass students in-district. Parents would be given interview questions to review in advance.

Dr. Miceli asked how US<sup>2</sup> will capture the essence of the community and what the landscape has looked like for other clients. Megan stated that they visit New Providence and talk to the community, they review self-assessments, focus groups, and interviews. For other districts and recommendations that they have made, one of the most common recommendations that she sees is to obtain diversity in personnel. This would include information on how to seek job candidates. She said they also see a number of recommendations dealing with curriculum, SEL and how mental health affects the students, and special education and the disproportionality of classes.

Mrs. Marano asked for confirmation that the entire district will be reviewed, K-12. Megan said that there is the overall report and also a break out for each school with the Best option. Recommendations are made for the District and not for each school. They want to move the entire District forward.

Mrs. Zirpoli thanked Megan. The next steps will be a Board determination as to whether we will partner with US<sup>2</sup> and then, if so, which package we will use. Megan left the meeting.

Dr. Miceli then asked the Board for two determinations. The first being whether they wish to partner with US<sup>2</sup> and the second being which package they wish to obtain if the District will partner with US<sup>2</sup>. Mrs. Coniglio stated that the Education Committee would like to partner with US<sup>2</sup> and that they recommend that the District get the "Best" Package. Mrs. Cuccaro commented that the cost for this will be paid by ESSER funds. Mrs. Gunderman asked for confirmation that the ESSER funds that will be used are a surplus over the funds needed for students. Dr. Miceli confirmed that they are. The Board voted favorably to both partner with US<sup>2</sup> and to obtain the "Best" package and this will be on the December agenda for approval. Mrs. Marano thanked Mrs. Zirpoli and Mr. Keane for their work on this. Mrs. Zirpoli said that there are two openings at US<sup>2</sup> before the end of the calendar year and that the District would like to take one of those openings and start the process soon so as not be competing with end of year activities later on. Megan will discuss with the District after the new year exactly when the process will start.

### **Superintendent Forums**

Dr. Miceli then addressed the upcoming Superintendent Forums. There will be four more forums this school year:

- January 11, 2023- State of the Schools
- March 16, 2023- Open Forum (The community can discuss any topic that evening)
- April 19, 2023- Character Education
- May 16, 2023 Referendum Projects (Discuss the summer of 2023)

### **Public Hearing**

Mrs. Misiukiewicz declared, at 8:09 p.m., a Public hearing on the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act.

Mrs. Zirpoli presented the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights

Act and provided the following information:

The Anti-Bullying Bill of Rights Act requires each school in the district to complete an annual self-assessment on how well they implemented the various components of the mandate. The Anti-Bullying Specialists at each school convened with the members of their School Safety/Climate Team to complete this year’s self-assessment process.

The self-assessment contains the following eight Core Elements:

- Core Element #1: HIB Programs, Approaches and Other Initiatives
- Core Element #2: Training on the BOE approved HIB Policy & procedures
- Core Element #3: Other Staff Instructions and Training Programs
- Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills
- Core Element #5: HIB Personnel
- Core Element #6: School-Level HIB Incident Reporting Procedures
- Core Element #7: HIB Investigation Procedures
- Core Element #8: HIB Reporting

Each Core Element contains several specific indicators for which each School Safety/Climate Team determined a ranking. The total possible points each school could earn on the assessment is 78.

The 2021-2022 self-assessment scores for each of our schools and our district average were as follows:

High School	71	Salt Brook	74
Middle School	74	AWR	75
District Average		74	

Mrs. Misiukiewicz thanked Mrs. Zirpoli for her report. Mrs. Misiukiewicz asked for public comment on the report. There being no comments or questions, Mrs. Misiukiewicz, at 8:13 p.m., declared the public hearing on the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act closed.

**Full-Day Kindergarten Presentation**

Dr. Miceli stated that the topic of whether to have full-day kindergarten in the District has been discussed for fifteen years. He is happy that the District will now offer this program for the fall of 2023. Dr. Miceli asked Mr. Keaney to discuss the program.

Mr. Keaney provided a historical context of the reasoning behind half-day kindergarten and, most notably, the fact that New Providence first grade students historically were as prepared to enter first grade, if not more so, as full-day students from other districts. There was also usually a parent home and they were learning with their parents.

Before COVID, Mr. Keaney said that the District once again looked at this issue as they were hearing concerns from parents with regard to half-day kindergarten. There was a recognized need for full-day kindergarten in the District as both parents were working in many households. More space became available and the District received more state funding and it appeared the best way to service our students was to consider full-day kindergarten. Last year, a committee was formed comprised of the K-6 language arts and math department heads, Katie Blanco and Michelle Testa, as well as the District kindergarten teachers, Sandra Natale and Rebecca Sebastian and Beth Smargiassi, as well as Brandee Conover, the AWR Media Specialist. The committee visited other full-day programs and met many times. Each committee member, along with both elementary schools principals, Ms. Jean Drexinger and Mr Jay Richter, discussed the changes that will occur with full-day kindergarten.



Specifically discussed was how the full-day program adds value, what the full-day program will look like, and what the vision and next steps are. The common theme throughout every aspect of the presentation is that the new program gives the students the gift of time. The curriculum for kindergarten, however, will not change. The full-day kindergarten will allow students to have more time to complete the assignments necessary under state guidelines, but the curriculum will not change. In the past, the kindergarten teachers had to meet state mandates created based on a full-day schedule in the time allotted by a half-day schedule. New Providence completes the New Jersey Cores standards at a very accelerated pace. The students will now have extra time for every subject. Teachers can expand upon and dig deeper into topics. There will be more time to have cross-curricular lessons. Those types of lessons take time but they give students life lessons. Students will not be pushed, they are only five or six years old. The topics will be presented at a rate that is developmentally appropriate for each child. Every presenter was extremely enthusiastic about the new program. They all feel that this extra time will allow the students to not feel rushed academically and will give them more time with their peers. This includes time at lunch. This extra time will also give students time at the end of the day to reflect on their day, decompress, and plan. The students will be given the gift of time, a more relaxed atmosphere, greater opportunities for child-centered creative activities, as well as increased opportunities for development of their academic and social skills. There will be more time for free play and centers. That unstructured play and ability to make choices is so important. There will be greater opportunity for teachers to work with children who need more assistance. There will be more time to assess each child. With 18 to 20 students in a class, it is important to meet with students one on one. There will now be more time to do so. This will foster in our students high self esteem and a love for learning. This will take away the need for parents to find programs for their children for the other half of the day. We also want to support our parents with workshops and more conferences. There will be new professional development for kindergarten teachers. Two additional teachers will need to be hired at each school.

Each topic was discussed using the following slide presentation.

**Full Day Kindergarten**

**New Providence School District Mission Statement**

*In partnership with students, teachers, parents, and the community, the mission of the New Providence School District is to prepare our students academically for their pursuits, to develop the appropriate social and emotional skills to be productive, empathetic, global citizens, and to stimulate a growth mindset for continued, lifelong learning in a culturally diverse society.*

**Portrait of a Graduate**

**ACADEMIC PREPARATION**

- Content and Skills Mastery
- Critical Thinking
- Problem Solving
- Communication
- Collaboration
- Self-Management
- Growth Mindset

**GROWTH MINDSET**

- Persistence
- Resilience
- Curiosity
- Creativity
- Risk-Taking
- Learning from Mistakes

**A PLAN FOR THE FUTURE**

- Setting and achieving goals
- Planning
- Self-reflection

**SOCIAL SKILLS**

- Communication & Collaboration
- Empathy
- Conflict Resolution
- Working Together
- Leadership
- Responsibility
- Self-regulation
- Self-awareness
- Self-advocacy
- Self-empowerment
- Self-efficacy
- Self-identity

**GLOBAL CITIZENSHIP**

- Cultural Awareness
- Environmental Stewardship
- Global Understanding
- Social Responsibility

**Full Day Kindergarten**

- ❑ How does this add value to our present programs?
- ❑ What will Full-Day Kindergarten look like?
- ❑ What is our vision and what are the next steps?

**Full Day Kindergarten**

How does this add value to our present programs?

**Full Day Kindergarten**

**Increased Opportunities for Development of Math Skills**

Half Day Kindergarten Math Program	Full Day Kindergarten Math Program
3 - 4 Math classes per week for 40 minutes	5 Math classes per week for 45 minutes Closer alignment with Grades 1 - 6
<b>How Will Math Look Different In Full Day Kindergarten?</b>	<b>Concepts Strengthened As a Result of Full Day Kindergarten?</b>
<ul style="list-style-type: none"> <li>• Include math center</li> <li>• Guided math instruction</li> <li>• Additional time for math discussion</li> <li>• Number of the day routines</li> <li>• 3 Act math task</li> </ul>	<ul style="list-style-type: none"> <li>• Number sense</li> <li>• Stronger foundation in mastering addition and subtraction facts to the sum of 10.</li> <li>• Counting patterns</li> <li>• Numbers 1 -100</li> </ul>

### Full Day Kindergarten

**Increased Opportunities for Development of LA Skills**

How Will ELA Look In Full Day Kindergarten?	Concepts Strengthened As a Result of Full Day Kindergarten?
More time for <ul style="list-style-type: none"> <li>• Shared Reading/Interactive Writing</li> <li>• Readers Workshop</li> <li>• Guided Reading</li> <li>• Writers Workshop</li> <li>• Word Study</li> </ul>	<ul style="list-style-type: none"> <li>• Speaking and listening standards</li> <li>• Reading and writing stamina</li> <li>• Decoding, comprehension, and fluency</li> <li>• Foundational phonemic awareness and phonics</li> <li>• Writing grammar and conventions</li> </ul>

### Full Day Kindergarten

**Increased Opportunities for Development of SEL and Play**

**Social and Emotional Learning**

- ☐ Verbal expression and sharing of emotions with both adults and peers
- ☐ Building positive mantras and self-esteem
- ☐ Emotional regulation and identifying feelings and coping strategies
- ☐ Social skills, appropriate behavior, interactions, manners, social cues
- ☐ Developing empathy and respect for classmates and adults and their learning materials and learning environment

### Full Day Kindergarten

**Increased Opportunities for Improvement in SEL and Play**

**Play**

- ☐ Playing Games with peers, group dynamics and handling loss.
- ☐ Developing imaginative and creative play skills
- ☐ Being kind to classmates and learning how to play fair
- ☐ Conflict resolution through play
- ☐ Perseverance in problem solving

### Full Day Kindergarten

**Increased Opportunities for Parent/Guardian Partnerships**

Develop home-to-school partnerships to help

- ☐ Students become fully immersed in the school community from a young age
- ☐ Extend learning/teaching outside of the classroom
- ☐ Clarify expectations for respectful, ready-to-learn students
- ☐ Provide more individualized attention to parents
- ☐ Build community partnerships through school and PTA

### Full Day Kindergarten

What will Full-Day Kindergarten look like?

### Full Day Kindergarten

Title/Content	Overview - Possible Activities	Title/Content	Overview - Possible Activities
Morning Meeting	- Poem of Week/Interactive Writing - Morning Meeting/Sharing Time - Responsive Classroom - SEL: Building Community	<b>What I Need</b>	- Intervention Period - Differentiation - Scaffolding - Guided Reading - Personalized Learning
Calendar	- Calendar Math / Weather	Specials	- Art - Music - Two Physical Education classes - Library - FLES - Sing Along
Writing	- Writers' Workshop - Shared Writing - Small groups/conferencing	Social Studies/ Science/ Health	- Alternating thematic-based Science, Social Studies, and Health units - One unit per month - STEM
Reading	- Sunday Word Study/Phonics - Reading Workshop - Shared Reading - Literacy Centers - Phonological and Phonemic Awareness	<b>Choice Time</b>	- Child-selected centers - Dramatic play, blocks, fine motor activities, sensory activities
Read Aloud/ Guided Reading	- Individual instruction provided as needed	<b>Closing Meeting/Dismissal</b>	- Reflection
Math	- Math Instruction - Math Centers		

Feature	Half-Day (190 minutes)	Full-Day (290 minutes)
Morning Meeting	10 minutes	20 minutes
Calendar/Weather	Absent - included in morning meeting	10 minutes
Shared Reading/Interactive Writing	20 Minutes	20 minutes
Readers Workshop	30 Minutes 3 x per week	20 minutes <u>1 x per week</u>
Guided Reading	15-20 minutes 2-3 x per week	20 minutes <u>4-5 x per week</u>
Writer's Workshop	30 Minutes 2 x per week	20 minutes <u>1 x per week</u>
Word Study	20 minutes 3 x per week	20 minutes <u>1 x per week</u>
Snack (SEL Work)	10 minutes	10 minutes
Specials	40 minutes	40 minutes
Math	30 minutes 4 x per week	40 minutes <u>1 x per week</u>
Choice Time	Absent	20 Minutes
What I Need	Absent	20 Minutes
Science/Social Studies	15-20 minutes 2-3 x per week	20 minutes <u>1 x per week</u>
Closing Meeting (SEL component)	Absent	10 minutes
Lunch/Recess	30 minutes (separate entity)	40 minutes

### Full Day Kindergarten

Same Curriculum

- more time for guided play, structured exploration, experimentation, and discovery-based learning in a literature-rich environment
- preparation for First Grade not an extension of First Grade!

### Full Day Kindergarten

Affirmation

### Full Day Kindergarten

[NJ Department of Education Office of Kindergarten to Third Grade Education](#)

"At the core of a high quality kindergarten program is a **safe and nurturing** environment that promotes the **physical, social, emotional and intellectual development** of young children."

Visitors should see:

- **Caring Community of Learners**
- **Teaching to Support Children's Development and Learning**
- **Planned and Spontaneous Learning Experiences**

### Full Day Kindergarten

Our vision and next steps

### Full Day Kindergarten

#### NPSD Guiding Principles of Full-Day Kindergarten

- ❑ Full-day Kindergarten will address the developmental needs of all students through **guided play**, structured **exploration, experimentation, and discovery-based learning** in a literature-rich environment
- ❑ Students' **social and emotional development** will be central to their Kindergarten experience.
- ❑ Students will be provided with **time** every day to delve more deeply into reading, writing, and math exploration.
- ❑ **Free choice and center time** will be designed into the schedule to enhance fine and gross motor skills and promote learning through the use of **manipulatives, exploration, and play**.
- ❑ Community partnerships will promote the **important role parents/guardians** play in early child development.
- ❑ Equity will be promoted by focusing on the **early diagnosis of learning needs**, enrichment opportunities, and by addressing the needs of all students, including those with special and/or language learning needs
- ❑ Care will be taken to design a **developmentally appropriate** and comprehensive Kindergarten program separate from that of First-grade.

### Full Day Kindergarten

#### NPSD Full Day Kindergarten Vision

New Providence will provide Kindergarten students with a **caring, developmentally appropriate, and well-rounded classroom community** that will inspire students to love school and provide multiple opportunities for students to **develop the skills necessary** to be successful in their early school years.

Emphasis will be placed on the **development of the whole child** by supporting and nurturing all areas of their development and learning, from social-emotional and cognitive skills to literacy and math understanding.

### Full Day Kindergarten

#### Next Steps

- ❑ **Budget Development**
- ❑ **Staffing Implications**
- ❑ **Classroom Design**
- ❑ **Kindergarten Visitations**
- ❑ **Professional Development**

Mr. Keaney commented that the schedules proposed above are rigid but the teachers will be responsive to the needs of the students. The curriculum, based on state standards, will remain the same. It is still appropriate for five and six year olds in kindergarten and is not an extension of first grade. Mr. Richter discussed the next steps to be taken. He stated that we will be budgeting for the two additional classrooms, including 2 new teachers at each building, provided that is what enrollment justifies. There will be flexible, open, and inviting environments for the students through the new furniture that will be purchased under the bond referendum. Other full-day kindergartens will continue to be visited. There will be more professional development. Mr. Richter thanked the administration, the Board, and the community for this opportunity.

Dr. Miceli thanked all of the presenters. The principals will have a lot to do going forward. Dr. Miceli reminded Mrs. Natale how she strongly recommended full-day kindergarten in 2019 and now we are there. The Board did not have any questions.

### **Public Comments**

At this time, Mrs. Misiukiewicz took a moment, as she did during the October 20, 2022 Board meeting, to refresh all present on the “hows and whys” of the public portion of the agenda and meeting. The public portion of a Board of Education meeting is state mandated. This mandate requires at least one opportunity on the agenda for public comments. Here in New Providence, we have two opportunities for the public to be heard. The first opportunity is on specific agenda items only and the second opportunity is at the end of our meetings for any item. In order to facilitate both portions of the meeting, we ask the public to limit comments to two minutes- this is our Board policy. The purpose of a Board of Education meeting is to conduct the Business of the Board in public. Our meetings are the only time the seven of us get together to discuss Board Business, which we do once a month (unless of course, we Notice the public that we have added another business meeting). The opportunities for the public to be heard are exactly that - we ask you to come to the microphone, state your name and address, and to make your comments/concerns/accolades or whatever it may be. We are listening, all seven of us as well as the Administration, and we take every comment seriously. This is not an opportunity for dialogue or to debate issues. Mrs. Misiukiewicz urged anyone in the public who would like a dialogue to please call or email the Board office to reach anyone of the Board members or to contact Dr. Miceli or to schedule a meeting. That is the best time for dialogue. With that said, however, there are instances whereby comments are made and we can immediately address and provide clarity and we will do that. As we all know from local and national news, public education can touch upon emotional issues. This board strives to maintain a certain level of decorum at our meetings and this is because we are not only recording the meetings but more often than not, we have students attending and/ or participating in our meetings. We want to give the highest standard of respect, civility and courtesy to our students, staff and parents. Mrs. Misiukiewicz also noted that there will be an open forum in March which is another way for the public to engage in dialogue.

Mrs. Misiukiewicz opened the meeting to the public at 8:47 p.m.

There being no public comments, Mrs. Misiukiewicz declared the public portion of the meeting closed at 8:47 p.m.

### **APPROVAL OF MINUTES**

Mrs. Marano moved to approve the Work and Closed Session Minutes as follows:

Work Session	October 20, 2022
Closed Session	October 20, 2022

Seconded by: Mrs. Coniglio  
Roll Call Vote:

<u>Yea</u> Mrs. Coniglio	<u>Yea</u> Mrs. Killea
<u>Yea</u> Mrs. Cuccaro	<u>Yea</u> Mrs. Marano
<u>Yea</u> Mrs. Gunderman	<u>Yea</u> Mrs. Misiukiewicz
<u>Absent</u> Mr. Walsh	

**ACTION ITEMS**  
**FINANCE ACTIONS**

Mrs. Marano, committee member, in absence of the Education Committee Chairperson, Mr. Walsh, moved to approve items 1 through 9 as listed below:

**Board Secretary and Treasurer Reports Approved**

1. After review, we hereby accept the Board Secretary and Treasurer reports for October 2022. No major account or fund has been overexpended in violation of financial obligations for the remainder of the fiscal year.

**November 2022 Bills List Approved**

2. Approve the payment of bills for November 2022, in the amount of \$4,942,410.06.

**Generous Donation from the NPHS PTSA to the New Providence Athletic Department Accepted**

3. Approve the generous donation from the NPHS PTSA in the amount of \$1,060.00 to the New Providence Athletic Department for two banners.

**Generous Donation to the John O'Neill Memorial Scholarship Fund Accepted**

4. Accept the generous donation in the amount of \$50.00 to the John R. O'Neill Memorial Scholarship Fund.

**Generous Donations to the New Providence High School Class of 1962 Scholarship Accepted**

5. Approve the generous donations to the New Providence High School Class of 1962 Scholarship Fund in the amount of \$1,750.00.

**Generous Donation to AWR Accepted**

6. Approve the generous donation in the amount of \$360.00 to Allen W. Roberts School.

**New Providence School District's 77 Projects from**

**The Five Year Long Range Facility Plan Approved**

- 7. The New Providence School District (LEA 3560) has seventy-seven (77) projects identified in its Five Year Long Range Facility Plan. The seventy-seven (77) projects have an estimated total cost of \$37,724,577.00. Two (2) projects have been completed, initiated or advanced. Seventy-five (75) remaining projects, with a total cost of \$37,499,647.00, are currently identified in the plan for initiation. The local share would be funded from bond proceeds and/or annual school budget appropriations (based on needs and dictated by availability of funds). The District may be eligible for state debt service or EDA grant funds for the identified projects in the amount of \$14,999,859.00. The local share amount of \$22,499,788.00 for the identified projects represents the maximum amount the New Providence School District may deposit in its capital reserve fund for the 2022-2023 school year.

**Voided and Reissued Checks Approved**

- 8. Approve the following voided and reissued checks:

Voided				
<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
360709	9/29/22	\$378.00	11-000-262-423-00	Duplicate
1664	6/10/22	\$29.00	Salt Brook Activities	Lost
Reissued				
<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
1668	11/2/22	\$29.00	Salt Brook Activities	Replacement

**Addendum to Separation of Service Agreement Approved**

- 9. Approve an addendum to a Separation of Service Agreement with former employee #1763.

Seconded by: Mrs. Cuccaro  
 Roll Call Vote:

<u>Yea</u> Mrs. Coniglio	<u>Yea</u> Mrs. Killea
<u>Yea</u> Mrs. Cuccaro	<u>Yea</u> Mrs. Marano
<u>Yea</u> Mrs. Gunderman	<u>Yea</u> Mrs. Misiukiewicz
<u>Absent</u> Mr. Walsh	

**FACILITIES ACTION**

Mrs. Marano, committee member, in absence of the Education Committee Chairperson, Mr. Walsh, moved to approve items 1 through 5 as listed below:

**Resolution of Three-Year Comprehensive**

**Maintenance Plan Approved**

1. Adopt the following resolution:

**WHEREAS**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

**WHEREAS**, the required maintenance activities are listed in the plan for the various school facilities of the New Providence School District are consistent with these requirements, and

**WHEREAS**, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

**NOW THEREFORE, BE IT RESOLVED** that the New Providence School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan for the New Providence School District in compliance with the Department of Education requirements. **(EXHIBIT A)**

**School Bus Emergency Evacuation Drills  
For October, 2022 Approved**

2. Approve the school bus emergency evacuation drills conducted in October 2022 during the 2022/2023 school year in accordance with the New Jersey Administrative Code 6A:27-11.2.

**SCHOOL BUS EMERGENCY EVACUATION DRILL**

SCHOOL	SUPERVISOR	DATE OF DRILL	TIME OF DRILL	Route #	Location of Drill
NPHS	Elias Leader	10/18/22	7:10 a.m.	1A	Front Circle
NPHS	James Trench	10/19/22	10:32 a.m.	1B	Front Circle
NPHS	James Trench	10/21/22	12:10 p.m.	1C	Front Circle
Allen W. Roberts	Jay Richter	10/27/22	8:40 a.m.	2	Front Circle
Allen W. Roberts	Jay Richter	10/27/22	9:30 a.m.	3	Front Circle
Salt Brook School	Jeannie Drexinger	10/20/22	8:25 a.m.	4	Front Circle
Salt Brook School	Jeannie Drexinger	10/20/22	8:25 a.m.	5	Front Circle
NPHS	Robert Yannotta	10/18/22	7:10 a.m.	CS-216	Front Circle
NPHS	James Trench	10/18/22	7:10 a.m.	CS-306	Front Circle

**Disposal and Donation from NPHS Approved**

3. Approve the disposal and donation of a refrigerator from the NPHS Staff Lounge. The refrigerator, NPBOE ID #100831, will be donated and used by the United Methodist Church Food Pantry.

**Disposal of Textbook Items Approved**

4. Approve the disposal of the following textbook items:

Quantity	Item Description	Model/ISBN#	BOE#/Ser.#	Reason for Disposal	School
16	Exploring Spanish, 2 <sup>nd</sup> Edition	Copyright 2022 ISBN# 0-8219-2404-4	N/A	No longer used for classroom instruction	SB
39	Discovering Languages Spanish Revised Edition	Copyright 2004, 1995 ISBN: 978-1-56765-491-2	N/A	No longer used for classroom instruction	SB

**Disposal of Damaged, Unrepairable, and Outdated Items Approved**

5. Approve the disposal of the following items, as they are damaged, unrepairable, and outdated, and are no longer deemed useful for school needs.

Quantity	Item Description	Model/ISBN #	BOE #/Ser.#	Reason for Disposal
20	Classroom Rugs	N/A	N/A	Rugs are old and worn.
2	Rolling Cabinets	N/A	N/A	Shelves are broken and can not be repaired
2	File Cabinet	N/A	N/A	Old and rusty. Locks do not work
1	Student Mailbox Cubby	N/A	N/A	Outdated, rusted, and no longer used

Seconded by: Mrs. Cuccaro

Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Marano

Yea Mrs. Gunderman

Yea Mrs. Misiukiewicz

Absent Mr. Walsh

**EDUCATION ACTION**

Mrs. Coniglio, Education Committee Chairperson, moved to approve items 1 through 7 as listed below:



**2022/2023 HIB Investigations Approved**

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent regarding the following 2022/2023 Harassment, Intimidation, and Bullying investigations:

<u>School</u>	<u>Incident Report Number(s)</u>
High School:	1,2
Salt Brookl:	1

**Memorandum of Understanding Between New Providence High School and Rutgers School Of Health Approved**

2. Approve the Memorandum of Understanding between New Providence High School and Rutgers School of Health Professions for the Health Science Careers Program, effective for the 2022/2023 school year. Such agreement was Board approved on November 19, 2020 and is to automatically renew for a successive three-year period.

**Revised Rates for Bayada Home Health Care for The 2022/2023 School Year Approved**

3. Approve the following revision for the 2022/2023 school year:
  - a. Bayada Home Health Care, INC., for RN/LPN services at the rate of \$65.00 per hour, effective 7/1/22-6/30/23

**Tuition for Student #42291 Approved**

4. Approve the enrollment of Student #42291 at Garden Academy, for the 2022/2023 school year, at a tuition cost of \$131,014.80, effective 10/3/22.

**Tuition for Student #10398 Approved**

5. Approve the enrollment of Student #10398 at Rutgers Day School-University Behavioral Health Care, for the 2022/2023 school year, at a tuition cost of \$92,172.00, effective 7/1/22.

**Tuition for Student #1240806 Approved**

6. Approve the enrollment of Student #1240806 at the ECLC of New Jersey, for the 2022/2023 school year, at a tuition cost of \$70,644.00, effective 7/5/22.

**Tuition for Student #10250 Approved**

7. Approve the enrollment of Student #10250 at the ECLC of New Jersey, for the 2022/2023 school year, at a tuition cost of \$70,644.00, effective 7/5/22.

Seconded by: Mrs. Gunderman

## Roll Call Vote:

Yea Mrs. Coniglio                      Yea Mrs. Killea  
Yea Mrs. Cuccaro                      Yea Mrs. Misiukiewicz  
Yea Mrs. Gunderman                  Yea Mrs. Misiukiewicz  
Absent Mr. Walsh

**PERSONNEL ACTION**

Mrs. Cuccaro, Committee Chairperson, moved to approve items 1 through 5 as listed below:

**2022/2023 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 2022/2023 school year:
  - a. Nicholas Webber, tennis (spring), boys, first assistant, \$5,088.00
  - b. Nhan Ngo, gameworker
  - c. Jennifer Cappucci, basketball (winter), girls, second assistant, \$5,669.00
  - d. Sophia Miskulin, student teacher at Salt Brook School, effective 11/18/22 through 6/30/23
  - e. Jennifer Sloane, Intramural-For Students with Special Needs K-8, (fall/winter/spring), advisor, \$1,916.57 (base \$2,064.00), effective 10/20/22
  - f. Steve Hughes, basketball (winter), girls, volunteer
  - g. Collin O'Leary, technology work during the 2022/2023 school year @ \$15.00/hr., effective 11/18/22
  - h. Jefferey Mase, wrestling (winter), volunteer
  - i. Kelly Broedlin, substitute: teacher, teacher aide, and secretary
  - j. Anthony Carrozza, substitute: teacher, teacher aide, and secretary
  - k. Susan Mansueto, substitute: teacher, teacher aide, and secretary
  - l. Helen Biviano, substitute: teacher, teacher aide, and secretary (subject to issuance of certification)
  - m. Judith Knott, substitute: teacher, teacher aide, and secretary (subject to issuance of certification)

**2022/2023 ESSER Appointments Approved**

2. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2022/2023 school year. These teachers will be reimbursed through the Elementary and Secondary School Emergency Relief Grant, Learning Acceleration Fund, "ESSER" for the 2022/2023 school year:
  - a. Egil Rostad, elementary and secondary after-school music lessons and tutoring program teacher, 27 hours @ \$54.87/hr.
  - b. Benjamin Ruben-Schnirman, elementary and secondary after-school music lessons and tutoring program teacher, 27 hours @ \$54.87/hr.

- c. Anna Skelton, elementary and secondary after-school music lessons and tutoring program teacher, 27 hours @ \$54.87/hr.
- d. Pamela Van Nostrand, elementary and secondary after-school music lessons and tutoring program teacher, 27 hours @ \$54.87/hr.
- e. Jennifer Florencio, elementary and secondary after-school art teacher, 18 hours @ \$54.87/hr.
- f. Michelle Hoogerhyde, elementary and secondary after-school art teacher, 18 hours @ \$54.87/hr.
- g. Ilona Lelli, elementary and secondary after-school art teacher, 18 hours @ \$54.87/hr.
- h. Kim Chrisostomides, elementary and secondary after-school art teacher, 18 hours @ \$54.87/hr.

**Resignation Accepted**

- 3. Accept the resignation of the following employee:
  - a. Sharon Nanda, LDTC, effective 12/30/22

**Revisions for the 2022/2023 School Year Approved**

- 4. Approve the following revisions for the 2022/2023 school year:
  - a. Craig Barclay, teacher, from Step 4, Column I (\$58,439.00), to Step 4, Column II (\$59,982.00), effective 9/1/22, due to course credits
  - b. Barbara Pryer, playground/lunch assistant, (3.0 hrs./day), \$8,808.00 (base \$10,560), effective 10/24/22
  - c. Irma Steinfeld, playground/lunch assistant, (3.0 hrs./day), \$8,808.00 (base \$10,560), effective 10/24/22
  - d. Jennifer Cappucci, long term substitute teacher, \$51,039.00 (base \$65,625.00), effective 10/27/22 through 6/30/23
  - e. Laura Freeman, elementary and secondary robotics after-school program teacher, 74 hours @ \$54.87/hr.
  - f. Scott Rahner, elementary and secondary robotics after-school program teacher, 74 hours @ \$54.87/hr.

**Unpaid Maternity Leave for Pamela Van Nostrand Approved**

- 5. Approve the request for unpaid maternity leave for Pamela Van Nostrand, teacher, under the state Family Leave Act for a period of twelve weeks commencing 5/31/23 and ending 10/31/23 with continued health insurance benefits pursuant to law. Approve an extended leave pursuant to Article X of the Agreement between the Board and the NPEA, from 11/1/23 through and including 6/14/24. (Based on 5/2/23 due date. Dates subject to adjustment by actual birth.)

Dr. Miceli thanked Sharon Nanda for her time in the District. She has been an asset and we will definitely miss her in the District.

Seconded by: Mrs. Coniglio  
 Roll Call Vote:

Yea Mrs. Coniglio

Yea Mrs. Killea

Yea Mrs. Cuccaro

Yea Mrs. Marano

Yea Mrs. Gunderman

Yea Mrs. Misiukiewicz

Absent Mr. Walsh

**COMMITTEE REPORTS**

Curriculum, Instruction and Technology

Mrs. Coniglio commented that there is no news to report.

Finance, Facilities and Safety/Security

Mrs. Marano, committee member, in absence of the Education Committee Chairperson, Mr. Walsh, commented that there will be a meeting after the votes are certified on November 21, 2022 to discuss the Bond Referendum.

Personnel, Management, and Communication

Mrs. Cuccaro, Committee Chairperson, commented that there is no news to report.

**OLD BUSINESS**

There was no old business to discuss.

**NEW BUSINESS**

Mr. Testa will certify the election results at the December meeting. The unofficial results as of today are as follows:

The Bond Referendum passed. The following are the total number of votes:

Yes: 3,645- 72%

No: 1,421- 28%

The following are the votes cast for the candidates running for two empty seats:

Bernadette Cuccaro: 2,727 votes

Joe Walsh: 2,271 votes

Kristen Epsom-Hayden: 2,195

Brian Gardner: 1,206 votes

Write in: 36 votes

As soon as Mr. Testa receives the final counts from the County, he will get those numbers to the Board and then they will be certified.

Mr. Testa commented that there will be two grant opportunities from the State available in January. The first, a ROD grant, is a \$350,000,000.00 Department of Education grant. An application must be completed. New Providence was not selected to receive money the last time that we applied. If we are awarded a grant, New Providence must pay 60% toward the project. The District will submit an application for smaller capital projects.

The state guidelines exclude any Bond Referendum projects. There will be more information in January. The second grant is a \$75,000,000.00 grant for Emergent and Capital Maintenance projects. Last year, New Providence was awarded \$56,000.00 and used it to purchase exhaust fans and air purifiers. The fans were finished being installed last week. New Providence will receive money again this year. Projects will be identified and proposed to the Facilities Committee and then submitted for full Board approval.

Dr. Miceli thanked the NPEF for hosting the Wizards games. There were two sold out shows. Dr. Miceli also thanked all of the staff who participated. He looks forward to hearing how successful the fund raising was.

### **PUBLIC COMMENTS**

Mrs. Misiukiewicz opened the meeting to the public at 8:54 p.m.

**Jennifer Niederhoffer**  
**32 Club Lane, New Providence**

Mrs. Niederhoffer followed up on comments she made at an earlier Board meeting during which she asked the Board to consider raising the compensation rate for substitutes in the District. She asked for consideration to be given to such a raise. She has heard from other substitutes and staff in the school that they were happy that she raised the issue. She further stated that she believes that currently fill rates for substitutes are low. She would like the rate to be more in line with other districts.

There being no other comments from the public, Mrs. Misiukiewicz closed the meeting at 8:56 p.m.

### **CLOSED SESSION**

Mrs. Coniglio moved to adopt the following resolution:

This body shall on November 17, 2022 at 8:56 p.m. 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:

- Litigation

The minutes of the discussion in closed session of the aforementioned matters may be disclosed to the public after final determination of action has been reached.

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

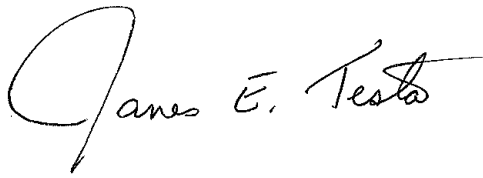
### **Return to Public Session**

The Board reconvened to public session at 9:29 p.m. Mrs. Misiukiewicz called the Board to order.

Members present were Mrs. Coniglio, Mrs. Cuccaro, Mrs. Gunderman, Mrs. Killea, Mrs. Marano, and Mrs. Misiukiewicz.

### **Adjournment**

There being no other business before the Board, on a motion by Mrs. Marano, seconded by Mrs. Gunderman, and carried unanimously, Mrs. Misiukiewicz declared the meeting adjourned at 9:30 p.m.

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

---

James E. Testa, School Business Administrator/Board Secretary  
11/17/22 Board Meeting