

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
Oakland, New Jersey 07436

SPECIAL PUBLIC MEETING
January 18, 2024
Indian Hills High School Cafeteria, 7:07 P.M.

AGENDA

1. Call to Order @7:07 pm

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Mr. Bogdansky* | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders |
| <input checked="" type="checkbox"/> Mr. DeLaite | <input checked="" type="checkbox"/> Dr. Lorenz | <input checked="" type="checkbox"/> Ms. Emmolo, Vice President |
| <input checked="" type="checkbox"/> Ms. Kiel | <input checked="" type="checkbox"/> Ms. Mariani | <input checked="" type="checkbox"/> Ms. Ansh, President |

**Participated Remotely*

2. Board President’s Announcement

The New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this act, the business administrator/ board secretary has caused notice of this meeting to be published by having the date, time, and place thereof posted in accordance with N.J.S.A. 10:4-8(b), and guidance from the New Jersey Department of Community Affairs, Division of Local Government Services.

In addition, please be aware that employees of the School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. The Board shall not be held liable for comments made by members of the public, and in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

3. Pledge of Allegiance

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

4. Board President Statement

Board President Ansh made a statement related to the bias symbol found at the Ramapo High School. She emphasized the Board unequivocally condemns antisemitism, racism and all acts of hatred. This matter is being investigated by law enforcement, and as such,

the Board cannot comment on an ongoing investigation. All questions should be directed to the Superintendent's office.

5. Public Comment

Public participation shall be governed by the following rules:

- 1) A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if applicable;
- 2) Each statement made by a participant shall be limited to three (3) minutes' duration during the public session;
- 3) All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member.

The following subjects were raised by community members:

- Criticizing lack of timely communication to students, staff, parents and community related to bias graffiti. Should have been communicated by administration, not made aware of it through social media.
- Urge that greater emphasis be placed on Holocaust events in curriculum.
- Superintendent Search Process: Urge it be accelerated.

6. Open Board Discussion

None

7. Superintendent Search Process Discussion with Consultant

This meeting's purpose was to establish the parameters that would guide the firm and Board during the search for a new superintendent. The district's designated search firm, Hazard, Young and Attea Associates, participated via zoom in the discussion, led by Dr. Adams, Dr. Brown, and Stacey Adams.

The Board considered the parameters and provided input as to the process, agreeing to the following:

- Designate Board President as principal point of contact - liaison
- Designate Interim Business Administrator/Board Secretary as internal confidential contact
- Candidate name protocol (candidate names remain confidential)
- Form of stakeholder input - A straw poll to determine whether stakeholder input be conducted via electronically (online survey) or via forum or both resulted in the following outcome:

Mr. Bogdansky	Via Electronically and Public Forums
Mr. DeLaité	Via Electronically and Public Forums
Ms. Kiel	Electronically only
Ms. Koulikourdis	Via Electronically and Public Forums
Dr. Lorenz	Via Electronically and Public Forums
Ms. Mariani	Electronically only
Ms. Souders	Electronically only
Ms. Emmolo, Vice President	Electronically only
Ms. Ansh, President	Electronically only

- Candidate travel expenses - covered or not? To be determined
- Advertising options: Selected the base advertising package @\$3,400, which covers major markets.
- Agreed to comprehensive background check once finalist identified @\$1,950.
- Agreed to competitive compensation package.
- Clarified that if suitable candidates are not identified, HYA will continue recruiting on the district’s behalf.
- Transition Services with finalist - to be determined
- Established search calendar and set additional closed session meetings to review candidates as follows:
 - Saturday, April 6, 2024 - Candidate Interview, first round
 - Saturday, April 13, 2024 - Candidate Interviews, second round

8. Public Comment

The following subjects were raised by community members:

- That a member of the public was taking photos and videos of the Board Meeting
- Disappointment that the public forums were not going to be conducted to receive current input into the superintendent search process.
- Sentiment that the superintendent compensation discussion should not have been conducted in public

9. Anticipated Future Meeting Dates

- Monday, January 29, 2024, Regular Public Meeting, Indian Hills High School Cafeteria
- Monday, February 12, 2024, Regular Public Meeting, Ramapo High School Cafeteria
- Thursday, February 29, 2024, Regular Public Meeting, Indian Hills High School Cafeteria

10. Adjournment

Motion to adjourn the Thursday, January 18, 2024 Special Public Meeting at 10:38 pm.

Moved by Koulikourdis Seconded: Mariani to adjourn at 10:38 pm.

Mr. Bogdansky*
 Mr. DeLaite
 Ms. Kiel

Ms. Koulikourdis
 Dr. Lorenz
 Ms. Mariani

Ms. Souders
 Ms. Emmolo, Vice President
 Ms. Ansh, President

**Participated Remotely*

Respectfully submitted,

Dora E. Zeno
Interim School business Administrator / Board Secretary