

From: **Judy LaGreca** <lagrecaj@hbschools.org>

Date: Mon, Apr 29, 2024 at 4:30 PM

Subject: Official correspondence attached

To: Karyn Gove <kgove@hbschools.org>, Erin Delgado <edelgado@hbschools.org>, Ben Bolger <bbolger@hbschools.org>, Robert Imhoff <rimhoff@hbschools.org>, Colleen Poles <cpoles@hbschools.org>, Michael McCasland <mmccasland@hbschools.org>, Cindy Sharkey <csharkey@hbschools.org>

Cc: Gregory Hobaugh <hobaughg@hbschools.org>, Lisa Kerr <kerrl@hbschools.org>

President Gove and all HB Board Members,

Thank you for taking the time to review the attached letter and request.

The HBEA appreciates your time and response.

Many Regards,

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Special/General Education Teacher

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Education is the most powerful weapon which you can use to change the world ~ Nelson Mandela

Good Afternoon,

During the course of this school year, the High Bridge staff has been asked on several different occasions to provide suggestions regarding scheduling, as well the issues and suggestions for improving staff morale and student achievement. The public was also asked for input regarding our school district at the three Roundtable discussions held by Dr. Hobaugh. There are multiple documents in which staff identified issues and made suggestions. We have asked Dr. Hobaugh to review the compiled data with the staff but this has not occurred. Because of this, the staff does not know if the Board has received a complete view of staff's input. In light of recent discussions of HB school consolidations and/or mergers, and so that the staff's input can be fairly represented, the HBEA would like to request a meeting between the High Bridge staff, administration and the Board of Education based on the following points:

- October, 2023, HBEA President and VP met with Dr. Hobaugh to discuss an agenda for a contractual Faculty Advisory Committee (FAC) meeting. Student achievement, scheduling and staff morale were discussed. The rest of the topics were submitted in writing. Dr. Hobaugh did not agree to having a FAC meeting. He suggested a round table meeting.
- November 2, 2023, staff from the ES & the MS attended the Superintendent's Roundtable. The topics of discussion were student achievement, scheduling and staff morale. The HBEA President and VP attended but did not contribute. It was ultimately suggested that staff put all input in writing, anonymously but collaboratively.
- Google forms were immediately generated from administration. The anonymous submissions were not viewable by staff and some input was added.
- Three more forms/spreadsheets were generated by the staff, again requesting input, anonymously but with transparency and collaboration.
- At the January 2024 district meeting, a document of compiled data from the admin's forms was distributed. Dr. Hobaugh briefly acknowledged some of the input. No discussion was elicited.
- It was requested again that we have a district discussion on this input and the additional input that was not yet addressed. It has not occurred.
- The elementary school had a faculty meeting about scheduling, facilitated by Mrs. Alparone. There was no discussion about staff morale.

- There was additionally an ES staff meeting to discuss NJSLA test scores, with no follow-up by administrators as to how to improve student achievement.
- April 25th, District meeting - agenda stated that the two schools would meet separately to generate scheduling ideas for the 2024-2025 school year. MS meeting facilitated by Mr. Kolton. ES faculty were told to discuss without an administrator present. After a short time, Mrs. Alparone then came in and helped facilitate scheduling discussions again.
- Three community meetings were also held by Dr. Hobough. No follow-up discussion with staff regarding community input was held.
- The budget presentation was not presented to and discussed with staff as has been done yearly.

Due to the aforementioned information and the current public discussions about the state of our district, the HBEA would like to request a meeting between staff, administration, and the Board of Education. The collective staff input would be presented to the Board, with hopes that the input community members gave would be made available to staff as well, ensuring an open and transparent discussion.

There is urgency here, as the future of our High Bridge schools seem to be at stake. The HBEA and the High Bridge staff are dedicated to educating our children and to the well-being of High Bridge schools. The District goal this year is *Partnerships - The District will support collaborative partnerships that foster learning, communication, understanding, and a positive culture in our schools and in our community.* Based on this goal, we believe that the Board of Education is dedicated to the well-being of our schools as well.

We look forward to hearing from the Board. We look forward to meeting.

Thank you for your time and consideration.

Lisa Kerr Judy LaGreca
President Vice President

High Bridge Education Association